

Shinelong Automotive Lightweight Application Limited
勳龍汽車輕量化應用有限公司

(Incorporated in Cayman Islands with limited liability)

Stock Code : 1930

2024
**ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT**



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About This Report

Shinelong Automotive Lightweight Application Limited (“Shinelong”, the “Company”) together with its subsidiaries (the “Group”) is delighted to present its Environmental, Social and Governance (“ESG”) Report (this “Report”) to our stakeholders, which elaborates our sustainability strategies, policies and performance in the past year.

Reporting Scope and Period

The reporting period (“Reporting Period”) of this Report is from 1 January 2024 to 31 December 2024. Unless otherwise stated, the reporting scope of this Report covers the Group’s principal businesses, including the below entities:

- Shinelong Intellectual Manufacture Precision Applied Materials (Suzhou) Company Limited (“Shinelong Intellectual Manufacture”)
- Qingdao Xunzhan Molding Technology Company Limited
- Xunhou Laser Technology (Suzhou) Company Limited
- Kunshan Longjun Management Consulting Company Limited

Unless otherwise stated, the monetary figures in this Report are denominated in Renminbi (“RMB”).

Basis of Preparation

This Report is prepared in compliance with the Environmental, Social and Governance Reporting Guide under Appendix C2 to the Rules Governing the Listing of Securities (the “Listing Rules”) on the Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”), and referred to four key reporting principles of “materially”, “quantitative”, “balance” and “consistency”.

Principle	Definition	Our Response
Materiality	The issues covered in this Report should reflect the significant impacts of the Group on the environment and society which affect the assessments and decisions made by stakeholders.	Through engagement with stakeholders as well as considering the Group’s business nature and development, material sustainability issues are being identified.
Quantitative	This Report should disclose key performance indicators in a measurable manner.	The Group discloses its key environmental and social performance indicators quantitatively where appropriate.
Balance	This Report should present the positive and negative information of the Group in an objective manner to reflect a comprehensive picture of the sustainability performance of the Group.	The Group has disclosed achievements and challenges of identified material issues to comprehensively reflect its sustainability performance.
Consistency	The Group should confirm that the methods used to prepare this Report is consistent with the one(s) used in previous year(s), or state the revised reporting methods, or illustrate other relevant factors that will affect meaningful comparison.	The scope and the reporting methods of this Report are substantially consistent with those in last year, and relevant comparative data have also been disclosed in this Report.

About This Report

Statement of the Board

The Board takes overall responsibility for the Group's Environmental, Social and Governance strategy and related disclosure. As the highest decision-making body for ESG governance of the Company, the Board is not only responsible for formulating the Group's sustainability policies, strategies and targets but also committed to establishing and continuously improving ESG risk management and internal control systems. In addition, the Board is also responsible for approving the annual ESG report and overseeing the preparation and release process to ensure the transparency and accuracy of the report. In order to further strengthen ESG governance structure, the Company established the Environmental, Social and Governance Committee ("ESG Committee") in 2020 to assist the Board in supervising the implementation and management of ESG-related matters. ESG Committee is responsible for reviewing the implementation progress of the ESG policies, identifying ESG risks and opportunities for the Group, and ensuring the effective operation of relevant risk management mechanisms. The ESG executive team ("ESG Executive Team") under the ESG Committee is responsible for the collection, analysis of daily data and the preparation of reports and regularly reports to the ESG Committee to ensure the achievement and continuous improvement of ESG targets.

We highly value the potential impact of ESG-related risks and opportunities on our business operations and long-term development, and have integrated ESG risk management into the Group's overall risk management framework. The ESG Committee is responsible for overseeing the implementation of the ESG risk assessment and ensuring that the Group has established sound and efficient risk management and internal control mechanisms to respond to the changing external environment and stakeholder expectations.

We have established the Group's sustainable strategy and targets, covering key areas such as air and greenhouse gas emissions, waste management, energy efficiency and water resources management. These targets are regularly assessed and reviewed to ensure that they are aligned with the Group's overall strategic direction and contribute to the improvement of environmental performance. The ESG Committee regularly reports to the Board on the progress of the targets and recommends necessary adjustments based on the actual situation to ensure continuous improvement and excellence in the Group's sustainable development.

This Report discloses in detail the progress and results of the Group's ESG work in 2024. The content of the Report are true, accurate and complete, and no false records, misleading statements or major omissions. The Board assumes full responsibility for the content contained in this Report. This Report was reviewed and approved at the Board meeting on 25 March 2025.

Access of this Report

This Report is available in traditional Chinese and English for the readers. In case of any inconsistency between the two versions, the Chinese version prevails. The electronic version of this Report is available on the websites of the Hong Kong Stock Exchange (www.hkexnews.hk) and the Group (www.shinlone.com.cn).

Feedback

We will carefully listen to and adopt the opinions of our stakeholders on the Group to continuously improve our performance. If you have any opinions on the Group's sustainability performance or this Report, you are welcomed to contact us via email.

Email address: sophia@shinlone.com.cn

About Us

The Company's shares have been listed on the main board of the Hong Kong Stock Exchange since 28 June 2019. The Group is a major developer and supplier of precision moulds in the People's Republic of China (the "PRC"), and we are committed to providing our customers with the excellent products and services, focusing on customised moulds for the production of automotive parts to cater to the growing trend of automotive lightweight application and electrical appliances and other parts. We are dedicated in providing our customers with comprehensive mould service and solutions, covering product analysis, mould design and development; mould manufacturing, assembly, testing and adjustment; trial production; and after-sales services.

Being a professional "intellectual manufacturer" in the mould industry with over 20 years of history in operation, the Group upholds the principle of innovative development by expanding its business. We have set up factories in Kunshan and Qingdao in the PRC. Equipped with strong technology and knowledge, the subsidiary of the Group, Shinelong Intellectual Manufacture, has been awarded with high and new technology enterprise Certification, indicating our position in the industry.

In 2024, the Group was also successfully listed in Suzhou's third batch of Intellectual Property Strong Enterprises Cultivation Program as a growth-oriented enterprise, which indicates that a significant achievement in our efforts towards creation, application and protection of intellectual property rights, laying a solid foundation for sustainable development in the future.

Honors and Awards



Awarded the title of "Key Enterprise in China's Precision Injection Mould Industry" by China Die & Mould Industry Association



Recognized as a "Specialized and Sophisticated Small and Medium-sized Enterprise in Jiangsu Province" by Industry and Information Technology Department of Jiangsu

About Us

Corporate Culture

Mission: To contribute to China to become an intelligent manufacturing power in the world

Vision: To become a model of happy enterprise in China

Values: To help customers and employees succeed

Sustainability Governance

As the highest decision-making body for ESG governance in the Group, the Board is responsible for overseeing and managing the sustainable development of the Group. In order to ensure the effective implementation of the sustainability vision, strategy and targets, the Board has delegated the ESG Committee to take charge of the specific implementation and oversight. The ESG Committee not only directs and oversees the daily operations of the ESG Executive Team, but also reports to the Board in due course on progress and results to ensure that the Group's sustainability strategy is closely integrated with the business strategy and daily operations.

We are committed to deeply incorporating the concept of sustainable development into the Group's strategic planning and operational practices, and promoting the continuous progress in environmental protection and social responsibility through systematic supervision and management mechanisms. We believe that this comprehensive sustainability framework will not only enhance the Group's long-term competitiveness but also create lasting value and positive impact for all stakeholders.

Sustainability Management Structure



About Us

Sustainability Risk Management

The Group regards risks management as an inseparable core link of daily operation and robust corporate governance. Through a sound risk management mechanism, we can effectively assess and mitigate various risks that may hinder the Group from achieving its business objectives in a dynamic business environment characterized by constant changes in the economic, industry, regulatory and operating environments. During the Reporting Period, we conducted a comprehensive assessment of ESG-related risks, covering key areas such as climate change risks and ESG risks of supply chain. Based on ESG trends, industry dynamics, stakeholder feedback and business nature, we identified ESG risks that the group may face and prioritized them according to their impact and likelihood of occurrence.

For significant ESG risks, We have formulated corresponding strategies and relevant control measures, regularly assess the effectiveness of such measures to ensure that they are effectively in mitigate risks. The Board regularly review the effectiveness of existing measures and proposes improvements where necessary to continuously optimize the risk management system. For details information on the Group's risk management methods, please refer to the Corporate Governance Report section of 2024 annual report.

About Us

The United Nations Sustainable Development Goals

The Group is committed to managing environmental and social performance in a responsible manner, and working with stakeholders to achieve sustainable development. We promote sustainable development in five focus areas of “Responsible Operation”, “Intellectual Manufacturing”, “Staff Cohesion”, “Green Operation” and “Social Contribution”. At the same time, we are committed to practicing the United Nations Sustainable Development Goals (UNSDGs) to protect the planet and end poverty while ensuring that all people enjoy peace and prosperity by 2030. During the Reporting Period, we identified six Sustainable Development Goals (SDGs) that are most relevant to us, integrated them into our focus areas, and strive to achieve these SDGS by formulating feasible measures.

Goals

Beautify the surrounding community through volunteer activities, and help those in need to end poverty



Goals

Conduct risk assessment for environmental and social risks of key suppliers, identify suppliers with material risks and require timely rectification to establish a sustainable supply chain

Goals

Prioritize more advanced, environment-friendly facilities for the Company’s main production equipment to reduce energy consumption



Goals

Strictly implement occupational safety and health measures to reduce the risk of work-related accidents and ensure staff well-being



Goals

Keep abreast of the market demands, such as developing customers in new energy vehicle parts to expand the customer base



Stakeholder Engagement

Stakeholder Communication

It is vital to listen to and adopt stakeholders' opinions in promoting the Group's sustainable development. We establish frequent communication channels with stakeholders and maintain close links with government and regulatory agencies, shareholders and investors, customers, suppliers and business partners, employees, and the community to understand their views and expectations on the Group, and response in a timely manner, seek to work with them to promote sustainable development.

Stakeholders	Issues of Concern	Methods of Communication	Frequency
Government and Regulatory Agencies	Policy impact Compliance operation Risk control	Policies and regulations Interview Report	Irregular
Shareholders and Investors	Compliance operation Risk control	General meeting Announcement	Regular
Customers	Customer relationship Customer privacy Product and service quality	Customer feedback Company website Visit Email Telephone	Irregular and regular
Suppliers and Business Partners	Supply chain management Product quality	Purchasing information and contracts Consultations	Irregular
Employees	Employees' rights and interests Staff training and development Health and safety Remuneration and rights of employees	Professional training Employee activities Internal communication Labour union	Irregular and regular
Community	Charity Maintenance of community relationships	Community activities	Irregular

Stakeholder Engagement

Materiality Assessment

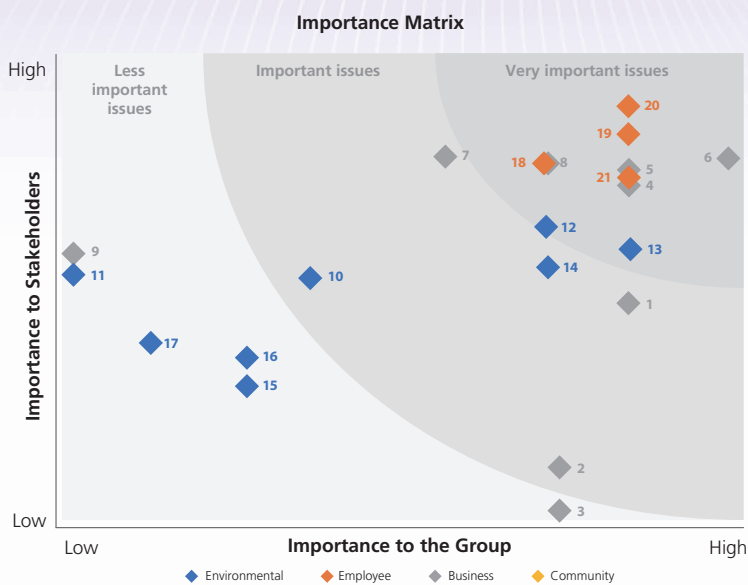
In order to deeper understand stakeholders' concerns and expectations on the Group's material sustainability issues, we appointed an independent third-party consultant to conduct an annual materiality assessment. By inviting key stakeholders to rate the sustainability issues related to the Group, we can effectively identify issues that have a significant impact on the Group's operations and development and incorporate them into the focus of our oversight and management.

The steps of materiality assessment are as follows:



Stakeholder Engagement

The following materiality matrix presents the results of the materiality assessment during the Reporting Period. The ten issues at the upper right corner are the material issues identified this time, including management of product and service quality, protection of customer privacy, protection of intellectual property, supplier management, management of pollutant emissions, waste management, fair employment, compensation and benefits, occupational health and safety, development and training of employees. This Report will focus on the relevant management strategy and performance of these issues.



No.	Issue
1	Corporate governance
2	Community contribution and charity
3	Community communication
4	Management of product and service quality
5	Protection of customer privacy
6	Protection of intellectual property
7	Anti-corruption management
8	Supplier management
9	Environmental and social risks of suppliers
10	Energy consumption
11	Management of water resources
12	Management of pollutant emissions
13	Waste management
14	Reduction in the impact of production and operation on the environment
15	Climate change risk
16	Management of greenhouse gas emissions
17	Management of packaging materials
18	Fair employment
19	Compensation and benefits
20	Occupational health and safety
21	Development and training of employees

Responsible Operation

Anti-Corruption

The Group strictly abides by applicable laws and regulations related to anti-corruption, including but not limited to the Criminal Law of the PRC, the Anti-Money Laundering Law of the PRC, the Anti-unfair Competition Law of the PRC, and the Company Law of the PRC, in order to maintain business ethics and integrity and build a healthy and integrity corporate culture. To ensure the achievement of this goal, the Company has set up a sound management mechanism through policies and systems such as the Anti-fraud and Anti-corruption Management Regulations and Whistleblowing Policy, which requires employees to uphold the highest ethical standards at all times, and to prevent any fraud, bribery, extortion, money laundering and other illegal behaviours.

To further strengthen integrity management, senior and middle-level management, as well as employees contacting with external business partners, have already signed the Personal Integrity Commitment. Meanwhile, we also require suppliers to sign the Anti-bribery Commitment to ensure that commercial bribery and other corrupt practices will not be involved in the process of business dealings. According to Whistleblowing Policy, employees and those who deal with the Group can report any suspected misconduct or fraud to the Group through email. Our company secretary and internal audit office will promptly investigate and provide feedback within five business days to protect the rights and interests of the Group and employees. The identities of whistle-blowers will be kept confidential.

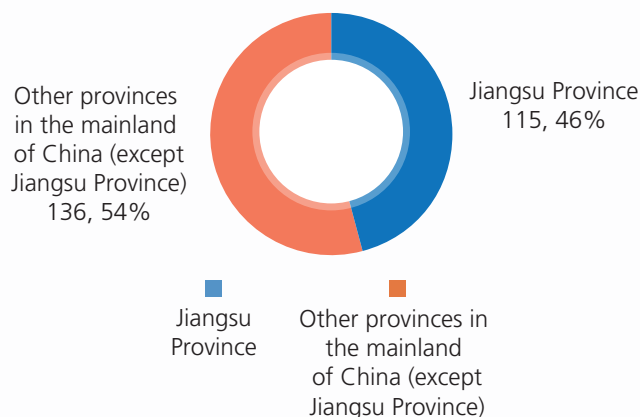
In order to enhance the awareness and understanding of business ethics and integrity among management and employees, we regularly conduct training courses covering the concepts, types, behaviors, relevant laws and regulations, the Company's regulations and whistleblowing procedures of fraud and corruption. During the Reporting Period, we organized a total of eight anti-corruption training courses, which further strengthened employees' awareness of integrity and compliance ability.

During the Reporting Period, we did not receive any cases or reports of corruption, extortion, fraud, money laundering that violated any laws or regulations.

Supply Chain Management

During the Reporting Period, the Group has cooperated with 251 suppliers providing raw materials, accessories and consumable hardware parts etc. The distribution of suppliers by location is as follows:

Distribution of Supplier by Location



Responsible Operation

We are committed to exerting our influence to promote sustainability in our supply chain and to promote environmental sustainability in our supply chain by the following measure:

- requiring key suppliers to provide environmental impact assessment reports to ensure that their operations are not involved in significant environmental risks;
- prioritizing suppliers that provide environment-friendly products to reduce the negative impact on the environment;
- prioritizing local suppliers to reduce greenhouse gas emissions generated during transportation.

In addition, we also focus on reducing the environmental impact of transportation management by the following measures:

- regularly maintain the vehicle, keep the engine, tires and other parts in good condition, to ensure the efficient operation of the vehicle;
- reduce travel distance and empty load rates through better scheduling and route planning.

We conduct risk assessment on key suppliers in a regular manner to identify their environmental and social risks. The Board and management oversee the environmental and social risks of the entire supply chain and review the effectiveness of management measures, continuously improve supplier risk management system. According to the results of the risk assessment during the Reporting Period, we did not identify any suppliers with high risks.

In terms of supplier management, we also set up a comprehensive and rigorous supplier management procedure to safeguard the quality of their products and services. When selecting new raw material suppliers, we will conduct qualification evaluations and on-site visits, focus on their performance in quality control, management, processing and production capabilities, product development capabilities, quality assurance systems, employee training and other areas. We also conduct quarterly and annual assessment for existing suppliers to assess their performance in areas of product and service quality, price and timeliness of delivery, and classify suppliers by A/B/C/D classes according to the assessment results. Class C suppliers will be required to conduct timely rectification. Suppliers who are classified as Class C for two consecutive times may be eliminated from the Qualified Supplier List together with Class D suppliers, and the cooperation will be terminated.

Intellectual Manufacture

As a national high and new technology enterprise, we are committed to providing our customers with the excellent products and services. We have developed comprehensive quality control measures to strictly control the quality of our products and continuously improve the quality of our services at the same time. We have obtained the certificate of ISO9001:2015 Quality Management System and strictly abided by applicable laws and regulations related to the health and safety of product and privacy.

During the Reporting Period, the Group was not aware of any material violation of laws and regulations related to the health and safety of product and privacy, including but not limited to the Product Quality Law of the PRC, the Patent Law of the PRC, the Copyright Law of the PRC and the Advertising Law of the PRC.

Quality Management

Our mould production business has obtained the certification of ISO9001:2015 Quality Management System. To ensure product quality, we have established a comprehensive Quality Manual and implemented strict standards in terms of the procedures of incoming inspection, manufacturing and delivery, including:

- “Incoming Materials Inspection Measures”: which require strictly inspect the quality of raw materials while purchasing, and if there are unqualified materials, we will follow up and handle in time;
- “In-process Inspection Guide”: which standardizes processing, manufacturing, assembly and other production procedures, and conduct inspection and testing to ensure that product structure, size and performance meet standards; and
- “Delivery Inspection Standards”: which require to inspect the dimensions, labels and appearance of the products when delivering, to ensure that the products meet the specifications before being sold to customers.

Intellectual Manufacture

Product Innovation

We strictly abide by laws and regulations including the Copyright Law of the PRC, the Patent Law of the PRC, strive to protect our intellectual property rights and respect the intellectual property rights of others at the same time. In order to promote product innovation and consolidate the Group's position in the industry, we continuously invest resources to support the R&D team in innovation to meet the ever-changing needs of the market and customers. We will apply for patents for our research and development achievements. As at 31 December 2024, the Group's patents are as follows:

Type of patent	Total as at 31 December 2024	Total number of patent applied in 2024
Invention patent	22	0
Design patent	1	0
Utility patent	43	16
Total	66	16

Industry Participation

In order to promote the development of the industry, apart from continuous research and innovation, we also actively participate in industrial associations, exchange events and various professional activities, with the aim of promoting knowledge sharing, technological progress and sustainable development in the industry.

Activity name	Time	Place	Main content/results
New Energy Vehicle Advanced Forming Technology Conference and Related Forums in 2024	April 2024	Wuhu	Understand the supply and demand of domestic hot-forming parts and mould market; Understand the market and technology state of die casting and die casting mould.
The Die & Mould China	June 2024	Shanghai	Understand the condition of peers in the same industry; Learn about the latest products and technology of mould equipment manufacturers; Experience the innovative achievements and intelligent solutions of the mould manufacturing industry.
The 7th International Conference on High Strength Steel and Hot Stamping	August 2024	Hefei	Listen and learn about the development of China's mould forming technology under the wave of intelligent manufacturing; Learn about advanced experience in hot stamping technology; Communicate with customers on site.

Intellectual Manufacture



The 23rd Die & Mould China



The 7th International Conference on High Strength Steel and Hot Stamping

Customer Service

Apart from adhering to product quality, we also strive to maintain high-quality service and improve customer experience through the following measures:

- If any quality or design problems have been identified after sales, customers may require repair within one year. We will repair the defective products in a timely manner and conduct investigation and follow-up;
- Conducting customer satisfaction survey regularly and inviting customers of household appliance injection mould, automotive injection mould and automotive hot-stamping mould to rate in terms of product delivery, product quality, packaging quality, staff attitude, coordination and after-sales services;
- Establishing complaint handling procedure to deal with customer complaints through email, telephone and other channels in a timely and sincere manner.

Given the nature of our business, advertising and product labeling are not among the material issues of the Group.

During the Reporting Period, the Group did not record any products sold or shipped subject to recalls for safety and health reasons, nor did it receive significant complaints about products and services. Although we received 3 customer feedback on product quality, all problems were properly resolved through active coordination and communication, demonstrating our timely and effective customer service ability.

Staff Cohesion

The Group has always adhered to the people-oriented principle and strictly abides by employment-related laws and regulations, including but not limited to the Labour Law of the PRC, the Labour Contract Law of the PRC, to build a fair, healthy and harmonious workplace for employees, so that they can grow together with the Group. During the Reporting Period, we were not aware of any material violations in laws and regulations with respect to remuneration and dismissal, recruitment and promotion, working hours, leave, equal opportunity, diversity, anti-discrimination and other benefits and welfare.

Employment Overview

Adhering to the principle of combining virtue with talent and hiring people based on their talents, the Group is committed to building a diverse talent team. We recruit suitable talents that meet the development needs of the Group through various channels including new media, human resources market, campus recruitment and internal referral. We advocate equal opportunities and firmly oppose any form of discrimination in the workplace, including but not limited to race, nationality, religion and gender, and ensure that all employees enjoy the equal rights and opportunities within the Group.

In order to attract and retain talented people, we offer competitive remuneration and benefit system to our employees. In addition to statutory benefits such as basic salary, social insurance and housing fund, we also set up additional benefits such as year-end award, long service award, Woman's day gift, birthday gift, health check to reflect the humanistic care for employees. At the same time, we strictly abide by national laws and regulations, and provide employees with comprehensive vacation arrangements, including but not limited to personal leave, sick leave, marriage leave, funeral leave, maternity leave, breastfeeding leave and annual leave to ensure that employees strike a balance between work and family. We have developed a sound internal promotion Management System, which aims to provide employees with fair and transparent promotion channels and development opportunities. Through regular performance evaluations, training and development programs, we encourage our employees to continuously improve their abilities and professionalism to contribute to the sustainable development of the Group.

To encourage our employees to participate in innovation, we have taken a series of measures:

- rewarding employees who participate in innovation and obtain patent authorization;
- recording a merit for employees who make improvement and innovation in their work and achieve actual cost reduction and efficiency improvement and incorporating it into performance appraisal.

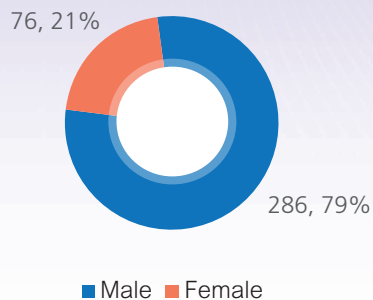
We strictly abide by the Provisions on the Prohibition of Child Labor and the Law of the People's Republic of China on the Protection of Minors, and uphold the principle of protecting human rights in all aspects of recruitment, compensation, promotion and training. We are firmly opposed to child labour and forced labour, and we verify their identity documents to ensure that they meet the legal age requirements while hiring new employees. At the same time, we have clearly stipulated working hours, compensation system, benefits, leave, separation and other arrangements in the Employee Code and other human resource related systems to prevent the occurrence of forced labor. If child labor or forced labor is found in the workplace, we will immediately take action to take them away from the workplace and properly handle them according to law to ensure compliance with the provisions of the Labor Law of the People's Republic of China and other relevant laws and regulations.

During the Reporting Period, the Group did not identify any child labor and forced labor.

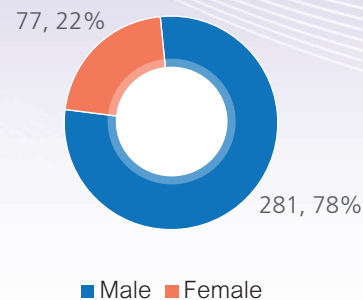
Staff Cohesion

As at 31 December 2024, the Group employed a total of 362 full-time employees, including one from the United States and seven from Taiwan, China. The chart below shows the distribution of employees by gender, function and age group as well as turnover rate at the end of the Reporting Period and in 2023. These figures reflect our efforts in the continuous optimization of our workforce structure and talent retention.

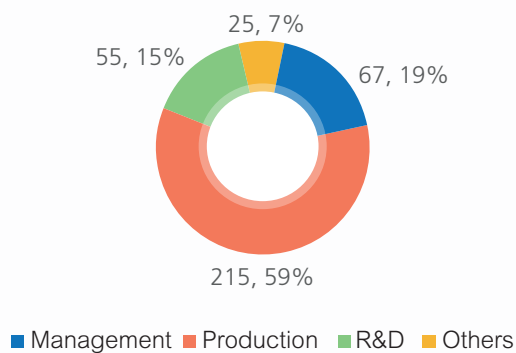
Employees by Gender in 2024



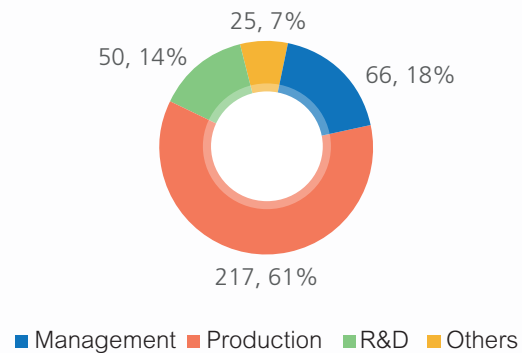
Employees by Gender in 2023



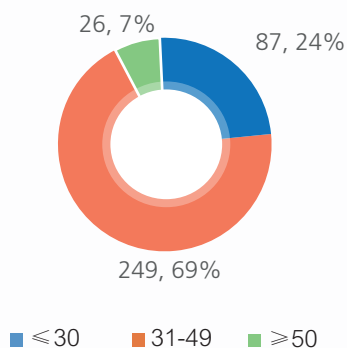
Employees by Function in 2024



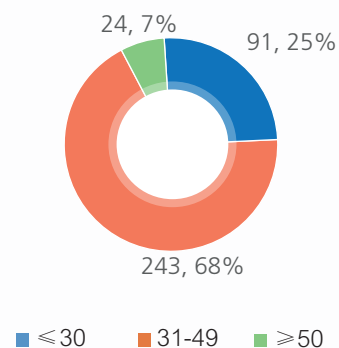
Employees by Function in 2023



Employees by Age Group in 2024



Employees by Age Group in 2023



Staff Cohesion

Turnover Rate	2024	2023
Total	30%	32%
By Gender		
Male	32%	37%
Female	21%	16%
By Function		
Management	18%	25%
Production	37%	38%
R&D	21%	29%
Others	20%	4%
By Age Group		
≤30	48%	54%
31–49	24%	25%
≥50	24%	13%

Employee Communication and Care

In order to strengthen the mutual communication between employees and the Group, strengthen the employees' sense of belonging, and understand their opinions and expectations towards the Group, we regularly conduct interviews with employees, and implement exit interview mechanism when employees resign. While valuing the career development of employees, we also pay great attention to the spare time life and team building of employees, and successfully held a series of colorful activities during the Reporting Period, including traditional festival celebration activities, sports events, family parent-child activities and regular reading club activities (frequency: once every two weeks) and yoga activities (frequency: twice a week).

Staff Cohesion

- Outdoor Activities



Spring Marathon in 2024



Ten Thousand People Hiking



Autumn Marathon in 2024

Staff Cohesion

- Holiday Care



Christmas



Woman's day



Dragon Boat Festival



Spring Festival



Mid-Autumn Festival

Staff Cohesion

- Physical and Mental Health



Yoga Activity

- Warm Parties



Parent-child Reading Club



Birthday Party

Staff Cohesion

Training and Development

We invest a lot of resources to cultivate talents, promote the training and development of each employee, and enable employees and the Group to grow together. We annually develop training plans according to the learning needs of employees and arrange appropriate internal and external training courses. To encourage our employees to continuously learn, we will also provide subsidies to employees who attend external training. Our training courses include new staff training, corporate culture promotion, programming training, knowledge of hot stamping mould, quality and inspection operation guidance, business etiquette, workplace communication, equipment usage specification, marketing management skills training, etc.



Traffic safety regulations training



Anti-fraud propaganda

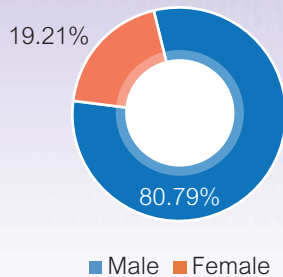
During the Reporting Period, the total training hours were approximately 6,035 hours (2023: approximately 3,906 hours), representing a significant increase over the previous year. This year, we put more emphasis on the improvement of staff skills and adopted a new strategy in training:

- design more targeted training courses, focusing on the combination of theory and practice, to improve the practicality and operability of training;
- add some skills training, and more than 100 people passed the assessment and obtained certificates;
- strengthen the supervision of training plans, and assign person to follow up the unfinished plans.

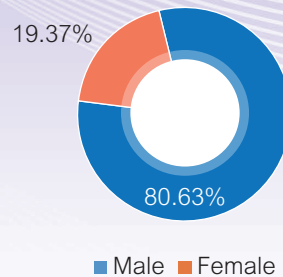
Staff Cohesion

The training ratio (unit: %) and average training hours (unit: hour) by gender and function during the Reporting Period and in 2023 are as follows:

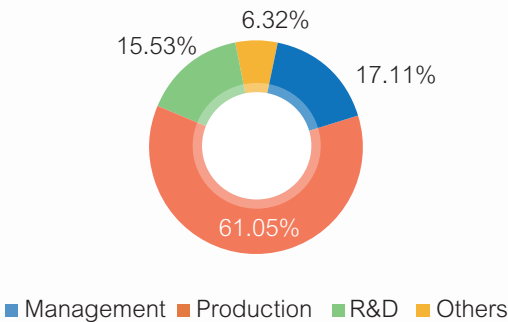
Training Ratio by Gender in 2024



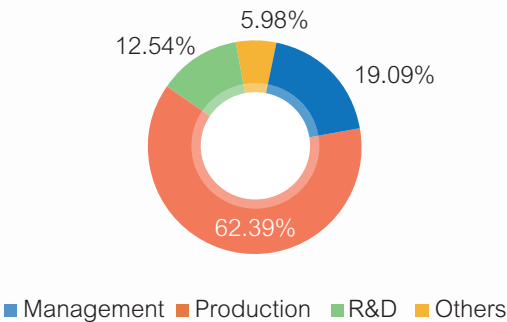
Training Ratio by Gender in 2023



Training Ratio by Function in 2024

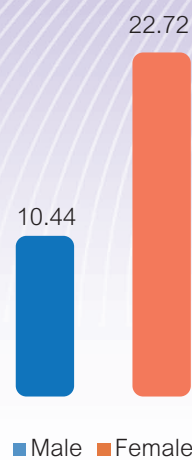


Training Ratio by Function in 2023



Staff Cohesion

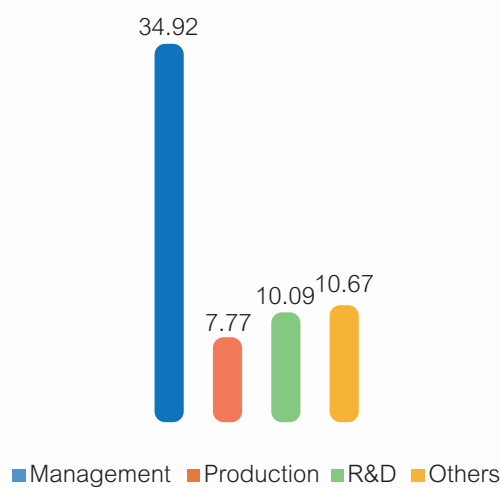
Average Training Hours by Gender in 2024



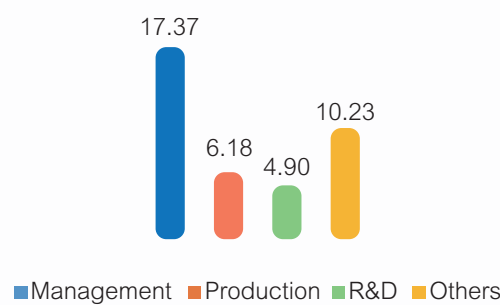
Average Training Hours by Gender in 2023



Average Training Hours by Function in 2024



Average Training Hours by Function in 2023



Staff Cohesion

In addition, we also attach great importance to the career development of our employees and set up vertical and horizontal career development channels for our employees. We have formulated the “Management Measures for Employee Promotion”, which involve regular performance assessment on employees’ working attitude, teamwork, management and supervision, work ability and evaluate employees’ personal strengths and skills. After the assessment results are confirmed at the end of each year, the managers of each department will talk with the employees of the department about their personal work performance and future development, and set the next goal and direction. We will promote suitable employees in accordance with the principle of integrity and ability, so that they can achieve their personal career development in the Group.

Health and Safety

Ensuring the well-being of employees is one of our top priorities. The Group abides by the relevant laws and regulations related to occupational health and safety, and we strive to minimise the possibility of exposure to occupational safety and health risk by the implementation of management system. Our occupational safety and health measures include:

Health	<ul style="list-style-type: none">• Arranging a free health check for all employees every year, and arranging special medical examination for specific employees exposed to hazardous factors such as noise and dust;• Analyzing the health status of employees according to the overall physical examination data, and adjusting employee welfare policies, improving the working environment or introducing more appropriate health promotion measures accordingly;• Arranging occupational health and safety accident training;• Inviting suppliers with the qualification in occupational health technical service to conduct testing on the occupational hazard factors of the Company and provide assessment report.
Safety	<ul style="list-style-type: none">• Conducting regularly safety risk inspection in the workshops and workplace, and requiring the corresponding departments to provide rectification and management plans for identified hazards and issues, and implement them conscientiously;• Organizing fire safety knowledge training and fire drill for all employees to learn the operation of fire extinguishers and other fire-fighting equipment, and strengthen the awareness of fire safety and accident handling knowledge;• Placing safety warning signs in appropriate areas to remind employees to pay attention to safety;• Providing employees with personal protection equipment, including work clothes, safety helmets, safety shoes, goggles and gloves etc.

Staff Cohesion



Fire drill



Fire drill



Heimlich First Aid training

During the Reporting Period, dry powder fire extinguishers were purchased for the plant to enhance safety measures in the production area and to ensure a rapid and effective response to fire risks in case of emergency.

Quantity of dry powder purchased (kg)	
2024	1,582

During the Reporting Period, the Group was not aware of any violations of laws and regulations related to the provision of a safe working environment and the protection of employees from occupational hazards, including but not limited to the Prevention of Occupational Diseases Law of the PRC, the Safety Production Law of the PRC and Regulations of the PRC on Work-related Injury Insurance.

In 2024, a total of four employees of the Group were injured at work, and the working days lost due to injury was 226 days. We have taken a series of positive measures to strengthen safety management. In view of traffic safety and other accidents occurred during the year, we specially organized training on traffic regulations to enhance employees' awareness of traffic safety . We improve the operating procedures, and ensure the effective implementation of the safety management system through daily inspection. At the same time, we try our best to maintain the safety of equipment, machines and places, keep the workplace clean, prevent accidents as much as possible, guaranteeing production safety.

Work-related fatalities during the past three years (people)	
2024	0
2023	0
2022	0

Work-related accidents in 2024 (people)	4
Working days lost due to injury in 2024 (days)	226

Staff Cohesion

Privacy Protection

We value the privacy of personal data. In addition to the labour contract, we will sign the “Confidentiality Agreement” with employees when they join the Company, requiring employees to carefully handle the Company’s confidential information and avoid disclosure without consent.

In addition, we are committed to safeguarding data security to ensure the interests of the Group, customers and employees. Order information will be encrypted into specific numbers once obtained from customers to ensure the confidentiality of the order information. Relevant drawings and data of customers will be stored in the internal server of the Company, and no one can read or access this data without authorization. The personal information of employees is also confidential, and we have formulated the “Code of Practice for the Management of Personnel Files of Employees” to keep the personal information of employees in compliance. If it is needed to be consulted or borrowed due to special circumstances, it must be approved by the responsible supervisor before it can be properly used. Those who violate the relevant confidentiality and archiving regulations will be subject to disciplinary actions in accordance with the rules. In order to enhance data security, hierarchical management of permissions is adopted in the storage server to classify the data, and login history is enforced in our server to monitor who is logged in and what content has been accessed.

Green Operation

We actively manage the environmental performance of our businesses to address climate change issues. We comply with relevant national laws and regulations, including but not limited to the Law of the PRC on Prevention and Control of Air Pollution, the Environmental Protection Law of the PRC, the Law of the PRC on the Prevention of Water Pollution, the Water Law of the PRC, Soil Pollution Prevention and Control Law of the PRC, Noise Pollution Prevention and Control Law of the PRC, the Directory of National Hazardous Waste, the Measures for the Administration of Transfer of Hazardous Wastes and the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste.

We continuously assess the Group's emissions and resource consumption. So that our Company formulated and implements a strict "Environmental Protection Management System", including the approval of renovation and expansion projects, daily environmental management, etc., to guide our employees to follow the principles of reducing emissions and utilizing resources efficiently during operations and production processes.

During the Reporting Period, we were not aware of any material violations of laws and regulations related to environment.

Green Operation

We have set up 4 environmental targets in 2021 covering aspects such as air and greenhouse gases, waste, energy and water, to strengthen our management of the Group's environmental performance. We actively implemented various measures on energy-saving and carbon-reduction to achieve these targets. The progress during the Reporting Period is as follows:

Category	Environmental Targets	Progress during the Reporting Period
Air and Greenhouse Gas Emissions	Reduce air and greenhouse gas emissions to gradually lower the Group's carbon footprint	During the Reporting Period, we prioritized equipment that are more energy-saving in the production process to reduce emissions. We prioritized the use of new energy vehicles, advocated green travel and promoted a low-carbon lifestyle.
Waste	Advocate reduction of waste at source and recycling and reuse to reduce the generation of waste	<p>During the Reporting Period, the non-hazardous waste generated in the manufacturing process of the Group was mainly metal waste (accounting for approximately 97%), all of which were handed over to the recycler for reuse. The intensity of non-hazardous waste in 2024 has been reduced by 15% as compared with 2021.</p> <p>The hazardous waste generated in the manufacturing process of the Group mainly consisted of waste cutting fluid and grinding mud. We separated the oil and water from cutting fluid to improve the reuse rate. The intensity of hazardous waste in 2024 has been reduced by 47% as compared with 2021.</p>
Energy	Enhance the Group's energy efficiency to reduce unnecessary energy consumption	The Group's energy consumption primarily consists of electricity used for production and office operations. During the Reporting Period, we continuously reviewed the production procedures and process, assessed the energy consumption demand of equipment, and prioritized energy-efficient models. We extensively used LED lighting and other intelligent lighting systems in our office to improve energy efficiency. In the new plant, we incorporated a rooftop photovoltaic project to utilize clean energy.
Water	Improve water efficiency and reduce waste of water	The water resource consumption of the Group mainly comes from domestic water. During the Reporting Period, we continued to advocate the concept of water saving to our employees, and reminded them to turn off the tap immediately after use, regularly checked the condition of water facilities, and perform timely maintenance to improve water efficiency. This year, we put into use a new plant with expanded water usage area, which resulted in an increase in water consumption as compared with previous year. Nevertheless, we have implemented a "Sponge City Project" in the new plant to efficiently collect water and balance the ecology.

Green Operation

Resource Saving

Due to business nature, we consume purchased electricity to support the electricity demand at our operating locations and consume petrol and diesel for the Company's vehicles. In order to reduce the Group's carbon footprint, we strongly promote the concept of energy-saving to reduce energy consumption and improve energy efficiency through the following measures:

- Continuously review the production procedures and process, assess the energy consumption demand of the equipment, and seek applicable methods to optimize and reduce energy consumption;
- Prioritize energy-saving models when purchasing production equipment including CNC machines, hot stamping and debugging lines, and other office equipment to improve energy efficiency;
- Use energy-saving lamps and lanterns as much as possible, and eliminate some high energy-consuming air conditioners and other obsolete equipment to improve power efficiency;
- Incorporate the rooftop photovoltaic project in the new plant to use clean energy, making electricity sources green and reducing carbon emissions;
- Plant a variety of plants in the new plant with the green area accounting for approximately 15.50% of the total area;
- Implement the "Sponge City Project" in the new plant to achieve efficient water collection and balance the ecology;
- Launch a corporate DiDi system, use electric vehicles and ride-sharing services to make the travel structure low-carbon;
- Post notices in the workplace to remind employees to save electricity.

Our water is supplied by municipal water company and we have obtained the permit allowing the urban sewage discharge into the drainage network. During the Reporting Period, we did not encounter any problem in water sourcing. We actively advocate the concept of water conservation and require employees to save water.

Green Operation

As the Group is involved in manufacturing business, we also consume packaging materials such as wooden boxes, cartons, films, bubble wraps, and mirror protection films.

The resource consumption data of the Group during the Reporting Period and 2023 are as follows:

Indicators		Unit	2024	2023
Energy consumption	Perrol	MWh	155.14	157.94
	Diesel oil	MWh	137.98	112.56
	Purchased electricity	MWh	6,356.27	5,722.46
	Total consumption	MWh	6,649.40	5,992.96
	Total consumption intensity	kWh/RMB10,000 revenue	279.80	274.03
Water consumption	Total water consumption	M ³	21,190.00	17,363.00
	Total water consumption intensity	M ³ /RMB10,000 revenue	0.89	0.79
Office paper consumption	Total office paper consumption	Kg	2,503.60	New addition in 2024
	Total office paper consumption intensity	Kg/RMB10,000 revenue	0.11	New addition in 2024
Packaging materials	Wooden case	Tonnes	69.55	72.20
	Cardboard box	Tonnes	3.06	1.83
	Film, bubble film and mirror protective film	Tonnes	1.47	1.91
	Total packaging material consumption	Tonnes	74.08	75.94
	Total packaging material consumption intensity	Kg/RMB10,000 revenue	3.12	3.47

Green Operation

Emission Reduction

In addition to resources conserving, we also pay great attention to air, greenhouse gas and waste emissions. Our air and greenhouse gas emissions come from a small amount of emissions from cutting fluid and discharging oil, the direct greenhouse gas emissions from the gasoline and diesel consumed by our company's vehicles, and the indirect greenhouse gas emissions from the purchased electricity.

Based on business nature, we will generate a small amount of hazardous waste, including waste cutting fluid, cutting oil, waste machine oil, grinding mud. We require our employees to check the hazardous waste warehouse regularly to ensure that all hazardous waste is properly sorted, collected and transported to avoid leakage. We entrust a qualified third party to dispose of the hazardous waste. In addition, we also generate industrial waste and domestic waste. We properly collect and dispose of such waste. To reduce waste emissions and minimize impact on the environment, we have implemented the following measures:

- Separate the oil and water from cutting fluid, and reuse cutting fluid;
- Continuously review and optimize production procedure to reduce the industrial waste;
- Advocate the concept of the paperless office and use electronic channels as far as possible to reduce the consumption of paper.

Green Operation

The emission data of the Group during the Reporting Period and 2023 are as follows:

Indicators		Unit	2024	2023
Air emissions	Nitrogen oxides	Kg	160.36	110.30
	Sulphur oxides	Kg	0.44	0.41
	Particulate Matter	Kg	16.11	10.60
Greenhouse gas emissions	Direct emissions (scope 1)	Tonnes CO ₂ e	76.57	70.98
	Indirect emissions (scope 2)	Tonnes CO ₂ e	3,611.98	4,087.67
	Other indirect greenhouse gas emissions (scope 3)	Tonnes CO ₂ e	33.30	New addition in 2024
	Greenhouse gas removal (scope 1) ¹	Tonnes CO ₂ e	1.66	1.66
	Total greenhouse gas emissions	Tonnes CO ₂ e	3,720.19	4,156.99
	Total greenhouse gas emissions intensity	Tonnes CO ₂ e/RMB10,000 revenue	0.16	0.19
Non-hazardous waste	Total amount of non-hazardous waste	Tonnes	423.81	943.72
	Total amount of non-hazardous waste intensity	Kg/RMB10,000 revenue	17.83	43.15
Hazardous waste	Total amount of hazardous waste	Tonnes	7.81	20.69
	Total amount of hazardous waste intensity	Kg/RMB10,000 revenue	0.33	0.95

Environmental Protection

Our business does not involve significant emissions or pollution. Although we have not identified the material environmental impacts from the Group's operation, we still pay attention to our environmental performance, such as greenhouse gas emission, exhaust emission, energy consumption, water usage and waste emission, and are committed to integrating the concept of environmental protection into each operation and production process, and guide our employees to abide by "Urban Appearance and Environmental Sanitation" and "Measures for the Administration of Urban Solid Waste", the "Environmental Protection Management System" formulated by the Group and other measures. When purchasing production equipment and office equipment, priority is given to energy-saving products and models to improve energy efficiency while protecting the environment.

Green Operation

Climate Change

To tackle with the increasingly frequent climate events, such as typhoons, floods, forest fires, we have incorporated climate-related issues into the Group's risk management procedures, and at the same time, we also refer to the recommended framework of the Task Force on Climate-related Financial Disclosures ("TCFD") to identify and manage climate change risks, including physical risks and transitional risks, as well as opportunities, to accelerate the Group's energy-saving and emission-reduction work. The risks we have identified and the response measures are as follows:

Risk		Impact	Response measure
Physical risk	Extreme weather events	The increasing frequency and severity of extreme weather events (such as typhoon) may lead to damage of the Group's facilities and production equipment, leading to an increase of cost for repair and maintenance and preventive measures.	We have already purchased necessary insurance for our factory and equipment to reduce the negative impact brought to the Group due to increase in cost.
		Disruption of the supply chain due to extreme weather events makes suppliers unable to provide products and services to the Group on time and leads to increase in operational cost of suppliers. Due to disruption of the production line, there is a drop in the production capacity, affecting the income and increasing operational cost.	Suppliers of the Group are mainly located in Jiangsu province and nearby provinces, such that they can supply goods on time. We have engaged with a number of raw material suppliers, thus lowering the risk of purchasing.
Transitional risk	Transition to low-carbon economy	The increasing concern in environmental protection and climate issue of the public leads to the increase of demand in the use of low carbon equipment and measures in the market, thus leading to increase in price of raw materials.	We build long-term and stable relationship with our suppliers to ensure stable supply of raw materials. We also choose more advanced and environmentally friendly equipment to lower energy consumption. We can understand market demand in a timely manner and work with customers of new energy automotive parts to expand customer base.
	Change in regulatory requirements	The introduction of more stringent national and industrial climate change related laws and regulations lead to an increase in compliance cost.	We pay attention to and understand the changes of relevant regulations and maintain good corporate governance to ensure compliance of our operation.

Social Contributions

The Group's success depends heavily on the community as our strong support. We are committed to giving back to society by leading our employees to participate in volunteer activities from time to time and actively participating in various public welfare projects, embodying the spirit of helping others as a source of happiness and promoting the sustainable development of the community. During the Reporting Period, we devoted resources to volunteer activities and charitable donation.

Volunteer Activities

We encourage our employees to participate in community-initiated volunteer activities during their spare time to practice corporate social responsibility and promote the sustainable development of the community environment. During the Reporting Period, a total of 70 employees of the Company participated in the environmental volunteer activity of "Trash Pickup and Weeding", with a total of 140 hours of service time.

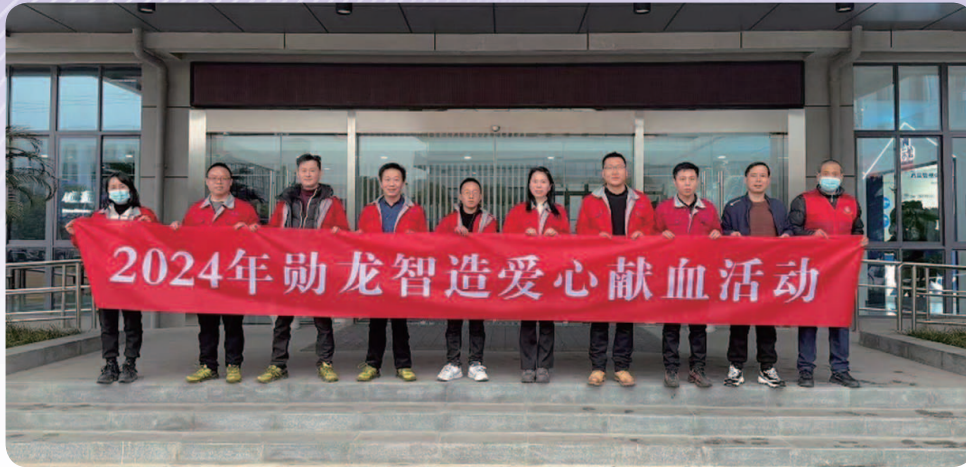
The aim of this activity is to clean up the garbage and weeds in the public areas of the community, improve the quality of environmental hygiene in the community, and enhance the environmental awareness and team cohesion of employees. Participating employees worked in groups to conduct comprehensive cleaning of the community parks, streets and green belts, and separate the recyclable garbage to reduce the environmental burden. This event not only creates a cleaner living environment for the community, but also demonstrates our commitment to environmental protection and community well-being.



The Activity of Trash Pickup and Weeding

Social Contributions

During the Reporting Period, a total of 8 employees participated in voluntary blood donation activities, hoping that our love and dedication will allow more lives to continue.



Voluntary blood donation

Charitable Donation

We always uphold corporate social responsibility and actively participate in social welfare undertakings. During the Reporting Period, we donated a total of RMB72,072 to support projects such as welfare for the disabled, educational R&D, and caring for autistic children.

Reference for Calculation of KPIs and Emission Factors

- Unless otherwise stated, the calculation of KPIs and emission factors in the ESG Report refers to How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs published by Hong Kong Stock Exchange.
- The intensities of emissions and of use of resources are measured in RMB10,000 revenue of the year.
- Employee turnover rate is calculated by dividing the number of departed employees in the category by the average number of employees in the category (average of the number at the beginning and the number at the end of the year) during the Reporting Period.
- Employee training ratio is calculated based on the number of employees trained by the specific group divided by the total number of employees trained during the Reporting Period, for a more accurate reflection of the ratio of employees trained by gender and function.
- The average training hour is calculated based on total trained hours of the specific group divided by the number of employees and dismissed employees in that specific group, for a more accurate reflection of the training resources invested by the Group.

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Subject areas, aspects, general disclosure and key performance indicators ("KPIs")		Section/ Declaration	Page
A. Environmental			
Aspect A1: Emissions			
General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>Note: Air emissions include NO_x, SO_x, and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations.</p>	Emission Reduction	32–33
KPI A1.1	The types of emissions and respective emission data.	Emission Reduction	33
KPI 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).	Emission Reduction	33
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emission Reduction	33
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emission Reduction	33
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Green Operation	29
KPI 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.	Emission Reduction	32

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Aspect A2: Use of Resources			
General Disclosure	<p>Policies on the efficient use of resources, including energy, water and other raw materials.</p> <p>Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.</p>	Resource Saving	30–31
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Resource Saving	31
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Resource Saving	31
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Green Operation	28–29
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Green Operation	29–30
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Resource Saving	31
Aspect A3: Environmental and Natural Resources			
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Environmental Protection	33
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Protection	33
Aspect A4: Climate Change			
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate Change	34
KPI 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.	Climate Change	34

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B. Social			
Employment and Labour Standards			
Aspect B1: Employment			
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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employment Overview	16
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Employment Overview	17
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employment Overview	18
Aspect B2: Health and Safety			
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 providing a safe working environment and protecting employees from occupational hazards.	Health and Safety	25–26
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and Safety	26
KPI B2.2	Lost days due to work injury.	Health and Safety	26
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health and Safety	25–26

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Aspect B3: Development and Training			
General Disclosure	<p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.</p> <p>Note: Training means vocational training and may include internal and external courses paid for by the employer.</p>	Training and Development	22–24
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Training and Development	23
KPI B3.2	The average training hours completed per employee by gender and employee category.	Training and Development	24
Aspect B4: Labour Standards			
General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.</p>	Employment Overview	16
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Employment Overview	16
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Employment Overview	16

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Operating Practices			
Aspect B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management	11–12
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management	11
KPI 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.	Supply Chain Management	12
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	12
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	12

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Aspect B6: Product Responsibility			
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.	Intellectual Manufacture: Given the nature of the business, advertising, labeling are not one of the Group's material issues	13
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Customer Service	15
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Customer Service	15
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Innovation	14
KPI B6.4	Description of quality assurance process and recall procedures.	Quality Management, Customer Service	13, 15
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Privacy Protection	27

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Aspect B7: Anti-Corruption			
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 bribery, extortion, fraud and money laundering.	Anti-corruption	11
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	11
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption	11
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption	11
Community			
Aspect B8: Community Investment			
General Disclosure	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.	Social Contributions	35–36
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Social Contributions	35–36
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Social Contributions	35–36