



WellCell Holdings Co., Limited

經緯天地控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock code 股份代號 : 02477

**ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT**

2024 環境、社會及
管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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ABOUT THIS REPORT

Introduction

WellCell Holdings Co., Limited (the “Company”) and its subsidiaries (collectively, the “Group” or “we”) is a telecommunication network support and information and communication technology (ICT) integration services provider and software developer in the People's Republic of China (the “PRC”). Our telecommunication network support services mainly include the provision of (i) wireless telecommunication network enhancement services, encompassing both routine and specific services for improving connectivity, quality and coverage of a telecommunication network and/or for troubleshooting telecommunication network issues for our customers; (ii) telecommunication network infrastructure maintenance and engineering services, involving routine maintenance and emergency restoration of the operations of base stations, and the provision of engineering and labor services in projects related to the construction of telecommunication network infrastructure. Our ICT integration services mainly involve customising our customers' computer system design for providing business-specific systems along with equipment and material procurement and installation, integration of software and hardware and implementation. Additionally, we develop software for wireless telecommunications network evaluation, optimization, and maintenance.

The various telecommunication network-related services we provide are complementary to one another, enhancing synergistic effects, diversifying our revenue streams, and further solidifying our relationship with our customers by offering them complementary services.

關於本報告

簡介

經緯天地控股有限公司（「本公司」，連同其附屬公司，統稱「本集團」或「我們」）為中華人民共和國（「中國內地」）電信網絡支援以及信息及通信技術（ICT）集成服務供應商以及軟件開發商。我們的電信網絡支援服務主要包括提供（i）無線電信網絡優化服務，包含常規及特定服務，旨在提升電信網絡的連接性、質量及覆蓋範圍及／或為客戶解決電信網絡問題；及（ii）電信網絡基礎設施維護及工程服務，涉及基站運營的日常維護及緊急恢復以及就電信網絡基礎設施建設相關項目提供工程及勞務服務。我們的ICT集成服務主要涉及定制客戶的計算機系統設計以便提供業務特定系統連同設備及材料採購及安裝、軟硬件集成及實施。我們亦開發電信網絡相關軟件，用於評估、優化和維護無線電信網絡。

我們提供的各種電信網絡相關服務相輔相成，不僅可以增強協同效應及多元拓展收益來源外，還能提供互補服務，有助鞏固與客戶的關係。

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Reporting Scope

This Report covers significant ESG issues and key performance indicators of the Group's four main business segments during the Reporting Period, which include: (i) wireless telecommunication network enhancement services; (ii) telecommunication network infrastructure maintenance and engineering services; (iii) ICT integration services provision; and (iv) software-related services. We believe that ESG subjects will play an important role in the Group's development. In the future, we will continue to strengthen our ESG data collection and reporting system, and progressively enhance the quality and performance of key performance indicators and the comprehensiveness of our reporting.

REPORTING PRINCIPLES

We comply with the requirements set out in the Environmental, Social and Governance Reporting Guide in Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the "Stock Exchange"), and hereby present the Group's second Environmental, Social and Governance Report (the "Report"), covering the period from 1 January 2024 to 31 December 2024 (the "Reporting Period").

匯報範圍

本報告涵蓋本集團於匯報期間四項主要業務範疇在ESG的重大事宜和關鍵績效指標，這四項業務包括：(i)無線電信網絡優化服務，(ii)電信網絡基礎設施維護及工程服務，(iii)ICT集成服務，以及(iv)軟件相關業務。我們深信ESG對本集團發展中會扮演重要的角色，未來我們將建立完善的ESG數據收集及匯報系統，並逐步提升關鍵績效指標的質量及報告的全面性。

報告原則

本集團謹此遵循香港聯合交易所（「聯交所」）主板上市規則附錄C2《環境、社會及管治報告指引》，發佈本集團的第二份環境、社會及管治報告（「報告」），涵蓋2024年1月1日至2024年12月31日期間（「匯報期間」）。

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This Report identifies and discloses the Group's material environment, social and governance ("ESG") issues and key performance indicators, demonstrating our commitments and practices in sustainable development and social responsibility, with the aim of enhancing stakeholders' understanding of the Group's ESG performance. The Group has complied with the "comply or explain" provisions set out in Part C of the ESG Reporting Guide and prepared the Report in accordance with the four reporting principles below:

本報告透過識別和披露本集團在環境、社會及管治（「ESG」）方面的重要議題及關鍵績效指標，展示本集團在可持續發展及社會責任方面的承諾和實踐，以加強持份者對本集團ESG表現的理解。本集團已遵守ESG報告指引C部分所載的「不遵守就解釋」條文，以及根據下列四項匯報原則編製：



Materiality 重要性

This Report discloses and reports on ESG matters and issues that may have a material impact on investors and other stakeholders. In order to understand the opinions of each stakeholder on the materiality of each of the Company's issues, this Report conducted a materiality assessment, details of which can be found in the section headed "Materiality Assessment" of this Report.

當有關ESG的事宜及議題有機會對投資者及其他持份者產生重要影響時，本報告會披露及作出相關的匯報。為了解各持分者對本公司各議題的重要性意見，本報告進行了重要性評估，詳情請閱本報告「重要性評估」的章節。



Quantitative 量化

The relevant historical data disclosed in this Report is measurable, to access and verify the effectiveness of the Group's ESG policies and management systems. Quantitative information in the Report is accompanied by explanatory notes to enable comparison with prior years' performance, peers' performance and industry standards.

本報告所披露的相關歷史數據須可予計量，使本集團的ESG政策及管理系統的效益可被評估及驗證。報告中的量化資料均附帶說明，使表現可以與往年表現、同行及行業標準等項目進行比較。



Balance 平衡

This Report discloses the Group's performance during the Reporting Period in an objective and fair manner, ensuring the completeness and accuracy of information while avoiding any inappropriate statements or omissions that could influence readers' judgment or decision-making.

本報告以客觀公正的方式披露本集團於匯報期間的表現，確保資料的完整性及準確性，避免任何可能影響報告讀者作出判斷或決策的不當表述或遺漏。



Consistency 一致性

The Report uses consistent disclosure statistics and will explain changes in assumptions or calculations to ensure comparability.

本報告使用一致的披露統計方法，如有更改任何假設或計算方法，將會於報告中列明，以確保可比性。

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Access To The Report

This Report is available in both Chinese and English and has been uploaded to the website of HKEXnews (www.hkexnews.hk) and the Group's official website (<https://www.wellcell.com.cn/>). In case of any discrepancy or inconsistency between the Chinese and English versions, the Chinese version shall prevail.

Feedback on this Report

The Group highly values stakeholder feedback. If you have any comments or suggestions regarding the Group's ESG performance, please contact us through the following channels:

Company's website: www.wellcell.com.cn

Address: 201, Building 8, Xiangzhou Chuanggang Center, No. 199, Weikang Road, Nanping Town, Xiangzhou District, Zhuhai City, Guangdong Province, PRC

獲取本報告

本報告有中英文版本，並已上載至香港交易所網站(www.hkexnews.hk)及本集團官方網站(<https://www.wellcell.com.cn/>)。如中英文版本有任何歧義或不一致，概以中文版本為準。

意見反映

本集團高度重視持份者意見。如閣下對本集團的ESG表現有任何意見或建議，歡迎通過以下方式與我們聯繫：

公司網址：www.wellcell.com.cn

地址：中國廣東省珠海市香洲區南屏鎮衛康路199號香州創港中心8棟201

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COMMUNICATION WITH STAKEHOLDERS

與持份者的溝通

The Group prioritizes interactive engagement with stakeholders, engaging in continuous dialogue to understand their concerns and strengthen mutual relationships. Through this communication process, the Group not only understands the concerns of internal and external stakeholders, but also develops a holistic and balanced view of ESG issues. The following table sets out the Group's key stakeholders, communication channels and their areas of concern. The Group is committed to enhancing its stakeholder communication mechanisms and addressing stakeholder expectations and demands, using these insights as the foundation for optimizing ESG strategies and planning.

本集團重視與各持份者的互動交流，通過持續溝通，深入了解持份者所關注的議題，從而鞏固相互關係。在溝通過程中，我們不僅掌握內外部持份者的關注重點，同時獲得對ESG議題的全面及平衡觀點。下表列示本集團主要持份者、溝通渠道及其關注範疇。本集團致力完善持份者溝通機制，回應各方期望與訴求，並以此作為優化ESG策略及規劃的基礎。

Role of stakeholders 持份者角色	Issues of concern 關注的議題	Communication channels 溝通渠道
Internal 內部		
 Employees 員工	<ul style="list-style-type: none"> • Health and safety 健康及安全 • Career development and training 職業發展及培訓 • Employees' rights and benefits 員工福利及權利 	<ul style="list-style-type: none"> • Staff appraisals and interviews 績效評估與面談 • Regular internal meetings 內部定期會議 • Training activities and seminars 培訓活動及研討會 • Internal circulars and emails 內部通告及電郵
 Potential investors and shareholders 潛在投資者及股東	<ul style="list-style-type: none"> • Investment returns 投資回報 • Information transparency 信息透明度 • Sound risk management and corporate governance systems 健全的風險管理和公司治理制度 	<ul style="list-style-type: none"> • Annual reports and company announcements 年報及公司公告 • Annual general meetings and extraordinary general meetings 股東週年大會及特別股東大會 • Company hotline and E-mail 公司熱線及電郵

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Role of stakeholders 持份者角色	Issues of concern 關注的議題	Communication channels 溝通渠道
External 外部		
 Customers 客戶	<ul style="list-style-type: none"> Quality of services and products 服務及產品的質量 Customer services and after-sales services 客戶服務及售後服務 Privacy protection and consumer interests 私隱保障及消費者權益 	<ul style="list-style-type: none"> Customer service hotline and E-mail 客戶服務熱線和電子郵件 After-sales services 售後服務
 Government 政府	<ul style="list-style-type: none"> Compliant operation and corporate governance 合規的經營及公司治理 Legal payment of taxes 依法納稅 Community infrastructure development 社區建設 	<ul style="list-style-type: none"> Regional conferences and seminars 地區會議及研討會 Policy communication 政策溝通 Regular visits 定期走訪
 Suppliers 供應商	<ul style="list-style-type: none"> Supplier policies and transparency 供應商政策及透明度 Commercial integrity 商業誠信 Fair trade and timely payment 公平交易與及時付款 	<ul style="list-style-type: none"> Supplier survey 供應商調查 Tendering conference 招標會議 Seminars 研討會
 Community 社區	<ul style="list-style-type: none"> Environmental impacts 環境的影響 Public service activities and social welfare 公益活動及社會福利 Social responsibilities 社會責任 Job opportunities & community development 就業機會與社區發展 	<ul style="list-style-type: none"> Volunteer services and welfare services 義工服務及福利服務 Charitable activities 慈善活動

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MATERIALITY ASSESSMENT

重要性評估

To identify ESG issues material to the Group and use them as a reference for developing sustainability policies and measures, as well as to focus our disclosure in this Report, we conducted an internal materiality assessment during the Reporting Period. Taking into account the Group's operational conditions and stakeholder concerns, we prioritized material issues based on the assessment results. To ensure this Report accurately and objectively reflects our ESG performance during the Reporting Period, we have engaged an independent sustainability consultant to assist the Group in conducting the following materiality analysis process:

為識別對本集團而言重要的ESG議題，作為制定可持續發展政策及措施的參考，並於本報告中集中披露，我們於匯報期內進行內部重要性評估，考慮本集團的營運狀況及持份者的關注，根據評估結果確認重要性議題的排序。為確保本報告能準確且客觀地反映我們於匯報期間的環境、社會和管治的表現，我們已委託獨立可持續發展顧問協助本集團進行下列重要性分析流程：



Identifying and Reviewing Material Issues 識別及回顧重要性議題

Building on our 2023 materiality assessment results, we reviewed whether the relevant issues and their prioritization remained applicable and effectively reflected the ESG-related risks and opportunities facing the Group. We also considered factors including regulatory requirements, international standards, and industry trends, specifically:

- Requirements of the HKEX ESG Reporting Guide;
- Material issues identified by international ESG disclosure standards and rating agencies for our industry (including MSCI and SASB); and
- Material issues disclosed in ESG reports of industry peers.

我們以2023年的重要性評估結果為基礎，審視相關議題及排序是否仍然適用，並能有效反映本集團面對與ESG相關的風險及機遇。我們亦參考監管機構的要求、國際標準及行業趨勢等因素，包括：

- 香港聯交所《ESG報告指引》的要求；
- 國際ESG披露標準及評級機構針對我們所在行業（包括MSCI及可持續發展會計準則委員會）提及的重大議題；以及
- 同業於ESG報告內所披露的重要性議題。



Revising Issues and Adjusting Priorities 修訂議題及調整優次

The Group's management reviewed and adjusted the 2023 materiality assessment issue list and prioritization results, taking into account the considerations mentioned in the previous step.

本集團的管理層在參考上個步驟提及的考量因素後，就2023年的重要性評估議題列表及排序結果進行調整修訂。



Responding to Material Issues 回應重要性議題

Based on this year's materiality ranking, we confirmed our sustainability governance approach and key disclosure focus areas for this Report.

根據本年度的重要性排序確認可持續發展管治方針以及本報告的披露重點。

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The following are the material ESG issues identified for this Reporting Period:

以下為本匯報期間確定的ESG重要議題：

Item 項目	ESG Issues ESG議題
High Importance 高度重要性	
1 Occupational health and safety 職業健康和安全	8 Green procurement 綠色採購
2 Prevention of child labour and forced labour 防止僱傭童工和強制勞工	9 Compliance with and protection of intellectual property rights 遵守和保護知識產權
3 Number of concluded legal cases in relation to corrupt practices (e.g. bribery, extortion, fraud, and money laundering) 關於腐敗行為的已結案法律案件數量，例如賄賂、勒索、欺詐和洗錢	10 Staff diversity and equal opportunities 員工多元化和平等機會
4 Product health and safety 產品健康及安全	11 Product and service labelling 產品和服務標籤
5 Customer information and privacy protection 顧客信息和私隱保護	12 Supplier selection and monitoring 供應鏈選擇和監察
6 Anti-corruption policies and whistleblowing procedures 反貪污政策及舉報流程	13 Staff development, training and promotion 員工發展和培訓晉升
7 Staff remuneration, benefits and rights (e.g. working hours, rest periods, working environment) 員工薪酬、福利和權利（例如工作時間、休息時間、工作環境）	
Medium Importance 中度重要性	
14 Promotion of local employment 促進當地就業	19 Use of materials (e.g. paper, packaging, raw materials) 材料使用（例如紙張、包裝、原材料）
15 Customer satisfaction 客戶滿意度	20 Climate change 氣候變化
16 Marketing and promotion (e.g. advertisements) 營銷和推廣（例如廣告）	21 Greenhouse gas emissions 溫室氣體排放
17 Community support (e.g. donation, volunteer services) 社區支持（例如捐贈，志願服務）	22 Energy use (e.g. electricity, gas, fuel) 能源使用（例如電力、燃氣、燃料）
18 Anti-corruption training provided for Directors and staff 向董事和員工提供的反貪污培訓	
General Importance 一般重要性	
23 Water use 水資源使用	26 Air emissions 空氣排放
24 Measures in relation to environment and natural resources protection 保護環境和天然資源的措施	27 Non-hazardous waste generation 無害廢棄物的產生
25 Hazardous waste generation 有害廢棄物的產生	

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Based on the materiality assessment results, stakeholders generally consider issues relating to social aspects as relatively important. The three issues of special focus for the year are “Occupational health and safety”, “Prevention of child labour and forced labour” and “Number of concluded legal cases in relation to corrupt practices (e.g. bribery, extortion, fraud, and money laundering)”. The above issues are the key drivers for the sustainable business development of the Group and will be further elaborated below. The Group conducts annual assessments and reviews of material issues to ensure alignment with the Company’s development needs.

THE BOARD’S ESG GOVERNANCE

Mainland China’s Information and Communication Technology industry is at a crucial stage of digital transformation. With the deep integration of technologies such as 5G, Internet of Things (IoT), cloud computing, big data, and artificial intelligence, significant development opportunities have emerged for the industry. However, as the market becomes increasingly saturated, competition has intensified, particularly in traditional business areas such as network optimization and operations maintenance, where price competition is fierce and profit margins continue to be under pressure. Meanwhile, customers’ demands for service quality, technological innovation, and personalized solutions continue to rise, placing higher requirements on enterprises’ comprehensive service capabilities. Faced with these challenges and opportunities, the Group deeply understands the importance of sustainable development for long-term corporate success.

根據重要性評估結果，持份者普遍認為社會範疇的ESG議題更為重要，當中「職業健康和 safety」、「防止僱傭童工和強制勞工」、及「關於腐敗行為的已結案法律案件數量，例如賄賂、勒索、欺詐和洗錢」為本年度三大重點關注事項。上述事項將作為本集團業務可持續發展的主要推動力，並將在下文中進一步闡述。本集團每年均會對重大議題進行評估及檢討，確保切合公司發展需求。

董事會的ESG管治

中國內地的信息通信技術(ICT)行業正處於數位化轉型的關鍵時期。隨著5G、物聯網、雲計算、大數據及人工智能等技術的深度融合，為行業帶來重大發展機遇。然而，市場漸趨飽和，導致競爭日益加劇，尤其在網路優化及運營維護等傳統業務領域，價格競爭激烈，利潤空間持續受壓。與此同時，客戶對服務質量、技術創新以及個性化解決方案的需求不斷提升，這對企業的綜合服務能力提出更高要求。面對這些挑戰與機遇，本集團深知可持續發展對企業長遠成功的重要性。

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Sustainable development is a crucial cornerstone of the Group's business development, and the Group has always placed high importance on ESG management. As the Company's highest governing body, the Board carries the responsibility for leadership and supervision, coordinating the management of company affairs, including oversight of ESG matters to ensure the Company's sustainable development. The Board is responsible for formulating ESG strategies and vision, monitoring performance and progress in various areas, while assessing related risks and opportunities. In order to better allocate resources in the development of the ESG management approach and strategy, the Board first considers, determines and prioritises the Group's sustainability concerns based on the materiality assessment, the materiality matrix and the feedback collected from its communication with various stakeholders.

The Group has established various ESG-related policies, including the "Disclosure Policy on Environmental, Social and Governance", the "Business Sustainability Programme" and the "Policy Process for Identifying and Responding to Environmental Changes". The Board and senior management will review issues and policies related to the Group's sustainable development on an annual basis to make timely changes to the relevant policies and adjust the overall approach and strategy of the Group. For details of the Group's corporate governance system and implementation, please refer to the "Corporate Governance" section in the Annual Report.

ENVIRONMENTAL PROTECTION

Climate change has profound implications for business operations and social development. The Group deeply understands that environmental and climate-related impacts and pressures can result in economic losses that may meet or exceed expectations. To align with international and government guidelines and directions on climate change, the Group has established the following policies, including but not limited to:

- Environmental, Social and Governance Disclosure-Related Policies;
- Business Sustainability Programme; and
- Policy Process for Identifying and Responding to Environmental Changes.

可持續發展為本集團業務發展的重要基石，本集團一直高度重視ESG管理。董事會作為本公司最高管治機構，肩負領導及監督職責，統籌管理公司事務，當中也包括ESG事宜的監管，以確保公司的可持續發展。董事會負責制定ESG策略及願景，監察各範疇的表現和進度，同時評估相關風險與機遇。為了更好地分配制定ESG的管理方針及策略時的資源，董事會會先考慮、釐定並優次排列本集團的可持續發展關注重點，當中是以重要性評估、重要性議題矩陣以及與各利益相關方溝通時所收集到的意見為依歸。

本集團已建立多項ESG相關政策，包括《環境、社會及管治披露相關政策》、《業務可持續性計劃》及《識別和應付環境變化之政策流程》。董事會及高級管理層會每年檢討本集團可持續發展相關的議題及政策，以便及時修訂相關政策，及調整本集團的整體方針和策略。有關本集團的企業管治制度及實施情況的詳情，請參閱年報「公司治理」章節。

環境保護

氣候變化對企業營運及社會發展具有深遠影響。本集團深明各項與環境及氣候相關的衝擊及壓力，都會轉化成一定程度甚至乎超過預期的經濟損失。為了配合國際及政府針對氣候變化的方針及方向，本集團制定了以下政策，當中包括但不限於：

- 《環境、社會及管治披露相關政策》；
- 《業務可持續性計劃》；及
- 《識別和應付環境變化之政策流程》。

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While simultaneously ensuring business operations comply with the following legal requirements, including but not limited to:

- Environmental Protection Law of the PRC;
- Atmospheric Pollution Prevention and Control Law of the PRC; and
- Water Pollution Prevention and Control Law of the PRC.

Considering the nature of the Group's business, the impact on the environment is low and the major use of resources is electricity used in the office. During the Reporting Period, the Group was not aware of any material non-compliance with applicable laws and regulations relating to air emissions, greenhouse gas emissions ("GHG emissions"), discharges into water and land, and the generation of non-hazardous waste.

EMISSIONS

The Group is committed to ensuring its operational activities comply with local laws and regulations, including but not limited to the Environmental Protection Law of the PRC, the Atmospheric Pollution Prevention and Control Law of the PRC, Measures for the Administration of Pollutant Discharge Permits. The Group's air emissions and greenhouse gas emissions are mainly from vehicles and electricity usage, and the waste are non-hazardous wastes generated from general office activities. The Group is not aware of any non-compliance or violations relating to emissions during the Reporting Period.

同時確保業務經營符合以下法律規範，當中包括但不限於：

- 《中華人民共和國環境保護法》；
- 《中華人民共和國大氣污染防治法》；及
- 《中華人民共和國水污染防治法》。

考慮到本集團的業務性質，對於環境的影響較為低，主要的資源使用為辦公室電力。於匯報期間，本集團並不知悉有重大的有關大氣及溫室氣體排放（「溫室氣體排放」）、向水及土地排污以及產生無害廢棄物的重大違規個案。

排放物

本集團致力確保經營活動符合當地法律法規要求，其中包括但不限於《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》等。本集團的廢氣排放及溫室氣體排放主要來源自車輛及電力使用，廢棄物來源為一般辦公室活動所產生的無害廢棄物，在匯報期間本集團並不知悉有重大的排放不合規或違規情況存在。

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Air emissions

The main air emissions generated by the Group are nitrogen oxides (“NOx”), sulphur oxides (“SOx”) and particulate matter (“PM”), which are emitted from vehicles. The Group’s emission data for the Reporting Period is as follows:

Air Emissions ¹ 廢氣污染物 ¹	Unit 單位	2024 ² 2024年 ²	2023 ² 2023年 ²
Nitrogen oxides (NOx) 氮氧化物(NOx)	kg 公斤	70.44	88.03
Sulphur oxides (SOx) 硫氧化物(SOx)	kg 公斤	1.36	1.36
Particulate matter (PM) 顆粒物(PM)	kg 公斤	5.48	6.74

Notes:

1. The calculation of air emissions has adopted the calculation methodology and emission factors set out in “How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange.
2. In 2023 and 2024, data includes emissions from the use of self-owned and rented vehicles.

The Group’s air emissions primarily come from automobile use. To reduce transport carbon emissions, the Group actively promotes green mobility by encouraging employees to choose walking or public transportation for short-distance travel, and advocates carpooling programs to reduce unnecessary vehicle use.

廢氣排放

本集團主要產生的廢氣污染物為氮氧化物（「NOx」）、硫氧化物（「SOx」）及顆粒物（「PM」），均來自車輛排放。在匯報期間，本集團的廢氣排放數據如下：

附註：

1. 廢氣排放的計算採用了由聯交所發表的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》中列明的計算方法及排放因子。
2. 2023及2024年包括了自置車輛以及租用車輛的使用量排放。

本集團的廢氣排放主要來自車輛使用。為減少交通碳排放，本集團積極推動綠色出行，鼓勵員工選擇步行或公共交通工具作短途代步，並提倡共乘計劃，以降低不必要的車輛使用。

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Greenhouse gas emissions

The excessive accumulation of greenhouse gases intensifies global warming. As one of its main causes, emission control has been receiving increased attention. Considering the nature of the Group's business, office-based operations do not involve significant greenhouse gas emissions. The direct greenhouse gas emissions in Scope 1 are mainly due to the combustion of fuels by vehicles, and the energy indirect greenhouse gas emissions in Scope 2 are mainly from electricity use. The other indirect greenhouse gas emissions in Scope 3 are mainly from waste paper and business air travel.

The Group's greenhouse gas emissions data for the Reporting Period is as follows:

溫室氣體排放

溫室氣體過度累積會加劇全球暖化，作為主要成因之一，其排放控制日益受到關注。考慮到本集團的業務性質，辦公室為主的經營活動並不涉及大量的溫室氣體排放。範圍一的直接溫室氣體排放主要由車輛的燃燒燃料，範圍二的能源間接溫室氣體排放來源主要為電力使用，範圍三的其他間接溫室氣體主要為廢紙及乘坐飛機公幹的排放。

在匯報期間，本集團的溫室氣體排放數據如下：

Greenhouse gas emissions ¹ 溫室氣體排放 ¹	Unit 單位	2024 2024年	2023 2023年
Direct greenhouse gas emissions (Scope 1) 直接溫室氣體排放 (範圍一)	tonnes CO ₂ e 噸二氧化碳當量	245.79	246.21
Energy indirect greenhouse gas emissions (Scope 2) 能源間接溫室氣體排放 (範圍二)	tonnes CO ₂ e 噸二氧化碳當量	10.89	11.21
Other indirect greenhouse gas emissions (Scope 3) 其他間接溫室氣體排放 (範圍三)	tonnes CO ₂ e 噸二氧化碳當量	24.68	18.63
—Waste paper disposed in landfills 棄置到堆填區的廢紙	tonnes CO ₂ e 噸二氧化碳當量	2.75	3.76
—Business travel by airplane 僱員乘坐飛機出外公幹	tonnes CO ₂ e 噸二氧化碳當量	21.93	14.87
Total greenhouse gas emissions 總溫室氣體排放量	tonnes CO₂e 噸二氧化碳當量	281.36	276.05
Greenhouse gas emission intensity² 溫室氣體排放密度²	tonnes CO₂e/ Number of employees 噸二氧化碳當量/ 員工人數	2.68	2.28

Notes:

- The calculation of greenhouse gas emissions has adopted the calculation methodology and emission factors set out in "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by The Stock Exchange.
- The greenhouse gas emission intensity is calculated by the total greenhouse gas emissions divided by the number of employees, which was 105 in 2024 and 121 in 2023.

附註：

- 溫室氣體排放的計算採用了由聯交所發表的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》中列明的計算方法及排放因子。
- 溫室氣體排放密度是以總溫室氣體排放除以員工人數，2024年為105名員工，2023年為121名員工。

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Other indirect greenhouse gas emissions in Scope 3 increased primarily due to the higher frequency of air travel, attributed to increased business trips and Group testing project deployments. With continuous business expansion, client visits and business travel activities are expected to increase continuously to accommodate overall business development needs.

The Group's Scope 2 greenhouse gas emissions mainly arise from indirect emissions generated by office electricity consumption. In order to minimise greenhouse gas emissions in line with the government's policy objectives, the Group has formulated and implemented the following energy-saving measures, requiring strict compliance from all employees:

- Encourage employees to turn off electronic devices that are not in use, set printers to energy-saving modes, and turn off air conditioning and lighting after office hours;
- Regular maintenance of equipment to ensure its efficiency and reduce energy consumption;
- Use energy-efficient lighting fixtures such as Light Emitting Diode (LED) lamps or integrated compact fluorescent lamps (CFLs);
- Maintain an average indoor temperature of our office between 24-26°C during summer time to reduce the power consumption of air-conditioners; and
- Keep windows and doors closed when the air conditioner is running.

範圍三其他間接溫室氣體排放的增加主要來自商務差旅及集團測試項目部署帶來的航空差旅增長。隨著業務持續擴展，客戶拜訪及商務差旅活動預計將持續增加，以配合整體業務發展需要。

本集團範圍二的溫室氣體排放主要來自辦公用電所產生的間接排放。為了盡力減少溫室氣體排放以配合國家政府的政策方針，本集團制定並實施了以下節能措施，要求全體員工嚴格遵守：

- 鼓勵僱員關閉不使用的電子設備，將打印機設置成節能模式，在辦公時間後關閉空調和照明系統；
- 定期維護設備，確保其效率並減少能源消耗；
- 使用具有高能源效益的燈具，例如發光二極管(LED)燈或整合式緊湊型熒光燈(慳電膽)；
- 在盛夏期間將辦公室的平均室內溫度維持在攝氏24至26度之間，減少空調的耗電量；及
- 使用空調時應保持門窗緊閉。

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Waste

As the Group primarily operates telecommunication network-related businesses, our operations do not generate significant hazardous waste. During the Reporting Period, the Group's non-hazardous waste primarily stemmed from daily office activities, including office paper and general domestic waste. The Group has implemented green management in offices to achieve more efficient use of resources and reduction of waste, save energy and money, and help improving the working environment. To achieve waste management objectives, the Group has implemented the following waste reduction measures:

- Promote paperless office operations;
- Donate waste electrical and electronic equipment (e.g. computers, printers, etc.) that need to be disposed of to charitable organisations or send them to recyclers for handling;
- Encourage employees to maximise the use of both sides of paper and reuse envelopes; and
- Implement source separation of waste and set up recycling bins in offices.

The Group's non-hazardous waste data for the Reporting Period is as follows:

Non-hazardous waste ¹ 無害廢棄物 ¹	Unit 單位	2024 2024年	2023 2023年
Total amount of non-hazardous waste 無害廢棄物總量	tonnes 噸	2.49	1.83
Non-hazardous waste intensity ² 無害廢棄物密度 ²	tonnes/Number of employees 噸／員工人數	0.02	0.02

Notes:

1. The calculation of greenhouse gas emissions has adopted the calculation methodology and emission factors set out in "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by The Stock Exchange.
2. The greenhouse gas emission intensity is calculated by the total greenhouse gas emissions divided by the number of employees, which was 105 in 2024 and 121 in 2023.

The Group will continue to implement the above energy-saving and emission reduction policies, striving to reduce paper and energy consumption, and further minimize office waste generation.

廢棄物

由於本集團主要經營電信網絡相關業務，業務營運過程中並不產生重大的有害廢棄物。在匯報期間，本集團的無害廢棄物主要來自日常辦公活動，包括辦公用紙及一般生活垃圾等。本集團亦在辦公室推行綠化管理，以便有效地運用資源，減少製造廢物，節省能源和金錢，並改善工作環境。為實現廢物管理目標，本集團實施了以下減廢措施：

- 推動無紙化辦公；
- 把有需要棄置的廢電器電子產品（如電腦、打印機等）捐贈與慈善團體或送交回收商處理；
- 鼓勵員工盡量善用紙張兩面和重用信封；及
- 推行廢物源頭分類，於辦公室內設置回收箱。

在匯報期間，本集團產生的無害廢棄物數據如下：

附註：

1. 溫室氣體排放的計算採用了由聯交所發表的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》中列明的計算方法及排放因子。
2. 溫室氣體排放密度是以總溫室氣體排放除以員工人數，2024年為105名員工，2023年為121名員工。

本集團將堅持實行上述節能減排政策，致力降低紙張及能源消耗，並進一步減少辦公廢物的產生。

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USE OF RESOURCES

The Group deeply understands the importance of resource utilization in business operations. We are committed to enhancing employees' energy conservation awareness and promoting energy-saving practices across all departments in daily operations to eliminate energy waste. Given the nature of our business, the Group's main resource consumption includes vehicle fuel, office electricity and water for employee use. The Group commits to strictly controlling future energy consumption increases to maintain them at reasonable levels. Regarding indirect energy use such as office electricity, given the current low consumption levels, the Group will continue to monitor usage and strive to maintain current consumption levels to avoid significant increases.

The Group's resource consumption data for the Reporting Period is as follows:

資源使用

本集團深知資源使用對業務營運的重要性，我們致力提升員工節能意識，並在日常營運中推動各部門實踐節能措施，杜絕能源浪費。基於業務性質，本集團主要消耗的資源包括車輛燃料、辦公用電及員工生活用水。本集團承諾未來將嚴格管控能源消耗增幅，確保維持在合理水平。針對辦公用電等間接能源使用，鑒於目前使用量處於較低水平，本集團將持續進行用量監測，致力維持現有用量水準，避免大幅增長。

匯報期間本集團的資源耗量數據如下：

Types of energy ¹ 資源種類 ¹	Unit 單位	2024 2024年	2023 2023年
Direct energy consumption ² 直接能源耗量 ²	MWh 兆瓦時	844.75	897.97
— Gasoline 汽油	MWh 兆瓦時	808.92	883.77
— Diesel 柴油	MWh 兆瓦時	35.83	14.20
Indirect energy consumption ³ 間接能源耗量 ³	MWh 兆瓦時	19.10	19.65
Total energy consumption 能源總耗量	MWh 兆瓦時	863.85	917.62
Total energy consumption intensity⁴ 能源總耗量密度⁴	MWh/Number of employees 兆瓦時／員工人數	8.23	7.58
Total water consumption⁵ 總耗水量⁵	m³ 立方米	12.58	11.16
Water consumption intensity⁶ 耗水密度⁶	m³/Number of employees 立方米／員工人數	0.12	0.09

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Notes:

1. Resource consumption is collected in accordance with the "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by The Stock Exchange.
2. Direct energy consumption refers to vehicle fuel, including gasoline and diesel.
3. Indirect energy consumption is the power supply for offices, with 2 office premises included in 2023 and 2024.
4. The total energy consumption intensity is calculated by the total energy consumption divided by the number of employees, which was 105 in 2024 and 121 in 2023.
5. As the office premises do not have a separate water source, water consumption calculations primarily include drinking water and apportioned water consumption.
6. The water consumption intensity is calculated by the water consumption divided by the number of employees, which was 105 in 2024 and 121 in 2023.

Due to the nature of our business and regional operating characteristics, the Group did not encounter any issues in sourcing water that is fit for purpose during the Reporting Period. Given the current minimal water consumption levels and marginal environmental impact, the Group has not yet set specific water efficiency targets, but commits to maintaining current low consumption levels while continuing to implement water conservation measures. To further promote water conservation, the Group has implemented the following measures to actively encourage employee participation in water conservation:

- Encourage employees to conserve water;
- Use water only when necessary; and
- Use clean water for watering flowers instead of pouring them out.

Additionally, due to our business nature, the Group's daily operations do not involve significant use of packaging materials.

附註：

1. 資源耗量的收集是根據聯交所發表的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》。
2. 直接能源使用為車輛燃料，包含汽油及柴油。
3. 間接能源使用為辦公室的供電，2023及2024年各包含了2間辦公處所。
4. 能源總耗量密度是以能源總耗量除以員工人數，2024年為105名員工，2023年為121名員工。
5. 由於辦公處所沒有獨立水源，水資源使用主要計算飲用水及公攤用水量。
6. 水資源使用密度是以水資源使用除以員工人數，2024年為105名員工，2023年為121名員工。

本集團有賴於業務性質及營運地區特點，於匯報期間內並無在求取適用水源上可有任何問題。鑒於目前用水量處於極低水平且對環境影響輕微，本集團暫未設定具體用水效益目標，但致力將維持現有低用水量，並持續推行節水措施。為進一步推動節水工作，本集團實施以下措施，積極鼓勵員工參與節約用水：

- 鼓勵員工珍惜用水；
- 有需要時才用水；及
- 如有欲倒掉的乾淨食水，可以用作澆花用。

另外，因應業務性質，本集團的日常營運並不涉及重大的包裝物料。

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THE ENVIRONMENT AND NATURAL RESOURCES

In September 2020, China announced at the United Nations General Assembly its commitment to reach peak carbon emissions before 2030 and achieve carbon neutrality before 2060, known as the 'dual carbon' goals. Following the announcement of these goals, government departments also actively proposed low-carbon transition policies, while the 14th Five-Year Plan emphasizes the importance of energy, electricity and other climate change-related issues.

The Group has proactively aligned with national goals and policies. As a service provider and software developer, we maintain a minimal environmental impact and low resource consumption levels. During the Reporting Period, the Group was not aware of any significant impact on the environment resulting from its operations. Additionally, the Group did not encounter problems regarding the use of natural resources such as water, land and energy. For details on the Group's environmental management measures and performance, please refer to the sections titled 'Emissions' and 'Use of Resources'.

CLIMATE CHANGE

Climate change, as one of today's most significant global environmental challenges, is closely related to all sectors of society and individuals. As part of the telecommunications services industry, the Group currently does not face significant problems regarding emissions and the use of natural resources. Recognizing climate change as a pressing global challenge, the Group is committed to collaborating across borders, industries, and generations to drive collective action.

環境及天然資源

中國在2020年9月在聯合國大會上作出承諾，將力爭於2030年前實現「碳达峰」、2060年前實現「碳中和」的「雙碳」目標。在宣佈目標後，各政府部門也積極提出低碳轉型的政策，而「十四五」規劃中也十分重視能源、電力等氣候變化相關議題。

本集團積極配合國家的目標及政策，作為服務供應商以及軟件開發商，對於環境的影響和資源消耗水平較少。在匯報期間，本集團沒有發現我們的業務對環境有重大的影響。同時，本集團也沒有出現水資源、土地資源、能源等的天然資源使用問題。有關本集團的環境管理措施及表現，詳情請參閱「排放物」及「資源使用」章節。

氣候變化

氣候變化作為當今全球最重大的環境挑戰之一，與社會各界及個人息息相關。本集團作為電信服務產業的一環，目前排放及天然資源的使用沒有面臨重大問題。氣候變化是當今迫切的全球性挑戰，本集團致力於跨越國界、產業與世代，推動共同行動。

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Following the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Group continues to assess and manage physical and transition risks from climate change. In response, we have developed corresponding risk management strategies and will continue to improve relevant policies and actions. The main climate risks identified during this Reporting Period and their corresponding measures are as follows:

本集團參考氣候相關財務披露工作小組(TCFD)的建議，持續評估並管理氣候變化帶來的實體及轉型風險。為此，我們已制定相應的風險應對策略，並將持續完善相關政策及行動。本匯報期間識別的主要氣候風險及其應對措施如下：

Category of

Risk 風險類別	Risks 風險	Mitigation Measures 對應方法
<u>Physical risks</u>	Acute risks of intensified extreme weather conditions, for instance, no significant impact on the Group's super typhoons, floods and extreme temperature differences, which will impact the Group's operations, supply chain, logistics needs and employees' safety.	Given that the extreme weather has no significant impact on the Group's operations and supply chain so far, the aggravated situations in the future may affect our telecommunication network infrastructure maintenance and engineering services. Due to our services involve routine maintenance and emergency restoration of the operations of base stations and provision of engineering and labour services in projects related to the construction of telecommunication network infrastructure, the Group will strike a balance between the safety of staff and the provision of services to ensure the safety of staffs under extreme weather.
<u>實際風險</u>	極端天氣情況加劇的急性風險，例如超級颱風、水災、極端溫差等，會對集團營運、供應鏈、運輸需要及員工安全造成影響。	考慮極端天氣目前對本集團的營運及供應鏈均無重大的影響，未來情況加劇有可能對電信網絡基礎設施維護及工程服務帶來影響。由於服務涉及基站運營的日常維護及緊急恢復以及就電信網絡基礎設施建設相關項目提供工程及勞務服務，在極端天氣下，本集團會平衡員工的安全及服務的提供，務求保障員工的安全。

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Category of Risk 風險類別	Risks 風險	Mitigation Measures 對應方法
	<p>Chronic risks arising from climate changes over time, for example, sustained high temperatures may cause sea level rise or continued hot weather.</p> <p>日積月累的氣候變遷衍生的慢性風險，例如持續高溫可能會引起海平面上升或持續酷熱天氣。</p>	<p>In addition to the above consequences brought by acute risks, chronic risks may increase the frequency of strong typhoons and heavy rains, which may lead to property losses suffered by the customers, including collapse of tower, and equipment, among others. We may also encounter power shortages, resulting in increased operating costs. Looking forward, the Group will monitor the situation closely and actively develop countermeasures.</p> <p>除了上述的急性風險影響，慢性風險潛亦令強颱風及暴雨的頻率增加，有機會令客戶的鐵塔倒塌、設備等資產損失。同時也有可能引致電力短缺，導致營運成本增加。本集團會密切留意情況，在日後積極研究對策。</p>
<u>Transitional risks</u>	<p>Climate-related legislation and policies will be adapted to national guidelines. Considering the “dual carbon” goal, the legal risks associated with adopting energy efficiency requirements are expected to increase going forward.</p>	<p>There is a possibility that companies that fail to meet national greenhouse gas targets set in the future will be imposed fines, with potential impacts on operating costs and product demand. The Group will review the impact and implementation status of current important regulations and will periodically check changes in laws every year to formulate response plans in advance.</p>
<u>過渡風險</u>	<p>氣候相關的法例及政策會因應國家方針調整，考慮到「雙碳」目標，未來採用能源效益的要求法律風險增加。</p>	<p>未來的國家設定的溫室氣體目標，有機會會對未達目標的企業收取罰款，對營運成本及產品需求帶來潛在的影響。本集團會盤點目前重要法規的影響與執行的現況，並會每年定期查核法律的變更，預先制定應對方案。</p>
	<p>The market is increasingly aware of climate-related risks and opportunities, and customers may demand low-carbon strategies to keep up with the trend.</p> <p>市場日益留意氣候相關的風險及機遇，客戶可能會要求低碳策略以符合趨勢。</p>	<p>Such risk may affect the supply and demand of goods, products and services, exacerbate the uncertainty of market information, and change the behavioral preferences of customers. The Group will regularly assess customer needs and create corresponding products according to the needs and requirements of customers.</p> <p>此風險可能會影響商品、產品及服務的供求、提高市場訊息不確定性、以及客戶行為偏好的變化等。本集團會因應客戶的需要及需求，定期建立及創造出相對應的產品。</p>

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SOCIETY

Employees

Employees are our most valuable asset and the foundation of our business success. Upholding core values of respect, professionalism, and equality, we strive to create an inclusive and diverse workplace culture. With our people-first approach, the Group maintains a comprehensive Employee Manual (《員工手冊》) that standardizes all aspects of human resource management, including recruitment, promotion, transfer, dismissal, training and education, wages and benefits, labour insurance and compensation, ensuring a safe, healthy workplace with equal development opportunities.

During the Reporting Period, the Group complied with labour-related laws and regulations, including but not limited to the Labor Law of the PRC, the Regulation on Labor Security Supervision, and the Labor Contract Law of the PRC. The Group is not aware of any non-compliance with the relevant rules and regulations that have a material impact on the Group.

Policies on Employees' Compensation and Benefits

To attract and retain exceptional talents, the Group conducts recruitment based on position requirements while upholding gender equality principles. We strive to provide comprehensive employee benefits, including competitive compensation, an equitable remuneration system, a safe and comfortable work environment, and regular staff activities.

The Group provides statutory social insurance coverage including pension, medical, unemployment, and maternity benefits, as well as housing fund contributions. We prioritize employee health and safety, requiring strict adherence to safety protocols and equipment operation training. Additional personal accident insurance is provided for employees in specialized positions.

社會

僱員

員工是本集團最寶貴的資產，也是業務成功的基石。我們恪守尊重、專業和平等的核心價值觀，致力營造多元共融的職場文化。本集團以人為本，通過完善的《員工手冊》制度體系，規範包括招聘、晉升、調職、解僱、培訓及教育、工資及福利、勞工保險等各項人力資源管理，確保為員工提供安全健康、平等發展的工作環境。

匯報期間內，本集團遵守了與勞動相關的法律法規，包括但不限於《中華人民共和國勞動法》、《勞動保障監察條例》、《中華人民共和國勞動合同法》。本集團並未知悉有對本集團有重大影響的不遵守相關規則和條例的情況。

僱員薪酬及福利政策

為吸引及保留優秀人才，本集團在人才招聘時充分考慮崗位特點，堅持性別平等原則。在員工福利方面，我們致力提供全面的保障和關懷，包括具競爭力的薪酬體系、公平公正的薪酬制度、安全舒適的工作環境，並定期舉辦員工活動。

本集團依法為員工辦理養老、醫療、失業、生育等社會保險及住房公積金。我們高度重視僱員健康及安全，要求所有員工嚴格遵守安全指引，並接受設備使用的專業培訓。針對特殊崗位，我們額外提供人身意外傷害保險保障。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

As an organization committed to talent development, we foster a warm and harmonious corporate culture through regular cultural, sporting, and social activities. To inspire excellence, the management organizes annual team-building events for high-performing teams, arranges thoughtful gatherings such as birthday celebrations and afternoon teas, and distributes carefully selected gifts during traditional festivals. We place special emphasis on women's rights, strictly implementing national maternal protection policies to ensure female employees receive comprehensive paid leave and supportive care during pregnancy, childbirth, and nursing periods.

作為重視人才發展的企業，我們致力營造溫暖和諧的企業文化，定期組織豐富多彩的文化體育及聯誼活動。為激勵卓越表現，管理層每年安排績優團隊參與團建活動；更貼心安排生日會、下午茶聚會等溫馨活動，並於傳統節慶發放精心準備的禮品。公司特別重視女性員工權益，嚴格執行國家母嬰保障政策，確保女員工在孕期、產期及哺乳期享有完善的帶薪假期制度和人性化關懷。



Case Study: Employee team-building event
案例：員工團建活動



On May 22, 2024, the Group organized a team-building event in Beijing, attended by 61 employees, strengthening team cohesion.

2024年5月22日本集團在北京舉辦了團建活動，共有61位員工參與，從而增強團隊凝聚力。

The Group take the realisation of “internal equity” and “external competitiveness” as our fundamental principle. The Group establishes and improves its remuneration system through “three matchings”, which refer to that the remuneration matches the value of the position, the remuneration matches the ability, and the remuneration matches the performance. The aim is to encourage continuous employee development and reward outstanding contributions.

本集團以實現「內部公平性」和「外部競爭性」為基本原則，通過三項匹配，即「薪酬與崗位價值相匹配」、「薪酬與工作能力相匹配」和「薪酬與工作績效相匹配」等來建立與完善企業薪酬體系，鼓勵員工持續成長，獎勵卓越貢獻。

We have established a comprehensive compensation evaluation system that incorporates multiple professional criteria: the remuneration of an individual will be determined with reference to the employee's personal qualifications, educational background, length of service in relevant professional fields, actual years of experience and professional qualification. The salary scale is assessed according to the employee's position, responsibility and obligation, value and experience.

我們建立了全面的薪資評定體系，綜合考量多項專業指標：員工定薪標準依據員工個人資歷、學歷、相關專業工作年限、實際工作年限和專業技術任職資格為參考因素，並根據員工所在崗位、承擔責任和義務及價值、經驗評定薪級。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Equal Opportunity

The Group bases recruitment on position requirements while opposing gender discrimination. Employees making outstanding contributions are rewarded according to our performance management system. During annual position reviews, high-performing employees receive priority consideration for promotion and development opportunities.

We are committed to fostering an equitable and inclusive workplace, firmly opposing all forms of discrimination. Regardless of age, gender, ethnicity, skin colour, sexual orientation, disability, or marital status, the Group conducts recruitment based on position-specific requirements. We uphold principles of transparency, justice, and fairness, applying uniform standards and selection processes for all candidates.

To encourage excellence, we have established a comprehensive reward system recognizing outstanding performance. During annual position reviews, we prioritize high-performing internal talent for promotion and development opportunities, supporting their career growth.

Employee Diversity

We implement a comprehensive talent acquisition strategy utilizing multiple recruitment channels, including social open recruitment, headhunting, internal and external referrals, aiming to attract talented individuals with diverse educational backgrounds, professional experiences, and specialized expertise. The Group analyses the diversity of its current employee structure on a regular basis to provide guidance for the follow-up recruitment, which builds a solid talent foundation for the Company's innovative development.

平等機會

本集團根據崗位特點進行招聘，反對性別歧視。日常有突出貢獻的，本集團將根據員工獎懲辦法予以激勵。年度員工崗位評估時，優先予以優秀僱員提拔或鍛煉的機會。

我們致力打造公平共融的工作環境，堅決杜絕一切形式的歧視行為。無論員工的年齡、性別、種族、膚色、性取向、身體狀況或婚姻狀況，本集團根據崗位特點進行招聘，秉持公開、公正、公平的原則，錄用標準、甄選流程等一視同仁，原則統一。

為激勵優秀表現，公司建立了完善的獎勵制度，對工作中表現傑出的員工給予適當表彰。在年度崗位調整中，我們優先考慮表現卓越的內部人才，提供更多晉升及歷練機會，助力員工職業發展。

員工多樣性

我們採取多元化的人才招募策略，通過豐富的招聘管道廣納賢才。包括社會公開招聘、專業獵頭合作、內外部推薦等多種方式，致力吸引不同教育背景、職業經歷和專業特長的優秀人才加入。本集團定期分析現有僱員的結構多樣性，以優化後續招聘工作，為企業創新發展提供堅實的人才基礎。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Anti-discrimination and Anti-harassment

The Group strictly adheres to national anti-discrimination regulations, implementing equal opportunity principles throughout all employment practices. We prohibit any form of discrimination based on religion, ethnicity, race, gender, or other factors in both recruitment and daily management. The Group also strictly adheres to relevant measures and regulations and ensures the execution is in place in various ways including regular reviews, random checks, feedback, notification, rectification and self-inspection in each subsidiary in daily work.

The Group takes a zero-tolerance approach to discrimination and harassment and encourages employees to report behaviours that are against the regulations or incidents harmful to the Group's interests. We have established multiple reporting channels to protect employee rights. As phone numbers and emails of the Group's management and head of each department are open to employees, employees may report anonymously or in their real names at any time. Human resource and administrative personnel would collect employee opinions and suggestions through various methods such as company-wide questionnaires and doing individual interviews to gather related information from our employees. During the Reporting Period, the Group was not aware of any reports of discrimination or harassment incidents. The Group would strictly deal with such reports in accordance with the laws and regulations if any reports were submitted. We will continue to enhance our preventive measures to maintain a positive workplace environment.

反歧視及反騷擾

我們嚴格遵循國家反歧視法規，在全部用工環節貫徹平等原則。從人員招聘到日常管理，我們不因宗教信仰、民族背景、種族、性別等因素而產生任何形式的歧視。本集團亦嚴格遵守及執行相關制度規範，並在日常工作中定期審查，不定期抽查、反饋、通報、整改，各下屬公司自查等相結合的方式確保執行到位。

本集團嚴厲打擊一切歧視與騷擾行為，並鼓勵員工勇於舉報違規或損害本集團利益事件的行為。我們建立多元化舉報渠道保護員工權益，本集團領導及各單位負責人的電話及郵箱均對員工公開，員工可隨時採用匿名或實名的方式進行報告。人力行政人員亦會收集員工意見及建議，包括全員問卷及個別訪談等各種方式向員工收取相關信息。匯報期間內未收到關於歧視或騷擾事件的相關投訴。集團一旦接獲相關報告，將會嚴格按照法律法規處理，並將持續完善防範機制，維護良好職場環境。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Employment

All employees work full-time in the Group. The distribution of the workforce by gender, employee category, age and geographical region is as follows:

僱員現況

本集團員工隊伍全部由全職員工組成。員工隊伍按性別、僱員類別、年齡和地理區域的分佈情況如下：

Category 類別 ¹	Unit 單位	2024 2024年	2023 2023年
Gender 性別			
— Male 男性	No. of people 人	74	88
— Female 女性	No. of people 人	31	33
Employee category 僱員類別			
— Senior Management 高級管理層	No. of people 人	5	8
— Middle management 中級管理層	No. of people 人	40	35
— Frontline and other employees 前線及其他僱員	No. of people 人	60	78
Age composition 年齡組別			
— Aged under 30 30歲以下	No. of people 人	36	45
— Aged 31-40 31-40歲	No. of people 人	48	56
— Aged 41-50 41-50歲	No. of people 人	17	18
— Aged 51 or above 51歲或以上	No. of people 人	4	2
Geographical region 地理區域			
— PRC 中國內地	No. of people 人	104	119
— Hong Kong 香港	No. of people 人	1	2

Note:

- The statistical methodology adopted for reporting the above total number of employees was based on “How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs” issued by the Stock Exchange.

附註：

- 上述員工總數報告所採用的統計方法基於由聯交所發表的《如何準備環境、社會及管治報告—附錄三：社會關鍵績效指標匯報指引》。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Employee Turnover Rate

During the Reporting Period, the employee turnover rates by gender, age group, and geographic region are shown in the table below:

僱員流失率

於匯報期間，本集團的員工流失率按性別、年齡組別和地理區域劃分如下表所示：

Category 類別	Unit 單位	2024 2024年	2023 2023年
Gender			
性別			
— Male 男性	Percentage 百份比	27.03	55.68
— Female 女性	Percentage 百份比	19.35	30.30
Age composition			
年齡組別			
— Aged under 30 30歲以下	Percentage 百份比	22.22	37.78
— Aged 31-40 31-40歲	Percentage 百份比	27.08	71.43
— Aged 41-50 41-50歲	Percentage 百份比	17.65	5.56
— Aged 51 or above 51歲或以上	Percentage 百份比	50.00	50.00
Geographical region			
地理區域			
— PRC 中國內地	Percentage 百份比	24.04	49.58
— Hong Kong 香港	Percentage 百份比	100.00	—

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Health and Safety

Building a positive health and safety culture is one of the Group's important priorities. A healthy workforce enhances productivity and morale, fostering a high-performing and agile organization. The Company has formulated and urged the implementation of safety production rules and regulations as well as safety technical operating procedures. The Group provides our employees with a comfortable and safe work environment with well-equipped office hardware. The office building is spacious and clean with abundant ancillary resources including meeting rooms and resting areas. Through these comprehensive health and safety measures, we strive to create an optimal work environment that supports both the physical and mental well-being of every employee.

Physical Safety

The Group upholds the principle of "Safety Comes First, Prevention is Crucial" through comprehensive management systems encompassing employee protection policies, emergency response procedures, hazard identification, risk control, and safety standardization protocols.

Under our safety standardization system, the Safety Management Department oversees safety inspections, training, risk assessment, audit and supervision, compliance monitoring, and emergency response. The Department conducts regular safety audits, ensuring frontline units address potential hazards and occupational risks while correcting non-compliant operations. In emergency situations, the Department shall be entitled to issue orders to cease the operation (or withdraw from the site) and immediately report to the leader for investigation and treatment. To enhance the occupational health and safety awareness of our employees, the Group regularly provides safety training to its employees. Additional training is provided to employees involved in potential occupational hazards to effectively prevent occupational hazards and prevent accidents at work, and regular medical check-ups are arranged for these employees.

健康及安全

建立積極的健康安全文化是本集團的核心任務之一。健康的員工隊伍能提升生產效率與工作士氣，從而打造高績效和靈活的組織。公司已組織制定各項安全生產規章制度，安全技術操作規程，並督促貫徹執行。本集團為員工提供舒適安全的工作環境，辦公硬件配備齊全、辦公環境寬敞整潔，員工辦公空間充足而且配套資源豐富，如會議室、休息室等。通過全方位的安全健康措施，我們致力為員工創造更理想的工作環境，維護每位員工的身心健康。

身體安全

為了確保員工安全，本集團秉持「安全第一，預防為主」的原則，並建立完善的管理制度，包括員工保障政策、應急救援程序、危險源識別與風險控制和安全標準化制度等。

根據安全標準化制度，安全管理部門全面負責安全檢查、教育培訓、風險評估、審核監督、法規遵循及應急處置等工作。部門定期開展各類安全檢查，督促基層單位整改事故隱患和職業危害，糾正違規操作行為。遇特殊緊急情況時，該部門有權責令停止作業（或撤出現場）並立即報告領導進行調查及處理。為了提高員工的職業健康和意識，本集團定期為員工提供安全培訓，也為從事高風險崗位的員工提供額外專項培訓和定期體檢，有效預防職業危害。

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The Group strictly complies with relevant laws and regulations, such as the Law of the PRC on the Prevention and Control of Occupational Diseases and the Law on Occupational Safety and Health. Moreover, the Group is not aware of any violations of laws and regulations regarding employee health and safety. In the past three years, there has been no death or serious accident of employees or workdays lost due to work-related injuries.

Mental Health

The Group prioritizes employee wellbeing, with particular emphasis on mental health management, implementing various initiatives to enhance psychological resilience among our workforce.

We are committed to fostering a healthy work environment and corporate culture that facilitates work-life balance. Our Employee Manual clearly stipulates working hours, break periods, and leave entitlements to safeguard employees' rights to rest and time off.

The Group regularly organizes team-building activities to strengthen interaction between management and frontline staff while promoting cross-departmental networking. These initiatives not only boost team morale and create an inclusive workplace atmosphere but also potentially spark innovative thinking.

Development and Training

The Group prioritizes talent development through a robust training framework that provides comprehensive support for employees' professional advancement. We design customized learning pathways and diverse training initiatives based on various position levels and job requirements. Our flexible learning approach encompasses online platforms, in-house professional courses, and external training programs, enabling employees to select learning methods that best suit their needs. Additionally, we support employees in leveraging their personal interests and expertise to pursue internal mobility and cross-functional development opportunities aligned with the Group's business growth, maximizing their individual potential.

本集團嚴格遵守《中華人民共和國職業病防治法》、《職業安全衛生法》等相關法律法規。此外，本集團沒有發現有違反有關僱員健康和安全的法律和法規的情況。在過去三年中，沒有員工死亡或嚴重事故的情況發生，且因工傷造成的損失天數為零。

心理健康

本集團重視員工的身心健康，特別關注心理健康管理，並制定多項措施提升員工的心理韌性。

我們致力打造健康的工作環境與企業文化，協助員工實現工作生活平衡。《員工手冊》明確規定工作時間、休息時間及假期制度，以保障員工的休假權利權益。

本集團定期舉辦團隊活動，加強管理層與基層員工的互動，促進跨部門人員交流建立聯繫。這些活動不僅提升團隊士氣，營造包容共融的職場氛圍，更可能激發創新思維。

發展及培訓

本集團高度重視人才發展，建立了完善的培訓體系，為員工職業成長提供全方位支持。我們根據不同層級和崗位特點，量身打造培訓學習地圖，開展多元化的培訓項目。培訓形式包括線上學習平台、內部專業課程和外派進修等，讓員工能靈活選擇適合的學習方式。同時，我們鼓勵員工結合個人興趣和專長，把握集團業務發展機會，實現崗位內部流動和跨領域發展，充分釋放個人潛能。

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Our annual training strategy emphasizes practical application and targeted development, aligned with business objectives. Training content is systematically tailored to address specific needs across business units, professional domains, and organizational levels, ensuring employees receive development resources and opportunities proportionate to their roles. Every year, the Group formulates annual training plans according to the needs of businesses and employees and reviews the plans on a regular basis to make proper adjustments in order to ensure learning arrangements conform with the needs of business and employee development.

The annual training framework particularly emphasizes continuous development for middle and senior management through specialized internal and external programs designed to address management challenges and business imperatives. These customized initiatives strengthen the management team's leadership capabilities in navigating market dynamics.

We maintain rigorous quality control throughout the training cycle, from preliminary needs analysis to post-training evaluation, continuously refining content and delivery methods based on participant feedback. Training communications, including program announcements, course notifications, and activity updates, are disseminated promptly through multiple internal channels to ensure transparent information flow.

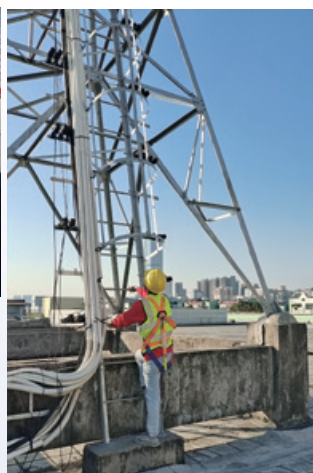
本集團年度培訓計劃以實用性和針對性為核心，結合每年業務發展需要，根據不同業務板塊、專業領域和職級崗位的具體需求，量身定制系統化的培訓內容，以確保每位員工都能獲得與其職責相匹配的學習資源和發展機會。本集團根據業務及員工發展需要制定年度培訓計劃，並定期回顧調整，確保學習安排符合業務及員工成長需求。

於年度培訓計劃中，本集團特別重視中高層管理人員的持續發展，針對其管理實務和業務挑戰，規劃專項的內外部進修計劃。這些量身定制的培訓項目，助力管理團隊提升領導能力，應對市場變化。

我們實施全流程的培訓質量管理，在培訓前進行需求調研，培訓後進行效果評估，並根據參訓人員的反饋及時優化培訓內容和方式。為確保訊息傳達透明度，培訓相關資訊包括計劃公告、課程通知及活動報導等，均通過內部多元化渠道即時發佈。



Case study: Safety training program
案例：安全生產培訓活動



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On June 1, 2024, the Group organized a training program aimed at strengthening workplace safety practices, enhancing employees' safety awareness, and minimizing the impact of potential incidents. The Group issued specific directives regarding "workplace safety matters" in daily operations and business activities, striving to uphold the principle of "safety first, prevention paramount."

During the Reporting Period, the distribution of employees trained by gender and category is as follows:

2024年6月1日，本集團組織開展了一項旨在加強安全生產工作的培訓活動，旨在提高員工的安全生產意識，及將事故帶來的影響降至最低。本集團對日常工作及業務開展過程中的「安全生產事項」做出了特別指示，切實做到「安全第一，預防為主」。

在匯報期間內，僱員受訓數據按性別和員工類別的分佈情況如下：

Category ¹ 類別 ¹	Percentage of employees trained 受訓僱員百分比		Average training hours completed per employee 每名僱員完成受訓的平均時數	
	2024	2023 ²	2024	2023
	2024年	2023年 ²	2024年	2023年
Total 總數	89.52%	85.12%	25.63	1.70
Gender 性別				
— Male 男性	90.54%	90.91%	25.97	1.63
— Female 女性	87.10%	69.70%	24.82	1.91
Category of employees 僱員類別				
— Senior management 高級管理層	80.00%	87.50%	25.30	4.75
— Middle management 中級管理層	77.50%	97.14%	22.09	2.14
— Frontline and other employees 前線及其他僱員	98.33%	79.49%	28.03	1.19

Notes:

- The statistical methodology adopted for reporting the above percentage of employees trained was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.
- The percentage of employee trained in 2023, the previous reporting period, has been recalculated using the methodology specified in Note 1. This ensures consistent formula application across both reporting periods for accurate comparison.

附註：

- 上述受訓僱員比例報告所採用的統計方法基於由聯交所發表的《如何準備環境、社會及管治報告—附錄三：社會關鍵績效指標匯報指引》。
- 2023年度受訓僱員百分比（前一報告期間數據）已依據附註1所述的統計方法重新核算，以確保兩個報告期間數據採用統一計算標準，具備可比性。

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Moving forward, the Group will continue to enhance its talent development system and actively provide employees with diverse learning resources and development opportunities, supporting them in achieving their career aspirations while fostering both personal growth and corporate development.

Labour Standards

The Group strictly complies with the Labor Contract Law of the PRC, the Labor Law of the PRC, and other relevant labour regulations to ensure compliance in working environment, employment terms, working hours, and leave policies. Labour contracts clearly specify provisions for labour protection, working conditions, and occupational hazard prevention. The Group's employment procedures are comprehensive and comply with national and local regulatory requirements. The Group continuously monitors the latest status of relevant governmental laws and regulations and makes corresponding adjustments and updates about its internal systems and procedures. At the beginning of every year, the Group conducts analysis and evaluation of current systems and policies and makes optimization and adjustments accordingly.

The Group prohibits all forms of child labour and forced labour to protect fundamental human rights. As a preventive measure, the Employee Handbook explicitly requires that all job applicants must be at least 18 years old. During recruitment, candidates must provide valid identification documents (such as ID cards and graduation certificates). The Human Resources Department verifies document legitimacy, followed by secondary verification from the Personnel Department or franchise store's Human Resources Administration Department to strictly ensure applicant identity authenticity and age requirements. If violations are discovered, an immediate investigation will be conducted and employment relationships with involved parties will be instantly terminated to protect both parties' rights. Departments will also implement necessary policy revisions to strengthen labour protection mechanisms.

展望未來，本集團將持續完善人才培養體系，積極為員工提供多元化的學習資源和發展機會，支持員工實現職業抱負，助力個人成長與企業共同發展。

勞工準則

本集團嚴格遵守《中華人民共和國勞動合同法》、《中華人民共和國勞動法》等相關法律法規，確保用工環境、僱傭期限、工作時間及休假制度合法合規。勞動合同明確規定勞動保護、工作條件及職業危害防護等條款。本集團的用工程序完備，符合國家及地方法規要求。本集團持續關注政府相關法規更新，適時調整內部制度程序，並於每年初對現行制度進行評估優化。

本集團禁止一切形式的童工及強迫勞動，以維護基本人權。作為相關防範機制，《員工手冊》明確規定應聘員工須年滿18周歲。在招聘過程中，應聘人須提供本人真實有效證件（如身份證、畢業證等）。人力資源部門核實證件合法性，再由人事部或加盟店人事行政部覆核，嚴格把關應聘人身份真實性及年齡要求。若發現違規情況將立即進行調查，並即時終止與涉事的強制勞工或童工之勞動關係以保護雙方權益。此外，部門將根據事件性質進行必要的制度修正，以強化我們的勞工保護機制。

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According to the provisions of the Employee Manual, work shifts are arranged based on business needs after consultation and agreement with employees, with appropriate compensation provided. The Group maintains transparent management of work and rest hours, properly arranging schedules to promote optimal work-life balance. Any negative behaviour against employees, such as physical punishment, verbal abuse, sexual harassment, physical abuse and oppression, is strictly prohibited. During the Reporting Period, the Group was not aware of any non-compliance with the laws and regulations on the prohibition of child labour that has a material impact on the Group, nor any cases of forced labour or child labour.

Supply-Chain Management

The Group has established a comprehensive supplier management system with clearly defined supervisory responsibilities, and ensures effective supply chain management through rigorous assessment, approval, and performance evaluation processes. When selecting suppliers, the Group would carefully inspect their contract performance and legal compliance, which serve as key criteria in our comprehensive assessment process. Through contractual agreements, the Group required that all the suppliers must comply with national and local environmental laws and regulations, including but not limited to the Environmental Protection Law of the PRC, and the Atmospheric Pollution Prevention and Control Law of the PRC, the Water Pollution Prevention and Control Law of the PRC. The Group properly evaluated our suppliers to make sure that they complied with all the environmental and social requirements and fulfilled their environmental and social responsibilities. During the Reporting Period, the Group engaged 260 suppliers (2023: 112 suppliers), all of which were from Mainland China. This substantial growth in our supplier network is attributed to our expanding business volume.

按照《員工手冊》的規定，公司根據業務需要，經與員工協商並徵得同意後，統一安排工作班次，並給予相應補償。本集團透明化管理員工工作及休息時間，妥善安排員工的工作時間，促進私人生活和職業生活達到最佳平衡。本集團嚴禁任何針對員工的負面行為，如體罰、辱罵、性騷擾、身體虐待和壓迫等。在匯報期間內，本集團沒有發現違反有關禁止使用童工的法律和法規而對本集團產生重大影響的情況，也沒有強迫勞動或童工的案例。

供應鏈管理

我們建立了全面的供應商管理體系，清晰劃分監管職責，並通過嚴謹的評估、審批和績效評價，確保供應鏈的有效管理。在挑選供應商時，我們會仔細評估其合同履約表現和合規營運情況，作為綜合考量的重要依據。通過合同約定，本集團要求所有供應商必須遵循國家和地方的環境法律法規，包括但不限於《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》及《中華人民共和國水污染防治法》等，並對供應商作出恰當評價，以確保其遵守環境和社會方面的要求及擔負了其環境及社會責任。於匯報期間，本集團統計合作供應商數目為260間（2023年有112間合作供應商），所有供應商均來自中國內地。

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Moreover, when screening suppliers, we not only evaluate their service performance and product quality, but also consider their environmental certifications for final selection. Additionally, the Group's labour standards equally apply to its suppliers, with zero tolerance for violations such as child labour or forced labour. In this regard, we require suppliers to comply with all laws and regulations in their operating locations, and strictly prohibit suppliers from engaging in any unethical practices such as corruption and bribery. Furthermore, we actively encourage suppliers to implement sustainable practices such as environmentally friendly procurement. During the Reporting Period, we evaluated and assessed 125 of our suppliers.

Product Responsibility

Product quality has always been a vital value principle our Group upholds. We have established a comprehensive quality control system to ensure our products not only comply with regulatory requirements and industry standards but also strive to meet customer expectations. The Group strictly complies with laws and regulations related to product liability, including but not limited to the Law of the PRC on the Protection of Consumer Rights and Interests and the Advertising Law of the PRC. During the Reporting Period, the Group was not aware of any non-compliance with applicable laws and regulations concerning product and service safety, labelling, advertising and privacy matters. To strengthen quality control and management, the Group conducts random checks on the manufactured products to ensure that the quality standards are met.

另外，在篩選供應商時，不但會評估供應商服務表現和產品質素，也會考慮其環保相關認證作最終甄選。同時，本集團的勞工準則亦同樣適用於其供應商，絕不允許童工或強制勞工等違規情況。對此，我們要求供應商需遵守其所有運營所在地的法律法規，並且嚴禁供應商進行貪污及賄賂等任何不道德行為。除此之外，我們亦積極提倡供應商實施環保採購等可持續發展行為。在報告期間內，我們對125間供應商進行了評估與考核。

產品責任

產品品質一直是我們的核心價值。我們建立了完善的品質管控體系，確保產品不僅符合監管要求和行業標準，更致力滿足客戶期望。本集團嚴格遵守與產品責任相關的法律法規，包括但不限於《中華人民共和國消費者權益保護法》及《中華人民共和國廣告法》。在匯報期間內，本集團沒有發現違反有關產品和服務安全、標籤、廣告和隱私事項的法律和法規的情況。為加強對產品質量的監控和管理，本集團會對生產出來的產品進行抽檢，確保其符合質量標準。

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Complaint Handling Procedures

We sincerely care about every customer's experience and feedback, and have always embraced improving service quality as a core mission. As such, when receiving customer opinions or complaints, we are committed to responding to them in a professional, timely and courteous manner.

The Group has put in place the Customer Complaint Management Procedure (《客戶投訴管理規程》) to regulate the handling of complaints to ensure that all customer complaints are properly handled. Complaints are treated confidentially, ensuring there will be no retaliation in any form against any complaint. We assign professional teams to handle each case, ensuring investigation results are reviewed by quality control personnel.

We systematically record every piece of feedback, especially product quality-related issues. Each case's investigation process, handling results, and related product information are recorded in detail. Through regular analysis of these records, we can promptly identify and resolve potential systematic issues, continuously improving product and service quality. We are pleased that during the Reporting Period, we have not received significant product complaints, motivating us to continue refining our service quality.

投訴處理程序

我們真誠關注每位客戶的體驗與回饋，始終以提升服務品質為己任。因此，收到客戶意見或投訴時，我們承諾以細心專業、迅速誠懇的態度妥善處理。

本集團制定了《客戶投訴管理規程》來規範處理投訴處理流程，以確保所有的客戶投訴得到妥善處理。投訴會受保密處理，保證不會對投訴進行任何形式的報復。我們配置專業團隊處理每個案例，確保調查結果都經由品質負責人審核。

我們對每個意見進行系統記錄，特別是產品品質相關問題。每個案例都會詳細記錄調查過程、處理結果及相關產品信息。後續通過定期分析這些記錄，我們能及時識別並解決潛在的系統性問題，持續提升產品和服務品質。我們很欣慰在匯報期間內未收到重大的產品投訴，這激勵我們繼續精進服務品質。

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Intellectual Property Rights

To strengthen patent management, fully utilize the patent system to drive company development, promote technological innovation and establish independent intellectual property rights, the Group has established the “Intellectual Property Rights Management System” (《知識產權管理制度》). As of this Reporting Period, the Group was not aware of any material legal proceeding, claims, disputes, arbitration or administrative proceedings pending or threatening against any member of our Group or any of our Directors with regard to any intellectual property rights. The Group abides by the Patent Law of the PRC and the Trademark Law of the PRC, and will regularly assess the importance of intellectual property rights to our business and implement appropriate protection measures in a timely manner.

Product Recall

Customer safety remains paramount to the Group, and the Group has established the “Non-Conforming Product Control Procedure” (《不合格品控制程序》) to ensure engineering quality meets standards. If the Group finds that a product may not comply with the requirements, the Group will recall all related products as soon as possible in line with requirements. The Group will conduct further investigations to gain a deeper understanding of the situation and thereby determine whether a recall is necessary. Once a recall is confirmed, the Customer Service Department will be responsible for initiating the recall procedure, overseeing the entire recall process, and providing affected customers with value-added services and compensation based on the extent of impact. During the Reporting Period, there was no recall of sold or shipped products out of safety and health concerns. The Group is committed to maintaining high standards and strives to maintain a record of zero product-related complaints and recall incidents related to safety and health concerns.

知識產權

為加強專利管理，充分運用專利制度推動公司發展，促進技術創新及建立自主知識產權，本集團制定了《知識產權管理制度》。截至本匯報期間，本集團並不知悉有重大針對本集團任何公司成員或任何董事的涉及知識產權相關的重大法律訴訟、申索、糾紛、仲裁或行政程序（不論待決或構成威脅）。本集團持續遵守《中華人民共和國專利法》和《中華人民共和國商標法》，並將定期評估知識產權對業務的重要性，適時制定相應的保護措施。

產品召回

客戶安全始終是本集團的重中之重，本集團制定《不合格品控制程序》以確保工程質量達標。如果本集團發現產品可能不符合規定，本集團將按照規定儘快回溯所有受影響產品。本集團將進一步進行調查，以更好地了解情況，從而確定是否有必要進行召回。一旦確認召回，客戶服務部將負責啟動召回程式，監督整個召回過程，並向受影響的客戶提供增值服務和影響程度的反饋補償。匯報期間內，本集團沒有發生因安全和健康原因而召回已售或已運產品的情況。本集團矢志堅守高標準，並以確保安全與健康為前提，致力維持零產品相關投訴和召回事件的紀錄。

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Protection of Customer Privacy

The Group strives to protect the personal data and privacy rights of our customers, employees, and business partners. There are confidentiality systems and privacy practices in the Group, including but not limited to the collection, processing, use and disclosure of personal data.

The Group strictly adheres to the privacy policies of all parties, fully complying with the requirements of customers, suppliers, and other related parties. The Group has created a safe environment where we can store data in our internal system using data protection measures, where data can only be accessed by authorised staff. To prevent any accidental or unauthorised access, modification or use of data, the Group will not disclose the personal information of its staff, customers and suppliers, without prior permission from relevant parties.

The Group meticulously adheres to relevant laws and regulations governing customer data protection, including but not limited to the Personal Information Protection Law of the PRC. All business operations within the Group are required to comply with our privacy policies and adopt a zero-tolerance approach against non-compliant behaviours. During the Reporting Period, the Group was not aware of significant breaches of consumer information and privacy.

客戶隱私保護

本集團竭力維護客戶、員工及業務夥伴的個人資料和私隱權益。本集團的保密制度和隱私措施，包括但不限於個人數據的收集、處理、使用和披露。

本集團恪守各方私隱政策，全面遵循客戶、供應商及其他持份者的要求。我們建立具有數據保護措施的安全環境，以將這些數據存儲在內部系統中。只有獲得授權的員工才能訪問數據，未經相關方許可，本集團不會披露其員工、客戶及供應商的個人資料。這是為了防止對這些數據的任何意外或未經授權的訪問、修改或使用。

本集團遵循保護客戶資料的相關法律法規，包括但不限於《中華人民共和國個人信息保護法》。本集團內所有的業務均需遵守私隱政策，對於違規的情況保持零容忍的態度。於匯報期間，本集團並不知悉有錄得重大消費者資料及私隱洩露行為。

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Anti-Corruption

The Group upholds integrity and compliance in its operations, building a corporate ethical culture founded on honesty. Through comprehensive training mechanisms, effective communication channels, and strict accountability systems, we embed integrity principles into every level of corporate operations. To strengthen anti-corruption management, the Group has established the “Anti-fraud, Malpractice and Corruption Management System” (《反欺詐、舞弊、貪污管理制度》) which clearly defines the scope of misconduct, helps employees identify risk situations, and establishes prevention, monitoring, and handling mechanisms. Any money laundering activities using public or private bank accounts are strictly prohibited, and the Group will take relevant action against such misconduct.

The Group requires all employees to strictly adhere to professional ethics and properly handle conflicts of interest. Meanwhile, we communicate our compliance principles in appropriate forms to societal stakeholders who have direct or indirect relationships with the enterprise, including external parties such as customers, suppliers, regulatory authorities, and shareholders.

The Group has strictly complied with laws and regulations in relation to anti-corruption, including but not limited to the Advertising Law of the PRC, Anti-Money Laundering Law of the PRC, the Criminal Law of the PRC and Interim Provisions on Banning Commercial Bribery. During the Reporting Period, the Group was not aware of any cases involving violations of laws and regulations related to corruption, bribery, extortion, fraud, or money laundering, nor were there any concluded cases involving corruption by the Group or its employees.

To uphold the Group's ethical standards, we specially invited directors to attend an integrity training webinar titled after “Ethics Legacy” – Ethical and Governance Roles of Directors and Senior Management of Publicly Listed Companies” hosted by the Hong Kong Business Ethics Development Centre of the Independent Commission Against Corruption (ICAC). Through this professional program, we aim to deepen awareness of clean governance and strengthen the foundation of corporate governance.

反貪污

本集團堅持廉潔合規經營，以誠信為本建立企業道德文化。我們通過完善的培訓機制、有效溝通渠道及嚴格的問責制度，將廉潔理念深植於企業運營的各個層面。為強化反腐倡廉管理，本集團制定《反欺詐、舞弊、貪污管理制度》，明確界定不當行為的範疇，協助員工識別風險情況，建立預防、監測及處理機制。任何利用公共或私人銀行賬戶進行的洗錢活動也被嚴格禁止，本集團將對這些不當行為採取相關行動。

本集團要求全體員工恪守職業道德，妥善處理利益衝突。同時，我們將合規經營理念以適當形式告知與企業直接或間接發生關係的社會利益相關方，包括外部相關方，如客戶，供應商，監管機構和股東等。

我們嚴格遵守與反貪污有關的法律法規，包括但不限於《中華人民共和國廣告法》、《中華人民共和國反洗錢法》、《中華人民共和國刑法》和《關於禁止商業賄賂行為的暫行規定》。於匯報期間，本集團並不知悉有違反有關貪污、賄賂、敲詐勒索、欺詐或洗黑錢相關法律法規的案件，亦未結案涉及本集團或本集團員工的貪污行為。

為貫徹本集團道德標準，我們特邀董事參與由香港廉政公署商業道德發展中心主辦之「商城記－上市公司董事及高管的誠信治理角色」誠信培訓網絡研討會。透過專業課程深化廉潔意識，鞏固企業管治基石。

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The table below sets out data on anti-corruption training:

下表列出了反贪污的培训数据：

Number of individuals trained for anti-corruption 接受反贪污培训人数	Unit 单位	2024 2024年	2023 2023年
Directors 董事	No. of people 人数	5	5
Employees 員工	No. of people 人数	0	4

Community Investment

The Group upholds its responsibility as a corporate citizen and is dedicated to giving back to society. We actively fulfill our commitments to shareholders, investors, suppliers, customers, and the general public, while continuously deepening mutually beneficial relationships with all stakeholders.

We encourage and support employee participation in charitable activities. Through practical actions, we cultivate our employees' awareness of social responsibility, demonstrating our corporate commitment to community development. The Group will continue to promote community service through concrete actions, working hand in hand with employees to build a harmonious society grounded in sustainable development.

社區投資

本集團秉持企業公民責任，致力回饋社會，積極履行對股東、投資者、供應商、客戶及社會大眾的承諾，持續深化與各利益相關方的互利共贏關係。

我們鼓勵並支持員工參與公益活動，透過實際行動培養員工的社會責任意識，彰顯企業投身社區建設的擔當。本集團將繼續以實際行動推動社區服務，攜手員工共建可持續發展的和諧社會。

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“ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE” BY THE STOCK EXCHANGE OF HONG KONG LIMITED

香港聯合交易所有限公司的《環境、社會及管治報告指引》內容索引表

Subject areas,
aspects, general
disclosures and
KPIs

主要範圍、層面、一般
披露及關鍵績效指標

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Mandatory Disclosure Requirements

強制披露規定

Governance
Structure

A Statement from the board containing the following elements:

- (i) disclosure of the board's oversight of ESG issues.
- (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer's business); and
- (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

The Board's ESG
Governance
Materiality
Assessment

管治架構

由董事會發出的聲明，當中載有下列內容：

- (i) 披露董事會對環境、社會及管治事宜的監管；
- (ii) 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) 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。

董事會的ESG管治
重要性評估

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Reporting principles

A description of, or an explanation on, the application of the Reporting Principles (materiality, quantitative, and consistency) in the preparation of the ESG Report:

Reporting Principles

Materiality: The threshold at which ESG issues determined by the board are sufficiently important to investors and other stakeholders that they should be reported.

Quantitative: KPIs in respect of historical data need to be measurable. The issuer should set targets (which may be actual numerical figures or directional, forwardlooking statements) to reduce a particular impact. In this way the effectiveness of ESG policies and management systems can be evaluated and validated. Quantitative information should be accompanied by a narrative, explaining its purpose, impacts, and giving comparative data where appropriate.

Consistency: The issuer should use consistent methodologies to allow for meaningful comparisons of ESG data over time.

匯報原則

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：

報告原則

重要性：環境、社會及管治報告應披露：

- (i) 識別重要環境、社會及管治因素的過程及選擇這些因素的準則；
- (ii) 如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。

量化：有關匯報排放量／能源耗用（如適用）所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。

一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更（如有）或任何其他影響有意義比較的相關因素。

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Reporting Boundary 匯報範圍	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。	Reporting Scope 匯報範圍
A. Environment A.環境		
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Environmental Protection 環境保護
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 Emissions 排放物－廢氣排放
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Emissions – Greenhouse Gas Emissions 排放物－溫室氣體排放

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KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (tonnes) and where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Emissions – Waste 排放物－廢棄物
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Emissions – Waste 排放物－廢棄物
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 排放物
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。	Emissions – Waste 排放物－廢棄物

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Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure 一般披露 KPI A2.1	Policies on the efficient use of resources, including energy, water, and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Use of Resources 資源使用 Use of Resources
關鍵績效指標A2.1 KPI A2.2	按類型劃分的直接及／或間接能源總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	資源使用 Use of Resources
關鍵績效指標A2.2 KPI A2.3	總耗水量及密度（如以每產量單位、每項設施計算）。 Description of energy use efficiency target(s) set and steps taken to achieve them.	資源使用 Use of Resources
關鍵績效指標A2.3 KPI A2.4	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。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	資源使用 Use of Resources
關鍵績效指標A2.4 KPI A2.5	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	資源使用 Use of Resources
關鍵績效指標A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位估量。	資源使用
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露 KPI A3.1	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。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	The Environment and Natural Resources 環境及天然資源 The Environment and Natural Resources
關鍵績效指標A3.1	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。	環境及天然資源

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Aspect A4: Climate Change 層面A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change 氣候變化

B. Social B. 社會

Aspect B1: Employment 層面B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：	Employees 僱員
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Employees 僱員

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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。	Employees 僱員
Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 健康與安全
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。	Health and Safety 健康與安全
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。	Health and Safety 健康與安全
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，以及相關執行的監察方法。	Health and Safety 健康與安全
Aspect B3: Development and Training 層面B3：發展及培訓		
General Disclosure 一般披露	Policies relating to enhancing employees' knowledge and skills in performing their job duties Plan. Describe the training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training 發展及培訓
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Development and Training 發展及培訓

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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。	Development and Training 發展及培訓
Aspect B4: Labor Standards 層面B4：勞工準則		
General Disclosure 一般披露	For the prevention of child or forced labor: (a) Policies; (b) information on compliance with relevant laws and regulations that have a material impact on the issuer. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	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 labor. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour Standards 勞工準則
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。	Labour Standards 勞工準則
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。	Supply Chain Management 供應鏈管理
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。	Supply Chain Management 供應鏈管理

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KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
關鍵績效指標B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	供應鏈管理
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management
關鍵績效指標B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	供應鏈管理
Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Responsibility
一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	產品責任
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility – Product Recall
關鍵績效指標B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。	產品責任－產品召回
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Product Responsibility – Complaint Handling Procedures
關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及應對方法。	產品責任－投訴處理程序

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KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility – Intellectual Property Rights
關鍵績效指標B6.3	描述與維護及保障知識產權有關的慣例。	產品責任－知識產權
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility – Product Recall
關鍵績效指標B6.4	描述質量檢定過程及產品回收程序。	產品責任－產品召回
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility – Protection of Customer Privacy
關鍵績效指標B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。	產品責任－客戶隱私保護
Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-Corruption 反貪污
KPI 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.	Anti-Corruption
關鍵績效指標B7.1	於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	反貪污
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-Corruption
關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	反貪污

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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。	Anti-Corruption 反貪污
Aspect B8: Community Investment B8層面：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。	Community Investment 社區投資
KPI B8.1 關鍵績效指標B8.1	Focus on areas of contribution (e.g. education, environmental issues, labor needs, health, culture, sports). Focus on areas of contribution (e.g. education, environmental issues, labor needs, health, culture, sports). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	Community Investment 社區投資
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	Community Investment 社區投資

