



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

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號：2678

環境、  
社會及  
管治報告

# 2023

ENVIRONMENTAL,  
SOCIAL AND  
GOVERNANCE  
REPORT

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### ABOUT THE REPORT

Texhong International Group Limited (stock code: 2678; together with its subsidiaries, the “Group”) has prepared this Environmental, Social and Governance Report (the “ESG Report” or the “Report”) in accordance with the requirements under the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) as set out in Appendix C2 to the “Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited” with partial reference to relevant documents such as the GRI Sustainability Reporting Standards (GRI Standards), the Task Force on Climate-related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (SDGs) to disclose the practices and performance of the Group on various ESG issues in 2023. This is the eighth annual ESG report published by the Group. Based on the Report, the Group strengthens its communication with all stakeholders and the public to allow people from all walks of life understand the ESG activities of the Group and their related impacts.

### Reporting Scope

This Report covers the major business segments of the Group such as yarns, grey fabrics and garment fabrics spanning from 1 January 2023 to 31 December 2023, and discloses the key performance indicators (KPIs) in the environmental, social and governance aspects for the Group and our twenty-one manufacturing subsidiaries located in the Mainland China, Vietnam and the Americas included in the annual report for this financial year.

### Reporting Principles

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

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

### 關於本報告

天虹國際集團有限公司(股份代號：2678，連同其附屬公司統稱「本集團」)根據《香港聯合交易所有限公司證券上市規則》附錄C2《環境、社會及管治報告指引》(簡稱「ESG報告指引」)要求編製本《環境、社會及管治報告》(簡稱「ESG報告」或「本報告」)，並部分參考GRI可持續發展報告標準(GRI標準)、氣候相關財務信息披露工作小組(TCFD)、聯合國可持續發展目標(SDGs)等相關文件，以披露本集團於2023年在各ESG議題上的實踐和績效。這是本集團第八次發佈年度ESG報告。本集團以本報告為基礎，與所有利益相關方和社會公眾加強溝通，讓各界人士了解本集團的ESG活動及相關影響。

### 報告範圍

本年度報告覆蓋本集團的紗線、坯布和面料等主要業務板塊；時間跨度為2023年1月1日至2023年12月31日，披露在此財政年度內，列入年報範圍的本集團及位於中國內地、越南和美洲的二十一家附屬生產公司的環境、社會及管治範疇關鍵績效指標。

### 報告原則

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

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

### ABOUT THE REPORT *(Continued)*

#### Accessibility

The Report is published in electronic version, which can be accessed or downloaded from the official website of the Group ([www.texhong.com](http://www.texhong.com)) and the “HKEXnews” website of the Hong Kong Exchange (<http://www.hkexnews.hk>). In the event of any discrepancy between the English version and the Chinese version, for the purposes of this ESG report, the Chinese version shall prevail.

### BOARD STATEMENT

The Group adheres to the principle of “Respect for nature and love for mankind”, takes sustainability as the core of its development strategy, and implements the concept of sustainable development in the entire value chain. To this end, we have established ESG strategies and goals, continuously improved the ESG governance system, and promoted the sustainable development of the enterprise.

### ESG GOVERNANCE STATEMENT

As the highest governing body of the Group for ESG matters, the board of directors of Texhong International Group Limited (the “Board”) assumes full responsibility for the ESG strategy and reporting of the Group, provides support to the Group for our commitment of fulfilling ESG responsibilities, and is responsible for leading and supervising the Group on ESG strategic decisions and performance. The ESG Committee under the Board is responsible for reviewing the ESG performance of the Group, identifying, evaluating, and managing the material ESG-related matters, reviewing the ESG goals, monitoring the progress of ESG goals, and approving the annual ESG reports. The Board attaches great importance to the sustainable development of the Group. The ESG Committee and its subordinate units regularly report the progress of sustainable development to the Board on an annual basis. Through regular reporting, we can identify and improve the limitations in sustainable development projects and establish strategies to improve ESG performance. This ensures the smooth progress of sustainable development and effective prevention and control of ESG risks.

### 關於本報告(續)

#### 獲取方式

本報告以電子版形式發佈，可在本集團官網 ([www.texhong.com](http://www.texhong.com))及香港交易所「披露易」網站 (<http://www.hkexnews.hk>)查詢或下載。在對中英文文本的理解上發生歧義時，對於本ESG報告，請以中文文本為準。

### 董事會聲明

本集團秉承「敬天愛人，自利利他」原則，以可持續為發展戰略核心，將可持續發展理念貫徹於整個價值鏈中。為此，我們設立ESG戰略與目標，不斷完善ESG管治體系，促進企業可持續發展。

### ESG管治聲明

天虹國際集團有限公司董事會(「董事會」)是本集團ESG事宜最高管治機構，對本集團的ESG策略及匯報承擔全部責任，支持本集團對於履行ESG責任所作的承諾，並負責領導及監督本集團的ESG戰略決策和表現。董事會下設ESG委員會負責審查本集團的ESG表現，識別、評估並管理重要的ESG相關事宜，檢討ESG目標，監督ESG目標達成進度，並審批年度ESG報告。董事會高度重視本集團可持續發展，ESG委員會及其下屬單位每年定期向董事會匯報可持續發展工作進展。通過定期匯報，我們能夠識別並改進在可持續發展工作方面的不足之處，並制定戰略提高ESG績效。此舉可保證可持續發展工作的順利進行，並對ESG風險進行有效防控。

### CHAIRMAN'S STATEMENT

As a member of the textile industry, we strongly understand that our responsibility is not only to provide high-quality products and services, but also to ensure that our business has a positive impact on the environment, society and governance. In this era of increasing focus on sustainability, we view ESG as an inseparable part of our core values.

**Environmental Responsibility:** For the environment, we took a series of innovative measures in 2023. We have introduced more environmentally friendly production technologies to reduce water consumption and energy consumption. We also invested in research and development, striving to find more environmentally friendly raw materials and recyclable processes. We understand that only by reducing the impact of the production process on the environment can we create a better ecological environment for the future.

**Social Responsibility:** Social responsibility is not only an obligation, but also a mission for us. We provide a safe, healthy and energetic working environment for our employees and enhance their skill levels through training and development programs. We are deeply involved in local community projects to support education, cultural and social wellbeing to give back to the society we rely on.

**Scientific Governance:** Scientific corporate governance is the cornerstone of our long-term success. We follow the regulatory standards and the highest business ethics to ensure that every decision of the enterprise is strictly reviewed and supervised. We encourage transparent and responsible operations and maintain smooth communication with shareholders and stakeholders.

Looking ahead, the textile industry is facing multiple challenges, with intensified geopolitical conflicts and uncertainties in the global economy; we see these challenges as opportunities, and continue to promote innovation, strengthen sustainability efforts, and bring new solutions to the industry continuously.

**Hong Tianzhu**

*Chairman*

Hong Kong, 25 March 2024

### 主席致辭

作為紡織行業的一份子，我們深知我們的責任不僅僅是提供高質量的產品和服務，更是要確保我們的業務對環境、社會和治理產生積極的影響。在這個日益關注可持續發展的時代，我們將ESG視為我們核心價值不可分割的一部分。

**環境責任：**在環境方面，我們在2023年採取了一系列創新的措施。我們引入了更環保的生產技術，以減少用水量和能耗。我們還投資於研發，致力於尋找更環保的原材料和可循環利用的工藝。我們明白只有通過減少生產過程對環境的影響，才能為未來創造更美好的生態環境。

**社會責任：**社會責任對我們來說不僅是義務，更是一項使命。我們為員工提供安全、健康和充滿活力的工作環境，並通過培訓和發展計劃提升他們的技能水平。我們深入參與當地社區項目，支持教育、文化和社會福祉，以回饋我們所依賴的社會。

**科學管治：**科學的企業管治是我們取得長期成功的基石。我們遵循法規標準和最高的商業道德，確保企業的每一項決策都經過嚴格的審查和監督。我們鼓勵透明度、負責任的經營，並保持與股東和利益相關方的溝通暢通。

展望未來，紡織行業面臨多重挑戰，地緣政治衝突加劇，全球經濟充滿不確定性；我們視這些挑戰為機遇，繼續推動創新，加強可持續發展的努力，持續為行業帶來新的解決方案。

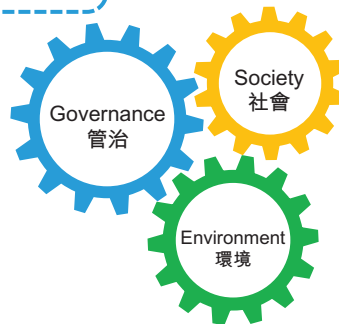
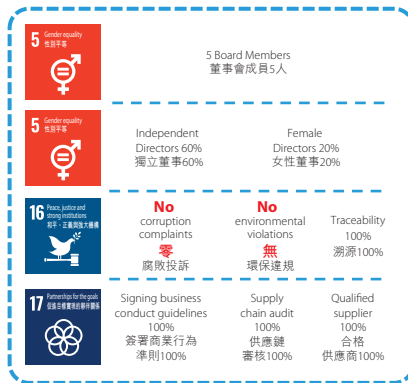
**洪天祝**

*主席*

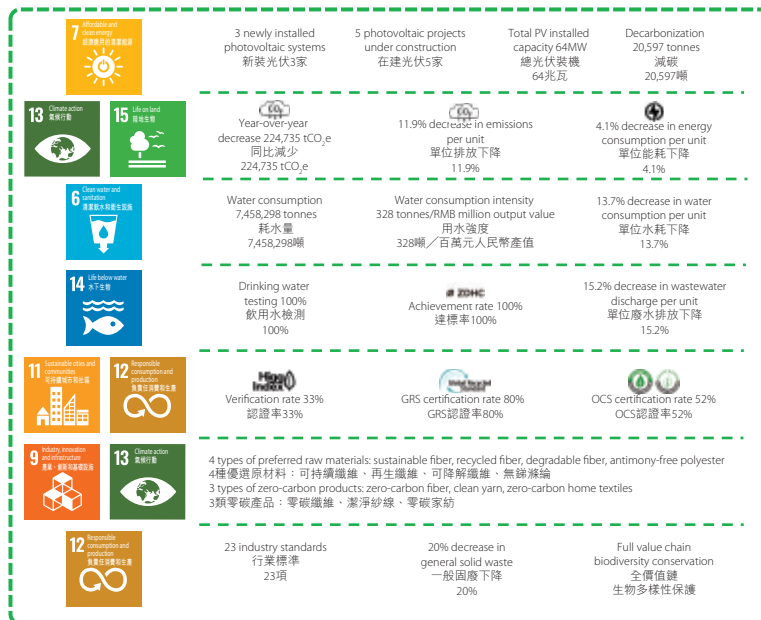
香港，二零二四年三月二十五日

# 環境、社會及管治報告(續) ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

## 2023 ESG PERFORMANCE HIGHLIGHTS



## 2023 ESG 績效亮點



\* Data of Subsidiaries within the scope of 2023 ESG Report  
\* 2023年ESG報告範圍內附屬子公司數據

### FEATURE 1: SUSTAINABLE RAW MATERIAL PROCUREMENT AND RESEARCH AND DEVELOPMENT OF ENVIRONMENTALLY FRIENDLY PRODUCTS

Since its establishment, the Group has been dedicated to developing differentiated products and fostering innovation to drive industrial advancement and transformation within the cotton textile field. This commitment has earned the Group a strong reputation in the industry. Our selection of raw materials prioritizes low-carbon and eco-friendly options, including sustainable, recycled, degradable fibers and antimony-free polyester.

**Sustainable Fibers:** We use GOTS-certified organic cotton, which generally reduces carbon emissions by 45% compared to traditional cotton, while reducing the use of pesticides. Apart from cotton fibers, Texhong also uses other sustainable fibers, especially sustainable fiber made from natural ingredients. For instance, some of the raw materials for sustainable polyester are derived from plant-based raw materials instead of conventional petroleum, which can reduce carbon emissions by 50% compared with traditional polyester. We also use European Flax-certified hemp fibers. European Flax-certified hemp fibers are cultivated without artificial irrigation and sourced from non-genetically modified plants, making them a natural, sustainable fiber. Additionally, we utilize sustainable ramie and other hemp fibers.

#### Recycled Fibers:

- The subsidiaries in Vietnam has installed large-scale recycled cotton equipment, which can realize the production of closed-loop recycled cotton and ensure that the recycled cotton produced fully meets the traceability requirements.
- Texhong is in favourable collaboration with several polyester recycling companies in China, and the proportion of recycled polyester usage in 2023 increased as compared to 2022, such as the effective use of both physically and chemically recycled polyester (with physically recycled polyester dominating).
- Texhong also actively uses other recycled fibers, which are mainly fibers that are made from pre-consumption recycled materials, such as recycled nylon and recycled spandex.

### 專題一：可持續原材料採購與環保產品研發

本集團從創立至今，一直致力於打造差異化產品並不斷的推陳出新，在棉紡織領域推動產業升級及變革，已在行業中享有較高的聲望。我們在原材料的選擇上優先選用低碳環保材料，包括可持續纖維、再生纖維、可降解纖維和無銻滌綸等。

**可持續纖維：**我們採用經GOTS認證的有機棉，一般來說，有機棉較傳統的棉花可以減少45%的碳排放，同時能減少農藥的使用。除了棉纖維外，天虹也使用其他可持續性纖維，尤其是使用天然原料的可持續纖維。例如可持續滌綸部分原料是從植物原料中提取，而非從傳統石油中提煉出來，這些可持續滌綸較傳統滌綸可以減少50%的碳排放。我們還使用經歐麻認證的麻纖維。經過歐麻認證的麻纖維，在培育過程中沒有人工灌溉且為非轉基因植物，是一種天然的、可持續的纖維。同時，我們也使用可持續的漢麻及其他麻類纖維。

#### 再生纖維：

- 越南子公司安裝有大型的再生棉裝置，可以實現閉環再生棉的生產，並確保所生產的再生棉完全符合溯源要求。
- 天虹和幾家中國的再生滌綸公司均有良好合作，2023年再生滌綸的用量比例比2022年有所提高，比如物理和化學再生滌綸的有效使用(以物理再生滌綸為主)。
- 天虹也積極使用其他再生纖維，這些主要是利用消費前再生的材料再生出來的纖維，例如再生尼龍和再生氨綸。



### FEATURE 1: SUSTAINABLE RAW MATERIAL PROCUREMENT AND RESEARCH AND DEVELOPMENT OF ENVIRONMENTAL PROTECTION PRODUCTS *(Continued)*

- In terms of recycled cellulose fiber, Texhong Group also cooperated with Lenzing from Austria to use its Tencel Fiber, Modal Fiber and viscose to manufacture high-end woven yarn, denim yarn and high-end knitted yarn. Most of our recycled cellulose fibers are forest certified. 9.6% of the Group's viscose fibers sourced in 2023 were certified by the Forest Stewardship Council (FSC) and the Programme for the Endorsement of Forest Certification (PEFC), which ensures that products are sourced from well-managed forests.
- Meanwhile, Texhong Group is also one of the members of CIRCULOSE® Supplier Network (CSN). CIRCULOSE is the raw material of the next generation that comes from the cellulosic recycled from old clothing and it is converted into dissolved pulp made from 100% recycled textiles. CSN is a group of 47 yarn and textile manufacturers. As a member of CSN, we are committed to developing sustainable solutions that can significantly reduce our carbon footprint while creating fashionable and trendy clothing.

**Degradable Fibers:** Texhong Group is actively developing PLA polylactic fiber, a new generation of environmentally friendly fiber which is made from plant-based raw materials rather than the traditional raw materials obtained through petrochemicals. Such fibers have good cleavage properties and can effectively reduce the impact on the environment.

**Antimony-Free Polyester:** Since 2023, the subsidiaries of Texhong Fabric gradually adopted antimony-free polyester to replace the traditional antimony polyester. Antimony is a restricted heavy metal chemical that adversely affects the nervous system and digestive system of the human body. The application of antimony-free polyester in the market nowadays adopts titanium as a new type of catalyst, which is not only in line with the production process and quality index, but also more friendly to the environment. Texhong Fabric subsidiaries have been actively coping with the market trend and promoting the use of antimony-free polyester to reduce the impact of heavy metals on the environment.

### 專題一：可持續原材料採購與環保產品研發(續)

- 在再生纖維素纖維方面，天虹集團也和奧地利蘭精公司合作，使用其生產的天絲纖維、莫代爾纖維及黏膠製造高檔機織紗、牛仔紗和高檔針織用紗。我們大部分的再生纖維素纖維均有森林認證。2023年本集團採購的經森林管理委員會(FSC)和森林認證體系認可計劃(PEFC)認證的黏膠纖維佔黏膠採購量的9.6%，以確保產品來自管理良好的森林。
- 同時，天虹集團也是CIRCULOSE® Supplier Network (CSN)的成員之一，CIRCULOSE是下一代原材料，來自破舊服裝中回收的纖維素，並將其轉化為由100%回收紡織品製成的溶解紙漿。CSN是一個由47家紗線和紡織品生產商組成的集團，作為CSN成員，我們致力於開發可持續解決方案，在創造時尚、潮流的服裝同時，大大減少碳足跡。

**可降解纖維：**天虹集團積極地開發PLA聚乳糖纖維(Polylactic fiber)，這是一種新一代的環保型纖維，是以植物為原料，而不是傳統的通過石油化工方式獲取的原料，該類纖維具有良好的裂解性，能有效降低對環境的影響。

**無銻滌綸：**2023年開始，天虹面料子公司逐步採用無銻滌綸代替傳統的有銻滌綸。銻是屬於限制使用的重金屬化學品，對人體的神經系統和消化系統會造成負面影響。現在市場中無銻滌綸的應用，是採用鈦作為新型催化劑，不但符合生產工藝和質量指標，而且對環境更為友好。天虹面料子公司積極配合市場發展趨勢，推動對無銻滌綸的推廣使用，減低重金屬對環境的影響。

**FEATURE 1: SUSTAINABLE RAW MATERIAL PROCUREMENT AND RESEARCH AND DEVELOPMENT OF ENVIRONMENTAL PROTECTION PRODUCTS** *(Continued)*

The high-end yarns developed by the Group are also deployed in the production of the Group's grey fabrics and fabrics simultaneously. From the perspective of environmental protection and functionality, we have developed a wide range of knitted and woven garment fabrics, which are closely integrated with yarn research and development to achieve rapid industrial upgrading and build a platform for an internationalised industrial chain.

**Global Leading Innovative Yarns**

**專題一：可持續原材料採購與環保產品研發(續)**

本集團所研發的高檔紗線，亦同步應用於本集團坯布及面料的生產。從環保與功能性的角度考慮，我們研發了多種針織和梭織面料，並且緊密地與紗線研發相結合，快速實現產業升級及打造國際化產業鏈平台。

**全球領先的創新紗線**

Categories 基礎品類	Specification 規格	Explanation 說明
<b>Pure cotton series</b> 純棉系列	Carded cotton, combed cotton, yarn-dyed chambray exclusive 普梳棉、精梳棉、色織米通專供	Compact yarn, sirospun, compact sirospun, slub/bleaching 緊密紡、賽絡紡、緊賽紡、竹節／包漂白
<b>Linen series</b> 麻類系列	Polyester linen, cotton linen, viscose linen, tencel linen, raw cotton linen 滌麻、棉麻、黏麻、天絲麻、原麻棉	Slub, linen blended elastane yarn 竹節、麻混紡彈力紗
<b>Chemical fiber series</b> 化纖系列	Polyester, acrylic, nylon, viscose, Tencel®, Modal 滌綸、腈綸、錦綸、黏膠、天絲®、莫代爾	Compact yarn, sirospun, compact sirospun, slub, AB yarn, monoyarn, and pure cotton and blended fabric 緊密紡、賽絡紡、緊賽紡、竹節、AB紗、單紗、純棉及相互混紡
<b>Elastic series</b> 彈力系列	Pure cotton elastic/chemical fiber and blended: polyester, viscose, Tencel®, Modal 純棉彈力／化纖及混紡：滌綸、黏膠、天絲®、莫代爾	Core yarn optional 20D, 30D, 40D, 70D, 105D Various fiber blends, slub/dividend grey fabric Elastic, yarn-dyed elastic, denim elastic 芯紗可選20D、30D、40D、70D、105D 各種纖維混紡、竹節／細分白坯 彈力、色織彈力、牛仔彈力
<b>Coloured spun series</b> 色紡系列	Primarily blended with cotton as auxiliary/ cotton, polyester, viscose, Modal, acrylic and blended elastic 以混紡為主，棉為輔／棉、滌綸、黏膠、莫代爾、腈綸及混紡色彈力	Compact yarn, sirospun, compact sirospun, melange yarn, AB yarn, slub yarn and elastic core-spun yarn to avoid damage to spandex due to yarn dyeing 緊密紡、賽絡紡、緊賽紡、麻灰紗、AB紗、竹節紗及彈力包芯紗避免了筒紗染色對氨綸絲的損傷

**FEATURE 1: SUSTAINABLE RAW MATERIAL PROCUREMENT AND RESEARCH AND DEVELOPMENT OF ENVIRONMENTAL PROTECTION PRODUCTS** (Continued)

**專題一：可持續原材料採購與環保產品研發(續)**

**Global Leading Innovative Yarns** (Continued)

**全球領先的創新紗線(續)**

Categories 基礎品類	Specification 規格	Explanation 說明
<b>Soft series</b>	Low torque yarn, strong soft yarn, soft yarn, Texhong cotton	Naturally soft, does not require softener, low twist without losing strength; Texhong cotton is soft and flexible and better than traditional cotton
柔軟系列	低扭紗、堅柔紗、智柔紗、天虹綿	天然柔軟無需柔軟劑、低捻不損失強力；天虹綿軟彈滑貼膚優於傳統棉
<b>Stretch series</b>	Double core yarn, stretch yarn, XLA® stretch yarn	Double core technology jointly developed with Lycra®, FREEFIT® technology; DuPont Sorana SUSTANS™, Dow XLA® fiber application
舒彈系列	雙芯紗、舒彈紗、XLA®彈力紗	與萊卡®聯合開發的雙芯技術、FREEFIT®技術；杜邦舒彈絲™、陶氏XLA®纖維運用
<b>Eco-friendly series</b>	BCI, organic cotton, recycled cotton lycra/ Lenzing/REPREVE® Regeneration Series	BCI, OCS, GOTS, GRS certification; brand recycled polyester, functional polyester, eco-friendly cellulose fiber
環保系列	BCI、有機棉、再生棉萊卡／蘭精／優富再生系列	BCI、OCS、GOTS、GRS認證；品牌再生滌綸、功能性滌綸、環保纖維素纖維
<b>Thermal collection</b>	Sponge yarn, natural hollow yarn, THERMOLITE®, volcanic rock/tea carbon easy warm yarn, Dralon®, heating acrylic	Cotton and natural fiber hollow, hollow polyester, hollow polyester added particle, thermal acrylic fiber
保暖系列	海綿紗、天然中空紗、THERMOLITE®、火山岩／茶葉碳快熱紗、Dralon®、發熱腈綸	棉等天然纖維中空、中空滌綸、中空滌綸添加粒子、保暖腈綸
<b>Cool series</b>	Tarim, COOLMAX®, Coolsmart, Ice Oxygen Bar, coffee carbon	Natural, moisture absorbent, breathable, dust-free, modified cross-section polyester, domestically made water absorption and sweat discharging
涼爽系列	塔里木、COOLMAX®、庫思瑪、冰氧吧、咖啡碳	天然吸濕透氣無塵、異形截面滌綸、國產吸濕排汗

**FEATURE 1: SUSTAINABLE RAW MATERIAL PROCUREMENT AND RESEARCH AND DEVELOPMENT OF ENVIRONMENTAL PROTECTION PRODUCTS** *(Continued)*

**Global Leading Innovative Yarns** *(Continued)*

**專題一：可持續原材料採購與環保產品研發** *(續)*

**全球領先的創新紗線** *(續)*

Categories 基礎品類	Specification 規格	Explanation 說明
<b>Antibacterial series</b>	Copper-modified polyester fiber, bamboo fiber	Copper-modified fiber: 99% against Staphylococcus aureus, Pneumoniae and Candida albicans; Bamboo fiber: natural, antibacterial, soft, breathable and smooth
抑菌系列	銅改性聚酯纖維、天竹纖維	銅改性纖維：對金黃色葡萄球菌、肺炎桿菌、白色念珠菌抑菌率99%； 天竹纖維：天然抑菌，柔軟透氣滑爽
<b>Super-alike series</b>	Wool-like, linen-like (linen tencel, linen yarn)	Linen tencel: the appearance of linen, the functionality of the tencel Linen yarn: the appearance of linen, the feel and cost-effectiveness of cotton
超仿系列	仿毛、仿麻(麻型天絲、麻感紗)	麻型天絲：麻的外觀、天絲的服用性能 麻感紗：麻的外觀，棉的手感和性價比
<b>Specialty fiber series</b>	Graphene, CORDURA®, VILOFT®, Cupro Yarns, Naia™, Dyneema®	Use of all-function fiber, durable nylon, flat viscose, silk-like fiber, acetate, powerful and cut-resistant bulletproof fiber
特纖系列	石墨烯、CORDURA®、VILOFT®、銅氨纖維紗、Naia™、迪尼瑪®	全能纖維、耐用尼龍、扁平黏膠、絲感纖維、醋酸纖維、超強防割防彈纖維的運用

### FEATURE 2: CONSTRUCTION OF OVERSEAS INDUSTRY CHAIN CORPORATE SOCIAL RESPONSIBILITY (CSR)

In the context of globalization, Texhong deepened the platform strategy and the sustainable construction of local supply chain overseas. The overseas strategic layout is mainly based on the resource advantages of factors in various places, including the advantages of production costs and labor costs, the advantages of tax-free policies and free trade agreements in major markets, and the advantages of being close to the brand market and providing more comprehensive services and rapid response. The Group attaches great importance to the construction of corporate social responsibility (CSR) in overseas industrial chains, taking on social and environmental responsibilities to ensure the sustainability of global business. We are committed to promoting the healthy development of the global industrial chain by researching and investing in overseas employment opportunities, community construction and resource conservation.

### 專題二：海外產業鏈企業社會責任(CSR)建設

在全球化背景下，天虹深化平台戰略和海外本地供應鏈可持續的建設。海外的戰略佈局主要基於各地要素資源優勢，包括生產成本、人工成本優勢，主要市場的免稅政策、自由貿易協定優勢，以及貼近品牌市場並提供更全方位服務和快速響應的優勢。本集團將海外產業鏈的企業社會責任(CSR)建設放在重要位置，承擔社會和環境責任，以確保全球業務的可持續性。我們對海外就業機會、社區建設以及節約資源等多個方面進行研究與投資，致力於推動全球產業鏈的健康發展。

#### Employment Opportunities

##### 就業機會



We create local development and employment opportunities in areas such as Vietnam and Central America

我們在越南、中美洲等地區創造本地化發展空間與就業機會

#### CSR Construction

##### CSR建設



We focus on building CSR in the local supply chain, taking on social and environmental responsibilities and ensuring effective ESG management mechanisms

我們關注當地供應鏈的CSR建設，承擔社會和環境責任，確保有效的ESG管理機制

#### Resource Conservation

##### 節約資源



A vertically integrated supply chain can significantly save packaging materials and costs for each production process

垂直整合的供應鏈能夠大量節約每個生產環節的包裝材料及成本

#### Reduction of Carbon Emissions

##### 減少碳排放



Localized supply reduces transportation and carbon emissions and marine pollution during transportation

本地化供應減少了運輸路程和過程中的碳排放及海洋污染

#### Rapid Response

##### 快速響應



Production bases closer to the brand market can provide brands with more comprehensive services and faster response

更貼近品牌市場的生產基地能夠為品牌提供更全方位的服務和更快的響應速度

#### Community Construction

##### 社區建設



We care about the well-being of our employees and we liaise closely with local governments to jointly build community facilities for housing, education and recreation

我們關心員工的安居樂業，與當地政府緊密聯繫，共同建設居住、教育、休閒等社區配套設施

### PART I: RESPECTING FOR OTHERS AND REALISING A BLESSED ENTERPRISE

#### About Us

##### Group Profile

The Group is not only the world's largest supplier of core-spun textile products, but also a competitive leader in the global cotton textile industry, specialising in the manufacture and sale of high value-added fashionable cotton textile products, and is currently one of the Fortune 500 companies in China. We have established a clear core value of "Respect for nature and love for mankind"; with the corporate vision and mission of "committing to becoming a blessed enterprise with continuous learning and growth and creating a wonderful life". We promote the enterprise spirit of "professionalism and innovation", establish the development strategy of "specialization, scale, internationalization, lean and differentiation", and abide by the action principle of "honest cooperation, innovation excellence and customer orientation". Leveraging on our diversified financing structure and our excellent human resources team, we will give full play to the Group's core capabilities in innovation and quick response, and make use of our professional experience in mergers and acquisitions and restructuring, industrial integration and management to expand and strengthen our enterprise.

##### Group Recognitions

- Fortune China's Top 500 Companies
- Selected as a competitive enterprise of Chinese textile and apparel brands by the China Textile Industrial Federation in 2023
- Awarded the Best Partner of the Year by China Chemical Fibers Industrial Association
- Awarded the Best Partner of the Year for China Fiber Fashion Trend by the Ministry of Industry and Information Technology of China
- Awarded Fiber New Vision — the Best Partner of the Year 2023/2024 by the China Chemistry Industrial Association.

##### Industry Contribution

The Group keeps in line with the long-term development goals of the country, actively responds to the national call for sustainable development, and earnestly devotes itself to the research and analysis of the textile manufacturing industry, contributing its own industry experience and driving the development of the industry. Since 2019, the Group has participated in the compilation of 23 industry standards and group standards, of which 5 industry standards have been approved for publication and implementation by the Ministry of Industry and Information Technology of the People's Republic of China, and 5 group standards have been approved for publication and implementation by the China Cotton Textile Association.

### 第一部分：敬天愛人 踐行幸福企業

#### 關於我們

##### 集團簡介

本集團不僅是全球最大的包芯棉紡織品供應商，也是全球棉紡織行業競爭力領先企業，專注於高附加值時尚棉紡織品的製造與銷售，目前為《財富》中國500強企業。我們樹立了清晰的核心價值觀「敬天愛人、自利利他」；以「致力於成為持續學習成長的幸福企業，創意精彩生活」為企業願景使命。我們弘揚「專業、創新」的企業精神，確立「專業化、規模化、國際化、精益化、差異化」的發展戰略，恪守「誠實合作、創新卓越、客戶導向」的行動綱領。我們借助多元化的融資結構，依託優秀的人力資源團隊，充分發揮本集團擁有的創新和快速應變核心能力，利用購併重組、產業整合與管理的專業經驗，將企業做大做強。

##### 集團榮譽

- 《財富》中國500強企業
- 入選中國紡織工業聯合會2023中國紡織服裝品牌競爭力優勢企業
- 榮獲中國化學纖維工業協會最佳年度合作夥伴
- 榮獲中國工業信息化部中國纖維流行趨勢最佳年度合作夥伴
- 榮獲中國化學工業協會纖維新視界 — 2023/2024年度最佳合作夥伴

##### 行業貢獻

本集團保持與國家的長遠發展目標一致，積極響應國家可持續發展號召，切實投身到紡織製造行業的研究分析中，貢獻自身的行業經驗，帶動產業發展。2019年至今，本集團參編的行業標準與團體標準達23項，其中已由中華人民共和國工業和信息化部批准發佈實施5項行業標準，已由中國棉紡織行業協會批准發佈實施5項團體標準。

**PART I: RESPECTING FOR OTHERS AND REALISING A BLESSED ENTERPRISE** (Continued)

About Us (Continued)

Industry Contribution (Continued)

第一部分：敬天愛人 踐行幸福企業 (續)

關於我們(續)

行業貢獻(續)

Standard Name 標準名稱	Standard Number 標準號	Categories 類別
Vortex spun cotton melange yarn 渦流紡棉色紡紗	TC/CCTA 30701-2020 TC/CCTA 30701-2020	Group standard 團標
Cotton and polyester blended colour yarn 棉與滌混紡色紡紗	FZ/T 12016-2021 FZ/T 12016-2021	Industry standard 行標
Cotton polyester blended grey yarn 棉聚酰胺酯纖維混紡本色紗線	FZ/T 12072-2021 FZ/T 12072-2021	Industry standard 行標
Air-jet vortex spun polyester-cotton blended grey yarn 噴氣渦流紡滌棉混紡本色紗線	FZ/T 12068-2021 FZ/T 12068-2021	Industry standard 行標
Cotton/wool blended and covered polyester (DTY) core-spun grey yarn 棉羊毛混紡滌綸低彈絲包芯本色紗	FZ/T 12069-2021 FZ/T 12069-2021	Industry standard 行標
Air-jet vortex spun cotton grey yarn 噴氣渦流紡棉本色紗	TC/CCTA 30101-2021 TC/CCTA 30101-2021	Group standard 團標
Balanced cotton grey yarn 棉本色平衡紗	TC/CCTA 30102-2021 TC/CCTA 30102-2021	Group standard 團標
Polyester-viscose blended polyester-ammonia double core grey yarn 滌黏混紡包滌氨雙芯本色紗	TC/CCTA 30501-2022 TC/CCTA 30501-2022	Group standard 團標
Mixture of recycled cotton colour yarn 含循環再利用棉色紡紗	TC/CCTA 30901-2022 TC/CCTA 30901-2022	Group standard 團標
Viscose, cotton and acrylic blended colour yarn 黏纖棉腈綸混紡色紡紗	FZ/T 12075-2022 FZ/T 12075-2022	Industry standard 行標
Pure cotton slub grey yarn 純棉竹節本色紗	FZ/T 12032-2023 FZ/T 12032-2023	Industry standard 行標
Cotton recycled cellulose fiber blended colour yarn 棉與再生纖維素纖維混紡色紡紗線	FZ/T 12029-2023 FZ/T 12029-2023	Industry standard 行標
Pure cotton slub colour yarn 純棉竹節色紡紗	FZ/T 12033-2023 FZ/T 12033-2023	Industry standard 行標

Industry standards and group standards published and in the release stage  
已發佈及正在發佈階段的行業標準和團體標準

**PART I: RESPECTING FOR OTHERS AND REALISING A BLESSED ENTERPRISE** (Continued)

**To Stakeholders**

**Stakeholders Communication**

Over the years, the Group has been continuously interacting with stakeholders, providing various communication channels to the government, shareholders/investors, customers, employees, partners and society, etc., to understand the requirements of stakeholders in different forms, actively and effectively respond to the concerns of stakeholders, and accept the supervision of stakeholders. The Group lists the communication mechanisms and frequency of communication with major stakeholders in the following table, and at the same time, dedicated personnel will hand over the issues to the corresponding departments for handling and response according to the nature and content of the issues.

**第一部分：敬天愛人 踐行幸福企業** (續)

**致利益相關方**

**利益相關方溝通**

本集團歷年來與利益相關方之間進行持續互動，為政府、股東／投資者、客戶、員工、合作夥伴和社會等提供了多種溝通渠道，以不同形式了解利益相關方的要求並積極有效地響應利益相關方的關注，接受利益相關方的監督。本集團通過下述表格列出各大利益相關方的溝通機制、溝通頻次等，同時由專人依照議題的性質與內容，交由對應的部門做出處理與響應。

Stakeholders 利益相關方	Communication Mechanism 溝通機制	Communication Frequency 溝通頻率	Main Contents 主要內容
Government 政府	<ul style="list-style-type: none"> <li>Daily supervision</li> <li>Official correspondence</li> <li>Meetings and communication</li> </ul>	Many times a year 一年多次	<ul style="list-style-type: none"> <li>Compliance of laws and regulations</li> <li>Tax payment in accordance with law</li> <li>Rights of labor</li> <li>Environmental protection</li> <li>遵紀守法</li> <li>依法納稅</li> <li>勞工權益</li> <li>環境保護</li> </ul>
Shareholders/Investors 股東／投資者	<ul style="list-style-type: none"> <li>General Meeting</li> <li>Company website</li> <li>Mail, telephone and fax</li> <li>Investor relations activities</li> <li>Website of the Stock Exchange</li> <li>股東大會</li> <li>公司網站</li> <li>郵件、電話、傳真</li> <li>投資者關係活動</li> <li>聯交所網站</li> </ul>	Many times a year 一年多次	<ul style="list-style-type: none"> <li>Information disclosure</li> <li>Return on investment</li> <li>Corporate governance</li> <li>Risk control</li> <li>Sustainability</li> <li>信息披露</li> <li>投資回報</li> <li>公司治理</li> <li>風險控制</li> <li>可持續發展</li> </ul>
Employees 員工	<ul style="list-style-type: none"> <li>Complaint email and telephone</li> <li>Annual meetings, regular meetings, etc.</li> <li>Internal publications (Texhong News)</li> <li>Activities for employees</li> <li>申訴電子郵箱及電話</li> <li>年會、日常會議等</li> <li>內部刊物(天虹報)</li> <li>員工活動</li> </ul>	Daily 每天	<ul style="list-style-type: none"> <li>Salaries and benefits</li> <li>Occupational health and safety</li> <li>Training and development opportunities</li> <li>Democratic communication and human right protection</li> <li>工資及福利</li> <li>職業健康與安全</li> <li>培訓與發展機會</li> <li>民主溝通與人權保障</li> </ul>



**PART I: RESPECTING FOR OTHERS AND REALISING A BLESSED ENTERPRISE** (Continued)

**To Stakeholders** (Continued)

**Stakeholders Communication** (Continued)

**第一部分：敬天愛人 踐行幸福企業** (續)

**致利益相關方** (續)

**利益相關方溝通** (續)

Stakeholders 利益相關方	Communication Mechanism 溝通機制	Communication Frequency 溝通頻率	Main Contents 主要內容
Customers 客戶	<ul style="list-style-type: none"> <li>Survey on satisfaction of customers</li> <li>Customer visits</li> <li>Customer complaint handling</li> <li>客戶滿意度調查</li> <li>客戶走訪</li> <li>客戶投訴處理</li> </ul>	Many times a month 每月多次	<ul style="list-style-type: none"> <li>Product quality and safety</li> <li>Quality services</li> <li>Product innovation</li> <li>Sustainability</li> <li>產品質量與安全</li> <li>優質服務</li> <li>產品創新</li> <li>可持續發展</li> </ul>
Partners 合作夥伴	<ul style="list-style-type: none"> <li>Negotiation for project cooperation</li> <li>Supplier visits</li> <li>Quality communication</li> <li>項目合作談判</li> <li>供貨商走訪</li> <li>質量溝通</li> </ul>	Many times a year 一年多次	<ul style="list-style-type: none"> <li>Supply chain management</li> <li>Responsible procurement</li> <li>Quality and price</li> <li>Integrity and compliance</li> <li>供應鏈管理</li> <li>責任採購</li> <li>質量與價格</li> <li>誠信合規</li> </ul>
Society 社會公眾	<ul style="list-style-type: none"> <li>Charitable donations</li> <li>Volunteer service</li> <li>慈善捐贈</li> <li>志願者服務</li> </ul>	Many times a year 一年多次	<ul style="list-style-type: none"> <li>Promoting local employment</li> <li>Promoting social harmony</li> <li>促進當地就業</li> <li>促進社會和諧</li> </ul>
Environment 環境	<ul style="list-style-type: none"> <li>Supervision and inspection results by regulatory authorities</li> <li>Testing results of third-party testing institutions</li> <li>ESG report and rating</li> <li>Upstream and downstream supply chain communication</li> <li>Production and operation performance evaluation</li> <li>監管機構監督檢查結果</li> <li>第三方檢測機構檢測結果</li> <li>ESG報告及評級</li> <li>上下游供應鏈溝通</li> <li>生產運營績效評估</li> </ul>	Many times a year 一年多次	<ul style="list-style-type: none"> <li>Reducing waste emissions</li> <li>Clean energy</li> <li>Forests conservation</li> <li>Response to climate change</li> <li>Biodiversity conservation</li> <li>減少廢棄物排放</li> <li>清潔能源</li> <li>保護森林</li> <li>應對氣候變化</li> <li>生物多樣性保護</li> </ul>

### PART I: RESPECTING FOR OTHERS AND REALISING A BLESSED ENTERPRISE (Continued)

#### To Stakeholders (Continued)

##### Identification of Material Topics

Identification of material topics involves communication with internal and external stakeholders to identify the most material environmental and social impacts to the business. The Group regularly conducts the identification of key ESG topics to identify environmental and social issues that have a significant impact on the Group and stakeholders, guide the development of ESG work and the preparation of reports, and improve the quality of disclosure content.

##### Identification Process of Material Topics

1. Identification of Topics: ESG issues related to the Group and its stakeholders were identified by taking into account factors such as the current situation, industry overview, risks and opportunities of the Group;
2. Questionnaires and interview: Based on the identified ESG topics, we designed and distributed online questionnaire to internal and external stakeholders such as the management, employees, customers and suppliers respectively, and conducted interviews with selected stakeholders and finally summarized and analyzed material ESG topics;
3. Confirmation of results: After the material topics are identified, the ESG Working Group, the management and the ESG Committee will discuss those issues, and the Board will finally determine the material ESG topics for the year.

### 第一部分：敬天愛人 踐行幸福企業 (續)

#### 致利益相關方(續)

##### 關鍵性議題識別

關鍵性議題識別涉及對內部及外部利益相關方的溝通，以識別對業務最為重要的環境及社會影響。本集團定期開展ESG關鍵性議題識別，以確定對本集團和利益相關方具有重要影響的環境與社會議題，指導ESG工作的開展和報告的編製，提高披露內容的質量。

##### 關鍵性議題識別流程

1. 議題識別：綜合考慮本集團現狀、行業概況、面臨風險和機遇等因素，識別出與集團及其利益相關方相關的ESG議題；
2. 問卷調研和訪談：根據識別出的ESG議題，分別對管理層、員工、客戶和供應商等內外利益相關方設計和發放在線調研問卷，並選取利益相關方進行訪談，最終匯總分析出關鍵性ESG議題；
3. 結果確認：關鍵性議題識別後，由ESG工作組、管理層、ESG委員會商討，並最終由董事會確定本年度的關鍵性ESG議題。

**PART I: RESPECTING FOR OTHERS AND REALISING A BLESSED ENTERPRISE** (Continued)

To Stakeholders (Continued)

Identification of Material Topics (Continued)

Identification Process of Material Topics (Continued)

Based on the analysis of the results of material issue identification this year, 25 material topics were identified and plotted into a material issue analysis matrix.

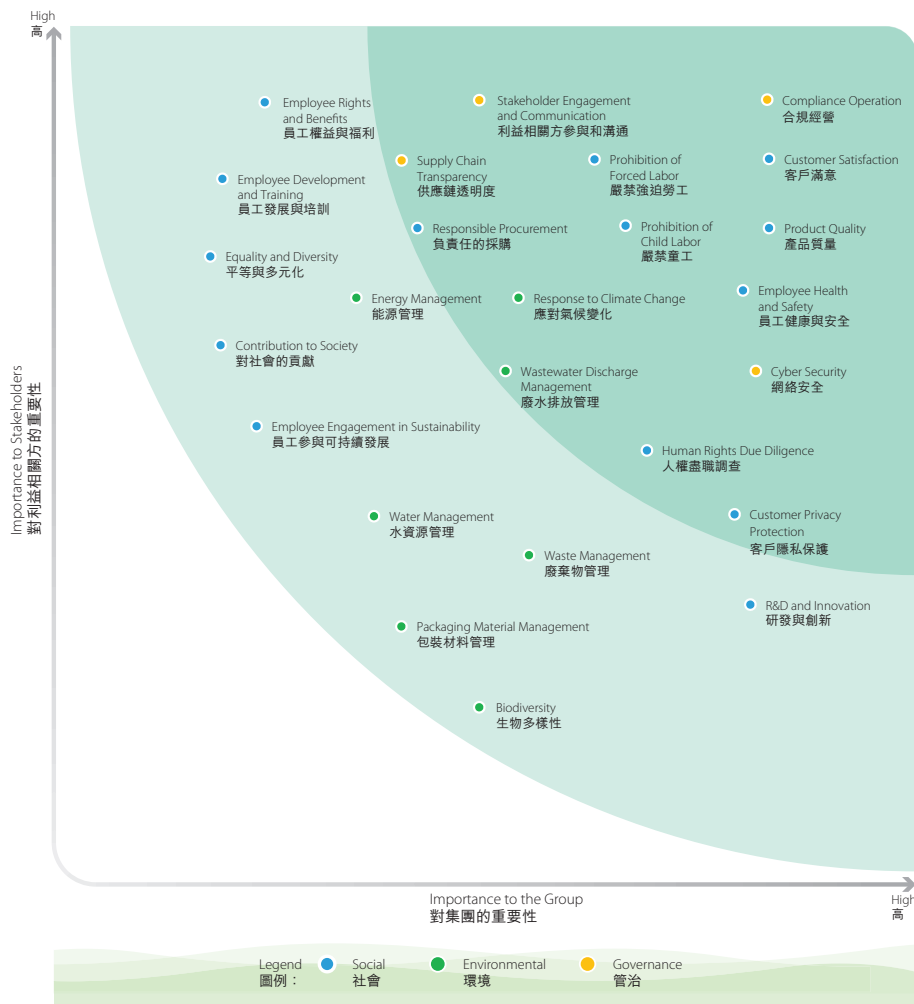
**第一部分：敬天愛人 踐行幸福企業** (續)

致利益相關方(續)

關鍵性議題識別(續)

關鍵性議題識別流程(續)

經由本年度的關鍵性議題識別結果分析，我們確定了25項關鍵性議題，並將其繪製成關鍵性議題分析矩陣。



### PART I: RESPECTING FOR OTHERS AND REALISING A BLESSED ENTERPRISE (Continued)

#### Sustainable Development Management

##### ESG Governance Structure

###### The Board

- Effectiveness of the Board
  - The Board plays an important role in the Group's environmental, social and governance matters, regularly listens to the ESG Committee and its subordinate units to report on sustainable development work and is responsible for making decisions on major ESG matters, identifying ESG control risks and making effective recommendations in a timely manner. The Board has set up the ESG Committee, the management and the ESG Working Group. Each unit will regularly report ESG matters to the higher-level unit to ensure the smooth implementation of sustainable development work and the full implementation of the Group's ESG management practices.
  - The Board is the highest governing body of the Group as to ESG matters, assumes full responsibility for the ESG strategy and reporting of the Group, provides support to the Group for our commitment of fulfilling ESG responsibilities, and is responsible for leading and supervising the Group on ESG strategic decisions and performance;
- Independence of the Board
  - The Board consists of two executive Directors and three independent non-executive Directors. The Chairman of the Board and Chief Executive Officer are held by two different persons, who are responsible for the management of the Board and the management of the operation of the Group respectively. The appointments of the three independent non-executive Directors meet the independence guidelines as set out in Rule 3.13 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

### 第一部分：敬天愛人 踐行幸福企業(續)

#### 可持續發展管理

##### ESG管治架構

###### 董事會

- 董事會有效性
  - 董事會在本集團的環境、社會及管治事宜方面擔任重要角色，定期聽取ESG委員會及其下屬單位匯報可持續發展工作，負責對重大ESG事宜作出決策，同時識別ESG管控風險並及時提出有效建議。董事會下設有ESG委員會、管理層與ESG工作小組，每一單位都會定期向上級單位匯報ESG事宜，以確保可持續發展工作的順利開展，同時保證集團的ESG管理實踐得到充分落實。
  - 董事會是本集團ESG事宜最高管治機構，對本集團的ESG策略及匯報承擔全部責任，支持本集團對於履行ESG責任所作的承諾，並負責領導及監督本集團的ESG戰略決策和表現。
- 董事會獨立性
  - 董事會包含2位執行董事，3位獨立非執行董事。董事會主席與行政總裁由兩位不同人士擔任，分別進行董事會管理與本集團運營業務管理。3位獨立非執行董事的任命符合香港聯合交易所有限公司證券上市規則第3.13條所載的獨立性指引。

### PART I: RESPECTING FOR OTHERS AND REALISING A BLESSED ENTERPRISE (Continued)

#### Sustainable Development Management (Continued)

#### ESG Governance Structure (Continued)

##### The Board (Continued)

- Diversity
  - The Board adopted and implemented the policy of Board members diversity on 5 August 2013.
  - Objectives of the Board members diversity policy implemented:
    - The candidate(s) for election to the Board shall have overseas working experience (outside the PRC);
    - Should ensure that Directors are elected on a gender-neutral basis and that the Board should have at least one female member;
    - The candidate(s) for election to the Board shall have other industry work experience; and
    - The candidate(s) for election to the Board should possess knowledge and skills in different fields.
  - All five current Board members have overseas experience and one of them possesses accounting and other professional qualifications.
  - The Board is also composed of two genders, with female representation of 20%.

##### ESG Committee

- The ESG committee comprises one executive director and three independent non-executive directors, and they meet at least once a year. This committee is responsible for reviewing the group's ESG performance, identifying, evaluating, and managing significant ESG-related issues, reviewing ESG goals, monitoring progress towards ESG objectives, and approving the annual ESG report.

### 第一部分：敬天愛人 踐行幸福企業(續)

#### 可持續發展管理(續)

#### ESG管治架構(續)

##### 董事會(續)

- 多元化
  - 董事會於2013年8月5日採納並執行董事會成員多元化政策。
  - 已執行董事會多元化政策目標：
    - 董事會候選董事應具備海外(中國境外)工作經驗；
    - 應確保不限性別地選任董事，且董事會應至少有一名女性成員；
    - 董事會候選董事應具備其他行業工作經驗；及
    - 董事會候選董事應具備不同領域的知識及技術。
  - 目前五名董事會成員均具備海外工作經驗，且其中一名董事具備會計和其他專業資格。
  - 董事會成員亦由兩種性別組成，女性代表佔20%。

##### ESG委員會

- ESG委員會成員包括一名執行董事和三名獨立非執行董事，每年至少開會一次。該委員會負責審議集團的ESG表現，識別、評估並管理重要的ESG相關事宜，檢討ESG目標，監督ESG目標達成進度，並審批年度ESG報告。

**PART I: RESPECTING FOR OTHERS AND REALISING A BLESSED ENTERPRISE** (Continued)

**Sustainable Development Management** (Continued)

**ESG Governance Structure** (Continued)

**Management**

- The management is responsible for assessing and determining the Group's risks relating to ESG, ensuring that the Group has in place an appropriate and effective ESG risk management and internal control system, reporting to the ESG Committee on ESG-related risks and opportunities and progress in achieving ESG objectives, and confirming the effectiveness of the ESG system.

**ESG Working Group**

- The ESG working group is composed of major departments of the Group. The heads of each department are directly involved, where there are persons in charge of the ESG management and reporting, reporting to the Management of the Group on the progress of ESG management and reporting.
- The ESG team (including the ESG Committee, Management and the ESG Working Group) also has a strong focus on diversity management, with team members having a diverse range of professional backgrounds, skills and experience; approximately 48.2 % of the team members are female.

**第一部分：敬天愛人 踐行幸福企業**  
(續)

**可持續發展管理** (續)

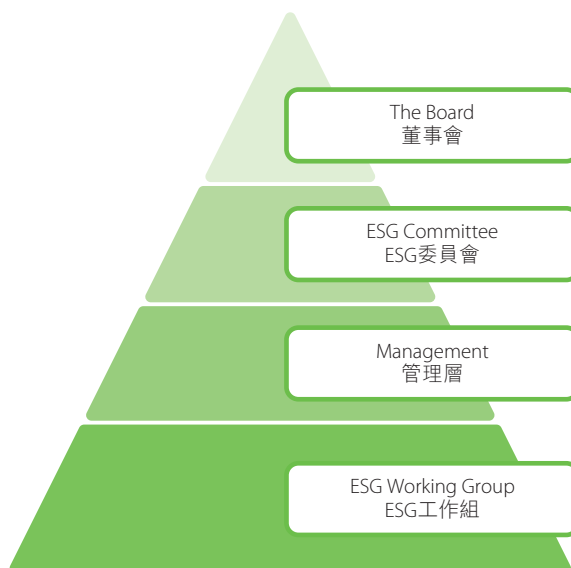
**ESG管治架構** (續)

**管理層**

- 管理層負責評估及釐定本集團有關ESG的風險，確保本集團設立合適及有效的ESG風險管理及內部控制系統，向ESG委員會匯報ESG相關的風險與機遇及ESG目標達成進展，並確認ESG系統是否有效。

**ESG工作組**

- ESG工作組由本集團主要部門組成。各部門負責人直接參與，並指定專人負責開展ESG管理和報告的工作，向本集團管理層匯報ESG管理和報告的工作進度。
- ESG工作團隊(包括ESG委員會、管理層及ESG工作組)亦非常注重多元化管理，各團隊成員具備多元化的專業背景、技能及經驗；其中女性成員佔比約48.2%。



**PART I: RESPECTING FOR OTHERS AND REALISING A BLESSED ENTERPRISE** (Continued)

**Sustainable Development Management** (Continued)

**Risk Control**

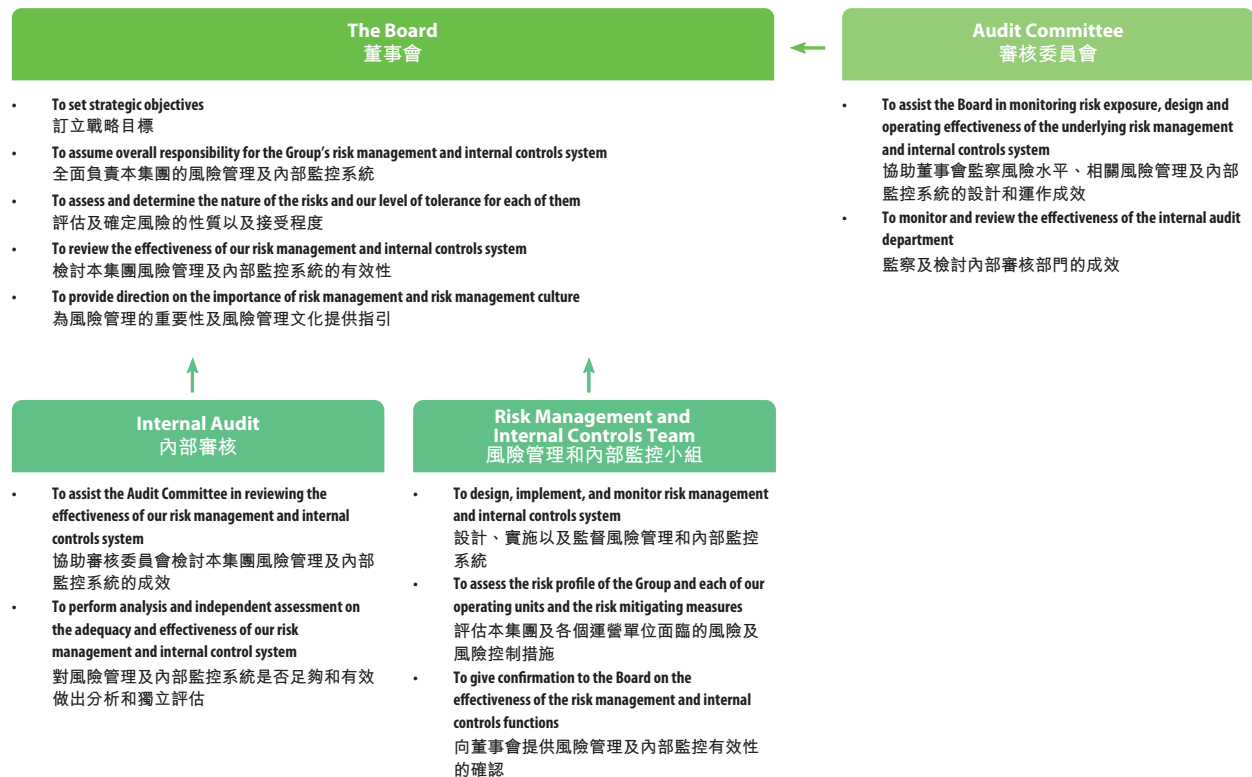
A sound risk management and control system enables the enterprise to make steady progress in market competition. Therefore, the Group attaches great importance to risk management and control in environmental, social and governance aspects. In order to better identify, evaluate and manage ESG risks, we have established a risk control structure and defined the relevant responsibilities of each department to ensure that the Group can effectively respond to and manage potential risks.

**第一部分：敬天愛人 踐行幸福企業** (續)

**可持續發展管理** (續)

**風險管控**

完善的風險管控制度能夠使企業在市場競爭中行穩致遠，因此，本集團高度重視環境、社會以及管治方面的風險管控。為更好地識別、評估與管理ESG風險，我們設立了風險管控架構，並明確了各個部門的相關職責，以確保本集團能夠有效地應對和管理潛在風險。



**PART I: RESPECTING FOR OTHERS AND REALISING A BLESSED ENTERPRISE** (Continued)

**Sustainable Development Management** (Continued)

**Risk Control** (Continued)

The operating model of the Group's risk management and internal control framework conforms to the internal controls framework of COSO (the Committee of Sponsoring Organizations of the Treadway Commission) in the following five aspects:

**第一部分：敬天愛人 踐行幸福企業** (續)

**可持續發展管理** (續)

**風險管控** (續)

本集團風險管理及內部監控框架運作方式與COSO委員會(the Committee of Sponsoring Organizations of the Treadway Commission)內部監控框架一致，包括下列五方面內容：

<p><b>Control Environment</b> 監控環境</p>	<p>The Group has established a clear organisational structure that grants each level of management the necessary authority to operate its different business functions, subject to the limitations on the scope of authority set by the Board. The Board meets regularly to discuss and approve the business strategies and working plans set by each operating units. The Group will report our ESG performance to the Board on monthly basis. Our governance rules and requirements are very transparent to employees. We hope to build up risk awareness and internal controls responsibility in our corporate culture by creating an internal organizational environment driven by the management operating philosophy, risk awareness, integrity and ethical values.</p> <p>本集團已建立清晰的組織架構，授予各級管理層經營不同業務職能所需的權力，惟其權力範圍受到董事會設定的限制。董事會定期開會討論及通過各營運單位所制定的業務策略及工作計劃。本集團的ESG表現亦會每月向董事會報告。公司管治守則及制度規定對僱員均非常透明，我們希望在企業文化中建立風險意識及內部監控責任感，營造以管理運作理念、風險意識、誠信及道德價值驅動的內部組織環境。</p>
<p><b>Risk Assessment</b> 風險評估</p>	<p>The Group identifies, assesses and grades the risks that are most relevant to the success of the Group based on the possibility of occurrence and the impact on the financial result of the risk. Risk management and internal controls team is responsible for setting the appropriate tone from the top, performing risk assessments, as well as taking care of the design, implementation and maintenance of internal controls. Meanwhile, it requires department heads from each of the operating units to identify operating risks from the bottom in order to determine the major risks and the risk levels of the Group.</p> <p>本集團識別、評估、並就與本集團成功與否最為有關的風險進行評級（根據該等風險發生的可能性及其對財務結果的影響）。風險管理及內部監控小組負責「自上而下」為監控定調、風險評估及設計、執行、維護內部控制，同時「自下而上」要求各營運單位主管參與識別運營風險，從而確定本集團的主要風險及風險等級。</p>
<p><b>Control Activities</b> 監控活動</p>	<p>The Group has policies and procedures in place for all business functions, including authorization, approval and audit, recommendation, performance review, asset protection and division of duty, to ensure effective execution of organization objectives and mitigation of risk activities.</p> <p>本集團為各業務功能設定政策及程序，包括授權、批准及審核、建議、資產保障及職責分工，確保有效執行組織目標及降低風險活動。</p>
<p><b>Information and Communication</b> 信息及溝通</p>	<p>The Risk Management and Internal Control Committee conducts a biannual risk assessment and compiles an "Annual Risk Management Report" that identifies the risks and their related monitoring procedures. The report is submitted to the Board and reviewed annually by the Audit Committee.</p> <p>風險管理及內部監控小組每半年進行一次風險評估工作，編製《風險管理年度報告》，載明所識別的風險及其相關監控程序，報告將提交董事會，並由審核委員會每年審議。</p>
<p><b>Monitoring</b> 監察工作</p>	<p>The group implements effective self-assessment monitoring and risk management by conducting internal reviews and communicating key monitoring procedures to employees to continuously monitor internal control processes. Adjustments are made in response to the results of the monitoring process to improve internal control activities.</p> <p>本集團實行有效的自我評估監控及風險管理，通過內部評審及向僱員傳達關鍵的監控程序，以持續監控內部控制流程。應對監控過程的結果作出修正，以改善內部監控活動。</p>



### PART I: RESPECTING FOR OTHERS AND REALISING A BLESSED ENTERPRISE (Continued)

#### Sustainable Development Management (Continued)

##### ESG Commitments and Goals

The Group adopts the 3R principles (Reduce, Reuse and Recycle) to set commitments and targets that are in line with the Group's sustainable development direction, striving to become a leader in sustainable development in the industry.

The Group's main business includes the yarn business and garment fabric business, where the production and sales of the yarn business account for more than 70%. The production process mainly relies on purchased electricity, which constitutes the primary source of energy consumption and carbon emissions for the Group. The yarn business mainly involves physical processes, combining customer preferences for environmentally friendly raw materials. It does not involve the use of chemicals, dyes, or the discharge of dyeing wastewater, resulting in limited environmental impact. The garment fabric production business involves water consumption, waste discharge, and chemical usage. We have established comprehensive sustainable development goals and plans to minimize its environmental impact. The Group continues to implement the following sustainability commitments and goals to guide future sustainable development efforts.

##### Sustainability Commitments

- Introducing more sustainable raw materials into the production process, such as organic, recycled, biodegradable, and reusable materials.
- Continue to reduce energy and water consumption by using more energy-saving and water-saving technologies and equipment;
- Comprehensive control of wastewater, waste gas and solid waste generated during the production process to continuously reduce the environmental impact caused by pollution and emissions;
- Gradually increase the proportion of clean energy used in the production process.

### 第一部分：敬天愛人 踐行幸福企業(續)

#### 可持續發展管理(續)

##### ESG承諾與目標

本集團採用3R原則「減量化(reduce)、再利用(reuse)和再循環(recycle)」，制定符合本集團可持續發展方向的承諾與目標，致力於成為行業可持續發展的領先者。

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

##### 可持續發展承諾

- 在生產過程中引入更多可持續原料，例如有機、再生、可降解、回用物質；
- 通過使用更多節能節水技術及設備，持續降低能源及水資源消耗；
- 對生產過程中產生的廢水、廢氣和固體廢棄物進行全面控制，持續減少污染排放所造成的環境影響；
- 逐步提升生產過程中對清潔能源的利用比重。

**PART I: RESPECTING FOR OTHERS AND REALISING A BLESSED ENTERPRISE** *(Continued)*

**Sustainable Development Management** *(Continued)*

**ESG Commitments and Goals** *(Continued)*

**Sustainable Development Goals**

- Reduce the Group's greenhouse gas (GHG) emission intensity by 5% in 2025 compared to 2020;
- Reduce the Group's emission intensity of hazardous waste by 5% in 2025 compared to 2020;
- Reduce the Group's wastewater discharge intensity by 10% in 2025 compared to 2020;
- Reduce the Group's water consumption intensity by 10% in 2025 compared to 2020

**Social Responsibility Commitments**

- No major safety accidents;
- Provide an equal, healthy and safe working environment;
- Continue to provide training and development opportunities for employees.

**第一部分：敬天愛人 踐行幸福企業**  
*(續)*

**可持續發展管理** *(續)*

**ESG承諾與目標** *(續)*

**可持續發展目標**

- 2025年本集團溫室氣體排放強度較2020年減少5%；
- 2025年本集團有害廢棄物排放強度較2020年減少5%；
- 2025年本集團廢水排放強度較2020年減少10%；
- 2025年本集團用水強度較2020年減少10%。

**社會責任承諾**

- 無重大安全責任事故發生；
- 提供平等、健康及安全的工作環境；
- 持續為僱員提供培訓與發展的機會。

### PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH

#### Responding to Climate Change

Climate change has a far-reaching impact on the ecological balance of the Earth, and the changing climate may lead to reduced biodiversity and affect the stability and function of the ecosystem, thereby affecting different regions, countries and communities in different extent. At present, climate change has become a global issue. The Paris Agreement suggests to keep the rise in mean global temperature to well below 2°C above pre-industrial levels, and preferably limit the temperature increase to 1.5°C. To achieve this goal, China has proposed the “30 • 60” dual carbon targets.

As an enterprise placing emphasis on sustainable development, the Group has put tackling climate change as the top priority of sustainable development. We make thorough analysis on the impact of our business on the climate and environment. Throughout our operation, we have adopted measures to effectively reduce emissions according to the actual situation, and also carried out corresponding counter-measures against transformation risks and entity risks which may be arising from climate change.

#### Task Force on Climate-related Financial Disclosures (TCFD)

##### Governance

The ESG Committee of the Group is the responsible organization for climate change management, and is responsible for identifying and assessing climate-related risks and proposing counter-measures against different risks. The Board is the final decision maker for the Group's climate change management. The ESG Committee reports to the Board on climate change risks and counter-measures as well as the results of implementation every year.

##### Strategies

We have conducted an in-depth analysis of the impact of our business on the climate and the environment, integrating the concept of sustainable development into all aspects of procurement, transportation, production and sales, while putting the concept of 3R (reduce, reuse and recycle) into practice. We take effective measures to firmly reduce carbon emissions and non-clean energy consumption during the operation process, and analyze the entity risks and transformation risks that may be caused by climate change, so as to take corresponding counter-measures and strive to become a yarn manufacturer which can represent sustainable development. The following are the measures taken by the Group to address climate change:

- Carbon footprint monitoring
- Sustainable raw materials procurement

### 第二部分：低碳運營 守護綠色地球

#### 應對氣候變化

氣候變化對地球的生態平衡產生深遠影響，變化的氣候可能會導致生物多樣性減少，影響生態系統的穩定性和功能，從而對不同地區、國家和社群影響不一。目前氣候變化已經成為一個全球性問題，《巴黎協議》中倡導將全球平均氣溫較前工業化時期上升幅度控制在2攝氏度以內，並努力將溫度上升幅度限制在1.5攝氏度以內。為實現這一目標，中國提出了「30 • 60」雙碳目標。

本集團作為高度重視可持續發展的企業，已將應對氣候變化這一議題作為可持續發展工作的重中之重。我們深入剖析集團經營活動所產生的氣候和環境效應，並結合實際情況，在經營活動中採取切實有效的減排措施，同時分析氣候變化可能引起的轉型風險與實體風險，以採取相應應對措施。

#### 氣候相關財務信息披露(TCFD)

##### 治理

本集團ESG委員會是氣候變化管理的責任組織，負責識別與評估氣候相關風險，並針對不同風險提出應對措施。董事會是本集團氣候變化管理的最高決策機構，每年由ESG委員會向董事會報告氣候變化風險與應對措施，以及工作執行成果。

##### 戰略

我們深度分析自身業務對氣候及環境帶來的影響，將可持續發展理念貫穿在採購、運輸、生產、銷售等所有環節，踐行3R原則：減量化(reduce)、再利用(reuse)和再循環(recycle)。在運營過程中採取有效措施切實減少碳排放與非清潔能源消耗，並分析氣候變化可能引起的實體風險與轉型風險，以採取相應應對措施，致力於成為能代表可持續發展的紡織製造商。以下為本集團為應對氣候變化所採取的措施：

- 碳足跡監測
- 可持續原材料採購

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** (Continued)

**Responding to Climate Change** (Continued)

**Task Force on Climate-related Financial Disclosures (TCFD)** (Continued)

**Strategies** (Continued)

- Carbon emission reduction for logistics and warehousing
- Carbon emission management on suppliers
- Innovation and research and development of zero carbon products
- Biodiversity conservation

**Risk Management**

- Process for identifying and assessing climate-related risks;
- Conduct climate risk factor identification every three year and combine it with the actual operation of the Group;
- At the same time, climate risk is an important part of the Group's overall risk identification and management, and responding to climate change is also one of the key issues that will continue to be important in 2023.

**Goal**

- We have set a reduction target of reducing the Group's greenhouse gas emission intensity by 5% in 2025 compared to 2020;
- We monitor in accordance with ISO14064 standards, disclose greenhouse gas emission in annual ESG reports every year, and further expand the proportion of third-party verification;
- We have formulated and implemented the 2023 Scope 1 and Scope 2 greenhouse gas emission reduction targets.

The Group has set greenhouse gas emission control targets and monitored and disclosed its own greenhouse gas emission.

**第二部分：低碳運營 守護綠色地球** (續)

**應對氣候變化** (續)

**氣候相關財務信息披露(TCFD)** (續)

**戰略** (續)

- 減少物流倉儲碳排放
- 供應商碳排放管理
- 零碳產品創新研發
- 生物多樣性保護

**風險管理**

- 已識別和評估氣候相關風險的流程；
- 每三年進行一次氣候風險因子識別，並與本集團實際運營情況相結合；
- 同時，氣候風險是集團整體風險識別管理的重要組成部分，應對氣候變化亦是2023年度持續重要關鍵性議題之一。

**目標**

- 已設立2025年集團溫室氣體排放強度較2020年減少5%的減排目標；
- 依據ISO14064標準進行盤查，每年在年度ESG報告中披露溫室氣體排放情況，同時進一步擴大第三方驗證比例；
- 已制定並執行2023年範圍一和範圍二的溫室氣體排放減量目標。

本集團設立了溫室氣體排放管控目標，並對自身的溫室氣體排放進行盤查和披露。

**GHG emission target**  
溫室氣體排放目標



Reduce the Group's GHG emission intensity by 5% in 2025 compared to 2020  
2025年本集團溫室氣體排放強度較2020年減少5%

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** (Continued)

**Responding to Climate Change** (Continued)

**Task Force on Climate-related Financial Disclosures (TCFD)**  
(Continued)

**Goal** (Continued)

**第二部分：低碳運營 守護綠色地球**  
(續)

**應對氣候變化**(續)

**氣候相關財務信息披露(TCFD)**(續)

**目標**(續)

	2023	2022	2021	Unit 單位
GHG emissions <sup>1</sup> 溫室氣體排放 <sup>1</sup>				
Scope 1: direct emissions 範圍一：直接排放	68,121	100,833	59,682	tCO <sub>2</sub> e 噸二氧化碳當量
Scope 2: energy indirect emissions 範圍二：能源間接排放	1,130,299	1,322,323	1,258,719	tCO <sub>2</sub> e 噸二氧化碳當量
Total GHG emissions 溫室氣體排放總量	1,198,421	1,423,156	1,318,401	tCO <sub>2</sub> e 噸二氧化碳當量
GHG emissions per RMB million sales 每百萬元人民幣銷售額 溫室氣體排放量	52.7	59.8	49.7	tCO <sub>2</sub> e/RMB million sales 噸二氧化碳當量/ 百萬元人民幣銷售額

GHG emission data of the Group in the past three years  
集團近三年溫室氣體排放數據

Note:

- The Group primarily produces GHG due to energy consumption in the production process, which includes Scope 1: direct emissions (petrol, diesel oil, liquefied petroleum gas and natural gas, etc.) and Scope 2: energy indirect emissions (purchased electricity and steam, etc.). Calculations of GHG of the Group are presented in tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) and audited in accordance with the "Requirements of the greenhouse gas emissions accounting and reporting — Part 12: Textile and garment enterprises" published by the National Development and Reform Commission of the People's Republic of China.

註：

- 本集團的溫室氣體排放主要來自於生產過程的能源消耗，包括範圍一：直接排放(汽油、柴油、液化石油氣和天然氣等)和範圍二：能源間接排放(外購電力和蒸汽等)。本集團的溫室氣體核算以二氧化碳當量為單位，並依據中華人民共和國國家發展和改革委員會提出的《溫室氣體排放核算與報告要求第12部分：紡織服裝企業》進行核算。

**Environmental Risk Identification**

The Group has established a comprehensive risk management system to effectively identify, assess, and monitor climate-related risks that we may face. This helps us better adapt to environmental changes, enhance our ability to manage risks, and achieve long-term success in an uncertain environment. Based on the existing climate change management goals within the Group, we have identified key environmental risks and assessed their potential operational and financial impacts on the Group based on the questionnaire and interview on key issues.

**環境風險識別**

本集團為有效識別、評估和監控可能面臨的氣候相關風險，制定了一套完善的風險管理體系，此舉有助於我們更好地適應環境變化、提高應對風險的能力，並且在不確定的環境中取得長期成功。根據本集團內部現有的氣候變化管理目標，我們依照關鍵性議題問卷調查及訪談，識別了關鍵的環境風險，評估其對集團帶來的潛在運營和財務衝擊。

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** (Continued)

**Responding to Climate Change** (Continued)

**Environmental Risk Identification** (Continued)

**Entity risk**

**第二部分：低碳運營 守護綠色地球** (續)

**應對氣候變化** (續)

**環境風險識別** (續)

**實體風險**

Risk Type 風險類型	Risk Category 風險類別	Risk Assessment 風險評估	Counter-Measures 應對措施
<b>Entity</b>	Acute	Extreme weather such as floods and typhoons causes damage to our plants and machinery, inability of employees to work as usual, interruption of transportation and supply chain, damage to goods and other situations, which may affect our production and operation, resulting in an increase in operating costs and a decrease in revenue.	<ul style="list-style-type: none"> <li>Formulate emergency plans for extreme weather</li> <li>Establish an emergency work force</li> <li>Enhance the maintenance of plants and equipment</li> <li>Pay attention to climate information and plan ahead</li> </ul>
<b>實體</b>	急性	水災、颱風等極端天氣造成廠房機器損壞、員工無法如常上班、運輸及供應鏈中斷、貨物受損等情況，影響生產作業，導致運營成本上升，營收下降。	<ul style="list-style-type: none"> <li>制定極端天氣應急預案</li> <li>成立應急工作小組</li> <li>加強對廠房及設備的維護</li> <li>關注氣候資訊，未雨綢繆</li> </ul>
	Chronic	Rising temperatures may increase electricity consumption and may lead to higher operating costs; higher global average temperatures may reduce the comfort of employees in the workplace.	<ul style="list-style-type: none"> <li>Reasonably arrange equipment operation to avoid continuous high-temperature operation</li> <li>Optimize workplace ventilation design</li> <li>Technical update of refrigeration equipment and production equipment</li> </ul>
	慢性	氣溫上升可能增加用電量，導致營運成本上升；全球平均溫度升高，員工工作環境舒適度下降。	<ul style="list-style-type: none"> <li>合理安排設備運營，避免持續高溫運營</li> <li>優化工作場所通風設計</li> <li>對製冷設備和生產設備進行技術更新</li> </ul>

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** (Continued)

**Responding to Climate Change** (Continued)

**Environmental Risk Identification** (Continued)

*Transformation risk*

**第二部分：低碳運營 守護綠色地球** (續)

**應對氣候變化** (續)

**環境風險識別** (續)

**轉型風險**

Risk Type 風險類型	Risk Category 風險類別	Risk Assessment 風險評估	Counter-Measures 應對措施
Transformation  轉型	Policy and law	Increasing investment costs due to the increasingly stringent requirements of low-carbon environmental protection policies and regulations; increase in electricity fees and energy costs due to energy structure adjustment and electricity price reform; increase in carbon pricing and carbon emission costs.	<ul style="list-style-type: none"> <li>Strengthen the study of laws and regulations on carbon emission requirements</li> <li>Increase renewable energy usage year by year</li> <li>Internal discussion on carbon pricing mechanism</li> </ul>
	政策和法律	低碳環保政策和法規需求日益嚴苛，導致投入成本增加；能源結構調整和電價改革導致電費上漲，能源成本增加；碳定價上升，碳排放成本增加。	<ul style="list-style-type: none"> <li>加強對碳排放要求的法律法規學習</li> <li>逐年增加可再生能源使用量</li> <li>內部探討碳定價機制</li> </ul>
	Technology	Increasing automation, investment in fixed assets and relative increase in electricity consumption have led to higher operating costs.	<ul style="list-style-type: none"> <li>Strengthen research on automation of production and operation equipment</li> <li>Phase out old equipment with high power consumption</li> </ul>
	技術	自動化程度不斷提高，固定資產的投入和用電量的相對上升，導致營運成本上升。	<ul style="list-style-type: none"> <li>加強對生產運營設備自動化的研究</li> <li>逐步淘汰老舊且耗電量高的設備</li> </ul>
	Market	As the concept of sustainability becomes more popular, we may not be able to meet our customers' high demands for product quality and environmental friendliness, resulting in a decline in revenue. With the changing climate, we may face higher raw material prices, damage to cotton plantations and shortages of various materials, resulting in higher production costs.	<ul style="list-style-type: none"> <li>Deeply understand customers' requirements for products</li> <li>Search for alternative raw materials</li> <li>Enhance supplier evaluation</li> <li>Pay attention to market changes and reserve necessary materials for production</li> </ul>
	市場	可持續理念逐漸深入人心，可能無法滿足客戶對產品質量及環保性的高要求，使營收下降；隨著氣候不斷變化，可能面臨原材料價格上漲、棉花種植地受損以及各種所需物料短缺等情況，導致生產成本上升。	<ul style="list-style-type: none"> <li>深入了解客戶對於產品的要求</li> <li>尋找可替代原材料</li> <li>加強對供應商的評估</li> <li>關注市場變化，對生產必需物料進行儲備</li> </ul>

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** (Continued)

**Responding to Climate Change** (Continued)

**Environmental Risk Identification** (Continued)

**Transformation risk** (Continued)

**第二部分：低碳運營 守護綠色地球** (續)

**應對氣候變化** (續)

**環境風險識別** (續)

**轉型風險** (續)

Risk Type 風險類型	Risk Category 風險類別	Risk Assessment 風險評估	Counter-Measures 應對措施
<b>Transformation</b> (Continued)	Reputation	Brand customers turn to green and environmentally friendly products such as sustainable and recyclable products for reputation, resulting in a decline in revenue.	<ul style="list-style-type: none"> <li>Continue to develop environmentally friendly products</li> <li>Low carbon or other environmental certifications for products and raw materials</li> </ul>
<b>轉型</b> (續)	聲譽	品牌客戶為聲譽而轉向可持續、可回收等綠色環保產品，導致營收下降。	<ul style="list-style-type: none"> <li>持續研發環保產品</li> <li>對產品和原材料進行低碳或其他環境認證</li> </ul>
	Supply Chain	The shortage of supply capacity of raw material suppliers, extreme weather during transportation of raw materials, or quality problems of raw materials lead to supply chain interruption and force production suspension.	<ul style="list-style-type: none"> <li>Improve the supplier evaluation system</li> <li>Establish an emergency plan for supply chain disruption</li> <li>Strengthen quality inspection of raw materials</li> </ul>
	供應鏈	原材料供應商供應能力不足，運輸原材料途中遇到極端天氣，或原材料存在質量問題，導致供應鏈中斷，被迫停止生產。	<ul style="list-style-type: none"> <li>完善供應商評估體系</li> <li>建立供應鏈中斷應急預案</li> <li>加強對原材料的質量檢測</li> </ul>
	Society	Social issues such as the prohibition of forced labour, provision of a healthy and safe working environment and caring for employees have been well received by the public. In view of the Group's extensive business scope, it may face labour disputes, employee casualties and environmental violations, resulting in damage to the Group's reputation and a decline in revenue.	<ul style="list-style-type: none"> <li>Strengthen human rights management and protect employees' rights</li> <li>Conduct regular risk assessment in the workplace of employees</li> <li>Strengthen humanistic care and enhance employees' sense of belonging</li> <li>Regularly test wastewater, exhaust gas and other emissions</li> </ul>
	社會	禁止強迫勞工、提供健康與安全的工作環境以及關懷員工等社會議題已深受公眾關注，鑒於本集團的業務範圍較廣，可能會面臨員工勞動糾紛、員工傷亡以及環境違規等問題，導致企業聲譽受損，營收下降。	<ul style="list-style-type: none"> <li>加強人權管理，維護員工權益</li> <li>定期對員工工作場所進行風險評估</li> <li>加強人文關懷，提高員工的歸屬感</li> <li>定期對廢水、廢氣等排放物進行檢測</li> </ul>

Entity Risk and Transformation Risk Identification  
實體風險與轉型風險識別



### PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH *(Continued)*

#### Low-carbon and Recycling Economy

Low-carbon concepts and practices are one of the key strategies for the global community to cope with climate change. The Group actively responds to a series of medium and long-term goals and plans for addressing climate change, such as carbon peaking and carbon neutrality, continues to conduct research and analysis in low-carbon operations, low-carbon technologies, energy substitution and recycling, and explores its own emission reduction potential to carry out emission reduction work in all aspects.

#### Energy Substitution and Recycling

Promoting and adopting clean energy technologies can help replace traditional high-carbon energy and reduce the negative impact on the environment, which is also one of the key ways to achieve the dual carbon goals. As at 31 December 2023, the Group had three subsidiaries which had photovoltaic projects in operation, with a total installed capacity of 24.5 MW. In 2023, the Group's total photovoltaic power generation reached 29,070 MWh, representing a decrease of over 20,597 tonnes of carbon dioxide emission. In addition, five subsidiaries were constructing photovoltaic projects with a total installed capacity of 64 MW during the year.

### 第二部分：低碳運營 守護綠色地球 (續)

#### 低碳與循環經濟

低碳理念和實踐是全球社會應對氣候變化的關鍵戰略之一，本集團積極主動地響應碳達峰、碳中和等一系列應對氣候變化的中長期目標和規劃，持續在低碳運營、低碳技術、能源替代與回收等多方面進行研究分析，深挖自身減排潛力，全方面開展減排工作。

#### 能源替代與回收

推廣和採用清潔能源技術，有助於替代傳統的高碳能源，降低對環境的負面影響，同時也是實現雙碳目標的關鍵途徑之一。截止至2023年12月31日，本集團共有三家子公司光伏項目投入運營，總裝機容量為24.5兆瓦。2023年，本集團光伏發電總量達到2,907萬度，相當於減少超過20,597噸二氧化碳排放量。此外，本年度還有五家子公司正在建設光伏項目，總裝機容量達到64兆瓦。



Rooftop photovoltaic power generation project of Xuzhou subsidiary  
徐州子公司屋頂光伏發電項目

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** *(Continued)*

**Low-carbon and Recycling Economy** *(Continued)*

**Low-carbon Certification**

The Group continues to facilitate the usage of sustainable materials in respect of raw materials and packaging. The procurement department and technical department of the Group regularly obtain market information in relation to sustainable materials and give priority to low-carbon, eco-friendly materials in the selection of raw materials, including natural sustainable fibers, recycled fibers and degradable fibers, to help carbon reduction. In addition to the sustainable raw materials and environmentally friendly products described in Feature 1 in this report, the Group attaches great importance to the full implementation of low-carbon projects in various subsidiaries and has obtained relevant sustainable labels and certifications. Among them, 80% of the subsidiaries obtained the Global Recycled Standard (GRS), and 52% of the subsidiaries obtained the Recycled Claim Standard (RCS), reducing our dependence on non-renewable resources through material reuse, reducing resource and energy consumption and waste discharge, and contributing to sustainable development.

In 2023, 9.3% of the fibres sourced by the Group were Forest Stewardship Council (FSC)/Programme for the Endorsement of Forest Certification (PEFC) certified viscose fibres, which ensured that certified products are sourced from well-managed forests. Three other subsidiaries have been awarded the Sustainable Viscose Chain of Custody (SVCOC) standard.

**第二部分：低碳運營 守護綠色地球**  
*(續)*

**低碳與循環經濟** *(續)*

**低碳認證**

本集團在原材料及包裝方面持續推進可持續物料的使用，採購部和技術部定期獲取市場有關可持續性物料的信息，在原材料的選擇上優先選用低碳環保物料，包括天然可持續纖維、再生纖維、可降解纖維等，以助力減碳。除了在本報告專題一部分描述的可持續原材料和環保產品之外，本集團高度重視低碳項目在各個子公司的充分落實，並獲得了相關的可持續標籤及認證。其中80%的子公司獲得全球認證標準(Global Recycled Standard, GRS)認證證書，52%的子公司獲得回收含量聲明標準(Recycle Claim Standard, RCS)的認證證書，通過材料再利用，減少對不可再生資源的依賴，減少資源能耗消耗與廢棄物排放，為可持續發展作出貢獻。

2023年，本集團採購的經森林管理委員會(Forest Stewardship Council, FSC)/森林認證體系認可計劃(Programme for the Endorsement of Forest Certification, PEFC)認證的黏膠纖維佔纖維採購量的9.3%，以確保認證產品來自管理良好的森林。另有三家子公司獲得可持續黏膠纖維產銷監管鏈標準(Sustainable Viscose Chain of Custody Standard, SVCOC)認證。

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** (Continued)

**Low-carbon and Recycling Economy** (Continued)

**Low-carbon Certification** (Continued)

第二部分：低碳運營 守護綠色地球 (續)

低碳與循環經濟(續)

低碳認證(續)



Global Recycled Standard  
全球回收標準



Recycled Claim Standard  
回收含量聲明標準



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



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



Forest Stewardship Council (FSC)  
FSC森林認證



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

Low-carbon Certification Projects of the Group  
集團低碳認證項目

### PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH (Continued)

#### Low-carbon and Recycling Economy (Continued)

##### Environmental Certification

The Group's garment fabric business assesses the impact of carbon emissions in the production process through a third-party platform Higg FEM (Facility Environmental Module) every year, and the self-assessment results of the Group are verified by a third-party company. Higg FEM is an innovative environmental self-assessment tool developed by the Sustainable Apparel Coalition (SAC). The assessment indicators include environment management system, the management on energy and GHG, exhaust gas, water usage, wastewater and waste and the management on chemicals, etc. It standardizes how factories measure and evaluate their environmental performance year by year. It promotes dialog among value chain partners to enhance sustainability across the global value chain and equips them with the ability to identify, prioritize and extend sustainability efforts.



Sustainable Apparel Coalition (SAC)  
永續成衣聯盟(SAC)

In 2023, seven subsidiaries of the Group carried out Higg FEM self-assessment, and four garment fabric subsidiaries passed the third-party Higg FEM verification on the basis of self-assessment, and the verification results were widely accepted by international brand customers. The latest Higg FEM verification results showed that:

- All subsidiaries involved in the Higg FEM environmental project have identified significant environmental impacts, established environmental management policies and organizational structure, and environmental emergency plans. We have obtained ISO14001, ISO5001 and other qualifications, and OEKO-TEX-100, GRS, OCS, RCS and other certifications.
- All subsidiaries involved in the Higg FEM environmental project have set up an energy management baseline, while carrying out systematic energy consumption measurement and statistics, identifying the largest energy consumption unit, and setting energy conservation and emission reduction targets to reduce energy consumption in natural gas, electricity, purchased steam and other aspects.

### 第二部分：低碳運營 守護綠色地球 (續)

#### 低碳與循環經濟(續)

##### 環境認證

本集團面料業務每年通過第三方平台Higg FEM (Facility Environmental Module)評估生產過程中的碳排放影響，並由第三方公司對本集團的自評結果進行驗證。Higg FEM是永續成衣聯盟(SAC)開發的一套創新性的環境自我評估工具，評估指標包括環境管理系統、能源和溫室氣體、廢氣、水資源利用、廢水管理、廢棄物管理、化學品管理等；它將工廠如何衡量和評估其環境績效逐年標準化。它促進了價值鏈合作夥伴之間的對話，以提高全球價值鏈各環節的可持續發展能力，並使他們有能力確定、優先考慮和擴展可持續發展工作。



Facility Environmental Module (Higg FEM)  
工廠環境模塊(Higg FEM)

2023年度，本集團七家子公司進行了Higg FEM自評，四家面料子公司在自評基礎上通過了第三方的Higg FEM驗證，驗證結果廣為國際品牌客戶所接受。通過最新的Higg FEM驗證結果顯示：

- 所有參與Higg FEM環境項目的子公司均識別了重大環境影響，建立了環境管理政策及組織架構，及環境事件應急預案。獲得了ISO14001，ISO5001等認證，及OEKO-TEX-100，GRS，OCS，RCS等證書。
- 所有參與Higg FEM環境項目的子公司均已設立能源管理基線，同時開展系統的能源消耗計量和統計，識別出最大的能耗單位，並制定了節能減排目標，在天然氣、電、外購蒸汽等方面能耗均有所降低。

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** (Continued)

**Low-carbon and Recycling Economy** (Continued)

**Research and Development of Zero-carbon and Environmentally Friendly Products**

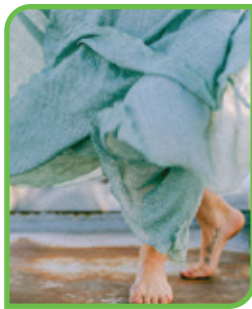
At present, environmentally friendly products have become part of sustainable development, and consumers' demand for environmentally friendly products is gradually increasing. By actively promoting the research and development and production of environmentally friendly products, enterprises are not only in line with the global trend of carbon reduction, but also help improve their social reputation. Therefore, the Group has collaborated with suppliers from the perspective of sustainable development of the industry chain to innovate and conduct research and development of green products with zero carbon, low carbon and comfort. For example, from 2006, the Group cooperated with Lenzing to create products of the Texhong zero carbon yarn series. Adhering to the design concept of low carbon, environmental protection, softness and comfort, we further encourage the industry to move towards green fashion under the premise of green materials and green production and through adopting carbon reduction measures of cleaner energy mix, higher production efficiency and cleaner pulp/chemicals, with which Tencel TM fibers are given better functions for apparels. So far, we have introduced a range of zero-carbon and low-carbon green products for customers to choose from, including zero-carbon fiber products, clean yarn products, zero-carbon home textiles products, and a recycled series of products launched in collaboration with international brands.

**第二部分：低碳運營 守護綠色地球** (續)

**低碳與循環經濟(續)**

**零碳及環保產品研發**

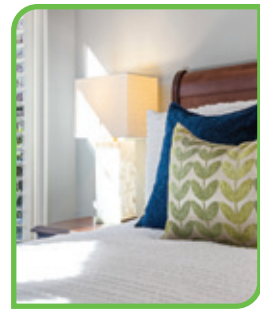
目前環保產品已成為可持續發展的一部分，消費者對於環保產品的需求也在逐漸增加。企業通過積極推動環保產品的研發和生產，不僅符合全球減碳趨勢，還有助於提高企業的社會聲譽。因此，本集團攜手供應商，從產業鏈可持續發展的角度出發，創新研發零碳、低碳、舒適的綠色產品。例如，本集團自2006年起與蘭精公司合作打造天虹零碳紗系列產品，秉持低碳、環保、柔軟、舒適的設計理念，在綠色取材、綠色生產的前提下，通過使用更清潔的能源組合、更高的生產效率、更清潔的木漿及化學品等減碳方式賦予天絲TM系列纖維更好的使用性能，進一步推動行業向綠色時尚邁進。截至目前，我們已推出一系列零碳、低碳的綠色產品供客戶選擇，包括零碳纖維系列產品，潔淨紗系列產品、零碳家紡系列產品，聯合國際品牌推出的再生系列產品等。



Zero carbon yarn series  
零碳紗系列產品



Clean yarn series  
潔淨紗系列產品



Zero carbon home textile series  
零碳家紡系列產品

### PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH (Continued)

#### Low-carbon and Recycling Economy (Continued)

##### Low-carbon Cooperation with International Brands

At present, carbon reduction is an issue of high concern both internationally and socially, and many leading international apparel brands have launched brand carbon reduction targets for their suppliers. In order to better cooperate with brand customers and improve service quality, the Group's garment fabric subsidiary has jointly created a series of recycled products with leading international brands. At the same time, Vietnamese subsidiary is actively participating in international leading brands' water conservation and carbon reduction projects and has developed a series of action plans for carbon reduction and water resource conservation to meet the international brand's target of 40% carbon reduction and increased water reuse by 2030.

##### Carbon Emission Management on Suppliers

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

##### Green Logistics and Warehousing

Our Group has established textile subsidiaries in countries and regions such as China, Vietnam, and the Americas, directly reducing carbon emissions during transportation through global production capacity layout, nearby procurement and nearby sales. The dyeing factory of the Group in Americas actively uses chemical products produced in the surrounding areas, which not only reduces carbon emissions from long-distance transportation, but also drives the development of local economy and technology.

### 第二部分：低碳運營 守護綠色地球 (續)

#### 低碳與循環經濟(續)

##### 國際品牌低碳合作

目前減碳是一個國際與社會都高度關注的議題，不少國際領先的服裝品牌都對其供應商推出品牌的減碳目標。為更好地與品牌客戶合作，提高服務質量，本集團的面料子公司與國際領先品牌共同打造了再生系列產品。與此同時，越南子公司積極參與了國際領先品牌的水資源節約項目與碳減排項目，在減碳與節約水資源方面制定了一系列行動計劃，以達到該國際品牌2030年減碳40%和增加回用水量的要求。

##### 供應商碳排放管理

本集團優先選擇可持續發展表現突出的供應商及合作夥伴，鼓勵供應商使用清潔能源、提高生產效率、使用可持續原材料，以實現碳排放的減少。例如，我們的主要木質纖維供應商已獲批准科學碳目標 (Science-Based Targets, SBTs) 且已簽署《聯合國時尚業氣候行動憲章》，設定2050年實現二氧化碳淨零排放的目標。本集團已從該木質纖維供應商處購買多款零碳產品。從2006年至今，我們攜手供應商合作技術創新賦予零碳纖維以更好的性能，從產業鏈綠色可持續發展角度將環保理念融於產品，打造低碳環保舒適的綠色產品，包括萊賽爾、莫代爾纖維等，以從源頭上減少集團產品的碳足跡。

##### 綠色物流倉儲

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

### PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH *(Continued)*

#### Low-carbon and Recycling Economy *(Continued)*

##### Green Logistics and Warehousing *(Continued)*

In 2023, we strived for making continuous improvement in the rationalization, standardization, informatization of logistics as well as low-carbon logistics technology, etc. We optimised our logistics routes, encouraged centralised purchasing and transportation, and changed the mode of transport for goods with longer transportation time from trucks to trains to reduce the carbon emissions associated with batch transportation. Secondly, we continued to implement a good logistics management system during the year, utilising electronic operations to rationalise the scheduling of loads and manage the Group's logistics accurately. We also increased waterborne transport, reduced land transport and rationalised our export ports. With sound management of our Jiangyin warehouse newly added in 2022, the use of barges to transfer imported containers from Shanghai Port to Jiangyin Port will greatly reduce land transportation upon arrival at the port and effectively reduce carbon emissions.

The Group binds its co-operating companies by adding certain clauses relating to environmental and social sustainability requirements to new or renewed logistics contracts. Certain clauses relating to environmental and social sustainability were added to the existing assessment system for transport companies as a standing management tool.

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

##### Green Packaging

In 2023, the Group continued to explore the room for recycling packaging materials and strove to reduce consumption. Nantong subsidiary reused raw material packaging pallets to reduce packaging consumption. Changzhou subsidiary sold disposed packaging bags and packaging boxes for reuse; and Jiangsu subsidiary required its paper tube suppliers to use environmentally friendly raw tube paper with FSC certification to ensure that the paper tubes used meet the organic and environmentally friendly requirements for yarn packaging.

### 第二部分：低碳運營 守護綠色地球 (續)

#### 低碳與循環經濟(續)

##### 綠色物流倉儲(續)

我們於2023年度持續致力於在物流合理化、標準化、信息化與低碳物流技術等多方面持續做出改進。我們優化物流路線，鼓勵集中採購與集中運輸，將運輸時間較長貨物的運輸方式從卡車運輸改為火車運輸，減少分批運輸所增加的碳排放。其次，我們在本年度持續執行良好的物流管理系統，利用電子化操作合理排載，精確化管理本集團物流。我們還增加水路運輸減少陸路運輸，合理規劃出口港口。我們於2022年度新增的江陰倉庫物流管理良好，從上海港進口貨櫃駁船至江陰港，將大大減少到港後的陸路運輸，有效降低碳排放。

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

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

##### 綠色包裝

本集團於2023年度持續挖掘包裝材料循環利用的空間，努力減少包裝材料的消耗量。南通子公司對原料包裝托盤進行重複利用，以減少包裝用量。常州子公司將廢棄包裝袋及包裝紙箱出售再利用，江蘇子公司要求紙管供應商使用獲得FSC證書的環保紙管原紙，確保使用的紙管達到包裝紗線有機環保要求。

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** (Continued)

**Low-carbon and Recycling Economy** (Continued)

**Green Packaging** (Continued)

In order to reduce the consumption of packaging materials and promote the use of sustainable packaging, the Group issued the Packaging Statement. At the same time, we continue to explore more packaging solutions, monitor the amount of packaging materials used, and reasonably recycle and reuse them to improve the efficiency of packaging materials.

**Packaging Statement**

Texhong commits to:

- Using more reusable packaging;
- Using more recyclable packaging;
- Gradually eliminating disposable plastic packaging;
- Using more recycled materials as packaging solutions;
- Ensuring that recyclable packaging is effectively recycled.

**第二部分：低碳運營 守護綠色地球** (續)

**低碳與循環經濟** (續)

**綠色包裝** (續)

為減少包裝材料的消耗量與推廣可持續包裝的使用，本集團發佈了《包裝聲明》。同時，我們持續探索更多包裝解決方案，監控包裝材料的用量，對其進行合理的回收與再利用，提高包裝材料使用效率。

**《包裝聲明》**

天虹承諾：

- 採用更多的可重複使用的包裝；
- 採用更多的可回收的包裝；
- 逐步淘汰一次性塑料包裝；
- 使用更多的回收材料作為包裝解決方案；
- 確保可回收包裝被有效回收。

	2023	2022	2021	Unit 單位
Packaging material consumption <sup>1</sup> 包裝材料消耗 <sup>1</sup>				
Packaging material consumption 包裝材料使用量	18,197	17,705	28,020	Tonnes 噸
Packaging material consumption per RMB million sales 每百萬元人民幣銷售額 包裝材料使用量	0.8	0.7	1.1	Tonnes/RMB million sales 噸/百萬元 人民幣銷售額

Packaging material consumption of the Group in the past three years  
集團近三年包裝材料消耗情況

Note:

1. Due to the adjustment of the reporting scope and changes in product structure and packaging requirements in 2023, the total amount of packaging materials used and unit consumption of the Group increased slightly year-on-year.

註：

1. 由於2023年報告範圍的調整、產品結構及包裝要求變化，本集團包裝材料使用總量及單耗同比有略增。



### PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH *(Continued)*

#### Emission and Waste

Managing emission and waste is an important aspect for enterprises to implement environmental management and sustainable development. In order to scientifically manage emission and waste and reduce environmental pollution, the Group has formulated the following measures:

- Abiding by local, national and international environmental laws and regulations to ensure the enterprise's compliance with legal standards in terms of emission and waste management;
- Regularly assessing the emission and waste generation of the enterprise, and establishing a monitoring system to track and record the types, quantities and sources of emission and waste;
- Adopting the principle of reduction and reduce emissions and waste generation by optimizing production processes, improving technology and recycling resources;
- Investing in environmental protection technologies and equipment to reduce the content of emissions and the harm of waste through technology upgrading and improve the efficiency of resource utilization;
- Considering the life cycle analysis and environmental protection principles in the product design stage, choosing materials and production processes with less environmental impact to reduce the generation of waste;
- Implementing an effective waste segregation system to categorise waste into recyclables, hazardous waste and general waste, and adopting corresponding treatment measures;
- Following compliant waste disposal methods to ensure that waste is disposed of in a manner that complies with regulations to prevent adverse effects on the environment and public health;

### 第二部分：低碳運營 守護綠色地球 (續)

#### 排放與廢棄物

管理排放和廢棄物是企業實施環境管理和可持續發展的重要方面。為科學管理排放與廢棄物，減少環境污染，本集團制定了以下措施：

- 遵守當地、國家和國際的環境法規，確保企業的排放和廢棄物管理符合法律標準；
- 定期評估企業的排放和廢棄物產生情況，建立監測系統以追蹤和記錄排放和廢棄物的種類、數量和來源；
- 採用減量原則，通過優化生產流程、技術改進和資源回收再利用等方法，降低排放和廢棄物的產生；
- 投資環保技術和設備，通過技術升級來減少排放物的含量和廢棄物的危害性，提高資源利用效率；
- 在產品設計階段考慮到生命週期分析和環保原則，選擇對環境影響較小的材料和生產工藝，減少廢棄物的生成；
- 實施有效的廢棄物分揀系統，將廢棄物劃分為可回收物、有害廢棄物和一般廢棄物，採取相應的處理措施；
- 遵循合規的廢棄物處置方法，確保廢棄物以符合法規的方式進行處置，防止對環境和公共健康造成不良影響；

### PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH (Continued)

#### Emission and Waste (Continued)

- Exploring ways to turn waste into resources, such as biomass energy, renewable energy, recycling economy, etc., to minimize the negative impact on the environment;
- Providing employees with training on environmental protection and waste management to enhance their environmental awareness and ensure that the correct waste treatment process is implemented;
- Regularly reviewing and evaluating emission and waste management policies and practices, and continuously improving the management system based on feedback and experience to adapt to changing environmental requirements and corporate goals.

#### Strict Emission Management

The Group strictly complies with relevant local laws and regulations, such as the Environmental Protection Law of the People's Republic of China, the Prevention and Control of Water Pollution Law of the People's Republic of China and the Prevention and Control of Environmental Pollution by Solid Waste Law of the People's Republic of China, and actively takes emission reduction measures to strengthen the prevention and control of pollutant sources, process control and terminal treatment. We adopt measures such as recycling of wastewater and biochemical treatment of plant effluent to reduce the environmental impact of wastewater, reduce emissions through technological renovation and equipment upgrading, and reduce the environmental impact of waste through process modification and stringent waste disposal and transshipment. The Group actively promoted the construction of ISO14001 environmental management system of its subsidiaries. A total of eight subsidiaries passed the environmental management system certification in 2023. As at the end of 2023, the Group had no environmental violations in the past three years.

### 第二部分：低碳運營 守護綠色地球 (續)

#### 排放與廢棄物(續)

- 探索將廢棄物轉化為資源的方法，如生物質能源、再生能源、循環經濟等，以最大程度減少對環境的負面影響；
- 提供員工環境保護和廢棄物管理的培訓，增強他們的環保意識，確保正確的廢棄物處理流程得到執行；
- 定期審查和評估排放和廢棄物管理政策和實踐，根據反饋和經驗不斷改進管理系統，以適應變化的環境要求和企業目標。

#### 嚴格排放管理

本集團嚴格遵守當地的相關法律法規，如《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》和《中華人民共和國固體廢物污染環境防治法》等，積極採取減排措施，加強污染源頭防治、過程控制與末端處理。我們採用廢水循環使用及廠內污水生化處理等措施減少廢水環境影響，通過技術改造及設備升級等舉措減少廢氣排放，開展工藝改造及嚴格的廢棄物處置與轉運降低廢棄物環境影響。本集團積極推動子公司ISO14001環境管理體系建設，共有八家子公司於2023年度通過環境管理體系認證。截至2023年底，本集團過去三年內未發生環保違規行為。

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** (Continued)

**Emission and Waste** (Continued)

**Wastewater Discharge Management**

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

**Wastewater discharge target**

廢水排放目標



Reduce the Group's wastewater discharge intensity by 10% in 2025 compared to 2020  
2025年本集團廢水排放強度較2020年減少10%

Each subsidiary regularly reviews wastewater management plans and measures, and invests in the construction of appropriate wastewater treatment facilities, including physical, chemical and biological treatment facilities, to ensure effective wastewater purification and treatment.

According to business needs, the Group conducted semi-annual or annual wastewater testing in 2023 in accordance with the Zero Discharge of Hazardous Chemicals (ZDHC) and met the standards. The ZDHC Alliance is a group of international apparel and footwear industry brands and retailers that work together to develop and publish a joint roadmap and the Manufacturing Restricted Substances List (MRSL), pledging to lead the apparel and footwear industry in all paths of emissions in the supply chain of all products to achieve zero discharge of hazardous chemicals.

**第二部分：低碳運營 守護綠色地球** (續)

**排放與廢棄物** (續)

**廢水排放管理**

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

各子公司定期審查廢水管理計劃和措施，投資建設適當的廢水處理設施，包括物理、化學和生物處理設施，以確保對廢水進行有效的淨化和處理。

本集團根據業務需要，按照有害化學物質零排放 (Zero Discharge of Hazardous Chemicals, ZDHC) 標準，於2023年進行了半年度或年度的廢水檢測並符合標準。ZDHC (有害化學物質零排放) 聯盟是由眾多國際服裝及鞋類行業品牌和零售商組成的團體，成員品牌共同制定、發佈聯合路線圖和生產限用物質清單 (Manufacturing Restricted Substances List, MRSL)，承諾引領服裝和鞋類行業在所有產品的供應鏈中的所有排放途徑達到有害化學物質零排放。

### PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH (Continued)

#### Emission and Waste (Continued)

##### Wastewater Discharge Management (Continued)

At the same time, according to the Higg FEM verification results, all subsidiaries involved in self-assessment and verification have established sewage emergency plans and conducted annual sewage emergency drills; conducted wastewater testing in accordance with legal requirements and met local discharge standards; some subsidiaries have obtained wastewater testing reports from off-site sewage treatment plants to effectively monitor the quality of final sewage discharge.



Sewage treatment system of Vietnam subsidiary  
越南子公司污水處理系統

##### Waste Gas Emission Management

Each of the Group's subsidiaries regularly reviews its emission management plans and measures, invests in adequate and effective emission control facilities, carries out preventive maintenance on a regular basis, maintains its equipment in good working order, and continuously ensures that the emission standards are met.

The results of the Higg FEM plant environmental module verification showed that all subsidiaries that participated in the self-assessment and verification identified the sources of emissions, conducted annual organised and non-organised emissions tests in accordance with the requirements of the emission permits and complied with the standards. Among them, Shandong subsidiary has established a real-time online exhaust gas detection system and retained monitoring data. The exhaust gas emission test report of Xuzhou subsidiary meets the highest level of compliance of Higg FEM.

### 第二部分：低碳運營 守護綠色地球 (續)

#### 排放與廢棄物(續)

##### 廢水排放管理(續)

同時，根據Higg FEM驗證結果顯示，所有參與自評和驗證的子公司均建立了污水應急預案，並進行了年度污水應急演練；根據法律要求進行了廢水檢測並符合當地排放標準；部分子公司獲得了場外污水處理廠的廢水檢測報告，以有效監督最終污水排放質量。

##### 廢氣排放管理

本集團各子公司定期審查廢氣排放管理計劃和措施，投資建設充分有效的廢氣治理設施，定期進行預防性維修保養，維持設備良好運行，持續確保廢氣達標排放。

Higg FEM工廠環境模塊驗證結果顯示，所有參與自評和驗證的子公司均識別了廢氣源，根據排污許可證要求進行了年度有組織廢氣、無組織廢氣檢測並符合標準。其中山東子公司建立了廢氣實時在線檢測系統，並保留了監測數據；徐州子公司的廢氣排放檢測報告符合Higg FEM最高的超越合規的級別要求。

## PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH (Continued)

### Emission and Waste (Continued)

#### Waste Management

The major waste generated in the production process of the Group included waste cotton, office and domestic garbage, equipment waste parts, and waste cotton yarn. In order to achieve more effective waste management, reduce environmental risks, improve sustainability and fully fulfill our corporate social responsibility, we have set a five-year goal to reduce the emission of hazardous waste, and manages waste in accordance with regulations such as the "Notice on Enhancing Customized Placement of Rubbish Bin and Classified Management" and the "Notice on Enhancing Management and Classified Deposit of Industrial Waste and Domestic Waste".

- All subsidiaries regulate the disposal procedures for hazardous waste and establish storage space for hazardous waste that meets the requirements. Competent organization is entrusted to carry out detoxification to ensure the whole process of generation, storage, transfer, utilization and disposal of hazardous waste is in compliance with laws and regulations and prevent environmental risks caused by hazardous waste;
- The classification and management of domestic waste and industrial waste are included in the scope of enterprise management, and the above solid waste is required to be classified and collected, and deposited in temporary deposit zone in the factory by category, where banners are hanged denoting the type, quantity and storage period;
- Waste from the production process, such as cotton waste, can be reused as raw material, while the remaining scrap cotton and impurities are collected for sale;
- General solid waste, such as domestic waste, is collectively handled by the Department of Environment and Hygiene to ensure that the disposal of waste complies with laws and regulations.

## 第二部分：低碳運營 守護綠色地球 (續)

### 排放與廢棄物(續)

#### 廢棄物管理

本集團生產過程中主要產生的廢棄物為廢棉、辦公和生活垃圾、設備廢零部件和廢棉紗。為實現更有效的廢棄物管理，降低環境風險，提高可持續性，並充分履行企業的社會責任，我們設定了減少廢棄物排放的五年目標，並基於《關於加強垃圾桶定製定位和分類管理的通知》和《關於加強工業垃圾、生活垃圾管理和歸類放置的通知》等規定對廢棄物進行管理。

- 各子公司均規範危險廢棄物處置流程，設置符合要求的危險廢棄物貯存間，委託有資質的單位進行無害化處理，確保危險廢棄物產生、貯存、轉移、利用及處置全流程合法合規，防範危險廢棄物環境風險；
- 將生活垃圾和工業垃圾分類管理納入企業管理範疇，要求對固體廢棄物進行分類收集，按照類別存放在廠內臨時存放點，並在暫存點豎立標識，標明種類、數量及存放期限；
- 生產過程中產生的回花等廢料可回用為項目原料，剩餘的廢棉和雜質經收集後進行外售；
- 生活垃圾等一般固體廢棄物由環衛處統一進行處理，確保廢棄物的處理符合法規。

#### Waste discharge target

#### 廢氣物排放目標



Reduce the Group's hazardous waste emission intensity by 5% in 2025 compared to 2020  
2025年本集團有害廢棄物排放強度較2020年減少5%

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** (Continued)

**Emission and Waste** (Continued)

**Waste Management** (Continued)

At the same time, according to the latest Higg FEM factory environmental module verification results, all subsidiaries involved in self-evaluation and verification have made statistics on general solid waste and hazardous waste, and declared and transferred hazardous waste in accordance with the law. Among them, Shandong subsidiary has established a baseline for general solid waste and hazardous waste in 2021, and formulated target indicators for waste reduction and waste reduction plans. According to the latest 2022 data verified in 2023, both general solid waste and hazardous waste decreased compared to 2021. Taking the reuse in 2021 as the baseline, we set the incremental indicator for reuse. According to the latest data in 2022 verified in 2023, the proportion of reuse in 2022 increased compared to 2021. In addition, Xuzhou subsidiary has established a baseline for general solid waste and hazardous waste in 2022, set waste reduction targets, and implemented a reduction plan in 2023.

**第二部分：低碳運營 守護綠色地球** (續)

**排放與廢棄物** (續)

**廢棄物管理** (續)

同時，根據最新的Higg FEM工廠環境模塊驗證結果顯示，所有參與自評和驗證的子公司均進行了一般固廢和危險廢棄物的統計，對危險廢棄物依法進行了申報和轉移。其中，山東子公司已於2021年建立了一般固廢和危險廢棄物基線，制定了減少廢棄物的目標指標及廢棄物減量計劃。在2023年驗證的2022年最新數據顯示，相比2021年的一般固廢和危險廢棄物都有下降。以2021年的再利用為基線，設定再利用的增量指標，在2023年驗證的2022年最新數據顯示，2022年的再利用比例比2021年有所增加。另外，徐州子公司已在2022年建立了一般固廢和危險廢棄物基線，制定廢棄物減量目標，並在2023年執行了減量計劃。

	2023	2022	2021	Unit 單位
Effluent discharge <sup>1</sup> 廢水排放 <sup>1</sup>				
Total effluent discharge 廢水排放總量	5,954,604	7,354,598	10,084,663	Tonnes 噸
Effluent discharge per RMB million sales 每百萬人民幣銷售額 廢水排放量	262.0	308.9	380.2	Tonnes/RMB million sales 噸/百萬元 人民幣銷售額

Wastewater discharge of the Group in the past three years  
集團近三年廢水排放情況

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** (Continued)

**Emission and Waste** (Continued)

**Waste Management** (Continued)

第二部分：低碳運營 守護綠色地球 (續)

排放與廢棄物 (續)

廢棄物管理 (續)

	2023	2022	2021	Unit 單位
Waste Discharge <sup>2</sup> 廢棄物排放 <sup>2</sup>				
Hazardous waste discharge 有害廢棄物排放量	4,273	3,684	8,654	Tonnes 噸
Hazardous waste discharge per RMB million sales 每百萬元人民幣銷售額 有害廢棄物排放量	0.2	0.2	0.3	Tonnes/RMB million sales 噸/百萬元 人民幣銷售額
Non-hazardous waste discharge 無害廢棄物排放量	17,827	24,840	27,071	Tonnes 噸
Non-hazardous waste discharge per RMB million sales 每百萬元人民幣銷售額 無害廢棄物排放量	0.8	1.0	1.0	Tonnes/RMB million sales 噸/百萬元 人民幣銷售額

Waste discharge of the Group in the past three years  
集團近三年廢棄物排放情況

Notes:

1. Due to the adjustment of the reporting scope, management and technical optimization in 2023, the amount of effluent and the amount of non-hazardous waste discharged by the Group and the amount of discharge per RMB million sales decreased compared to 2022.
2. Due to the differences in product structure, process and quality requirements, the amount of hazardous waste discharged increased slightly in 2023.

註：

1. 由於2023年報告範圍的調整、管理及技術優化等原因，本集團廢水量與無害廢棄物的排放量和每百萬元人民幣銷售額排放量，相較於2022年有所下降。
2. 由於產品結構、工藝及品質要求差異，2023年有害廢棄物排放量有略增。

### PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH (Continued)

#### Energy Use

Energy use is one of the main causes of climate change and air pollution. Efficient energy management does not only reduce greenhouse gas emission, air and water pollution, but also reduces energy costs and improves corporate competitiveness. The Group strictly abides by energy-related laws and regulations, and formulates energy use targets and energy assessment standards. At the same time, we regularly inspect and maintain energy-related facilities and equipment to improve energy efficiency and reduce energy consumption. In addition, improving employees' awareness of energy management, stimulating their active participation through training and communication activities, making them a driving force for energy conservation is also one of our priorities.

In 2023, subsidiaries of the Group carried out energy audits in accordance with the law, and a number of subsidiaries in Jiangsu, Changzhou and Xuzhou carried out energy-saving projects. Among them, Jiangsu subsidiary modified the textile steamer and invested RMB150,000 in the modification. After the modification, the textile steamer can save 437,500 kWh of electricity and RMB50,000 of maintenance costs every year; Xuzhou subsidiary renovated the sprinkler water supply pipes in the winding air-conditioning room. After the modification, the electricity consumption of the cone air-conditioning was reduced from 1,800 kWh in the past to about 1,400 kWh at present, saving 12,000 kWh of electricity per month. Zhanjiang subsidiary invested RMB5.72 million in the technical modification of the company's subsequent spinning workshop by purchasing advanced winding machines, which reduced power consumption costs, compressed gas consumption and achieved good energy saving results.

North Vietnam subsidiary has implemented technical upgrades for high-power wind turbine electrical equipment, using variable frequency drives for start-up, such as dust removal units, high-power water pumps for refrigeration units, and air compressors. The effect achieved has been significant; this year, statistical data showed a monthly electricity saving of approximately 500,000 to 1,000,000 kWh compared to last year when variable frequency drives had not been installed.

### 第二部分：低碳運營 守護綠色地球 (續)

#### 能源使用

能源使用是導致氣候變化和空氣污染的主要原因之一，高效的能源管理不僅可以減少溫室氣體排放、空氣和水污染，還可以降低能源成本，提高企業競爭力。本集團嚴格遵守能源相關的法律法規，制定能源使用目標與能源考核標準。同時，我們定期檢查和維護能源相關的設施和設備，以提高使用能效，降低能耗。此外，提高員工對能源管理的意識，通過培訓和溝通活動，激發員工的積極參與，使其成為能源節約的推動力也是我們的工作重點之一。

本集團子公司於2023年度依法開展了能源審計，江蘇、常州和徐州等多家子公司開展了節能項目。其中江蘇子公司對蒸紗鍋進行改造，投入改造資金15萬元人民幣，改造後蒸紗鍋每年可節電437,500kWh、節省維護費用5萬元人民幣；徐州子公司對絡筒空調室噴淋供水管道進行改造，改造後絡筒空調一天的用電量從過去的1,800度降到目前的1,400度左右，月節約用電12,000kWh；湛江子公司通過購置先進的絡筒機，對公司後紡紡紗車間進行技術升級改造，項目投入572萬元人民幣，減少耗電費用、壓縮氣用量，節能效果好。

北越子公司對大功率風機電氣設備採取了技術更新，採用變頻器啟動，比如除塵機組，製冷機大功率水泵和空壓機等，取得的效果很顯著；今年統計信息對比去年安裝變頻器前每月大致節約用電量為50-100萬度。



**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** (Continued)

**Energy Use** (Continued)

Shandong subsidiary has implemented a technical transformation project for producing high-end fabrics with an annual output of 10 million meters. This technical transformation project utilizes the original workshop and uses jet looms for weaving white greige fabric instead of denim fabric weaving machines. Compared to the production of denim fabric, this method eliminates the dyeing process and steam usage. It saves 5,000 tonnes of steam annually, reduces energy consumption by 512 tonnes of standard coal equivalent, eliminates burnt hair processing, saves 62,200 cubic meters of natural gas annually, and reduces energy consumption by 83 tonnes of standard coal equivalent, providing significant environmental benefits. Similar energy-saving solutions have achieved good economic and social benefits in all subsidiaries.

**第二部分：低碳運營 守護綠色地球** (續)

**能源使用** (續)

山東子公司實施了年產1,000萬米高檔面料技術改造項目。本技術改造項目使用原廠房，用白坯布噴氣織機，替代了牛仔面料織布機，與原來牛仔面料生產相比，省去染色工序，不用蒸汽。年節約蒸汽5,000噸，減少能耗折標煤512噸，取消燒毛整理，年節約天然氣62,200立方，減少能耗折標煤83噸，具有很好的環境效益。類似節能方案在各子公司都取得了良好的經濟與社會效益。

	2023	2022	2021	Unit 單位
Energy consumption <sup>1</sup> 能源消耗 <sup>1</sup>				
Direct energy consumption 直接能源消耗量	276,261	425,042	245,694	MWh 兆瓦時
Indirect energy consumption 間接能源消耗量	2,084,652	2,153,524	2,098,002	MWh 兆瓦時
Total energy consumption 能源消耗總量	2,360,914	2,578,566	2,343,696	MWh 兆瓦時
Energy consumption per RMB million sales 每百萬元人民幣銷售額 能源消耗量	103.9	108.3	88.4	MWh/RMB million sales 兆瓦時／百萬元 人民幣銷售額

Energy consumption of the Group in the past three years  
集團近三年能源使用情況

Note:

1. The Group primarily produces GHG due to energy consumption in the production process, which includes Scope 1: direct emissions (petrol, diesel oil, liquefied petroleum gas and natural gas, etc.) and Scope 2: energy indirect emissions (purchased electricity and steam, etc.). Calculations of GHG of the Group are presented in tonnes of carbon dioxide equivalent (tCO<sub>2</sub> e) and audited in accordance with the "Requirements of the greenhouse gas emissions accounting and reporting — Part 12: Textile and garment enterprises" published by the National Development and Reform Commission of the People's Republic of China.

註：

1. 本集團的溫室氣體排放主要來自於生產過程的能源消耗，包括範圍一：直接排放（汽油、柴油、液化石油氣和天然氣等）和範圍二：能源間接排放（外購電力和蒸汽等）。本集團的溫室氣體核算以二氧化碳當量為單位，並依據中華人民共和國國家發展和改革委員會提出的《溫室氣體排放核算與報告要求第12部分：紡織服裝企業》進行核算。

### PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH (Continued)

#### Water Resources Management

### 第二部分：低碳運營 守護綠色地球 (續)

#### 水資源管理

#### Water saving target

#### 節約用水目標



Reduce the Group's water consumption intensity by 10% in 2025 compared to 2020  
2025年本集團用水強度較2020年減少10%

The Group mainly uses water for production and domestic use, most of which comes from municipal water supply, while a few subsidiaries use river water, groundwater or reservoir water in accordance with the law, and have the security of adequate use in terms of source. The management of water resources is one of the important tasks of the enterprise, aiming to ensure the sustainable utilisation of water resources and reduce water wastage. To this end, we have established a series of water resources management measures:

本集團主要是生產和生活用水，大部分來自市政供水，少數子公司依法取用河水、地下水或水庫水，在水源上有足夠使用的保障。水資源管理是企業的重要工作之一，旨在確保水資源的可持續利用，減少水資源浪費。為此，我們設立了一系列水資源管理措施：

- Comply with applicable local laws and regulations on water resources management to ensure that water resources are used in compliance with statutory requirements and avoid environmental or legal risks;
- Conduct a comprehensive assessment of water resources to understand the availability, quality and needs of water. Consider climate change, precipitation, hydrogeology and other factors to formulate a reasonable water resources management plan;
- Based on the results of the assessment, set specific water resources management targets, including the targets of improving water resources utilization efficiency, reducing water pollution, and protecting water ecosystems;
- Establish a water quality monitoring system to regularly monitor the quality of water bodies. Monitoring includes physical, chemical and biological metrics to ensure water quality meets regulatory requirements and potential issues are identified in a timely manner;
- Explore the possibility of water resources recycling and reuse, such as wastewater treatment for irrigation, industrial process or cooling water;
- Formulate a water crisis emergency plan, taking into account emergencies such as drought and flooding, to ensure rapid and effective measures can be taken in case of emergencies.
- 遵守當地適用的水資源管理法律法規，確保水資源使用符合法定要求，避免環境或法律風險；
- 對水資源進行全面的評估，了解水的可用性、質量和需求。考慮氣候變化、降水情況、水文地質等因素，以制定合理的水資源管理計劃；
- 基於評估的結果，設立具體的水資源管理目標，包括提高水資源利用效率、減少水污染、保護水生生態系統等方面的目標；
- 建立水質監測系統，定期監測水體的質量。監測包括物理、化學和生物指標，以確保水質符合法規要求，並及時發現潛在問題；
- 探索水資源回收和再利用的可能性，如廢水處理後用於灌溉、工業過程或冷卻水；
- 制定水危機應急計劃，考慮乾旱、洪水等突發事件，確保在緊急情況下能夠採取迅速有效的措施。

### PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH (Continued)

#### Water Resources Management (Continued)

At the same time, the Group actively promotes a water-saving atmosphere, encourages employees to develop water-saving habits, and builds a water-saving enterprise:

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

In 2023, all subsidiaries of the Group actively responded to the Group's call for water saving and carried out a number of water saving projects, which achieved remarkable results. In particular, Xuzhou subsidiary installed water meters for non-production water to measure separately, so that it can formulate consumption indicators in the next step, and evaluate units that exceed the indicators to save water resources and reduce water costs. At the same time, each subsidiary modified the sprinkler system of the air conditioning room to save 15% of water. Jiangsu subsidiary carried out dredging upgrading and modification of the cooling and water pipe network in the plant area, and invested RMB300,000 to save 50,000m<sup>3</sup> of water every year. Zhanjiang subsidiary collected rainwater for greening spraying, used outdoor storage tanks to collect rainwater, installed pumps and water pipes, and sprinkled water regularly to save about 500m<sup>3</sup> of water every year.

### 第二部分：低碳運營 守護綠色地球 (續)

#### 水資源管理 (續)

同時，本集團積極營造節水氛圍，鼓勵員工養成節水習慣，打造節水型企業：

- 使用節水型產品，實施水資源的重複利用；
- 要求用水完畢後，及時關閉水龍頭；
- 定期檢查水管，避免漏水情況，杜絕長流水現象發生；
- 辦公區、生活區、生產區和施工現場各設獨立水錶，由專人負責進行登記，每月根據各部門用水量的記錄進行水平衡數據分析。

本集團各子公司於2023年度積極響應集團節水號召，開展了多項節水項目，並取得了顯著成效；其中徐州子公司對非生產用水安裝水錶單獨計量，便於下一步對其制定消耗指標，對超指標單位進行考核，節約水資源，降低用水成本。同時，各子公司對空調室噴淋系統進行改造，節約用水15%。江蘇子公司對廠區製冷回水管網進行清淤升級改造，投入資金30萬元人民幣，每年節水5萬立方米。湛江子公司將雨水收集用於綠化噴淋，利用露天蓄水池，收集雨水，加裝水泵和水管，定時噴灌，每年節約用水約500立方米。

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** (Continued)

**Water Resources Management** (Continued)

第二部分：低碳運營 守護綠色地球 (續)

水資源管理 (續)

	2023	2022	2021	Unit 單位
Water resources consumption <sup>1</sup> 水資源消耗 <sup>1</sup>				
Total water consumption 總用水量	7,458,298	9,050,271	11,695,913	Tonnes 噸
Water consumption per RMB million sales 每百萬元人民幣銷售額 用水消耗量	328.2	380.2	441.0	Tonnes/RMB million sales 噸/百萬元 人民幣銷售額

Water resources consumption of the Group in the past three years  
集團近三年水資源消耗情況

Note:

1. Due to the adjustment of the reporting scope, product structure, management and technical optimization in 2023, the Group's water consumption and discharge per RMB million sales decreased compared to 2022.

註：

1. 由於2023年報告範圍的調整、產品結構、管理及技術優化等原因，本集團用水量和每百萬元人民幣銷售額排放量相較於2022年有所下降。

**Environmental Impact**

**Environmental Management System**

The Group strictly complies with relevant local laws and regulations, such as the Environmental Protection Law of the People's Republic of China, the Prevention and Control of Water Pollution Law of the People's Republic of China and the Prevention and Control of Environmental Pollution by Solid Waste Law of the People's Republic of China. In 2023, a total of eight subsidiaries of the Group obtained ISO14001 environmental management system certification, which covered subsidiaries in yarn and garment fabric segments. As at 31 December 2023, the Group had no environmental violations in the past three years.

**環境影響**

**環境管理體系**

本集團嚴格遵守當地的相關法律法規，如《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》與《中華人民共和國固體廢物污染環境防治法》等。本集團於2023年度已有八家子公司通過環境管理體系ISO14001認證，該認證覆蓋到了紗線與面料板塊子公司。截止至2023年12月31日，本集團過去三年內未發生環保違規行為。

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** *(Continued)*

**Environmental Impact** *(Continued)*

**Chemical Control**

The Group attaches great importance to the safety management of chemicals, strictly complies with the regulations or requirements of relevant local authorities and brand owners on chemicals, and strictly manages chemicals used in each process, such as production and water treatment, including the storage and use of chemicals and the treatment of hazardous waste. In purchasing raw chemical materials, we have established a system that fully complies with the European Union’s “Registration, Evaluation, Authorisation and Restriction of Chemicals” (REACH). We also refer to stricter chemical management standards such as Zero Discharge of Hazardous Chemicals (ZDHC), and set the Group’s own standards in combination with customer requirements, and are actively committed to reducing and banning substances that cause environmental load in products.

**第二部分：低碳運營 守護綠色地球** *(續)*

**環境影響** *(續)*

**化學品管控**

本集團高度重視化學品的安全管理，嚴格遵守各地有關部門及品牌商關於化學品的法規或要求，對生產和水處理等各環節使用的化學品均進行嚴格管理，包括化學品的儲存、使用和危險廢棄物的處理等。在購買化學品原料方面，我們已建立了一個完全符合歐盟《關於化學品註冊、評估、許可和限制的法規》(REACH)的體系。我們亦參考有害化學物質零排放ZDHC等更加嚴格的化學品管理標準，並結合客戶要求，設置本集團的自主標準，積極致力於禁用或削減產品中對環境造成負荷的物質。

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

Chemical management objectives  
化學品管理目標

### PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH (Continued)

#### Environmental Impact (Continued)

#### Chemical Control (Continued)

#### Chemical Management Process

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



#### Chemical Management Platform

At the same time, in order to ensure the safe use of chemicals, the Group has developed a management platform for chemicals using the office automation (OA) system to strengthen the review of various chemicals. Only chemicals that have passed the OA review will enter the procurement process to avoid chemicals that have not passed the review from entering the production process and avoid safety or quality hazards.

Registration by attributes: All chemicals have standard multi-layer classification methods, requiring registration of chemicals by attributes, rather than simply using the name of the chemicals, so that repeated registration can be avoided. At the same time, registration of chemicals by attributes can also strengthen the safety of chemical storage, use and disposal. While registering chemicals, all additives must be uploaded to chemical technology data sheet (TDS) and material safety data sheets (MSDS). Each subsidiary can also check the MSDS and TDS directly into the system.

### 第二部分：低碳運營 守護綠色地球 (續)

#### 環境影響(續)

#### 化學品管控(續)

#### 化學品管理流程

本集團從源頭、成品到廢棄物全覆蓋式確保所使用的化學品符合規範：

#### 化學品管理平台

同時，為確保化學品的安全使用，本集團利用辦公自動化(Office Automation, OA)系統開發了化學品的管理平台，加強了各種化學品的評審。只有經過OA評審的化學品才進入採購流程，避免未經過評審的化學品進入生產流程，避免安全或質量隱患。

按屬性註冊：所有化學品有標準的多層分類方法，需要按屬性註冊化學品，而不單只是用化學品的名字，這樣可以避免重複註冊。同時按屬性註冊化學品也可以加強化學品的存儲、使用及處置安全。在註冊化學品的同時，所有助劑必須上傳化學品技術使用說明書(Technical Data Sheet, TDS)，物質安全資料表(Material Safety Data Sheet, MSDS)。各子公司也可以直接進系統查詢MSDS和TDS。

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** (Continued)

Environmental Impact (Continued)

Chemical Control (Continued)

Chemical Management Platform (Continued)

**第二部分：低碳運營 守護綠色地球** (續)

環境影響(續)

化學品管控(續)

化學品管理平台(續)

單號	物料名稱	物料英文描述	一級分類	二級分類	三級分類
176A42 5	40001554 500A311 酸性染料 紅 N-2(吡嗪基)	Acid Red N-2(BL)(NAC)(CMA)	染料	酸性染料	紅
176A42 9	40001555 500A338 酸性染料 黃 N#P 5(吡嗪基)	Acid Yellow N#P-5(GP)(TA)	染料	酸性染料	黃
176A42 3	40001554 500A337 酸性染料 藍 N#P 4(吡嗪基)	Acid Yellow N#P-4(A)(C)(CMA)	染料	酸性染料	藍
176A42 8	40001555 500A308 酸性染料 藍 N#P 6(吡嗪基)	Acid Blue N-6(N)(A)(C)(CMA)	染料	酸性染料	藍
176A41 7	40001527 500A276 功能型塗料 柔滑劑 PHD-Ig resin(馬來-亞)-白	Functional Smoothing PHD Ig resin(A)(C)(B)(A)(L)(y)(B)(a)(n)(a)(n)(i)(c)	塗料	功能型塗料	平滑劑
176A41 6	40001521 500A272 柔滑劑 紅藍(N#M) liquid conc(馬來)-白	Softener-Silicon softener N#M liquid conc(A)(C)(B)(A)(L)(y)(B)(a)(n)(a)(n)(i)(c)	塗料	柔滑劑	紅藍
176A41 1	40001521 500A272 柔滑劑 紅藍(N#M) liquid conc(馬來)-白	Softener-Silicon softener N#M liquid conc(A)(C)(B)(A)(L)(y)(B)(a)(n)(a)(n)(i)(c)	塗料	柔滑劑	紅藍

Chemical Management Platform  
化學品管理平台

In order to strengthen the classification of chemicals, each chemical only has one number to avoid using different codes when purchasing the same chemical.

為了加強化學品的分類，每一種化學品都只有唯一的編號，避免各子公司在採購相同的化學品時使用不同的編號。

After the subsidiary applies for chemicals, the marketing department of the Group will review and judge whether the chemicals are at risk of use according to the content of MSDS. If there is a risk associated with the use of chemicals, it will be indicated in the comment, and the information will be directly fed back to the computer system of each subsidiary.

子公司申請化學品後，由集團市場部審核，根據MSDS的內容判斷化學品是否有使用風險。若是有相關使用風險的化學品，會在評語中註明，信息會直接反饋到各子公司的電腦系統中。

When uploading MSDS, the system can support the upload of documents of multiple versions, such as Chinese, English, Vietnamese or more versions, which are suitable for use by the corresponding subsidiaries. When uploading documents, an effective date of MSDS is required to be indicated to facilitate the system to automatically locate expired MSDS and ensure the effectiveness of all MSDS.

在上傳MSDS的時候，系統可以支持多個版本的文件上傳，例如中文，英文，越文或更多版本，適合對應各子公司使用。在上傳文件的同時，需要註明MSDS的有效日期，以方便系統自動查找過期的MSDS，確保所有MSDS的有效性。

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** (Continued)

**Environmental Impact** (Continued)

**Chemical Control** (Continued)

**Chemicals Use Standards**

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

**第二部分：低碳運營 守護綠色地球** (續)

**環境影響** (續)

**化學品管控** (續)

**化學品使用標準**

我們所使用的化學品本身或經正常加工處理後的面料，必須符合以下要求：

Type 種類	Content 內容	Satisfying Requirements 滿足要求
Chemicals 化學品	EU REACH Substances of Very High Concern (SVHC) 歐盟REACH高關注度物質(SVHC)	Must 必須
	Conflict Minerals 衝突礦物	Must 必須
	Manufacturing Restricted Substances List (MRSL) 生產限用物質清單(MRSL)	Must 必須
	ZDHC MRSL Level 1 or above ZDHC MRSL Level 1或以上	Priority 優先
	Oeko-Tex's EcoPassport Oeko-Tex's EcoPassport	Priority 優先
	GOTS GOTS	Priority 優先
	Oeko-Tex Appendix 4 Class II Oeko-Tex Appendix 4 Class II	Must 必須
	Oeko-Tex Appendix 6 Class II Oeko-Tex Appendix 6 Class II	Priority 優先
	Restricted Substances List (RSL) of American Apparel & Footwear Association (AAFA) 美國服裝鞋履協會(American Apparel & Footwear Association, AAFA) 限制物質清單(RSL)	Priority 優先
	California Proposition 65 (CA Prop 65) 加利福尼亞州65號提案CA Prop 65	Priority 優先
Restricted Substances List (RSL) 限用化學品清單(RSL)	Priority 優先	

Chemical use standards  
化學品使用標準



### PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH *(Continued)*

#### Environmental Impact *(Continued)*

#### Chemical Control *(Continued)*

#### Chemicals Use Standards *(Continued)*

The Group has established a Prohibited Chemicals List in accordance with ZDHC MRSL.

Relevant subsidiaries of the Group conducted monthly audits of chemical inventories and invited third-party institutions to conduct external audits. In 2023, there was no non-compliant chemical in the subsidiaries.

At the same time, we will keep track of updates of laws and regulations in time, and regularly update the list based on customers' requirements, and publish it on the official website.

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

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

### 第二部分：低碳運營 守護綠色地球 (續)

#### 環境影響(續)

#### 化學品管控(續)

#### 化學品使用標準(續)

本集團已根據ZDHC MRSL的要求建立了《禁用化學品列表》。

本集團相關子公司對化學品庫存進行月度審核，並邀請第三方機構進行外部審核。各子公司於2023年無不合規化學品。

與此同時，我們會及時查看相關法律法規的更新情況，並結合客戶要求，定期對此清單進行更新，並於官網進行公佈。

減少化學品的甲醛含量：傳統棉的免燙整理需要採用含有甲醛的化學品，而一般市場要求免燙面料的甲醛含量應低於60 ppm。我們為了給消費者提供更健康的產品，開發出無甲醛免燙樹脂整理劑。本集團越南子公司早已在2022年完成了替換無甲醛樹脂項目，其效果基本能達到傳統樹脂的免燙效果，並已通過第三方檢測機構FITI Testing & Research Institute鑑定，面料未檢出甲醛物質(低於檢出限值)。

減少氟碳類化學品的使用：歐洲斯德哥爾摩公約(Stockholm Convention)在2020年才停止使用碳八類氟碳化學品。而早在2013年，本集團就已100%排除碳八類氟碳化學品的使用，改為使用較為環保的碳四或碳六類氟碳化學品。

**PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH** (Continued)

**第二部分：低碳運營 守護綠色地球** (續)

**Environmental Impact** (Continued)

**環境影響** (續)

**Chemical Control** (Continued)

**化學品管控** (續)

**Chemicals Use Standards** (Continued)

**化學品使用標準** (續)

Item 項目	Commencement Time 開始時間	Project Status 項目狀態
Reduce the use of fluorocarbon chemicals 減少氟碳類化學品的使用	January 2021 2021年1月	Completed 完成
Reduce quinoline in disperse and vat dyes 減少在分散和還原染料中的喹啉	June 2021 2021年6月	Completed 完成
Use formaldehyde-free non-iron resin instead of traditional non-iron resin with formaldehyde for a proportion 使用無甲醛免燙樹脂代替傳統的含甲醛免燙樹脂比例	May 2021 2021年5月	Completed 完成
Use p-Chloroaniline-free reactive dyes instead of traditional reactive dyes with p-Chloroaniline 使用無對氯苯胺的活性染料代替傳統含對氯苯胺的活性染料	May 2021 2021年5月	In progress 進行中

Chemical phase out or replacement plan  
化學品淘汰或替代項目

**Procurement of Environmentally Friendly Chemicals**

**環保化學品採購**

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

本集團使用環保染料代替傳統化學品，以減少化學品用量、減輕污水處理壓力，有助於水生環境的改善。

- Dyes made from renewable materials of EarthColors® are used, the raw materials of which came from the waste from the nonedible agricultural or medicinal herbs industry;
- Silicon oil resynthesized from waste silicon hoses are used;
- Cellulase instead of chemical acid and alkali is used in the pre-treatment of biopolishing;
- Catalase instead of the chemical of sodium thiosulphate is used in deoxygenation after boiling and bleaching.
- 使用EarthColors®可再生物料合成的染料，其原材料來自非食用農業或製藥廢棄物；
- 使用廢棄硅軟管再合成的硅軟油；
- 在前處理採用生物拋光工序，使用纖維素酶代替化學品酸和堿；
- 在煮漂後除氧環節，使用除氧酶代替化學品硫代硫酸鈉。

### PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH *(Continued)*

#### Environmental Impact *(Continued)*

##### Chemical Control *(Continued)*

##### Improving Consumer Awareness

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

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

##### Protecting Biodiversity

The development of the global fashion, apparel, textile and footwear industries depends, to a large extent, on the continued existence of a healthy ecosystem and the resources provided by nature. In 2023, the Group conducted a biodiversity impact and risk assessment. The assessment results showed that our production operation and raw material supply chain had the greatest impact on biodiversity, especially the way of cotton-related natural fiber farming. At the same time, we have also incorporated biodiversity protection into the key issues of stakeholders.

As part of our efforts to protect nature and biodiversity throughout our value chain, we have clearly defined our sustainability principles and required all external partners and internal marketing and production operation teams to follow. The principle of sustainable development is a comprehensive guideline for us to prevent and reduce waste, reduce environmental impact, and ensure the participation of our production, operation and management personnel in protecting the ecological environment and community well-being. We aim to protect, restore and improve the natural ecology throughout our value chain, and to promote, encourage and share improvements in biodiversity risk disclosures and best practices through collaboration with stakeholders.

### 第二部分：低碳運營 守護綠色地球 (續)

#### 環境影響(續)

##### 化學品管控(續)

##### 提高消費者認知

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

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

##### 保護生物多樣性

全球時尚、服裝、紡織和製鞋業的發展，在很大程度上依賴於健康生態系統的持續存在以及大自然提供的資源。在2023年，本集團開展了生物多樣性影響及風險評估。評估結果表明，我們的生產運營與原材料供應鏈對生物多樣性影響最大，尤其是與棉花相關的天然纖維耕作方式。同時，我們也把生物多樣性保護納入到了利益相關方關鍵性議題中。

作為我們在整個價值鏈中保護自然及生物多樣性努力的一部分，我們明確規定了可持續發展原則，並要求所有外部合作夥伴和內部營銷及生產運營團隊遵守。可持續發展原則是我們預防及減少浪費、削減環境影響，以及確保參與公司生產運管及管理人員保護生態環境和社區福祉的綜合性指南。我們的目標是在整個價值鏈中保護、修復和改善自然生態，並通過與利益相關方合作，提倡、鼓勵和分享改進生物多樣性風險披露與最佳實踐。

### PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH (Continued)

#### Protecting Biodiversity (Continued)

We are developing and using new eco-friendly products to reduce or eliminate the impact of biodiversity. For example, the use of GOTS-certified organic cotton can reduce carbon emissions by 45% compared with traditional cotton, while reducing the amount of pesticides used, helping to improve soil health, reducing the use of pesticides and chemicals, and eliminating the negative impact of biodiversity found in the impact assessment; we also purchase viscose fibers that are certified by the Forest Stewardship Council (FSC) and the Program for the Endorsement of Forest Certification (PEFC); and we have also developed a new generation of environmentally friendly PLA polylactose fiber that replaces traditional petrochemical with plant-based raw materials, which has good cracking feature and can reduce the impact on the environment. In 2023, Texhong's fabric subsidiary has also gradually adopted antimony polyester to replace the traditional antimony polyester. This transformation is not only in line with the production process and quality indicators, but also can reduce the impact on the environment, eliminate the potential negative impact of antimony on the nervous system and digestive system of the human body, and reduce the impact of heavy metals on the environment and ecology.

At the same time, we have also formulated a series of measures to implement the concept of biodiversity protection in production and manufacturing:

- Introduce the activated dye wet distillation process, dyeing cylinder low-bath ratio coloration and low-temperature biological enzyme treatment process;
- Improve the three-tier energy consumption measurement system;
- Achieve material classification and recycling, substitution of coal with natural gas, residual heat and alkali recovery, countercurrent washing and condensate water reuse;
- Use online intelligent material supply system and MES system;
- Eliminate thermal oil and improvement of equipment insulation;
- Install solar power generation roof and water purification system;
- Implement management system certifications, such as ZDHC, OEKO-TEX-100, GRS and other projects.

### 第二部分：低碳運營 守護綠色地球 (續)

#### 保護生物多樣性(續)

我們正在開發、使用新型生態友好產品，以降低或消除生物多樣性影響，例如使用經GOTS認證的有機棉比傳統棉花可減少45%碳排放，同時減少農藥用量，有助於改善土壤健康度，降低農藥及化學品使用，可消除影響評估中發現的生物多樣性負面影響；我們還採購經森林管理委員會(FSC)和森林認證體系認可計劃(PEFC)認證的黏膠纖維；我們也開發了新一代以植物為原料替代傳統石油化工的環保型PLA聚乳糖纖維(Polylactic fiber)，此類纖維具有良好的裂解性，能夠降低對環境的影響。天虹面料子公司也於2023年開始逐步採用無錫滌綸代替傳統的有錫滌綸，該項轉化不僅符合生產工藝和質量指標，還能夠降低對環境的影響，消除錫對人體的神經系統和消化系統潛在的負面影響，降低重金屬對環境生態的影響。

同時，我們還制定了一系列措施，以貫徹落實生產製造環節生物多樣性保護理念：

- 導入活性染料濕蒸工藝、染缸低浴比染色與低溫生物酶處理工藝；
- 完善能耗三級計量體系；
- 實現物資分類回收、天然氣替代煤炭、餘熱及城回收、逆流洗與冷凝水回用；
- 使用在線智能供料系統及MES系統；
- 淘汰導熱油並改進設備保溫；
- 安裝太陽能發電屋頂與淨水處理系統；
- 推行管理體系認證，例如ZDHC、OEKO-TEX-100、GRS等項目。

### PART II: IMPLEMENTING LOW-CARBON OPERATIONS TO PROTECT THE GREEN EARTH *(Continued)*

#### Protecting Biodiversity *(Continued)*

In conclusion, by promoting clean production and recycling, we eliminate or reduce the discharge of waste water, waste gas, solid waste and hazardous waste from the source, continuously improve the efficiency of materials, water, electricity and steam, and replace or reduce the use of chemicals, so as to achieve biodiversity protection in the production and manufacturing process.

In addition, we are committed to building a sustainable development ecosystem, and improving the awareness and protection of biodiversity value among employees, managers, shareholders, partners, suppliers and other stakeholders through diversified channels and methods. Within the Group, we actively implement biodiversity protection practices within the organization. Greening and planting trees in the factory area create a green and garden-style factory environment. At the same time, we assist local communities in maintaining a diversified ecological environment, strictly comply with environmental protection laws and regulations, ensure that waste discharge meets the standards, monitor sewage discharge, protect the healthy water body of local community lakes, and jointly maintain a clean and orderly community environment. We also participated in fire safety drills in local communities, charitable donations for poverty alleviation and emergency plans for wind prevention, flood control and flood control. In addition, we actively respond to the national call to promote the employment of people with disabilities. We jointly publicize and promote the concept of sustainable development through continuous interaction with stakeholders.

### 第二部分：低碳運營 守護綠色地球 (續)

#### 保護生物多樣性(續)

總之，我們通過提倡清潔生產、循環利用，從源頭消除或降低廢水、廢氣、固態廢棄物及有害廢棄物排放，持續提高材料、水、電和蒸汽效率，替代或減少化學品使用，從而在生產製造環節實現生物多樣性保護。

此外，我們致力於構建可持續發展生態圈，通過多樣化的渠道和方式提高員工、管理者、股東、合作夥伴、供應商等利益相關方對生物多樣性價值的認識和保護意識。在集團內部，我們積極履行企業內的生物多樣性保護實踐。在企業廠區內開展綠化植樹，打造綠色及花園式廠區環境。同時，我們協助當地社區共同維護多樣化生態環境，嚴格按照環境保護法律法規，確保廢棄物達標排放，監測污水排放，保護當地社區湖泊的健康水體，共同維護清潔有序的社區環境。我們還參與了當地社區消防安全演練、扶貧救急慈善捐助和防風、防汛、抗洪搶險應急預案等項目。另外，我們積極響應國家號召，促進殘疾人就業。我們通過與利益相關方保持持續互動，共同宣傳並推廣可持續發展理念。



Water conservation of Xuzhou subsidiary  
徐州子公司水體保護

### PART III: JOINING HANDS TO CREATE A BETTER SOCIETY

#### Talent Management

The Group believes that employees are one of the core competencies for an enterprise. Adhering to the operation concept of people-oriented development, paying attention to the protection of employee rights, and caring for the well-being of employees are important prerequisites for the sustainable development of the company. We strive to provide a safe, healthy, comfortable and harmonious working environment and atmosphere for our employees, safeguarding their legitimate rights and interests, caring for their health and safety, and focusing on their sustainable development. To this end, we have established an equitable, inclusive and diverse human resources management policy.

#### Employment Management

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

In addition, the Group signs written labour contracts with all employees and refrains from arbitrary dismissals. We have implemented an annual leave system in accordance with the law, complied with the requirements of national laws and regulations on working hours, and arranged overtime work on a voluntary basis with overtime pay as required by local laws and regulations.

The Group attaches great importance to fair remuneration management. Since 2021, the Group has progressively made corresponding adjustments to the remuneration and performance of its subsidiaries. The adjustments were completed in December 2022 and have been fully implemented in 2023. The Group ensured that all employees can receive remuneration that matches their position and enjoy the right to promotion.

On the basis of compliance with laws and regulations, the Group has established management systems such as the “Employee Promotion Management Requirement” and the “Performance Management Measure” to provide guidance on the management of staff remuneration and promotion mechanisms. The Group has also established a comprehensive performance incentive policy that encompasses all types of employees: For management personnel, monthly and year-end comprehensive performance appraisals are mainly adopted. For business personnel, monthly performance appraisal is mainly adopted. For employees of subsidiaries, monthly piece wages and year-end performance incentives are mainly adopted.

### 第三部分：攜手並進 共創美好社會

#### 人才管理

本集團認為員工是企業的核心競爭力之一，堅持以人為本的發展經營理念、重視對員工權益的維護、關愛員工的生活幸福是保障公司可持續發展的重要前提。我們致力於為員工提供安全、健康、舒適、和諧的工作環境與氛圍，保障員工的合法權益，關心員工的健康安全，關注員工的持續發展。為此，我們已建立了平等、包容、多元化人力資源管理政策。

#### 僱傭管理

本集團嚴格遵守並執行當地有關法律、法規和政策，包括但不限於《中華人民共和國勞動法》和《中華人民共和國勞動合同法》等，同時依據《天虹集團員工行為準則》、《招聘管理制度》以及《員工入離職管理規定》等內部規章制度，規範員工管理服務。我們通過多種形式對員工進行培訓，確保員工了解自己的合法權益並熟知違規事項的投訴建議及舉報渠道。

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

本集團十分重視公平薪酬管理，從2021年開始，陸續對子公司的薪酬績效做出相應調整，於2022年12月調整完畢，並在2023年全面執行，確保所有員工都能獲得與崗位相匹配的薪酬與享有晉升的權利。

在遵守法律法規的基礎上，本集團制定了《員工晉升管理規定》和《績效管理辦法》等管理制度，為員工薪酬管理與晉升機制提供指導。同時設置了全面的績效激勵政策，覆蓋所有類型員工。管理人員主要採用月度及年終綜合績效考評，業務人員主要採用月度提成績效考評，子公司員工主要採用月度計件工資和年終績效獎勵。

### PART III: JOINING HANDS TO CREATE A BETTER SOCIETY (Continued)

#### Talent Management (Continued)

##### Labour Standards

The Group strictly complies with the relevant laws and regulations regarding prevention of child and forced labour, including but not limited to the “Provisions on the Prohibition of Using Child Labour”, the “Law of the People’s Republic of China on the Protection of Minors” and the “Special Protection of Juvenile Employees Regulations”. We have published “Principles on Prohibition of Forced Labour” on our official website, and through communication and training for all employees, we explicitly oppose forced labour as the fundamental policy of Texhong International Group, and it is always emphasized that there is zero tolerance for forced labour. Employees have the right to refuse and report to superior authorities for work arrangements that violate safety regulations and personal safety. The Group prohibits the recruitment of child labour. All job applicants are required to pass the age verification to ensure that their identity documents are true and meet the legal working age.

If instances of child or forced labour are discovered, the management of the Group will make necessary reports to the relevant enforcement agencies and investigate internally the possible faults in the recruitment process which led to such incidents and implement remedial measures as appropriate.

All subsidiaries have established the organizational structure of the Corporate Social Responsibility Committee and clarified its responsibilities, comprehensively established and implemented the social responsibility management system, and ensured effective risk control and continuous improvement through the implementation of the complete “Social Responsibility Policy and Procedure Document” and the “Long-term Objectives and Control Plan for Employee Protection”.

In addition, the Group’s “Code of Conduct for Suppliers” clearly prohibits the use of child labour and forced labour by suppliers, the remuneration of labour must meet statutory requirements, the rights of employees to association and collective bargaining should be respected, and no one should be subjected to any form of discrimination, harassment or abuse in respect of employment.

### 第三部分：攜手並進 共創美好社會 (續)

#### 人才管理(續)

##### 勞動用工準則

本集團嚴格遵守相關法律法規以防止僱傭童工或強迫勞動，包括且不限於《禁止使用童工規定》、《中華人民共和國未成年人保護法》和《未成年工特殊保護規定》。我們在官網發佈了《禁止使用強迫勞動的原則》，並通過全員溝通與培訓，明確禁止強迫勞動是天虹國際集團的基本政策，始終強調強迫勞動零容忍，任何部門、任何人員都不得違反該政策，對於上級違反安全規程的工作安排和侵犯人身安全的行為，員工有權拒絕並可越級上報。本集團禁止招聘童工，所有求職者均須通過年齡身份審核，確保身份證件真實，且符合法定用工年齡。

如果發現童工或強迫勞動的情況，集團管理層將向有關機構作出必要的報告，並在內部調查導致此類事件的招聘過程中可能存在的過失，同時採取適當的補救措施。

所有子公司已經設立了企業社會責任委員會的組織架構並明確其責任，全面建立並執行了社會責任管理體系，通過執行完善的《社會責任政策與程序文件》和《員工保護的長期目標及控制方案》，確保有效的風險管控與持續改善。

此外，本集團的《供應商行為準則》中也明確禁止供應商使用童工、強迫勞工，勞動用工薪酬須滿足法定要求，尊重員工結社及集體談判的權利，在就業方面任何人不應受到任何形式的歧視、騷擾或虐待。

# 環境、社會及管治報告(續) ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

## PART III: JOINING HANDS TO CREATE A BETTER SOCIETY (Continued)

### Talent Management (Continued)

#### Labour Standards (Continued)

In 2023, there were no cases of non-compliance in relation to violation of labour standards and labour rights.

As at 31 December 2023, the subsidiaries of the Group within the scope of this ESG Report had a total of 21,948 employees, including 11,452 employees in mainland China and 10,496 employees overseas.

As at 31 December 2023, the total number of employees of the subsidiaries within the scope of this ESG Report is as follows:

<b>By gender</b> 按性別	Male 男	11,613	<b>By employment type</b> 按僱傭類型	Full-time 全職	21,946
	Female 女	10,335		Part-time 兼職	2
<b>By age</b> 按年齡	< 30	6,898	<b>By geographical region</b> 按地域	Domestic 國內	11,452
	30-50	12,953		Foreign 國外	10,496
	> 50	2,097			

Employee data of subsidiaries within the scope of 2023 ESG Report  
2023年ESG報告範圍內附屬子公司的員工數據

As at 31 December 2023, the employee turnover rate of subsidiaries within the scope of this ESG Report is as follows:

<b>By age</b> 按年齡	< 30	4.8%	<b>By gender</b> 按性別	Male 男	4.5%
	30-50	4.0%		Female 女	4.4%
	> 50	1.3%	<b>By geographical region</b> 按地域	Domestic 國內	3.7%
		Foreign 國外		1.7%	

Employee turnover rate of subsidiaries within the scope of 2023 ESG Report  
2023年ESG報告範圍內附屬子公司的員工流失率

\* The employee turnover rate of each category is the annual average of the employee turnover rate of each category per month. Monthly employee turnover rate of each category = number of employees leaving each category in each month/total number of employees of each category in each month

## 第三部分：攜手並進 共創美好社會 (續)

### 人才管理 (續)

#### 勞動用工準則 (續)

本集團於2023年度未發生違反勞工準則及侵犯勞工權益方面的違法違規案件。

截至2023年12月31日，本ESG報告範圍內本集團附屬子公司共有21,948名員工，其中大陸地區共有11,452名員工，海外共有10,496名員工。

截至2023年12月31日，本ESG報告範圍內各附屬子公司的員工總數為：

截至2023年12月31日，本ESG報告範圍內各附屬子公司的員工流失率情況如下：

\* 各類別的員工流失率為每月各類別的員工流失率的年度均值。各類別的每月員工流失率=每月各類別離職的員工人數/每月各類別員工總數



**PART III: JOINING HANDS TO CREATE A BETTER SOCIETY** (Continued)

**Talent Management** (Continued)

**Diversity and Equal Opportunity**

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

**第三部分：攜手並進 共創美好社會** (續)

**人才管理** (續)

**多元平等機會**

本集團在員工的僱傭管理方面，主張平等與多元化，制定了《反歧視政策》，確保員工不因性別、年齡、種族、膚色、國籍、宗教信仰、殘疾、教育、地域、身高、體重、個人性格等因素受到歧視。集團《員工手冊》也表明了對於騷擾與歧視的零容忍，本集團的所有員工均有享有被尊重、被公平對待的權利。對於殘疾員工，本集團積極響應國家保障殘疾人就業的倡導，提供平等的就業機會和待遇，讓他們在不同的崗位上發揮自己的潛能。對於不同國籍、種族和宗教信仰的員工，除保證其享受平等就業的權力外，還尊重他們的風俗習慣和宗教信仰。

Category 類別	Proportion of Female Management 女性管理人員佔比
Senior management 高層管理人員	22%
Mid-level management 中層管理人員	36%
Entry-level management 基層管理人員	44%
Total number of management 所有管理人員	42%

Proportion of female management in the Group in 2023  
2023年集團女性管理者佔比情況

**PART III: JOINING HANDS TO CREATE A BETTER SOCIETY** (Continued)

**Talent Management** (Continued)

**Talent Training**

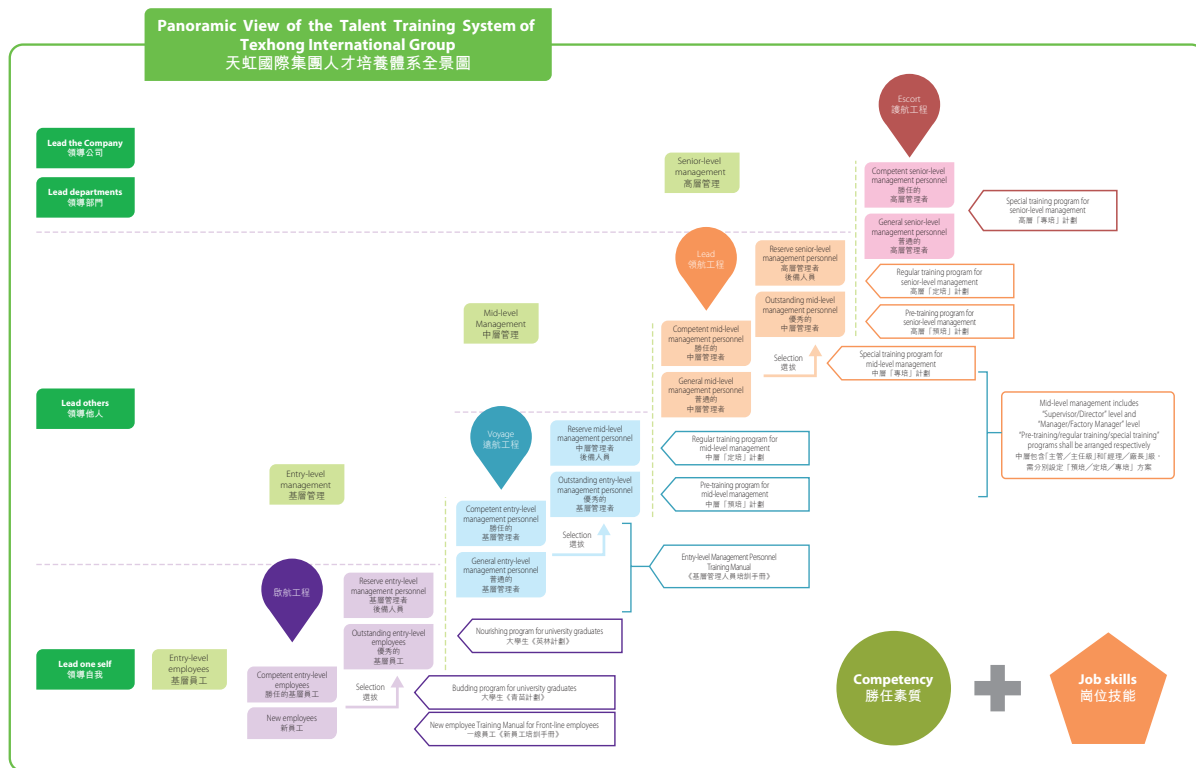
The Group has established a comprehensive talent training system, including professional leadership training covering all management personnel and skill training covering all types of employees. In 2023, on the basis of consolidating and upgrading the basic work of human resources, the Group focused on the optimization and improvement of the organizational structure and the construction of human resources compliance, and carried out a series of work focusing on talent training and echelon talent construction. We continued to optimize and improve the “Master Plan for Talent Cultivation Based on Career Planning” and the panoramic view of the talent training system. On this basis, each subsidiary has established a talent cultivation working group to clarify its structure and responsibilities, and jointly participate in and promote the talent cultivation and training of the Group and the company.

**第三部分：攜手並進 共創美好社會** (續)

**人才管理(續)**

**人才培養**

本集團已建立了完善的人才培養體系，包含覆蓋所有管理人員的專業領導力培訓和所有類型員工的技能培訓。2023年，本集團在鞏固和升級人力資源基礎性工作的基礎上，注重組織結構的優化提升和人力資源合規性建設，重點圍繞人才培養和梯隊人才建設開展系列工作。我們持續優化和完善《基於職業生涯規劃的人才培養總體方案》與人才培養體系全景圖，在此基礎上各子公司成立了人才培養工作小組，明確其架構和職責，共同參與和推進集團和公司的人才培養和培訓各項工作。



Panoramic view of the talent training system  
人才培養體系全景圖

**PART III: JOINING HANDS TO CREATE A BETTER SOCIETY** (Continued)

**Talent Management** (Continued)

**Training Programs**

In order to better implement the talent training work, the Group has launched the following programs in 2023:

**Management Trainee Program:**

To address the current shortage of talent in various fields dominated by process technology, given the rapid development of the company both domestically and overseas, it is essential and urgent to cultivate human resources that can support the group's development. The reserve training of college students plays a vital role in talent cultivation as the "source engineering". Therefore, the group has reorganized the reserve and training programs for college students, focusing on the four major categories of "process, equipment (automation), sales, and functionalities", to develop a "management trainee" program for college students.

The expenses incurred during the students' study in China are covered by the Group, and upon graduation, these students can obtain a diploma recognized by the Ministry of Education of the People's Republic of China. The overseas student collaboration project for 2023 has already commenced, and the latest group of students arrived in the PRC in November 2023 for their studies.

**第三部分：攜手並進 共創美好社會** (續)

**人才管理** (續)

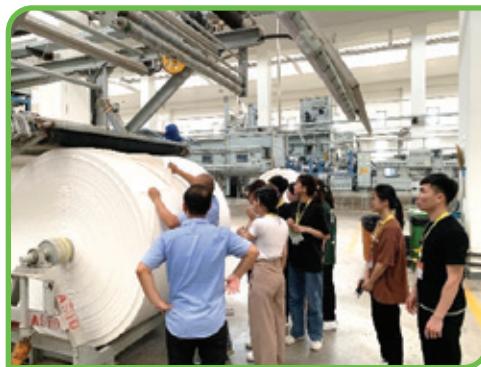
**培訓項目**

為更好地貫徹落實人才培養工作，本集團於2023年度推出了以下項目：

**管培生項目：**

基於集團當前海內外快速發展的需要，解決工藝技術為主導的各類人才短缺現狀，培養出能夠支撐集團發展的人力資源，人才培養尤顯重要和急迫。而大學生的儲備培養作為人才培養的「源頭工程」，為此本集團針對大學生的儲備和培養項目進行重新梳理，根據「工藝、設備（自動）、銷售、職能」四大類別，規劃開展了大學生「管培生」項目。

該批學生在中國留學期間產生的費用都由本集團承擔，並且該批學生畢業後可以獲得中國教育部認可的大專畢業證。2023年的海外留學生合作項目已經開展，最新的一批學生已於2023年11月到達中國進行學習。



Trainees from Vietnam study in the PRC subsidiaries  
越南管培生在中國子公司學習

**PART III: JOINING HANDS TO CREATE A BETTER SOCIETY** (Continued)

**Talent Management** (Continued)

**Training Programs** (Continued)

**Reserve Talent Program:**

The projects carried out by the Group around the entry level front-line employees aim to build a professional and high-quality reserve talent team, improve the quality of corporate human resources and bolster corporate competitiveness. The project has established a three-tier training system of “pre-training, regular training, and professional training”. First, according to the position allocation, key management positions and technical positions at all levels are identified, and the demand for reserve talents is proposed. Then, they undergo the four-month centralized training stage (pre-training). After the completion of the centralized training, trainees are required to participate in the corresponding assessment. Talents who pass the assessment will have corresponding allowances or an increase in their monthly salary level. Trainees who pass the centralized training stage will enter the two-tutor guidance (regular training) stage, that is, professional tutors and career mentors will work together to provide guidance. After this stage, trainees who successfully passed the final exam and obtained the graduation certificate will be selected into the reserve talent pool and enjoy the benefit of reserve talents. The project is currently implemented in six yarn subsidiaries, with a total of 236 reserve talents entering the echelon training.

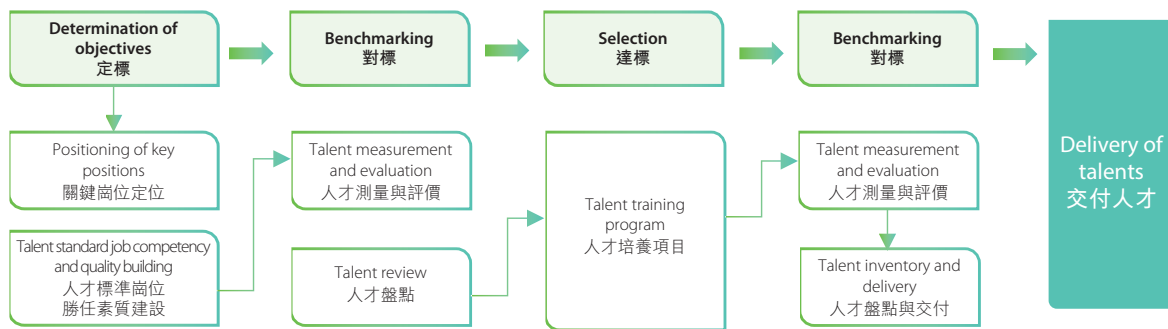
**第三部分：攜手並進 共創美好社會** (續)

**人才管理** (續)

**培訓項目** (續)

**後備人才項目：**

本集團圍繞基層一線員工開展的項目，目的在於建立一支專業過硬、素質過硬的後備人才隊伍，提高企業人力資源質量，提升企業競爭力。在該項目中建立了「預培、定培、專培」三級培訓體系，首先根據崗位配置情況，識別出各層級的關鍵管理崗位和技術崗位，提出後備人才需求，然後進入為期四個月的集中培訓階段(預培)，在集中培訓結束後，學員需要參加相應的考核，通過考核的人才都會有相應的津貼或提高月薪等級。通過集中培訓階段的學員將進入雙導師幫帶輔導(定培)階段，即專業導師和職業導師共同幫帶輔導，在該階段結束後，順利通過結業考試獲得結業證書的學員將入選後備人才庫，享受後備人才待遇。該項目目前在六家紗線子公司中推行，共有236名後備人才進入梯隊培養。



Reserve talent training process  
後備人才培養流程

**PART III: JOINING HANDS TO CREATE A BETTER SOCIETY** (Continued)

**Talent Management** (Continued)

**Training Programs** (Continued)

**Reserve Talent Program:** (Continued)

In addition to the training programs carried out by the Group, the Group has also formulated incentive policies to encourage employees to obtain professional certificates or complete corresponding professional courses:

- Adjust the salary and remuneration structure for employees who have obtained new education qualifications;
- Provide skill allowances for employees who have acquired specific skills;
- Disburse rating allowances for employees who have obtained technician rating.

**第三部分：攜手並進 共創美好社會** (續)

**人才管理** (續)

**培訓項目** (續)

**後備人才項目：** (續)

除集團開展的培訓項目外，本集團亦制定激勵政策鼓勵員工獲得專業證書或完成相應的專業課程：

- 針對獲取新教育學歷的員工，調整薪資結構；
- 針對獲得特定技能的員工，提供技能津貼；
- 針對取得技工技師評級的員工，發放評級津貼。



Experts of the Group went to Nantong subsidiary to carry out professional skills practical training  
集團專家到南通子公司進行技能專業实操培訓

**PART III: JOINING HANDS TO CREATE A BETTER SOCIETY** (Continued)

**Talent Management** (Continued)

**Training Programs** (Continued)

In 2023, the total training hours of the employees of the Group were 891,332 hours. The average training hours and percentage of employees trained by employee category are as follows:

**第三部分：攜手並進 共創美好社會** (續)

**人才管理** (續)

**培訓項目** (續)

2023年，本集團員工總受訓時數為891,332小時，按員工類別劃分的員工平均受訓時數和受訓百分比如下：

Training for Employees 員工受訓情況		Average Training Hours 平均受訓時數	Percentage of Employees Trained 受訓百分比
<b>Employee category</b> 按員工類別	Senior/Mid-level management 高層／中層管理人員	32.31	100%
	Entry-level/office clerk 基層／辦公室文員	27.96	100%
	Front-line employees and others 一線員工及其他	42.02	100%
<b>Gender</b> 按性別	Male 男性	44.03	100%
	Female 女性	37.18	100%

Training for employees of the Group in 2023  
2023年本集團員工受訓情況

**Skill Improvement**

The Group does not only attach importance to the training of new employees, but also launches three training programs for existing employees in terms of skill improvement.

**Technician Program:**

In order to encourage equipment personnel to think extensively, the Group has created an atmosphere of diligent learning, skill research and driving technological progress with technological transformation and innovation, so as to ensure the long-term and effective training of equipment line talents and stabilize the equipment line workforce. The project aims to stimulate the enthusiasm for talent innovation, project research and lean production in the equipment line to the maximum extent, and promote the overall effective development of the Group. For equipment maintenance personnel, the Group has established the concept of technical titles as early as 2019. According to the skill level and the employment period, technicians can apply for different titles, and different titles are corresponding to different allowances. Each subsidiary of the Group has gradually launched the technician project in 2023.

**技能提升**

本集團不僅重視新晉員工的培養，對於現有員工的技能提升方面，我們也推出了三個培訓項目。

**技工技師項目：**

本集團為鼓勵設備人員集思廣益，營造勤學敏思、鑽研技能、以技改創新帶動技術進步的氛圍，確保設備線人才長期有效的培養，穩定設備線員工隊伍。最大限度地激發設備線人才創新、課題攻關、精益生產的熱情，並推動集團整體效益地發展，特開展此項目。針對設備維修人員，早在2019年本集團已設立了技術職稱的概念，根據技能水平和入職年限，技工可以申報不同的職稱，不同的職稱對應不同的津貼。本集團各個子公司已在2023年逐步開展技工技師項目。

### PART III: JOINING HANDS TO CREATE A BETTER SOCIETY (Continued)

#### Talent Management (Continued)

#### Skill Improvement (Continued)

##### Operation Skill Improvement Project:

To help new operators familiarize themselves with operational processes and enhance their skills quickly, our group has implemented a mentorship program in its subsidiaries. During the mentorship period, each month is considered a stage, and at the end of each stage, the day shift operators involved in the production process assess the new operators' skills. The production department supervisor conducts sampling assessments based on the "Standard for Training New Operators and Mentors" to confirm proficiency. The company rewards both the successful learners and their mentors.

##### Key Talent Review Project:

The Group conducts key position identification and talent review and research for four types of personnel, namely "process, equipment, operation management and function", to form a talent pool, and formulates a personalized "cultivating & training" plan accordingly.

In order to ensure the smooth development of various training programs and the acceptance of training results, the Group arranged tour inspections of various subsidiaries in 2023. At the same time, the Group has designated the period from 15 November to 15 December every year as the sustainable development training month to deeply implement the sustainability concept into the workforce.

#### Employee Care and Welfare

The Group always keeps in mind the "people-oriented" management concept and pays attention to the physical and mental health of employees. Coffee klatches are held monthly between general managers, and seminars among workshop heads, chief operators and chief mechanists are held regularly. By maintaining and improving the trust, respect, communication and mutual-benefit culture in workplace, we actively identify and solve the difficulties or questions that employees may encounter in their work and life, share best practices, practice a good workplace cooperation model, assist employees to establish a good working attitude, and enhance their sense of belonging and loyalty to the team and the company. At the same time, in order to attract and retain excellent talents, improve the job satisfaction of employees and create a positive working culture, we conduct satisfaction surveys with our employees through offline or online questionnaires every year, and conducts surveys on the working environment, salary and benefits, dormitory environment and canteen foods, and makes timely improvements based on the satisfaction survey results. The followings are employee care cases of some subsidiaries:

### 第三部分：攜手並進 共創美好社會 (續)

#### 人才管理(續)

#### 技能提升(續)

##### 操作技能提升項目：

本集團為幫助新入職的操作員儘快熟悉操作流程，提升操作技能，在子公司中推行了師徒幫教方案，幫教期間，每一個月為一個階段，每個階段結束後由工序白班操作員對新工操作技能進行測定，生產部操作主管根據《運轉新工和師傅幫帶達標標準》進行抽測鑑定確認，公司對達標學員及師傅給予獎勵。

##### 關鍵人才盤點項目：

本集團針對「工藝、設備、運轉管理、職能」四類人員，進行關鍵崗位識別和人才盤點調研，形成人才庫，並依此制定個性化的「培養&培訓」方案。

為保證各個培訓項目的順利開展與驗收培訓成果，本集團於2023年安排了各個子公司巡迴檢查。同時，本集團將每年的11月15日至12月15日定為可持續發展培訓月，以將可持續理念深入貫徹到員工群體中。

#### 員工關懷與福利

本集團始終牢記「以人為本」管理理念，關注員工的身心健康。我們每月召開總經理茶話會，定期組織召開車間班組、值班長和機工組長座談會，通過維護和提升工作場所信任、尊重、溝通、自利利他文化，積極發現並解決員工在工作、生活中可能遇到的困難或疑問，分享最佳實踐，踐行良好的工作場所合作模式，協助員工樹立良好的工作心態，提升員工對班組及公司的歸屬感和忠誠度。同時，為吸引和留住優秀的人才，提高員工的工作滿意度並創造積極的工作文化，我們每年通過線下與在線問卷的方式進行員工滿意度調查，對工作環境、薪資待遇、宿舍環境、食堂伙食進行調查，根據滿意度調查結果及時進行改善。以下為部分子公司員工關懷案例：

### PART III: JOINING HANDS TO CREATE A BETTER SOCIETY (Continued)

#### Talent Management (Continued)

##### Employee Care and Welfare (Continued)

Case 1: The Southern Vietnam subsidiary organizes a cultural performance event in the Mid-Autumn Festival of 2023, and invites family members of employees to participate in the event, arranged the distribution of lantern to children of all employees, held a lucky draw activity for all employees, and gave precious gifts.

Case 2: The Nicaragua subsidiary organizes birthday celebrations for employees and provides gifts on their birthdays.

Case 3: In order to enrich the cultural life of employees and enhance the spirit of unity, collaboration and progress at work, the Northern Vietnam subsidiary held a sports meeting; At the same time, the company's labour union also organized the first men's football exchange competition with the labour unions of all enterprises in the industrial park.



Autumn sports meeting of the Northern Vietnam subsidiary  
北越子公司秋季運動會

Case 4: In order to create a working environment that supports the development and prosperous growth of female employees and promote the diversity and inclusiveness of the team, Shandong subsidiary held the "8th March Fun Games" and rewarded different awards and prizes.

Case 5: Xuzhou subsidiary pays attention to the physical and mental health of female employees and distributes holiday benefits on 8th March Women's Day.

### 第三部分：攜手並進 共創美好社會(續)

#### 人才管理(續)

##### 員工關懷與福利(續)

案例1：南越子公司於2023年中秋節組織了文藝匯演活動，並邀請員工的家人共同參與，安排發放龍燈給全體員工的孩子們，為全體員工舉辦抽獎活動，贈送珍貴禮品。

案例2：尼加拉瓜子公司為生日員工舉辦生日會並在生日當天送上禮物。

案例3：北越子公司為豐富員工文化生活，增強工作中團結、協作、奮進的精神，公司舉辦運動會；同時公司工會還與園區各企業的工會一起組織第一屆男子足球交流比賽。

案例4：山東子公司為創造一個支持女性員工發展和蓬勃成長的工作環境，促進團隊的多元化和包容性，舉辦「慶三八趣味運動會」，並設立不同的獎項與獎品。

案例5：徐州子公司關注女員工身心健康，在三八婦女節發放節日福利。



### PART III: JOINING HANDS TO CREATE A BETTER SOCIETY (Continued)

#### Safety and Health

In 2023, the Group lost 7,443 working days due to work-related injuries. We have carried out special activities to investigate the root causes of work-related accidents and rectify them and continue to promote the construction of safety culture. From 2021 to 2023, the Group had zero fatalities due to work-related injuries or occupational diseases.

In addition to strictly complying with the relevant local laws and regulations regarding employee health and safety, such as the “Work Safety Law of the People’s Republic of China”, the “Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases”, the “Measures for the Supervision and Administration of Occupational Health Surveillance”, and the “Design Standards for Occupational Safety and Health for Businesses in the Textile Industry”, the Group has introduced a series of internal rules and systems to safeguard workplace safety and prevent occupational diseases, strengthens the protection of female employees and devotes its efforts to achieving the balance between work and life of its employees. The Group strictly implements the Group’s “Occupational Health and Safety Policy”, committing to improve the occupational health and safety management system continuously and setting out a series of action plans. In addition, each subsidiary has a systematic occupational safety management policy procedure. As of the end of 2023, a total of seven subsidiaries of the Group have passed the ISO45001 Occupational Health and Safety Management System Certification, and a total of three subsidiaries have obtained the Safety Production Standardization level 3 Certification.

#### Occupational Rights of Female Employees

Female employees are widely distributed in different positions and hierarchies in the Group. We strictly comply with national and local laws and regulations, such as the “Law of the People’s Republic of China on the Protection of Women’s Rights and Interests”, the “Regulations on Labour Protection of Female Employees” and the “Regulations on Healthcare of Female Employees”. The Group protects the equal employment rights of female employees and is committed to equal pay for equal work between men and women. We also focus on the problems encountered by female employees at work and in life, prohibit all sexual harassment in the workplace, and shall not reduce the wages of female employees or dismiss them for reasons such as marriage, pregnancy, maternity leave or breastfeeding.

### 第三部分：攜手並進 共創美好社會 (續)

#### 安全健康

2023年，本集團因工傷損失工作日數為7,443天，我們已經開展工傷事故根本原因調查及整改專項活動，持續推進安全文化建設。2021年至2023年，本集團因工傷或職業病而導致死亡的事件為零。

本集團嚴格遵守當地與員工健康與安全相關的法律法規，如《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》、《職業健康監護管理辦法》和《紡織工業企業職業安全衛生設計規範》等，通過一系列的內部規章制度來規範公司的安全生產與職業病防護工作，加強女性員工保護，致力於員工工作與生活的平衡。本集團嚴格執行集團的《職業健康安全政策》，承諾持續改進職業健康安全管理體系，並制定一系列行動計劃。此外，各子公司均具備系統化的職業安全管理政策程序。截至2023年底，本集團共有七家子公司通過ISO 45001職業健康安全管理體系認證，共有三家子公司通過三級安全生產標準化認證。

#### 女員工職業權利

本集團女性員工廣泛地分佈在不同崗位與層級上。我們嚴格遵守國家及地方法律法規，包括《中華人民共和國婦女權益保障法》、《女職工勞動保護規定》和《女職工保健工作規定》等。本集團保障女性員工的平等就業權力，承諾男女同工同酬。我們也關注女性員工在工作和生活上遇到的問題，禁止一切工作場所的性騷擾，不得因結婚、懷孕、產假、哺乳等原因，降低女性員工的工資或辭退女性員工。

**PART III: JOINING HANDS TO CREATE A BETTER SOCIETY** *(Continued)*

**Safety and Health** *(Continued)*

**Occupational Rights of Female Employees** *(Continued)*

**第三部分：攜手並進 共創美好社會**  
*(續)*

**安全健康** *(續)*

**女員工職業權利** *(續)*



Health check and consultation activity for female employees of Northern Vietnam subsidiary in 2023  
北越子公司2023年女性員工健康檢查諮詢活動

**Safe Production**

Safety production directly affects the safety of employees' lives and the sustainable development of the enterprise. Therefore, the Group attaches great importance to safety production, establishes a safety management system and implements a top-to-bottom safety management accountability system: the marketing and production department of the Group is responsible for the management and supervision of the production process and sites; each subsidiary conducts inspections according to the regulations, identifies problems and coordinate and solve them in a timely manner; operators of each process operate in accordance with the operating procedures, and regularly conducts self-inspection and mutual inspection.

The Group implemented safety production responsibilities for all subsidiary companies and safety responsibilities for all levels of management in accordance with the "Safety Production Management System" and other institutional regulations, clarifying the levels of safety accidents and corresponding penalties. At the same time, we adhere to the principle of "not letting go of four things," which means not letting go until the accident cause is investigated, responsible personnel are dealt with, corrective measures are implemented, and relevant personnel receive education. We provide personnel with safety education, implement corrective measures, and continuously advance 6S management and logistic support work in the Group and its subsidiaries.

In 2023, the Group and its subsidiaries constantly updated and improved the safety management mechanisms and systems.

**安全生產**

安全生產直接關係到員工的生命安全與企業的可持續發展，因此，本集團高度關注安全生產。我們建立了安全管理體系，執行自上而下安全管理責任制：本集團營銷生產部負責生產過程和現場管理與監督；各子公司按規定進行巡檢，若發現問題，及時協調解決；各工序操作人員按照操作規程操作，並經常進行自檢和互檢。

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

本集團及各子公司於2023年度持續對安全管理體系和制度進行更新與完善。

### PART III: JOINING HANDS TO CREATE A BETTER SOCIETY (Continued)

#### Safety and Health (Continued)

##### Safe Production (Continued)

Case 1: Xuzhou subsidiary has formulated production safety rules and regulations in accordance with the “Production Safety Law of the People’s Republic of China” and other laws and regulations, such as the “Production Safety Accident Management System”, the “Production Safety Standardization Management System”, the “Production Safety Routine Meeting System”, the “Production Safety Education System”, the “Accident Reporting and Handling System”, the “Company’s Accident Emergency Rescue System”, the “Construction Project ‘Three Simultaneities’” and the “Equipment and Facilities Management System”.

Case 2: Southern Vietnam subsidiary has updated the “Notice on the Establishment of the Company’s Safety Production Management Committee”, adjusted the members of the production safety management committee, while updated the “Regulations on the Management of Part-time Safety Officers”, improved the “Regulations on the Management and Distribution of Personal Protective Supplies”, and amended various disaster prevention plans such as the “Disaster and Flood Prevention Emergency Plan”, the “Safety Production Accident Plan”, the “Fire Fighting and Emergency Evacuation Plan”, etc.

##### Safety Training

The Group is committed to implementing the concept of safe production culture, putting people first and attaching importance to the life safety of every employee. We enhance employees’ awareness of safe production by providing safety knowledge or skills training to them. In 2023, 100% of all employees of the Group participated in safety training, including orientation safety training for new employees, and various safety training related to production safety, emergency, electrical, machine safety, chemical management, personal protective equipment, fire protection, etc.

### 第三部分：攜手並進 共創美好社會 (續)

#### 安全健康(續)

##### 安全生產(續)

案例1：徐州子公司根據《中華人民共和國安全生產法》等法律法規，制定了《生產安全事故管理制度》、《安全生產標準化管理制度》、《安全生產工作例會制度》、《安全生產教育制度》、《事故報告處理制度》、《公司事故應急救援制度》、《建設項目「三同時」》和《設備設施管理制度》等安全生產規章制度。

案例2：南越子公司更新了《關於公司成立安全生產管理委員會通知》，對安全生產管理委員會的成員進行了調整，同時更新了《兼職安全員的管理規定》，完善了《勞保用品管理發放規定》，並對各項防災預案進行修訂，這些預案包括《防災防汛應急預案》、《安全生產事故預案》和《消防滅火和應急疏散預案》等。

##### 安全培訓

本集團致力於貫徹落實安全生產文化理念，以人為本，重視每一位員工的生命安全。我們通過對員工進行安全知識或技能培訓，提高員工的安全生產意識。2023年，本集團100%全員覆蓋了安全培訓，包括新員工入職安全培訓，在職員工相關安全生產、應急、電氣、機器安全、化學品管理、個人防護用品、消防等各類安全培訓。



Fire drill of Northern Vietnam subsidiary in 2023  
北越子公司2023年消防演練

### PART III: JOINING HANDS TO CREATE A BETTER SOCIETY (Continued)

#### Safety and Health (Continued)

##### Occupational Health

The Group has established an Occupational Health and Safety Production Committee, with the General Manager serving as the team leader, the Deputy General Manager serving as the vice team leader, and the plant managers and department managers of each division serving as members. The Group diligently implements systems such as the "Occupational Health and Safety Management System" and the "Management System for Distribution of Labor Protection Articles," and continuously improves the existing systems.

In accordance with the requirements of relevant laws and regulations, all subsidiaries of the Group carried out annual inspection on occupational hazards in 2023, and provided occupational protection measures for employees who are exposed to risks of occupational hazards based on the inspection results.

The Group attaches great importance to the health of employees. In 2023, we took various measures to prevent occupational diseases:

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

### 第三部分：攜手並進 共創美好社會(續)

#### 安全健康(續)

##### 職業健康

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

本集團所有子公司按相應法律法規要求，於2023年進行了職業危害因素年度檢測，並根據檢測結果，為有職業危害因素暴露風險的員工提供了職業防護措施。

本集團高度重視員工的身體健康，2023年，我們採取了多種措施預防職業病：

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

### PART III: JOINING HANDS TO CREATE A BETTER SOCIETY (Continued)

#### Safety and Health (Continued)

##### Occupational Health (Continued)

All employees of the Group's subsidiaries who are exposed to risks of occupational hazards have received pre-employment and post-employment occupational physical examinations and annual on-the-job occupational physical examinations.



Employee physical examination of Northern Vietnam subsidiary in October 2023

北越子公司2023年10月員工體檢

#### Quality Management

Quality management is also one of the key management items of the Group. Product quality can directly affect the reputation, customer satisfaction, market competitiveness and sustainable operation of the enterprise. Therefore, the Group strictly abides by relevant local laws and regulations, such as the "Product Quality Law of the People's Republic of China", the "Law of the People's Republic of China on the Protection of Consumers' Rights and Interests" and the "National General Safety Technical Code for Textile Products". The Group has improved its internal systems such as the "Quality Assurance Structure", the "Quality Work Manual", the "Rules on Order Assessment and Product Modification" and the "Rules on Product Manufacturing and Warehousing".

### 第三部分：攜手並進 共創美好社會 (續)

#### 安全健康(續)

##### 職業健康(續)

本集團所有子公司有職業危害因素暴露風險的員工均接受了相應的崗前、離崗職業體檢及在崗年度職業體檢。

#### 質量管理

質量管理也是本集團重點關注的管理項目之一，產品質量能夠直接影響企業的聲譽、客戶滿意度、市場競爭力和可持續經營。因此，本集團嚴格遵守當地的相關法律法規，如《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》和《國家紡織產品基本安全技術規範》等，完善內部《質保體系》、《質量工作手冊》、《訂單評審及品種翻改相關規定》和《產品生產、入庫相關規定》等制度體系。

### PART III: JOINING HANDS TO CREATE A BETTER SOCIETY (Continued)

#### Quality Management (Continued)

The Group has established a quality assurance inspection system to clarify the position and duties of each responsible person, inspection requirements, inspection frequency, etc., and require all inspectors to conduct inspection and supervise rectification for problem solving and quality assurance. The Group always placed product quality at an important strategic position, strengthened their effort on quality control, reinforced the quality assurance team, improved various relevant systems, and implemented quality management throughout the whole production process. In 2023, the Group strictly controlled our product quality and safety, and conducted production with specified materials according to the requirement of customers, to ensure our compliance of laws and regulations in various countries. As a result, no product recall related to safety or health issues occurred. As of 2023, a total of ten subsidiaries within the Group have passed the ISO9000 Quality Management System Certification.

#### Product Responsibility

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

The Group has improved the operating skill level of our employees, strengthened the awareness of standard operation, and improved product quality through monthly quality analysis meetings, internal and external quality training sessions, operation competitions, etc.

### 第三部分：攜手並進 共創美好社會(續)

#### 質量管理(續)

本集團搭建了質保檢查體系，明確各責任人崗位職責、檢查要求、檢查頻次等，要求各檢查人員以解決問題、實現有效控制為目的檢查，督促整改。本集團始終將產品質量置於戰略重要位置，加大質量把關力度，加強質保隊伍建設，梳理各項相關制度，生產全過程落實質量管理工作。2023年，我們嚴格把關產品質量與安全，並且按照客戶要求指定用料生產，確保符合各國法規要求，未發生因產品安全與健康問題而引起的召回事件。截至2023年，本集團共有十家子公司通過ISO 9000質量管理體系認證。

#### 產品責任

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

本集團通過月度質量分析會、內外部質量培訓、操作比賽等形式來提升員工的操作技能水平、強化規範操作意識，提高產品質量。

**PART III: JOINING HANDS TO CREATE A BETTER SOCIETY** (Continued)

**Quality Management** (Continued)

**Product Promotion**

The Group's external publicity methods and channels mainly include exhibitions, the company's internal exhibition halls, product brochures, group and product introduction materials specially provided to customers. All publicity aims to demonstrate the company's management philosophy and production capabilities, introduce product specifications and describe product features and other specific contents, which are used as auxiliary materials in the process of communication with customers. False publicity will affect customer trust and satisfaction, so we ensure that all external content is true and accurate. The authenticity and accuracy of the publicity content are controlled by the President's Office and business department of the Group, and regularly updated by the President's Office and business department of the Group to ensure that real and effective information is delivered to customers.

**Quality Management**

In order to ensure product quality, the Group has not only established a sound quality management system, but also advocated all subsidiaries to research and develop projects that can improve product quality.

Case 1: In August 2023, Changzhou subsidiary applied for two excellent scenarios, namely the online inspection of yarn quality of intelligent winding machine and the yarn quality expert system. The project can conduct real-time analysis of abnormal quality and efficiency of online data, find the root of problems, and continuously improve product quality and production efficiency.

**第三部分：攜手並進 共創美好社會** (續)

**質量管理** (續)

**產品宣傳**

本集團的對外宣傳途徑及渠道主要包括展會、公司內部展廳、產品宣傳冊、為客戶專門提供的集團及產品介紹資料。所有宣傳旨在展示公司管理理念、生產實力，介紹產品規格並描述產品特徵等具體內容，作為與客戶溝通過程中的輔助材料，如果出現虛假宣傳將會影響客戶信任度及滿意度，所以我們確保所有對外內容的實事求是。宣傳內容的真實性與準確性由本集團總裁辦以及業務部把關管控，並由本集團總裁辦及業務部定期更新，確保向客戶傳遞真實有效的信息。

**品質管理**

為保證產品質量，本集團不僅建立了完善的質量管理體系，同時倡議各子公司研究與開發能夠提升產品質量的項目。

案例1：常州子公司於2023年8月申報了智能絡筒機紗線質量在線檢測與紗線質量專家系統兩個優秀場景，該項目能夠實時對在線數據進行質量、效率異常分析，查找問題根源，持續提升產品質量與生產效率。



Quality inspection procedures of Changzhou subsidiary  
常州子公司質量檢測程序

### PART III: JOINING HANDS TO CREATE A BETTER SOCIETY (Continued)

#### Quality Management (Continued)

#### Quality Management (Continued)

As mentioned above, the Group has obtained many international qualifications and certificates related to sustainable production and products, such as OEKO-TEX-100, GRS, OCS, RCS, BCI, etc.

#### Customer Service

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

- The Group assigns dedicated personnel to different customers in order to handle their enquiries in a timely manner, including enquiries on order quality, quantity requirement, delivery schedule and timely response to customers' feedback, so as to achieve mutual benefit with our customers, and to earn their recognition;
- The group's subsidiaries conduct monthly market visits with customers to understand market demands, collaborate on developing new product varieties, and increase trust with customers. This allows for a timely understanding of customer requirements, receiving customer feedback and suggestions, and continuously improving service quality;
- Market intelligence department of the Group conducts biannual satisfaction surveys on major customers and invites them to complete the "Customer Satisfaction Questionnaire";
- In accordance with aftersales quality management requirements, professionals of the Group offer all-rounded services for products sold and thus have been widely recognized by customers;

### 第三部分：攜手並進 共創美好社會(續)

#### 質量管理(續)

#### 品質管理(續)

並如前文所述，本集團獲得了諸多與可持續生產和產品相關的國際認證及證書，如OEKO-TEX-100，GRS，OCS，RCS，BCI等。

#### 客戶服務

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

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



### PART III: JOINING HANDS TO CREATE A BETTER SOCIETY (Continued)

#### Quality Management (Continued)

##### Customer Service (Continued)

- In response to customer service demands, each subsidiary of the Group has established corresponding customer service system documents. The Group records and documents quality issues and requests raised by customers, convenes relevant personnel to analyze the root causes, determine the responsible department, research solutions, and implement them based on the reporting situation. Responses are provided to customers within 20 days, and actions are taken and recorded. Major quality issues are coordinated by the business manager to conduct on-site investigations and analysis with support, followed by a visit from the quality manager to the customer.
- The quality department of the Group categorizes customers' feedback collected and analyses existing issues, followed by the preparation of after-sales service report. Customer service managers are responsible for supervising and examining after-sales services and providing monthly and annual reports regarding aftersales service. Customer visits are arranged for the general manager of the Group, if necessary;
- Customer information is regarded as confidential information of the company, and it is clearly stipulated in the "Employee Manual" that directors and employees shall not disclose any confidential information of the Group or misuse any information of the Group without authorization. Directors and staff who are authorized to access or manage such data are required to take confidentiality measures at all times to prevent the risk of customer information leakage.

##### Emergency Response

A sound emergency response system is also part of the management of enterprises or organizations, which can improve the response ability of enterprises when facing extreme weather or emergencies, and help improve the stability of enterprise operation. Each subsidiary of the Group formulated or improved the "Emergency Response Plan for Extreme Weather" in 2023.

Case 1: Nantong subsidiary formulated the "Emergency Plan for Typhoon and Flood Control" in 2023. After implementing the plan, there was no loss caused by extreme weather in 2023.

Case 2: Xuzhou Subsidiary improved the "Flood Control Plan" in May 2023, and set up several groups such as the rescue team, the medical health team and the communication support team to ensure the smooth implementation of the "Flood Control Plan".

### 第三部分：攜手並進 共創美好社會 (續)

#### 質量管理(續)

##### 客戶服務(續)

- 針對本集團客戶服務要求，各子公司也建立了對應的客戶服務制度文件。本集團對客戶提出的質量問題和要求進行逐條登記，並做好記錄，根據匯報情況，召集有關人員分析原因，確定責任部門，研究處理辦法並予以實施，同時在20日內給予客戶答覆，並處理和記錄。重大質量問題由業務經理配合協調，赴客戶現場調查分析，質量經理隨後對客戶進行走訪；
- 本集團質量部對收集的客戶反饋信息進行整理分類，分析存在的問題，並編寫售後服務報告。客服經理負責監督檢查售後服務工作，對售後服務工作進行月度小結和年末總結，必要時安排本集團總經理進行客戶走訪；
- 本集團視客戶信息為公司機密，在《員工手冊》中明確規定，董事及員工未經授權不可泄露本集團任何秘密數據或濫用任何本集團資料。獲授權查閱或管理該等數據的董事及職員，必須時刻採取保密措施，杜絕客戶信息泄露風險。

##### 應急響應

建立健全的應急響應制度也是企業或組織管理的一部分，能夠提高企業面臨極端天氣或突發狀況時的響應能力，同時有助於提高企業運營的穩定性。本集團各子公司於2023年制定或完善了《極端天氣應急響應預案》。

案例1：南通子公司2023年制定了《防颱抗汛應急預案》，實施該預案後，2023年度未產生任何因極端天氣造成的損失。

案例2：徐州子公司於2023年5月完善了《防洪預案》，設立搶險救援組、醫療衛生組和通訊保障組等多個小組，以確保《防洪預案》的順利實施。

### PART III: JOINING HANDS TO CREATE A BETTER SOCIETY (Continued)

#### Innovative Management

The Group adheres to the corporate spirit of “Professionalism and Innovation”, emphasizes the operation policy of “Quality” and the action plan of “Innovation to Excellence”, creates high-quality products, and seeks valuable innovation for the company and the customers with refinement upon excellence in any situation.

#### Technological Innovation

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

The Group currently enjoys a higher reputation in the industry, attracting the attention and cooperation from many internationally renowned fiber suppliers. The Group cooperates with Lenzing from Austria so as to produce high-end woven yarn, denim yarn and high-end yarn for knitting using its Tencel fiber, Modal fiber and viscose. In addition, Texhong has started to apply the eco-friendly concept in polyester production and commingled yarns with other fibers, and strengthened the cooperation with international customers to develop the acrylic warmth yarn for knitting.

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

### 第三部分：攜手並進 共創美好社會 (續)

#### 創新管理

本集團秉持「專業、創新」的企業精神，強調「生存於質量」的經營方針與「創新卓越」的行動綱領，打造高質量產品，追求對公司及客戶有價值的創新，凡事精益求精。

#### 科技創新

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

本集團目前已在行業中享有較高的聲望，吸引了諸多國際知名纖維供應商的關注與合作。本集團與奧地利蘭精公司合作，使用其生產的天絲纖維、莫代爾纖維及黏膠製造高檔機織紗、牛仔紗和高檔針織用紗。此外，天虹開始應用具有環保概念的滌綸生產與其他纖維的混紡紗線，並強化與國際客戶合作，開發腈綸保暖針織用紗。

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

**PART III: JOINING HANDS TO CREATE A BETTER SOCIETY** (Continued)

**Innovative Management** (Continued)

**Technological Innovation** (Continued)

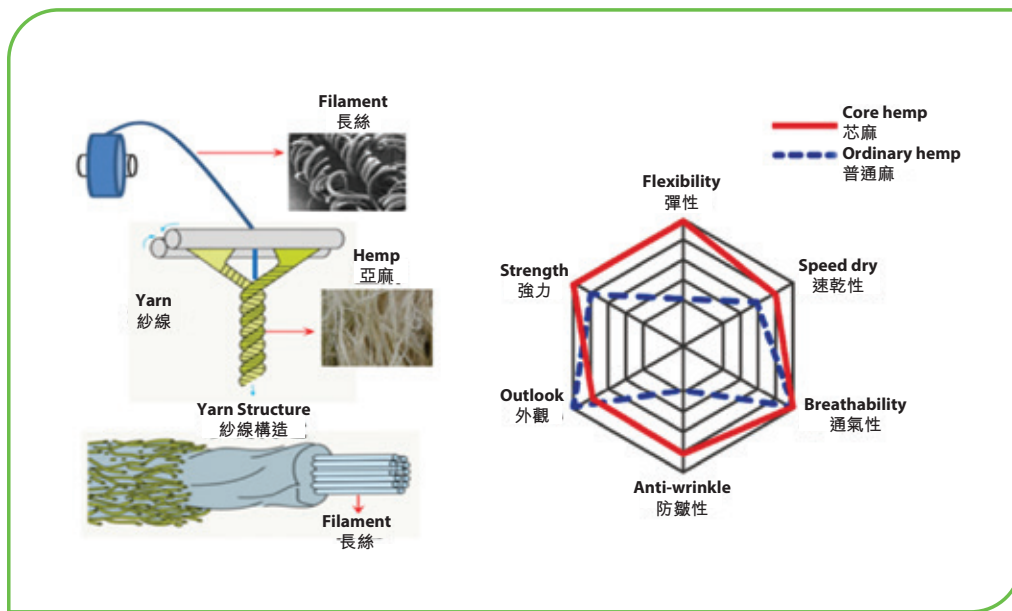
Case 1: The new process independently researched and developed by the Group — Core Hemp®Yarns. The biggest drawback of hemp products is easy to wrinkle. Our “Core Hemp” adopts an innovative spinning method that ingeniously combines hemp fiber with filament. With its unique yarn structure, it does not only maintain the unique characteristics of hemp, but also allow the fabric to have a certain tensile strength, which is easier to recover, not easy to deform, and perfectly solves the problem of getting easily wrinkled.

**第三部分：攜手並進 共創美好社會** (續)

**創新管理** (續)

**科技創新** (續)

案例1：本集團自主研究與開發的新工藝——芯麻®紗，麻類產品的最大缺點為易起皺，而我們的「芯麻」採用創新的紡紗方式，將亞麻纖維與長絲巧妙組合，以其獨特的紗線結構，不僅保持了麻的獨有特性，又讓面料具有一定的拉伸力，更易恢復，不易變形，完美地解決了麻易皺的問題。



Core hemp structure and features  
芯麻結構與特性

# 環境、社會及管治報告 (續) ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

## PART III: JOINING HANDS TO CREATE A BETTER SOCIETY (Continued)

### Innovative Management (Continued)

#### Technological Innovation (Continued)

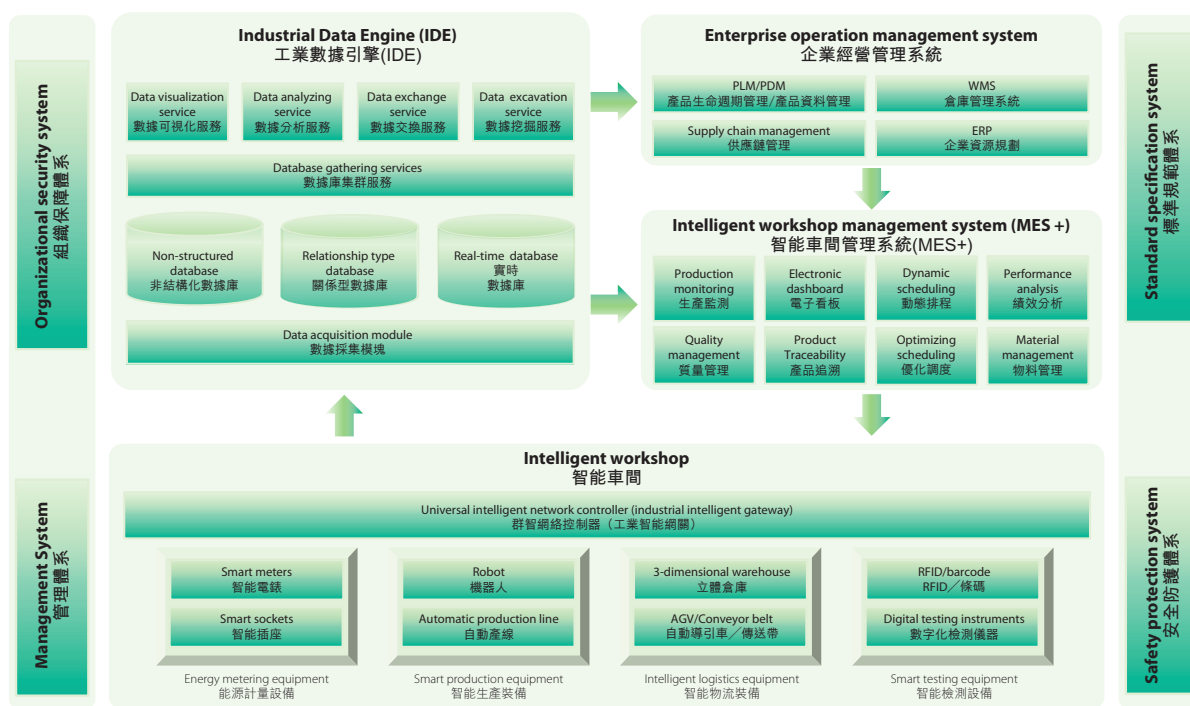
Case 2: Xuzhou subsidiary is committed to building itself into a multi-variety differentiated yarn intelligent manufacturing factory by modifying the workshop industrial network and information security system, investigating and determining the construction plan and implementation of the manufacturing execution system (MES), SAP, warehouse management system (WMS) and other systems, and designing and installing the three-dimensional warehouse and logistics system. Xuzhou subsidiary was awarded the honorary title of provincial intelligent factory in 2023.

## 第三部分：攜手並進 共創美好社會 (續)

### 創新管理 (續)

#### 科技創新 (續)

案例2：徐州子公司通過改造車間工業網絡與信息安全系統，對製造執行系統(Manufacturing Execution System, MES)、SAP、倉庫管理系統(Warehouse Management System, WMS)等系統進行調研和確定建設方案並實施，並對立體倉庫以及物流系統等進行設計安裝等舉措，致力於將自身打造為多品種差異化紗線智能製造工廠，於2023年獲得省級智能工廠榮譽稱號。



Information security system of Xuzhou subsidiary  
徐州子公司信息安全系統

Case 3: In June 2023, Changzhou subsidiary formulated the project plan of the "Bloom Cup" 5G Application Competition, actively promoted 5G+ intelligent manufacturing, and combined technologies such as robots, the Internet of Things and big data to make thorough transformation from a traditional cotton yarn manufacturer to a 5G intelligent green factory.

案例3：常州子公司2023年6月制定「綻放杯」5G應用徵集大賽項目方案，積極推進5G+智能製造，並結合機器人、物聯網和大數據等技術，最終脫胎換骨，從傳統型棉紗製造企業轉型為5G智能化綠色環保工廠。

**PART III: JOINING HANDS TO CREATE A BETTER SOCIETY** (Continued)

**Innovative Management** (Continued)

**Technological Innovation** (Continued)

第三部分：攜手並進 共創美好社會  
(續)

創新管理(續)

科技創新(續)



5G automatic change funnel function of  
Changzhou subsidiary  
常州子公司5G自動換筒功能



5G automatic crude spinning machine of  
Changzhou subsidiary  
常州子公司5G自動粗紗機



5G automatic spinning machine of  
Changzhou subsidiary  
常州子公司5G自動細紗機



5G automatic winding machine of  
Changzhou subsidiary  
常州子公司5G自動絡筒機



5G smart charter of  
Changzhou Subsidiary  
常州子公司5G智能型成包機



Highly automated equipment of garment fabric  
subsidiary in Vietnam  
越南面料子公司高度自動化設備

### PART III: JOINING HANDS TO CREATE A BETTER SOCIETY (Continued)

#### Innovative Management (Continued)

##### Intellectual Property

The Group regards intellectual property rights as its core assets and takes all necessary measures to ensure its legitimate rights and interests in the market. The Group strictly complies with relevant local laws and regulations, such as the “Trademark Law of the People’s Republic of China”, the “Patent Law of the People’s Republic of China”, the “Regulation for the Implementation of Patent Law of the People’s Republic of China”, etc., and follows internal systems including the “Management Policy on Intellectual Property Rights”, the “Management Policy on Transformation of Scientific and Technological Achievements”, the “Incentive Measures on Transformation of Scientific and Technological Achievements”, the “Management Policy on Research and Development Structure”, etc. As at 31 December 2023, the Group owned 914 intellectual property rights of various types, including 97 invention patents, 533 utility model patents and 11 software copyrights. With participation in the formulation of 23 national and textile industry standards.

##### Community Investment

The Group has always attached great importance to community investment, and firmly believes that the success of an enterprise should not only be marked by economic indicators, but also be based on its responsibility and contribution to the society. Through continuous community investment, we are committed to building a more prosperous, healthy and sustainable community environment. We have established close partnerships with local and surrounding communities to support projects in education, environmental protection, social welfare and other fields through funds, resources and voluntary services. We believe that through collective efforts, we can not only create more opportunities for the community, but also stimulate the sense of common responsibility of the society and jointly build a better future. In our corporate culture, community investment is not only a responsibility, but also our commitment to giving back to the society and one of the driving forces for sustainable development. In order to better implement community construction projects, the Group has established the “Charity and Public Welfare Management System of Texhong International Group”.

Case 1: Northern Vietnam subsidiary donated VND20 million for the social security project in Haihe County.

Case 2: Southern Vietnam subsidiary supported local community public welfare projects many times in 2023.

Case 3: Southern Vietnam subsidiary donated supplies to Guangzheng Yuehua Chinese High School (光正越華初中高等華文學校) in September 2023.

### 第三部分：攜手並進 共創美好社會(續)

#### 創新管理(續)

##### 知識產權

本集團視知識產權為企業的核心資產，採取一切必要措施確保其在市場上的合法權益。本集團嚴格執行當地的相關法律法規，如《中華人民共和國商法》、《中華人民共和國專利法》和《中華人民共和國專利法實施細則》等，並遵循包括《知識產權管理制度》、《科技成果轉化管理制度》、《科技成果轉化獎勵辦法》與《研發組織管理制度》等內部制度。截至2023年12月31日，本集團擁有各類知識產權914件，其中，發明專利97件，實用新型專利533件，軟著11件。參與制定國家標準、紡織行業標準23項。

##### 社區投資

本集團一直以來都高度注重社區投資，堅信企業的成功不僅應該以經濟指標為標誌，更要以對社會的責任和貢獻為依託。通過持續的社區投資，我們致力於構建更加繁榮、健康和可持續的社區環境。我們與當地和周邊社區建立了緊密的夥伴關係，通過資金、資源和志願服務，支持教育、環境保護、社會福利等多個領域的項目。我們認為，通過共同努力，我們不僅可以為社區創造更多的機會，還能激發社會的共同責任感，共同構築一個更加美好的未來。在企業文化中，社區投資不僅僅是一項責任，更是我們對社會回饋的承諾，是持續發展的動力之一。為更好地落實社區建設項目，本集團建立了《天虹國際集團慈善與公益管理制度》。

案例1：北越子公司為海河縣社會保障項目捐2,000萬越南盾。

案例2：南越子公司2023年多次扶持當地社區公益項目。

案例3：南越子公司於2023年9月向光正越華初中高等華文學校捐贈物資。

**PART III: JOINING HANDS TO CREATE A BETTER SOCIETY** (Continued)

**Community Investment** (Continued)

第三部分：攜手並進 共創美好社會  
(續)

社區投資(續)



Southern Vietnam subsidiary donated supplies to Chinese School  
南越子公司向華文學校捐贈物資

Time 時間	Sponsored Units 受贊助單位	Sponsorship 贊助內容	Sponsorship Amount (Vietnamese Dong) 贊助金額 (越南盾)
2023.08.28	Móng Cái People's Committee 芒街市人委會	2023 Disaster Prevention and Control Fund for Móng Cái 給芒街市繳納2023年災害防治基金	235,380,000
2023.10.16	Hải An Fang People's Committee 海安坊人委會	Donation to victims of agent orange poisoning 給橙毒受害者捐款	10,000,000
2023.10.25	Móng Cái Fire Prevention and Public Security 芒街市消防公安	Donation to the Móng Cái Fire Prevention and Public Security to buy fire extinguishers for community residents 給芒街市消防公安捐款買滅火器發給社區居民	10,000,000

Southern Vietnam subsidiary's participation in community public welfare projects in 2023  
南越子公司2023年參與社區公益項目

### PART IV: REFORMING AND PROMOTING SCIENTIFIC GOVERNANCE

#### Business Ethics

The Group deeply understands compliance with business ethics is the cornerstone of corporate success and sustainable development. We always uphold the principles of integrity, impartiality and responsibility in business activities. We promise to provide high-quality products and services, and always put the interests of customers first. In the relationship with partners, we insist on fair competition and maintain the foundation of honest cooperation. We treat our employees as our most valuable asset and are committed to creating a fair, inclusive and safe working environment with training and development opportunities that enable them to reach their full potential.

#### Code of Business Conduct

In order to implement business ethics management, the Group has formulated a set of ethical standards in accordance with the “Company Law of the People’s Republic of China”, the “Bidding Law of the People’s Republic of China” and other laws and regulations, including the “Code of Conduct for Employees” and “Code of Conduct for Suppliers”, which set out the principles applicable to all employees, contractors and suppliers of the Group to regulate our daily compliance operations.

The Group requires employees, suppliers, customers and other partners to uphold integrity and honesty and participate in the supervision system of integrity operation. All suppliers we cooperate with must sign the “Code of Conduct for Suppliers” and strictly abide by the provisions of the code. At the same time, employees in management positions and key positions must sign the “Employee Integrity Commitment” and be familiar with the contents of the “Code of Conduct for Employees”. In addition, the Group launched a learning activity with the theme of “Integrity Texhong”, calling on all employees to participate in the learning.

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

### 第四部分：興利除弊 推進科學管治

#### 商業道德

本集團深知遵守商業道德是企業成功和可持續發展的基石，在商業活動中，我們始終秉持誠信、公正和負責的原則。我們承諾提供高質量的產品和服務，始終以客戶的利益為先。在與合作夥伴的關係中，我們堅持公平競爭，維護誠信合作的基礎。對待員工，我們視其為企業最寶貴的資產，致力於創造一個公平、包容和安全的工作環境，提供培訓和發展機會，使他們能夠充分發揮潛力。

#### 商業行為準則

本集團為將商業道德管理落到實處，根據《中華人民共和國公司法》、《中華人民共和國招標投標法》等法律法規，制定了一套道德準則，包括《員工行為準則》、《供應商行為準則》，列出了適用於本集團所有員工、承包商、供應商的原則，以規範我們的日常合規運營。

本集團要求員工、供應商、客戶及其他合作夥伴廉潔守正，參與到誠信經營的監督體系中。所有與我們合作的供應商都必須簽署《供應商行為準則》並嚴格遵守準則的條例，同時管理崗位與關鍵崗位的員工必須簽訂《員工廉潔從業承諾書》並熟知《員工行為準則》中的內容。此外，本集團推出了「廉潔天虹」主題學習活動，呼籲全體員工參與學習。

本集團內審部配合集團總裁辦每年對所有公司開展例行商業道德專項審核，包括集團層面業務部門連帶所有相關部門，或獨立審計子公司。



PART IV: REFORMING AND PROMOTING SCIENTIFIC GOVERNANCE (Continued)

Business Ethics (Continued)

Code of Business Conduct (Continued)

In 2023, the Group established and achieved the annual goal of honest operation:



Anti-bribery and Anti-corruption

To maintain a fair, ethical and efficient business environment, the Group strictly complies with laws and regulations relating to anti-corruption and bribery, irrespective of the region or country where the Group operates. We have zero tolerance for corruption and do not allow any act of bribery, fraud, extortion, abuse, misappropriation of the company's assets or sacrificing the company's interests for personal gain. To this end, we have established and implemented a series of anti-corruption systems in strict accordance with the "Criminal Law of the People's Republic of China", the "Anti-Unfair Competition Law of the People's Republic of China" and the "United Nations Convention against Corruption", including the "Regulations on Anti-Bribery and Anti-Corruption", the "Reward Measures for Integrity and Self-discipline", and the "Protection and Reward System for Whistle-blowers". At the same time, we have established a comprehensive business ethics management system to fully implement the concepts of anti-bribery and anti-corruption.

The Group takes the "Anti-Commercial Bribery Agreement" as an essential appendix for the contract to come into effect, requiring all cooperative suppliers to sign the agreement. It has conducted a joint special inspection on the signing of the "Anti-Commercial Bribery Agreement" since 2019.

第四部分：興利除弊 推進科學管治(續)

商業道德(續)

商業行為準則(續)

本集團於2023年設立並完成了年度誠信經營目標：

反賄賂反腐敗

為維持公平、道德及高效的經營環境，不論本集團在何地區或國家經營業務，均嚴格遵守有關反貪污及賄賂的法律及法規。我們對腐敗行為零容忍，不允許任何賄賂、舞弊、勒索、濫用、挪用公司資產或犧牲公司利益以換取個人利益的行為。為此，我們嚴格按照《中華人民共和國刑法》、《中華人民共和國反不正當競爭法》以及《聯合國反腐敗公約》，建立並執行一系列反腐敗制度，包括《反賄賂及反腐敗管理條例》、《廉潔自律獎勵辦法》、《舉報人保護和獎勵制度》等。同時，我們建立了完善的商業道德管理體系，以將反賄賂反貪污理念落實到底。

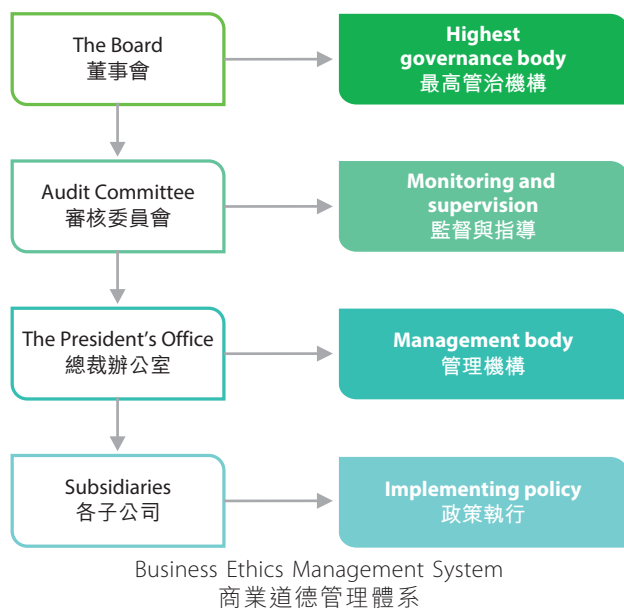
本集團將《反商業賄賂協議書》作為合同生效的必備附件，要求所有合作供應商簽訂，並自2019年起針對《反商業賄賂協議書》的簽訂進行聯合專項檢查。

**PART IV: REFORMING AND PROMOTING SCIENTIFIC GOVERNANCE** (Continued)

**Business Ethics** (Continued)

**Anti-bribery and Anti-corruption** (Continued)

Business ethics management is a vital component of the compliance system of the Group. We have integrated compliance supervision into our daily management, established and disclosed a clear governance system and structure, content of supervision work and corresponding responsibilities. The Board is the highest governing body for business ethics management, and the Audit Committee is responsible for monitoring and guiding the implementation of the code of conduct, standards and policies of the company.



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

- Sorting out the work process of the Group, identifying potential corruption risks and formulating measures to prevent corruption;
- Investigating suspected corruption acts and reporting the investigation results to the Board in a timely manner;
- Submitting the parties involved with unlawful corruption acts to the judicial authority; and
- Urging all departments and subsidiaries to conduct self-inspection on corruption, and carrying out training and education on anti-corruption and anti-corruption communication.

**第四部分：興利除弊 推進科學管治** (續)

**商業道德** (續)

**反賄賂反腐敗** (續)

商業道德管理是本集團合規體系的重要組成部分。我們將合規監管融入日常管理，設立並披露了明確的管治體系架構、監管工作內容及相應責任。本集團董事會為商業道德管理最高管治機構，審核委員會負責監督與指導公司的行為規則、標準和政策的執行情況。

集團總裁辦公室為集團反腐敗的歸口管理機構，負責：

- 梳理集團公司工作流程，識別潛在腐敗風險，擬訂腐敗預防措施；
- 負責調查涉嫌腐敗行為，並將調查結果及時向董事會匯報；
- 對觸犯法律的腐敗行為，提交司法機關處理；
- 負責督促各部門、各子公司進行腐敗自查，並開展反腐、防腐溝通培訓教育。

### PART IV: REFORMING AND PROMOTING SCIENTIFIC GOVERNANCE (Continued)

#### Business Ethics (Continued)

##### Anti-bribery and Anti-corruption (Continued)

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

##### Monitoring Channels

The Group provides regular education and training on anti-corruption for our directors and staff to ensure their understanding of and compliance with the Group's anti-corruption policies and promote transparency and clean operations. Our "Protection and Reward System for Whistle-blowers" encourages staff and business partners to express their opinions and suggestions on acts in violation of the "Regulations on Anti-Bribery and Anti-Corruption".

The Group has published an internal anti-corruption system on its official website and reporting channels such as whistle-blowing hotline, email address, correspondence address, online message on its official website and appointment for visits to encourage internal and external personnel to report corruption. Once the issue is verified, the Group will promptly conduct an investigation, offering cash rewards to individual whistleblowers or collaborating units. At the same time, malicious whistleblowing or false accusations are prohibited.

- By telephone: (landline) +86-21-20680206, +86-21-20680285
- By email: jubao1@texhong.com; jubao2@texhong.com
- By post: The President's Office, 23rd Floor, Tower C, The SOHO Bund, 88 East Zhongshan No.2 Road, Huangpu District, 200001 Shanghai, the People's Republic of China
- Through the official website of Texhong International Group Limited: <http://www.texhong.com/>
- Via visit by appointment
- Other forms that the whistleblower deems appropriate

### 第四部分：興利除弊 推進科學管治(續)

#### 商業道德(續)

##### 反賄賂反腐敗(續)

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

##### 監察渠道

本集團定期為董事及員工提供反貪污教育及培訓，以確保董事和員工了解和遵守集團的反貪污政策，促進透明度和廉潔經營。我們的《舉報人保護和獎勵制度》鼓勵員工及業務合作夥伴就違反《反賄賂及反腐敗管理條例》行為提出意見、建議。

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

- 電話舉報：座機+86-21-20680206，+86-21-20680285
- 電子郵件舉報：jubao1@texhong.com; jubao2@texhong.com
- 信函舉報：中華人民共和國上海市黃浦區中山東二路88號外灘SOHO C棟23樓郵編200001，總裁辦公室
- 天虹國際集團有限公司官網：<http://www.texhong.com/>
- 預約來訪舉報
- 舉報人認為合適的其他形式

### PART IV: REFORMING AND PROMOTING SCIENTIFIC GOVERNANCE (Continued)

#### Business Ethics (Continued)

##### Monitoring Channels (Continued)

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

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

In 2023, no legal cases regarding corrupt practices were brought against the Group and its employees.

##### Business Ethics Training

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

In 2023, the Group conducted 570 anti-corruption and business ethics trainings with 22,183 person-times.

### 第四部分：興利除弊 推進科學管治 (續)

#### 商業道德 (續)

##### 監察渠道 (續)

本集團通過完善的道德管治架構和嚴格的保護措施來落實對舉報人的保護。總裁辦公室是被本集團審計委員會唯一授權從事腐敗行為調查的專職部門，直接向董事局主席、總裁或審核委員會匯報，保障舉報受理和調查工作的獨立性和客觀性。總裁辦公室將舉報人的保密工作放在首位，對於舉報受理和調查有嚴格的管控制度和流程，對舉報人的個人信息及舉報人提供的所有舉報數據均嚴格保密。

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

於2023年度未發生對本集團及其員工提出的貪污訴訟案件。

##### 商業道德培訓

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

本集團於2023年度開展反貪污及商業道德培訓570次，共22,183人次參與。

## PART IV: REFORMING AND PROMOTING SCIENTIFIC GOVERNANCE (Continued)

### Supply Chain Management

Supply chain management is a core component of the successful operation of an enterprise, covering the whole process from raw material procurement to product delivery. In order to reduce the risk of supply chain and suppliers' impact on the environment and society, the Group attaches great importance to supply chain management. We have established a complete supplier management system, conducted full life cycle management of products, and built a raw material traceability platform. In addition, each subsidiary is required to strictly comply with the brand requirements and is subject to third-party audits by or arranged by the brand. In the procurement of raw materials, the Group always considers traceability and sustainability, and prioritizes sustainability related matters in:

#### Environment 環境

Procuring environmentally friendly raw materials, reducing waste generated, saving water, reducing GHG emissions, and saving energy efficiently  
採購環保原材料、減少廢物產生、節約用水、減少溫室氣體排放、高效節能

#### Society 社會

Protecting employees' health, safety and human rights and supporting the employment, contracting and partnership of socially vulnerable groups  
保護員工健康和 safety 以及人權，支持弱勢社群的聘用、簽約和合作關係

### Supplier Management System

The Group values establishing mutually beneficial and long-term cooperative relationships with suppliers. Suppliers of the Group and its subsidiaries must comply with and sign the "Code of Conduct for Suppliers" which includes regulations related to human rights, environmental protection, anti-discrimination, safety, and health. Procurement contracts include explicit clauses on integrity, and all suppliers are required to sign the "Anti-Commercial Bribery Agreement". Currently, all suppliers of fibers, yarns, greige fabric, and dye materials must annually sign the "Code of Conduct for Suppliers". In accordance with the Group's "Sustainable Procurement Policy", when the product quality and price are comparable among suppliers, the company prefers to collaborate with suppliers who demonstrate outstanding performance in environmental and social responsibility.

## 第四部分：興利除弊 推進科學管治(續)

### 供應鏈管理

供應鏈管理是企業成功運營的核心組成部分，涵蓋了從原材料採購到產品交付的全過程。為降低供應鏈風險以及供應商對環境和社會的影響，本集團高度重視供應鏈管理。我們建立了完善的供應商管理體系，對產品進行全生命週期管理，並搭建了原材料溯源平台。此外，各子公司須嚴格遵守品牌要求，接受品牌或品牌安排的第三方審核。在採購原材料時，本集團始終考慮追溯性與可持續性，並優先考慮可持續性中與以下方面相關的事務：

### 供應商管理體系

本集團重視與供應商建立互惠互利及長久的合作關係。集團及各子公司的供應商須遵守並簽署包含人權、環保、反歧視、安全健康相關條例的《供應商行為準則》，採購合同包含明確的廉政條約，並與所有供應商簽訂《反商業賄賂協議書》。目前所有纖維、紗線、坯布和染化料等供應商每年度均須簽署《供應商行為準則》。根據集團《可持續採購政策》，在供應商產品質量、價格相當的情況下，公司優先選擇與環境及社會責任方面表現更為優秀的供應商開展合作。

### PART IV: REFORMING AND PROMOTING SCIENTIFIC GOVERNANCE (Continued)

#### Supply Chain Management (Continued)

##### Supplier Management System (Continued)

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

The Group regularly conducts supplier audits, including document audits and on-site audits. In addition to regular supplier management system audits, we also emphasize the traceability audits of suppliers. After the audit of suppliers is completed, we will urge suppliers to follow up on rectification suggestions in a timely manner and continuously improve the supplier management system.

### 第四部分：興利除弊 推進科學管治(續)

#### 供應鏈管理(續)

##### 供應商管理體系(續)

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

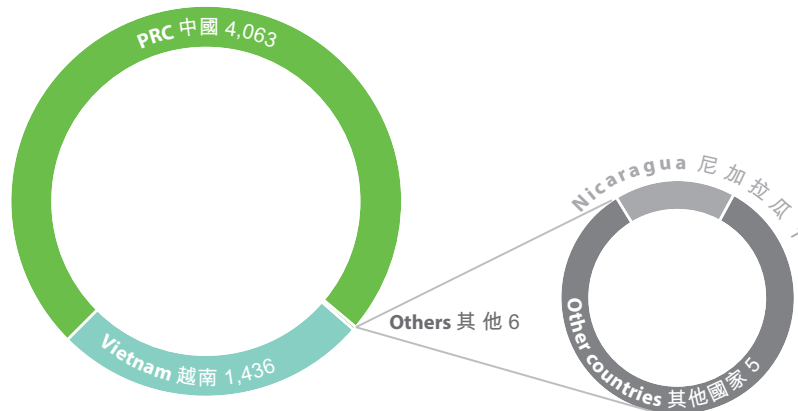
本集團對供應商定期進行供應商審核，審核形式包括：文件審核及現場審核。除常規的供應商管理體系審核外，我們還格外重視對供應商的溯源審核。在對供應商審核結束後，我們會敦促供應商及時跟進整改建議，不斷完善供應商管理體系。

**PART IV: REFORMING AND PROMOTING SCIENTIFIC GOVERNANCE** (Continued)

**Supply Chain Management** (Continued)

**Supplier Management System** (Continued)

As of 31 December 2023, the total number of suppliers of the Group was 5,505, divided by countries as follows:



Suppliers Distribution by Country in 2023  
2023年按國家劃分的供應商分佈

**Raw Material Procurement**

The procurement department and technical department of the Group regularly obtain market information in relation to sustainable materials and give priority to low-carbon and more environmentally friendly materials in the selection of raw materials, including recycled materials, reused materials and ecologically grown or produced materials. The cotton we purchased can be 100% traced back to its origin.

In addition, cotton is an important basic raw material of the Group's products. In order to better fulfill our corporate social responsibility, we are firmly committed to using only traceable cotton in the supply chain and will continue to purchase more sustainable and certified cotton in the future. As of 2023, the Group can fully trace the country of origin of all cotton used.

In the process of purchasing cotton, we require our suppliers to provide the country of origin (i.e. the plantation country) of the cotton and relevant specific information and documents to prove that the cotton meets the relevant legal requirements. At the same time, we require suppliers to comply with the relevant provisions of the Group's Code of Conduct for Suppliers, respect and ensure internationally recognized human rights.

**第四部分：興利除弊 推進科學管治** (續)

**供應鏈管理** (續)

**供應商管理體系** (續)

截至2023年12月31日，本集團供應商總數為5,505家，按國家劃分如下：

**原材料採購**

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

此外，棉花作為本集團產品的重要基礎原料，為更好地履行企業社會責任，我們堅定地承諾在供應鏈中只使用可追溯的棉花，且在未來持續採購更多可持續認證的棉花。截至2023年，本集團所使用的所有棉花的原產國100%可追溯。

在採購棉花的過程中，我們要求供貨商提供棉花的原產國(即種植國)及相關具體信息和文件，以證明該棉花符合相關法律規定。同時，我們要求供貨商必須遵守本集團供應商行為準則相關規定，尊重並確保國際公認的人權。

**PART IV: REFORMING AND PROMOTING SCIENTIFIC GOVERNANCE** (Continued)

**Supply Chain Management** (Continued)

**Raw Material Procurement** (Continued)

In 2023, most of the cotton purchased by the Group met the sustainable planting standards:

- Approximately 78% were from sustainable cotton plantation suppliers in the United States and Australia, which were recognised by the Cotton LEADS project;
- Approximately 45% passed the certifications such as BCI, Cotton made in Africa (CmiA), GOTS, OCS, etc;
- Organic cotton accounted for 2% of the Group's cotton purchase volume, and 100% completed organic testing and certifications such as GOTS/OCS.

The Group places great emphasis on the traceability of the cotton purchased to ensure the sustainability of the raw materials. Approximately 10% of cotton we purchased are enrolled in the U.S. Cotton Trust Protocol, which designated the new standard for the farming of the sustainable cotton, and ensure that the most sustainable and responsible farming techniques are utilized to contribute to the preservation of the planet and the reduction of our carbon footprint.



Better Cotton Initiative Certification  
良好棉花發展協會認證

**第四部分：興利除弊 推進科學管治** (續)

**供應鏈管理** (續)

**原材料採購** (續)

本集團於2023年度採購的大部分棉花均符合可持續種植標準：

- 約78%來自經Cotton LEADS項目認可的美國和澳大利亞可持續棉花種植供貨商；
- 約45%通過BCI、非洲棉花計劃CmiA、GOTS及OCS等認證；
- 有機棉佔本集團棉花採購量的2%，並已100%完成GOTS/OCS等有機檢測及認證。

本集團高度重視所採購棉花的溯源管理，確保原材料的可持續性，我們採購的棉花約10%已加入美國棉花信任守則(U.S. Cotton Trust Protocol)，該守則旨在為可持續性的棉花種植設定新標準，確保利用最可持續、最負責任的種植技術為保護地球做出貢獻，減少碳足跡。



Cotton LEADS Project  
Cotton LEADS項目



U.S. Cotton Trust Protocol Project  
U.S. Cotton Trust Protocol項目



### PART IV: REFORMING AND PROMOTING SCIENTIFIC GOVERNANCE (Continued)

#### Supply Chain Management (Continued)

##### Life Cycle Assessment

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

##### Traceability Management

Traceability management is a key corporate management strategy that aims to achieve full-process tracking and recording of products, raw materials and information flow. The Group and ST&R (Sandler, Travis & Rosenberg P.A.) entered into a contract to handle traceability-related content. ST&R provides us with traceability consultation and checks the work processes and traceability documents of the Group to ensure that the Group can meet the requirements of the market and customers and provide the required content.

All three fabric subsidiaries of the Group have developed an exclusive traceability platform. Through the traceability platform, subsidiaries can quickly find production records and raw material records, and at the same time automatically generate traceability document packages for review. In addition, the subsidiary in Shandong officially launched the MES system in 2023, using the MES system for traceability management to ensure traceability from raw material procurement, production and manufacturing to product distribution and final sales.

In 2023, the Group requires all fabric subsidiaries to enhance the traceability of raw materials and conduct on-site audits of major suppliers, which are carried out by personnel designated by the Group. For the yarn suppliers of the fabric subsidiaries, the Group will assign personnel to conduct on-site traceability audits, promote and reduce the use of pesticides in the upstream supply chain, and promote climate change adaptation and mitigation measures to ensure that the content reviewed can meet the relevant laws and regulations and the Group's requirements.

### 第四部分：興利除弊 推進科學管治 (續)

#### 供應鏈管理 (續)

##### 生命週期評價

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

##### 溯源管理

溯源管理是一項關鍵的企業管理策略，旨在實現對產品、原材料和信息流的全程追蹤和記錄。本集團與ST&R(Sandler, Travis & Rosenberg P.A.)簽訂合同，處理溯源相關內容。ST&R公司為我們提供溯源諮詢，檢查集團各項工作流程與溯源文件，以確保本集團能夠滿足市場及客戶要求並提供需要的內容。

本集團旗下三家面料子公司均已開發專屬溯源平台。通過溯源平台，子公司可以快速查找生產記錄和原料記錄，同時會自動生成溯源文件包，以便進行審核。此外，山東子公司於2023年正式上線了MES系統，採用MES系統進行溯源管理，確保從原材料的採購、生產製造、到產品的分配和最終銷售都具有可追溯性。

本集團於2023年度要求各面料子公司加強原料溯源，對主要供應商進行現場審核，該審核由集團指派的人員進行。對於面料子公司的紗線供應商，本集團會指派人員到現場進行溯源審核，在上游供應鏈宣導並提倡減少農藥使用，推廣氣候變化適應及緩解措施，以確保審核內容能夠符合相關法律法規及集團的要求。

### PART IV: REFORMING AND PROMOTING SCIENTIFIC GOVERNANCE (Continued)

#### Supply Chain Management (Continued)

##### International Brands and Third-parties Audits

To promote the cooperation between each subsidiary and the brand, each subsidiary actively cooperates with the brand management requirements, and actively accepts various audits of the subsidiary's corporate social responsibility, environment and traceability management by international brands or third parties.

The Group's subsidiaries were audited by a number of international brands and third parties in 2023, and the audit results were all passed.

##### SLCP Verification:



Social & Labor Convergence Program (SLCP)  
社會勞工整合項目 (SLCP)

The Social & Labor Convergence Program (SLCP) of the Sustainable Apparel Coalition (SAC) is an international project with the participation of various stakeholders, aiming to improve the working conditions of the global apparel and footwear industry supply chain. More than 200 stakeholders have signed the SLCP statement, including manufacturers, brands, non-governmental organizations, standard-setting organizations, government organizations and service providers. SLCP validation includes step 1 (Step 1, Basic Compliance), step 2 (Step 2, Management Systems) and step 3 (Step 3, Above & Beyond). A total of eight subsidiaries of the Group have been verified by SLCP in 2023, of which five subsidiaries have received step Step 1 + 2 verification at advanced level, and three subsidiaries have received step Step 1 + 2 + 3 verification at the highest level. All SLCP verifications achieved good results and were accepted by various international brands. In addition to the subsidiaries participating in the SLCP project, all other subsidiaries of the Group have received the basic SLCP self-assessment and verification requirements training, and the best practical experience of the SLCP project has also been promoted and shared among the subsidiaries of the Group.

### 第四部分：興利除弊 推進科學管治 (續)

#### 供應鏈管理(續)

##### 國際品牌及第三方審核

為促進各子公司與品牌的合作，各子公司積極配合品牌管理要求，主動接受國際品牌或第三方對子公司現場進行企業社會責任、環境以及溯源管理等各類審核。

本集團各子公司於2023年度接受了多個國際品牌及第三方審核，審核結果均為通過。

##### SLCP驗證：

可持續服裝聯盟(SAC)之社會勞工整合項目(SLCP)，是一個由各個利益相關方共同參與的國際項目，目標是改善全球製衣和製鞋行業供應鏈的工作條件，已經有200多個利益相關方簽署了SLCP聲明，包括製造商、品牌方、非政府組織、標準制定機構、政府組織和服務提供商。SLCP驗證包括步驟一(Step 1，基本合規)，步驟二(Step2，管理體系)和步驟三(Step 3，超越合規)。本集團共八家子公司於2023年度接受了SLCP驗證，其中五家子公司接受了進階級別的步驟Step 1+2驗證，三家子公司接受了最高級別的步驟Step 1+2+3驗證。所有SLCP驗證取得了良好的結果，並被各國際品牌所接受。除了參與SLCP項目的子公司外，本集團其他所有子公司均接受了基本的SLCP自評和驗證要求培訓，同時SLCP項目最佳實踐經驗也在集團各子公司中推廣分享。

### PART IV: REFORMING AND PROMOTING SCIENTIFIC GOVERNANCE *(Continued)*

#### Supply Chain Management *(Continued)*

##### Industry Cooperation

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

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

As one of the first members of the Cotton LEAD Project jointly established by the cotton industry in Australia and the United States, the Group actively participated in the cotton sustainability certification system.

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

### 第四部分：興利除弊 推進科學管治 *(續)*

#### 供應鏈管理 *(續)*

##### 產業合作

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

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

本集團作為澳大利亞和美國棉花行業攜手創立的Cotton LEAD項目的首批會員，積極參與棉花可持續認證體系。

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

### PART IV: REFORMING AND PROMOTING SCIENTIFIC GOVERNANCE (Continued)

#### Information Security

Information security of an enterprise is a vital part of the modern business environment, which has a direct and influential impact on the stable operation and sustainable development of the enterprise. The Group attaches great importance to information security management, builds an information security organizational structure and establishes a complete information security management system to protect the information security of the Group, customers and employees. In 2023, the digital intelligence management department of the Group conducted information security assessments through system verification, penetration testing, emergency exercises and other approaches, and effectively rectified various information security issues. The Group had no major information security incidents in 2023.

#### Information Security Management Mechanism

In accordance with the "Personal Information Protection Law of the People's Republic of China" and the "Data Security Law of the People's Republic of China", the Group has formulated a series of information security management regulations, covering the IT server rooms, internet and LAN, data information and email accounts of the Group to ensure that the information security of the Group is fully protected.

#### IT Server Room Security Management

- Serve room duty management according to job responsibilities;
- Administrators are responsible for the safety maintenance and management of various equipment and operating systems in the server room;
- Administrators conscientiously perform various monitoring duties, and timely discover, report and solve the failure of the hardware system;
- Administrators regularly check temperature, humidity, voltage and other parameters, and regularly sanitize and disinfect the server room;
- Strictly abide by the confidentiality system, and non-server room personnel are not allowed to enter the room without permission;
- Administrators conduct regular inspections of the server room and take the backup media away for safe storage off-site.

### 第四部分：興利除弊 推進科學管治(續)

#### 信息安全

企業的信息安全是現代商業環境中至關重要的一環，對企業的穩健運營和可持續發展有著直接而深遠的影響。本集團十分注重信息安全管理，搭建了信息安全組織架構並建立了完善的信息安全管理體系，以保護集團、客戶與員工的信息安全。本集團數智管理部於2023年度，通過系統核查、滲透測試、應急演練等方式進行了信息安全評估，同時對各信息安全問題點進行了有效的整改。本集團2023年度未發生重大信息安全事故。

#### 信息安全管理体系

本集團根據《中華人民共和國個人信息保護法》和《中華人民共和國數據安全法》，制定了一系列信息安全管理規定，覆蓋了集團IT機房、互聯網與局域網、數據信息以及郵件賬號等方面，以確保集團信息安全得到全方面保障。

#### IT機房安全管理

- 根據崗位職責要求進行機房值班管理；
- 管理員負責對機房內各類設備、操作系統進行安全維護和管理；
- 管理員認真履行各項監控職責，及時發現、報告、解決硬件系統出現的故障；
- 管理員定期檢查溫度、濕度、電壓等參數，定期對機房進行消毒、殺菌；
- 嚴格遵守保密制度，非機房人員未經許可不得入內；
- 管理員定期進行機房的巡檢，並將備份介質帶出異地安全儲存。

**PART IV: REFORMING AND PROMOTING SCIENTIFIC GOVERNANCE** (Continued)

**Information Security** (Continued)

**Information Security Management Mechanism** (Continued)

**Internet and LAN Security Management**

- Formulate the “Policy of IT Account/Authority Application” to standardize the application process of IT accounts;
- Standardize the use of domain accounts, public disks, communication tools and SAP accounts to ensure the network security of the Group.

**Data Information Security Management**

- Media for storing backup data must have a clear label and be stored off-site to ensure the physical security of the storage media;
- Allocation, transfer, disposal or destruction of equipment or media for the use of non-application business and storage of data must be strictly approved at each level in accordance with the procedures;
- Data must be backed up and kept regularly or permanently before clearing data;
- Information related to operation and management such as the application software and data in the storage media shall be deleted and registered before sending computers to external parties for maintenance;
- Operation and maintenance department shall designate specific personnel to be responsible for the prevention of computer viruses.

**Mail Account Safety Management Regulations**

- Strictly follow the process of “IT Account/Authority Application” when applying for an account;
- All facilities and information in the email system shall be recorded by the information management department;
- As there is a certain risk of information leakage when emails are transmitted through the network, users should send key documents carefully.

**第四部分：興利除弊 推進科學管治** (續)

**信息安全(續)**

**信息安全管理體系(續)**

**互聯網與局域網安全管理**

- 制定《IT賬戶／權限申請》政策，規範IT類賬號申請流程；
- 規範域賬號、公共盤、通訊工具以及SAP賬號的使用，確保集團的網絡安全。

**數據信息安全管理**

- 存儲備份數據的介質必須有明確標識，異地存放，保證存儲介質的物理安全；
- 非應用性業務數據使用及存放數據的設備或介質調撥、轉讓、廢棄或銷毀必須嚴格按照程序進行逐級審批；
- 數據清理前必須對數據進行備份，並定期保存或永久保存；
- 計算機設備送外維修前需將其存儲介質內應用軟件和數據等涉及經營管理的信息備份後刪除，並進行登記；
- 運行維護部門需指定專人負責計算機病毒的防範工作。

**郵件賬號安全管理規定**

- 申請賬號時需嚴格遵守《IT賬戶／權限申請》流程；
- 電子郵件系統的所有設施與信息需在信息管理部進行記錄；
- 由於電子郵件通過網絡傳輸時具備一定的信息泄露風險，使用者應謹慎發送關鍵文件。

APPENDIX A. HKEX KPI INDEX

附錄A. HKEX KPI指標索引表

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)	Location of Disclosure 披露位置
<b>Environment 環境</b>		
A1 Emissions 排放物	<p>General Disclosure</p> <p>Relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer.</p> <p>一般披露</p> <p>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：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste</p> <p>第二部分：低碳運營 守護綠色地球 — 排放與廢棄物</p>
A1.1	<p>The types of emissions and respective emissions data.</p> <p>排放物種類及相關排放數據。</p>	<p>Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste</p> <p>第二部分：低碳運營 守護綠色地球 — 排放與廢棄物</p>
A1.2	<p>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).</p> <p>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)強度(如以每產量單位、每項設施計算)。</p>	<p>Part II: Implementing Low-carbon Operation to Protect the Green Earth — Emissions and Waste</p> <p>第二部分：低碳運營 守護綠色地球 — 排放與廢棄物</p>
A1.3	<p>Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>所產生有害廢棄物總量(以噸計算)及(如適用)強度(如以每產量單位、每項設施計算)。</p>	<p>Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste</p> <p>第二部分：低碳運營 守護綠色地球 — 排放與廢棄物</p>
A1.4	<p>Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>所產生無害廢棄物總量(以噸計算)及(如適用)強度(如以每產量單位、每項設施計算)。</p>	<p>Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste</p> <p>第二部分：低碳運營 守護綠色地球 — 排放與廢棄物</p>
A1.5	<p>Description of emission target(s) set and steps taken to achieve them.</p> <p>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。</p>	<p>Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste</p> <p>第二部分：低碳運營 守護綠色地球 — 排放與廢棄物</p>
A1.6	<p>Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.</p> <p>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。</p>	<p>Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste</p> <p>第二部分：低碳運營 守護綠色地球 — 排放與廢棄物</p>

APPENDIX A. HKEX KPI INDEX (Continued)

附錄A. HKEX KPI指標索引表(續)

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)	Location of Disclosure 披露位置
A2 Use of Resources 資源使用	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.  一般披露 有效使用資源(包括能源、水及其他原材料)的政策。	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Low-carbon and Recycling Economy, Energy Use, Water Resources Management 第二部分: 低碳運營 守護綠色地球 — 低碳與循環經濟、能源使用、水資源管理
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) 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(以千個千瓦時計算)及強度(如以每產量單位、每項設施計算)。	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Energy Use 第二部分: 低碳運營 守護綠色地球 — 能源使用
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).  總耗水量及強度(如以每產量單位、每項設施計算)。	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Water Resources Management 第二部分: 低碳運營 守護綠色地球 — 水資源管理
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。	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Energy Use 第二部分: 低碳運營 守護綠色地球 — 能源使用
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。	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Water Resources Management 第二部分: 低碳運營 守護綠色地球 — 水資源管理
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。	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Low-carbon and Recycling Economy 第二部分: 低碳運營 守護綠色地球 — 低碳與循環經濟

APPENDIX A. HKEX KPI INDEX (Continued)

附錄A. HKEX KPI指標索引表(續)

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)		Location of Disclosure 披露位置
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。	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste, Water Resource Management, Environmental Impact 第二部分：低碳運營 守護綠色地球 — 排放與廢棄物、水資源管理、環境影響
	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。	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Responding to Climate Change, Low-carbon and Recycling Economy, Emissions and waste, Energy Use, Water Resource Management, Environmental Impact 第二部分：低碳運營 守護綠色地球 — 應對氣候變化、低碳與循環經濟、排放與廢棄物、能源使用、水資源管理、環境影響
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。	Part I: Respecting For Others and Realising a Blessed Enterprise — Sustainable Development Management Part II: Implementing Low-carbon Operations to Protect the Green Earth — Responding to Climate Change 第一部分：敬天愛人 踐行幸福企業 — 可持續發展管理 第二部分：低碳運營 守護綠色地球 — 應對氣候變化
	A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.  描述已影響及可能對發行人產生影響的重大氣候相關事宜，及應對行動。	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Responding to Climate Change 第二部分：低碳運營 守護綠色地球 — 應對氣候變化



APPENDIX A. HKEX KPI INDEX (Continued)

附錄A. HKEX KPI指標索引表(續)

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)	Location of Disclosure 披露位置
<b>Social 社會</b>		
<b>Employment and Labour Practices 僱傭及勞工常規</b>		
B1 Employment 僱傭	<p>General Disclosure</p> <p>Relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer.</p> <p>一般披露</p> <p>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：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Part III: Joining Hands to Create a Better Society — Talent Management</p> <p>第三部分：攜手並進 共創美好社會 — 人才管理</p>
B1.1	<p>Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.</p> <p>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。</p>	<p>Part III: Joining Hands to Create a Better Society — Talent Management</p> <p>第三部分：攜手並進 共創美好社會 — 人才管理</p>
B1.2	<p>Employee turnover rate by gender, age group and geographical region.</p> <p>按性別、年齡組別及地區劃分的僱員流失比率。</p>	<p>Part III: Joining Hands to Create a Better Society — Talent Management</p> <p>第三部分：攜手並進 共創美好社會 — 人才管理</p>
B2 Health and Safety 健康與安全	<p>General Disclosure</p> <p>Relating to providing a safe working environment and protecting employees from occupational hazards:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer.</p> <p>一般披露</p> <p>有關提供安全工作環境及保障僱員避免職業性危害的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Part III: Joining Hands to Create a Better Society — Safety and Health</p> <p>第三部分：攜手並進 共創美好社會 — 安全健康</p>
B2.1	<p>Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.</p> <p>過去三年(包括匯報年度)因工亡故的人數及比率。</p>	<p>Part III: Joining Hands to Create a Better Society — Safety and Health</p> <p>第三部分：攜手並進 共創美好社會 — 安全健康</p>

APPENDIX A. HKEX KPI INDEX (Continued)

附錄A. HKEX KPI指標索引表(續)

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)	Location of Disclosure 披露位置
	B2.2 Lost days due to work injury.  因工傷損失工作日數。	Part III: Joining Hands to Create a Better Society — Safety and Health 第三部分：攜手並進 共創美好社會 — 安全健康
	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。	Part III: Joining Hands to Create a Better Society — Safety and Health 第三部分：攜手並進 共創美好社會 — 安全健康
B3 Development and Training 發展及培訓	General Disclosure 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。	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理
	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。	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理
	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。	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理
B4 Labour Standards 勞工準則	General Disclosure Relating to preventing child and forced labour. (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 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。	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理
	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。	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理
	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。	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理

APPENDIX A. HKEX KPI INDEX (Continued)

附錄A. HKEX KPI指標索引表(續)

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)		Location of Disclosure 披露位置
<b>Operating Practices</b> 運營慣例			
B5 Supply Chain Management 供應鏈 管理	General Disclosure  一般披露	Policies on managing environmental and social risks of the supply chain.  管理供應鏈的環境及社會風險政策。	Part IV: Reforming and Promoting Scientific Governance — Supply Chain Management 第四部分：興利除弊 推進科學管治 — 供應鏈管理
	B5.1	Number of suppliers by geographical region.  按地區劃分的供貨商數目。	Part IV: Reforming and Promoting Scientific Governance — Supply Chain Management 第四部分：興利除弊 推進科學管治 — 供應鏈管理
	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. 描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目，以及相關執行及監察方法。	Part IV: Reforming and Promoting Scientific Governance — Supply Chain Management 第四部分：興利除弊 推進科學管治 — 供應鏈管理
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Part IV: Reforming and Promoting Scientific Governance — Supply Chain Management 第四部分：興利除弊 推進科學管治 — 供應鏈管理
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供貨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。	Part IV: Reforming and Promoting Scientific Governance — Supply Chain Management 第四部分：興利除弊 推進科學管治 — 供應鏈管理

APPENDIX A. HKEX KPI INDEX (Continued)

附錄A. HKEX KPI指標索引表(續)

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)	Location of Disclosure 披露位置
B6 Product Responsibility 產品責任	<p>General Disclosure</p> <p>Relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer.</p> <p>一般披露</p> <p>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：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Part III: Joining Hands to Create a Better Society — Quality Management</p> <p>第三部分：攜手並進 共創美好社會 — 質量管理</p>
B6.1	<p>Percentage of total products sold or shipped subject to recalls for safety and health reasons.</p> <p>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。</p>	<p>Not applicable</p> <p>不適用</p>
B6.2	<p>Number of products and service related complaints received and how they are dealt with.</p> <p>接獲關於產品及服務的投訴數目以及應對方法。</p>	<p>Part III: Joining Hands to Create a Better Society — Quality Management</p> <p>第三部分：攜手並進 共創美好社會 — 質量管理</p>
B6.3	<p>Description of practices relating to observing and protecting intellectual property rights.</p> <p>描述與維護及保障知識產權有關的慣例。</p>	<p>Part III: Joining Hands to Create a Better Society — Quality Management</p> <p>第三部分：攜手並進 共創美好社會 — 質量管理</p>
B6.4	<p>Description of quality assurance process and recall procedures.</p> <p>描述質量檢定過程及產品回收程序。</p>	<p>Part III: Joining Hands to Create a Better Society — Quality Management</p> <p>第三部分：攜手並進 共創美好社會 — 質量管理</p>
B6.5	<p>Description of consumer data protection and privacy policies, and how they are implemented and monitored.</p> <p>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。</p>	<p>Part III: Joining Hands to Create a Better Society — Quality Management</p> <p>第三部分：攜手並進 共創美好社會 — 質量管理</p>

APPENDIX A. HKEX KPI INDEX (Continued)

附錄A. HKEX KPI指標索引表(續)

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)		Location of Disclosure 披露位置
B7 Anti-corruption 反貪污	General Disclosure 一般披露	Relating to bribery, extortion, fraud and money laundering: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 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。	Part IV: Reforming and Promoting Scientific Governance — Business Ethics 第四部分：興利除弊 推進科學管治 — 商業道德
	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。	Part IV: Reforming and Promoting Scientific Governance — Business Ethics 第四部分：興利除弊 推進科學管治 — 商業道德
	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。	Part IV: Reforming and Promoting Scientific Governance — Business Ethics 第四部分：興利除弊 推進科學管治 — 商業道德
	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。	Part IV: Reforming and Promoting Scientific Governance — Business Ethics 第四部分：興利除弊 推進科學管治 — 商業道德
<b>Community 社區</b>			
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發行人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。	Part III: Joining Hands to Create a Better Society — Community Investment 第三部分：攜手並進 共創美好社會 — 社區投資
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Part III: Joining Hands to Create a Better Society — Community Investment 第三部分：攜手並進 共創美好社會 — 社區投資
	B8.2	Resources contributed (e.g. money or time) to the focus area.	Part III: Joining Hands to Create a Better Society — Community Investment 第三部分：攜手並進 共創美好社會 — 社區投資
	B8.2	在專注範疇所動用資源(如金錢或時間)。	Part III: Joining Hands to Create a Better Society — Community Investment 第三部分：攜手並進 共創美好社會 — 社區投資

APPENDIX B. GRI STANDARDS (2021) INDEX

附錄B. GRI準則(2021)索引表

Use of Instructions 使用說明		Texhong International Group reported with reference to the GRI Standards for the period from 1 January 2023 to 31 December 2023. 天虹國際集團自2023年1月1日至2023年12月31日期間內，參照(引用)GRI準則進行報告。	
GRI 1 used 使用的GRI 1		GRI 1: Foundation 2021 GRI 1：基礎2021	
<b>GRI Indicator</b> <b>GRI指標</b>		<b>Explanation of Indicators</b> <b>指標說明</b>	
		<b>Location of Disclosure</b> <b>披露位置</b>	
GRI 2 2021	2-1	Organizational details 組織詳細情況	About The Report Part I: Respecting For Others and Realising a Blessed Enterprise — About Us 關於本報告 第一部分：敬天愛人 踐行幸福企業 — 關於我們
	2-2	Entities included in the organization’s sustainability reporting 納入組織可持續發展報告的實體	About The Report 關於本報告
	2-3	Reporting Period, frequency and contact point 報導期、報告頻率及聯繫人	About The Report 關於本報告
	2-4	Restatement of information 信息重述	About The Report 關於本報告
	2-6	Activities, value chain and other business relationships 活動、價值鏈和其他業務關係	Part I: Respecting For Others and Realising a Blessed Enterprise — About Us 第一部分：敬天愛人 踐行幸福企業 — 關於我們
	2-7	Employees 員工	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理
	2-8	Workers who are not employees 員工之外的工作者	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理
	2-9	Governance structure and composition 管治架構和組成	Part I: Respecting For Others and Realising a Blessed Enterprise — Sustainable Development Management 第一部分：敬天愛人 踐行幸福企業 — 可持續發展管理
	2-10	Nomination and selection of the highest governance body 最高管治機構的提名和遴選	Part I: Respecting For Others and Realising a Blessed Enterprise — Sustainable Development Management 第一部分：敬天愛人 踐行幸福企業 — 可持續發展管理

APPENDIX B. GRI STANDARDS (2021) INDEX

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附錄B. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Explanation of Indicators 指標說明	Location of Disclosure 披露位置
2-11	Chair of the highest governance body  最高管治機構的主席	Part I: Respecting For Others and Realising a Blessed Enterprise — Sustainable Development Management 第一部分：敬天愛人 踐行幸福企業 — 可持續發展管理
2-12	Role of the highest governance body in overseeing the management of impacts  在管理影響方面，最高管治機構的監督作用	Part I: Respecting For Others and Realising a Blessed Enterprise — Sustainable Development Management 第一部分：敬天愛人 踐行幸福企業 — 可持續發展管理
2-13	Delegation of responsibility for managing impacts  為管理影響的責任授權	Part I: Respecting For Others and Realising a Blessed Enterprise — Sustainable Development Management 第一部分：敬天愛人 踐行幸福企業 — 可持續發展管理
2-14	Role of the highest governance body in sustainability reporting  最高管治機構在可持續發展報告中的作用	Part I: Respecting For Others and Realising a Blessed Enterprise — Sustainable Development Management 第一部分：敬天愛人 踐行幸福企業 — 可持續發展管理
2-15	Conflicts of interest  利益衝突	Part I: Respecting For Others and Realising a Blessed Enterprise — To Stakeholders 第一部分：敬天愛人 踐行幸福企業 — 致利益相關方
2-16	Communication of critical concerns  重要關切問題的溝通	Part I: Respecting For Others and Realising a Blessed Enterprise — To Stakeholders 第一部分：敬天愛人 踐行幸福企業 — 致利益相關方
2-17	Collective knowledge of the highest governance body  最高管治機構的共同知識	Part I: Respecting For Others and Realising a Blessed Enterprise — Sustainable Development Management 第一部分：敬天愛人 踐行幸福企業 — 可持續發展管理
2-18	Evaluation of the performance of the highest governance body  對最高管治機構的績效評估	Part I: Respecting For Others and Realising a Blessed Enterprise — Sustainable Development Management 第一部分：敬天愛人 踐行幸福企業 — 可持續發展管理
2-22	Statement on sustainability development strategy  關於可持續發展策略的聲明	ESG Governance Statement Part I: Respecting For Others and Realising a Blessed Enterprise — Sustainable Development Management ESG管治聲明 第一部分：敬天愛人 踐行幸福企業 — 可持續發展管理

APPENDIX B. GRI STANDARDS (2021) INDEX

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附錄B. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Explanation of Indicators 指標說明	Location of Disclosure 披露位置
2-26	Mechanisms for seeking advice and raising concerns 尋求建議和提出關切的機制	Part IV: Reforming and Promoting Scientific Governance — Business Ethics 第四部分：興利除弊 推進科學管治 — 商業道德
2-27	Compliance with laws and regulations 遵守法律法規	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Environmental Impact Part IV: Reforming and Promoting Scientific Governance — Business Ethics 第二部分：低碳運營 守護綠色地球 — 環境影響 第四部分：興利除弊 推進科學管治商業道德
2-28	Membership associations 協會的成員資格	Part I: Respecting For Others and Realising a Blessed Enterprise — About Us 第一部分：敬天愛人 踐行幸福企業 — 關於我們
2-29	Approach to stakeholder engagement 利益相關方參與的方法	Part I: Respecting For Others and Realising a Blessed Enterprise — To Stakeholders 第一部分：敬天愛人 踐行幸福企業 — 致利益相關方
2-30	Collective bargaining agreements 集體談判協議	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理
GRI 3 2021	3-1 Process to determine material topics 確定實質性議題的過程	Part I: Respecting For Others and Realising a Blessed Enterprise — To Stakeholders 第一部分：敬天愛人 踐行幸福企業 — 致利益相關方
	3-2 List of material topics 實質性議題清單	Part I: Respecting For Others and Realising a Blessed Enterprise — To Stakeholders 第一部分：敬天愛人 踐行幸福企業 — 致利益相關方
	3-3 Management of material topics 實質性議題的管理	Part I: Respecting For Others and Realising a Blessed Enterprise — To Stakeholders 第一部分：敬天愛人 踐行幸福企業 — 致利益相關方
GRI 201 2016	201-2 Financial implications and other risks and opportunities due to climate change 氣候變化帶來的財務影響以及其他風險和機遇	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Responding to Climate Change 第二部分：低碳運營 守護綠色地球 — 應對氣候變化
	201-3 Defined benefit plan obligations and other retirement plans 固定福利計劃義務和其他退休計劃	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理



APPENDIX B. GRI STANDARDS (2021) INDEX

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附錄B. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Explanation of Indicators 指標說明	Location of Disclosure 披露位置
GRI 205 2016	205-1 Operations assessed for risks related to corruption 已進行腐敗風險評估的運營點	Part IV: Reforming and Promoting Scientific Governance — Business Ethics 第四部分：興利除弊 推進科學管治 — 商業道德
	205-2 Communication and training of anti-corruption policies and procedures 反腐敗政策和程序的傳達及培訓	Part IV: Reforming and Promoting Scientific Governance — Business Ethics 第四部分：興利除弊 推進科學管治 — 商業道德
	205-3 Confirmed incidents of corruption and actions taken 經確認的腐敗事件和採取的行動	Part IV: Reforming and Promoting Scientific Governance — Business Ethics 第四部分：興利除弊 推進科學管治 — 商業道德
GRI 302 2016	302-1 Energy consumption within the organization 組織內部的能源消耗量	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Energy Use 第二部分：低碳運營 守護綠色地球 — 能源使用
	302-2 Energy consumption outside of the organization 組織外部的能源消耗量	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Energy Use 第二部分：低碳運營 守護綠色地球 — 能源使用
	302-3 Energy intensity 能源強度	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Energy Use 第二部分：低碳運營 守護綠色地球 — 能源使用
	302-4 Reduction of energy consumption 減少能源消耗	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Energy Use 第二部分：低碳運營 守護綠色地球 — 能源使用
	302-5 Reduction in energy requirement of products and services 產品和服務的能源需求下降	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Energy Use 第二部分：低碳運營 守護綠色地球 — 能源使用
GRI 303 2018	303-1 Interactions between the organization and water as a shared resource 組織與水作為共有資源的相互影響	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Water Resources Management 第二部分：低碳運營 守護綠色地球 — 水資源管理
	303-2 Management of water discharge-related impacts 管理與排水相關的影響	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste and Water Management 第二部分：低碳運營 守護綠色地球 — 排放與廢棄物、水資源管理
	303-3 Water withdrawal 取水	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Water Resources Management 第二部分：低碳運營 守護綠色地球 — 水資源管理

APPENDIX B. GRI STANDARDS (2021) INDEX

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附錄B. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Explanation of Indicators 指標說明	Location of Disclosure 披露位置
	303-4 Water discharge 排水	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Water Resources Management 第二部分：低碳運營 守護綠色地球 — 水資源管理
	303-5 Water consumption 耗水	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Water Resources Management 第二部分：低碳運營 守護綠色地球 — 水資源管理
GRI 304 2016	304-2 Significant impacts of activities, products and services on biodiversity 活動、產品和服務對生物多樣性的重大影響	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Protecting Biodiversity 第二部分：低碳運營 守護綠色地球 — 保護生物多樣性
GRI 305 2016	305-1 Direct (Scope 1) GHG emissions 直接(範圍1)溫室氣體排放	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste 第二部分：低碳運營 守護綠色地球 — 排放與廢棄物
	305-2 Energy indirect (Scope 2) GHG emissions 能源間接(範圍2)溫室氣體排放	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste 第二部分：低碳運營 守護綠色地球 — 排放與廢棄物
	305-3 Other indirect (Scope 3) GHG emissions 其他間接(範圍3)溫室氣體排放	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste 第二部分：低碳運營 守護綠色地球 — 排放與廢棄物
	305-4 GHG emission intensity 溫室氣體排放強度	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste 第二部分：低碳運營 守護綠色地球 — 排放與廢棄物
	305-5 Reduction of GHG emission 溫室氣體減排量	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste 第二部分：低碳運營 守護綠色地球 — 排放與廢棄物
GRI 306 2020	306-1 Waste generation and significant waste-related impacts 廢棄物的產生及廢棄物相關重大影響	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste 第二部分：低碳運營 守護綠色地球 — 排放與廢棄物
	306-2 Management of significant waste-related impacts 廢棄物相關重大影響的管理	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste 第二部分：低碳運營 守護綠色地球 — 排放與廢棄物
	306-3 Waste Produced 產生的廢棄物	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste 第二部分：低碳運營 守護綠色地球 — 排放與廢棄物

APPENDIX B. GRI STANDARDS (2021) INDEX

(Continued)

附錄B. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Explanation of Indicators 指標說明	Location of Disclosure 披露位置
	306-4 Waste diverted from disposal 從處置中轉移的廢棄物	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste 第二部分：低碳運營 守護綠色地球 — 排放與廢棄物
	306-5 Waste directed to disposal 進入處置的廢棄物	Part II: Implementing Low-carbon Operations to Protect the Green Earth — Emissions and Waste 第二部分：低碳運營 守護綠色地球 — 排放與廢棄物
GRI 308 2016	308-1 New suppliers that were screened using environmental criteria 使用環境評價維度篩選的新供應商	Part IV: Reforming and Promoting Scientific Governance — Supply Chain Management 第四部分：興利除弊 推進科學管治 — 供應鏈管理
GRI 401 2016	401-1 New employee hires and employee turnover 新進員工僱傭率和員工流動率	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 提供給全職員工(不包括臨時或兼職員工)的福利	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理
	401-3 Parental Leave 育兒假	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理
GRI 403 2018	403-1 Occupational health and safety management system 職業健康安全管理體系	Part III: Joining Hands to Create a Better Society — Safety and Health 第三部分：攜手並進 共創美好社會 — 安全健康
	403-2 Hazard identification, risk assessment and incident investigation 危害識別、風險評估和事故調查	Part III: Joining Hands to Create a Better Society — Safety and Health 第三部分：攜手並進 共創美好社會 — 安全健康
	403-3 Occupational health services 職業健康服務	Part III: Joining Hands to Create a Better Society — Talent Management, Safety and Health 第三部分：攜手並進 共創美好社會 — 人才管理、安全健康
	403-4 Occupational health and safety affairs: Worker participation, consultation and communication 職業健康安全事務：工作者的參與、意見徵詢和溝通	Part III: Joining Hands to Create a Better Society — Safety and Health 第三部分：攜手並進 共創美好社會 — 安全健康
	403-5 Worker training on occupational health and safety 工作者職業健康安全培訓	Part III: Joining Hands to Create a Better Society — Safety and Health 第三部分：攜手並進 共創美好社會 — 安全健康

APPENDIX B. GRI STANDARDS (2021) INDEX

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附錄B. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Explanation of Indicators 指標說明	Location of Disclosure 披露位置
403-6	Promotion of worker health 促進工作者健康	Part III: Joining Hands to Create a Better Society — Safety and Health 第三部分：攜手並進 共創美好社會 — 安全健康
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防和減緩與業務關係直接相關的職業健康安全影響	Part III: Joining Hands to Create a Better Society — Safety and Health 第三部分：攜手並進 共創美好社會 — 安全健康
403-8	Workers covered by an occupational health and safety management system 職業健康安全管理体系覆蓋的工作者	Part III: Joining Hands to Create a Better Society — Safety and Health 第三部分：攜手並進 共創美好社會 — 安全健康
403-9	Work-related injuries 工傷	Part III: Joining Hands to Create a Better Society — Safety and Health 第三部分：攜手並進 共創美好社會 — 安全健康
GRI 404 2016	404-1 Average hours of training per year per employee 每名員工每年接受訓練的平均時數	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理
	404-2 Programs for upgrading employee skills and transition assistance programs 員工技能提升方案和過渡援助方案	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理
	404-3 Percentage of employees receiving regular performance and career development reviews 定期接受績效及職業發展檢核的員工百分比	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理
GRI 405 2016	405-1 Diversity of governance bodies and employees 管治機構與員工的多元化	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理
GRI 406 2016	406-1 Incidents of discrimination and corrective actions taken 歧視事件及採取的糾正行動	Part III: Joining Hands to Create a Better Society — Talent Management 第三部分：攜手並進 共創美好社會 — 人才管理
GRI 408 2016	408-1 Operations and suppliers at significant risk for incidents of child labor 具有重大童工事件風險的運營點和供應商	Part III: Joining Hands to Create a Better Society — Talent Management Part IV: Reforming and Promoting Scientific Governance — Supply Chain Management 第三部分：攜手並進 共創美好社會 — 人才管理 第四部分：興利除弊 推進科學管治 — 供應鏈管理

APPENDIX B. GRI STANDARDS (2021) INDEX

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附錄B. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Explanation of Indicators 指標說明	Location of Disclosure 披露位置
GRI 409 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor  具有強迫或強制勞動事件重大風險的運營點和供應商	Part III: Joining Hands to Create a Better Society — Talent Management Part IV: Reforming and Promoting Scientific Governance — Supply Chain Management 第三部分：攜手並進 共創美好社會 — 人才管理 第四部分：興利除弊 推進科學管治 — 供應鏈管理
GRI 413 2016	413-1 Operations with local community engagement, impact assessments, and development programs  有當地社區參與、影響評估和發展計劃的運營點	Part III: Joining Hands to Create a Better Society — Community Investment  第三部分：攜手並進 共創美好社會 — 社區投資
GRI 414 2016	414-1 New suppliers that were screened using social criteria  使用社會評價維度篩選的新供應商	Part IV: Reforming and Promoting Scientific Governance — Supply Chain Management 第四部分：興利除弊 推進科學管治 — 供應鏈管理
GRI 416 2016	416-1 Assessment of the health and safety impacts of product and service categories  評估產品和服務類別的健康與安全影響	Part III: Joining Hands to Create a Better Society — Quality Management  第三部分：攜手並進 共創美好社會 — 質量管理
GRI 418 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data  涉及侵犯客戶隱私和丟失客戶資料的經證實的投訴	Part IV: Reforming and Promoting Scientific Governance — Information Security  第四部分：興利除弊 推進科學管治 — 信息安全

APPENDIX C. TCFD DISCLOSURE INDEX

附錄C. TCFD披露索引表

Categories 類別	Corporate Strategy and Actions 公司策略與行動	Location 所在位置
Governance 治理	<ol style="list-style-type: none"> <li>1. Description of the Board's oversight of climate-related risks and opportunities.</li> <li>2. Description of the role of management in assessing and managing climate-related risks and opportunities.</li> </ol>	Part IV: Reforming and Promoting Scientific Governance — Responding to Climate Change 第四部分：興利除弊 推進科學管治 — 應對氣候變化
Strategy 策略	<ol style="list-style-type: none"> <li>1. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</li> <li>2. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</li> <li>3. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</li> </ol>	Part IV: Reforming and Promoting Scientific Governance — Responding to Climate Change 第四部分：興利除弊 推進科學管治 — 應對氣候變化
Risk Management 風險管理	<ol style="list-style-type: none"> <li>1. Describe the organization's processes for identifying and assessing climate-related risks.</li> <li>2. Describe the organization's processes for managing climate-related risks.</li> <li>3. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</li> </ol>	Part IV: Reforming and Promoting Scientific Governance — Responding to Climate Change 第四部分：興利除弊 推進科學管治 — 應對氣候變化
Metrics and Targets 指標與目標	<ol style="list-style-type: none"> <li>1. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</li> <li>2. Disclose Scope 1, Scope 2 and Scope 3 (if applicable) greenhouse gas emissions and related risks.</li> <li>3. Describe the targets used by the organization to manage climate-related risks and opportunities, and the performance against targets.</li> </ol>	Part IV: Reforming and Promoting Scientific Governance — Responding to Climate Change 第四部分：興利除弊 推進科學管治 — 應對氣候變化



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