

2024

Environmental, Social and
Governance Report

環境、社會及管治報告



ZHENGYE
INTERNATIONAL

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www.zhengye.cn.com

正業國際控股有限公司
ZHENGYE INTERNATIONAL HOLDINGS COMPANY LIMITED

Incorporated in Bermuda with limited liability
於百慕達註冊成立的有限公司

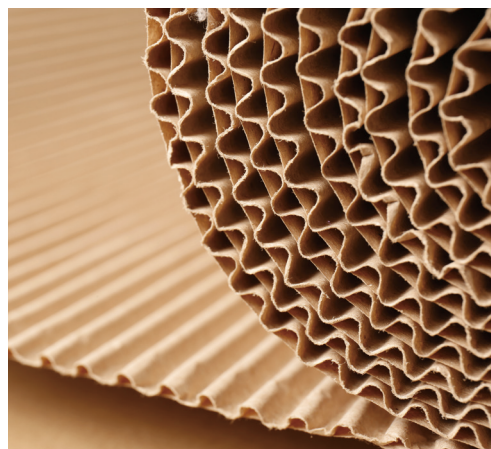
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About this Report

This Environmental, Social and Governance Report (the “Report”) discloses the initiatives, plans and performance on environmental, social and governance (“ESG”) of Zhengye International Holdings Company Limited (the “Company” or “Zhengye International”, together with its subsidiaries, the “Group”) in a transparent and open manner and demonstrates its commitment to sustainability to increase confidence in and understanding of the Group among its stakeholders.

The Group offers integrated packaging solutions to notable domestic and foreign manufacturers, including those of home appliances, fast-moving consumer goods, electronic products, by providing mainly supporting paper packaging products and comprehensive customer services such as designing, printing, and logistics. In addition, the Group has extended its operation to the back-end of the industrial chain, utilising recycled waste paper as raw materials to produce corrugated paper, craft paper, and other paper items that are used as materials for the Group’s paper packaging products and products for external sales.

The Group is committed to becoming one of the world’s leading eco-friendly packaging companies, and accordingly maintains sustainability as its ESG management approach as it strives to manage ESG matters effectively and responsibly. The Group believes that this is the key to the Group’s continued success in the future and considers it to be a core part of the Group’s business strategy.

ESG Governance Structure

The Group views ESG development as part of its responsibilities and has made efforts to integrate ESG factors into its decision-making process. In order to realise this vision, the Group has established an ESG management system, comprising the Board of Directors (the “Board”) and designated personnel in charge of ESG-related work (the “Designated Personnel”).

關於本報告

此《環境、社會及管治報告》(「本報告」)以透明、公開的方式披露正業國際控股有限公司(「本公司」)及其附屬公司(統稱「本集團」或「正業國際」)在環境、社會及管治(「環境、社會及管治」)上的倡議、計劃和績效，並展示其在可持續發展方面的承諾，以增加持份者對本集團的信心和了解。

正業國際主要為國內外知名家電、快消品、電子產品等製造商提供配套的紙製包裝產品，並同時提供包括設計、印刷、物流等客戶服務在內的全面服務，為客戶提供一體化的包裝解決方案。此外，為提升本集團紙製包裝產品的競爭力，本集團還向後端產業鏈延伸，利用回收廢紙為原料生產瓦楞芯紙、牛卡紙及其他紙製產品，作為本集團紙製包裝產品使用物料和對外銷售產品。

本集團致力成為全球領先的環保包裝生態企業之一，故秉承以可持續發展為環境、社會及管治的管理方針，致力於有效及負責任地處理環境、社會及管治事務。本集團深信這是讓本集團在未來繼續取得成功的關鍵，並已將其作為本集團商業戰略的核心部分。

環境、社會及管治治理架構

本集團視環境、社會及管治發展為其職責的一部分，並致力於將環境、社會及管治考慮因素納入決策過程。為實現這個理念，本集團設有環境、社會及管治的管理體系，該管理體系由董事會(「董事會」)及指定負責環境、社會及管治工作的相關人員(「指定人員」)組成。

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The Board has full responsibility for the Group's ESG strategy, reporting, supervision and management of ESG-related matters, and formulation of the Group's ESG general strategic direction. The Board also verifies and approves the Group's ESG-related targets, priorities, governance and policies, and ensures the effectiveness of ESG risk management and internal control mechanisms. The Board is assisted by Designated Personnel in conducting annual meetings to discuss and review the Group's ESG-related matters, including but not limited to risks and opportunities, performance and targets.

The Designated Personnel consist of key staff across different departments of the Group. The Designated Personnel are responsible for collection and analysis of the Group's ESG-related information and data; supervision and evaluation of the Group's ESG performance; ensuring the Group's compliance with relevant laws and regulations; setting ESG priorities; and preparation of the Report. The Designated Personnel regularly discuss and review the Group's ESG-related matters, including but not limited to the Group's ESG risks; effectiveness of the ESG internal control mechanism; the Group's ESG performance in the aspects of environment, health and safety, labour standards and product responsibility; and the Group's sustainability strategy and targets. The Designated Personnel report annually to the Board on the review results of ESG-related matters and assists the Board in performing its supervision duties.

Reporting Period

Unless otherwise specified, this Report covers the ESG performance, challenges and initiatives of Zhengye International from 1 January 2024 to 31 December 2024 ("2024" or the "Reporting Period"). The Group publishes ESG reports annually, which are available to the public, and continuously improves transparency and accountability in information disclosure.

Reporting Scope

The Group determines the reporting scope based on the principle of materiality, taking into account the relative importance and impact of entities on the sustainability of the Group's business and operations. The reporting scope covers all operational sites of Zhengye International, including Zhongshan Yong Fa Paper Industry Company Limited ("Zhongshan Yong Fa"), Zhongshan Rengo Hung Hing Paper Manufacturing Company Limited ("Hung Hing"), Yudu County Zhengyi Paper Products and Paper Industry Company Limited ("Zhengyi"), Zheng Ye Packaging (Zhongshan) Company Limited, Zhuhai Zheng Ye Packing Company Limited, Wuhan Zheng Ye Alliance Packaging Company Limited and all transportation companies. The above operating subsidiaries together represent the Group's entire revenue. Unless otherwise specified, the Group obtains ESG key performance indicators ("KPIs") through its operation control mechanism.

董事會全面負責本集團的環境、社會及管治的策略、匯報、監督及管理環境、社會及管治相關的事宜，以及制定本集團環境、社會及管治戰略上的大方向。董事會亦會查核及批准本集團的環境、社會及管治相關的目標、優次事項、管治方法及政策。同時，董事會確保環境、社會及管治上的風險管理和內部控制機制的有效性。董事會在指定人員的協助下，每年舉行會議討論和審查本集團在環境、社會及管治相關事宜，包括但不限於風險、機遇、表現及目標。

本集團的環境、社會及管治工作由本集團不同部門的核心成員分擔，指定人員將負責收集及分析本集團在環境、社會及管治方面的相關資料及數據；監測和評估本集團於環境、社會及管治方面的表現；確保本集團遵守相關法律法規；制定環境、社會及管治的優次事項；以及編製本報告。指定人員會定期討論及審視環境、社會及管治相關事宜，包括但不限於本集團的環境、社會及管治風險；環境、社會及管治內部控制機制的有效性；本集團在環境、社會及管治範疇內環境、健康與安全、勞工標準、產品責任等不同方面的表現；以及本集團在可持續發展方面的策略和目標。指定人員亦會每年向董事會匯報環境、社會及管治相關事宜的審視結果，協助董事會履行其監督職責。

報告期

除非另有說明，本報告涵蓋正業國際於二零二四年一月一日至二零二四年十二月三十一日（「二零二四年」或「報告期」）在環境、社會及管治方面的績效、挑戰及措施。本集團將每年定期發佈《環境、社會及管治報告》，以供各界隨時查閱，並持續提升信息披露的透明度和承擔的責任。

報告範圍

報告範圍是本集團根據重要性原則，考慮實體對本集團的業務及營運的相應重要性以及可持續發展影響而釐定。本報告的報告範圍涵蓋了正業國際的所有營運點，其中包括中山永發紙業有限公司（「中山永發」）、中山聯合鴻興造紙有限公司（「鴻興」）、于都縣正億紙品紙業有限公司（「正億」）、正業包裝（中山）有限公司、珠海正業包裝有限公司、武漢正業聯合包裝有限公司及所有運輸公司。以上營運附屬公司共佔本集團全部收入。除非另有說明，本集團透過營運控制機制取得環境、社會及管治關鍵績效指標（「關鍵績效指標」）。



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Reporting Framework

The Report is prepared in accordance with the Environmental, Social and Governance Reporting Code (the “ESG Reporting Code”) set out in Appendix C2 of the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). The Report presents a concise summary of Zhengye International’s ESG performance. Information contained in the Report is derived from the Group’s official documents and statistics, as well as a consolidation of monitoring, management and operational information provided by subsidiaries based on the Group’s relevant system. The Report is prepared in both Chinese and English and has been published on the Group’s website, www.zhengye-cn.com. In the event of any inconsistency between the Chinese and English versions, the Chinese version shall prevail.

For the Group’s corporate governance structure and other relevant information, please refer to the Corporate Governance Report in the Annual Report 2024.

During the Reporting Period, the Group confirmed that it has established appropriate and effective management policies and monitoring systems for ESG matters and confirmed that its disclosures fulfil the requirements of the ESG Reporting Guide.

The contents of the Report follow the reporting principles of the ESG Reporting Guide.

Materiality: The Group has identified material issues through performing a materiality assessment during the Reporting Period. The Report is prepared with a focus on the issues that have been recognised as material. The materiality of the issues has been reviewed and confirmed by the Board and the Designated Personnel. For details, please refer to the sections headed “Stakeholder Engagement” and “Materiality Assessment.”

Quantitative: The Report has been prepared in accordance with the ESG Reporting Guide and disclosure of KPIs has been made in a quantitative manner. Standards, methodologies, assumptions and/or sources for references and conversion factors used in the calculation of KPIs are specified as appropriate.

Consistency: Unless otherwise specified, the methodology adopted in the preparation of the Report is consistent with the previous year to allow for comparison. Where changes to the scope of disclosure and method of calculation have been made that may affect comparisons with previous reports, the Group will provide an explanation for the corresponding data.

報告原則

本報告是依照香港聯合交易所有限公司(「聯交所」)主板證券上市規則附錄C2所載的《環境、社會及管治報告守則》(「環境、社會及管治報告守則」)而編製。本報告以精簡的形式概述正業國際的環境、社會及管治表現。本報告中的資料來自本集團的官方文件和統計數據，以及根據本集團相關制度由旗下公司提供的監測、管理和營運資料整合匯總。本報告以中、英文兩種文字編製，亦已上載至本集團網站www.zhengye-cn.com。如中、英文兩個版本有任何抵觸或不相符之處，應以中文版本為準。

有關本集團企業管治架構及其他相關資料，請參閱二零二四年年報的《企業管治報告》。

於報告期間，本集團確認已就環境、社會及管治事宜設立合適及有效的管理政策及監控系統，並確認所披露內容符合環境、社會及管治報告指引的要求。

本報告的內容遵循環境、社會及管治報告指引的彙報原則。

重要性：本集團已於報告期內通過重要性評估識別重大議題，並將已確認的重大議題作為環境、社會及管治報告的編制重點。議題的重要性已由董事會及指定人員審閱及確認。有關進一步詳情，請參閱「持份者參與」及「重要範疇評估」章節。

量化：本報告乃根據環境、社會及管治報告指引編制，並以量化方式披露關鍵績效指標。有關用於關鍵績效指標的標準、方法、假設及／或計算參考以及關鍵轉換因素來源的資料，均有適當地列明。

一致性：除非另有說明，本環境、社會及管治報告的編制方法與上年度一致，以便進行比較。如披露範圍及計算方法有任何變化，並可能影響與過往報告的比較，本集團將對相應的數據進行解釋。

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Feedback

意見反饋

Your valuable comments on our performance and reporting format are essential for the Group's continuous progress. To assist the Group in continuously improving our ESG practices, you are welcome to send any questions or suggestions about the report to info@zhengye-cn.com.

本集團的持續進步有賴閣下對其表現及彙報方法發表寶貴意見。如閣下對報告有任何疑問或建議，歡迎將意見經電郵發送至 info@zhengye-cn.com，幫助本集團不斷改善環境、社會及管治工作。

Board Statement

Dear Shareholders,

On behalf of the Board, I hereby present the ESG report for the year ended 31 December 2024. The Report demonstrates the Group's growing commitment towards improving the Group's sustainability performance in aspects such as corporate governance, community involvement, customer satisfaction and caring for employees.

ESG development is part of the Group's responsibilities, and efforts are made to integrate ESG issues into the Group's decision-making process. Accordingly, the Group has formulated a five-year plan setting out its approach and targets from the year ended 31 December 2021 ("2021") up to the year ended 31 December 2026 ("2026"). By setting ESG-related targets, the Group can enhance environmental awareness among its employees and continue to improve its ESG performance.

The Group believes that a strong and powerful governance structure is essential for the successful integration and effective management of its sustainability. The Board is responsible for reviewing the Group's ESG strategy, approach and policies and has ultimate responsibility for its ESG issues. To better manage ESG-related issues, the Designated Personnel assist the Board in performing its supervision duties. Information on the Group's ESG governance structure is set out in the section of the report headed "ESG Governance Structure".

Looking ahead, the Group will continue to devote efforts to deepen internal and external ESG integration and implement sustainable management so as to forge ahead together.

Finally, I would like to take this opportunity to express my utmost gratitude to the Board, management and employees of the Group for their hard work and contribution in the past year. Further, I wish to sincerely thank the Group's customers, suppliers, business partners and shareholders for their continued support and trust. I believe that everyone at the Group will make their best efforts to drive business growth and bring greater returns for shareholders.

Hu Zheng

Chairman

16 April 2025

董事會聲明

致各位股東：

本人謹代表董事會欣然提呈本集團於截至二零二四年十二月三十一日止年度的環境、社會及管治報告。本報告表明，本集團對提高其在企業治理、社區參與、客戶滿意度和員工關懷等方面的可持續發展表現的承諾不斷增長。

本集團將環境、社會及管治承諾視為其責任的一部分，並致力將環境、社會及管治考量納入本集團的決策過程。本集團已為截至二零二一年十二月三十一日止年度（「二零二一年」）到截至二零二六年十二月三十一日止年度（「二零二六年」）制定方針和目標，此為一個五年計劃。透過設立環境、社會及管治相關的目標，本集團可以提高員工的環境意識及不斷提升環境、社會及管治表現。

本集團相信，一個強而有力的管治架構對於成功整合及有效管理正業國際可持續發展至關重要。董事會負責監察環境、社會及管治策略、方針及政策並對本集團的環境、社會及管治問題負有最終責任。為更好管理環境、社會及管治相關事宜，指定人員會協助董事會履行其監督職責。有關本集團的環境、社會及管治的管治架構的資料載於本報告「環境、社會及管治治理架構」一節。

展望未來，本集團將繼續努力，進一步深化環境、社會及管治概念的內外部整合，實施可持續管理，並攜手並進。

最後，本人藉此對本集團董事會、管理層及員工於過去一年的努力貢獻表示最衷心的感謝。此外，本人亦藉此機會真誠地感謝本集團的客戶、供應商、商業夥伴及股東的持續支持及信任。本人相信本集團全體成員將盡最大努力，推動業務增長，為股東帶來更多回報。

主席

胡正

二零二五年四月十六日

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Stakeholder Engagement

As a responsible enterprise, the Group attaches great importance to communication with stakeholders and their feedback on the Group's business and ESG issues, while actively developing its business and enhancing its profitability, in order to actively balance the interests of all parties and promote sustainable corporate development.

For Zhengye International, stakeholders are groups and individuals who significantly affect or might be affected by the Group's business. The Group's stakeholders include, but are not limited to, employees, customers, business partners, investors, regulators and various community groups. During the past year, the Group communicated with key stakeholders through various channels.

By utilising a diverse range of cooperation methods and communication channels, as shown in the table below, the Group incorporates stakeholders' expectations into the Group's operations and ESG strategies.

持份者參與

本集團作為一家負責任的企業，在積極發展業務，提升盈利能力之餘，亦非常重視與持份者的溝通及其對本集團業務及環境、社會及管治事宜的回饋意見，以積極平衡各方利益，促進企業可持續發展。

對於正業國際而言，持份者指的是對本集團的業務有重大影響，或是會受本集團業務影響的群體和個人。本集團的持份者包括但不限於僱員、客戶、業務夥伴、投資者、監管機構及各類型的社區團體。在過去的一年，本集團透過不同渠道與關鍵持份者溝通。

透過運用下表所示的多元化合作方式及溝通渠道，本集團將持份者的期望帶入本集團的營運及環境、社會及管治戰略當中。

Stakeholders 持份者	Communication channels 溝通渠道	Expectations 期望
The Board, management and executive officers 董事會、管理及行政人員	- Board meetings - 董事會會議 - Weekly meetings - 每週例會 - Performance assessments - 績效評估	- Corporate sustainability - 企業可持續發展 - Anti-corruption and promotion of integrity - 反腐倡廉 - Talent retention - 人才保留 - Development and training - 發展與培訓
Shareholders and investors 股東及投資者	- Annual general meeting and other shareholders' meetings - 股東周年大會及其他股東大會 - Financial reports - 財務報告 - Announcements and circulars - 公告及通函 - Training and seminars - 培訓和研討會	- Financial results - 財務業績 - Corporate transparency - 企業透明度 - Improving risk management and internal control - 完善風險管理及內部監控
Employees 僱員	- Regular performance evaluations - 定期工作表現評估 - Employee suggestion box, internal notices and internal communication network - 員工意見箱、內部公告及內部通訊網路	- Career development - 職業發展 - Competitive remuneration and benefits - 具競爭力的薪酬與福利 - Equal promotion opportunities - 平等晉升機會 - Healthy and safe working environment - 健康安全的工作環境
Customers 客戶	- Customer satisfaction surveys - 客戶滿意度調查 - Telephone enquiries - 電話查詢 - Company website - 公司網頁	- Safeguarding customer rights and interests - 客戶權利及權益保障 - Protecting customer privacy - 客戶隱私保護 - Quality products and services - 高品質的產品與服務

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Stakeholders 持份者	Communication channels 溝通渠道	Expectations 期望
Suppliers 供貨商	• Site visits • 實地考察 • Supplier performance assessments • 供應商表現評估 • Conference calls • 電話會議	• Good faith cooperation • 誠信合作 • Responsible supply chain management • 負責任的供應鏈管理 • Business ethics and reputation • 商業道德與信譽 • Fair and open competition • 公平公開競爭
Banks 銀行	• Telephone enquiries, written or electronic communication • 電話查詢、書面或電子溝通 • In-person visits • 親身到訪	• Financial results • 財務業績 • Good faith cooperation • 誠信合作 • Operational compliance • 合規經營
Society and the public 社會及公眾	• Charity activities (e.g. volunteer services) • 慈善活動(如義工服務) • Community investment (e.g. donations) • 社區投資(如捐款) • ESG reports • 環境、社會及管治報告	• Practising environmental protection • 履行環境保護 • Providing employment opportunities • 提供就業機會 • Supporting public welfare • 支持公益事業 • Open and transparent information • 公開透明資料

Zhengye International's business has an impact on various stakeholders, and the stakeholders also have different expectations on the Group. In future, the Group will maintain and enhance communication with its stakeholders, collect opinions from a broader range of stakeholders through various means, and understand and respond to the expectations and demands of stakeholders, striving to gain their support. At the same time, the Group will follow more closely the reporting principles of quantitative, balance and consistency, in order to prepare reporting content and present information in a manner that better meets the expectations of our stakeholders.

正業國際的業務影響著不同持份者，而持份者對本集團也有著不同期望。未來，本集團將持續並加強與持份者的溝通，透過不同形式更廣泛地收集持份者的意見，了解並回應持份者的期望和訴求，努力獲得持份者的支持。同時，本集團也會提升量化、平衡及一致性的匯報原則，以更符合持份者期望的方式，界定報告的內容及信息的呈現。

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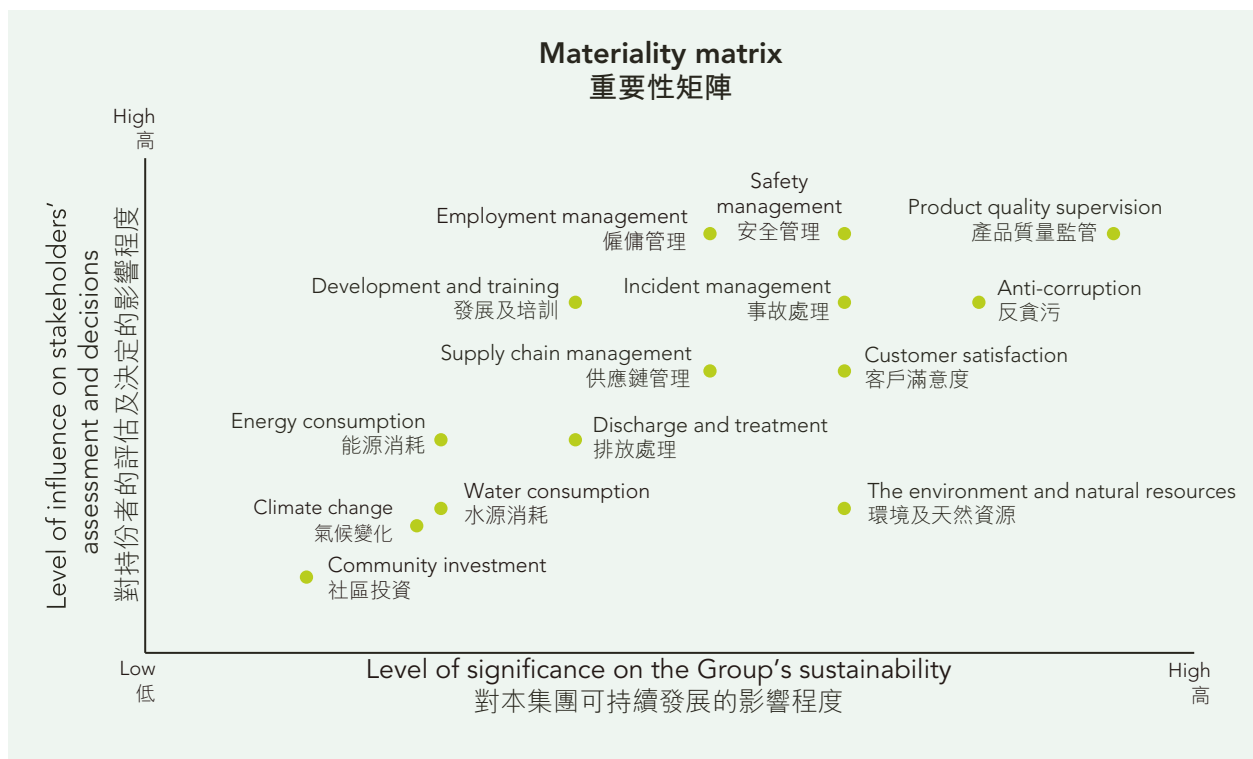
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Materiality Assessment

In order to have a better understanding of stakeholders' opinions and expectations regarding the Group's ESG performance, the Group adopts a systematic approach in conducting the annual materiality assessment. The Group engaged a professional consulting firm to conduct substantive analysis and identify material issues based on factors such as the Group's business development strategy, industry practices and relevant laws and regulations. The Group then invites its stakeholders to participate in a materiality survey, rating potential material issues. The Group analysed the results of the materiality survey as a materiality matrix, and the relevant results were reviewed and discussed with the management and disclosed in the Report. During the Reporting Period, after review and analysis, the significance of issue "climate change" has been further underscored, driven by updates to the HKEx climate-related disclosure guidance and heightened attention from stakeholders. The Group's materiality matrix is as follows:

重要範疇評估

為更有效了解持份者對本集團之環境、社會及管治表現的意見及期望，本集團採用有系統的方法進行年度重要範疇評估工作。本集團特意委託專業顧問公司進行實質性分析，根據本集團的業務發展策略、同行慣例和相關法律法規等因素識別重要議題。本集團其後邀請與本集團有關的持份者參與重要性範疇評估問卷，對潛在重大議題進行評分。本集團將重要性範疇評估的結果分析為重要性矩陣，而該結果已經過審閱並與管理層進行討論，並於本報告作出披露。報告期內，經回顧及分析，由於聯交所氣候相關披露指引更新及相關方關注度提升，氣候變化議題重要性提高。本集團的重要性矩陣如下：



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Environmental Targets

The Group is committed to minimising its impact on the environment and takes sustainability into account in its business strategy. To help drive carbon neutrality and address shareholders' expectations of the Group and concerns about ESG issues, and to better manage the Group's performance on material issues, the Group has formulated a five-year plan in 2021 for Paper-making Department, with targets on greenhouse gas ("GHG") emissions, waste management, energy and water consumption. The following table summarises the Group's sustainability targets up to 2026. The Group's Designated Personnel will continue to review its progress towards its targets for each reporting period before 2026 and make efforts to achieve such targets.

The Group's established environmental targets are summarised as follows:

環境目標

本集團致力減輕對環境的影響，並將可持續發展納入其業務策略當中。為推動碳中和，回應各持份者對本集團的期望及對環境、社會及管治議題的關注，並更好地管理本集團在重大議題上的表現，本集團於二零二一年制定了一個五年計劃，針對造紙事業部設立溫室氣體排放（「溫室氣體排放」）、廢棄物管理、能源和水源消耗方面的目標。下表概述本集團截至二零二六年前的可持續發展目標。本集團的指定人員將於二零二六年前的每個報告期間繼續審閱既定目標的進展，並將繼續為既定目標而努力。

本集團已設立的环境目標概述如下：

Aspect 範疇	Target 目標	Progress 進度
GHG emissions 溫室氣體排放	Total GHG emission intensity of Paper-making Department to be lower than 4,300 tCO ₂ e/0'000 tonnes of paper (based on less than 22% of purchased steam and less than 92% of purchased electricity). 造紙事業部溫室氣體排放總量密度不高於4,300噸二氧化碳當量／萬噸紙（基於外購蒸汽比例低於22%，外購電力比例低於92%）。	The total GHG emission intensity of Paper-making Department for 2024 was approximately 4,235.49 tCO ₂ e/0'000 tonnes of paper, about 23.76% lower than the approximately 5,555.18 tCO ₂ e/0'000 tonnes of paper in 2023. The Group remains on track to achieve its target. 二零二四年造紙事業部的溫室氣體排放總量密度為約4,235.49噸二氧化碳當量／萬噸紙，比二零二三年的約5,555.18噸二氧化碳當量／萬噸紙減少了約23.76%。本集團仍然有望實現其目標。
Waste management 廢棄物管理	Total hazardous waste disposal intensity of Paper-making Department to be lower than 0.30 tonnes/0'000 tonnes of paper. 造紙事業部有害廢棄物總棄置量密度不高於0.30噸／萬噸紙。	The total hazardous waste disposal intensity of Paper-making Department for 2024 was approximately 1.60 tonnes/0'000 tonnes of paper, an increase of approximately 0.80 tonnes/0'000 tonnes of paper from approximately 0.80 tonnes/0'000 tonnes of paper in 2023. The Group is in the process of achieving its target and will continue to promote measures to reduce hazardous waste in the future. 二零二四年造紙事業部的有害廢棄物總棄置量密度為約1.60噸／萬噸紙，比二零二三年的約0.80噸／萬噸紙增加了約0.80噸／萬噸紙。本集團正在實現其目標的過程當中，並將於未來繼續推廣減少有害廢棄物的措施。
Energy consumption 能源消耗	Total electricity and steam consumption intensity of Paper-making Department to be lower than 17,900 MWh/0'000 tonnes of paper. 造紙事業部電力及蒸汽總消耗量密度不高於17,900兆瓦時／萬噸紙。	The total electricity and steam consumption intensity of Paper-making Department for 2024 was approximately 16,856.13 MWh/0'000 tonnes of paper, about 5.61% lower than the approximately 17,857.44 MWh/0'000 tonnes of paper in 2023. The Group has achieved its target and is committed to maintaining the total electricity and steam consumption intensity of the Paper-making Department below 17,900 MWh/0'000 tonnes of paper. 二零二四年造紙事業部的電力及蒸汽總消耗量密度為約16,856.13兆瓦時／萬噸紙，比二零二三年約17,857.44兆瓦時／萬噸紙減少了約5.61%。本集團已實現此目標，並致力將造紙事業部的電力及蒸汽總消耗量密度維持在低於17,900兆瓦時／萬噸紙的水平。
Water consumption 水源消耗	Total water consumption intensity of Paper-making Department to be lower than 5.30 tonnes/tonnes of paper. 造紙事業部總耗水量密度不高於5.30噸／噸紙。	The total water consumption intensity of Paper-making Department for 2024 was approximately 6.06 tonnes/tonnes of paper, about 1.08% higher than the approximately 6.0 tonnes/tonnes of paper in 2023. The Group is in the process of achieving its target and will continue to promote water conservation measures in the future. 二零二四年造紙事業部的總耗水量密度為約6.06噸／噸紙，比二零二三年約6.0噸／噸紙增加了約1.08%。本集團正在實現其目標的過程當中，並將於未來繼續推廣節水措施。

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In order to promote the continuous improvement of ESG performance, the Group has linked important ESG issues to the performance pay of employees in relevant positions, including emissions, use of resources, health and safety. The linking mechanism is applicable to relevant employees at different levels of the Group, ranging from general staff to middle management and senior management, with the highest level of alignment extending to the vice president of the Group. As the roles and responsibilities of employees at different levels vary, the extent to which their remuneration assessment indicators are linked to ESG-related issues also varies. If the ESG assessment indicators are not met, a corresponding percentage of the relevant employee's annual performance bonus will be deducted.

A. Environmental

A1. Emissions



As a responsible enterprise, the Group has realized effective environmental management and actively implements management policies. It is committed to transforming into a green production mode by adopting environmentally friendly technologies and innovative processes to reduce emissions such as exhaust gas, GHG, sewage and waste during the production process, thus making positive contributions to the environment.

The Group strictly complies with the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on Air Pollution Control, the Law of the People's Republic of China on the Prevention and Control of Water Pollution and other laws and regulations related to environmental protection. Zhongshan Yong Fa, Hung Hing and Zheng Ye Packaging (Zhongshan) Company Limited all have been accredited with GB/T24001-2016/ISO 14001:2015 and GB/T19001-2016/ISO 9001:2015 certificates issued by third party accreditation agencies. The HSE (Health, Safety and Environment) Management Manual ("HSE Manual") and Quality Environment Manual of Zhongshan Yong Fa and Hung Hing were developed in 2015 and 2009, respectively, to define the commitments, policies, objectives, division of responsibilities, control procedures and monitoring and auditing systems in environmental management. Under the management system based on the manuals, all three plants of Zhongshan Yong Fa, Hung Hing and Zhengyi (the "three plants") detailed their respective operational and management procedures, covering areas such as environmental hazards and risk identification, target management, energy usage and environmental monitoring.

為推動ESG表現的持續改進，本集團已將重要的ESG議題與相關崗位員工的績效薪酬掛鉤，掛鉤的議題包括排放物、資源使用、健康與安全。掛鉤機制適用於集團各層級相關員工，涵蓋一般員工、中層管理層及高級管理層，最高掛鉤層級達至集團副總裁級別。由於各層級員工承擔的角色與責任不同，其薪酬考核指標與ESG相關議題的掛鉤程度亦有差異。若未達到ESG考核指標，相關員工的年度績效獎金將會被扣除相應的比例。

A. 環境

A1. 排放物



作為一家負責任的企業，本集團已實現有效的環境管理並積極落實管理方針。本集團致力於向綠色生產模式轉型，透過採用環保技術與創新工藝，減少生產過程中廢氣、溫室氣體、污水、及廢棄物等排放物的產生，為環境做出積極貢獻。

本集團嚴格遵守《中華人民共和國固體廢物污染環境防治法》、《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》、《中華人民共和國水污染防治法》及其他有關環境保護的法律法規。中山永發、鴻興及正業包裝(中山)有限公司均持有由第三方認證機構發出的GB/T24001-2016/ISO 14001:2015和GB/T19001-2016/ISO 9001:2015認證證書。中山永發及鴻興分別於二零一五年及二零零九年，首次制定《HSE(健康、安全與環境)管理手冊》(「《HSE手冊》」)及《質量環境手冊》，明確環境管理的承諾、政策、目標、職責分工、控制程序及監測審核制度等。中山永發、鴻興和正億的全部三家廠房(「三家廠房」)以手冊為管理體系，分別自行制定細化的營運管理程序，涵蓋如環境危害及風險識別、目標管理、能源利用、環境監測等範疇。

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During the Reporting Period, the Group did not identify any material non-compliance with relevant local environmental laws and regulations relating to the emission of exhaust gas and GHG, sewage, and hazardous and non-hazardous waste.

Exhaust gas emissions

The Group's primary exhaust gas emissions are generated from the use of vehicles and the boilers in thermal power sub-plants. The Group's thermal power sub-plants are mainly used for power and steam for production plants. To fulfil our corporate responsibility of energy conservation and emission reduction, the Group not only regulates vehicle use and conducts regular maintenance but also establishes internal standards for the acceptance inspection of raw coal in the plants to ensure that the raw coal's moisture, ash content, volatile substance and sulphur content are in accordance with their requirements through visual inspection, photographing, sampling inspection, and third-party testing. Boiler flue gas from the Zhengyi plant in Jiangxi is processed by denitration, electrostatic precipitation, bag-hose precipitation and desulphurisation procedures before being discharged into the atmosphere. All plants have automatic monitoring devices installed at their boiler discharge outlets to monitor the type and emission volume of pollutants, thus ensuring that the exhaust gas emissions meet the Air Pollutant Emission Standards on Thermal Power Plants and other applicable national standards.

The Group's performance on exhaust gas emissions during the Reporting Period is summarised as follows:

Types of exhaust gas ¹	廢氣種類 ¹	Unit 單位	2024 二零二四年	2023 二零二三年	2022 二零二二年
Nitrogen oxides	氮氧化物	tonnes噸	64.05	73.46	77.63
Sulphur oxides	硫氧化物	tonnes噸	37.85	42.38	32.31
Particulate matter	顆粒物	tonnes噸	4.47	3.47	5.88

Note(s):

1. Data only includes factory and company vehicle emissions.

於報告期內，本集團並無因廢氣及溫室氣體、污水、有害及無害廢棄物排放而有任何違反當地相關環境法律法規的重大事宜。

廢氣排放

本集團的主要廢氣排放來自車輛使用以及熱電分廠的鍋爐。本集團熱電分廠主要用於生產廠房所需的電力和蒸汽。為履行節能減排的企業責任，本集團除規管車輛使用及進行定期檢修外，並於廠房均設有原煤驗收相關的內部規範，透過目測、拍照、抽樣檢驗及第三方機構化驗等方式，確保原煤的水分、灰份、揮發物、硫含量等符合廠房要求。其中江西正億廠房的鍋爐煙氣先經脫硝處理、靜電除塵、袋式除塵及脫硫處理，才會排放至大氣中。廠房均於鍋爐排放口安裝自動監測裝置，監測污染物種類及排放量，確保排放的廢氣符合《火電廠大氣污染物排放標準排放標準》及其他相關國家標準。

於報告期內，本集團的廢氣排放表現概述如下：

備註：

1. 數據僅包括工廠及公司車輛的排放。

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GHG emissions

The Group's primary GHG emissions are generated from direct GHG emissions (Scope 1) from fuel consumed by vehicles, plant machinery, boilers, cooking, production and electricity generation, as well as energy indirect GHG emissions (Scope 2) from purchased electricity and steam. To further reduce GHG emissions, both Zhongshan Yong Fa and Hung Hing have been utilizing biomass pellets for production and electricity generation since 2023. During the Reporting Period, the Group's total GHG emission intensity of Paper-making Department was 4,235.49 tCO₂e/0'000 tonnes of paper, decreased by approximately 23.76% compared with that in 2023, mainly due to the Group's effective emission reduction measures and employees' increased awareness of emission reduction.

The Group's performance on GHG emissions during the Reporting Period is summarised as follows:

溫室氣體排放

本集團的主要溫室氣體排放來自車輛、廠內機械、鍋爐、煮食、生產和發電使用燃料所造成的直接溫室氣體排放(範圍一)以及外購電力與蒸汽造成的能源間接溫室氣體排放(範圍二)。為進一步減少溫室氣體排放，中山永發及鴻興自二零二三年起利用生物質顆粒進行生產及發電。與報告期內，本集團造紙事業部的溫室氣體排放總量密度為4,235.49噸二氧化碳當量／萬噸紙，較二零二三年下降了23.76%，主要是由於本集團有效的減排措施和僱員減排意識的提高。

於報告期內，本集團的溫室氣體排放表現概述如下：

GHG emissions ²	溫室氣體 ²	Unit 單位	2024 二零二四年		2023 二零二三年		2022 二零二二年	
			Paper-making Department 造紙事業部	Packaging Department 包裝事業部	Paper-making Department 造紙事業部	Packaging Department 包裝事業部	Paper-making Department 造紙事業部	Packaging Department 包裝事業部
Direct GHG emissions (Scope 1)	直接溫室氣體排放 (範圍一)	tCO ₂ e 噸二氧化碳當量	47,249.58	2,330.69	77,891.85	1,192.10	146,813.37	487.67
• Gasoline used by vehicles	• 車輛使用的汽油							
• Diesel used by vehicles and plant machinery	• 車輛及廠內機械使用的柴油							
• Natural gas used for boilers, cooking, production and electricity	• 鍋爐燃燒、煮食、生產和發電使用的天然氣							
• Coal used for boilers	• 鍋爐燃燒使用的煤							
Energy indirect GHG emissions (Scope 2)	能源間接溫室氣體排放 (範圍二)	tCO ₂ e 噸二氧化碳當量	214,690.21	13,502.07	255,419.04	17,949.08	268,249.13	19,286.00
• Purchased electricity	• 外購電力							
• Purchased steam	• 外購蒸汽							
Total GHG emissions	溫室氣體排放總量	tCO ₂ e 噸二氧化碳當量	261,939.79	15,832.76	333,310.89	19,141.19	415,062.50	19,773.66
Total GHG emission intensity (Paper-making Department)	溫室氣體排放總量密度 (造紙事業部)	tCO ₂ e/0'000 tonnes of paper ³ 噸二氧化碳當量／萬噸紙 ³	4,235.49	/	5,555.18	/	5,929.46	/
Total GHG emission intensity (Packaging Department)	溫室氣體排放總量密度 (包裝事業部)	tCO ₂ e/0'000 square metres of carton product ⁴ 噸二氧化碳當量／萬平方紙箱產品 ⁴	/	1.15	/	1.24	/	1.28

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Note(s):

2. The GHG emissions data is presented in terms of carbon dioxide equivalent and is based on, but not limited to, "The GHG Protocol Corporate Accounting and Reporting Standard" issued by the World Resources Institute and the World Business Council for Sustainable Development, "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong", the "Notice on the Management of Enterprise Greenhouse Gas Emissions Report by Power Generation Industry for 2022-2025" published by the Ministry of Ecology and Environment of the People's Republic of China, "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, and "Global Warming Potential Values" from the Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change (IPCC) (2014).
3. For 2024, the paper production of the Group's Paper-making Department was approximately 618,440 tonnes (2023: approximately 600,000 tonnes; 2022: approximately 700,000 tonnes). This figure is also used for calculation of other intensity data.
4. For 2024, the production volume of carton products of the Group's Packaging Department was approximately 137,300,000 square metres (2023: approximately 154,500,000 square metres; 2022: approximately 154,240,000 square metres). This figure is also used for calculation of other intensity data.

Sewage discharge and treatment

Sewage from the plants (commonly known as "white water") mainly comes from pulping, screening, concentration and compressing. Sewage stations have been established at all our plants, where white water is processed by neutralisation, sedimentation, anaerobic and aerobic treatment before it is discharged to the discharge points designated by the Discharge Permit. The plants also sample and test the sewage after treatment on a regular basis to ensure compliance with the Standards for Pulp and Paper-making Industrial Pollutants Discharge, Guangdong Province Discharge Limits of Water Pollutants and other applicable national standards. During the Reporting Period, the Group's total discharge volume was approximately 3,362,502.14 tonnes (2023: approximately 3,419,743.66 tonnes).

備註：

2. 溫室氣體排放數據乃按二氧化碳當量呈列，並基於但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、《香港建築物（商業、住宅或公共用途）的溫室氣體排放及減除的核算和報告指引》、中華人民共和國生態環境部刊發的《關於做好2022-2025年發電行業企業溫室氣體排放報告管理有關工作的通知》、香港聯交所頒佈的《如何編製環境、社會及管治報告一附錄二：有關環境關鍵績效指標的報告指引》、以及政府間氣候變化專門委員會(IPCC)第五次評估報告(AR5二零一四年)的全球暖化潛勢值。
3. 於二零二四年，本集團造紙事業部的紙產量約為61.844萬噸（二零二三年：約60萬噸；二零二二年：約70萬噸）。此數據亦會用作計算其他密度數據。
4. 於二零二四年，本集團包裝事業部的紙箱產品產量約為13,730萬平方米（二零二三年：約15,450萬平方米；二零二二年：約15,424萬平方米）。此數據亦會用作計算其他密度數據。

污水排放及處理

廠房產生的污水（俗稱「白水」）主要來自碎漿、篩選、濃縮及壓榨等工序。廠房均設有污水站，白水經過中和、沉澱、厭氧及好氧處理等過程後，方排放至《排污許可證》中指定的排放點。廠房亦定期抽驗檢測處理後的污水，確保符合《製漿造紙工業水污染物排放標準》、《廣東省水污染物排放限值》等相關國家標準。於報告期內，本集團的總排水量為約3,362,502.14噸（二零二三年：約3,419,743.66噸）。

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The Group's performance on indicator of discharged sewage during the Reporting Period is summarised as follows:

於報告期內，本集團的排放水指標表現概述如下：

Indicator of discharged sewage	排放水指標	Unit 單位	2024 二零二四年	2023 二零二三年
Chemical oxygen demand (COD)	化學需氧量(COD)	tonnes噸	102.37	100.89
Ammonia nitrogen	氨氮	tonnes噸	1.86	2.42
Suspended solid (SS)	懸浮固體(SS)	tonnes噸	0.05	12.54
Total nitrogen	總氮	tonnes噸	12.97	7.57

Waste disposal

Hazardous and non-hazardous wastes are generated during the Group's operation and production processes. In order to reduce the impact of waste on the environment, the Group strictly complies with laws and regulations such as the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste and the Standard for Pollution Control on Hazardous Waste Storage and continues to implement various measures on waste management and emission reduction.

Hazardous waste disposal

The hazardous wastes generated by the Group's business operations mainly include waste engine oil, used packaging barrels, ink-containing wastewater and waste ink residue. The Group has formulated relevant policies, including the Industrial Solid Waste Management System, and followed the National Hazardous Waste List to manage and dispose of hazardous waste accordingly. In order to effectively identify and dispose of hazardous wastes, each department has been assigned a designated area for waste sorting, placing and labelling. Upon reaching a certain amount, the waste will be transferred to the materials department for unified collection. The time, name, specification and quantity of the waste transferred are clearly recorded in the collection account. To prevent hazardous waste leakage in the plant, the Group also arranges for specialists to be responsible for solid waste collection and the maintenance of temporary storage sites. After the hazardous waste is collected, it is stored in the hazardous materials warehouse. The Group engages qualified companies to handle the relevant hazardous materials for disposal on a regular basis.

廢物處理

在本集團的營運及生產過程中，均會產生有害及無害廢棄物。為降低廢棄物對環境造成的影響，本集團嚴格依照《中華人民共和國固體廢物污染環境防治法》和《危險廢物儲存污染控制標準》等法律法規，持續實施多項廢棄物管理及減排措施。

有害廢棄物處理

本集團業務營運產生的有害廢棄物主要包括廢機油、廢包裝桶、含油墨廢水、廢油墨渣等。本集團已制定有關政策，包括《工業固體廢物管理制度》，並根據《國家危險廢物名錄》管理及處理有害廢棄物。為有效識別及處理有害廢棄物，各部門已劃分指定區域，以此對廢棄物分類、定位、定標擺放，達到一定數量後移交物料部統一回收。移交廢物的時間、名稱、規格及數量會被清楚登記於回收記錄中。本集團亦安排專人負責固體廢物收集和暫存場所的維護工作，防止有害廢棄物在廠內產生洩漏。危險廢物被回收後會儲存於危廢品倉庫，並定期透過本集團委託的擁有相關危廢品處理資歷的公司進行處理。

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The Group's performance on hazardous waste disposal during the Reporting Period is summarized as follows:

於報告期內，本集團的有害廢棄物棄置表現概述如下：

Type of hazardous waste	有害廢棄物種類	Unit 單位	2024 二零二四年		2023 二零二三年		2022 二零二二年	
			Paper-making Department 造紙事業部	Packaging Department 包裝事業部	Paper-making Department 造紙事業部	Packaging Department 包裝事業部	Paper-making Department 造紙事業部	Packaging Department 包裝事業部
Waste engine oil	廢機油	tonnes噸	1.34	0.62	35.36	–	18.87	9.61
Used plastic boards	廢膠板	tonnes噸	–	7.08	–	1.47	–	10.28
Used packaging barrels	廢包裝桶	tonnes噸	9.59	17.07	10.52	18.85	4.06	12.38
Ink-containing wastewater	含油墨廢水	tonnes噸	–	21.63	–	16.13	–	17.23
Laboratory waste liquid	實驗室廢液	tonnes噸	1.23	–	0.29	–	0.47	1.28
Used light tubes	廢燈管	tonnes噸	–	0.01	–	–	0.02	–
Used batteries	廢電池	tonnes噸	–	–	–	–	1.15	0.42
Waste ink residue	廢油墨渣	tonnes噸	–	18.09	0.23	14.90	0.60	5.37
Waste mineral oil	廢礦物油	tonnes噸	23.10	0.28	–	–	–	–
Waste activated carbon	廢活性炭	tonnes噸	–	2.22	–	1.11	–	0.23
Waste paint	廢油漆	tonnes噸	0.30	–	–	–	0.40	–
Waste white glue	廢白膠	tonnes噸	–	–	–	–	1.00	–
Waste capacitance	廢電容	tonnes噸	0.52	–	1.39	–	–	–
Waste Catalyst	廢催化劑	tonnes噸	49.68	–	–	–	–	–
Total hazardous waste disposal	有害廢棄物總棄置量	tonnes噸	99.06	67.00	47.79	52.46	26.57	56.80
Total hazardous waste disposal Intensity (Paper-making Department)	有害廢棄物總棄置量密度(造紙事業部)	tonnes/0'000 噸/萬噸紙	1.60	/	0.80	/	0.38	/
Total hazardous waste disposal Intensity (Packaging Department)	有害廢棄物總棄置量密度(包裝事業部)	tonnes/0'000 square metres of carton products 噸/萬平方紙箱產品	/	0.0049	/	0.0034	/	0.0037

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The Group's non-hazardous waste mainly includes Papermaking waste residue, papermaking waste paper, coal fly ash and papermaking sludge generated by plants. Such wastes are classified as reusable and non-reusable for processing, respectively. For example, Zhengyi sold coal fly ash to cement manufacturers and delivered waste residue, sludge and gypsum to local sanitation authorities and qualified contractors for processing, respectively. The three plants keep management accounts to continuously record waste generation, delivery dates and destinations. Moreover, washing lines of Zhongshan Yong Fa and Hung Hing put into operation introduces papermaking waste residue into the washing lines for paper fiber extraction and recycling, which can reduce the generation of solid waste in an effective manner.

During the Reporting Period, the Group's total non-hazardous waste disposal intensity decreased by approximately 32.43% compared with that in 2023, mainly due to the Group's effective measures on waste reduction and the increased awareness of waste reduction among employees.

本集團生產的無害廢棄物主要是廠房產生的造紙廢渣、造紙廢紙、粉煤灰、造紙污泥等。廠房均將廢物分為可再利用及不可再利用兩類，分別處理。例如，正億將粉煤灰售予水泥製造商，廢渣、污泥及石膏則分別交由當地環境衛生處及合資格的機構承包商清運處理。三家廠房亦建立管理台賬，持續記錄廢物的產生量、轉運日期及去向等。此外，中山永發及鴻興的水洗線可將造紙廢渣引入水洗線以提取造紙纖維並進行回收，有效減少固體廢棄物的產生。

於報告期內，本集團的無害廢棄物總棄置量密度較二零二三年下降了約32.43%，主要是由於本集團有效的減廢措施和僱員對減廢意識的提高。

Highlight 高亮：



Total non-hazardous waste disposal intensity decreased by approximately 32.43%



無害廢棄物總棄置量密度下降了約32.43%

The Group's performance on non-hazardous waste disposal during the Reporting Period is summarized as follows:

於報告期內，本集團的無害廢棄物棄置表現概述如下：

Type of non-hazardous waste	無害廢棄物種類	Unit 單位	2024 二零二四年	2023 二零二三年	2022 二零二二年
Papermaking waste residue	造紙廢渣	tonnes噸	57,158.71	92,801.33	168,633.70
Coal fly ash	粉煤灰	tonnes噸	4,745.56	7,943.29	5,773.08
Waste paper	廢紙	tonnes噸	14,596.96	19,073.10	10,569.00
Papermaking sludge	造紙污泥	tonnes噸	2,147.46	3,673.31	3,868.66
Dyeing sludge	印染污泥	tonnes噸	375.30	520.52	129.62
Total non-hazardous waste disposal	無害廢棄物總棄置量	tonnes噸	85,394.90	124,011.55	188,974.06
Total non-hazardous waste disposal intensity	無害廢棄物總棄置量密度	tonnes/RMB million revenue⁵ 噸／人民幣百萬元收益⁵	35.06	51.88	62.70

Note(s):

備註：

5. For 2024, the Group's revenue was approximately RMB2,435,830,000 (2023: approximately RMB2,390,517,000; 2022: approximately RMB3,013,957,000). This figure is also used for calculation of other intensity data.

5. 於二零二四年，本集團的收入約人民幣2,435,830,000元（二零二三年：約人民幣2,390,517,000元；二零二二年：約人民幣3,013,957,000元）。此數據亦會用作計算其他密度數據。

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A2. Use of Resources



Zhengye International attaches great importance to reasonable use of resources, reduces its dependence on traditional fossil fuels through the use of renewable energy sources in its production and operations, and strives to maximize the efficiency in resource utilization. In addition, the Group manages the use of resources, including water and electricity, collects monthly consumption data, focuses on managing major energy-consuming equipment, and standardises equipment operating procedures to fully and effectively use energy.

Energy consumption

The energy used by the Group primarily includes electricity and steam used in the production process; diesel, coal and natural gas used in boilers, canteens, production and electricity generation; as well as diesel and gasoline used in vehicles. The plants adopt cogeneration units to supply coal-fired power and residual heat for generating steam for production purposes. Compared to the traditional coal-fired power generation model, cogeneration technology can reduce energy loss in the form of heat and contribute to higher energy efficiency by using an equivalent amount of coal. In order to coordinate with national policy development, Zhongshan Yong Fa and Hung Hing have completed the coal-to-gas conversion project and began using clean energy from natural gas boilers in 2020 to replace coal furnaces for production. Also, they began to use biomass boilers instead of natural gas for electricity generation in 2024, increasing the proportion of carbon-free energy.

During the Reporting Period, the Group's total electricity and steam consumption intensity of Paper-making Department was approximately 17,857.44 MWh/0'000 tonnes of paper, successfully achieved the established energy consumption target of "total electricity and steam consumption intensity of Paper-making Department to be lower than 17,900 MWh/0'000 tonnes of paper".

A2. 資源使用



正業國際重視資源的合理使用，在生產和運營的過程中透過使用可再生能源，減少對傳統化石能源的依賴，並盡可能地提高資源利用效率。此外，本集團對水、電等資源使用進行管理，每月統計用量，並對主要耗能設備進行重點管理，規範設備作業流程，以充分有效地利用能源。

能源消耗

本集團使用的能源主要包括生產過程中使用的電力及蒸汽；鍋爐、食堂、生產和發電使用的柴油、煤及天然氣；以及汽車使用的柴油及汽油。廠房均採用熱電聯產設備，在燃煤發電的同時，將產生的廢熱用於製造蒸汽，供生產所用。相比傳統燃煤發電模式，熱電聯產技術可減少能量以熱量的形式損失，使用同量燃煤而能達至更高的能源效益。為配合國家政策發展，中山永發及鴻興已完成煤改氣工程，並在二零二零年開始使用天然氣鍋爐的清潔能源取代煤爐進行生產工作；同時於二零二四年開始使用生物質鍋爐代替天然氣發電，增加無碳能源使用比例。

於報告期內，本集團造紙事業部的電力及蒸汽總消耗密度為約17,857.44兆瓦時／萬噸紙，成功實現所設立的「造紙事業部電力及蒸汽總消耗量密度不高於17,900兆瓦時／萬噸紙」能源消耗目標。

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The Group's performance on energy consumption during the Reporting Period is summarised as follows:

於報告期內，本集團的能源消耗表現概述如下：

Type of energy	能源種類	Unit 單位	2024 二零二四年		2023 二零二三年		2022 二零二二年	
			Paper-making Department 造紙事業部	Packaging Department 包裝事業部	Paper-making Department 造紙事業部	Packaging Department 包裝事業部	Paper-making Department 造紙事業部	Packaging Department 包裝事業部
Direct energy consumption	直接能源消耗	MWh兆瓦時	790,836.97	4,297.71	310,323.93	5,949.79	734,804.32	2,432.91
Coal	煤	MWh兆瓦時	137,474.55	–	124,195.58	–	–	–
Natural gas	天然氣	MWh兆瓦時	308,738.34	4,270.26	185,409.82	5,893.47	734,804.32	2,403.99
Gasoline	汽油	MWh兆瓦時	298.85	55.13	76.13	31.34	–	28.92
Diesel	柴油	MWh兆瓦時	8,591.28	5,516.82	642.41	24.98	–	–
Indirect energy consumption	間接能源消耗	MWh兆瓦時	1,042,450.29	29,472.45	926,875.45	40,528.71	568,787.04	44,529.74
Purchased electricity	外購電力	MWh兆瓦時	325,489.66	14,831.27	322,018.48	13,584.13	332,896.88	12,655.42
Self-generated electricity (biomass) ⁶	自發電力 (生物質) ⁶	MWh兆瓦時	27,447,900.00	–	13,227.74	–	28,833.64	–
Purchased steam	外購蒸汽	MWh兆瓦時	105,729.44	14,641.18	189,556.25	26,944.58	207,056.52	31,874.33
Self-produced steam (biomass)	自產蒸汽 (生物質)	MWh兆瓦時	583,783.29	–	402,072.97	–	–	–
Total energy consumption	能源總消耗量	MWh兆瓦時	1,833,287.26	39,314.66	1,237,199.39	46,478.50	1,303,591.36	46,962.65
Total energy consumption Intensity (Paper-making Department)⁷	能源總消耗量密度 (造紙事業部)⁷	MWh/0'000 tonnes of paper 兆瓦時／萬噸紙	29,643.74	/	20,619.99	/	18,622.73	/
Total energy consumption Intensity (Packaging Department)	能源總消耗量密度 (包裝事業部)	MWh/0'000 square metres of carton product 兆瓦時／萬平方紙箱產品	/	2.86	/	3.01	/	3.04

Note(s):

備註：

- The Group's self-generated electricity is derived from natural gas and biomass pellets, and its self-generated steam is derived from coal, natural gas and biomass pellets.
- The total electricity and steam consumption intensity of the Group's Paper-making Department for 2024 was approximately 16,856.13 MWh/0'000 tonnes of paper (2023: 17,857.44 MWh/0'000 tonnes of paper; 2022: 18,290.11 MWh/0'000 tonnes of paper; 2021: 17,920.09 MWh/0'000 tonnes of paper).

- 本集團自發電力來源於天然氣及生物質顆粒，自產蒸汽來源於煤、天然氣及生物質顆粒。
- 本集團造紙事業部二零二四年電力及蒸汽總消耗量密度為16,856.13兆瓦時／萬噸紙（二零二三年：17,857.44兆瓦時／萬噸紙；二零二二年：18,290.11兆瓦時／萬噸紙；二零二一年：17,920.09兆瓦時／萬噸紙）。

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Water consumption

To save water, white water is reused to the greatest extent in the production process of the plants. For example, at Zhongshan Yong Fa, there is a process consisting of a white water tank to recycle white water from pulpers, desanders, thickeners and Fourdrinier units for reuse in disintegration, pulping, and paper machine spraying processes. The Group has also been increasing promotional efforts in water conservation and encouraging employees to develop water conservation habits and adopt rational water usage practices. To improve water efficiency and raise water conservation awareness among employees, the Group has adopted the following measures:

- Water-saving appliances are used in water facilities as far as possible;
- The faucet should be turned off immediately after use to prevent long-running water and the running, emitting, dripping and leaking of water;
- If abnormal conditions are found, the relevant department shall be notified in time to prevent waste of water resources; and
- Water-saving slogans are posted in pantries and washrooms to remind employees to save water.

During the Reporting Period, the Group reused water multiple times, and its accumulated sewage recycled volume was approximately 7,642,702.37 tonnes (2023: approximately 8,949,450.00 tonnes).

During the Reporting Period, the Group’s performance on water consumption is summarised as follows:

水源消耗

為了節約用水，廠房均儘量於生產中重用白水。以中山永發為例，廠房設有白水池，回收碎漿機、除砂器、濃縮機及長網部等產生的白水，並重用於製漿碎解及紙機淋噴的過程。本集團亦一直加強節水宣傳，鼓勵所有員工養成自覺節約用水的習慣，引導員工合理用水。為提升用水效益及提高員工的節水意識，本集團採取以下措施：

- 用水設施儘量採用節水型器具；
- 用水後應及時關閉水龍頭，防止長流水和跑、冒、滴、漏現象；
- 如發現有異常狀況，應及時通知相關部門處理，以防止浪費水資源；及
- 茶水間及洗手間均張貼節水標語以提醒僱員節約用水。

於報告期內，本集團多次重用水，累計污水回用量達約7,642,702.37噸（二零二三年：約8,949,450.00噸）。

於報告期內，本集團的水源消耗表現概述如下：

Water resources	水資源	Unit 單位	2024 二零二四年		2023 二零二三年		2022 二零二二年	
			Paper-making Department 造紙事業部	Packaging Department 包裝事業部	Paper-making Department 造紙事業部	Packaging Department 包裝事業部	Paper-making Department 造紙事業部	Packaging Department 包裝事業部
Total water consumption	總耗水量	tonnes噸	3,750,675.00	163,692.00	3,602,839.00	135,025.00	3,773,809.00	180,167.00
Total water consumption intensity (Paper-making Department)	總耗水密度 (造紙事業部)	tonnes/tonnes of paper 噸／噸紙	6.06	/	6.00	/	5.39	/
Total water consumption intensity (Packaging Department)	總耗水密度 (包裝事業部)	tonnes/0'000 square metres of carton product 噸／萬平方紙箱產品	/	11.92	/	8.74	/	11.68

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Zhengye International adopted the performance indicator method to manage its corrugated medium paper production lines and succeeded in improving its production efficiency as a whole. The three plants have formulated a performance programme to incorporate resource utilisation requirements into departmental performance indicators. For instance, if the Thermal Power Department and the Raw Materials Department can reduce their monthly steam and waste paper consumption by a certain quantity, corresponding bonuses will be granted according to the policies to further incentivise the departments to save resources. Such a management model will be promoted across the Group to optimise the efficiency of the production line for corrugated cartons and honeycomb paper-based products, with an aim at continuous improvements in the Group's core competitiveness.

The Group's performance on the use of raw materials during the Reporting Period is summarised as follows:

Type of raw materials	原材料種類	Unit 單位	2024 二零二四年	2023 二零二三年	2022 二零二二年
Waste paper	廢紙	tonnes噸	659,632.01	638,427.04	716,690.14
Raw paper	原紙	tonnes噸	116,785.18	120,761.67	115,247.56
Starch	澱粉	tonnes噸	39,760.08	24,194.17	32,005.96
Water-based ink	水性油墨	tonnes噸	489.04	164.09	155.66
Plastic printing ink	膠印油墨	tonnes噸	38.34	39.97	28.51

Use of packaging materials

During the production process, the Group uses a variety of packaging materials, including binding thread, packaging film and packing belt. Packaging materials are mainly used for the packaging of carton products during transportation.

正業國際採用了績效指標法管理瓦楞芯紙生產線，成功提高整體生產線的生產效益。三家廠房制定績效方案，將資源使用的要求納入部門的績效指標當中。例如，熱電部及原料部若每月可減少一定數量的蒸汽及廢紙消耗量，則可按規定獲得相應的獎金，進一步鼓勵各部門節約資源。本集團將繼續沿用此管理模式，優化瓦楞紙箱及蜂窩紙製品生產線的營運效率，持續提升本集團的核心競爭力。

於報告期內，本集團的原材料使用表現概述如下：

包裝材料使用

在生產過程中，本集團會使用到各種包裝材料，包括釘線、打包膜、打包帶等，包裝材料主要用於運輸過程中紙箱產品的包裝用途。

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The Group's performance on the consumption of packaging materials during the Reporting Period is summarised as follows:
於報告期內，本集團的包裝材料消耗表現概述如下：

於報告期內，本集團的包裝材料消耗表現概述如下：

Type of packaging materials	包裝材料種類	Unit 單位	2024 二零二四年	2023 二零二三年	2022 二零二二年
Binding thread	釘線	tonnes噸	616.35	252.26	236.90
Packaging film	打包膜	tonnes噸	106.80	64.15	65.40
Packing belt	打包帶	tonnes噸	50.92	66.69	105.68
Scrap metal	廢鐵	tonnes噸	361.32	0.02	45.23
Waste plastic	廢塑膠	tonnes噸	0.01	0.01	24.17
Used bags	廢袋子	tonnes噸	4.84	0.01	15.97
Foam	泡沫	tonnes噸	1,130.40	890.40	346.30
Honeycomb wrap	蜂窩膠	tonnes噸	333.25	392.83	541.14
Hot melt adhesive	熱熔膠	tonnes噸	155.26	46.50	70.50
Expanded Polyethylene ("EPE") foam, sponge	珍珠棉、海綿	tonnes噸	1,130.40	3.96	5.85
Total packaging material consumption	包裝材料總消耗量	tonnes噸	1,671.95	1,716.83	1,457.14
Total packaging material consumption intensity	包裝材料總消耗密度	tonnes/RMB million revenue 噸／人民幣百萬元 收益	0.69	0.72	0.48
Plastic tape ⁴	透明膠帶 ⁴	rolls卷	247.00	76,488.00	73,024.00
Masking tape	牛皮膠	rolls卷	2,222.00	2,101.00	1,950.00
Double-sided tape	雙面膠	rolls卷	42,373.00	26,965.00	29,956.00
Packing tape	封箱膠帶	rolls卷	25,547.00	47,951.00	21,328.00
Total packaging material Consumption	包裝材料總消耗量	rolls卷	112,343.00	153,505.00	126,258.00
Total packaging material consumption intensity	包裝材料總消耗量 密度	rolls/RMB million revenue 卷／人民幣百萬元 收益	46.12	64.21	41.89

Note(s):

備註：

8. Packaging materials were mainly used for carton products.

8. 於報告期內，包裝材料主要是用於紙箱產品。

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A3. The Environment and Natural Resources



The operating activities of the Group are closely related to the environment and natural resources. As a paper packaging and industrial paper production enterprise that uses waste paper as its primary raw materials, the Group actively responds to the call of national policies to focus on the recycling of waste paper for the purpose of maximizing on protecting forests and living organisms and slowing down the deforestation. At the same time, the Group continues to conduct research and development on environmentally friendly products and is committed to minimizing the impact from producing and using its products through innovative technologies and sustainable materials.

The Group has put in place internal procedures to conduct regular checks on environmental management system, so as to monitor and enhance the environmental performance of its plants in operation. Departments at the plants collaborate to measure and record various emissions and the consumption of resources. The Group will use these data in future as indicators to review the achievements and progress made towards emission reduction and resource-saving goals and may further set more stringent targets to boost the efficiency of its day-to-day operations.

To encourage the employees to participate in environmental protection, Zhengye International conducts training for employees regarding environmental awareness on a regular basis, the content of which covers sustainability, resource conservation and waste management, etc. In addition, the Group strives to avoid fire, explosion, chemical leakage, significant water and electricity supply disruptions, and other potential incidents. To this end, the plants developed their respective emergency response plans to define the incident reporting and control procedures, avoid the spreading of pollution sources, and manage the impact of incidents on the environment and the surrounding communities. The Group's Paper-making Department and Packaging Department have optimised and upgraded the levels of fire prevention at their plants, with newly installed firefighting water cannons, fire safety monitoring systems, centralised management of the voluntary firefighting team, and enhanced situational training and emergency response measures and plans. Zhongshan Yong Fa also maintained green plants in many parts of the plant and is committed to greening the environment.

A3. 環境及天然資源



本集團的經營活動與環境及天然資源息息相關，本集團是一家以廢紙為主要原料的紙類包裝及工業紙生產企業，積極響應國家政策號召，注重於廢紙的循環利用，旨在最大限度地保護林木和生物，減緩森林砍伐。同時，本集團持續進行環保產品研發，致力於透過創新技術及可持續材料，將產品在生產及使用過程中的影響降到最低。

本集團已就定期檢查系統訂立內部環境檢查程序，以監察與提升廠房營運的環保績效。廠房的各部門已開始協調合作，記錄和統計各種排放物及資源使用量。未來，本集團將會以這些數據作為指標，審視已訂立減排及節約資源目標的實踐和進展，甚至進一步訂立更嚴謹的目標，以提升日常營運的效率和效益。

正業國際定期開展員工環保意識培訓，培訓內容涵蓋可持續發展、資源節約、廢棄物管理等方面，以鼓勵員工踐行環保理念。此外，本集團盡可能地避免如火警、爆炸、化學品洩漏、大範圍水電供應中斷等潛在事故，廠房已制定相應的應急預案，界定事故發生時的通報控制程序，避免污染源擴散，控制事故對環境和周邊社區的影響。集團造紙事業部和包裝事業部均優化升級了廠房消防管控等級，新增消防水炮、消防監控體系，中央集控設立義務消防隊，加強現場培訓和應急處理措施和預案。中山永發亦在廠內多處栽種綠色植物，致力綠化環境。

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A4. Climate Change



Climate change affects society across the world, including the Group's business. Zhengye International is well aware of the importance of identifying and mitigating any significant impact caused by climate change. During the Reporting Period, the Group has referred to the recommendations of the Hong Kong Financial Reporting Standard S2 Climate-related Disclosures ("HKFRS S2"), disclosed relevant contents from four dimensions including governance, strategy, risk management, and indicators and targets.

Governance

Zhengye International has designated relevant personnel to take charge of work in relation to climate change. Such personnel will identify, assess and manage risks and opportunities associated with climate change, set targets, develop action plans in response to it and monitor their implementation, then report to the Board. The Board will review matters related to climate change regularly to ensure that they are well integrated with the Group's business strategy. During the Reporting Period, the Group conducted specialized climate change training for the Board of Directors.

As required by HKFRS S2, the Group identifies risks associated with climate change and assesses their impact on the Group's business so as to manage and address such risks in a more effective manner.

A4. 氣候變化



氣候相關問題正在影響全球社會，因此亦影響本集團的業務。正業國際深明識別和減輕氣候變化帶來的任何重大影響的重要性。於報告期內，本集團參考《香港財務報告準則S2號－氣候相關披露》(HKFRS S2)初稿建議，從治理、策略、風險管理、指標和目標四個維度進行披露相關內容。

治理

正業國際已指定相關人員對氣候變化相關工作負責，相關人員將識別、評估及管理氣候變化相關的風險與機遇，制定氣候變化應對行動方案與相關目標並監督落實情況，同時向董事會匯報。董事會則定期審議氣候變化相關事宜，確保其與集團的商業戰略良好融合。報告期內，本集團對董事會開展氣候變化專題培訓。

本集團已依據HKFRS S2的要求，對氣候變化相關風險進行識別，並評估其對集團業務造成的影響，以更好地管理及應對相關風險。



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Strategy

Physical risks

Zhengye International's main operational sites are located in Zhongshan and Zhuhai in Guangdong province, which have the possibility of being affected by climate-related problems such as super typhoons and floods. As climate change may lead to a high frequency and severity of extreme weather events, the Group may experience an adverse impact on plant operations or even plant closure under poor weather conditions such as typhoons and heavy rainfall. The paper-based packaging products business is one of the Group's main sources of income, and adverse impacts on plant operations will have a direct negative effect on the Group's revenue.

Transition risks

The Group is aware that transition risks in relation to climate-related matters may have a significant impact on the Group. As the Chinese government has proposed carbon reduction targets, striving to reach peak carbon dioxide emissions before 2030 and achieve carbon neutrality before 2060, the Group anticipates increasingly stringent laws and regulations relating to climate change. Therefore, the Group may face higher operating costs to comply with regulatory changes and may even be exposed to legal risks.

策略

實體風險

正業國際的主要運營點位於廣東省的中山和珠海，有機會受超級颱風及水災等氣候相關問題影響。由於氣候變化導致極端天氣事件更加頻繁及嚴重，本集團可能遇到在颱風及暴雨等惡劣天氣下廠房的營運受到不利影響或廠房需要關閉的情況。紙製包裝產品業務為本集團的主要收入來源之一，故廠房營運的不利影響將對本集團的收益造成直接負面影響。

過渡風險

本集團知悉與氣候相關事宜有關的過渡風險可能對本集團造成重大影響。由於中國政府已提出減碳目標，力爭於二零三零年前達到破達峰，並爭取二零六零年實現碳中和，本集團預期氣候變化相關的法律及法規將更加嚴格。因此，本集團可能需要承擔更高的營運成本以遵守監管變動，更可能面臨法律風險。

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Risk management

The Group has formulated measures based on results of climate-related risk assessment and implemented corresponding measures to adapt to or mitigate the impact of climate change on its business. The Group will continue to assess the effectiveness of its actions on climate change, and strengthen its ability to address issues relating to climate change.

The Group has adopted various measures to manage physical risks identified. For example, the Group has formulated a response plan for emergency situations to mitigate or avoid losses if extreme weather affects the Group's places of operation. Moreover, the Group has purchased insurance to cover the risk of financial losses. The Group believes that making adequate preparations for extreme weather events can minimise any potential financial impact.

In order to manage compliance and legal risks that may arise from the climate crisis, the Group also implements a series of measures. First, the Group continuously monitors any changes in laws and regulations. Second, the Group has sought compliance advisory services to mitigate legal risks. Third, the Group has been adopting comprehensive environmental protection measures, including measures aimed at reducing GHG emissions.

The Group is committed to mitigating risks that may arise from climate change. The Group has conveyed to the public its measures on mitigating and adapting to climate change through various channels, in particular ESG reports. By reporting the Group's improvements in ESG performance, the Group hopes to foster public understanding of how the environmental packaging industry can contribute to addressing the climate crisis. The Group is concerned with sustainability and is always committed to environmental protection. For example, the Group continuously implements various energy management, waste disposal management and emissions reduction measures.

Indicators and targets

In response to targets of the State on "carbon peaking and carbon neutrality" and the United Nations' targets on sustainability, Zhengye International has set a medium-to-long-term target of "total GHG emission intensity to be lower than 4,300 tCO₂e/0'000 tonnes of paper by 2026" for Paper-making Department.

During the Reporting Period, there was no work stoppage loss or employee injury as a result of climate change and natural disasters.

風險管理

本集團已根據氣候風險評估結果制定應對措施，並實施相應措施以適應或減緩氣候變化對其業務的影響。本集團將繼續評估本集團對氣候變化行動的有效性，並增強其應對氣候變化相關問題的應對能力。

本集團已採取不同措施管理已識別的實體風險。例如，本集團已就緊急情況制定應急計劃，以便在極端天氣影響本集團的運營場所時減少或避免損失。此外，本集團已投保保險以應對財產損失風險。本集團相信，透過為極端天氣事件作充足準備，可將潛在財務影響減至最低。

為管理氣候危機可能帶來的合規和法律風險，本集團亦採取一系列措施。首先，本集團持續監察法律或法規的任何變動。其次，本集團已尋求合規諮詢服務以降低法律風險。第三，本集團一直採取全面措施保護環境，包括旨在減少溫室氣體排放的措施。

本集團致力減低氣候變化可能帶來的風險。本集團已透過多種渠道，尤其是環境、社會及管治報告，向公眾傳達其緩解及適應氣候變化的措施。透過報告本集團環境、社會及管治表現的改善，本集團希望公眾能了解環保包裝業可幫助應對氣候危機。本集團關注可持續發展，並一直致力保護環境。例如，本集團不斷實施多項能源管理，廢棄物管理及減排措施等。

指標和目標

為響應國家「雙碳」及聯合國可持續發展目標，正業國際針對造紙事業部設立於二零二六年實現溫室氣體排放總量密度不高於4,300噸二氧化碳當量／萬噸紙的中長期目標。

於報告期內，本集團未出現因氣候變化及自然災害帶來的停工損失或僱員損傷。

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環境、社會及管治報告

B. Social

B1. Employment

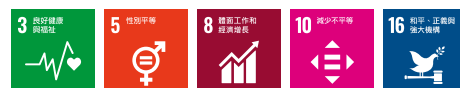


Zhengye International respects individual autonomy, values the talent of every employee. The Group has established an open and transparent employment system to regulate aspects such as recruitment and employment, training and development, compensation and benefits, performance management, employee relations. The relevant regulations are set out in the Regulations Governing Employment Procedures, Training Regulation, Compensation Performance Management Regulations and Personnel Management Regulations, to optimize and clarify the management of employee recruitment, salary adjustment, and employee promotion. During the Reporting Period, the Group further optimized the personnel management process, and strengthened the talent echelon construction of the packaging sector, building a more competitive human talent team.

The Group emphasizes the development and growth of its employees, and is committed to enhancing their well-being. The Group organises various internal and external training programmes to improve the abilities and skill levels of its employees and it provides a wide range of career development paths and has established a fair and effective promotion mechanism to realise the common development of both employees and the enterprise. Meanwhile, the Group has a comprehensive welfare system and focuses on team building to strengthen team cohesion. For instance, the Group organizes special events during festivals. In terms of dining arrangements, the Group provides nutritious and delicious meals during work hours. During the reporting period, we enhanced the canteen environment and increased the meal subsidy standards. In terms of dormitory facilities, we optimized residential conditions and made concerted efforts to ensure the provision of comfortable accommodation amenities. These measures reflect the Group's caring and respect for employees, and help to improve their work enthusiasm and satisfaction, maintain a low employee turnover rate and enhance the Group's competitiveness in the long run.

B. 社會

B1. 僱傭



正業國際尊重每一位員工的主體意識及人才價值。在招聘錄用、培訓開發、薪酬福利、績效管理、員工關係等各方面，本集團已建立公開透明的僱傭制度，如《聘用程序管理規定》、《培訓管理規定》、《薪酬績效管理規定》、《員工關係管理規定》等，以優化及明確員工錄用、薪酬調整、員工晉升等管理。報告期內，集團進一步優化人員管理相關流程，並加強包裝板塊人才梯隊建設，從而建設更有競爭力的人才隊伍。

本集團重視員工的發展與成長，並致力於提升員工福祉。本集團組織內部及外部的各類培訓，提升員工能力及技能水準，並提供多通道的職業發展路徑，建立公平有效的晉升機制，實現員工和企業的共同發展。同時，本集團完善福利體系，注重團隊建設，例如，在節日舉辦特別活動。在用餐方面，本集團提供營養豐富、美味的工作餐。報告期內，我們改善了食堂環境，提高餐費標準。在宿舍方面，改善宿舍環境，盡可能提供舒適的住宿環境。這些舉措體現了本集團對員工的關心和尊重，有助於提高員工的工作積極性和滿意度，降低員工流失率，提升本集團的長期競爭力。

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The Group has established a monthly performance evaluation mechanism to assess the performance of key job duties and work progress and to incentivise employees with good performance. At the same time, the Group has formulated a diversified incentive mechanism, including equity incentives, production incentives and project incentives. The above incentives are distributed by the Human Resources Department according to the financial-related data and the reward plan to motivate employees to make contributions in their respective areas of operations and share the results of its growth with its employees.

In addition, the Group has established communication channels with employees, paid attention to their dynamics and demands and addressed their concerns in a timely manner to enhance their sense of belonging. The Group has also established a mediation committee where employees can file grievances about the employment system orally or in writing, and the committee helps mediate between the parties in dispute. Where a resolution is not reached, the parties may apply to local labour regulation agencies for arbitration.

The Group has complied with all laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare, including but not limited to the Company Law of the People's Republic of China, the Contract Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China and the Regulations on Labour Security Supervision. During the Reporting Period, the Group did not identify any non-compliance with relevant local employment laws and regulations that have a significant impact on the Group.

本集團設有月度的績效評價機制，對各個崗位的關鍵職責及工作成果進行評價，激勵優秀員工。同時，本集團還設立有多元化的激勵機制，包括股權激勵措施、超產獎勵及專項項目獎勵。以上均由人力資源部根據財務相關數據及獎勵方案分發，以激勵員工在各自的業務領域做出貢獻，與員工共同分享發展成果。

此外，本集團已建立與員工溝通的渠道，關注員工動態及訴求，並及時解決員工關注問題，以提升員工歸屬感。本集團亦設有調解委員會，員工可透過口頭或書面形式作出有關僱傭制度的申訴，由委員會協助爭議雙方調解。若調解不成立，當事人可選擇向當地勞動監察部門申請仲裁。

本集團已遵守所有與薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的法律法規，包括但不限於《中華人民共和國公司法》、《中華人民共和國劳动合同法》、《中華人民共和國勞動合同法》及《勞動保障監察條例》。於報告期內，本集團並無發現任何對本集團造成重大影響的當地相關僱傭法律及法規之違規事件。

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As at 31 December 2024, the Group had 2,705 employees, comprising 2,698 full-time employees and 7 part-time employees (as at 31 December 2023: 2,615 employees, all full-time), of whom 517 employees were engineers and technical staff or possessed a higher education background (2023: 495). A breakdown of the Group's employees is set out as follows:

截至二零二四年十二月三十一日，本集團僱用2,705名員工，其中2,698名全職員工，7名兼職員工（截至二零二三年十二月三十一日：2,615名員工，均為全職員工），當中517名為工程師及技術人員或具有高等教育背景的僱員（二零二三年：495名員工），本集團的僱員劃分如下：

Category	類別	2024 二零二四年		2023 二零二三年		2022 二零二二年	
		No. of employees	Percentage of total employees	No. of employees	Percentage of total employees	No. of employees	Percentage of total employees
		僱員人數	百分比	僱員人數	百分比	僱員人數	百分比
By gender	按性別劃分						
Male	男性	2,172	80.30%	2,068	79.08%	1,941	78.14%
Female	女性	533	19.70%	547	20.92%	543	21.86%
By age group	按年齡劃分						
Under 30 years old	30歲以下	308	11.38%	279	10.67%	260	10.47%
30–50 years old	30–50歲	1,680	62.11%	1,672	63.94%	1,605	64.61%
Over 50 years old	超過50歲	717	26.51%	664	25.39%	619	24.92%
By geographical region	按地區劃分						
Zhongshan	中山市	2,102	77.71%	2,064	78.93%	1,948	78.42%
Zhuhai	珠海市	375	13.86%	294	11.24%	283	11.39%
Ganzhou	贛州市	159	5.88%	173	6.62%	170	6.85%
Wuhan	武漢市	69	2.55%	75	2.87%	75	3.02%
Gaoan	高安市	0	0.00%	9	0.34%	8	0.32%

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During the Reporting Period, the Group's overall staff turnover rate⁹ was approximately 20.00% (2023: approximately 26.20%), which decreased by approximately 6.20% compared with that in 2023, the breakdown of which is as follows:

於報告期內，本集團的整體僱員流失率⁹約為20.00%（二零二三年：約26.20%），較二零二三年下降了約6.20%，其劃分如下：

Category	類別	2024 二零二四年		2023 二零二三年		2022 二零二二年	
		Percentage		Percentage		Percentage	
		No. of employees	of total employees	No. of employees	of total employees	No. of employees	of total employees
		僱員人數	總人數百分比	僱員人數	總人數百分比	僱員人數	總人數百分比
By gender	按性別劃分						
Male	男性	411	18.92%	472	22.82%	632	32.56%
Female	女性	130	24.39%	213	38.94%	222	40.88%
By age group	按年齡劃分						
Under 30 years old	30歲以下	148	48.05%	157	56.27%	206	79.23%
30–50 years old	30–50歲	293	17.44%	430	25.72%	534	33.27%
Over 50 years old	超過50歲	100	13.95%	98	14.76%	114	18.42%
By geographical region	按地區劃分						
Zhongshan	中山市	399	18.98%	466	22.58%	607	31.16%
Zhuhai	珠海市	83	22.13%	183	62.24%	177	62.54%
Ganzhou	贛州市	40	25.16%	20	11.56%	48	28.24%
Wuhan	武漢市	10	14.49%	13	17.33%	20	26.67%
Gaoan	高安市	9	/	3	33.33%	2	25.00%

Note(s):

- Employee turnover rate is calculated by taking the number of employees who left during the year divided by the number of employees at the end of the year.
- Employee turnover rate by category is calculated by taking the number of employees of the respective category who left during the year divided by the number of employees of the respective category at the end of the year.

備註：

- 僱員流失比率按照本集團於報告期內離職僱員人數除以報告期末的僱員總人數計算。
- 按類別劃分的流失比率按照該類別僱員於報告期內的離職僱員人數除以該類別報告期末的僱員總人數計算。

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B2. Health and Safety

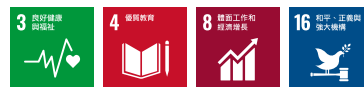


As a manufacturing enterprise, Zhengye International attaches extra importance to sustaining a healthy and safe workplace. The Group has formulated the Production Safety Accountability System, the Production Safety Management System and the Occupational Health Management Regulations, and established a management framework comprising management executives of the plant as well as persons in charge of engineering, equipment, production, safety offices and other departments to define the duties of each personnel and implement various managerial initiatives. At Zhongshan Yong Fa, efforts were taken to further standardise the planning, implementation, inspection and improvement procedures in its safety management programme through the Health, Safety and Environment ("HSE") Manual with reference to the OHSAS 18001:2007 standards.

In addition, the Group strictly abides by its Fire Safety Management System, which clearly defines fire safety management work and responsible persons, requires regular fire safety inspections at operational sites, and sets out requirements for equipment safety to prevent any fire accidents.

Zhengye International provides employees with safety training to enhance their safety awareness. The plants provide new staff with training courses and assessments at the company, department and work group levels, covering safety regulations, equipment operation, case studies, etc. Employees engaging in specific work such as electrical, lifting, boiler and welding must receive additional professional training, pass the examination and obtain an operational certificate before performing their respective duties. The plants regularly organise safety education in various forms. At Hung Hing, for example, morning and evening meetings are held from time to time to explain to staff the safety and health issues identified during inspection in order to enhance their safety awareness.

B2. 健康與安全



作為生產型企業，正業國際尤其注重維持一個健康及安全的工作環境。本集團已制定《安全生產責任制》、《安全生產管理制度》及《職業健康管理規定》，建立廠房管理層，以及工程、設備、生產、安全辦等部門負責人組成的管理架構，以界定各人員的職責及落實各項管理措施。中山永發更依據 OHSAS18001:2007 標準，透過《健康、安全及環境（「HSE」）手冊》進一步將安全管理方案的策劃、實施、檢查和改進流程標準化。

此外，本集團嚴守其《消防安全管理制度》，明確訂立消防安全管理工作及其負責人，規定營運地點需定期進行消防安全檢查，以及列明有關設備安全的要求，以防任何火災事故的發生。

正業國際為員工提供安全培訓，以加強員工的安全認知。廠房為新員工安排公司、部門和班組層級的培訓及考核，內容包括安全法規、設備操作、案例學習等。從事電氣、起重、鍋爐、焊接等特殊工種的員工，必須額外交受專門操作訓練，考試合格並取得操作證後方可工作。廠房亦會定期以不同形式展開安全教育，例如鴻興不時在早會及晚會向全體員工講解巡檢中發現的安全衛生問題，提升員工的安全意識。

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Post-specific safety guidelines, protective gear and health support are provided to the plants' employees. For example, Zhongshan Yong Fa developed safety management guidelines for the thermal process, electrical work, aerial work and confined space work to illustrate the post-specific safety matters to be noted. Safety helmets, work shoes, gloves, protective glasses, earplugs and other protective gear suitable for the post are provided to the plants' employees. Hung Hing also links the usage of protective gear to safety bonuses to incentivise employees' self-discipline and proper wearing of protective gear. Each year, physical examinations are provided to employees, and job transfers and re-examinations are arranged for the employees with suspected symptoms of occupational disease to follow up on their health status.

The Group is committed to continuously improving the working environment and enhancing the safety and well-being of employees. The Paper-making Department has set up an "Occupational Health Cabin" to improve staff's awareness and attention to occupational health protection. The Packaging Department has installed advanced firefighting water cannons and fire shutter systems and automatic press machines and automatic box gluing machines.

During the Reporting Period, the Group did not identify any non-compliance with relevant laws and regulations in relation to health and safety, including the Production Safety Law of the People's Republic of China and the Occupational Disease Prevention and Control of Law of the People's Republic of China, which have a significant impact on the Group. The plants classify work-related injuries as minor, moderate, major or critical based on the healthcare costs or rest days incurred as a result of the work-related injury. During the Reporting Period, the Group recorded a total of 22 cases of work-related injuries (2023: 20 cases), of which 8 cases were minor (2023: 14 cases), 13 cases were moderate (2023: 6 cases), no cases were major (2023: 0 case) and 1 case was critical (2023: 0 case). During the Reporting Period, the Group vigorously implemented 6S (Seiri (Sort), Seiton (Set in order), Seiso (Shine), Seiketsu (Standardise), Shitsuke (Sustain), Safety) management and part-time safety officer system, strengthened safety training and drills for employees to help them obtain certificates in production safety management, and updated hazard identification and risk assessment control to effectively enhance the safety awareness and emergency response capabilities of employees.

針對不同工作崗位，廠房為員工提供安全指引、防護裝備及健康支援。例如，對於熱工序、電工作、高空作業及密閉空間工作等，中山永發制定了相應的安全管理指引，說明崗位需要注意的安全事項。廠房向員工提供適合該工種的安全帽、工作鞋、手套、防護眼鏡、耳塞等安全防護裝備。鴻興更將裝備的使用與員工的安全獎金制度掛鉤，推動員工自律並正確佩戴。廠房每年為員工安排身體檢查，若發現懷疑職業病症狀，則安排有關員工調職和接受複檢，跟進其健康狀況。

本集團致力於不斷改進工作環境和提升員工的安全福祉。造紙事業部已設立「職業健康小屋」，致力於提升員工對職業健康防護的認識與重視。包裝事業部已安裝先進的消防水炮系統和防火捲簾系統，並設有自動印刷機和自動黏箱機設備。

於報告期內，本集團並無發現任何嚴重違反健康與安全相關法例與法規而對本集團造成重大影響的情況，包括但不限於《中華人民共和國安全生產法》、《中華人民共和國職業疾病防治法》。按照工傷導致的員工醫療費用或休息日數，廠房將工傷事故劃分為輕微、一般、重大及特大四類。於報告期內，本集團共有22宗工傷個案(二零二三年：20宗)，其中有8宗為輕微工傷個案(二零二三年：14宗)，13宗為一般工傷個案(二零二三年：6宗)，0重大工傷個案(二零二三年：0宗)及1宗為特大工傷個案(二零二三年：0宗)。本集團於報告期內大力推行6S(Seiri(整理)、Seiton(整頓)、Seiso(清掃)、Seiketsu(清潔)、Shitsuke(素養)、Safety(安全))管理及兼職安全員制度，以及加強員工安全培訓與演練，以取得安全生產管理證書，更新危險源識別及風險評價管控，有效提升員工安全意識和應急能力。

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The Group has formulated the Work-related Accident Management System, and all work-related injuries were investigated and analysed to identify and record the occurrence time, place, sequence of events, casualties, etc., and circulated to all departments of the plants. Based on the findings, the plants will sanction the persons liable and implement remedial measures in accordance with regulations. In addition, the plants will conduct incident analysis after all work-related accidents and take corrective actions for minor and general accidents, including more frequent equipment inspections, updating safety operating procedures, strengthening staff training, replacing or installing protective equipment, etc.

Zhengye International currently has potential for further optimization in the incidence of work-related injuries within the factory, and will continue to strengthen its supervision on the implementation of the plant's safety management system in the future. The Group has also set a target to reduce the number of such work-related injuries in the year ended 31 December 2025.

The Group's work-related fatalities and work-related injuries data over the past three years, including the Reporting Period, is as follows:

本集團已制定《工傷事故管理制度》，並對所有工傷個案均進行了調查分析，查明和記錄發生的時間、地點、經過、傷亡等，並通報所有部門。基於調查結果，廠房已按既定準則對事故責任人進行懲處，並落實改善措施。此外，廠房在工傷事故後均召開事故分析會，對輕微和一般事故，採取了糾正措施，包括提高設備巡檢頻率、更新安全操作規程、加強員工培訓、更換或加裝防護裝置等。

正業國際目前廠房工傷情況還有可優化的空間，未來將繼續加強監管廠房的安全管理製度之實施情況。本集團亦已訂立目標，致力於截至二零二五年十二月三十一日止年度減少有關工傷個案。

於過去三年，包括報告期，本集團的因工亡故及工傷事故數據如下：

		2024 二零二四年	2023 二零二三年	2022 二零二二年
Work-related fatalities	因工亡故人數	1	0	1
Work-related fatality rate	因工亡故比率	0.04%	–	0.04%
Working days lost due to work-related injuries	因工傷損失工作日數	1,251	1,431	888

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B3. Development and Training



Zhengye International sees employees as its strategic partners. The Human Resources Department of the Group analyses training needs of its employees on an annual basis and formulates annual training programmes to address departmental development and job function requirements, while the relevant departments organise various training activities covering aspects such as state laws and regulations, industry standards, craftwork procedures, operational skills, project management, product technology and internal audit. During the Reporting Period, the Group amended its internal management systems related to employee training, including but not limited to external training and obtaining qualification certificates.

Aiming to strengthen strategic planning and marketing capabilities, the Group hires external trainers to give professional lectures to improve the team's decision-making skills and market competitiveness in key areas. In addition, the Group actively conducts certification for vocational skills, which not only improves the professional skills of employees, but also promotes the development of vocational education. Where necessary, the Group also arranges external training for employees. For instance, Hung Hing has a contractual programme whereby employees are selected to participate in learning activities at other institutions. During the Reporting Period, the Company organized employees to participate in vocational skills certification training and obtain skill certificates.

The Group conducts performance appraisal annually. For example, Zhongshan Yong Fa's staff appraisal exercises are classified based on administrative duties and technical levels. Department heads assess the employees' moral character work performance and future career development potential. The results will be considered for career advancement and salary adjustment and serve as the basis for human resources development and planning.

B3. 發展及培訓



正業國際視員工為其策略夥伴。針對部門發展及崗位職能的需要，本集團人力資源部每年均分析員工的培訓需求，制定年度培訓計劃，並由相關部門組織各項培訓，內容涵蓋國家法規、行業標準、工藝流程、操作技能、項目管理、產品技術、內部審核等範疇。報告期內，本集團修訂員工培訓等內部管理制度，包括委外培訓、取得資格證書等。

為了加強戰略規劃和營銷能力，本集團聘請了外訓老師進行專業授課，以提高團隊在這些關鍵領域的決策力和市場競爭力。其次，集團也積極開展職業技能認定，不僅提高了員工的專業技能，也推動職業教育的發展。本集團亦會視乎需要安排員工參與外部培訓，例如鴻興便設有委託培養制度，選派員工前往其他機構學習。報告期內，公司組織員工參加職業技能認定培訓，並取得技能證書。

本集團設年度績效考核。以中山永發為例，員工考核按行政職務及技術等級劃分，由各部門主管評價員工的品德德行、工作表現與未來職業發展潛力，作為職位晉升、薪資調整的考慮，亦為人力資源的開發與規劃提供依據。

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During the Reporting Period, the Group's percentage of employees trained¹¹ was approximately 97.38% (2023: approximately 98.01%). Employees attended approximately 120,178 hours (2023: approximately 56,595 hours) of training in total and each employee attended approximately 44.43 hours (2023: approximately 21.64 hours) of training on average¹².

Note(s):

11. Percentage of employees trained is calculated by taking the total number of employees who received training during the Reporting Period divided by the total number of employees at the end of the Reporting Period.
12. Average training hours per employee is calculated by taking the total training hours recorded during the Reporting Period divided by the total number of employees at the end of the Reporting Period.

The Group's percentage of employees trained¹³, breakdown of trained employees¹⁴ and average training hours¹⁵ during the Reporting Period are as follows:

Category	類別	2024 二零二四年			2023 二零二三年			2022 二零二二年		
		Percentage of employees trained 受訓僱員比率	Breakdown of trained employees 受訓僱員細分	Average training hours 平均受訓時數	Percentage of employees trained 受訓僱員比率	Breakdown of trained employees 受訓僱員細分	Average training hours 平均受訓時數	Percentage of employees trained 受訓僱員比率	Breakdown of trained employees 受訓僱員細分	Average training hours 平均受訓時數
By gender	按性別劃分									
Male	男性	98.53%	81.25%	44.86	97.49%	78.66%	24.06	99.85%	78.11%	18.05
Female	女性	92.68%	18.75%	42.66	100.00%	21.34%	12.51	100.00%	21.89%	16.17
By employee Category	按僱員類別劃分									
Senior Management	高級管理層	100.00%	6.04%	11.98	98.58%	8.12%	18.14	100.00%	6.45%	11.10
Middle Management	中級管理層	100.00%	8.20%	54.88	95.70%	6.94%	29.57	100.00%	9.03%	31.69
General Staff	一般員工	97.00%	85.76%	45.67	98.15%	84.94%	21.31	99.86%	84.52%	16.64

Note(s):

13. Percentage of employees trained by category is calculated by taking the number of employees of the respective category who received training during the Reporting Period divided by the number of employees of the respective category at the end of the Reporting Period.
14. Breakdown of employees trained by category is calculated by taking the number of employees of the respective category who received training during the Reporting Period divided by the total number of employees trained at the end of the Reporting Period.
15. Average training hours by category is calculated by taking the training hours of employees of the respective category during the Reporting Period divided by the number of employees of the respective category at the end of the Reporting Period.

於報告期內，本集團受訓僱員比率¹¹達約97.38%(二零二三年：約98.01%)。僱員共參加約120,178小時(二零二三年：約56,595小時)的培訓，而每名僱員的平均受訓時數¹²為約44.43小時(二零二三年：約21.64小時)。

備註：

11. 受訓僱員比率按照於報告期內總受訓僱員人數，除以於報告期末的僱員總人數計算。
12. 每名僱員平均受訓時數按照於報告期內的總受訓時數，除以於報告期末的僱員總人數計算。

於報告期內，本集團按類別劃分的受訓員工比率¹³、受訓僱員細分¹⁴及平均受訓時數¹⁵如下：

備註：

13. 按類別劃分的受訓僱員比率按照於報告期內特定類別受訓僱員人數，除以於報告期末特定類別僱員人數計算。
14. 按類別劃分的受訓僱員細分按照於報告期內特定類別受訓僱員人數，除以於報告期內總受訓僱員人數。
15. 按類別劃分的平均受訓時數按照於報告期內特定類別僱員的受訓時數，除以於報告期末的特定類別僱員人數計算。

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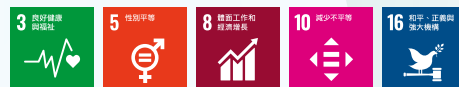
B4. Labour Standards



Zhengye International is fully aware that the use of child labour and forced labour violates fundamental human rights and international labour conventions. The Group prohibits child labour, therefore, we verify the actual age of the job applicants in the recruitment process and check the identity documents of job candidates. Labour contracts are entered into, altered, performed, and terminated on a voluntary basis, based on fair negotiations and an agreement between the employer and employee. The Group never uses any unlawful or unfair means to set constraints on the employment relationship between the employees and the enterprise. Where employees are required to work overtime or work on rest days due to special circumstances, the Group must obtain prior consent from the employees and pay overtime wages or arrange for compensation leave to protect labour rights. Any non-compliance activity discovered will be stopped immediately and reported to the relevant department. If child labour is discovered, parents or guardians will be contacted immediately to arrange for a return home to the child's parents or guardians. At the same time, the Group has established whistleblowing and investigation mechanisms and relevant investigative agencies are present to provide accessible and convenient whistleblowing channels.

The Group has complied with all relevant laws and regulations relating to the prevention of child and forced labour, including but not limited to the Labour Law of the People's Republic of China, the Provisions on the Prohibition of Using Child Labour of the People's Republic of China and the Abolition of Forced Labour Convention. During the Reporting Period, the Group did not identify any cases of child labour or forced labour.

B4. 勞工準則



正業國際充分認識到使用童工和強制勞工違反基本人權及國際勞工公約。本集團禁止使用童工，所以在招聘過程中會對應徵者進行實際年齡的審查，檢查應聘者的身份證明文件。勞動合同的訂立、變更、履行和解除均以勞資雙方平等自願、協商一致為原則，本集團絕不利用任何不法不公的方式，限制員工與企業的僱傭關係。如因特殊情況而需要員工加班或在休息日上班，本集團必須事先得到員工同意，亦會支付加班工資或安排補假，以保障勞工權益。如發現違規行為，將馬上停止相關行為，並上報相關管理部門。對於童工，將立刻聯絡童工的父母或合法監護人，儘快安排童工回原居住地交予其父母或合法監護人。同時，本集團內部亦設有相應舉報和調查機制，及相關的調查機構，提供通暢、便捷的舉報途徑。

本集團已遵守所有與防止童工或強制勞工有關的法律法規，包括但不限於《中華人民共和國勞動法》、《中華人民共和國禁止使用童工規定》及《廢除強迫勞動公約》。在報告期內，本集團並無發現任何童工或強制勞工的個案。

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B5. Supply Chain Management



The Group established the Supply Chain Center of Paper-making Department and the Supply Chain Center of Packaging Department respectively to optimize supply chain management. The supply chain centers of each department are divided into two business modules, namely supplier development and ordering. The supplier development module is mainly responsible for new supplier development, supplier evaluation, periodic procurement of materials and temporary tendering of large-value materials, while the ordering module is mainly responsible for responding to the demand for production materials for factories, procurement and supply of spare parts for equipment, and procurement of materials for overhaul and technological improvement to ensure the supply of materials in a timely manner and at low cost and with high quality. The Group has successfully promoted the transparency and openness of its procurement business by seamlessly integrating its enterprise resource planning (“ERP”) system with the cloud platform. In addition, we have continuously expanded our supplier network and implemented a refined price management strategy to ensure smooth and efficient business processes while significantly reducing management costs.

In order to ensure the quality of materials, the Group will request those that have passed the preliminary assessment to provide samples for inspection and trial tests, and only those that have passed the trial tests can become approved suppliers. At the same time, the Group will review collaborative suppliers annually to keep abreast of the suppliers’ dynamics and potential risks so as to mitigate the risks of procurement funding, quality and delivery. During the Reporting Period, the Group has implemented the aforementioned practices for all its suppliers.

B5. 供應鏈管理



本集團分別組建造紙事業部供應鏈中心和包裝事業部供應鏈中心，以優化供應鏈管理。各事業部供應鏈中心分為供應商開發與訂購兩個業務模塊。其中，供應商開發模塊主要負責新供應商開發、供應商評價以及週期性採購物資與臨時大金額物資招標工作；訂購模塊主要負責回應廠房生產物資需求，設備備品備件採購供給、大修、技改材料採購，確保物資準時、低價質優供應。本集團通過將企業資源計劃(「ERP」)系統與雲平台無縫對接，成功推進了採購業務的透明化和公開化。此外，我們不斷擴大供應商網絡，並實施了精細化的價格管理策略，確保了業務流程的順暢與高效，同時顯著降低了管理成本。

為確保來料品質，本集團向通過初步評價者索取樣品作檢測試用，只有試用結果合格者方可成為廠房的合格供方。同時，本集團會對合作供應商每年進行複審，及時了解供應商動態及潛在風險，從而降低採購資金風險、品質風險及交貨風險。於報告期內，本集團向所有供應商執行上述的供應商慣例。

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The corrugated medium paper products of the Group use waste paper as the primary raw materials. During the Reporting Period, the waste paper raw materials of the Group came domestically from Mainland China. If it is necessary to purchase imported waste paper raw materials, the Group also has additional management requirements to ensure compliance with the Administration of Environmental Protection Relating to Solid Waste in the Category of Import Restriction Usable as Raw Material. The Group also encourages the Purchasing Department to take the initiative to collect information on suppliers regarding quality and environmental protection, so as to select raw materials that are of better quality and more environment-friendly.

During the Reporting Period, the Group has refined the number of suppliers statistical measure, the geographical breakdown of which is as follows:

本集團的瓦楞芯紙產品均以廢紙為主要原材料。在報告期內，本集團的廢紙原料均來自中國內地。如有需要採購進口廢紙原料，本集團亦設有額外的管理規定以確保符合《限制進口類可用作原料的固體廢物環境保護管理規定》。本集團亦鼓勵採購部門主動收集供應商有關質量及環境保護的資料，選擇更優質及環保的原材料。

於報告期內，本集團對供應商數量統計口徑進行了完善，其地區劃分如下：

Geographical region	地區劃分	2024		2023		2022	
		二零二四年		二零二三年		二零二二年	
		Paper-	Packaging	Paper-	Packaging	Paper-	Packaging
		making	Department	making	Department	making	Department
		造紙	包裝	造紙	包裝	造紙	包裝
		事業部	事業部	事業部	事業部	事業部	事業部
Zhongshan, Zhuhai, Foshan, Jiangmen and Shenzhen	中山、珠海、佛山、江門及深圳	234	405	739	217	1,052	206
Other provinces, municipalities and Overseas	海外及其他省市	918	111	1,670	291	1,568	275



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The Group has always strived to ensure that its suppliers meet environmental and social risk control requirements and strictly comply with state laws and regulations. The Group uses the third party “Qichacha” platform to conduct background checks on suppliers, allowing it to timely detect unusual operations and mitigate corporate risks. Important suppliers of the Group are required to comply with its procurement standards, including but not limited to quality control, environmental and occupational health and safety. The Group also requires each supplier to fulfil corporate social responsibility and comply with various laws and regulations such as the Labour Law. Suppliers are continuously assessed on their performance through the Group’s regular performance assessments on existing suppliers and contractors. Where suppliers are unable to meet the Group’s performance standards, the Group will issue a rectification proposal to the supplier for improvements (as appropriate). Furthermore, to encourage suppliers to pursue sustainability in their operations, the Group maintains close communications with its suppliers and provides training to share the latest knowledge on quality, safety and good environmental practices. The Group also provides the necessary guidance on how to implement environmental practices on the entire supply chain. Moreover, the Group closely monitors the business practices of suppliers through conducting site visits, and any non-compliance discovered during the site visit is immediately reported to the management to execute rectification action plans for timely mitigation of identified risks.

本集團一直致力確保供應商能達到環境及社會風險控制方面的要求，並嚴格遵從國家法律法規。本集團開通第三方「企查查」系統，對供應商進行背景調查以及時發現經營有異常的供應商，減低企業風險。本集團亦要求重要的供應商需遵照其採購標準，包括但不限於質量管理、環境及職業健康安全方面。本集團也要求各供應商承擔企業社會責任、遵守勞動法等各類法規。本集團定期對現有供應商和承包商進行供應商績效評估，並持續評估其績效。如果供應商未能達到本集團的績效標準，本集團將向供應商發佈糾正方案，要求其改進（如適用）。此外，為了鼓勵供應商在其運營中追求可持續發展，本集團與其供應商保持密切溝通，並提供培訓，以分享有關質量、安全和良好環保措施的最新知識。本集團亦就如何在整條供應鏈上實施環保措施提供必要指導。此外，本集團透過現場檢查對供應商的業務實踐進行密切監控，現場考察期間發現的任何不合規情況將立即報告給管理層，並執行糾正行動計劃，及時緩解已識別的風險。

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B6. Product Responsibility



The Group attaches great importance to product and service quality and corporate reputation. The Group actively ensures product quality through internal control and strives to provide products that meet industry standards. The Group also maintains communication with customers to ensure that we understand and meet customers' needs and expectations and hope to understand customers' satisfaction in order to continuously improve product quality.

The Group strictly complies with relevant laws and regulations, including but not limited to the Law of the People's Republic of China on Protection of Consumer Rights and Interests, the Advertising Law of the People's Republic of China and other relevant laws and regulations on consumer protection in Mainland China. During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to the quality of its products and services as well as health and safety.

Product quality

Zhengye International attaches importance to the quality and safety of products. The Group adopts stringent quality control measures to ensure that its products meet quality standards and customers' requirements. In addition to investing in machinery and equipment from time to time to enhance production efficiency and product quality, the Group adopts quality management guidelines or the ISO 9001 standard in its quality control, which covers the production process, administration and other aspects of its business. The plants have Substandard Product Control Procedures and relevant administrative procedures for rectification measures in place, which clearly describe the handling criteria when the inspection results of raw materials and finished products do not conform to national or the Group's quality standards. For example, if it is found that the hazardous materials mixed with the raw material of waste paper exceed national standards, the Group will warn the supplier and request to reject the item. The Group also engages a third-party inspection agency annually to carry out compliance inspection under the European Union's Restriction of Hazardous Substances Directive (RoHS) and Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) Regulation to determine whether the heavy metal and chemicals contents comply with the standards.

B6. 產品責任



本集團十分重視產品及服務品質及企業信譽。本集團積極透過內部監控確保產品質素，致力提供符合行業標準的產品。本集團亦一直保持與顧客的溝通，確保理解和滿足顧客的需求和期望，並希望了解客戶的滿意情況，以對本集團的產品品質不斷作出改進。

本集團嚴格遵守相關法律法規，包括但不限於中國內地的《中華人民共和國消費者權益保护法》、《中華人民共和國廣告法》等消費者保護相關法律法規的規定。於報告期內，本集團並無發現任何違反其產品及服務品質及健康與安全相關的法律法規的重大事宜。

產品品質

正業國際重視產品的質素和安全。集團實施嚴格的內部質量控制措施，確保產品達致規定質量標準並符合客戶要求。除不定時投資購置機器及設備，以提高生產效率及產品質量外，我們的質量控制系統採納質量管理指引或ISO 9001標準，涵蓋生產程序、行政管治及其他業務範疇。廠房均設有《不合格品控制程序》及有關糾正措施的管理程序，闡明原材料及成品的檢驗結果不符合國家或本集團的質量標準時之處理準則。例如，當發現廢紙原料夾雜的危險物質超出國家標準，本集團會對供應商作出警告及要求退貨。本集團亦會每年委託第三方檢驗機構，對產品進行歐盟《危害性物質限制指令》(Restriction of Hazardous Substances Directive, RoHS) 及《關於化學品註冊、評估、許可和限制法案》(Registration, Evaluation, Authorisation and Restriction of Chemicals, REACH) 之合規性檢驗，確定重金屬及化學物含量是否符合標準。



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In addition, the Group has established a comprehensive product recall system in place. Each product is individually barcoded and labelled with a Certificate of Conformity and can be accurately traced using the product logistics system, etc. The Group has also established a strict Product Recall Management System to manage the procedures for product recall. During the Reporting Period, the Group did not identify any sold or delivered products that were subject to recall for safety and health reasons.

Customer services

Zhengye International is also very stringent in terms of after-sales management. The Group has established customer satisfaction control procedures to continuously collect and analyse customer feedback and adopts improvement measures to implement the Administrative Procedures for Customer-related Processes. The Group distributes the Customer Satisfaction Survey Questionnaire to major customers of the Group, then conducts analysis and carries out investigation and improvement in accordance with the Procedures for Rectification and Preventive Measures after collecting their recommendations and wishes, to improve the quality of products and services and thus win the trust and loyalty of customers.

During the Reporting Period, the Group's Paper-making Department received a total of 176 (2023: 130) complaints about products and services. Upon verification, it was discovered that the problem was due to product quality, of which 9 cases (2023: 12 cases) were indicator problems, 68 cases (2023: 36 cases) were winding problems, 97 cases (2023: 74 cases) were size problems and 2 cases (2023: 8 cases) were appearance problems. The Group's Packaging Department received a total of 2,888 (2023: 2,530) complaints about products and services, of which 118 cases (2023: 82 cases) were indicator problems, 185 cases (2023: 70 cases) were printing/nail box problems, 176 cases (2023: 66 cases) were size problems, 80 cases (2023: 68 cases) were delivery problems and 2,329 cases (2023: 2,244 cases) were appearance problems. To properly manage and improve after-sales services and product quality, the Group's Paper-making Department has immediately organised incident analysis meetings, formulated targeted improvement measures, and processed and reworked the finished and semi-finished products in stock, only qualified products after repairs can be sold on the market. At the same time, the Group strengthens training for employees, strictly implements the Working Guidelines, and checks the implementation results from time to time.

此外，本集團設有一套完善的產品回收管理體系，每件產品都有獨立條形噴碼和合格證標籤，運用產品物流系統等可準確予以追溯。本集團亦設立了嚴格的《產品召回管理制度》以管理產品召回流程。於報告期內，本集團並無發現任何因安全與健康理由而須回收的已售或已運送產品。

客戶服務

正業國際對售後管理亦絕不鬆懈。本集團已建立顧客滿意控製程序，不斷收集並分析顧客回饋，採取改進措施，執行《與客戶有關的過程的管理程序》，向本集團的主要客戶發放《顧客滿意度調查表》，了解其建議及訴求後進行分析，並按《糾正與預防措施程序》進行調查及改善，以提升產品和服務品質，從而贏得顧客信任和忠誠。

於報告期內，本集團造紙事業部共接到176宗（二零二三年：130宗）關於產品及服務的投訴。經查證後，證實源於產品品質問題，其中9宗（二零二三年：12宗）為指標異常、68宗（二零二三年：36宗）為複卷異常、97宗（二零二三年：74宗）為紙幅異常及2宗（二零二三年：8宗）為外觀異常。包裝事業部共接到2,888宗（二零二三年：2,530宗）關於產品及服務的投訴，其中118宗（二零二三年：82宗）為指標異常、185宗（二零二三年：70宗）為印刷／釘箱異常、176宗（二零二三年：66宗）為尺寸異常、80宗（二零二三年：68宗）為送貨異常及2,329宗（二零二三年：2,244宗）為外觀異常。為妥善處理及完善售後服務和產品質量，本集團造紙事業部已即時組織事故分析會，制定針對性的改善措施，並對庫存成品和半成品進行處理及返工修理，只有在修理後為合格產品，方可在市場上銷售。同時，本集團對員工加強培訓，嚴格按作業指導書執行，並不定期檢查實施效果。

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Moreover, the Paper-making Department has formulated corresponding measures to address various types of problems: for indicator problems, the Paper-making Department makes adjustments to production techniques according to seasonal changes, revises items of substandard quality, and conducts stringent production and reviews in accordance with internal control standards; for product quality complaints caused by winding process, the Paper-making Department organises meetings for problem analysis and remedial measures, formulates and improves corresponding operation standards and evaluations, organises production training and learning, implements job inspection accountability systems and conducts stringent evaluations; for size problems, the Paper-making Department conducts adjustments and cleaning for each stage of the machinery based on the particular issues raised by the product quality complaint, formulates operation rules, and implements supervision and review systems in order to reduce and eliminate quality complaints resulting from raw paper problems; for appearance problems, the Paper-making Department strengthens controls of product warehouses, strictly conducts regular warehouse cleaning based on existing regulations, and implement accountability assessments.

In order to ensure and improve the quality of packaging products and services, the Packaging Department has set up a customer service system with the core concepts of "Save, Relieve, and Set Your Mind at Ease". At the same time, the Packaging Department has set up a special service project team for each customer, which is composed of professionals from marketing, technology, quality, production and storage, etc., and is committed to providing customers with high-quality services such as fast design, fast sampling, fast delivery, fast logistics and fast handling of abnormalities. The Packaging Department strictly follows the regulations for the internal control of the production process of the products, and continuously implements the supervision and management system, aiming to provide customers with quality services and at the same time enhance the value of customers' products.

Protecting customer privacy

The Group strictly and carefully manages customer files to avoid leaking customer privacy. The Group strictly complies with laws and regulations such as the Law of the People's Republic of China on Guarding State Secrets, the Anti-Unfair Competition Law of the People's Republic of China and Several Provisions on Prohibiting Infringements upon Trade Secrets. To ensure that the customers' personal information is not leaked or misused, the Group undertakes to implement strict security protection measures in collecting such information during the course of business operation. During the Reporting Period, the Group did not identify any material non-compliance with relevant laws and regulations relating to privacy.

此外，針對不同異常類別，造紙事業部分別制定了相應的應對措施：針對指標異常，造紙事業部根據季節性變化調整生產工藝，就質量不達標項目進行調整，並嚴格按內控標準規定生產和考核；針對複卷過程中產生的產品質量投訴，造紙事業部會組織原因分析和解決措施會議，制定和完善對應的操作規範和考核，組織生產培訓學習，落實崗位巡查責任制，並嚴格考核；針對紙幅異常，造紙事業部根據質量投訴的具體問題點，針對性對紙機各工段進行調整和清潔，制定持續的操作規定，並落實監督和考核制度，以減少和杜絕因原紙問題產生的質量投訴；針對外觀異常，造紙事業部加強產品倉庫的管控，嚴格按已有的規定定時對倉庫進行清掃清潔，落實責任考核。

為確保並提升包裝產品與服務品質，包裝事業部建立以「省心、放心、安心」為核心的客戶服務系統。同時，包裝事業部針對每一位客戶成立專門的服務項目組，該小組由營銷、技術、品質、生產和儲運等多個部門的專業人員組成，致力於為客戶提供快速設計、快速打樣、快速交貨、快捷物流以及快速處理異常的高質量服務。包裝事業部嚴格按照規定對產品進行內控生產流程製作，並持續實施監督管理制度，旨在為客戶提供優質服務，同時提升客戶產品的價值。

客戶隱私保護

本集團對客戶檔案進行嚴密謹慎的管理，避免客戶隱私的洩露。本集團嚴格遵守《中華人民共和國保守國家秘密法》、《中華人民共和國反不正當競爭法》、《關於禁止侵犯商業秘密行為的若干規定》等法律法規。本集團承諾對在業務運營過程中收集的客戶信息資料執行嚴格的安全保護措施，以確保客戶信息不被洩露及濫用。於報告期內，本集團並無發現任何違反與私隱事宜相關的法律法規的重大事宜。



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Research and development (“R&D”)

The national environmental protection policies guide the community to reduce or eliminate the use of plastic packaging, and substituting paper for plastic will bring new opportunities to the paper packaging industry, and the global packaging industry is undergoing profound changes. In response to the industry trend, Zhengye International has placed emphasis on R&D investment in the design of paper-based packaging products and developed more integrated packaging solutions that meet the environmental protection needs of customers so that product packaging will be more sustainable. The Group respects the intellectual property rights of third parties and is committed to protecting its own intellectual property rights from infringement. The Group has stated in the relevant policies that the intellectual property rights, such as technology, trademarks and trade secrets, of customers or external suppliers should be kept confidential.

In 2024, the Group made remarkable progress in research and development. During the Reporting Period, 14 patents were granted to the Packaging Department, including 1 invention patents and 13 utility model patents. Meanwhile, the low weight recycled craft paper in the Paper-making Department was certified as a high-tech superior product in Guangdong Province. In the same year, the Paper-making Department applied for and were granted 2 invention patents and 2 utility model patents. As of the end of the Reporting Period, the Paper-making Department and the Packaging Department had been granted 77 and 75 patents, respectively, which not only proved the Group's efforts in environmental protection and sustainability, but also demonstrated the Group's strength in technological innovation and intellectual property protection. The Group will continue to devote itself to promoting technological innovation and improving the environmental performance of products to achieve the sustainability goal.

研究與發展(「研發」)

國家環保政策引導社會減少或淘汰塑膠包裝的使用，以紙代塑將為紙包裝行業帶來新的契機，而全球包裝業正在發生深刻變化。因應行業趨勢，正業國際重視對紙製包裝產品設計的研發投入，為客戶開發更多滿足環保需要的一體化包裝解決方案，使產品包裝更具可持續性。本集團尊重第三方知識產權，亦致力保護自身知識產權不受侵犯。本集團已於相關政策中列明對於顧客或外部供方的知識產權，如技術、商標、商業機密等資訊，應進行保密控制。

二零二四年度，集團在研發方面取得了顯著的進展。包裝事業部於報告內共授權專利14項，其中包括1項發明專利13項實用新型專利。同時，造紙事業部的低定量環保再生牛卡紙獲得了廣東省名優高新技術產品的認定，並且在二零二四年申請並獲得授權發明專利2項，實用新型專利2項。截至報告期末，造紙事業部與包裝事業部累積獲得77項及75項專利授權。這一成就不僅證明了集團在環保和可持續發展方面的努力，也展示了集團在技術創新和知識產權保護方面的實力。集團將繼續致力於推動技術創新，提高產品的環保性能，以實現可持續發展的目標。

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Advertising and labelling

As a manufacturer of paper-based packaging products and corrugated medium paper, the Group is not involved in material matters relating to advertising and labelling. Nevertheless, the Group is committed to ensuring that the labelling of the Group's products is in line with the product facts. The Group strictly complies with the Advertising Law of the People's Republic of China and other laws and regulations related to advertising and marketing, formulates and implements relevant systems governing advertising and marketing, and strictly reviews publicly released promotional materials and sales commitments to prevent false or misleading publicity content and protect customers' consumption rights from infringement. The Group requires that all promotional content, including external image displays, activity promotions and marketing promotions, of all units, institutions and subordinate projects be reviewed and approved by the head of the division before production and release to the public to avoid any form of false advertising and ensure the authenticity and accuracy of the promotional content. During the Reporting Period, the Group did not identify any material non-compliance with relevant laws and regulations relating to advertising and labelling.

B7. Anti-corruption



The Group has formulated and updated its anti-corruption policies, including requiring strict enforcement of established policies such as screening, obtaining quotations and tendering when selecting suppliers, contractors and collaborators; prohibiting acceptance of benefits and gifts from collaborators; prohibiting the abuse of power for the benefit of relatives, carrying out related party transactions or embezzlement of corporate funds or corporate property.

廣告及標籤

作為一家紙製包裝產品及瓦楞芯紙製造商，本集團並不涉及與廣告及標籤有關的重大事項。儘管如此，本集團致力保證本集團產品的標籤符合產品實情。本集團嚴格遵守《中華人民共和國廣告法》等廣告行銷相關法律法規，制定和實施監管廣告行銷的相關制度，並嚴格審核公開發佈的宣傳材料及銷售承諾，以防止宣傳內容失實或存在誤導性及保障客戶的消費權益不被侵害。本集團要求各單位、各機構和下屬專案所有對外形象展示、活動宣傳、行銷宣傳等宣傳內容，須由分管領導長審批後，方可製作及對外發佈，避免任何形式虛假宣傳，確保宣傳內容的真實準確。於報告期內，本集團並無發現任何違反與廣告及標籤相關的法律法規的重大事宜。

B7. 反貪污



本集團制定及更新了反貪污政策，包括規定在選擇供應商、承包商及合作商時，嚴格執行篩選、詢價、招標等既定程序；不得接受合作夥伴的利益餽贈；不得濫用職權，為親屬謀取利益、進行關聯交易、將公款公物據為己有。



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According to the Whistleblowing Policy established by the Group, if the aforementioned behaviors are found, employees can report to the Human Resources Department, Head of Internal Audit Department, Chief Executive Officer, Chairman of the Board or the Audit Committee as appropriate. The Group's whistleblowing system has also established a whistleblowing procedure for external parties, and both internal and external parties can report anonymously given that sufficient information is provided for an effective investigation. All reports are handled with a high degree of confidentiality and fairness. If found to be true after investigation, the Group will impose on the employee in breach of regulations penalties such as giving a warning, lowering the salary, removing from office, dismissal and termination of labour relations in accordance with the regulations, and those who violate the law will be referred to the judiciary for handling.

The Group has complied with all relevant laws and regulations relating to bribery, extortion, fraud and money laundering, including but not limited to the Company Law of the People's Republic of China, the Invitation and Submission of Bids Law of the People's Republic of China and the Interim Provisions on Banning Commercial Bribery in Mainland China. During the Reporting Period, the Group was not aware of any material non-compliance with the laws and regulations relating to bribery, extortion, fraud and money laundering, and there were no non-compliance cases regarding corruption in relation to the Group and its employees or concluded litigation regarding corruption brought against the Group and its employees.

In addition, the Group also strives to strengthen compliance training in order to combat and prevent any corrupt behaviour. Management personnel of the Group are required to sign the Letter of Commitment to Integrity, promising neither to take advantage of their work authority to obtain any benefits for themselves, nor to harm the Company's rights and interests for their own interests. During the Reporting Period, employees of the Group, including staffs from the Chief Executive's Office, staffs from the Paper-making Department's and Packaging Department's Supply Chain Center, staffs from Sales Center and others, participated in training relating to anti-corruption. In addition, in 2024, the Group conducted procurement supplier qualification audit training targeted staffs from the Paper-making Department's and Packaging Department's Supply Chain Center, as well as senior management personnel of the Group; and provided intellectual property rights training for business personnel of the Packaging Department, staffs from the Chief Executive's Office, and technical employees of the Paper-making Department and Packaging Department. Each training session lasted 2 class hours, recorded a total of 100 hours (Each anti-corruption and integrity training course lasting for 2 hours, recorded a total of 120 hours in 2023).

根據本集團已制定的舉報政策，若發現上述行為，員工可因應情況，向人力資源部、內審部主管、行政總裁、董事會主席或審核委員會舉報。本集團的舉報制度亦設立了外部人士舉報程序，而內部及外部人士在提供足夠的資料以進行有效調查的前提下，均可匿名報告，所有舉報均在高度保密和公平的情況下處理。若查證屬實，本集團會按規定對違規員工工作警告、降薪、撤職、開除並解除勞動關係等處分，而觸犯法律者則移交司法處理。

本集團已遵守所有有關防止賄賂、勒索、欺詐及洗黑錢的法律法規，包括但不限於中國內地的《中華人民共和國公司法》、《中華人民共和國招標投標法》及《關於禁止商業賄賂行為的暫行規定》。於報告期內，本集團並無發現任何違反有關防止賄賂、勒索、欺詐及洗黑錢的法律法規的重大事宜，亦沒有出現與本集團及員工相關的貪污違規個案或對本集團或員工提出的已審結貪污訴訟案件。

此外，本集團致力加強合規培訓以打擊和防止任何貪污行為。本集團管理人員均須簽署《廉潔承諾書》，承諾不可以利用工作職權上的便利為自己索取任何好處，不得為牟取自身利益而損害公司權益。於報告期內，本集團的員工包括總裁辦員工、造紙與包裝事業部供應鏈中心員工、銷售中心及其他員工均參與了反貪污相關培訓。此外，二零二四年，本集團針對造紙與包裝事業部供應鏈中心員工、集團高層管理人員開展採購供應商資質審查培訓；對包裝事業部業務人員、總裁辦員工、造紙與包裝事業部技術員工開展知識產權培訓。每次培訓課時為2課時，共100課時（二零二三年每次反腐倡廉培訓課時為2課時，共120課時）。

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Likewise, the Group prohibits all suppliers from providing benefits (such as gifts and kickbacks) to the Group's employees to provide a business environment with fair competition and maintain long-term business partnerships with suppliers. If the Group discovers any breach of rules under agreement on the part of its suppliers, the Group will terminate the respective business relationship.

B8. Community Investment



Society's increasing emphasis on corporate social responsibility has resulted in the emergence of the concept of "Social Licence to Operate", emphasizing that enterprises should not only pursue short-term financial performance and shareholder returns, but also consider the long-term benefits of society as a whole. The Group firmly believes in being responsible for contributing to society while developing the economy. As a responsible corporate citizen, the Group has been committed to supporting various public welfare and community activities and giving back to society with professionalism. The Group actively fulfills its social responsibilities as a corporate citizen and cultivates employees' sense of social responsibility, and has therefore always encouraged employees to participate in social welfare activities during work and leisure time to make greater contributions to society. The Group will also arrange its employees to participate in environmental protection and public welfare activities and donations to student aid and social services.

同樣，為了提供公平競爭的商業環境並與供應商維持長期業務夥伴關係，本集團亦禁止所有供應商向本集團的員工提供利益（如禮品及回扣）。倘本集團發現任何供應商未能遵守該協議下的規則，本集團將會終止與彼等的業務關係。

B8. 社區投資



社會對企業社會責任日益重視，衍生「社會營運許可」的概念，強調企業不能只以短期的財務績效及股東回報為目標，更要放眼社會整體的長遠利益。本集團堅守在發展經濟的同時肩負為社會做貢獻的責任的信念。作為一個負責任的企業公民，本集團一直致力支援各項公益及社區活動，並希望以專業回饋社會。本集團積極履行作為企業公民的社會責任，培養員工的社會責任感，因此一直鼓勵員工於工作期間及私人時間參與社會公益活動，為社會作更大貢獻。本集團亦會安排其員工參與環保公益活動及向助學和社會服務等活動捐款。

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During the Reporting Period, the Group participated in various charitable activities and donations to help improve the quality of life of the community, focusing on helping the elderly, supporting the economic development of local communities.

於報告期內，本集團參與多項慈善活動及捐款，以助提高社會的生活素質，重點扶助長者，支持本地社區的經濟發展。

Charitable activity 慈善項目	Organisation 機構	Month 月份	Amount 金額 (RMB) (人民幣)
Street Light Donation Initiative 路燈捐助活動	Yudu County Ludou Township Shuichen Village 于都縣羅坵鎮水墩村	March 3月	10,000
Sponsorship fees for Niangniang Temple Lantern Fair 娘娘廟燈會	Huangpu Township Xindi Village 黃圃鎮新地村	March 3月	2,000
Sponsorship fees for Temple Lantern Fair 燈會贊助費	Nantou Suixi Village Nan'an Community Nantou Township 南頭鎮穗西村南安社區	March 3月	2,000
Ma Xin Primary School Expansion 馬新初級中學擴建	Huangpu Township Red Cross 黃圃鎮紅十字會	May 5月	300,000
Yongsheng Community Blessing Festival charity activities 永勝社區祈福節慈善活動	Xiaolan Township Yongsheng Village Residents' Committee 小欖鎮永勝村委	July 7月	20,000
Yongsheng Community Education Fund 永勝社區教育基金	Xiaolan Township Yongsheng Economic Development Company 小欖鎮永勝經濟發展公司	August 8月	20,000
Sponsorship fees for Niangniang Temple Lantern Fair 娘娘廟燈會	Huangpu Township Xindi Village 黃圃鎮新地村	August 8月	2,000
Sponsorship fees for Temple Lantern Fair 燈會贊助費	Nantou Suixi Village Nan'an Community Nantou Township 南頭鎮穗西村南安社區	August 8月	2,000
Activities for the Elderly Day 老人節活動	Xiaolan Township Yongsheng Village Residents' Committee 小欖鎮永勝村委	October 10月	20,000

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Charitable activity 慈善項目	Organisation 機構	Month 月份	Amount 金額 (RMB) (人民幣)
Donations to activities for the elderly 敬老活動	Huangpu Township Xintang Community 黃圃鎮新糖社區	October 10月	10,000
Donations to activities for the elderly 敬老活動	Huangpu Township Xindi Village 黃圃鎮新地村	October 10月	10,000
Donations to activities for the elderly 敬老活動	Shaxi Township Hao Yong Village 沙溪鎮濠湧村	October 10月	10,000
Welfare Program 福利事業	Yudu County Ludou Township Shuichen Village and Sanmen Village 于都縣羅坳鎮水墩村、三門村	November 11月	9,460
Education Fund 社區教育基金	Shaxi Township Hao Yong Village 沙溪鎮濠湧村	December 12月	10,000

The Group believes that employees can enhance their civic awareness and establish correct values by participating in activities to give back to society in person. In the future, the Group will make additional improvements to its community policies and plans to reinforce the links between the Group and the communities where it operates.

In 2024, the Group actively organised employees to participate in a series of public welfare activities, demonstrating its commitment to social responsibility and caring for employees. Employees of the Group participated in the blood donation activity, which contributed to social health together with people from all walks of life. The labour union of the Group helped 28 employees in difficulty during the year, and provided RMB15,000 as subsidies. Meanwhile, the labour union also visited 89 injured employees, and provided RMB15,000 as sympathy expense. In particular, the Group held a seven-day donation activity for an employee with sudden illness, with donations from 385 employees, which showed the cohesion of the Group's team and the spirit of fellowship. These public welfare activities not only enhanced employees' sense of social responsibility, but also highlighted the corporate culture and values of the Group.

本集團相信，藉著親身參與回饋社會的活動，可以令員工的公民意識得以提升，以樹立正確的價值觀。未來，本集團將進一步完善社區政策及計劃，以強化本集團與營運所在社區的聯繫。

二零二四年，集團積極組織了一系列員工公益活動，展現了其對社會責任的承擔以及對員工關懷的承諾。這些公益活動不僅提升了員工的社會責任感，也彰顯了集團的企業文化和價值觀。

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Charitable activity 慈善項目	Organisation 機構	Month 月份	Number of Participants 參與人數	Duration (Hours) 參與時長
Tree Planting Activity for “Forest of Outstanding Worker” organized by the Union Action under Green and Beautiful Countryside 綠美鄉村工會行動“劳模工匠林”植樹活動	Huangpu Township General Union 黃圃總工會	March 3月	7	4
“Bring Activities and Training” into Enterprises Activity “送活動、送培訓”進企業活動	Huangpu Township General Union 黃圃總工會	August 8月	30	2
Weeding and Clean-up at Zhongtang Field Company 中糖球場公司的除草和大掃除	Huangpu Township Xintang Community 黃圃鎮新糖社區	October 10月	6	3
Street Clean-up for the Community 社區大掃除	Huangpu Township Xintang Community 黃圃鎮新糖社區	December 12月	6	3

In the future, to further strengthen the sense of social responsibility and team cohesion, the Group will continue to devote itself to organizing and promoting public welfare activities. The Group intends to encourage more employees to take an active part in joining the public welfare activities through more diversified forms, and thus enhance employees' participation and sense of belonging. At the same time, the Group will deepen cooperation with local communities, understand their needs, and carry out targeted public welfare activities. The Group will cooperate with governmental departments, non-profit organizations and other enterprises to jointly solve social problems and bring more substantial help and changes to the communities. The Group believes that such efforts will make the Group's public welfare activities more influential and sustainable, which will further contribute to social harmony and sustainability.

未來，本集團將繼續致力於組織和推廣員工公益活動，以進一步強化社會責任感和團隊凝聚力。我們計劃透過更多元化的公益活動形式，鼓勵更多員工積極參與，提升員工的參與度和歸屬感。同時，我們將深化與當地社區的合作，了解社區需求，針對性地開展公益活動。透過與政府部門、非營利組織和其他企業合作，共同解決社會問題，為社區帶來更多實質性的幫助和改變。我們相信，透過這些努力，本集團的員工公益活動將更具影響力和可持續性，為社會和諧與可持續發展做出更大的貢獻。



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正業國際控股有限公司
ZHENGYE INTERNATIONAL HOLDINGS COMPANY LIMITED