

The Suncorp logo is rendered in a bold, red, sans-serif font. The background of the entire page features a collage of images: a green and blue abstract graphic at the top, a blue-tinted image of a circuit board with a capacitor in the foreground, and a background image of a financial candlestick chart with a world map and stacks of coins.

新確科技有限公司

SUNCORP TECHNOLOGIES LIMITED

(STOCK CODE:1063) (股票編號：1063)

2023

環境、社會及管治報告

Environmental, Social

and Governance

Report

Environmental, Social and Governance Report

環境、社會和管治報告

ABOUT THIS REPORT

This Environmental, Social and Governance (“**ESG**”) Report (the “**ESG Report**”) covers the Group’s overall performance in the environmental and social aspects of our business operations in Hong Kong and the PRC offices from 1 January 2023 to 31 December 2023 (the “**Year**” or “**2023**”), unless otherwise stated.

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 (the “**Listing Rules**”) serves as the reporting guidelines of this ESG Report. The ESG Report has been prepared based on four reporting principles, including materiality, quantitiveness, balance and consistency.

Materiality: The ESG Report shall cover the material ESG factors that are sufficiently important and material to different stakeholders.

Quantitiveness: The Group shall present quantitative environmental and social key performance indicators (“**KPIs**”) as well as historical data in the report for comparison where applicable. Information on the standards, methodologies, assumptions and/or calculation tools, and source of conversion factors used for the reporting of emissions and energy consumption are mainly referred to the ESG Reporting Guide.

Balance: The ESG Report shall provide an unbiased picture of the Group’s performance. The ESG Report should avoid selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the reader.

Consistency: The Group shall adopt consistent methodologies when preparing the ESG Report and the environmental and social KPIs to allow for meaningful comparisons over time. Any changes to the methods used must be specified in the ESG Report.

關於本報告

除非另有說明，否則本環境、社會和管治（「**ESG**」）報告（「**ESG 報告**」）涵蓋二零二三年一月一日至二零二三年十二月三十一日（「**本年度**」或「**二零二三年**」）期間本集團於香港及中國辦事處業務運營在環境和社會方面的整體表現。

聯交所證券上市規則（「**上市規則**」）附錄C2所載《環境、社會和管治報告指引》（「**ESG 報告指引**」）乃本ESG報告的報告指引。本ESG報告根據四個匯報原則（包括「重要性」、「量化」、「平衡」及「一致性」）編製。

重要性：ESG報告應涵蓋對不同持份者而言屬足夠重要及重大的主要ESG因素。

量化：本集團將於報告中呈列量化的環境及社會關鍵績效指標（「**KPI**」）及歷史數據，以供比較（如適用）。有關標準、方法、假設及／或計算工具，以及用於匯報排放量及能源消耗所使用轉換因素的來源的資料主要參考ESG報告指引。

均衡性：ESG報告必須公正反映本集團之表現，亦須避免選擇、遺漏或呈列可能會對讀者之決定或判斷造成不當影響之形式。

一致性：本集團於編製ESG報告以及環境及社會關鍵績效指標時，應採用一致之方法，以隨時間推移作出有意義之比較。ESG報告中須指明所採用方法之任何變動。

Environmental, Social and Governance Report

環境、社會和管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGIES

Sustainability is an essential part of the Group's values. We are committed to promoting sustainable development by incorporating the ESG concept into our business decision-making. In order to preserve the quality of life for both present and future generations, the Group strives to reduce its impacts on the environment and contribute to society through engaging in various charity activities. Our corporate social responsibility structure is divided into two main components, the board (the "Board") of directors (the "Directors") of the Group and an ESG working group.

The Board assumes overall responsibility for ESG strategy, management, performance and reporting. The Board provides strategic guidance on our approach to sustainability and maintains oversight of the Company's risk management and internal control systems. Reporting directly to the Board is our senior management, who are responsible for the detailed monitoring and regular updating of our ESG performance for further Board review. The Board and the senior management will review issues and policies related to the Group's sustainable development annually and make amendments to the policies in a timely manner.

The Group has set future strategic goals to enable the Group to develop a realistic path and focus on the development direction for achieving its visions. The progress of implementation and the performance of the ESG goals and targets should be closely reviewed by the Group from time to time. If the progress falls short of expectation or changes of business operations, it may be necessary to make changes and communicate about the goals and targets with key stakeholders such as employees, customers and suppliers.

The ESG working group, which comprises representatives from various departments, has been established to plan and coordinate ESG initiatives within the Company. This working group helps to coordinate the day-to-day execution of our ESG strategy and is supervised by members of the senior management.

環境、社會和管治策略

可持續發展是本集團價值觀的重要組成部分。我們致力於通過將ESG概念納入我們的業務決策，以促進可持續發展。為維護子孫後代的生活質量，本集團盡力減少對環境的影響，並通過開展各種慈善活動為社會做出貢獻。我們的企業社會責任架構分為兩個主要部分，即本集團董事（「董事」）會（「董事會」）及ESG工作組。

董事會對ESG戰略、管理、表現及報告承擔總體責任。董事會為我們的可持續發展方針提供策略指引，並持續監督本公司的風險管理和內部控制系統。我們的高級管理層直接向董事會報告，並負責監督具體事宜及定期更新我們的環境、社會及管治表現，以供董事會進一步審核。董事會及高級管理層將每年審查與本集團可持續發展有關的問題及政策，並及時修訂政策。

本集團已設定未來戰略目的，使本集團能夠制定切實可行的路向，並專注達成有關願景的發展方向。本集團應不時密切檢討ESG目標及指標的實施進度及表現。如進度落後預期或趕不上業務營運變動，可能有需要作出改變，並向僱員、顧客及供應商等主要持份者傳遞有關目標及方針。

ESG工作組由各部門的代表組成，旨在制定和協調本公司內部的環境、社會及管治計劃。該工作組有助協調我們環境、社會及管治策略的日常執行，並受高級管理層監督。

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGIES (continued)

A materiality assessment was performed in order to identify sustainability topics that are material and relevant to the Group. To identify potential material topics for disclosure in the Report, the Group took reference to the ESG Reporting Guide and set possible topics for assessment. The table below depicted the Group's material topics. The Group has identified the key ESG topics which are "relevant" and "important" to our business. In particular, employment, occupational health and safety, training and development, product responsibility and corporate governance are the issues of the highest priority.

環境、社會和管治策略(續)

為確定與本集團有關的重要可持續發展議題，本集團進行重要性評估。為確定於報告中披露的潛在重大議題，本集團參考了ESG報告指引，並設置可能的評估議題。下表描述本集團的重要議題。本集團確定識別與業務「相關」及「重要」的關鍵ESG主題。尤其是，僱傭、職業健康與安全、培訓及發展、產品責任以及公司管治乃最優先考慮的事宜。

Aspects

方面

Material ESG Issues

重大ESG議題

Social Aspect

社會方面

Employment

僱傭

- Employee welfare
- 僱員福利
- Inclusion and equal opportunities
- 包容及平等機會
- Talent attraction and retention
- 人才吸引與挽留

Health and Safety

健康與安全

- Occupational health and safety
- 職業健康與安全

Development and Training

發展及培訓

- Development and training
- 發展及培訓

Product Responsibility

產品責任

- Customer satisfaction
- 客戶滿意度
- Protection of customer privacy
- 保障客戶私隱

Anti-corruption

反貪污

- Corporate governance
- 企業管治
- Anti-corruption
- 反貪污

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ENVIRONMENTAL ASPECTS

Emissions

Since the Group's primary businesses are the sale of consumer goods and the provision of financial services, most of our operations are conducted in offices and thus emissions generated from us are relatively immaterial. As part of our efforts to minimize greenhouse gas ("GHG") emissions, the Group applies energy-saving measures in the workplace, including the installation of an energy-efficient lighting system, setting an optimal temperature for air-conditioning and switching off electrical appliances after office hours.

During the Year, there were no cases in relation to non-compliance with environmental protection laws and regulations that had a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes.

環境方面

排放量

由於本集團的主要業務為銷售消費品及提供金融服務以及我們的運營大多數於辦公室進行，因此我們排放量相對較小。為盡力減少溫室氣體（「溫室氣體」）排放，本集團在工作場所採取節能措施，包括安裝節能照明系統，為空調設定最佳溫度以及下班後關閉電器。

於本年度，並無任何不遵守環境保護法律和法規的情況，而對本集團在空氣及溫室氣體排放、向水及土地的排放以及危險及非危險廢物的產生方面產生重大影響。

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ENVIRONMENTAL ASPECTS (continued)

Emissions (continued)

Greenhouse Gas Emissions

In 2023, the Group's total greenhouse gas emissions were 8.3 tonnes of carbon dioxide equivalent (CO₂-e). The primary source of greenhouse gas emissions is "energy indirect" emissions resulting from the generation of purchased electricity consumed within the workplace (Scope 2 emissions); and indirect emissions due to the electricity used for processing fresh water and sewage made up the remaining portion (Scope 3 emissions). The Group targets to maintain or reduce the greenhouse gas emissions level by 2024 with the baseline year in 2022.

Greenhouse gas emissions:

Emissions 排放	2023 二零二三年	2022 二零二二年	Unit 單位
Scope 1 emissions 範圍1排放	0	–	Tonnes CO ₂ -e 噸二氧化碳當量
Scope 2 emissions 範圍2排放	7.9	8.4	Tonnes CO ₂ -e 噸二氧化碳當量
Scope 3 emissions 範圍3排放	6.4	0.4	Tonnes CO ₂ -e 噸二氧化碳當量
Total greenhouse gas emissions 溫室氣體排放總計	8.3	8.8	Tonnes CO ₂ -e 噸二氧化碳當量
Intensity (by floor area) 密度 (按建築面積計算)	2.62	2.78	kg CO ₂ -e/sq. ft. 千克二氧化碳當量/ 平方英尺

環境方面 (續)

排放量 (續)

溫室氣體排放

於二零二三年，本集團的溫室氣體總排放量為8.3噸二氧化碳當量（二氧化碳當量）。溫室氣體排放的主要來源是工作場所內所產生的購買電力所產生的「間接能源」排放（範圍2：排放）；其餘部分則來自用於處理淡水及污水的電力所產生的間接排放（範圍3：排放）。本集團目標於二零二四年前維持或減少溫室氣體排放水平，基準年為二零二二年。

溫室氣體排放：

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ENVIRONMENTAL ASPECTS (continued)

Emissions (continued)

Waste Management

The Group does not generate any hazardous waste in its operations. Non-hazardous waste from the Group's operations was mainly office paper and general office waste. Office waste is generally gathered at a designated place as required by the property management office of the building. It is not feasible for the Group to obtain the waste production data of these offices. The management of the Group believes that the portion of non-hazardous waste is insignificant and thus no reduction targets have been established.

Use of Resources

The Group's core businesses are the processing and trading of used computer-related components, securities brokerage, placing and underwriting, money lending and B2B cross-border e-commerce. Due to the nature of our business activities, we do not consume a large amount of resources.

Nonetheless, the Group has formulated a set of policies and measures to enhance the efficiency of resource usage, such as energy, water and other materials. For instance, we encourage our employees to reduce the usage of papers by adopting internet communication, assessing the need for printing, applying duplex printing and reusing single-sided printed papers if possible.

Apart from that, for office stationery procurement, we give preference to environmental-friendly suppliers who provide the brand of paper approved by the Programme for the Endorsement of Forest Certification ("PEFC").

環境方面 (續)

排放量 (續)

廢棄物管理

本集團在經營過程中不會產生任何危害廢物。本集團經營活動產生的非危險廢物主要為辦公用紙及一般辦公室廢物。辦公廢物一般按建築物物業管理辦公室的要求於指定地點收集。本集團無法取得該等辦公室的廢物產生數據。本集團管理層認為非危險廢物部分微不足道，因此並無訂立減少目標。

資源利用

本集團的核心業務為從事二手電腦相關組件之處理及貿易業務、證券經紀、配售及包銷、借貸及企業對企業跨境電子商務業務。由於我們業務的性質，我們不會消耗大量資源。

儘管如此，本集團已制定一套政策及措施，以提高能源、水及其他材料等資源的利用效率。例如，本集團透過採用互聯網通信、評估打印的必要性、使用雙面打印及重複使用單面打印紙張（如適用）等方式鼓勵僱員減少用紙。

除此之外，於採購辦公文具時，本集團偏好環保供應商，其所使用紙張品牌獲得森林驗證認可計劃（「PEFC」）認證。

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ENVIRONMENTAL ASPECTS (continued)

Use of Resources (continued)

Energy Use and Efficiency

The Group does not have any business activities that involve the use of direct energy. Electricity consumption is the sole contributor to the energy use in our offices. In 2023, the total amount of electricity consumed was 20.7 MWh; and the energy consumption intensity was 0.007 MWh-e/sq. ft. The Group targets to maintain or reduce the energy consumption level by 2024 with a baseline year in 2022.

To improve the energy efficiency of the Group, we implemented a series of energy-saving measures, including encouraging the use of electric appliances with high energy efficiency (Level 1 on Energy Label) and switching the lighting of the office to more energy-efficient fluorescent lamps. Employees at offices are advised to set the air conditioning at 25°C for energy-saving purposes. For unoccupied rooms, air conditioning must be switched off. When the offices are partly occupied, non-essential lighting is switched off. Employees shall turn off office lights, air conditioners, printers and computers before leaving.

Direct and/or indirect energy consumption by type:

Use of resources 資源利用	2023 二零二三年	2022 二零二二年	Unit 單位
Direct energy consumption 直接能源消耗	—	—	GJ 吉焦
Indirect energy consumption 間接能源消耗	20.7	21.5	MWh 兆瓦時
Total energy consumption 能源消耗總量	20.7	21.5	MWh-e 兆瓦時當量
Intensity (by floor area) 密度 (按建築面積計算)	0.007	0.007	MWh-e/sq. ft. 兆瓦時當量/ 平方英尺

環境方面 (續)

資源利用 (續)

能源使用與效率

本集團並無任何涉及使用直接能源的業務。電力消耗是我們辦公室唯一使用的能源。於二零二三年，總用電量為20.7兆瓦時；及能耗密度為每平方英尺0.007兆瓦時。本集團目標於二零二四年前維持或降低能耗水平，基準年為二零二二年。

為提高本集團的能源效率，我們實施了一系列節能措施，包括鼓勵使用高能效電器（1級能源標籤）並將辦公室的照明切換為更節能的熒光燈。建議辦公室僱員將空調設置於攝氏25度，以達致節能目的；閒置房間必須關閉空調；當局部使用辦公室時，關上不必要的照明；僱員離開辦公室前須關閉辦公室電燈、空調、打印機及電腦。

按類型劃分的直接及／或間接能源消耗

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ENVIRONMENTAL ASPECTS (continued)

Use of Resources (continued)

Water Use and Efficiency

The Group's business operations do not involve any water-intensive activities and our offices only consume an insignificant amount of water. In 2023, the total amount of water used was 11.8 cubic meters; and the water consumption intensity was 0.0038 cubic meter ("m³") per square foot of floor area. The daily water consumption is mainly supplied by the municipal water network and the Group did not encounter any issues in sourcing water during the Year.

While the Group has not set any targets for water consumption reduction due to its minimal impacts, the Group nonetheless promotes reasonable water use initiatives and water saving measures among its employees. We will continue to monitor our water consumption and search for areas of improvement in water efficiency in the future.

Water consumption in total and intensity:

Water consumption 用水量	2023 二零二三年	2022 二零二二年	Unit 單位
Total water consumption 用水總量	11.8	12.4	m ³ 立方米
Intensity (by floor area) 密度 (按建築面積計算)	0.0038	0.004	m ³ /sq. ft. 立方米/ 平方英尺

環境方面 (續)

資源利用 (續)

水資源使用與效率

本集團的業務活動不涉及任何大量耗水，而辦公室僅消耗少量的水。於二零二三年，我們的用水總量為11.8立方米。耗水密度為每平方英尺建築面積0.0038立方米（「立方米」）。日常用水主要由市政水網供應且本集團於本年度內並無在尋求水源方面遇到任何問題。

雖然由於減少用水量的影響很小，本集團並無設定減少用水量的任何目標，但本集團仍向員工推廣合理用水計劃及節約用水措施。我們將繼續監控用水量，並在未來尋找提高用水效率的方法。

用水總量及密度：

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ENVIRONMENTAL ASPECTS (continued)

Use of Resources (continued)

Packaging Materials

The Group only uses a small amount of packaging materials, i.e. cartons, in its primary businesses. In 2023, the total amount of packaging materials used for finished products was 0.57 Tonnes.

Packaging material for finished products:

Packaging material for finished products

成品所用的包裝材料

Total packaging material used
所用的包裝材料總量

Intensity (by floor area)
密度 (按建築面積計算)

2023
二零二三年

0.57

0.18

2022
二零二二年

0.65

0.21

Unit
單位

Tonnes
噸

kg/sq. ft.
公斤/平方英尺

The Environment and Natural Resources

Due to the nature of our businesses, the Group's activities do not have significant impacts on the environment and natural resources. However, to minimize possible environmental impacts related to our activities, products and services, the Group shall:

- identify significant impacts on the environment and natural resources from our operations and set targets to reduce associated stress;
- prevent pollution, reduce waste and minimize resource consumption for all daily operations;
- comply with relevant laws and requirements which relate to the Company and its subsidiaries' environmental aspects; and
- educate, train and motivate our employees to develop a sustainable mentality that enables them to conduct business activities in a responsible manner.

環境方面 (續)

資源利用 (續)

包裝材料

本集團在主要業務中僅使用少量包裝材料，例如紙箱。於二零二三年，用於製成品的包裝材料總量為0.57噸。

成品所用的包裝材料：

環境與自然資源

基於我們的業務性質，本集團的經營活動不會對環境及自然資源產生重大影響。然而，為盡量減少我們經營活動、產品及服務對環境的影響，本集團應：

- 識別我們運營對環境及自然資源的任何重大影響，並設定目標以減輕相關壓力；
- 防止污染、減少浪費及盡量減少所有日常業務營運之資源消耗；
- 遵守本公司及其附屬公司與環境有關的法律及要求；及
- 教育、培訓及激勵僱員形成可持續發展觀以令其以對環境負責之方式開展業務活動。

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ENVIRONMENTAL ASPECTS (continued)

Climate Change

Climate change is one of the major environmental challenges in recent years. As our major business operation does not involve the manufacturing process, the impacts on climate change caused by our business operation are not significant. Although climate change will not affect our business operation directly, the Group is committed to reducing greenhouse gas emissions and transiting to a greener office. The table below demonstrated the possible risks of climate change.

環境方面 (續)

氣候變化

氣候變化為近年來的主要環境挑戰之一。由於我們的主要業務營運並不涉及製造過程，因此我們的業務營運對氣候變化的影響並不重大。雖然氣候變化將不會直接影響我們的業務運營，但本集團仍致力於減少溫室氣體排放，並向更綠色的辦公室過渡。下表顯示氣候變化可能帶來的風險。

Acute Risks – Intense Extreme Weather Events:

急性風險 – 密集的極端天氣事件：

Employee

The personal safety of the employees may be affected by the extreme weather during commuting. The collapse of trees or landslides may cause personal injuries.

僱員

在通勤過程中，僱員的人身安全可能會受到極端天氣的影響。樹木的倒塌或山體滑坡可能造成人身傷害。

Business Operation

Adverse weather, such as heavy rain, rainstorms or typhoons, may reduce productivity or suspend the business operation of the offices. The transportation difficulties and potential disruption to the supply chain may lower the service quality and customer satisfaction level.

業務運作

惡劣的天氣（如大雨、暴雨或颱風）可能會降低生產力或暫停辦公室的業務運作。運輸困難及供應鏈的潛在中斷可能會降低服務品質及客戶滿意度。

Mitigation Measures

The Group would follow the guideline on the working arrangements set by local governments on adverse weather conditions and implement emergency actions according to the actual situation.

緩解措施

本集團將遵循地方政府制定的惡劣天氣條件下的工作安排指引並根據實際情況實施應急行動。

Environmental, Social and Governance Report

環境、社會和管治報告

SOCIAL ASPECT

Employment and Labour Practices

Employment

The Group advocates for a communal spirit that thrives on mutual respect and equal opportunities. The Group strictly complies with laws and regulations related to equal opportunities, including but not limited to the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), Sex Discrimination Ordinance (Cap. 480, the law of Hong Kong), Race Discrimination Ordinance (Cap. 602, the law of Hong Kong), Disability Ordinance (Cap. 487, the law of Hong Kong) and Family Status Discrimination Ordinance (Cap. 527, the law of Hong Kong). There were no material non-compliance cases with laws and regulations in respect of employment and labour standards in the operating locations for the Year.

To ensure diversity and equality, our selection process is non-discriminatory and solely based on the employees' performance, experience and skills. Our employees are also encouraged to discuss their targets in job advancement and career development with the senior management.

To attract, develop and retain qualified employees, the Group is committed to offering professional development opportunities and a healthy working environment for all employees. Meanwhile, any appointment, promotion or termination of the employment contract would be based on reasonable, lawful grounds and internal policies, such as the staff handbook. The Group strictly prohibits any kind of unfair or unreasonable dismissals.

The Group's remuneration policies are formulated on the performance of employees with reference to the market condition. Salaries and wage rates are usually subjected to an annual review that is based on performance appraisals and other relevant factors. The Group provides equal opportunities for all employees along with competitive remuneration and strongly encourages internal promotion.

社會方面

僱傭及勞工常規

僱傭

本集團推崇相互尊重及平等機會的社區精神。本集團嚴格遵守平等機會法案，包括但不限於《僱傭條例》（香港法例第57章）、《性別歧視條例》（香港法例第480章）、《種族歧視條例》（香港法例第602章）、《殘疾歧視條例》（香港法例第487章）及《家庭崗位歧視條例》（香港法例第527章）。於本年度，我們並無不遵守營運地點有關僱傭及勞工準則法律及規例的嚴重不合規情況。

為確保多樣性及平等性，本集團的選舉程序為無差別待遇及僅基於僱員之表現、經驗及技能。我們亦鼓勵僱員與其高級管理層討論其工作進展目標及職業發展。

為吸引、發展及挽留合資格僱員，本集團致力向所有員工提供專業發展機會及健康的工作環境。同時，本集團任何聘用、晉升或終止僱傭合同都必須基於合理合法依據且符合內部政策（如員工手冊）。本集團嚴格禁止任何不公平或不合理的解僱。

本集團的薪酬政策乃根據僱員表現並參照市況而制定。薪金及工資水平通常根據績效考核和其他相關因素進行年度審查而釐訂。本集團亦為全體僱員提供平等機會以及具競爭力的薪酬，並強烈鼓勵內部晉升。

Environmental, Social and Governance Report

環境、社會和管治報告

SOCIAL ASPECT (continued)

Employment and Labour Practices (continued)

Employment (continued)

For the purpose of ensuring there are formal and transparent procedures for setting policies on remuneration for the Directors, the Remuneration Committee was established.

The Group also reviews the compensation and benefits programmes regularly to ensure its compensation and benefits packages remain competitive. Over the years, the Group has introduced a share option scheme (the “**Share Option Scheme**”) by which the Board may exercise its discretion to grant share options to Directors and employees as an incentive for their contribution to the Group.

As at 31 December 2023, the Group employed a total of 11 employees, including operational office, sales and marketing, finance, company secretarial and securities brokerage divisions.

社會方面 (續)

僱傭及勞工常規 (續)

僱傭 (續)

本集團設有薪酬委員會，以確保有正規及具透明度的程序以制定董事薪酬政策。

本集團亦定期檢討補償及福利計劃，以確保其補償及福利待遇仍具競爭力。多年來，本集團引入購股權計劃（「**購股權計劃**」），董事會據此可酌情向董事及僱員授出購股權，作為彼等為本集團所作出貢獻的獎勵。

於二零二三年十二月三十一日，本集團總共僱用11位員工，包括營運辦事處、銷售及市場推廣、財務、公司秘書及證券經紀部門的員工。

Environmental, Social and Governance Report

環境、社會和管治報告

SOCIAL ASPECT (continued)

社會方面 (續)

Employment and Labour Practices (continued)

僱傭及勞工常規 (續)

Employment (continued)

僱傭 (續)

Total workforce:

員工總數：

Employment 僱傭		2023 二零二三年	2022 二零二二年	Unit 單位
Total number of employees 員工總數		11	16	Employee 員工
By Gender 按性別劃分	Male 男性	9	12	Employee 員工
	Female 女性	2	4	Employee 員工
By employment type 按僱傭類型劃分	Full-time 全職	11	16	Employee 員工
	Part-time 兼職	0	0	Employee 員工
By age group 按年齡組別劃分	<=30 ≤30歲	0	0	Employee 員工
	31-40 31-40歲	4	8	Employee 員工
	41-50 41-50歲	5	6	Employee 員工
	>50 >50歲	2	2	Employee 員工
By employment category 按僱傭類別劃分	Managerial 管理層	5	5	Employee 員工
	Senior management 高級管理層	3	3	Employee 員工
	Middle management 中級管理層	3	6	Employee 員工
	Supervisor 監事	0	0	Employee 員工
	General employee 普通員工	0	2	Employee 員工

Environmental, Social and Governance Report

環境、社會和管治報告

SOCIAL ASPECT (continued)

Employment and Labour Practices (continued)

Employment (continued)

社會方面 (續)

僱傭及勞工常規 (續)

僱傭 (續)

Total workforce: (continued)

員工總數：(續)

Employment		2023	2022	Unit
僱傭		二零二三年	二零二二年	單位
By function 按職能劃分	Executive 高管	11	11	Employee 員工
	Technical 技術	0	0	Employee 員工
	Administrative 行政管理	0	5	Employee 員工
	Production 生產	0	0	Employee 員工
By geographical region 按地理區域劃分	China 中國	0	0	Employee 員工
	Hong Kong 香港	11	16	Employee 員工
Service Period 服務期限	Less than 5 Years 不足5年	6	10	Employee 員工
	5 to 10 Years 5至10年	5	6	Employee 員工
	Over 10 Years 超過10年	0	0	Employee 員工

Environmental, Social and Governance Report

環境、社會和管治報告

SOCIAL ASPECT (continued)

社會方面 (續)

Employment and Labour Practices (continued)

僱傭及勞工常規 (續)

Employment (continued)

僱傭 (續)

Employee turnover rate:

僱員流失率：

Employment 僱傭		2023 二零二三年	2022 二零二二年	Unit 單位
Total employee turnover rate 僱員總流失率		35	50	%
By Gender 按性別劃分	Male 男性	31	45	%
	Female 女性	50	60	%
By employment type 按僱傭類型劃分	Full-time 全職	35	50	%
	Part-time 兼職	0	0	%
By age group 按年齡組別劃分	<=30 <=30歲	0	0	%
	31-40 31-40歲	50	64	%
	41-50 41-50歲	29	14	%
	>50 >50歲	0	33	%
By employment category 按僱傭類別劃分	Managerial 管理層	17	0	%
	Senior management 高級管理層	0	73	%
	Middle management 中級管理層	50	40	%
	Supervisor 監事	0	0	%
	General employee 普通員工	100	67	%

Environmental, Social and Governance Report

環境、社會和管治報告

SOCIAL ASPECT (continued)

Employment and Labour Practices (continued)

Employment (continued)

Employee turnover rate: (continued)

Employment

僱傭

		2023 二零二三年	2022 二零二二年	Unit 單位
By geographical region 按地理區域劃分	China 中國	0	0	%
	Hong Kong 香港	35	50	%
Service period 服務期限	Less than 5 Years 不足5年	45	58	%
	5 to 10 Years 5至10年	17	25	%
	Over 10 Years 超過10年	0	0	%

The Group will continue to provide a well-structured and caring environment for employees to enhance their sense of belonging as well as work effectiveness.

Health and Safety

The Group recognizes the importance of maintaining a safe, effective and congenial work environment for our staff. Hence, the Group has put various occupational health and safety measures in place and regularly performs checks on the work environment and staff facilities. For example, we have taken ergonomic principles into consideration when designing the workstation to accommodate the body features and limitations of users.

社會方面 (續)

僱傭及勞工常規 (續)

僱傭 (續)

僱員流失率：(續)

本集團將繼續為僱員提供架構良好及互相關懷的環境，以提高其在本集團的歸屬感及工作效率。

健康與安全

本集團深知維持安全、高效及愜意的工作環境對於員工的重要性。因此，本集團已執行各種職業健康與安全措施，並對工作環境及員工設施進行定期檢查。例如，於設計辦公室時，本集團已考慮人體工程學原則，以適應使用者的身體特徵及局限性。

Environmental, Social and Governance Report

環境、社會和管治報告

SOCIAL ASPECT (continued)

Employment and Labour Practices (continued)

Health and Safety (continued)

During the past two years, including 2023, the Group did not record any accidents that resulted in death or serious physical injury and did not identify any material non-compliance with laws and regulations relevant to the health and safety of employees, including but not limited to Occupational Safety and Health Ordinance (Cap. 509, the law of Hong Kong) and Employees' Compensation Ordinance (Cap. 282, the law of Hong Kong).

Health and Safety 健康與安全	2023 二零二三年	2022 二零二二年	Unit 單位
Number of work-related fatalities 因工作關係死亡人數	0	0	No. 人
Rate of work-related fatalities 因工作關係死亡佔比	0	0	%
Lost days due to work injury 因工傷而損失的工作日數	0	0	Days 日

Development and Training

The Group understands that human capital plays a substantial part of the business. As a listed corporation, the Group is mindful of the continuous development of the regulatory environment and has established a practice of gathering the changes in regulations and ensuring its Directors, responsible officers, licensed representatives and other employees attend necessary training programmes. Pursuant to the requirement of Listing Rules, all Directors have participated in continuous professional development by attending training courses or reading relevant materials relating to corporate governance and regulations to consolidate their knowledge and skills.

社會方面 (續)

僱傭及勞工常規 (續)

健康與安全 (續)

於過往兩年內 (包括二零二三年)，本集團並未記錄任何因工死亡或嚴重工傷事故，且並無發現任何嚴重違反有關僱員健康及安全的法律及法規，包括但不限於《職業安全及健康條例》(香港法例第509章)及《僱員補償條例》(香港法例第282章)。

發展及培訓

本集團了解人力資本在業務中發揮了重要作用。作為上市企業，本集團關注監管環境的持續發展，並已訂立守則去記錄規例的各項修訂，以確保其董事、負責人員、持牌代表及其他僱員修讀所需的培訓課程。根據上市規則的規定，全體董事均已透過出席有關企業管治及規定的培訓課程或閱讀相關材料的方式參與持續專業發展，以鞏固其知識及技能。

Environmental, Social and Governance Report

環境、社會和管治報告

SOCIAL ASPECT (continued)

社會方面(續)

Employment and Labour Practices (continued)

僱傭及勞工常規(續)

Development and Training (continued)

發展及培訓(續)

Percentage of trained employees:

受訓僱員百分比：

Development and Training		2023	2022	Unit
發展及培訓		二零二三年	二零二二年	單位
Total number (rate) of trained employees		55	39	%
受訓的僱員總人數(百分比)				
By Gender	Male	83	71	%
按性別劃分	男性			
	Female	17	29	%
	女性			
By employee category	Management	83	71	%
按僱傭類別劃分	管理層			
	Senior management	17	29	%
	高級管理層			
	Middle management	0	0	%
	中級管理層			
	Supervisor	0	0	%
	監事			
	General employee	0	0	%
	普通員工			
By Function	Executive	100	100	%
按職能劃分	高管			
	Technical	0	0	%
	技術			
	Administrative	0	0	%
	行政管理			
	Production	0	0	%
	生產			

Environmental, Social and Governance Report

環境、社會和管治報告

SOCIAL ASPECT (continued)

社會方面 (續)

Employment and Labour Practices (continued)

僱傭及勞工常規 (續)

Development and Training (continued)

發展及培訓 (續)

Average training hours completed:

完成的平均培訓時數：

Development and Training		2023	2022	Unit
發展及培訓		二零二三年	二零二二年	單位
Average training hours per employee 每位僱員的平均培訓小時數		2	1.7	Hour/employee 小時/僱員
By Gender 按性別劃分	Male 男性	2	3	Hour/employee 小時/僱員
	Female 女性	2	1.2	Hour/employee 小時/僱員
By employee category 按僱傭類別劃分	Management 管理層	2	1.3	Hour/employee 小時/僱員
	Senior management 高級管理層	2	2.5	Hour/employee 小時/僱員
	Middle management 中級管理層	0	0	Hour/employee 小時/僱員
	Supervisor 監事	0	0	Hour/employee 小時/僱員
	General employee 普通員工	0	0	Hour/employee 小時/僱員
By function 按職能劃分	Executive 高管	2	1.7	Hour/employee 小時/僱員
	Technical 技術	0	0	Hour/employee 小時/僱員
	Administrative 行政管理	0	0	Hour/employee 小時/僱員
	Production 生產	0	0	Hour/employee 小時/僱員

Environmental, Social and Governance Report

環境、社會和管治報告

SOCIAL ASPECT (continued)

Employment and Labour Practices (continued)

Labour Standards

The Employment of Children Regulations and Employment Ordinance prohibits all employers from engaging child and forced labour in the workforce and regulates the hours of work and general conditions of employment of young persons in industrial undertakings. With compliance with relevant laws and regulations, the Group does not engage in any forced or child labour. The Staff Code of Conduct is enclosed in the Compliance Manual, which is readily accessible to all employees.

In order to prevent the illegal use of child or forced labour, the human resource department of the Group requires candidates to provide effective identification certification before confirmation of employment to ensure they can be employed according to the law. If there are any irregularities in forced labour, child labour and illegal immigrant labour on staff, employment with all these candidates will be immediately terminated. The Group would also take responsibility for the investigation.

In compliance with the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), no child or forced labour was employed in the Group's operations during the Year.

社會方面 (續)

僱傭及勞工常規 (續)

勞工準則

《僱用兒童規例》及《僱傭條例》禁止所有僱主聘用兒童及強迫勞工，並於工業營業中規定青年的工作時數及一般僱用條件。本集團遵守相關法律及規例，並無且不會強迫勞工或聘用童工。員工操守守則載於合規手冊中，並供所有僱員查閱。

為打擊非法僱用童工或強迫勞動，本集團人力資源部要求求職者在確認就業前提供有效的身份證明，以確保申請人可以依法就業。如果員工中存在任何強迫勞動、童工及非法移民勞工的違規行為，所有該等候選人的僱傭將立即終止。本集團亦將負責調查。

本集團遵守香港法例第57章《僱傭條例》。於本年度，本集團的營運並無僱用童工或強制勞工。

Environmental, Social and Governance Report

環境、社會和管治報告

OPERATING PRACTICES AND SOCIAL INVESTMENT

Supply Chain Management

Managing a sustainable supply chain is essential for the Group to minimise the adverse impact brought to the environment and society. To comply with the laws and regulations, the Group has established stringent internal controls for procuring goods and materials through a fair and unbiased tender process. The selection of subcontractors and suppliers is based on their fulfilment of specifications, standards, product and service quality as well as associated support services.

The Group carefully selects qualified suppliers to ensure that the entire production process is in line with corresponding standards and rules. The Group not only requests its new suppliers to submit a review of all relevant documents but also conducts rigorous checks to assess their reliability. The Group also carries out inspections and assessments regularly to review our suppliers' standards and terminates collaboration with unqualified suppliers. Supply chain partners whose accreditation or production method fall short of our required environmental and social standards will be suspended.

Also, the Group maintains close communication with various suppliers to ensure that the suppliers' businesses comply with environmental and social laws and regulations in their operating countries and regions. The Group operates in a good faith by adhering to its business ethics such as the prohibition of employing child and forcing labour, maintaining high levels of quality control and environmental and social responsibilities. The Group conducts interviews with suppliers on environmental pollution and corresponding measures to deal with pollution. The Group would make careful decisions based on the following criteria: number of sustainable practices in their operation and presence of environmental-related qualifications on their products or services.

營運慣例及社會投資

供應鏈管理

對本集團而言，管理可持續的供應鏈是將對環境及社會不利影響減至最低的關鍵。為符合法律及法規，本集團已建立嚴格的內部監控以透過公平及公允的投標程序採購貨品及材料。我們將根據符合規格及標準、產品及服務質量及相關服務支持選擇分包商及供應商。

本集團審慎選擇合資格供應商以確保整個生產流程符合其標準及規則。本集團不僅要求新供應商遞交所有有關文件的回顧報告，並進行嚴格核查以評估其可靠性。就審閱供應商的標準而言，本集團的慣例為定期進行調查及評估，並終止與不合格供應商的合作關係。認證或生產方法達不到我們要求的環境和社會標準的供應鏈合作夥伴將被暫停。

同時，本集團與各供應商保持緊密溝通，以確保供應商的業務遵守其營運國家和地區的環境及社會法律法規。本集團通過遵守如嚴禁僱用童工和強制勞工、保持高水平的質量控制和環境與社會責任的道德規範誠信經營。本集團就環境污染及相應的污染處理措施對供應商進行訪談。本集團將根據以下標準作出審慎決定：其營運中的可持續常規數目及其產品或服務是否符合環境相關資格。

Environmental, Social and Governance Report

環境、社會和管治報告

OPERATING PRACTICES AND SOCIAL INVESTMENT (continued)

Supply Chain Management (continued)

Number of suppliers by geographical region:

Supply Chain Management 供應鏈管理

Total number of suppliers
供應商總數

By geographical region
按地理區域劃分

Hong Kong 香港
China 中國

營運慣例及社會投資 (續)

供應鏈管理 (續)

按地理區域劃分的供應商數目：

	2023 二零二三年	2022 二零二二年	Unit 單位
Total number of suppliers 供應商總數	10	11	Supplier 供應商
By geographical region 按地理區域劃分			
Hong Kong 香港	9	10	Supplier 供應商
China 中國	1	1	Supplier 供應商

Product Responsibility

The Group recognises that good customer and after-sales services are the keys to the success of our business. In order to respond promptly to the needs of our customers, the Group set up a series of communication channels among different business units to handle customers' queries. There were no cases of product recall nor complaints received against our services or products due to health and safety issues during the Year.

The Group is committed to compliance with relevant laws of intellectual property rights ("IP rights") by valuing and protecting its intellectual properties through patent fees and periodic trademark renewals.

產品責任

本集團知悉良好的客戶及售後服務乃我們業務成功的關鍵影響因素。為達致對客戶需求作出迅速回應，本集團已於不同業務單元之間設立一系列溝通渠道以處理客戶疑問。於本年度內，並無因健康及安全問題而對我們的服務或產品進行產品召回或投訴的個案。

本集團致力於遵守有關知識產權（「知識產權」）的相關法律法規，通過專利費及定期商標續期對其知識產權進行估值及保護。

Environmental, Social and Governance Report

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OPERATING PRACTICES AND SOCIAL INVESTMENT (continued)

Product Responsibility (continued)

The Group also emphasises the importance of protecting and safeguarding customers' privacy, especially for money lenders' information. In compliance with provisions of the Personal Data (Privacy) Ordinance, we are cautious with the collection, handling and usage of customers' personal data. Any unauthorised access, disclosure or use of the information will be subject to disciplinary actions including termination and legal action.

The Group did not have any material non-compliance with applicable laws and regulations regarding health and safety, advertising, labelling and privacy matters related to services offered during the Year.

Product Responsibility:

Product Responsibility 產品責任	2023 二零二三年	2022 二零二二年	Unit 單位
Percentage of total products sold or shipped subject to recalls 已售或已運送產品總數中須回收的百分比	0	0	%
Number of products and service-related complaints received 接獲關於產品及服務的投訴數目	0	0	Nos. 宗

營運慣例及社會投資 (續)

產品責任 (續)

本集團亦重視保護及保障客戶私隱，尤其是放債人的資料。就此，本集團已根據個人資料(私隱)條例之條文審慎收集、處理及使用客戶個人資料。任何未經授權的訪問、披露或使用資料的行為均將受到紀律處分，包括解僱及法律訴訟。

於本年度內，本集團並無任何嚴重違反有關涉及所提供服務的健康及安全、廣告、標籤及私隱事宜的適用法律及法規的情況。

產品責任：

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環境、社會和管治報告

OPERATING PRACTICES AND SOCIAL INVESTMENT (continued)

Anti-Corruption

The Group upholds high standards of integrity and does not condone any unethical behaviour in our business. Employees are prohibited to request, receive or accept any form of benefit from any persons, company or organization which have business transactions with the Group. All staff members are reminded to avoid situations that may lead to or involve any conflict of interest.

Anti-Corruption:

Anti-Corruption 反貪污	2023 二零二三年	2022 二零二二年	Unit 單位
Number of concluded legal cases regarding corruption 已審結的貪污訴訟案件的數目	0	0	No. 宗
Anti-corruption training 反貪污培訓	2	1	No. 次
Number of anti-corruption training sessions 反貪污培訓課程數目	2	1	No. 次
Total number of training hours related to anti-corruption 與反貪污有關的培訓總時數	4	2	Hour 小時
Percentage of employees with anti-corruption training 接受反貪污培訓的員工比例	64	44	%

營運慣例及社會投資 (續)

反貪污

本集團提倡誠信而制止業務上不道德行徑。員工禁止向任何與本集團有業務交易的人士、公司或組織要求、收取或接受任何形式的利益。我們提醒所有員工避免可能導致或涉及任何利益衝突的情況。

反貪污：

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OPERATING PRACTICES AND SOCIAL INVESTMENT (continued)

Anti-Corruption (continued)

To effectively monitor market misconduct such as staff dealing, money laundering and insider trading, the Group has set up a series of policies detailed in the Compliance Manual which is readily accessible to all employees.

In particular, the Group has established a Code of Conduct and stipulated in the Compliance Manual. The Securities and Futures Commission (“SFC”) has published the Guideline on Anti-Money Laundering and Counter-Financing of Terrorism which summarises what money laundering and terrorist financing are and what the legislation requires. The Guideline also explains the procedures of internal control which the SFC expects to be followed by the registered person in a range of areas. The management does not tolerate corruption, bribery, extortion, money laundering and other fraudulent activities in connection with any of the business operations.

Additionally, the Group has implemented an effective Internal Manual on inside information or price-sensitive information and has provided separate channels for the reporting of any suspected business irregularities, fraud and corruption.

The Group established the internal Whistleblowing Policy to encourage all our employees who have concerns about any suspected misconduct or malpractice within the Group to raise up those concerns with the management. The Audit Committee of the Group has the overall responsibility for the Whistleblowing Policy but has delegated day-to-day responsibility for overseeing and implementing it to a designated officer.

營運慣例及社會投資 (續)

反貪污 (續)

為有效監控市場失當行為(如員工買賣、洗黑錢及內幕交易)，本集團已建立一系列政策並載入合規手冊，合規手冊可由所有員工獲取。

尤其是，本集團已建立操守守則並於合規手冊訂明。證券及期貨事務監察委員會(「證監會」)已刊發打擊洗錢及恐怖分子資金籌集指引，其中概述何為洗黑錢及恐怖分子資金籌集以及相關法律規定。通過於一系列地區進行人員登記，守則指引亦解釋證監會預期須遵循的內部監控程序。管理層決不容忍任何業務營運中的貪污、受賄、勒索、洗黑錢及其他欺詐行為。

此外，本集團已實施有效之內幕消息或價格敏感資料內部手冊及就報告任何可疑業務違規、欺詐及貪污提供獨立渠道。

本集團制定了內部舉報政策，鼓勵所有僱員對本集團內任何可疑的不正當行為或舞弊行為向管理層提出關注。本集團的審核委員會對舉報政策負有總體責任，但將監督及執行該政策的日常責任委託予指定職員。

Environmental, Social and Governance Report

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OPERATING PRACTICES AND SOCIAL INVESTMENT (continued)

Anti-Corruption (continued)

The Group respects confidentiality and takes the reporting cases seriously and will make every effort to keep the identity confidential, it is preferred that these reports not be made anonymously. The designated officer shall monitor and report the status, findings, results of the investigation and corrective actions taken to resolve the misconduct or malpractice to the Management and the Audit Committee confidentially. The Audit Committee will report misconduct or malpractice to the Board at least annually.

During the Year, the Group did not organize anti-corruption training due to COVID-19 and will arrange the training sessions for both directors and employees if needed. There was no incident of corruption or non-compliance in relation to corruption or money laundering-related laws and regulations, such as the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong), and other national or regional laws and regulations during the Year.

Community Investment

In order to become a more responsible business and create a better living environment for the local community, the Group is committed to continuously providing sponsorships and donations to various charitable organisations in the coming years.

營運慣例及社會投資 (續)

反貪污 (續)

本集團重視保密性及嚴肅對待舉報案件，並將盡一切努力對舉報者的身份進行保密，本集團希望該等舉報不要以匿名方式進行。指定職員應監督並向管理層及審核委員會報告調查的進展、發現及結果以及為解決不當行為或舞弊行為而採取的糾正措施，並將其保密。審核委員會將至少每年向董事會報告不當行為或舞弊行為。

於本年度，本集團因COVID-19並無組織反貪污培訓，倘需要，本集團將為董事及僱員安排培訓課程。於本年度，本集團概無貪污事件或有關貪污或洗黑錢的任何不符合法律法規（如《防止賄賂條例》（香港法例第201章）及其他國家或地方法律法規）的事件。

社區投資

為成為更具責任感的企業及為地方社區創立更好的生活環境，本集團致力於未來年度為多個慈善組織繼續提供贊助及捐款。

Environmental, Social and Governance Report

環境、社會和管治報告

SUMMARY OF KEY PERFORMANCE INDICATORS

關鍵績效指標摘要

KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
1 Governance Structure 管治架構	disclosure of the board's oversight of ESG issues; 披露董事會對環境、社會及管治事宜的監管; board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues) (including risks to the issuer's businesses 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程 how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。	ESG Governance ESG 管治 ESG Governance ESG 管治 ESG Governance
Reporting Principles 匯報原則	Description of, or an explanation on, the application of the following Reporting Principles (Materiality, Quantitative, Consistency) in the preparation of the ESG report 描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則（重要性、量化、一致性）	ABOUT THIS REPORT 關於本報告
Reporting Boundary 匯報範圍	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因	ABOUT THIS REPORT 關於本報告

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環境、社會和管治報告

SUMMARY OF KEY PERFORMANCE INDICATORS (continued)

關鍵績效指標摘要 (續)

KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
Environmental 環境 Aspect A1: Emissions 層面A1：排放物		
A1 General Disclosure 一般披露	<p>Policies 政策</p> <p>compliance with relevant laws and regulations that have a significant impact on the issuer; relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 遵守對發行人有重大影響的相關法律及規例：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。</p>	Emissions 排放量
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions 排放量
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Emissions 排放量
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Waste Management 廢棄物管理

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SUMMARY OF KEY PERFORMANCE INDICATORS (continued)

關鍵績效指標摘要 (續)

KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量 (以噸計算) 及 (如適用) 密度 (如以每產量單位、每項設施計算)。	Waste Management 廢棄物管理
A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Emissions 排放量
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Waste Management 廢棄物管理
A2	Use of Resource 資源使用	
A2	General Disclosure 一般披露	
A2.1	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源 (包括能源、水及其他原材料) 的政策。	Energy Consumption 能源消耗
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) 及密度 (如以每產量單位、每項設施計算)。	Energy Consumption 能源消耗
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度 (如以每產量單位、每項設施計算)。	Water Consumption 用水量

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SUMMARY OF KEY PERFORMANCE INDICATORS (continued)

關鍵績效指標摘要 (續)

KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
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。	Energy Consumption 能源消耗
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Water Consumption 用水量
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。	Packaging Material 包裝材料
A3	The Environment and Natural Resources 環境及天然資源	
A3	General Disclosure 一般披露	
	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environment and Natural Resources 環境及自然資源
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。	Environment and Natural Resources 環境及自然資源

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SUMMARY OF KEY PERFORMANCE INDICATORS (continued)

關鍵績效指標摘要 (續)

KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
A4 Climate Change 氣候變化		
A4 General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change 氣候變化
Social 社會		
B1 Employment 僱傭		
B1 General Disclosure 一般披露	Policies 政策 compliance with relevant laws and regulations that have a significant impact on the issuer; relating to compensation and dismissal, recruitment, and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare. 遵守對發行人有重大影響的相關法律及規例；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。	Employment 僱傭

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SUMMARY OF KEY PERFORMANCE INDICATORS (continued)

關鍵績效指標摘要 (續)

KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	Employment 僱傭
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	
B2	Health and Safety 健康與安全	
B2	General Disclosure 一般披露	Health and Safety 健康與安全
B2.1	Policies 政策 compliance with relevant laws and regulations that have a significant impact on the issuer 遵守對發行人有重大影響的相關法律及規例	Health and Safety 健康與安全
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including 2023. 過去三年(包括二零二三年)每年因工亡故的人數及比率。	Health and Safety 健康與安全
B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康與安全
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。	Health and Safety 健康與安全

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SUMMARY OF KEY PERFORMANCE INDICATORS (continued)

關鍵績效指標摘要 (續)

KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
B3 Development and Training 發展及培訓		
B3 General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training 發展及培訓
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。	Development and Training 發展及培訓
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。	Development and Training 發展及培訓
B4 Labour standards 勞工準則		
B4 General Disclosure 一般披露	Policies 政策 compliance with relevant laws and regulations that have a significant impact on the issuer 遵守對發行人有重大影響的相關法律及規例	Labour Standards 勞工準則
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。	Labour Standards 勞工準則
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。	Labour Standards 勞工準則

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SUMMARY OF KEY PERFORMANCE INDICATORS (continued)

關鍵績效指標摘要 (續)

KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
B5 Supply chain management 供應鏈管理		
B5 General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management 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. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Supply Chain Management 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。	Supply Chain Management 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. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理

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SUMMARY OF KEY PERFORMANCE INDICATORS (continued)

關鍵績效指標摘要 (續)

KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
B6 Product Responsibility 產品責任		
B6 General Disclosure 一般披露	Policies 政策	Product Responsibility 產品責任
B6.1	compliance with relevant laws and regulations that have a significant impact on the issuer 遵守對發行人有重大影響的相關法律及規例 Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility 產品責任
B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility 產品責任
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility 產品責任
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility 產品責任
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Responsibility 產品責任

Environmental, Social and Governance Report

環境、社會和管治報告

SUMMARY OF KEY PERFORMANCE INDICATORS (continued)

關鍵績效指標摘要 (續)

KPIs 關鍵績效指標	Disclosure Requirements 披露規定	Sections 章節
B7 Anti-corruption 反貪污		
B7 General Disclosure 一般披露	Policies 政策	Anti-Corruption 反貪污
B7.1	compliance with relevant laws and regulations that have a significant impact on the issuer 遵守對發行人有重大影響的相關法律及規例 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。	Anti-Corruption 反貪污
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。	Anti-Corruption 反貪污
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。	Anti-Corruption 反貪污
B8 Community investment 社區投資		
B8 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。	Community Investment 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）。	Community Investment 社區投資
B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	Community Investment 社區投資

