

SKYWORTH 創維

創維集團有限公司
SKYWORTH GROUP LIMITED

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock Code 股份代號 : 00751.HK

2024

Environmental,
Social and
Governance Report

環境、社會及管治報告



SKYWORTH 創維

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1. ABOUT SKYWORTH

1.1. Our Business

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

The Company was established in 1988 and comprises two listed entities in the Group: Skyworth Group Limited (stock code: 00751.HK) and Skyworth Digital Co., Ltd. (stock code: 000810.SZ). For over three decades since its inception, Skyworth has consistently upheld the principles of technological leadership, quality first, innovation in management and efficiency, prioritises customer satisfaction and service, and focusing on employee well-being and shared success. Skyworth has sold its colour TVs, digital set-top boxes and other device products well both in domestic and international markets, consistently securing top market share; updated and iterated its smart TV application systems frequently; risen to a prominent position in household distributed photovoltaics; and has developed a comprehensive strategy for smart automotive electronic system and smart residential system, which have already been put on the application market. After more than 30 years of commitment and precision, Skyworth has emerged as a globally renowned household appliances brand, supported by its two subsidiary brands, METZ and COOCAA.

In response to China's substantial market needs in intelligent manufacturing, digital economy, and environmental sectors, backed by robust government policy support, the Group will continue to develop products with the technological development concept of "5G + AI + Device", promote the research and development and application of new technologies, new materials and new processes, and enhance product competitiveness, corporate innovation and research and development capabilities.

1. 關於創維

1.1. 我們的業務

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

本公司成立於1988年，本集團旗下有兩家上市公司：創維集團有限公司（股份代號：00751.HK）和創維數字股份有限公司（股份代號：000810.SZ）。創維成立三十多年來，始終秉持技術領先、品質至上、管理創新、效率優先的原則，以客戶滿意度及服務為先，並重視員工福祉及成果共享。創維的彩電、數字機頂盒等終端產品在國內外市場銷售良好，持續佔據市場前列份額，其智能電視應用系統經常更新及迭代，在戶用分佈式光伏領域佔據顯赫位置；並已經制訂了一套完整的智能汽車電子系統和智慧家居系統策略，並已於應用市場推行。經過三十多年的專注與精耕，創維已成為全球知名的家電品牌，旗下兩大附屬品牌METZ和COOCAA為其提供了強大的支援。

為滿足中國在智能製造、數字經濟和環保領域的龐大市場需求，並在政府強有力的政策支持下，本集團將繼續以「5G + AI + 終端」的技術開發理念研發產品，推動新技術、新材料、新工藝的研發和應用，進一步提升產品競爭力、企業創新和研發能力。

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By leveraging its core business strengths, pursuing innovative development strategies, and optimising organisational structure, the Group will fully explore the core business advantages, continue to innovate the development model, actively implement organisational optimisation, accelerate the integration and development of new businesses, to create favourable conditions and environment for the future reform and development of Skyworth, to strengthen and enable synergistic growth across the Group's research, investment, production, procurement and construction operations.

憑藉其核心業務優勢，採用創新發展策略並優化組織結構，本集團將充分開拓核心業務優勢，不斷創新發展模式，積極實施組織優化，加快新業務融合發展，為創維未來改革發展創造有利條件和環境，以強化並促進本集團在科研、投資、生產、採購及建設營運等方面的協同增長。

1.2. Business Highlights of Skyworth for the Financial Year 2024

1.2. 2024年財政年度創維業務重點摘要

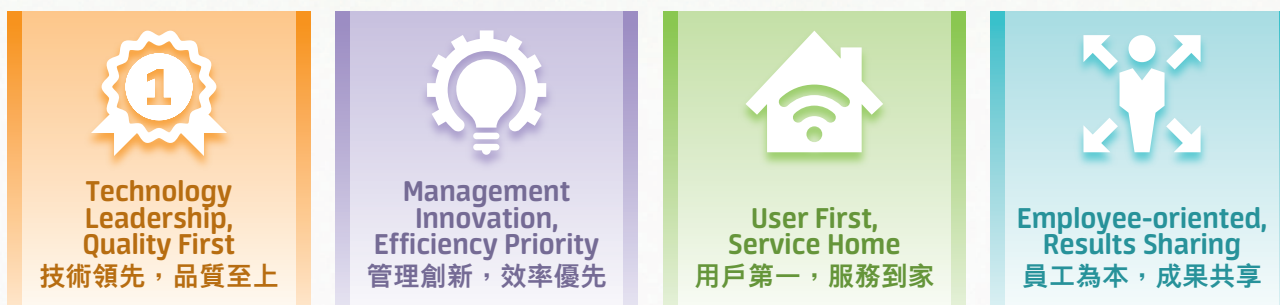


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1.3. Our Corporate Culture

The Group's core values are built on four pillars:



1.3. 我們的企業文化

本集團的核心價值建立在四大基石之上：

Guided by our mission to enhance human well-being, the Group strives to achieve the mission of "Dedicated to creating a better life for mankind". Our mission to create an enhanced quality of life is the driving force behind our vision to ascend as a global leader in smart appliances and information technology. We pride ourselves on our unwavering commitment to technological innovation and supreme quality, setting the standard within the industry. Management innovation and operational efficiency are the bedrock of our approach, ensuring that every process is streamlined and every innovation is impactful. Our user-first mentality guides us to deliver unparalleled service, treating every customer as part of our home. Understanding that our workforce is crucial to our achievements, we maintain a people-first culture where success is collectively celebrated.

在提升人類福祉的使命引領下，本集團致力實現「全心全意為人類創造更加美好的生活」為使命。我們創造更高品質生活的使命，是我們實現成為全球智能家電和信息技術領導者願景的動力。我們對科技創新及卓越品質的堅定承諾引以自豪，在業內樹立了標準。管理創新和營運效率是我們實踐的基石，確保精簡每個流程，每個創新意念都具影響力。我們以用戶為先的心態引導我們提供無與倫比的服務，將每個客戶視為我們家的一部分。我們深知員工是我們成功的關鍵，因此我們秉持以人為本的文化，共同慶祝每一份成就。



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1.4. Honours and Recognitions of the Group

Our commitment to environmental stewardship, social responsibility, and corporate governance has earned recognition from industry peers and leading organisations throughout the year. The following are some of the awards and accolades that reflect our ongoing dedication to sustainable practices, excellent workplace culture, and responsible business operations. While we are honoured by these acknowledgements, they serve as milestones in our ESG journey and inspire us to further enhance our performance and impact.

1.4 本集團的榮譽及認可

我們對環境管理、社會責任及企業管治的堅定承諾在過去一年獲得業界同行及領先機構的認可。以下列出的部分獎項與榮譽，彰顯了我們對可持續實踐、卓越職場文化及負責任業務營運的不懈追求。對於這些表彰，我們深感榮幸，更視其為環境、社會及管治旅程中的重要里程碑，激勵我們持續提升表現並擴大影響力。

Organiser (in no particular order) 主辦機構 (排名不分先後)	Corporate award name 企業獎項名稱
China Association for Quality Inspection (CAQI) 中國品質檢驗協會	<p>National Photovoltaic Industry Quality Leading Enterprise 全國光伏行業質量領先企業</p>  <p>National Trusted Brand for Product and Service Quality 全國產品和服務質量誠信品牌</p> 

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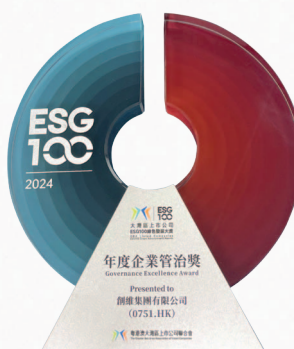
Organiser (in no particular order)
主辦機構 (排名不分先後)

Corporate award name
企業獎項名稱

National Quality Inspection Consistently Qualified Product
全國質量檢驗穩定合格產品



The Greater Bay Area Association of
Listed Companies
粵港澳大灣區上市公司聯合會



GBA Listed Companies ESG100 Green
Advancement Awards – Governance
Excellence Award
大灣區上市公司ESG100綠色發展
大獎 – 年度企業管治獎

Jointly organised by Hong Kong
Commercial Daily, PR Asia and THINK
ESG Limited
《香港商報》·亞洲公關·THINK ESG
聯合主辦

Outstanding Award of ESG 2024
ESG傑出大獎2024

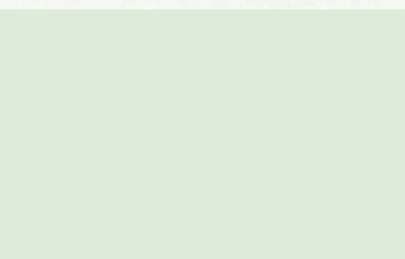


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Organiser (in no particular order)
主辦機構 (排名不分先後)

Corporate award name
企業獎項名稱



Carbon Neutral Event Participation
Certificate
碳中和活動參與證書

Federation of Hong Kong Industries
香港工業總會



BOCHK Corporate Low-Carbon
Environmental Leadership Awards
2023-EcoChallenger
中銀香港企業低碳環保領先大獎
2023 – 環保優秀企業



BOCHK Corporate Low-Carbon
Environmental Leadership Awards
2023-Guangdong-Hong Kong-Macao
Greater Bay Area Environmental
Leadership Recognition Award
中銀香港企業低碳環保領先大獎
2023 – 粵港澳大灣區環保領先嘉
許獎

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

Corporate award name
企業獎項名稱

HKQAA
香港品質保證局

Hong Kong Green and Sustainable Contribution Award" 2024 – Livable City Construction Practitioner
香港綠色和可持續貢獻大獎2024 – 宜居城市建築倡行者獎項



Syobserve.com
數央網

Dual Carbon Model Enterprise Award
雙碳典範企業



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Organiser (in no particular order) 主辦機構 (排名不分先後)	Corporate award name 企業獎項名稱
China (Jinan) Solar Energy Utilisation Conference 中國(濟南)太陽能利用大會	Jinan Solar Energy Utilisation Conference – Distributed Energy Outstanding Contribution Award 濟南太陽能利用大會 – 分佈式能源突出貢獻獎
	
Xinhuanet Co., Ltd. 新華網股份有限公司	Outstanding Rural Revitalisation Case Study 2023 2023 鄉村振興優秀案例
	

Membership 會員資格	Title 職銜
China Association for Quality Inspection 中國質量檢驗協會	Member 成員
International Green Economy Association 國際綠色經濟協會	Executive Director 執行董事
China Photovoltaic Industry Association 中國光伏行業協會	Member 成員
Digital UK	Member 成員
Digital UK	Member 成員
Digital Television Group UK	Member 成員
Digital Television Group UK	Member 成員
China Association for Consumer Products Quality and Safety Promotion 中國消費品質量安全促進會	Member 成員
China Association of the Design Industry 中國設計行業協會	Member 成員
Green and Efficient Energy Products Professional Committee of China Energy Conservation Association 中國節能協會綠色高效用能產品專業委員會	Committee Member 委員會成員

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2. ABOUT THIS REPORT

2.1. Reporting Principle, Period and Scope

The Group is pleased to present the 2024 Environmental, Social and Governance ("ESG") report (the "Report"). This Report complies with the ESG Guide requirements outlined in the "Environmental, Social and Governance Reporting Guide" (the "ESG Guide") under Appendix C2 to the Rules Governing the Listing of Securities (the "Listing Rules") on The Stock Exchange of Hong Kong Limited (the "Stock Exchange").

The Report details the Group's environmental and social-related initiatives, achievements, policies and activities from 1 January 2024 to 31 December 2024 (the "Reporting Period"). The scope of the Report covers the Group's core activities of our main business segments, including TV, digital set-top boxes and new energy. These three business areas have a significant impact on the Group's operations since they generate the biggest revenue and cash flow transactions.

This Report adheres to the Guide's reporting principles:

Materiality 重要性	Quantitative 量化	Consistency 一致性
After engaging with stakeholders through various channels and considering the Group's business nature and development, the board of directors of the Company ("the Board") has identified material ESG issues for reporting. 經透過不同渠道與持份者接觸及考慮本集團的業務性質及發展後，本公司董事會（「董事會」）已識別須予報告的重大環境、社會及管治議題。	The Group presents key performance indicator(s) ("KPI(s)") and comparative data as applicable. All KPI calculations align with the Stock Exchange's "Appendix 2: Reporting Guidance on Environmental KPIs" and "Appendix 3: Reporting Guidance on Social KPIs" of "How to Prepare an ESG Report". 本集團呈列關鍵績效指標（「關鍵績效指標」）及比較資料（如適用）。所有關鍵績效指標計算符合聯交所發佈的《如何準備環境、社會及管治報告》中的「附錄二：環境關鍵績效指標匯報指引」及「附錄三：社會關鍵績效指標匯報指引」。	The Group employs standardised methodologies for data gathering and computational processes, ensuring meaningful year-over-year ESG performance analysis. Any modifications to reporting parameters or data preparation protocols are fully documented and communicated to stakeholders for transparency purposes. 本集團採用標準化方法進行數據收集及計算過程，確保年度環境、社會及管治績效分析具有意義。任何報告參數或數據準備流程的修訂均會完整記錄，並向持份者公開，以確保透明度。

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

2. 關於本報告

2.1. 報告準則、期間及範圍

本集團欣然提呈其2024年度環境、社會及管治（「環境、社會及管治」）報告（「本報告」）。本報告遵守香港聯合交易所有限公司（「聯交所」）證券上市規則（「上市規則」）附錄C2《環境、社會及管治報告指引》（「環境、社會及管治報告指引」）所載之環境、社會及管治指引要求。

本報告詳述2024年1月1日至2024年12月31日（「報告期間」）本集團環境及社會相關的舉措、成就、政策以及活動。本報告的範圍涵蓋主要分部的核心業務，包括彩電、數字機頂盒及新能源。此三項業務均為本集團最重要的收入來源及現金流項目，對本集團的營運有重大影響。

本報告遵守指引的報告原則：

本報告備有中英文版本並已上載至聯交所及本公司網站。如有任何歧義，概以英文版本為準。

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3. LETTER TO STAKEHOLDERS

Environmental protection stands at the core of our corporate social responsibility, driving our commitment to sustainable development and green innovation. In alignment with global climate action and China's 2060 carbon neutrality target, we have implemented comprehensive strategies across our operations to enhance our environmental stewardship and sustainable business practices.

Our vision of "Green Skyworth, Green Audio-visual, Green World" guides our approach to environmental management and sustainable development. We have established partnerships with various business stakeholders to implement energy conservation and emission reduction initiatives, integrating environmental protection strategies throughout our operational chain. These efforts are supported by active promotion of environmental awareness and detailed guidelines across different business segments.

In response to climate change challenges, we continue to strengthen our adaptability and resilience through the carbon peak and carbon neutrality ("Double Carbon") strategy. As a responsible manufacturer, we recognise carbon neutrality as a crucial global objective and are taking concrete steps towards its achievement through our environmental protection initiatives and green measures.

Stakeholder engagement remains fundamental to our sustainable development approach. Through diverse communication channels, we actively collect and respond to stakeholder feedback, enabling us to identify material issues and formulate more comprehensive strategies. This collaborative approach helps us maintain our competitive edges while fulfilling our environmental responsibilities.

Looking forward, we are committed to driving industrial transformation and innovative development while maintaining our environmental focus. From digital innovation in smart home appliances to advancing the new energy industry's Double Carbon objectives, we continue to prioritise self-developed technology and high-quality industry development. Through our diversified and multi-channel strategies, we are progressively achieving our digital transformation and global development goals while upholding our commitment to environmental sustainability.

3. 致持份者的話

環境保護是我們企業社會責任的核心，推動我們致力於可持續發展及綠色創新。為響應全球氣候行動及中國2060年碳中和目標，我們在營運中實施全面策略，以加強環境管理和可持續業務實踐。

我們秉持「綠色創維，綠色視聽，綠化世界」的願景，以此引導我們在環境管理與可持續發展方面的策略。我們已與多個業務持份者建立合作夥伴關係，共同實施節能減排措施，將環保策略融入整個營運鏈中。這些努力通過積極推廣環保意識，並針對不同業務領域制定詳細指引而獲得支持。

面對氣候變化挑戰，我們持續加強自身適應力及韌性，全面落實碳達峰與碳中和（「雙碳」）戰略。作為負責任的製造商，我們深知碳中和是一項重要的全球目標，並正透過環保行動及綠色措施，積極邁向這一目標。

持份者的參與是我們可持續發展策略的核心。通過多元化的溝通渠道，我們積極收集並回應持份者的意見，從而識別關鍵議題並制定更全面的戰略。這種協作方式不僅幫助我們保持競爭優勢，也確保我們履行環境責任。

展望未來，我們將持續推動產業轉型及創新發展，同時持續關注環境議題。從智能家電的數字創新，以至新能源產業的雙碳目標推進，我們始終將自主研發技術及高質量產業發展列為優先事項。透過多元化與全方位戰略，我們穩步實現數字化轉型及全球化發展目標，並堅守對環境可持續發展的承諾。

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4. SUSTAINABILITY GOVERNANCE

The Board assumes primary oversight of the Group's ESG initiatives and disclosure practices. Through regular risk assessments, the Board actively ensures robust management systems and internal controls address ESG-related challenges. Their comprehensive supervision encompasses material concerns, goal progression, and performance metrics evaluation. Board meetings serve as forums for detailed ESG discussions, enabling strategic refinements and operational adjustments as circumstances warrant.

Through a strategic initiative, Skyworth has established an ESG Working Task Force to demonstrate its resolute dedication to corporate sustainability advancement. This task force is composed of representatives from various departments across the company, ensuring a breadth of viewpoints are incorporated into the dialogue. This cross-functional team is integral to integrating diverse insights and fostering a comprehensive approach to ESG issues. Monitoring the Group's ESG performance and identifying any material issues is the responsibility of the ESG Working Taskforce, which then reports to the Board for consideration, evaluation, and eventual implementation or revision of the ESG's strategies. The ESG Working Taskforce will invite sustainability professionals to participate under the appointment of the Board in order to further strengthen the Company's sustainability management techniques. The ESG Working Taskforce also reports the market trends and other significant risks and opportunities to the Board. To enhance reporting quality and secure expert guidance, the Group has retained Riskory Consultancy Limited as a professional consultant for ESG report development and advisory services.

4. 可持續發展管治

董事會承擔本集團環境、社會及管治計劃及披露常規的主要監督職責。透過定期風險評估，董事會積極確保管理系統及內部控制能夠有效應對環境、社會及管治相關挑戰。其全面監督範圍涵蓋重大議題、目標進展及績效指標評估。董事會會議亦作為深入討論環境、社會及管治的平台，能夠根據實際情況進行戰略優化及營運調整。

作為戰略舉措的一部分，創維成立了環境、社會及管治工作組，以展現其對企業可持續發展的堅定承諾。該工作組由公司各部門的代表組成，確保將廣泛的觀點納入對話。該跨部門團隊是整合不同見解及構建環境、社會及管治議題應對方法的重要一環。環境、社會及管治工作組負責監督本集團環境、社會及管治的表現及識別任何重大議題，並向董事會報告，以供考慮、評估及隨後執行或修訂環境、社會及管治戰略。為進一步加強本公司的可持續發展管理方法，環境、社會及管治工作組將根據董事會的委任，邀請可持續發展專業人士加入。環境、社會及管治工作組亦向董事會報告市場趨勢及其他重大風險及機遇。為提升報告質量並獲取專業指導，本集團聘請 Riskory Consultancy Limited 作為環境、社會及管治報告編製與諮詢服務的專業顧問。

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

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



For the Group's other corporate governance details, please refer to the "Corporate Governance Report" section in the Annual Report 2024.

有關本集團其他企業管治詳情，請參閱2024年年報「企業管治報告」一節。

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5. STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

5.1. Stakeholder Engagement Activities

As a cornerstone of its operational philosophy, Skyworth maintains an unwavering commitment to cultivating robust relationships with stakeholders across all spheres. To facilitate this, the Group has organised a series of engagement activities designed to establish and deepen connections with these key parties. The diverse feedback garnered through these engagement initiatives serves as vital input for the Company's strategic decision-making framework.

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

To maintain our industry leadership and stay abreast of market developments, the Group actively participated in prestigious exhibitions and forums throughout 2024. In the domestic market, we maintained a strong presence at influential events including the Shanghai SNEC International Photovoltaic Exhibition, where we engaged in meaningful discussions about industry trends and sustainable development strategies.

5. 持份者參與及重要性分析

5.1 持份者參與活動

作為營運理念的基石，創維堅定致力與各領域的持份者建立並維繫穩固的關係。為此，本集團組織了一系列參與活動，旨在建立及深化與該等關鍵人士的聯繫。透過這些參與活動所獲得的多元化回饋，為本公司戰略決策框架提供重要依據。

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

為保持行業領先地位並緊貼市場發展動態，本集團於2024年積極參與多個知名展覽及論壇。在國內市場，我們持續活躍於多個具影響力的活動，包括上海SNEC國際光伏展覽會，並於會中就行業趨勢及可持續發展策略進行深入交流。

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The Group also expanded its global influence through participation in several premier international events, including the Intersolar Europe 2024 Smart Energy Exhibition in Munich, KEY the Energy Transition Expo 2024 in Italy, and other exhibitions across Poland, Australia, the Philippines, and Indonesia. These platforms enabled us to showcase our latest innovations, exchange insights on market trends, and strengthen partnerships with industry peers worldwide while demonstrating our commitment to developing markets across Europe and the Asia-Pacific region.

本集團亦參與多個國際頂級活動，擴大了其全球影響力，包括在慕尼黑舉行的2024年歐洲國際太陽能展(Intersolar Europe 2024 Smart Energy Exhibition)、在意大利舉行的2024年能源轉型博覽會(KEY the Energy Transition Expo 2024)，以及在波蘭、澳洲、菲律賓和印尼等地的其他展覽。這些國際平台讓我們能夠展示最新創新技術、交流市場趨勢洞察，並進一步鞏固與全球業界夥伴的合作關係，同時展現我們對歐洲和亞太地區市場發展的承諾。



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5.2. Communication Channels

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

5.2. 溝通渠道

本集團主要持份者及相應的溝通渠道概述如下：

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

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5.3. Materiality Assessment

Through systematic stakeholder engagement initiatives, the Group maintains an ongoing dialogue to evaluate and prioritise critical issues that substantially influence both business operations and stakeholder interests. During the Reporting Period, an online survey was conducted for a better understanding of the stakeholders' concerns on Skyworth's sustainability. Following analysis of the survey result, the Group developed a materiality assessment in accordance with the reporting principles of materiality, and thus the resultant data has been synthesised into a comprehensive materiality matrix, which is presented in the following section:

5.3. 重要性分析

通過系統性的參與舉措，本集團持續與各持份者進行對話，以評估及優先處理對業務營運及持份者利益有重大影響的關鍵議題。於報告期間，本集團進行了一項線上調查，以更有效了解持份者對創維可持續發展的關注。在對調查結果進行分析後，本集團根據重要性報告原則制定重要性評估，並將所得數據整合為一個全面的重要性矩陣，如下節所示：

Materiality Matrix 重要性矩陣



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

Aspects 層面	Symbol 編號	Topics 議題
Product Responsibility 產品責任	17	Product design and service quality management 產品設計與服務品質管理
	18	Customer feedback and follow-up 客戶回饋及意見跟進
	19	Customer satisfaction 客戶滿意度
	20	Intellectual property rights protection 保障知識產權
	21	Client privacy and data security 客戶私隱及資料安全
	22	Marketing and advertising 市場營銷及廣告
	23	After-sales service management for products 產品售後服務管理
Operation Management and Others 營運管理及其他	24	Systemic risk management 系統風險管理
	25	Sustainable development goals and progress monitoring 可持續發展目標及進度監控
	26	Supply chain management 供應鏈管理
	27	Green procurement (including material selection and procurement efficiency) 綠色採購(包括材料選擇及採購效率)
	28	Crisis or emergency incident management 危機或緊急事故處理
	29	Community engagement 社區參與

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

- Client privacy and data security;
- Product design and service quality management; and
- Systemic risk management.

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

6. OUR OPERATING PRACTICES

The cornerstone of the Group's market leadership lies in its commitment to product excellence and consistent fulfilment of customer expectations. Skyworth has always adhered to our core values, "technology leadership" and "quality first". In this regard, the Group has established a comprehensive quality management system for product design, supply chain management, product production process, delivery and after-sales services.

6.1. Supply Chain Management

Recognising that product excellence and customer satisfaction are fundamentally linked to supply chain performance, Skyworth prioritises comprehensive supply chain oversight while maintaining consistent material flow and mitigating environmental and social risks throughout the procurement network. Strategic supplier assessment is conducted through three fundamental criteria: volume concentration, business integrity and proximity.

Supplier Engagement

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

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

- 客戶私隱和資料安全；
- 產品設計和服務品質管理；及
- 系統風險管理。

重大議題已於重要性評估中列出。本集團的重大議題參考了問卷調查結果及與行業比較的基準。

6. 我們的運營慣例

本集團市場領導地位的基石在於對產品卓越性的承諾及始終如一滿足客戶期望。創維一直追求技術領先及品質至上的核心價值觀。為此，本集團已就產品設計、供應鏈管理、產品製造過程以及出貨和售後服務等方面設立全面的品質管理系統。

6.1 供應鏈管理

本集團深知產品卓越性及客戶滿意度與供應鏈表現息息相關，因此創維將全面供應鏈監控列為優先事項，同時確保物料流動的穩定性，並在整個採購網絡中降低環境及社會風險。我們透過三大基本準則進行策略性供應商評估：採購量集中度、商業誠信度及地理鄰近性。

供應商參與

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

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As part of its commitment to corporate citizenship, the Group emphasises ethical business practices and social accountability throughout its supplier network. The Group expects its suppliers to adhere to the Group's code of conduct as well as all applicable laws and regulations. Any breach of compliance standards or regulatory requirements by suppliers results in immediate contract termination, with the Group maintaining full legal recourse to pursue available remedies.

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

作為企業公民責任的一部分，本集團強調在其供應商網絡中實施道德商業實踐及社會責任。本集團期望其供應商遵守本集團的操守準則以及所有適用的法律法規。若供應商違反合規標準或監管要求，本集團將立即終止合約，並保留追究法律責任及採取補救措施的權利。

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

Total Number of Suppliers in China and Overseas in 2024
2024年於中國及海外供應商總數

Suppliers by location	按位置劃分的供應商	TV business 彩電業務	Digital set-top boxes business 數字機頂盒業務	New energy business 新能源業務
Hong Kong	香港	49	49	0
Mainland China	中國大陸	473	545	75
Taiwan	台灣	0	7	0
Overseas	海外	8	14	0

Environmental and Social Risk Management

In furtherance of its sustainable supply chain vision, the Group is implementing a holistic sustainable procurement policy. When selecting and assessing suppliers, the Group also takes into account the suppliers' performance in sustainability. It is mandatory for all suppliers to comply with the relevant environmental and social legislation and regulations. The procurement team conducts sustainability evaluations in accordance with internal standards and processes, including site inspections and document checks, to identify environmental and social risks along the supply chain. During the Reporting Period, we have conducted assessments on all suppliers.

At the same time, the Group proactively promotes the adoption of environmentally sustainable products and practices among its supplier base, while offering remedial guidance to vendors who fall short of established standards. If they could not resolve the issues for an extended period of time, they would be removed from the supplier list.

環境及社會風險管理

為推動可持續供應鏈的願景，本集團正實施一項全面的可持續採購政策。在選擇及評估供應商時，本集團亦會考慮供應商在可持續發展方面的表現。所有供應商必須遵守相關環境及社會法律及法規。採購團隊根據內部相關標準及程序，包括透過現場評分及文件審核，進行可持續發展的評估工作，以識別整個供應鏈中的環境及社會風險。於報告期間，我們已對所有供應商進行評估。

與此同時，本集團積極推動供應商採用環境可持續的產品及實踐，並對未達既定標準的供應商提供改進指導。若供應商持續未能改善問題，本集團將從供應商名單中撤銷該供應商。

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6.2. Product Responsibility

Committed to its core mission of “Dedicated to creating a better life for mankind,” Skyworth has established a rigorous quality control infrastructure. Under the quality management system, the Group's product development, supply chain management, production process, delivery, and aftersales services are managed in a methodological manner. Operating across diverse international markets, dedicated departments ensure comprehensive compliance with local regulatory requirements and industry standards through systematic documentation, surveillance, and product assessment protocols. Relevant laws and regulations include but are not limited to:

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

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

The Group continuously modernises its manufacturing capabilities and facilities to optimise production efficiency and quality assurance. During the production workflow, the Group has applied In-Process Quality Control (IPQC) to conduct inspections on the manufacturing processes such as moulding and packaging. Following the assembly phase, IPQC leads inspection work to check product safety, function and appearance to ensure they comply with the internal guidelines, laws and regulations. Prior to shipment, all products undergo rigorous performance validation, including temperature resilience, energy efficiency, and standby power consumption tests, to ensure adherence to or exceedance of industry and national standards. Quality assurance teams implement corrective measures for any identified defects and maintain detailed documentation to prevent recurrence.

6.2 產品責任

為堅守「為人類創造更加美好的生活」的核心使命，創維已建立了一套嚴謹的質量控制體系。在質量管理系統下，本集團的產品開發、供應鏈管理、生產過程、交付及售後服務均以系統化方式進行管理。本集團在多元化的國際市場上營運，相關部門通過系統化的文件管理、監控及產品評估程序，確保全面遵守當地的法規要求及行業標準。相關法律法規包括但不限於：

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

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

本集團持續現代化其製造能力及設施，以提高生產效率及品質保證。在生產流程中，本集團已採用過程質量控制(IPQC)檢測塑模及包裝環節。完成組裝後，IPQC主導檢驗工作，負責檢查產品的安全、功能及外觀，確保其符合內部指引和法律法規。在出貨前，所有產品均需經過嚴格的性能驗證，包括耐溫性、能效及待機功耗測試，以確保符合或超越行業與國家標準。對於檢測中發現的任何問題，品質保證團隊會採取糾正措施，並保留詳細記錄，以防再次發生。

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

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

Quality Management Systems for the Production Process

生產過程質量控制體系



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The Group recognises each instance of customer feedback as a catalyst for product and service enhancement, establishing multiple communication channels and a systematic response framework for managing product and service-related input. In order to standardise the Group's customer complaint response process, maintain brand image, and improve end-user service satisfaction, the "Customer Complaint Standardised Processing Management Measures (Trial)" have been specifically formulated. This protocol establishes clear accountability and promotes swift resolution of customer issues. Dedicated complaint specialists authenticate reported concerns, implement appropriate remedial measures, and compile analytical reports that inform departmental improvement strategies.

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

本集團將每一次客戶回饋視為提升產品與服務的契機，建立了多元化的溝通渠道及系統化的回應機制，以有效管理與產品及服務相關的意見。為規範本集團客戶投訴處理流程，維護品牌形象及提升最終用戶服務滿意度，本集團特別制定《客戶投訴標準化處理管理辦法(試行)》。該辦法明確了責任歸屬，確保客戶問題能夠迅速得到解決。專職投訴處理人員會對客戶反映的問題進行核實，採取適當的補救措施，並編製分析報告，為各部門的改進策略提供依據。

於報告期間，創維的電視機產品及光伏產品均未因健康與安全問題發生回收事件。所有投訴及回收產品，均嚴格遵循本集團產品回收以及投訴程序進行處理。彩電業務、數字機頂盒業務及新能源業務在報告期間的客戶滿意度表現如下：

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

Category	類型	TV business 彩電業務	Digital set-top boxes business 數字機頂盒業務	New energy business 新能源業務
Product complaint	產品投訴			
Total product complaints (cases)	產品投訴總數(宗)	5,335	57	23,360
Complaint rate (%)	投訴率(%)	0.0364	0.0001	11.9071
Product recall	產品回收			
Total product recall (units)	產品回收總數(單位)	0	0	0
Recall rate (%)	回收率(%)	0	0	0

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

附註1：因健康及安全理由而須回收的產品。

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Customer Data Protection and Privacy

Customer Data Protection and Privacy Protecting consumer privacy is of paramount importance for the Group. We consistently uphold the user-first core value and have set internal procedures dedicated to ensuring the security of data management. Employees are prohibited from using customer information that they have obtained without permission. An encrypted data management system has been designed for the processing and storage of confidential information. The information access right requires prior clearance from the Information Technology Department. During the Reporting Period, the Group has adhered to the personal privacy-related laws and regulations, including but not limited to the Cybersecurity Law of the People's Republic of China.

Intellectual Property Management

As the Group's business involves product research and development, we strongly understand the importance of intellectual property ("IP") rights to the Group. Therefore, we are committed to protecting our IP rights and have established an IP management team under the legal department to reduce the operation risk associated with IP infringement. They are responsible for developing the Group's intellectual property strategy, patent applications, negotiations, and litigation. In addition to the IP management team, the Group has implemented a patent management system for patent proposal, application, protection and maintenance. The Group has more than 14,000 patent applications filed by the end of the Reporting Period. The Group has adhered to the intellectual property-related laws and regulations including but not limited to the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China and the Copyright Law of the People's Republic of China during the Reporting Period.

Marketing and Advertising

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

客戶資料保護及私隱

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

知識產權管理

由於本集團的業務涉及產品研發，我們深明知識產權（「知識產權」）對本集團的重要性。因此，我們致力於保護我們的知識產權，並在法律部門轄下成立了知識產權管理組，以降低與侵犯知識產權相關的營運風險。彼等負責為本集團制定知識產權策略、申請專利、進行談判以及處理訴訟。除知識產權管理組外，本集團亦已設立專利管理系統，以處理專利提案、申請、保護及維護。於報告期間末，本集團已提交逾14,000項專利申請。本集團在報告期間已遵守與知識產權相關的法律法規，包括但不限於《中華人民共和國專利法》、《中華人民共和國商標法》及《中華人民共和國著作權法》。

營銷及廣告

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

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6.3. Anti-corruption

The Group maintains an uncompromising stance against all forms of corruption, bribery, extortion, money laundering and fraudulent activities, adhering to the highest standards of corporate governance. As mentioned in Skyworth's Employee Integrity Policy, employees are not permitted to accept or solicit any benefits from other parties. To identify and address corruption, the Group operates an independent whistleblowing system, encouraging employees to report misconduct while ensuring whistleblower confidentiality throughout investigations. The internal audit and legal departments are in charge of investigating the reported cases. In case of any confirmed illegal action, the Group would report to the local authority immediately.

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

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

6.3. 反貪污

本集團堅決反對任何形式的貪污、賄賂、勒索、洗黑錢及欺詐行為，並恪守最高標準的企業管治原則。創維員工的廉正操守規定，禁止員工向任何人士收取或索取任何利益。為識別及處理貪污問題，本集團設有獨立的舉報機制，鼓勵員工舉報不當行為，並在調查過程中確保舉報人的保密性。內部審計和法律部門負責對舉報案件進行調查。對於任何經證實的違法行為，本集團會即時向當地政府部門舉報。

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

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

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7. OUR ENVIRONMENTAL PROTECTION PRACTICES

7.1. Environmental Strategies

Sustainability stands as a cornerstone of Skyworth's operational strategy. In pursuit of its mission "Dedicated to creating a better life for mankind," the Group prioritises sustainable business practices and development. In order to monitor sustainable performance and reach a stringent standard, the environmental management system with ISO 14001:2015 certification has been implemented in the business operation. The management framework encompasses four strategic environmental initiatives: "Production Design", "Concepts of Environmental Protection", "Operational Energy Saving" and "Clean Energy". These pillars collectively drive the Group's long-term sustainability agenda.

The Group has adhered to environment-related laws and regulations, including but not limited to:

- Atmospheric Pollution Prevention and Control Law of the People's Republic of China;
- the Law of the People's Republic of China on Environmental Impact Assessment; and
- the Water Pollution Prevention and Control Law of the People's Republic of China.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, which would have a significant impact on the Group.

7. 我們的環保實踐

7.1. 環境策略

可持續發展是創維營運策略的基石。為實現「為人類創造更加美好的生活」的使命，本集團將可持續商業實踐及發展列為優先事項。本集團已於其業務營運中實施通過ISO 14001：2015認證的環境管理體系，以監察可持續發展的表現並達致嚴格的標準。該管理框架涵蓋四大戰略環境舉措：「生產設計」、「環保概念」、「營運節能」及「潔淨能源」。該等支柱共同推動本集團的長期永續發展議程。

本集團遵守環境相關法律法規，包括但不限於：

- 《中華人民共和國大氣污染防治法》；
- 《中華人民共和國環境影響評價法》；及
- 《中華人民共和國水污染防治法》。

於報告期間，本集團並不知悉任何嚴重違反有關廢氣及溫室氣體排放、向水及土地的排污、產生有害及無害廢棄物的法律及法規而對本集團造成重大影響的情況。

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Skyworth's Long-Term Initiatives

創維的長遠舉措



ENVIRONMENTAL PROTECTION 環境保護

PRODUCTION DESIGN 生產設計

Consider the use of recycled materials and implant structural design on products i.e. simplify design to increase mould utilisation and simplify production process.

考慮使用回收物料和植入結構設計的產品，即簡化設計以增加模具利用率並簡化生產過程。

CONCEPTS OF ENVIRONMENTAL PROTECTION 環保概念

Embed the green concepts into the overall supply chain, such as environmental packaging design and support green laboratory research and development to produce environmentally-friendly products.

將綠色概念加入整條供應鏈，如環保包裝設計、支援綠色實驗室研發生產環保產品。

OPERATIONAL ENERGY SAVING 營運節能

Increase E-processing to promote a paperless culture, optimise usage of natural lighting and waste management, and adjustable air-conditioning to reduce unnecessary waste of resources.

增加電子處理，促進無紙文化，優化自然採光和廢棄物管理，以及採用可調節空調，減少不必要的資源浪費。

CLEAN ENERGY 潔淨能源

Increase utilisation of clean energy, such as solar power, light hybrid power generation system and ground water recycling.

利用太陽能、輕型混合動力發電系統和地下水回用等提高清潔能源的效益。

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7.2. The Environment and Natural Resources

Given its business operations, Skyworth acknowledges its environmental footprint through waste generation and emissions. The Group implements comprehensive measures, detailed in the "Emissions" and "Resources Management" sections, to minimise environmental impact. On top of that, the concept of environmental protection is ingrained in the culture of Skyworth. The Group has made every effort to enhance the sustainability awareness within the Group and nurture the employees to be talents with sustainable mindsets. Through ongoing sustainability training programmes and educational initiatives, the Group cultivates environmental consciousness among its workforce. Visual reminders and environmental messaging in common areas reinforce this commitment to sustainability throughout the organisation.

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

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

7.3. Climate Change

Climate change has emerged as a critical global challenge, presenting unprecedented physical and transitional risks. As businesses face mounting pressure to address climate concerns, Skyworth acknowledges climate risk as a significant business consideration. In particular, changes in consumer preferences and demand for greener products may shift markets away from traditional goods and services, thus inducing transition risk. In response, the Group has implemented a comprehensive climate change policy aligned with decarbonisation trends, actively pursuing the transition towards low-carbon operations and manufacturing processes.

7.2. 環境及天然資源

基於其業務運營，創維意識到廢棄物產生及排放對環境的影響。本集團實施了全面措施，詳情載於「排放」及「資源管理」章節，以盡量減少對環境的影響。除此之外，環保理念已深深植根於創維文化之中。本集團不遺餘力提升其內部的可持續發展意識，並培養具備可持續發展思維的人才。本集團通過持續開辦可持續發展相關的培訓計劃及教育活動，不斷強化員工的環保意識。同時，在公共區域設置的視覺提示及環保訊息，進一步彰顯本集團上下對可持續發展的堅定承諾。

創維將可持續發展承諾從企業文化培育延伸至實際行動，在其設施及物業中融入綠色建築元素。創維石岩科技工業園（「工業園」）已榮獲深圳市綠色建築認證（銅級）及一星級中國綠色建築標識。該工業園配備一級大氣控制區、水源保護區、垃圾回收區、污水處理廠及綠化區。我們深信綠色建築可達致更高效率並減少環境足跡。

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

7.3. 氣候變化

氣候變化已成為全球面臨的嚴峻挑戰，帶來了前所未有的物理風險和轉型風險。隨著企業應對氣候問題的壓力日益增加，創維將氣候風險視為重要的商業考量因素。尤其是消費者喜好及對更環保產品的需求變化可能將市場從傳統商品及服務轉向，引發轉型風險。為此，本集團制定與減碳趨勢相一致的全面氣候變化政策，積極推動向低碳運營及製造流程的轉型。

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To demonstrate our commitment to transitioning to a low-carbon economy, we were honoured to receive BOCHK Corporate Low-Carbon Environmental Leadership Awards 2023-EcoChallenger and BOCHK Corporate Low-Carbon Environmental Leadership Awards 2023-Guangdong-Hong Kong-Macao Greater Bay Area Environmental Leadership Recognition Award issued by the Federation of Hong Kong Industries, Dual Carbon Exemplary Enterprise (雙碳典範企業), Outstanding Dual Carbon Solution Award (傑出雙碳解決方案獎) and Outstanding Green Innovation Product Award (傑出綠色創新產品獎) issued by the Green Zero-carbon Festival 2024 (2024年第三屆國際綠色零碳節暨ESG領袖高峰會).

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

為彰顯我們向低碳經濟轉型的承諾，我們榮獲由香港工業總會頒發的「中銀香港企業低碳環保領先大獎2023－環保優秀企業」及「中銀香港企業低碳環保領先大獎2023－粵港澳大灣區環保領先嘉許獎」，以及由2024年第三屆國際綠色零碳節暨ESG領袖高峰會頒發的「雙碳典範企業」、「傑出雙碳解決方案獎」及「傑出綠色創新產品獎」。

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

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7.4. Emissions

Given the Group's manufacturing activities, energy usage represents the main source of greenhouse gas ("GHG") emissions. To effectively manage energy consumption and GHG output, the Group operates under an ISO 50001:2011 certified Energy Management System. The Group has implemented a number of mitigation measures to minimise the environmental impacts and climate-related risks under the system.

7.4. 排放

鑒於本集團的生產活動，能源使用為溫室氣體（「溫室氣體」）排放的主要來源。為有效管理能源消耗及溫室氣體排放，本集團在營運中已應用通過ISO 50001：2011認證的能源管理體系。本集團在該體系下亦已採取多項緩解措施，務求將環境影響及氣候相關風險減至最低。

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

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

GHG emission	Unit	2024 2024 年			2023 2023 年		
		TV business	Digital set-top boxes business	New energy business	TV business	Digital set-top boxes business	New energy business
溫室氣體排放	單位	彩電業務	機頂盒業務	新能源業務	彩電業務	機頂盒業務	新能源業務
Direct (Scope 1)	tonnes of carbon dioxide equivalent (tCO ₂ e)	47.1 (Note 1)	0	0.09 (Note 2)	2,603	0	0.17
直接 (範圍一)	噸二氧化碳當量						
Energy Indirect (Scope 2)	tCO ₂ e	54,125	13,089	5,476 (Note 3)	60,519	15,716	748
能源間接 (範圍二)	噸二氧化碳當量						
Total GHG emission	tCO ₂ e	54,172	13,089	5,476 (Note 3)	63,122	15,716	748
溫室氣體總排放	噸二氧化碳當量						
Intensity	tCO ₂ e/thousand production unit	3.70	0.26	27.91 (Note 4)	4.01	0.31	3.17
密度	噸二氧化碳當量／千個生產單位						

Notes:

- This data shows a significant difference compared to last year because an injection molding plant of one of the Group's subsidiaries was transferred to another business unit. As a result, the subsidiary ceased purchasing and using natural gas, leading to a reduction in natural gas consumption.
- This data shows a significant difference compared to last year because of decrease in consumption of diesel oil.
- This data shows a significant difference compared to last year because the base plant began component production and achieved mass production in 2024, resulting in a sharp increase in electricity consumption across all production lines.
- This date shows a significant difference compared to last year because of the increase in GHG emission led by the reasons mentioned in Note 3.

附註：

- 此項數據與去年有較大的差異是因為本集團一間子公司的注塑廠被劃分到其他業務部門，該公司停止採購和使用天然氣，故天然氣使用量降低。
- 此項數據與去年有較大的差異是因為柴油消耗減少。
- 此項數據與去年有較大的差異是因為2024年基地工廠開始生產組件，並實現量產，各產線量產後用電量劇增。
- 此項數據與去年有較大的差異是因為附註3所述原因導致溫室氣體排放量增加。

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

Air emission	Unit	2024 2024 年			2023 2023 年		
		TV business	Digital set-top boxes business	New energy business	TV business	Digital set-top boxes business	New energy business
氣體排放	單位	彩電業務	機頂盒業務	新能源業務	彩電業務	機頂盒業務	新能源業務
NOx	tonnes	0.41 (Note 1) (附註1)	0	0.93 (Note 2) (附註2)	9.57	0	17.47
氮氧化物	噸						
SOx	tonnes	0.09 (Note 1) (附註1)	0	0 (Note 2) (附註2)	0.11	0	0
硫氧化物	噸						
PM	tonnes	0.0004 (Note 1) (附註1)	0	0.06 (Note 2) (附註2)	0.21	0	11.13
顆粒物	噸						

Notes:

1. This data shows a significant difference compared to last year because an injection molding plant of one of the Group's subsidiaries was transferred to another business unit. As a result, the subsidiary ceased purchasing and using natural gas, leading to a reduction in natural gas consumption. Also, the Group has started replacing traditional vehicles with electrical vehicles, further reducing fuel consumption.
2. This data shows a significant difference compared to last year because the newly built warehouses in the current year adopted an outsourced model, with all required equipment provided by third-party vendors. Besides, the replacement of traditional forklifts with electric forklifts in certain warehouses also results in reduced fuel consumption for transportation.

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

附註：

1. 此項數據與去年有較大的差異是因為本集團一間子公司的注塑廠被劃分到其他業務部門，該公司停止採購和使用天然氣，故天然氣使用量降低。此外，本集團已開始以電動車取代傳統汽車，進一步降低燃料消耗。
2. 此項數據與去年有較大的差異是因為本年新建倉庫採取外判形式，所有所需設備由第三方自行準備。另外，部分倉庫以電叉車取代傳統叉車，減少運輸燃料用量。

未來，我們將繼續通過不同的舉措，以減少溫室氣體排放為目標。

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7.5. Waste Management

The Group's manufacturing processes generate hazardous materials, including printed circuit board (PCB) waste and motor oil. Comprehensive waste management guidelines outline specific procedures for handling these materials, requiring proper sorting, designated storage, and disposal through qualified handlers. All hazardous waste must be sorted and stored in designated areas, and collected by qualified waste handlers. The Group constantly improves PCB penalisation and breakaway by using an automatic tin-adding device for crest welders to reduce tin residue and scrap PCB. In the future, we will continue to set waste reduction as a target, through exploring and implementing different initiatives.

7.5. 廢棄物管理

本集團的製造過程會產生有害物質，包括印刷電路板(PCB)廢料及機油。本集團制定了全面的廢棄物管理指南，明確規定了處理這些材料的具體程序，要求進行正確分類、指定存放並由合資格處理機構進行處置。所有有害廢棄物均須予以分類及存放於指定區域，並由合資格廢棄物處理者收集。本集團不斷優化電路板的拼板及板邊處理技術，利用波峰焊機上的自動加錫裝置減少錫渣及報廢電路板。未來，我們將繼續通過探索和實施不同的舉措，以減少廢棄物為目標。

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

Waste type	Unit	2024 2024 年			2023 2023 年		
		TV business	Digital set-top boxes business 數字機頂盒業務	New energy business 新能源業務	TV business	Digital set-top boxes business 數字機頂盒業務	New energy business 新能源業務
廢棄物種類	單位	彩電業務	機頂盒業務	新能源業務	彩電業務	機頂盒業務	新能源業務
Non-hazardous waste	tonnes	1,311	1,358	1,169	1,190	923	324
無害廢棄物	噸			(Note 1) (附註1)			
Recycled non-hazardous waste	tonnes	1,243	1,352	1,147	1,104	917	286
無害廢棄物回收量	噸			(Note 2) (附註2)			
Recycling rate	%	95	99	98	93	99	88
回收率							
Non-hazardous waste intensity	tonnes/per thousand produced product unit	0.09	0.03	5.96	0.08	0.02	1.38
無害廢棄物密度	噸/千個生產單位			(Note 3) (附註3)			
Liquid hazardous waste	tonnes	6.88	6.96	1.01	7.61	9.41	0
有害廢棄物 – 液體	噸			(Note 4) (附註4)			
Solid hazardous waste	tonnes	20.59	0.49	3.87	23.52	0.7	0
有害廢棄物 – 固體	噸			(Note 4) (附註4)			
Hazardous waste intensity	tonnes/per thousand produced product unit	0.002	0.0001	0.02	0.002	0.0002	0
有害廢棄物密度	噸/千個生產單位			(Note 5) (附註5)			

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Notes:

1. This data shows a significant difference compared to last year because in 2024, the base plant began producing bracket-related materials. During production, waste such as connector tubes, square tubes, and steel straps contributed to the generation of non-hazardous waste.
2. This data shows a significant difference compared to last year because with the rise in non-hazardous waste generation mentioned in Note 1, the recycling of such waste also increased proportionally under the 2024 monthly recycling programme.
3. This data shows a significant difference compared to last year because of the increase in non-hazardous waste led by the reasons mentioned in Note 1.
4. This data shows a significant difference compared to last year because the Group started producing liquid and solid hazardous waste due to the new factories being put into production in 2024.
5. This data shows a significant difference compared to last year because of the increase in hazardous waste led by the reasons mentioned in Note 4.

7.6. Resources Management

In pursuit of its carbon reduction goals and increased clean energy adoption, the Group is strategically implementing clean energy solutions, with particular emphasis on solar power integration and energy efficiency improvements. A strong focus is placed on reducing greenhouse gas emissions, optimising energy utilisation, and transitioning to renewable energy. During the Reporting Period, the Group has adopted the following actions to increase energy efficiency:

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

As part of its low-carbon transition, the Group has made significant investments in renewable energy, installing solar photovoltaic panels across 60,000 m² of the Industrial Park. The solar panels not only provide electricity to the Group's operation but also supply other energy users by inserting the surplus energy in the municipal electricity grid. In addition to the benefits to the environment, the energy reduction measures also induce positive economic impacts on the Group. Moving forward, the Group will continue monitoring energy consumption and pursuing enhanced energy efficiency through various strategic initiatives.

附註：

1. 此項數據與去年有較大的差異是因為2024年基地工廠開始生產支架類物料，生產時的接合管、廢方管、鋼帶等部分廢棄物增加無害廢棄物產生量。
2. 此項數據與去年有較大的差異是因為隨著附註1中提到的無害廢棄物產生的增加，在2024年月度回收計劃下，此類廢棄物的回收量也相應增加。
3. 此項數據與去年有較大的差異是因為附註1所述原因導致無害廢棄物產量的增加。
4. 此項數據與去年有較大的差異是因為新生產設施於2024年投產，令本集團開始產生液態及固態有害廢棄物。
5. 此項數據與去年有較大的差異是因為附註4所述原因導致有害廢棄物產量增加。

7.6. 資源管理

為實現減碳目標並提高清潔能源使用率，本集團策略性地實施清潔能源解決方案，重點聚焦於太陽能整合及能源效率提升。本集團非常重視減少溫室氣體排放、優化能源使用及過渡至可再生能源。於報告期間，本集團採取以下行動提高能源效益：

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

作為低碳轉型的一部分，本集團在可再生能源領域投入大量資源，在工業園安裝面積為60,000平方米的太陽能光伏電池板。太陽能電池板不僅為本集團業務營運提供電力，亦將多餘電力輸送到市政電網供其他用電者使用。節能措施除對環境有利外，亦為本集團帶來正面的經濟影響。未來，本集團將繼續監測能源消耗，並通過各種策略性舉措進一步提升能源效率。

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

Energy consumption	Unit	2024 2024 年			2023 2023 年		
		TV business	Digital set-top boxes business 數字機頂盒業務	New energy business 新能源業務	TV business	Digital set-top boxes business 數字機頂盒業務	New energy business 新能源業務
能源消耗	單位	彩電業務	機頂盒業務	新能源業務	彩電業務	機頂盒業務	新能源業務
<i>Indirect Energy Consumption</i> 間接能源消耗							
Electricity 電力							
Purchased electricity	kWh	94,905,845	22,950,697	9,602,055 (Note 2) (附註2)	106,117,394	27,558,883	1,311,402
採購電力	千瓦時						
<i>Direct Energy Consumption</i> 直接能源消耗							
Solar energy 太陽能							
	kWh	8,520,650	0	0	5,901,130	0	0
太陽能	千瓦時						
Natural gas 天然氣							
Consumption	kWh	235,375 (Note 1) (附註1)	0	0	12,813,998	0	0
用量	千瓦時						
Petrol 汽油							
Consumption	kWh	0 (Note 1) (附註1)	0	0	139,757	0	0
用量	千瓦時						
Diesel Oil 柴油							
Consumption	kWh	0	0	338,068 (Note 3) (附註3)	0	0	636,180
用量	千瓦時						
Total energy consumption 總能耗							
Total energy consumption	kWh	103,661,870	22,950,697	9,940,123 (Note 4) (附註4)	124,972,279	27,558,883	1,947,582
總能耗	千瓦時						
Total energy intensity	kWh/per thousand produced product unit	7,076	455	50,666 (Note 4) (附註4)	7,940	537	8,254
總能源密度	千瓦時/千個生產單位						

Notes:

- This data shows a significant difference compared to last year because an injection molding plant of one of the Group's subsidiaries was transferred to another business unit. As a result, the subsidiary ceased purchasing and using natural gas, leading to a reduction in natural gas consumption. Also, the Group has started replacing traditional vehicles with electrical vehicles, further reducing fuel consumption.
- This data shows a significant difference compared to last year because in 2024, the base plant began module production and achieved mass production, resulting in a sharp increase in electricity consumption across all production lines.
- This data shows a significant difference compared to last year because the newly built warehouses in the current year adopted an outsourced model, with all required equipment provided by third-party vendors. Besides, the replacement of traditional forklifts with electric forklifts in certain warehouses also results in reduced fuel consumption for transportation.
- This data shows a significant difference compared to last year because of the increase in indirect energy consumption led by the reasons mentioned in Note 2.

附註：

- 此項數據與去年有較大的差異是因為本集團一間子公司的注塑廠被劃分到其他業務部門，該公司停止採購和使用天然氣，故天然氣使用量降低。此外，本集團已開始以電動車取代傳統汽車，進一步降低燃料消耗。
- 此項數據與去年有較大的差異是因為2024年基地工廠開始生產組件，並實現量產，各產線量產後用電量劇增。
- 此項數據與去年有較大的差異是因為本年新建倉庫採取外判形式，所有所需設備由第三方自行準備。另外，部分倉庫以電動叉車取代傳統叉車，減少運輸燃料用量。
- 此項數據與去年有較大的差異是因為附註2所述原因導致間接能源消耗量增加。

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Water Efficiency

Although the Group has reliable access to municipal water supply with no issue in sourcing water that is fit for purpose and water usage is not a primary environmental concern, efforts have been made to optimise water efficiency and reduce associated costs. The Group has implemented numerous water-saving initiatives, including but not limited to the following:

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

用水效益

儘管本集團有穩定的市政供水，在求取適用水源上不會遇到任何問題，且水資源並非主要的環境問題，惟本集團仍致力於優化用水效率並降低相關成本。本集團已實施多項節水措施，包括但不限於：

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

Water Consumption of Skyworth during the Reporting Period 報告期間創維的用水量

Water consumption	Unit	2024 2024 年			2023 2023 年		
		TV business	Digital set-top boxes business	New energy business	TV business	Digital set-top boxes business	New energy business
用水量	單位	彩電業務	機頂盒業務	新能源業務	彩電業務	機頂盒業務	新能源業務
Water consumption	m ³	838,935	117,098	24,751	1,038,904	121,284	29,081
Intensity	m ³ /per thousand produced product unit	57.27	2.32	126.16	66.00	2.36	123.25
密度	立方米／每千個生產產品單位						

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Discharge and Management of Sewage

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

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

The Group maintains an ongoing commitment to improving water efficiency through refined conservation practices, focusing on preventing water loss through spills, leaks, and waste. To continuously manage our water resources, we will take the following actions to reduce water consumption:

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

廢水排放及管理

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

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

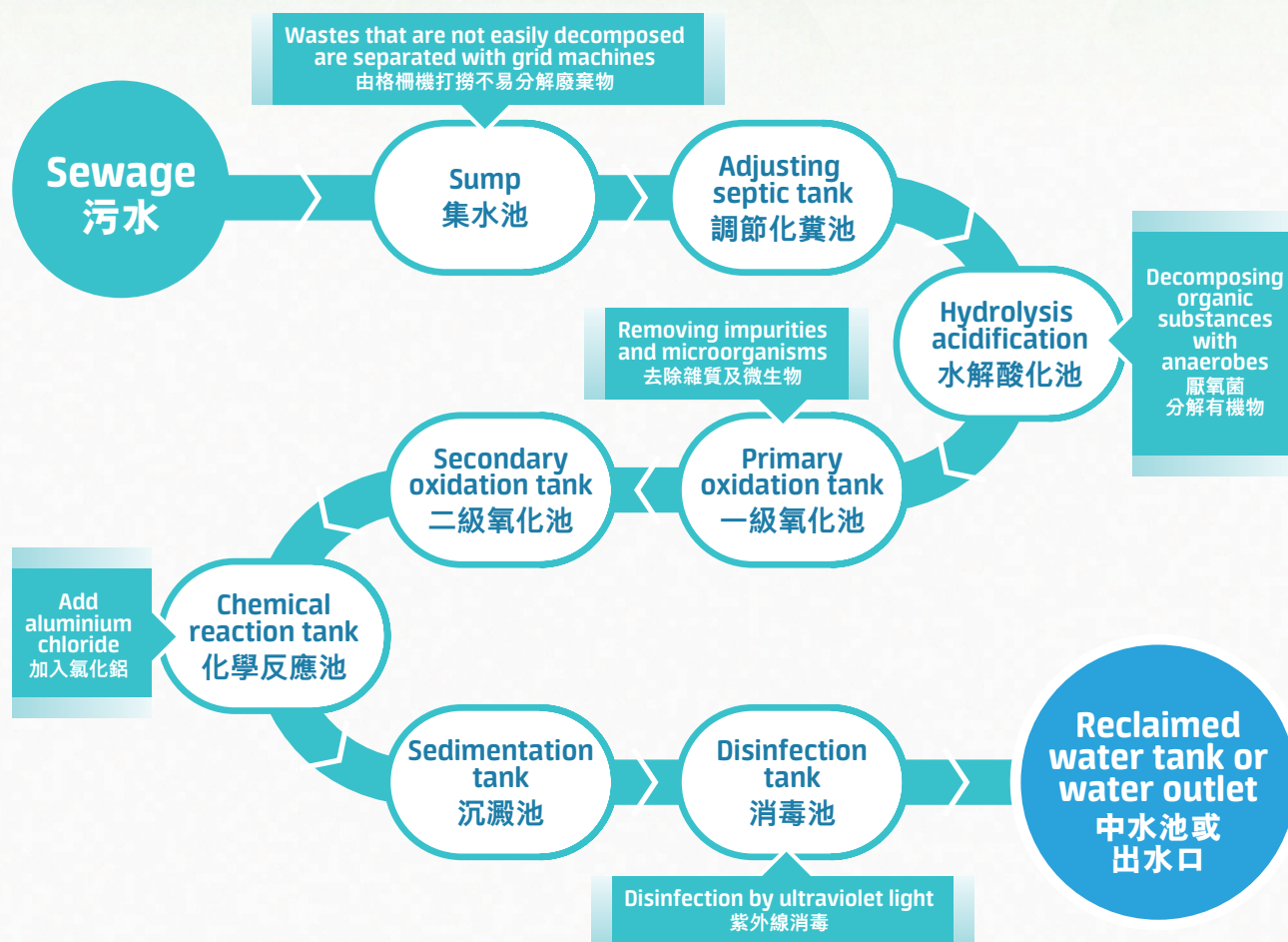
本集團始終秉持提升水資源效率的承諾，透過完善節水措施，專注於防止因溢水、滲漏及浪費造成的水資源損失。為持續管理水資源，我們將採取以下行動，以減少水耗：

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

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



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Packaging Materials Management

Skyworth maintains its commitment to sustainability and resource optimisation throughout operations. In alignment with EU RoHS2.0 standards, the Group's procurement strategies prioritise eco-conscious materials and recyclable packaging, as outlined in its environmental and waste management protocols. The Group champions the 4Rs environmental framework, emphasising material recycling and waste reduction initiatives. To maximise resource efficiency and minimise waste generation, the Group implements the following measures to strengthen environmental consciousness among personnel:

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

包裝材料管理

創維秉持在營運過程中貫徹可持續發展及資源優化的承諾。為符合歐盟RoHS2.0標準，本集團的採購策略優先選擇環保材料及可回收包裝，並將其納入環境與廢棄物管理規範中。本集團倡導4R環保框架，著重於材料回收及廢棄物減量措施。為提升資源使用效率並減少廢棄物產生，本集團實施以下措施以強化員工的環保意識：

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

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

Packaging materials type	Unit	2024 2024 年			2023 2023 年		
		TV business	Digital set-top boxes business	New energy business	TV business	Digital set-top boxes business	New energy business
包裝材料類型	單位	彩電業務	機頂盒業務	新能源業務	彩電業務	機頂盒業務	新能源業務
Paper (including cardboard)	tonnes	19,627	6,000	150	2,772	7,056	108
紙張 (包括紙板)	噸	(Note 1)					
Plastic (including polystyrene foam, and biodegradable plastic)	tonnes	7,411	2,820	277	4,909	5,000	268
塑膠 (包括發泡膠和可生物降解塑料)	噸	(Note 2)					
Other packaging materials	tonnes	28	20	1,502	7.9	0	819
其他包裝材料	噸	(Note 3)					
Total packaging materials	tonnes	27,066	8,840	1,929	7,689	12,056	1,195
包裝材料總計	噸	(Note 4)					
Intensity	tonnes/thousand production unit	1.85	0.18	9.83	0.49	0.23	5.06
密度	噸/千個生產單位	(Note 4)					

Notes:

- This data shows a significant difference compared to last year because in 2024, the data collection scope included two more entities, and the paper consumption from other entities also increased.
- This data shows a significant difference compared to last year because in 2024, the data collection scope included one more entity.
- This data shows a significant difference compared to last year because of the expanded scope of waste categories included in the 2024 metrics.
- This data shows a significant difference compared to last year because of the increase in packaging material consumption led by the reasons mentioned in Notes 1, 2, and 3.

附註：

- 此項數據與去年有較大的差異是因為2024年度此項數據的收集範圍新增了兩間實體且其他間實體的紙張包裝物料消耗量亦有所增加。
- 此項數據與去年有較大的差異是因為2024年度此項數據的收集範圍新增了一間實體。
- 此項數據與去年有較大的差異是因為2024年數據已納入更多廢棄物類別的消耗量。
- 此項數據與去年有較大的差異是因為附註1、2及3所述的原因導致包裝材料消耗量增加。

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8. OUR EMPLOYMENT AND LABOUR PRACTICES

8.1. Employment

Employment Practices

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

The Group has strictly complied with the relevant rules and regulations of the People's Republic of China, Hong Kong Special Administrative Region and other relevant jurisdictions, relevant laws and regulations including but not limited to:

- the Labor Law of the People's Republic of China;
- the Labor Contract Law of the People's Republic of China;
- the Minimum Wage Ordinance (Cap. 608) of the Laws of Hong Kong; and
- the Employment Ordinance (Cap. 57) of the Laws of Hong Kong.

The Group was not aware of any material non-compliance with laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, which would have a significant impact on the Group.

8. 我們的僱傭及勞工慣例

8.1. 僱傭

僱傭慣例

自本集團創立以來，「員工為本，成果共享」一直是塑造本集團核心價值觀的重要基石。創維視員工為企業最寶貴的資產，致力為所有員工營造安全、健康、公平及可投入的環境。為履行此承諾，本集團已建立全面的人力資源管理政策。按《社會招聘入職管理辦法》規定，人力資源部（「人力資源部」）須採取公平透明的人才招聘方式。在招聘過程中，人力資源部在評估後選人時僅會根據候選員工的才能、資質及經驗對其進行評估，而不會考慮其年齡、性別、種族或其他與該職位無關的社會因素。本集團定期評估並優化人力資源政策及管理規範，以確保其與行業最佳實踐及不斷變化的社會標準保持一致。

本集團已嚴格遵守中華人民共和國、香港特別行政區及其他相關司法管轄權區的相關規則及規例、相關法律及法規，包括不限於：

- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；
- 香港法例第608章《最低工資條例》；及
- 香港法例第57章《僱傭條例》。

本集團並不知悉任何嚴重違反有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的法律及法規而對本集團產生重大影響的情況。

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Attracting and Retaining Talents

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

Building upon last year's initiatives, the Group continues to enhance its comprehensive health checkup welfare programme. Through our established partnership with health service providers, we have further expanded our annual health examination coverage both in scope and geographical reach. The Company maintains its steadfast commitment to protecting and advancing the rights of persons with disabilities, which remains a cornerstone of our corporate social responsibility framework. We have strengthened our engagement in disability advocacy activities, expanding employment opportunities and support systems. These ongoing efforts reflect our sustained dedication to fostering an inclusive workplace and advancing disability rights protection.

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

吸引及挽留人才

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

在去年各項舉措的基礎上，本集團持續完善其全面健康檢查福利計劃。透過與健康服務供應商的長期合作，我們進一步擴大年度健康檢查的範圍及地理覆蓋區域。本公司堅定致力保護及促進殘疾人士的權利，此為我們企業社會責任框架的核心基石。我們加強對殘疾倡議活動的參與，擴大就業機會和支持體系。這些持續的努力反映了我們對營造包容性工作環境及推進殘疾人士權利保護的長期承諾。

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

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Employee Birthday Celebration Activity
員工生日慶祝會



2024 Company Basketball Competition
2024年公司籃球比賽



Employee Team Building Activity
員工團隊活動



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Workforce Portfolio

As of 31 December 2024, the total number of employees of Skyworth was 30,774 and the overall employee turnover rate of 2024 was approximately 38%. The breakdowns of employees by gender, employee category, employment type, age group and geographical region are listed below:

員工分佈

於2024年12月31日，創維員工總數為30,774人，2024年員工整體流失比率約38%。按性別、員工類別、僱傭類型、年齡組別及地區劃分的員工明細載列如下：

Total Workforce	員工總數	Number of employees (person) 員工數目 (人)	Employee turnover rate (%) 員工流失比率 (%)
By gender	按性別劃分		
Male	男性	19,718	40
Female	女性	11,056	34
By employee category	按員工類別劃分		
Senior management	高級管理人員	389	15
Manager-level	經理級別	1,206	24
General staff	普通員工	29,179	39
By employment type	按僱傭類型劃分		
Full-time	全職	30,774	38
Part-time	兼職	0	0
By age group	按年齡組別劃分		
30 or below	30歲或以下	12,474	56
31-50	31歲至50歲	16,825	25
51 or above	51歲或以上	1,475	22
By geographical region	按地區劃分		
Mainland China	中國大陸	28,160	40
Hong Kong	香港	57	9
Others	其他	2,557	19

8.2. Health and Safety

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

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

8.2. 健康及安全

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

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

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To enhance occupational safety consciousness and strengthen employees' capacity for self-protection, the Group initiated a comprehensive safety initiative in 2023. Training tasks will be created monthly to ensure distributors complete the relevant training each month. The effectiveness of this initiative is monitored through detailed safety risk assessments and remediation reports, which are integrated into the "Together Learn" (一起學) platform's Distributor Safety Education and Training programme.

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

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

為提升職業安全意識並加強員工的自我保護能力，本集團於2023年推出一項全面的安全計劃。每月設立培訓任務，確保經銷商每月完成相關培訓。此計劃的成效透過詳細的安全風險評估及整改報告進行監控，相關內容已納入「一起學」平台中的經銷商安全教育及培訓計劃。

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

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

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Safety training programme 安全培訓課程

Electric Power Industry Safety Knowledge Training 電力行業安全知識培訓



8.3. Training and Development

In its pursuit of excellence, Skyworth invests in comprehensive talent development initiatives, recognising that a skilled workforce is essential for navigating today's dynamic global marketplace. The College of Skyworth serves as a platform for employees to learn. It offers training on a wide range of topics, covering but not limited to safe manufacturing, market trends, and managerial skills. The Group reviews and modifies the training programmes on a regular basis to ensure their effectiveness. Beyond its internal learning ecosystem, the Group actively encourages professional growth through external education opportunities, providing both study leave and financial support to facilitate continuous learning journeys.

8.3. 培訓及發展

在追求卓越的過程中，創維深知熟練的員工隊伍是應對當今瞬息萬變的全球市場的關鍵，因此積極投資於全面的人才發展計劃。創維學院為員工提供學習平台，提供各類主題培訓，涵蓋但不限於安全生產、市場趨勢及管理技能。本集團定期檢討及修訂培訓計劃，以確保其成效。除內部學習體系外，本集團亦積極鼓勵員工透過外部教育機會提升專業能力，並提供學習假期及財務補助，支持員工持續學習與發展。

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Internal training programme
內部培訓課程



2024 Customs Advanced
Certification Enterprise Training
2024年海關高級認證企業培訓



FMEA Technical Training
FMEA技術培訓



2024 Onboard Training
2024屆新藍計劃

Category	類別	Percentage of employees trained (%)	Average training hours completed per employee (hour)
		受訓員工百分比 (%)	每名員工平均 完成培訓時數 (小時)
By gender	按性別		
Male	男性	72	36.05
Female	女性	85	25.91
By employee category	按員工類別		
Senior management	高級管理層	78	8.02
Manager-level	經理級別	84	8.15
General staff	普通員工	76	33.73

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8.4. Labour Standards

We maintain a zero-tolerance policy regarding child labour and forced labour throughout our operations. Our employment practices strictly adhere to applicable regulatory frameworks, including the Labor Law of the People's Republic of China and the Employment Ordinance (Cap. 57) of the Laws of Hong Kong.

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

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

8.4. 勞工準則

我們在營運過程中堅守對童工及強制勞工的零容忍政策。我們的僱傭常規嚴格遵守相關法規框架，包括《中華人民共和國勞動法》及香港法例第57章《僱傭條例》。

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

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

9. OUR SOCIAL RESPONSIBILITY

As a responsible corporate citizen, Skyworth actively drives positive change in our communities. Through targeted initiatives and welfare programmes, we continue to create lasting social impact and shared value for all community stakeholders.

During the Reporting Period, Skyworth continued to expand its community investment initiatives, with a particular focus on education and rural development. A cornerstone of our educational support was the launch of the "Skyworth Future Leaders Scholarship Programme" (「創維棟樑計劃」助學金項目) which provided financial assistance to nearly 300 academically excellent students from economically challenged backgrounds, enabling them to pursue their educational aspirations.

In partnership with the Guangxi Provincial Government, we advanced rural revitalisation through the "Green New Energy, Better New Life" (綠色新能源 美好新生活) initiative, supporting the construction of 1,000 "Sunshine Court" (陽光球場) photovoltaic stations. This project not only promotes sustainable energy solutions but also generates collective income for local communities.

9. 我們的社會責任

作為負責任的企業公民，創維積極推動社區的正面變革。透過針對性的舉措及福利計劃，我們持續為所有社區持份者創造長遠的社會影響及共享價值。

於報告期間，創維繼續擴大其社區投資計劃，尤其著重於教育及鄉村發展。我們教育支持的核心項目是推出「創維棟樑計劃」助學金項目，為近300名來自經濟困難背景的優秀學生提供經濟援助，幫助他們實現教育夢想。

我們與廣西壯族自治區政府合作，透過「綠色新能源 美好新生活」計劃推動鄉村振興，支持建設1,000座「陽光球場」光伏電站。此項目不僅促進可持續能源解決方案，更為當地社區創造集體收入。

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Our commitment to educational development extended to various regions. We continued our technology-driven educational support by donating Skyworth smart educational products to schools in underdeveloped areas. In Kaoyang County's Gaozhai Township, we conducted an impactful scientific and educational donation campaign in collaboration with the Guiyang Federation of Industry and Commerce (貴陽市工商聯). Additionally, we supported the development of a specialised unicycle curriculum at Nanjing Youfu West Street Primary School's Lishui Branch (南京市游府西街小學溧水分校), demonstrating our commitment to diverse educational experiences.

我們對教育發展的承諾延伸至多個地區。我們通過向落後地區的學校捐贈創維智能教育產品，繼續推進以技術驅動的教育支持。在河北省高陽縣高寨鄉，我們與貴陽市工商聯合作，開展一場深具影響力的科教捐贈活動。此外，我們支持南京市游府西街小學溧水分校開發獨輪車特色課程，展現我們對多元化教育體驗的承諾。



Green New Energy, Better New Life
綠色新能源 美好新生活



10. LOOKING FORWARD

As a manufacturer, Skyworth recognises its environmental and social responsibilities. We rigorously comply with environmental and social regulations across our operations, supported by comprehensive internal policies and management systems that reflect our commitment to sustainable business practices.

Looking ahead, we remain dedicated to excellence through continued investment in sustainable product development and the promotion of eco-conscious living worldwide. We prioritise talent development as we advance towards these sustainability goals.

10. 展望未來

作為一家製造商，創維深知自身肩負的環境及社會責任。我們嚴格遵守營運過程中的環境與社會法規，並以全面的內部政策及管理體系支持，體現我們對可持續商業實踐的承諾。

展望未來，我們將持續投資於開發可持續產品及推動全球環保生活，致力追求卓越。在邁向這些可持續發展目標的過程中，我們將人才發展視為優先事項。

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11. ESG REPORTING GUIDE CONTENT INDEX

11. 環境、社會及管治報告指引內容索引

Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節／披露
Mandatory Disclosure Requirement 強制披露規定		
Governance Structure 管治架構	<p>A Statement from the board containing the following elements: 由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> (i) disclosure of the board's oversight of ESG issues. 披露董事會對環境、社會及管治事宜的監管。 (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's business); and 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及 (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's business. 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。 	Sustainability Governance 可持續發展管治
Reporting Principles 匯報原則	<p>A description of, or an explanation on, the application of the Reporting Principles (materiality, quantitative, and consistency) in the preparation of the ESG Report. 描述或解釋在編備環境、社會及管治報告時如何應用匯報原則（重要性、量化和一致性）。</p>	About this Report – Reporting Principle, Period and Scope 關於本報告 – 報告準則、期間及範圍
Reporting Boundary 匯報範圍	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。</p>	About this Report – Reporting Principle, Period and Scope 關於本報告 – 報告準則、期間及範圍

Environmental, Social and Governance Report

環境、社會及管治報告

Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節／披露
A. Environmental A. 環境		
Aspect A1: Emissions 層面 A1：排放物		
General Disclosure 一般披露	Information on: 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無 害廢棄物的產生等的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 遵守對發行人有重大影響的相關法律及規例的資料。	Environmental Strategies 環境策略
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions – Air Emission of Skyworth During the Reporting Period 排放 – 報告期間創維的 氣體排放量
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity. 直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計） 及（如適用）密度。	Emissions – GHG Emission of Skyworth During the Reporting Period 排放 – 報告期間創維的 溫室氣體排放量
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (tonnes) and where appropriate, intensity. 所產生有害廢棄物總量（以噸計）及（如適用）密度。	Waste Management – Waste Generated by Skyworth During the Reporting Period 廢棄物管理 – 報告期間 創維的廢棄物量
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量（以噸計）及（如適用）密度。	Waste Management – Waste Generated by Skyworth During the Reporting Period 廢棄物管理 – 報告期間 創維的廢棄物量
KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Emissions 排放
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢 目標及為達到這些目標所採取的步驟。	Waste Management 廢棄物管理

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環境、社會及管治報告

Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節／披露
Aspect A2: Use of Resources 層面 A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water, and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Resources Management 資源管理
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type in total (Kwh in '000s) and intensity. 按類型劃分的直接及／或間接能源總耗量（以千個千瓦時計）及密度。	Resources Management – Energy Consumption of Skyworth During the Reporting Period 資源管理 – 報告期間創維的能源消耗量
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity. 總耗水量及密度。	Resources Management – Water Consumption of Skyworth During the Reporting Period 資源管理 – 報告期間創維的用水量
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Resources Management 資源管理
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s), and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及用水效益目標及為達到這些目標所採取的步驟。	Resources Management – Water Efficiency 資源管理 – 用水效益
KPI A2.5 關鍵績效指標 A2.5	Total packing material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計）及（如適用）每生產單位估量。	Resources Management – Packaging Materials Management 資源管理 – 包裝材料管理
Aspect A3: The Environment and Natural Resources 層面 A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 環境及天然資源
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	

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環境、社會及管治報告

Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節／披露
Aspect A4: Climate Change 層面 A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述以及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	
B. Social B. 社會		
Aspect B1: Employment 層面 B1：僱傭		
General Disclosure 一般披露	Information on: 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 遵守對發行人有重大影響的相關法律及規例的資料。	Employment – Employment Practices 僱傭 – 僱傭慣例
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Employment – Workforce Portfolio 僱傭 – 員工隊伍
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment – Workforce Portfolio 僱傭 – 員工隊伍

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環境、社會及管治報告

Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節／披露
Aspect B2: Health and Safety 層面 B2：健康及安全		
General Disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 健康及安全
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	
Aspect B3: Development and Training 層面 B3：發展及培訓		
General Disclosure 一般披露	Policy on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Training and Development 培訓及發展
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	

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

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環境、社會及管治報告

Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節／披露
Aspect B6: Product Responsibility 層面 B6：產品責任		
General Disclosure 一般披露	Information on: 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility – Complaints Handling 產品責任 – 投訴處理
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility – Complaints Handling 產品責任 – 投訴處理
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility – Intellectual Property Management 產品責任 – 知識產權管理
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility 產品責任
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Responsibility – Customer Data Protection and Privacy 產品責任 – 客戶資料保護及私隱

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Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節／披露
Aspect B7: Anti-corruption 層面 B7：反貪污		
General Disclosure 一般披露	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud, and money laundering. 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反貪污
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	
Aspect B8: Community Investment 層面 B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Our Social Responsibility 我們的社會責任
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution. 專注貢獻範疇。	
KPI B8.2 關鍵績效指標 B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	

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