

The SINGAMAS logo is displayed in a bold, red, sans-serif font. It is framed by two horizontal blue lines, one above and one below the text. The background of the entire page is a vibrant landscape featuring a clear blue sky with scattered white clouds. In the foreground, there is a lush green field. To the left, several solar panels are visible, and further back, a row of wind turbines stands against the horizon. On the right side, a large stack of intermodal containers in various colors (blue, red, orange, and green) is piled up, with the sun shining brightly behind them, creating a lens flare effect.

勝獅貨櫃企業有限公司
SINGAMAS CONTAINER HOLDINGS LIMITED

HKEx Stock Code 港交所上市編號：716

2024

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告

CONTENTS 目錄

Message from the Board of Directors 董事會致辭	4
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Reporting Scope and Boundary 報告範圍及邊界	6
--------------------------------------	---

Sustainable Development Governance 可持續發展管治	7
--	---

ESG Development Strategy ESG發展策略	8
Stakeholders Engagement 與持份者溝通	12
The Foundation of Sustainable Growth 可持續發展基石	16
Awards and Recognitions 獎項及榮譽	17
Materiality Assessment 重要性評估	18

Enhancing Governance and Ensuring Compliance 完善治理 合規經營	21
--	----

Governance Structure 管治架構	21
ESG Risk Management ESG風險管理	22
Compliance and Business Ethics 合規與商業道德	23

Tackling Climate Change 應對氣候變化	24
--------------------------------	----

Green Development and Eco-Balance 綠色發展 生態平衡	28
---	----

Directional Targets on Environmental Protection 環境保護的方向性目標	28
Green Operations 綠色營運	30
• Green Product 綠色產品	31
• Green Procurement 綠色採購	33
• Green Deposit 綠色存款	34
Environmental Impact Management 環境影響管理	35
• Energy Conservation and Carbon Reduction 節能減碳	35
• Water Resources Management 水資源管理	36
• Waste Management 廢棄物管理	37
• Exhaust Gas Management 廢氣管理	39
• Packaging Materials 包裝物料	39

Quality First and Safety Assurance 卓越品質 安全承諾 40

Quality Assurance 品質保證	40
• Product Responsibility 產品責任	40
• Intellectual Property Rights Protection 知識產權保護	43
• Information Security and Personal Data Protection 資訊安全及個人數據保護	44
Sustainable Supply Chain Management 可持續供應鏈管理	45
• Suppliers Management 供應商管理	45
• Regular Assessment 定期考核	45
• Supplier Engagement and Knowledge Sharing 供應商會議和經驗分享	46
• Suppliers Network 供應商網絡	46

Cultivating Talents and Sharing Success 培養人才 共享成果 47

Employment Compliance 僱傭合規	47
Our Team 我們的團隊	49
Remuneration and Benefits 薪酬與福利	50
Cultivate Talents 培育人才	52
Occupational Health and Safety Management 職業安全健康管理	55

Fostering Community and Promoting Harmony 助力社會 共建和諧 57

Giving Back to the Society 回饋社會	57
---------------------------------	----

Outlook to future 展望 59

Appendix 附錄 60

Appendix 1: HKEX Environmental, Social and Governance Reporting Guide Index 附錄 1：聯交所《環境、社會及管治報告指引》索引	60
Appendix 2: Sustainability Data at a Glance 附錄 2：可持續發展數據	67
Appendix 3: Compliance Policy at a Glance 附錄 3：合規政策概覽	78

MESSAGE FROM THE BOARD OF DIRECTORS

董事會致辭

In light of the ongoing focus on sustainable development, the principles of ESG have become vital guidelines for the future growth of enterprises. The Group honoured to share our ESG report, which not only reflects our past efforts but also underscores our commitment to the future. We are dedicated to working diligently towards a sustainable future. This commitment is evident in our long-term strategy and is reflected in our initiatives in corporate governance, environmental stewardship, and social responsibility.

In terms of corporate governance, the Group adheres to principles of transparency, integrity, and compliance, establishing a robust governance structure and internal control system. We strive to adhere with relevant laws and regulations to ensure the lawful operation of our business. Furthermore, we place significant emphasis on risk management, promptly identifying and addressing potential risks, while focusing on enhancing business ethics to secure the long-term sustainability of our enterprise.

The Group recognises the importance of environmental protection and actively promote green operations across our business activities. We have not only introduced environmental protection and automation technologies in our production processes but have also installed solar panels to effectively increase the usage of clean energy and to reduce carbon emissions, thereby mitigating greenhouse gas emissions. Besides, we have participated in green deposit schemes to ensure effective budgeting for sustainable development investments, supporting the implementation of environmental projects. Through these measures, we aspire to contribute to the sustainable development of society.

鑒於當前對可持續發展持續關注的趨勢，ESG（環境、社會和管治）原則已成為企業未來發展的關鍵指導方針。本集團很榮幸分享我們的ESG報告，這份報告不僅反映了我們過去的努力，也彰顯了我們對未來的承諾。我們致力於為實現可持續未來而努力。這一承諾在我們的長期戰略中得到了充分體現，並在公司管治、環境保護和社會責任等各項舉措中得以展現。

在企業管治方面，本集團秉持透明、誠信和合規的原則，建立了健全的管治結構和內部控制系統。我們致力於遵守相關法律法規，確保企業合法營運。此外，我們十分重視風險管理，及時識別並應對潛在風險，同時注重提升商業道德，以確保企業的長期可持續發展。

本集團認識到環境保護的重要性，並在各項業務活動中積極推行綠色營運。我們不僅引進了先進的環保技術，還在企業內部推行了一系列的環保措施。我們不僅在生產流程中引入環保和自動化技術，還安裝了太陽能電池板，有效提高清潔能源的使用率和減低碳排放，從而減少溫室氣體排放。此外，我們還參與綠色存款計劃，確保為可持續發展投資提供有效預算，支援環保項目的實施。通過這些措施，我們希望為社會的可持續發展做出貢獻。

Regarding our social responsibilities, we prioritise the welfare and development of our employees, striving to provide a safe and healthy working environment while fostering an inclusive corporate culture. We offer diverse training and development opportunities to facilitate professional growth and the realisation of potential. Moreover, we actively engage in community activities, supporting local economic and social development to give back to society and strengthen our ties with the community. We believe that the success of a business is closely linked to the prosperity of society and we will continue our efforts in this direction.

In our future endeavours, we will continue to deepen our ESG practices, actively seek innovation, and ensure that the principles of ESG are thoroughly integrated into our strategic planning, operational management, and corporate culture.

Finally, we would like to express my sincere gratitude to each shareholder and stakeholder for your trust and support, to every employee for their hard work, and to all partners and members of society for your care and assistance. Let us join hands to create a brighter future together.

在社會責任方面，我們優先關注員工的福利和發展，努力為員工提供安全健康的工作環境，同時營造包容的企業文化。我們提供多元化的培訓和發展機會，以促進員工的專業成長和潛能發揮。此外，我們積極參與社區活動，支援地方經濟和社會發展，以回饋社會並加強我們與社區的聯繫。我們相信，企業的成功與社會的繁榮息息相關，我們將繼續朝著這個方向努力。

在未來的工作中，我們將繼續深化ESG實踐，積極尋求創新，確保ESG原則全面融入我們的戰略規劃、營運管理和企業文化中。

最後，我們衷心感謝每一位股東和持份者的信任和支持，感謝每一位員工的辛勤工作，感謝所有合作夥伴和社會各界人士的關心和幫助。讓我們攜手，共創美好未來。

REPORTING SCOPE AND BOUNDARY

報告範圍及邊界

This Environmental, Social and Governance Report (this “Report”) is the ninth Environmental, Social and Governance (“ESG”) report that Singamas Container Holdings Limited (“Singamas” or the “Group”) presents. This Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “Guide”) issued by The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). This Report is prepared in compliance with all the provisions of “Comply or Explain” in the Guide. In this reporting period, we continue to apply the Reporting Principles of Materiality, Consistency, Quantitative and Balance in preparation of our ESG report. This Report was confirmed and approved by the board of directors (the “Board”) on 18th March 2025.

Reporting Period and Scope

The content of this Report covers the information and operating activities of the Group’s Hong Kong Head Office, Shanghai Management Centre and the factories located in China, which are financially significant and operationally influential to the Group. In light of the business contributions to the Group’s overall revenue from the container depots and logistics businesses attributing a relatively small proportion, the part is not included in this Report. This Report covers operating locations including the Hong Kong Head Office, Shanghai Management Centre, Shanghai Baoshan Pacific Container Co., Ltd. (“Shanghai Baoshan”), Shanghai Singamas Container Integration Co., Ltd. (“Shanghai Integration”), Shanghai Pacific International Container Co., Ltd. (“Shanghai Pacific”), Huizhou Singamas Energy Equipment Co., Ltd. (“Huizhou Singamas”), and Xiamen Pacific Container Manufacturing Co., Ltd. (“Xiamen Pacific”) that accounted for over 90% of the Group’s total turnover. This report covers the period from 1 January to 31 December 2024, which is the same as the financial period in our annual report.

本《環境、社會及管治報告》(下稱「本報告」)為勝獅貨櫃企業有限公司(「勝獅集團」或「本集團」)第九份環境、社會及管治(「ESG」)報告。本報告按照香港聯合交易所有限公司(「聯交所」)發佈的《環境、社會及管治報告指引》(「指引」)制定。本報告已遵守指引的所有「不遵守就解釋」條文。編製本年度報告時，我們繼續應用重要性、一致性、量化及平衡的報告原則。本報告於2025年3月18日經董事會確認和批准。

報告期和報告範圍

報告內容涵蓋對本集團有財務重要性及營運影響力的業務，包括香港總辦公室、上海管理中心，以及中國工廠的資訊及營運活動。鑒於集裝箱堆場及物流業務對集團整體收入的貢獻比例相對較小，因此本報告未包含該部分內容。本報告所涵蓋的營運地點包括香港總辦公室、上海管理中心、上海寶山太平貨櫃有限公司(「上海寶山」)、上海勝獅集成設備有限公司(「上海集成」)、上海太平國際貨櫃有限公司(「上海太平」)、惠州勝獅能源裝備有限公司(「惠州勝獅」)、及廈門太平貨櫃製造有限公司(「廈門太平」)，以上地點的營運佔本集團總營業額九成以上。本報告報告期為二零二四年一月一日至二零二四年十二月三十一日，與年報的財政期間相同。

SUSTAINABLE DEVELOPMENT GOVERNANCE

可持續發展管治



Vision, Mission 願景及使命

Singamas is a renowned container manufacturer in the world and is operating comprehensive container depot networks in the People's Republic of China (the "PRC" or "China"). It also runs container leasing business in recent years. The Group is dedicated to constructing an energy - saving, environmentally friendly, and sustainable container industry chain. Furthermore, in response to the growing demand for green energy, the Group has established a new operating segment dedicated to providing energy storage systems and related engineering solutions aimed at enhancing the efficiency and durability of these systems. We believe this initiative will promote sustainable energy use and contributing to a greener future.

勝獅貨櫃企業有限公司為全球知名的集裝箱製造商，並在中華人民共和國（「中國」）擁有完善的集裝箱堆場網絡。近年來亦提供集裝箱租賃服務。集團致力於打造節能環保、可持續性的集裝箱產業鏈。此外，為應對綠色能源日益增長的需求，集團已設立一個新的業務部門，專注於提供能源儲存系統及相關工程解決方案，旨在提升這些系統的效率 and 耐用性。我們相信，這一舉措將促進可持續能源的使用，並為綠色未來作出貢獻。

SUSTAINABLE DEVELOPMENT GOVERNANCE

可持續發展管治

ESG Development Strategy

Sustainable development is an important element for us to fulfil our corporate vision and mission. In order to effectively implement the sustainable development strategy, we have set up an ESG working group guiding the Group to oversee our efforts and social contributions in various fields, and to lead our core operating approaches and objectives into reality. The Group draws inspiration from the United Nations Sustainable Development Goals (SDGs) to shape its sustainability strategy. For more details on the SDGs, please visit <https://sdgs.un.org/goals>

ESG發展策略

可持續發展是我們實現企業願景和使命的重要元素。為了實踐可持續發展策略，我們成立了ESG工作小組，全面監督我們在各範疇所作的努力和社會貢獻，確保我們的核心經營方針和目標得以實現。本集團參考了聯合國可持續發展目標(「SDGs」)，制訂可持續發展策略。有關 SDGs 的詳細資訊，請瀏覽 <https://sdgs.un.org/goals>

Enhancing Governance and Ensuring Compliance 健全管治 合規經營



Peace, Justice, and Strong Institution
和平、正義和強大的機構

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.
促進和平且具包容性的社會有利可持續發展，為所有人提供伸張正義的機會，並在所有層級建立有效、負責任且具包容性的機構。



Partnerships for the Goals
促進目標實現的夥伴關係

Strengthen the means of implementation and revitalise the global partnership for sustainable development.
加強實施手段，重振可持續發展全球夥伴關係。

- Corruption Lawsuits: 0
貪污訴訟案件：0
- Employee Completed In-House Anti-Corruption Training in 2024: 3,707
2024年員工完成內部反貪污培訓: 3,707

Tackling Climate Change 應對氣候變化



Climate Action 氣候行動

Take urgent action to combat climate change and its impacts.
採取緊急行動對抗氣候變化及其影響。

- **Scope 1:** 10,977.14 tonnesCO₂e
範圍 1：10,977.14 公噸二氧化碳當量
- **Scope 2:** 33,462.11 tonnesCO₂e
範圍 2：33,462.11 公噸二氧化碳當量
- **Scope 3:** The Group is preparing to disclose in the future
範圍三：集團未來將會披露相關數據

Green Development and Eco-Balance 綠色發展 生態平衡



Clean Water and Sanitation 清潔飲水與衛生設施

Ensure availability and sustainable management of water and sanitation for all.
確保人人享有水資源與衛生設備，並進行可持續管理。



Affordable Clean Energy 可負擔的清潔能源

Ensure access to affordable, reliable, sustainable and modern energy for all.
確保人人都能獲得可負擔、可靠、可持續且現代化的能源。



Responsible Consumption and Production 負責任消費和生產

Ensure sustainable consumption and production patterns.
確保可持續的消費以及生產模式。



Climate Action 氣候行動

Take urgent action to combat climate change and its impacts.
採取緊急行動對抗氣候變化及其影響。

- All factories obtained ISO 14001 Environmental Management System Certification
集團旗下所有工廠均已獲得ISO 14001 環境管理系統認證
- Xiamen Pacific and Huizhou Singamas obtained ISO 50001 Energy Management System Certification.
集團旗下廈門太平及惠州勝獅已通過 ISO 50001 能源管理系統認證
- Solar energy consumption 1,725.15 MWh
太陽能能源消耗：1,725.15 兆瓦時

SUSTAINABLE DEVELOPMENT GOVERNANCE

可持續發展管治

Quality First, Safety Assurance 品質至上 安全保證



Industry, Innovation and Infrastructure
工業、創新和基礎設施

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.

建立具韌性基礎設施、推動包容且可持續的工業化，並促進創新。



Responsible Consumption and Production
負責任消費和生產

Ensure sustainable consumption and production patterns.
確保可持續的消費以及生產模式。

- Product Recall: 0 case
召回產品：0 個案
- All factories obtained ISO 9001 Quality Management System certification
所有工廠均取得 ISO 9001 品質管理系統認證
- All customer complaints properly follow up and resolved with satisfactory
所有客戶投訴均得到妥善跟進並以客戶滿意的方式解決

Cultivating Talents, Sharing Success 培養人才 共享成果



Gender Equality
性別平等

Achieve gender equality and empower all women and girls.
實現性別平等並賦予所有婦女和女孩權力。



Decent Work and Economic Growth
體面工作與經濟成長

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work.
促進持續、包容且可持續的經濟成長、充分且具生產力的就業，以及人人享有體面工作。



Good Health and Well-being
良好的健康與福祉

Ensure healthy lives and promote well-being for all at all ages.
確保所有年齡層的人都享有健康的生活，推動全民福祉提升。

- Total Training Hours: 69,679.5
總訓練時數: 69,679.5
- Shanghai Baoshan, Shanghai Integration, Xiamen Pacific and Huizhou Singamas obtained ISO 45001 Occupational Health and Safety Management Systems Certification
集團旗下上海寶山、上海集成、廈門太平及惠州勝獅均獲得ISO 45001職業健康安全管理体系認證

Fostering Community and Promoting Harmony 回饋社會 促進和諧



No Poverty
無貧窮

End poverty in all its forms everywhere.
消除各地各種形式的貧窮。



Good Health and
Well-being
良好的健康與福祉

Ensure healthy lives and promote well-being for all at all ages.
確保所有年齡層的人都享有健康的生活，推動全民福祉提升。



Sustainable Cities
and Community
可持續城市與社區

Make cities and human settlements inclusive, safe, resilient and sustainable.
使城市和人類居住區具有包容性、安全性、韌性和可持續性。

- Huizhou Singamas donated total RMB 30,000 to support local charities in education and volunteer service
惠州勝獅捐贈人民幣30,000元，以支持當地教育和志願服務

SUSTAINABLE DEVELOPMENT GOVERNANCE

可持續發展管治

Stakeholders Engagement

The Group attaches great importance to the concerns of stakeholders and the expectations of the community. We have established diversified regular communication channels to identify and respond to their concerns. Through enabling in-depth exchanges with our stakeholders, we aim to gain a more profound understanding of their concerns and interests in the realm of sustainability. For more detailed information regarding Stakeholder Engagement, please refer to the table below.

與持份者溝通

本集團高度重視持份者的需求與社會期望，我們建立了常態化且多元化的溝通渠道以了解並回應其關注點。我們希望通過與持份者的深入討論，能夠更透徹了解他們對可持續發展事宜的關注及感興趣的範疇。有關與持份者溝通的更多詳情，請參閱下表：

Stakeholder Groups 持份者組別	Expectations and Requirements regarding the Group 對本集團的期望與要求	Means of Communication and Response by the Group 集團的溝通與回應方式
Government and Regulators 政府和監管機構	<ul style="list-style-type: none">Compliance with national policies, laws and regulation 遵守國家政策、法律以及規定Support local economic growth 支持當地經濟發展Promote local employment initiatives 促進當地就業措施Ensure timely and full payment of taxes 確保按時足額交稅Ensure production safety 確保生產安全	<ul style="list-style-type: none">Regular meetings with regulatory authorities 定期與監管機構舉行會議Monitoring/inspections, assessments, and reporting regularly 定期進行監控/檢查、評估和報告Government website 政府網站Official documents/meetings 官方文件/會議Comprehensive written reports/site visits 全面的書面報告/實地考察

Stakeholder Groups 持份者組別	Expectations and Requirements regarding the Group 對本集團的期望與要求	Means of Communication and Response by the Group 集團的溝通與回應方式
Shareholders and Investors 股東與投資者	<ul style="list-style-type: none"> Investment returns 投資回報 Operational compliance 營運合規 Growth in company values 提升公司的價值 Transparency in information and effective communication 資訊透明與有效溝通 	<ul style="list-style-type: none"> Shareholders meetings 股東會議 Announcements and circulars 公告及通函 Email, telephone communication and company website 郵件、電話溝通以及公司網站 Annual results and interim results announcements 全年以及中期業績公告
Suppliers 供應商	<ul style="list-style-type: none"> Integrity in business operations 誠信經營 Performance of contracts 履行合約 Mutual benefit and win-win result 互利雙贏的結果 	<ul style="list-style-type: none"> Review and assessment meetings 審查和評估會議 Business communication 業務溝通 Engagement and knowledge sharing 參與和知識共享 Engagement and cooperation 參與與合作 Telephone communication/e-mails 電話溝通/電子郵件 On-site inspections 實地考察

SUSTAINABLE DEVELOPMENT GOVERNANCE

可持續發展管治

Stakeholder Groups 持份者組別	Expectations and Requirements regarding the Group 對本集團的期望與要求	Means of Communication and Response by the Group 集團的溝通與回應方式
Customers 客戶	<ul style="list-style-type: none"> Outstanding products and services 傑出的產品與服務 Health and safety 健康與安全 Compliance with contractual obligations 遵守合約義務 Integrity in business operations 誠信經營 	<ul style="list-style-type: none"> Customer service/hotlines/e-mails 客戶服務/熱綫/電子郵件 Customer communication meetings 客戶溝通會議 Social Media Platforms 社交媒體平台 Customer evaluation 客戶評估 Customer visits and factory tour 客戶來訪及工廠參觀 Trade exhibitions 行業展覽會
Environmental Conservation Organisation 環境保育機構	<ul style="list-style-type: none"> Compliant emission 合規排放 Energy conservation and emission reduction 節約能源及減少排放 Efficient water usage 有效用水 	<ul style="list-style-type: none"> Communicate with the local environmental department and residents 與當地環境部門以及居民溝通 Reporting 匯報 Investigations and inspections 調查與檢查
Industry Association 行業協會	<ul style="list-style-type: none"> Establishment of industry standards 建立產業標準 	<ul style="list-style-type: none"> Participate in industrial forums 參與產業論壇

Stakeholder Groups 持份者組別	Expectations and Requirements regarding the Group 對本集團的期望與要求	Means of Communication and Response by the Group 集團的溝通與回應方式
Employees 僱員	<ul style="list-style-type: none"> Human rights protection 保障人權 Occupational health and safety 職業健康與安全 Remunerations and benefits 薪酬與福利 Career development 職業發展 Humanity cares 人道關懷 	<ul style="list-style-type: none"> Internal journal, circulars, notice board, and intranet 內部刊物、通函、告示板和內聯網 Opinion collection boxes/mail box/e-mails 意見箱/信箱/電子郵件 Training and workshop 培訓與研討會 Employee activities 僱員活動 Regularly performance review 定期進行績效考核 Satisfaction evaluation 滿意度評估
Community and the Public 社區與公眾	<ul style="list-style-type: none"> Participation in charity 參與慈善 Information transparency 信息透明 	<ul style="list-style-type: none"> Company website 公司網站 Announcements 公告 Interview with media 媒體採訪 Social media platforms 社交媒體平台 Participations in community activities 參與社區活動 Donation/sponsorship 捐贈/贊助

SUSTAINABLE DEVELOPMENT GOVERNANCE

可持續發展管治



The Foundation of Sustainable Growth

In 2024, the senior management of Singamas, including the Chairman and Chief Executive Officer, Chief Operating Officer, Chief Financial Officer and Chief Human Resources Officer, conducted an in-person visit to the factories to offer guidance. The senior management acknowledged the efforts and accomplishments of the teams, encouraged innovation, and highlighted the importance of remaining attentive to market changes. They also provided suggestions for improvement and demonstrated care and concern for the employees.

Singamas was actively engaged in industry events. During the year, the Group participated in the Intermodal Asia and Intermodal Europe exhibitions and various exhibitions related to the new energy industry, highlighting its manufacturing strengths and diverse services. Through participation in different exhibitions, the Group shared its core business model and value to its partners. Singamas continued its involvement in industry events to drive innovation, strategic growth, expand its customer base, and enhance international trade and supply chain integration.

可持續發展基石

2024年，勝獅集團的高層管理人員，包括主席兼首席行政總監、首席營運總監、首席財務總監及首席人力資源總監，親臨工廠進行實地考察並提供指導。高層管理人員肯定了各團隊的努力和成就，鼓勵創新，並強調了持續關注市場變化的重要性。他們也提供了改善建議，並表現出對員工的關懷和關心。

本集團積極參與業界活動。本年度，集團參加了多式聯運亞洲展及歐洲展，以及多個與新能源行業相關的展覽，展示了其製造實力及多元化服務。通過參與不同的展覽，集團與合作夥伴分享了其核心業務模式及價值。勝獅集團持續參與產業活動，全力推動創新變革、加速戰略成長步伐、擴充客戶基礎、積極加強國際貿易合作並實現供應鏈的全方位整合。



Awards and Recognitions

Our factories consistently strive for excellence and table below highlights the awards and recognitions received.

獎項及榮譽

我們的工廠追求卓越，下表展示所獲得的獎項和榮譽。

Factories 工廠	Issuing/Certification Organisation 頒發/認證機構	Name of Certification/ Award obtained in 2024 2024年獲得的認證/獎項名稱
Shanghai Baoshan 上海寶山	<ul style="list-style-type: none">Committee of Yanghang Town, Baoshan District of the Communist Party of China 中共寶山區楊行鎮委員會	<ul style="list-style-type: none">2023 Outstanding Contribution Award for Economic and Social Development in Yanghang Town 2023 楊行鎮經濟社會發展突出貢獻獎
Shanghai Integration 上海集成	<ul style="list-style-type: none">Committee of Yanghang Town, Baoshan District of the Communist Party of China 中共寶山區楊行鎮委員會	<ul style="list-style-type: none">2023 Outstanding Contribution Award for Economic and Social Development in Yanghang Town 2023 楊行鎮經濟社會發展突出貢獻獎
Huizhou Singamas 惠州勝獅	<ul style="list-style-type: none">Guangdong Provincial Association for Circular Economy and Resource Comprehensive Utilisation 廣東省循環經濟與資源綜合利用協會	<ul style="list-style-type: none">Guangdong Province Clean Production Enterprise 廣東省清潔生產企業

SUSTAINABLE DEVELOPMENT GOVERNANCE

可持續發展管治

Materiality Assessment

In 2024, the Group expanded our ESG material issues from 19 issues to 39 issues. During the materiality analysis process, we considered 39 material issues relevant to our business, engaging key internal and external stakeholders, including directors, senior management, employees, suppliers, and customers, to assess and rank the importance of these issues. According to the assessment results, 13 issues were categorised as “Extremely Important”, 15 issues as “Most Important”, 8 issues as “More Important”, and 3 issues as “Important” level. These assessment results will help us better prepare for future ESG related risks and opportunities, and ensure that we are paying full attention to relevant issues as a going concern. We had followed the steps below to conduct the materiality assessment:

重要性評估

2024 年，集團把 ESG 重要性議題從 19 個擴展至 39 個。在重要性分析過程中，我們考慮了 39 個與我們業務相關的重要性議題，並邀請關鍵的內部和外部持份者參與，包括董事、高層管理人員、員工、供應商和客戶，對這些議題的重要性進行評估和排序。根據評估結果，13項為「極其重要」，15項為「十分重要」，8項為「較為重要」，3項議題被歸類為「重要」級別。這些評估結果將有助於我們更好地為未來的 ESG 相關風險和機會做好準備，並確保我們作為持續經營企業充分關注相關議題。我們已按照以下步驟進行重要性評估：

Identification 識別

Identify key ESG issues relevant to the Group by considering ESG guidelines issued by Hong Kong Stock Exchange, company policies, industry characteristics, and associated risks and opportunities. 透過考慮香港聯交所頒佈的 ESG 指引、公司政策、行業特點以及相關風險和機遇，識別與本集團相關的主要 ESG 議題。

Collecting Opinions 收集意見

Conduct a questionnaire survey to gather insights from internal and external stakeholders, including directors, senior management, employees, suppliers, and customers, to assess the importance of each ESG issue.

進行問卷調查，收集內部和外部持份者（包括董事、高層管理人員、員工、供應商和客戶）的意見，以評估每項 ESG 議題的重要性。

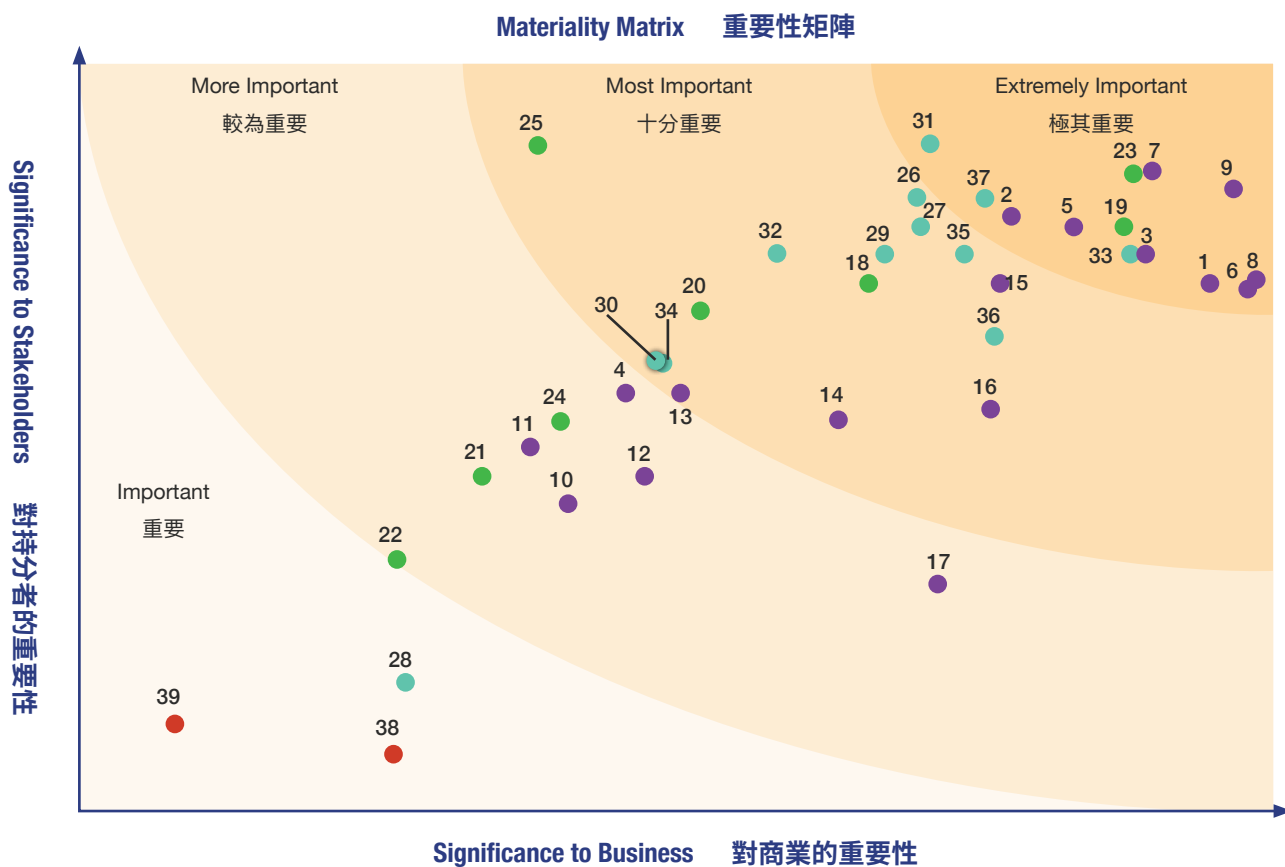
Prioritisation 優先排序

Select significant issues, create a materiality assessment matrix, and establish preliminary evaluations to determine strategic sustainability focuses and enhance management practices.

選擇重要議題，建立重要性評估矩陣，並建立初步評估，以確定策略性可持續發展重點，並加強管理實踐。

Confirmation 確認

The ESG Working Group reviewed and finalised assessment results, then reported to the Board. ESG工作小組審查並最終確定評估結果，向董事會報告。



Extremely Important 極其重要		
No 編號	Issues 議題	
9	Water Resources Management 水資源管理	
7	Toxic Emission Management 有毒排放物管理	
23	Occupational Health and Safety 職業健康與安全	
8	Energy Management 能源管理	
6	Waste Management 廢棄物管理	
19	Labour Management 勞動力管理	
1	Environmental Compliance 環境合規	
3	Air Pollutant Management 空氣污染管理	
31	Product Quality Management 產品質量管理	
33	Customer Service Management 客戶服務管理	
5	Wastewater Management 廢水管理	
37	Business Ethics 商業道德	
2	Greenhouse Gas Emission 溫室氣體排放	

SUSTAINABLE DEVELOPMENT GOVERNANCE

可持續發展管治

Most Important 十分重要

No 編號	Issues 議題
15	Prevention and Handling of Environmental Incidents 環境事故預防及處理
26	Operational Compliance 營運合規
27	Supply Chain Management 供應鏈管理
35	Intellectual Property Protection 保護知識產權
16	Information Security and Protection of Personal Data 資訊安全及個人資料保護
36	Procurement Practices 採購常規
29	Environmental Compliance 環境合規
18	Employment Compliance 僱傭合規
32	Customer Health and Safety 客戶健康與安全
14	Responding to Climate Change 應對氣候變化
20	Remuneration and Benefits 薪酬與福利
25	Prevention of Child Labour and Forced Labour 防止童工及強制勞工
30	Green Procurement 綠色採購
34	Responsible Sales and Marketing 負責任的營銷及推廣
13	Ecological Protection 生態保護

More Important 較為重要

No 編號	Issues 議題
17	Opportunity in Clean Technology 潔淨技術的機遇
4	Fleet Emission Management 車輛排放管理
12	Raw Materials and Packaging Materials Management 原材料及包裝材料管理
24	Training and Development 培訓與發展
10	Green Workspace 綠色辦公室
11	Green Energy Project 綠色能源項目
21	Working Hours and Rest Periods 工作時數及假期
22	Diversity and Equal Opportunity 多元化與平等機會

Important 重要

No 編號	Issues 議題
28	Material Sourcing and Efficiency 材料採購和效率
38	Charity 公益慈善
39	Promotion of Community Development 推動社區發展

ENHANCING GOVERNANCE AND ENSURING COMPLIANCE

完善治理 合規經營

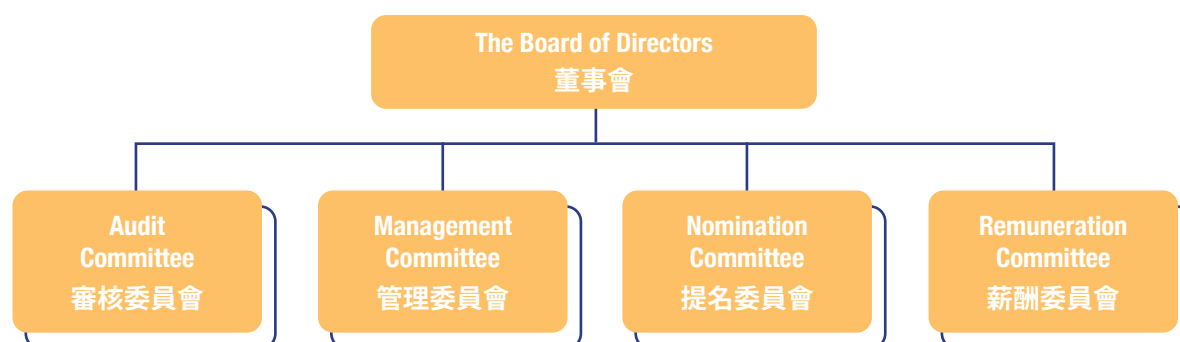


Governance Structure 管治架構

Singamas recognises that effective governance is crucial for the long-term growth of the business. We continually focus on protecting our stakeholders' interests while promoting sustainable development. To facilitate these tasks, various committees have been established under the Board of Directors. For details on each committee's terms of reference, please visit <https://www.singamas.com/zh-hk/committees/index>

勝獅集團深知有效的企業管治對於企業的長期發展至關重要。我們持續專注於保護持份者的利益，同時促進可持續發展。為了支持這些工作，董事會成立多個委員會。有關各委員會職權範圍的詳情，請瀏覽 <https://www.singamas.com/zh-hk/committees/index>

The Board of Directors Structure 董事會架構



The Board of Directors oversees the Group's sustainable development strategy as part of its business strategy and risk management. The ESG Working Group supports the Board in managing the Group's purpose, values, and sustainability initiatives. Comprising senior management from various divisions, the ESG Working Group implements the Board's directives, promotes policies, monitors performance, and report findings. Together with relevant departments, this governance framework enables Singamas to effectively manage risks and opportunities while achieving long-term sustainable growth.

董事會負責監督集團的可持續發展策略，作為其業務策略和風險管理的一部分。ESG 工作小組支援董事會管理集團的宗旨、價值觀和可持續發展措施。ESG 工作小組由來自各個部門的高級管理人員組成，負責執行董事會的指示、推廣政策、監控績效並報告結果。透過與相關部門的合作，此管治架構可讓勝獅集團有效管理風險與機會，同時實現長期的可持續成長。

ENHANCING GOVERNANCE AND ENSURING COMPLIANCE

完善治理 合規經營

ESG Governance Structure of Singamas 勝獅集團ESG管治架構



ESG Risk Management

The Group recognises that our business nature and operating environment present various potential risks that could negatively affect the Group. To maintain effective risk management, we have implemented both top-down and bottom-up strategies, ensuring that our practices align with our strategic and business objectives. This approach encompasses not only daily operations but also ESG-related issues. Recently, we have broadened our focus on climate-related concerns, which will continuously refine and enhance our management practices going forward.

ESG風險管理

本集團意識到，我們的業務性質和經營環境存在各種潛在風險，可能對公司造成負面影響。為了維持有效的風險管理，我們實施了由上而下和由下而上的策略，確保我們的實踐與我們的策略和業務目標一致。此方法不僅涵蓋日常營運，也包括 ESG 相關議題。最近，我們擴大了對氣候相關議題的關注，這將持續完善並加強我們未來的管理實踐。

Compliance and Business Ethics

The Group believes that high ethical standards are a core fundamental element of its culture and sustainability work, implementing a zero-tolerance attitude towards fraud and bribery while ensuring adherence to applicable laws and regulations in all jurisdictions. All directors and employees are required to follow the Group's policy, which outlines expectations for personal conduct, conflict resolution, and the reporting of unethical actions. Besides, business partners and suppliers are required to comply with relevant legal standards, with their ethical performance evaluated annually to maintain the highest levels of professionalism. During the year, the Group provided compliance trainings (including anti-corruption) to 3,707 employees.

Moreover, a whistleblowing mechanism is established to enable stakeholders to report concerns about misconduct or unethical behaviour confidentially, accompanied by a strict policy against any legal violations discovered during investigations, which may be reported to local authorities.

合規與商業道德

本集團認為高道德標準是其文化和可持續發展工作的核心要素，對欺詐和賄賂採取零容忍的態度，同時確保遵守所有司法管轄區的適用法律和法規。所有董事和員工都必須遵守集團的政策，該政策提出了對個人行為、衝突解決方案和報告不道德行為的期望。此外，業務夥伴和供應商也必須遵守相關的法律標準，並每年評估其道德表現，以維持最高的專業水準。本年度，本集團已為3,707名員工提供合規培訓(包括反貪污培訓)。

此外，集團還設立了舉報機制，讓持份者能夠以保密方式報告有關不當行為或不道德行為的疑慮，並對調查過程中發現的任何違法行為制定了嚴格的政策，必要時可能會向當地監管機構報告。



TACKLING CLIMATE CHANGE

應對氣候變化



In the face of global climate change, developing effective strategies to address associated challenges remains a significant uncertainty. In 2024, the Group consulted with professionals to start identifying both physical and transition risks, as well as opportunities linked to climate change for our various business segments. Our assessment this year started on identifying the risks, opportunities, and related measures. Moving forward, we plan to deepen our risk evaluation by adopting both quantitative and qualitative approaches, such as climate scenario analysis and financial impact assessments. We are also refining our strategies to strengthen our resilience against the challenges posed by climate change.

面對全球氣候變化，制定有效策略以應對相關挑戰仍然是一個重大的不確定因素。2024年，集團諮詢了專業人士，開始為我們的各個業務分部識別與氣候變化相關的實體風險、轉型風險以及機遇。我們本年度的評估開始於識別風險、機會及相關措施。展望未來，我們計劃採用定量和定性的方法來深化我們的風險評估，例如氣候情景分析和財務影響評估。我們也正在改進我們的策略，以加強我們對氣候變化所帶來的挑戰的應變能力。

Opportunities

The growing demand for green products and services, which aligns with customer preferences, coupled with government policies aimed at carbon neutrality and clean energy, creates a favourable landscape for the green products and services market. Singamas has solid experience in producing energy storage containers; increasing demand in clean energy presents valuable opportunities for the Group to further penetrate the market and to explore further opportunities in providing different services and / or products to the market. With the backing of supportive policies, Singamas is dedicated to advancing the development of green products, climate risk solutions, and services that meet regulatory requirements and market demands.

Physical Risks

Extreme weather events, for instance, typhoons, heatwaves, and heavy rainfall, pose both acute and chronic risks to our coastal factories, which regularly face with these conditions. Such events may damage facilities, disrupt transportation, and interrupt supply chains. They can also adversely affect employee health and safety.

To address these challenges, each factory tailors its adverse-weather response plan to local conditions. For instance, in the event of severe weather forecasts, production may be suspended, and staff will be given clear instructions to prioritise their personal safety. To mitigate health risks from high temperatures, factories will schedule production breaks, provide cooling measures on site, and limit workers expose to extreme heat. Additionally, each factory conducts risk assessments to protect assets from severe weather, such as maintaining effective drainage systems, temporarily storing materials indoors, stacking containers within specified height limits, and securing them with windproof straps. Our workers are well-trained to respond to natural disasters.

機遇

對綠色產品和服務日益增長的需求與客戶偏好相符，加上政府針對碳中和和清潔能源的政策，為綠色產品和服務市場創造了有利的環境。勝獅集團在生產能源儲存集裝箱方面擁有豐富經驗；清潔能源需求的增加為集團提供了進一步滲透市場的寶貴機會，並探索為市場提供不同服務和/或產品的更多機會。在支持性政策的推動下，勝獅集團致力發展綠色產品、氣候風險解決方案及符合法規要求和市場需求的服務。

實體風險

極端天氣事件，例如颱風、熱浪和暴雨，對我們位於沿海地區的工廠構成迫切和長期的風險，這些工廠經常面對此類情況。此類事件可能會損壞設施、中斷運輸並影響供應鏈，還可能對員工的健康和安全造成不利影響。

為應對這些挑戰，每家工廠根據當地情況制定惡劣天氣應對計劃。例如，如遇極端天氣預警，生產可能暫緩，公司將向員工提供明確指引，以人身安全為首要考量。為減輕高溫帶來的健康風險，工廠將安排生產休息時間，提供現場降溫措施，並限制員工暴露在極端高溫環境中。此外，每家工廠進行風險評估，以保護資產免受惡劣天氣的影響，例如維護有效的排水系統、將物料暫時存放在室內、將集裝箱堆疊在指定高度限制內，並使用防風帶固定。我們的員工經過良好培訓，能夠應對自然災害。

TACKLING CLIMATE CHANGE

應對氣候變化

Transition Risks

Changing customer preferences, particularly a shift towards heightened environmental awareness, present significant transition risks. As consumers increasingly demand green and low-carbon products, failure to address this trend promptly could result in a decline in the Group's competitiveness. Recognising this shift, the Group has embraced the concept of green environmental protection during the production process and expanded its product types to include those related to environmental protection and energy storage.

Tightening policies and regulations present notable transition risks for our operations. For example, the government implements power rationing policies that require production departments to replace energy-intensive equipment with energy-efficient alternatives, which results in an escalation of production costs. To address this, the Group has implemented several energy conservation and emission reduction initiatives in its factories, ensuring compliance with relevant laws and regulations. By focusing on improving energy efficiency and reducing emissions, the Group aims to lower production costs while also making a positive impact on the environment.

轉型風險

客戶偏好的改變，尤其是環保意識的提升，為我們的業務帶來了重大的轉型風險。由於消費者對綠色低碳產品的需求日益增加，如果未能及時應對這一趨勢，可能會導致市場份額下降。本集團已意識到這一轉變，並在生產過程中採用了綠色環保概念，並擴大了客製化產品包括環保及能源儲存相關產品。

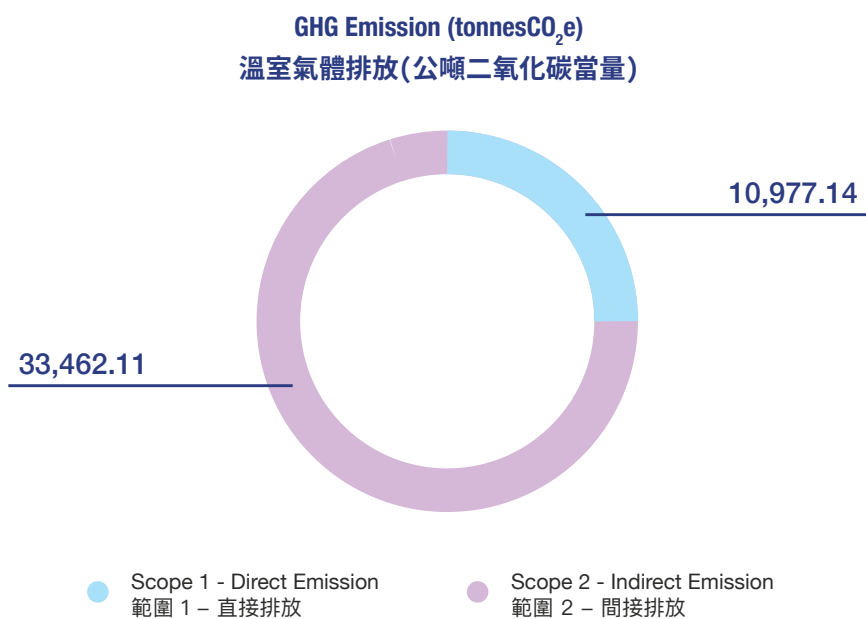
政策及法規收緊對我們的營運帶來顯著的轉型風險。例如，政府實施限電政策，要求生產部門以節能設備取代高耗能設備，這導致生產成本上升。為此，本集團已在其工廠內實施多項節能減排措施，確保遵守相關法律法規。通過專注於提高能源效率和減少排放，本集團旨在降低生產成本，同時對環境產生積極的影響。

The Group is continuously exploring ways to reduce greenhouse gas (GHG) emissions by integrating renewable energy sources into its operations and implementing various environmentally sustainable measures. This approach enables us to both mitigate our environmental impact and enhance our awareness of emissions across operations.

本集團正探索將可再生能源融入營運的方法，以減少溫室氣體排放(GHG)，並採取多項環境可持續措施，這種方法使我們既能減輕對環境的影響，又能提高對營運中排放的意識。

The Group's GHG emissions in 2024 are as follows:

本集團於 2024 年的溫室氣體排放量如下：



For the Group's GHG emissions indicators from 2022 and 2023, please refer to the appendix 1 to the ESG report.

關於本集團由2022至2023年度的溫室氣體排放指標，請參考ESG報告的附錄1

Note 附注：

- The calculations of GHG emission were based on the Reporting Guidance on Environmental KPIs issued by the Stock Exchange, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, the "Guidelines on Greenhouse Gas Emission Accounting and Reporting" issued by the National Development and Reform Commission ("NDRC") of the PRC, IPCC Sixth Assessment Report, and the latest emission factors for grid electricity;
溫室氣體排放量的計算基於聯交所發佈的《環境關鍵績效指標報告指引》、2006年IPCC國家溫室氣體清單指南、中國國家發展和改革委員會(「國家發改委」)發佈的《溫室氣體排放核算方法與報告指南》、IPCC第六次評估報告以及最新的電網電力排放因子；
- Scope 1 refers to direct GHG emissions, which include combustion of fuels in mobile source and stationary equipment.
範圍一指直接溫室氣體排放，包括移動源和固定設備的燃料燃燒。
- Scope 2 refers to indirect GHG emissions, which include electricity purchased from power companies.
範圍二指間接溫室氣體排放，包括從電力公司購買的電力。

GREEN DEVELOPMENT AND ECO-BALANCE

綠色發展 生態平衡



Directional Targets on Environmental Protection 環境保護的方向性目標

Environmental Objectives 環境目標	Environmental Protection Facilities/ Environmental Protection Practices 環保設施/環保常規	Specific Environmental Performance 具體的環境效益指標
Reducing Greenhouse Gas Emissions 減少溫室氣體排放	<ul style="list-style-type: none"> Decreasing reliance on fossil fuels and increasing the use of clean energy sources 減少化石燃料的使用，增加使用清潔能源(天然氣) Phasing out fossil fuel-powered vehicles and transitioning to electric vehicles 逐步淘汰燃油車輛並且鼓勵使用電動車輛 Promoting installation of the rooftop solar power generation systems. 安裝屋頂分佈式光伏發電系統以降低外購電力的使用 	<ul style="list-style-type: none"> Improved total GHG emissions intensity due to increased production volume 由於產量增加，溫室氣體排放總強度有所改善 Expanded the fleet of electric forklifts 擴大了電動叉車車隊規模 Continued expansion of solar panel coverage 持續擴展太陽能板覆蓋範圍
Enhancing Energy and Resource Efficiency 提升能源及資源使用效益	<ul style="list-style-type: none"> Implementing automated mechanical and electrical equipment 引進自動化的機械設備及電氣設備 	<ul style="list-style-type: none"> Improved production efficiency and stability, increased the production processes flexibility, and minimised energy and resource consumption per unit of finished product 改善生產效率和穩定性，以及加強生產流程的靈活性，降低單位產成品能源及資源耗用量

Directional Targets on Environmental Protection 環境保護的方向性目標

Environmental Objectives 環境目標	Environmental Protection Facilities/ Environmental Protection Practices 環保設施/環保常規	Specific Environmental Performance 具體的環境效益指標
Reducing Air Emissions 減少廢氣排放	<ul style="list-style-type: none"> Adopt appropriate filtration equipment 採用合適的過濾設備 Utilising coating with VOC level as low as legally required 根據國家法律要求，使用揮發性有機化合物含量盡可能低的塗料 	<ul style="list-style-type: none"> Improved the efficiency of treatment facilities, such as Regenerative Thermal Oxidiser (RTO) furnace, for exhaust gas collection and disposal 提高了處理設施的效率，例如用於廢氣收集和處理的蓄熱式熱氧化爐(RTO)
Minimising Waste 減少廢棄物	<ul style="list-style-type: none"> Utilising equipment, technology, or design product that minimises waste generation 採用可減廢的設備或技術 Promoting a paperless environment and digitising records 加強無紙化的營運及檔案管理 	<ul style="list-style-type: none"> Reduced total wastage 減少了總廢棄物量
Increasing Water Efficiency 提升用水效益	<ul style="list-style-type: none"> Implementing a sewage treatment and recycling system to reuse treated wastewater that meets regulatory standards 透過污水處理回收系統，重用處理達標後的廢水 	<ul style="list-style-type: none"> Reduced freshwater consumption by reusing the production wastewater 透過重複利用生產廢水，減少了淡水消耗

GREEN DEVELOPMENT AND ECO-BALANCE

綠色發展 生態平衡

Green Operations 綠色營運

Recognising that environmental sustainability is key to our long-term success, the Group has consistently committed to fully integrating an environmental strategy into our operations. All our manufacturing sites have established comprehensive Environmental Management Systems (EMS) and comply with ISO 14001 Environmental Management System Standards.

本集團深知環境可持續發展乃我們取得長期成功的關鍵，因此一直致力將環境策略全面融入業務營運中。我們所有生產基地均已建立全面的環境管理體系(EMS)，並符合 ISO 14001 環境管理系統標準。



Besides, the Group has enhanced the product research and development by incorporating sustainable development concepts. We actively promote environmental protection awareness throughout all levels of our value chain, ensuring that sustainability is a core principle in everything we do.

此外，集團通過融入可持續發展理念，加強了產品研發。我們積極在價值鏈的各個層面推廣環保意識，確保可持續發展成為我們一切行動的核心原則。

Green Product 綠色產品

Singamas has showcased significant innovation and comprehensive services in the container field for energy storage systems, positively contributing to the global green energy-saving market. Our efforts in this area include:

勝獅集團在儲能箱領域展示了強大的創新力和全方位服務，為滿足全球綠色節能市場的需求做出了積極貢獻。以下是我們在這方面的努力：

Expanding the Development of Energy Storage Container

The Group remains dedicated to the energy storage sector, providing a comprehensive range of customisation services, including design, manufacturing, integration, electrical measurement, logistics, and on-site installation. Our products are distributed globally, including regions such as North America, Europe, Australia, and Southeast Asia. Besides, the Group actively participates in the development of large-scale new energy power generation projects.

In 2024, the Group expanded its efforts beyond Asia to Europe, engaging in national-level large-scale energy storage projects, such as the United Kingdom's REP1 and REP2 Photovoltaic Energy Storage Power Stations (英國 REP1 & REP2 光伏儲能電站). Furthermore, the Group is involved in other significant projects in China, such as North Lake Wind Power Base Project in Dunhuang, Gansu (甘肅敦煌北湖風電基地項目), Pingquan Integrated Wind-Solar Energy Storage Project (平泉風光儲一體化儲能項目).

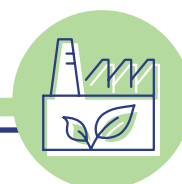
拓展能源儲存集裝箱的開發

本集團仍致力於能源儲存領域，提供全方位的客製化服務，包括設計、製造、集成、電氣測量、物流及現場安裝。我們的產品分銷全球，包括北美、歐洲、澳洲及東南亞等地區。此外，本集團積極參與開發大型新能源發電項目。

2024年，本集團將業務範圍從亞洲擴展至歐洲，參與國家級大型儲能項目，如英國 REP1 及 REP2 光伏儲能電站。此外，本集團亦參與中國內地其他重大項目，如甘肅敦煌北湖風電基地項目、平泉風光儲一體化儲能項目等。

GREEN DEVELOPMENT AND ECO-BALANCE

綠色發展 生態平衡



Automation Technology

Singamas is dedicated to advancing the application of automation technologies in production to enhance efficiency and quality standards. To address the risks linked to material and labour costs, we are consistently investing in automation and upgrading our current equipment to optimise resources utilisation and ultimately contribute to a reduction in emissions.

For instance, Singamas has achieved a reduction in paint consumption per 40-foot container by approximately 2 kg following the implementation of automation technology, resulting in resource savings. Besides, the utilisation of a welding robotic system has decreased the product defect rate by around 5%, thereby enhancing the stability of production quality. Furthermore, the introduction of an Automatic Drilling Machine for floorboards has increased production speed by approximately 10%.

自動化技術

勝獅集團致力於推進自動化技術在生產中的應用，以達到更高的效率和品質標準。為了應對與材料和勞動力成本相關的風險，我們持續投資於自動化技術並升級現有設備，以優化資源利用，並有助於減少排放。

例如，在實施自動化技術後，勝獅集團每40呎集裝箱的油漆消耗量減少了約2千克，從而節省了資源。此外，焊接機器人系統的使用使產品不良率降低了約5%，從而提高了生產質量的穩定性。同時，引入地板自動鑽孔機將生產速度提高了約10%。



Green Procurement

Singamas actively pursues green procurement to align our supply chain with environmental protection and sustainable development goals. Our factories implement tailored measures to ensure that sourced products and materials meet applicable environmental standards.

Singamas ensures that the coatings procured by its factories comply with the Technical Requirement for Low-Volatile Organic Compound Content Coatings (《低揮發性有機化合物含量塗料產品技術要求》), minimising environmental impact. Our procurement departments regularly evaluate suppliers, prioritising those meeting our sustainability criteria and fostering long-term relationships with environmentally compliant partners.

Huizhou Singamas prioritizes sourcing raw materials from suppliers that operate green factories. Besides, it has formalised agreements with key suppliers, including the Commitment on Prohibition of Using Conflict Minerals (《關於禁止使用衝突礦物的承諾書》) and the Supplementary Agreement on Environmental Protection Control (《關於環保管控的補充協議》), to prohibit conflict minerals and enforce environmental controls.

Shanghai Pacific has established a Supplier Environmental and Safety Agreement (《供方環境及安全協議》), ensuring suppliers comply with environmental and safety requirements, prioritising safe production and minimising pollution. Singamas will continue to promote green procurement practices to align our supply chain with high environmental protection and sustainability standards, confidently contributing to our green and sustainable development goals.

綠色採購

勝獅集團一直積極推行綠色採購，以確保我們的供應鏈符合環保和可持續發展的目標。為此，我們的工廠實施了針對性的措施，確保採購的產品和材料符合適用的環境標準。

勝獅集團確保其工廠採購的塗料符合《低揮發性有機化合物含量塗料產品技術要求》，將對環境的影響降至最低。我們的採購部門會定期評估供應商，優先選擇符合我們可持續發展標準的供應商，並與符合環保要求的合作夥伴建立長期合作關係。

惠州勝獅優先從營運綠色工廠的供應商處採購原材料。此外，惠州勝獅亦與主要供應商簽訂正式協議、包括《關於禁止使用衝突礦物的承諾書》及《關於環保管控的補充協議》、以禁止使用衝突礦物並執行環保管控。

上海太平已制定了《供方環境及安全協議》，確保供應商遵守環境及安全要求，優先進行安全生產，並盡量減少污染。勝獅集團將繼續推動綠色採購實踐，使我們的供應鏈符合高環保和可持續發展標準，滿懷信心地為我們的綠色和可持續發展目標做出貢獻。

GREEN DEVELOPMENT AND ECO-BALANCE

綠色發展 生態平衡



Green Deposit 綠色存款

Singamas is dedicated to integrating sustainable development into its investment considerations while actively promoting a low-carbon economy. We have joined the green deposit plans initiated by United Overseas Bank Limited. The funds from these deposits will be directed towards sustainability development initiatives.

勝獅集團致力於將可持續發展理念融入投資考量，同時積極推動低碳經濟。我們已參與由大華銀行有限公司發起的綠色存款計劃。這些存款資金將直接用於可持續發展計劃。



Environmental Impact Management 環境影響管理

The Group has adopted and implemented a series of measures to reduce carbon emissions and optimise the use of energy and resources, for instance, we are utilising electric vehicles, such as forklift, providing preference over the use of renewable energy and installing treatment devices for exhausted gas and sewage.

本集團採取並實施了一系列減少碳排放、優化能源和資源利用的措施，如使用電動車(包括叉車)、優先使用可再生能源、安裝廢氣和污水處理裝置等。



Energy Conservation and Carbon Reduction

As part of the Group's gradual transition toward more sustainable practices, photovoltaic power generation panels are now installed in 3 factories, an increase from 2 factories last year. This shift reduced energy costs and greenhouse gas emissions, benefiting both the environmental and economic value. In 2024, we procured 1,725.15 MWh of renewable energy from our 16,068 square meter solar panel installation, which offset a portion of our energy consumption.

Furthermore, we have broadened our customer size to over 100 new energy companies, an increase from over 80 in 2023. We have also set up a dedicated department focused on the research and development of renewable energy containers.

In our efforts to further reduce carbon emissions, we have transitioned from primarily using diesel to cleaner-burning natural gas. Simultaneously, we have begun replacing fossil fuel vehicles with electric vehicles to limit the environmental impact of road transportation.

節能減碳

作為集團逐步邁向可持續發展的一部分，光伏發電板目前已安裝在 3 家工廠，比去年的 2 家工廠有所增加。這項轉變降低了能源成本和溫室氣體排放量，對環境和經濟價值都有裨益。2024 年，我們從 16,068 平方米的太陽能板裝置中購買了 1,725.15 兆瓦時的可再生能源，抵銷了部分能源消耗。

此外，我們已將客戶規模擴大到 100 多家新能源公司，較 2023 年的 80 多家有所增加。我們還設立了一個專門的部門，專注於可再生能源集裝箱的研發。

在進一步減少碳排放的努力中，我們已從主要使用柴油轉向使用更清潔的天然氣。同時，我們已開始用電動車取代化石燃料車輛，以限制道路運輸對環境的影響。

GREEN DEVELOPMENT AND ECO-BALANCE

綠色發展 生態平衡



Water Resources Management

To safeguard water resources and adhere to local regulations, we strictly oversee wastewater discharge. Alongside routine inspections of our water supply pipelines, we regularly conduct Water Balance Assessments as required by the local Water Affairs Bureau. The data from these assessments helps us identify abnormal water usage patterns and implement targeted improvements to conserve water.

Each of our factories holds a valid Drainage License and meets relevant discharge standards. We have built leading-edge wastewater treatment stations where industrial wastewater is reclaimed for reuse in production, minimising pollutants. For domestic sewage, we deploy biological treatment processes, Membrane Bio-Reactor technology, and carbon filtration, ensuring compliance with emission requirements. Moreover, we rigorously separate rainwater and sewage systems to reduce pressure on wastewater infrastructure and prevent environmental pollution. We promptly repair any pipeline damage to prevent leaks and water loss. During the reporting period, there were no reported issues concerning water resources.

水資源管理

為保護水資源並遵守當地法規，我們嚴格監管廢水排放。除了對供水管道進行例行檢查外，我們還按照當地水務局的要求定期進行水平衡評估。這些評估的數據幫助我們識別異常用水模式，並實施有針對性的改進措施以節約用水。

我們的每家工廠均持有有效的排水許可證，並符合相關排放標準。我們建造了先進的廢水處理站，將工業廢水回收再用於生產，最大限度地減少污染物。對於生活污水，我們採用生物處理工藝、膜生物反應器技術和碳過濾，確保符合排放要求。此外，我們嚴格分離雨水和污水系統，以減輕廢水處理設施的壓力並防止環境污染。我們及時修復任何管道損壞，以防止洩漏和水資源浪費。在報告期內，我們未接獲任何與水資源相關問題的報告。





Waste Management

Singamas is strictly adhered to local waste management law and regulation. Each factory has developed waste disposal management guideline and implemented corresponding measures.

For non-hazardous waste, we implement waste sorting at our production site, placing materials in designated bins. Sorted waste is transferred to disposal sites for further classification and safely transported by qualified parties to government-designated landfills. In addition, we have contracts for solid waste treatment with qualified parties through public bidding, ensuring compliance with the Solid Waste Pollution Law. Singamas actively implements new technologies and processes to mitigate the generation of non-hazardous waste, increase recycling rates, and improve processing efficiency. For instance, one of the major non-hazardous wastes at our factories is scrap steel which is being recycled by selling it to scrap steel suppliers.

For hazardous waste, we adhere to storage and disposal measures in compliance with regulations. We evaluated the hazard level of waste based on established criteria. In accordance with current environmental laws, we systematically collect and store hazardous waste, which is then handed over to qualified third parties for processing to minimise environmental impact. For example, paint residue, a common type of hazardous waste generated

廢棄物管理

勝獅集團嚴格遵守其營運地區內所有廢棄物管理法律法規。我們的每家工廠都制定了廢物處理管理指南，並實施相應的措施。

對於無害廢棄物，我們在生產現場進行廢物分類，將物料放置在指定的垃圾桶中。分類後的廢物隨後被轉運至處理場所進行進一步分類，並由合格的專業機構安全運輸到政府指定的堆填區。此外，我們通過公開招標與合資格的機構簽訂固體廢物處理合同，確保遵守《固體廢物污染法》。勝獅集團還積極採用新技術和新工藝，以減少無害廢棄物的產生、提高回收率和處理效率。例如，我們工廠的主要無害廢棄物之一是廢鋼，通過將其出售給廢鋼供應商以實現回收利用。

對於有害廢棄物，我們遵守符合法規的儲存和處置措施。我們根據既定標準評估廢棄物的危險等級。根據現行環境法律，我們系統性地收集和儲存有害廢棄物，然後交給合資格的第三方進行處理，以最大限度地減少對環境的影響。例如，在我們的生產過程中產生的常見有害廢棄物一油漆殘留物，根據政府法規由合資格的機構進行處置。此外，惠州勝獅已加強其有害廢棄物儲存設

GREEN DEVELOPMENT AND ECO-BALANCE

綠色發展 生態平衡



during our production process, is disposed of by qualified parties as mandated by government regulations. Furthermore, Huizhou Singamas has enhanced its hazardous waste storage facilities with windproof, rainproof, and leak-proof measures. We labelled the hazardous waste clearly to indicate its nature, we also established a hazardous waste management procedure and maintained relevant records. This ensures all factories follow a standardised management procedure from the generation to the transfer and disposal of hazardous waste.

Singamas regularly monitor material utilisation rates and analyse the usage of various materials. In addition, we enhance employees' awareness of resources conservation through structured training programs, effectively reducing material wastage.

施，採取防風、防雨和防漏措施。我們明確標示有害廢棄物的性質，並制定了有害廢棄物管理程序及相關記錄。這確保所有工廠從有害廢棄物的產生到轉移和處理都遵循標準化的管理程序。

勝獅集團定期監測材料利用率，分析各類材料的使用情況。此外，我們通過系統化培訓計劃提高員工的資源節約意識，有效減少材料浪費。



Exhaust Gas Management 廢氣管理

The Group's production process inevitably generates air pollutants, however, we strictly adhere to relevant regulations and various emission standards established by the regions in which we operate. To mitigate air pollutants from both vehicles and production processes, we employ advanced technology and implement strict management practices.

We are gradually phasing out fuel-powered vehicles and replaced by electric vehicles and reminding our drivers to turn off the engine while the vehicles are not running. Besides, we provide low-carbon training for drivers - an educational program focused on reducing emissions through efficient driving practices and sustainable choices - to raise their awareness of emissions reduction.

We conduct regular maintenance of our exhaust gas treatment facilities, such as RTO. To further reduce exhaust gas emissions, we have transitioned from oil-based to water-based paints, and modified our pre-treatment machines from spray to roller coating, thereby lowering the use of thinners and helping to control VOC generation. Additionally, we regularly monitor exhaust gases and maintain our environmental protection equipment to ensure continuous compliance with emissions standards. By enhancing measures in production lines, we can improve the collection rate of organic waste gases and further reduce overall emissions.

All these measurements help us ensure compliance with emission standards throughout the year while also enhancing and improving our exhaust gas treatment facilities to further reduce emissions.

本集團的生產過程無可避免地會產生空氣污染物，但我們嚴格遵守相關法規及營運地區制定的各種排放標準。為了減少車輛和生產過程中產生的空氣污染物，我們採用了先進的技術，並實施嚴格的管理措施。

我們正逐步淘汰燃油車輛，改用電動車輛，並提醒駕駛員在車輛未運行時關閉引擎。此外，我們為駕駛者提供低碳培訓 – 一個專注於透過高效駕駛方式和可持續選擇來減少排放的教育計畫 – 以提高他們的減排意識。

我們定期維護廢氣處理設施，例如蓄熱式熱氧化爐(RTO)。為了進一步減少廢氣排放，我們已從油性漆轉向水性漆，並將預處理機器從噴塗改為滾塗，從而降低了稀釋劑的使用量，並有助於控制揮發性有機化合物(VOC)的產生。此外，我們定期監測廢氣並維護環保設備，以確保持續符合排放標準。通過加強生產線上的各項措施，我們可以提高有機廢氣的收集率，並進一步減少總體排放。

這些措施幫助我們確保全年符合排放標準，同時增強和改進了我們的廢氣處理設施，以進一步減少排放。

Packaging Materials 包裝物料

Considering the nature of the Group's business, we seldom employ packaging materials in our production and transportation processes.

鑑於集團業務的性質，我們在生產和運輸過程中很少使用包裝材料。

QUALITY FIRST AND SAFETY ASSURANCE

卓越品質 安全承諾



Quality Assurance 品質保證

Product Responsibility

Singamas is well aware of its responsibility to protect the interests of stakeholders by producing high-quality and safe products, and for such purpose, all of our factories implement ISO9001:2015 quality management system to monitor the quality of our products. We strictly enforce quality inspection procedures covering raw materials, the entire production process, and finished products.

產品責任

勝獅集團深知有責任通過生產高品質和安全的產品，來保護持份者的利益。為此，我們的所有工廠均實施ISO9001:2015品質管理體系，以監控產品質量。我們嚴格執行質量檢驗程序，涵蓋原材料、整個生產過程以及成品。

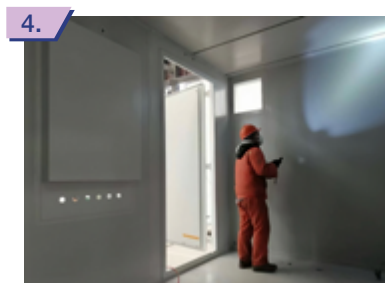


Iso9001:2015 Quality Management System Certificate
ISO9001:2015 質量體系認證證書

We regularly conduct quality inspections on raw materials to ensure product quality. When raw materials are found to have quality issues, we convene meetings with suppliers to discuss the problems and request an action plan. For more details on supplier management, please refer to section 6.2, Sustainable Supply Chain Management.

我們定期對原材料進行質量檢查，以確保產品質量。當發現原材料存在質量問題時，我們會與供應商召開會議，討論問題並要求其提供行動計劃。有關供應商管理的更多詳情，請參閱第6.2節「可持續供應鏈管理」。

Our Basic Quality Control Process 我們的基本品質管控流程



Conduct a detailed examination
of raw material
對原材料仔細檢查

Inspect equipment specifications after installation in
accordance with the relevant drawing
根據圖紙，安裝後進行設備規格的檢驗

Verify label dimension in the
completion process
完工線檢查標貼的定位尺寸

Check the interior of
the finished container
再次對成品箱內部進行檢驗

Verify the container number,
door seal etc.
再次核對箱號，檢查門封等

QUALITY FIRST AND SAFETY ASSURANCE

卓越品質 安全承諾

We are committed to ensuring that all employees possess the necessary knowledge and skills. Accordingly, we regularly organise training sessions for the Quality Inspection Department. Each inspector must complete comprehensive training and meet all qualification requirements before being authorised for on-site work. Inspections are conducted strictly in accordance with industry standards and customer requirements, and each product is verified prior to delivery. This rigorous process helps us maintain high-quality output and meet our customers' diverse needs.

The Group also have a mechanism for gathering customer feedback on products and services from our factories, identifying areas for improvement. Staff from management offices regularly visit factories for random checks and communicates any necessary improvements. In addition, we compile periodic statistics on customer feedback, complaints, and quality inspection reports. During the reporting year, the Group totally received eight complaints, all of which were resolved. No products were recalled due to quality issues. It reflects our ongoing commitment to providing safe, reliable products and ensuring customer satisfaction.

我們致力於確保所有員工都具備必要的專業知識和技能。為此，我們定期為品質檢驗部門的人員舉辦培訓活動。每位檢驗人員都必須接受全面的訓練，並滿足所有資質要求，才能獲准進行現場工作。在每件產品交付前均按照嚴格的行業標準和客戶要求進行檢驗。這一嚴格的流程幫助我們保持高質量輸出並滿足客戶的多元化需求。

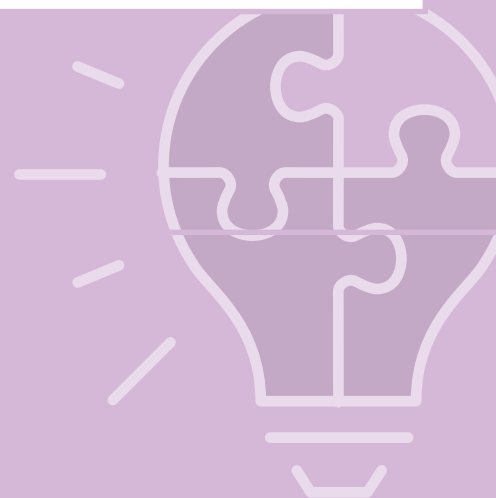
集團還建立了收集客戶對工廠產品和服務反饋的機制，以識別需要改進的地方。公司管理人員定期訪問工廠進行隨機檢查，並傳達任何必要的改進建議。此外，我們定期統計客戶反饋、投訴和質量檢驗報告。在報告期內，集團共收到八起投訴，所有投訴均已解決。沒有產品因質量問題被回收。這反映了我們持續提供安全可靠產品並確保客戶滿意度的承諾。

Intellectual Property Rights Protection

Singamas emphasises patent applications as essential for establishing intellectual property rights. Under the guidance of the Group's patent-specialised team, each factory actively contributes to the Group's innovation-led development. We conduct regular employee training programs focused on intellectual property rights to foster a strong sense of innovation, integrity, and the importance of intellectual property rights protection among employees. Prior to initiating product design and development, each factory conducts a comprehensive assessment to ensure compliance with copyright and intellectual property regulations, thereby mitigating the risk of potential infringements. For new projects, we promptly apply for various types of patents, including invention and utility model patents, to secure the necessary legal protection for our innovations. This approach is not only safeguarding our Group's intellectual outputs but also contributing to our long-term competitiveness in the market.

知識產權保護

勝獅集團非常重視專利申請，將其視為建立知識產權的關鍵，在集團專利專業團隊的指導下，集團內各工廠積極參與，推動集團以創新為主導的發展。我們定期舉辦以知識產權為重點的員工培訓課程，培養員工強大的創新、誠信意識，以及保護知識產權的重要性。在開始產品設計和開發之前，本集團進行全面評估，以確保完全符合版權和知識產權法規，從而降低潛在侵權風險。對於新項目，我們及時申請各種類型的專利，包括發明專利和實用新型專利，為我們的創新努力爭取必要的法律保護，這不僅保障了本集團的知識產權成果，也有助於我們在市場上的長期競爭力。



QUALITY FIRST AND SAFETY ASSURANCE

卓越品質 安全承諾

Information Security and Personal Data Protection

Singamas is committed to securely handling intellectual property, including product designs and materials lists. The Group provides training to relevant staff to increase awareness of intellectual property protection. All files are stored in designated folders, which are properly encrypted.

Singamas primarily operates on a business-to-business model, most of the personal data we collect pertains to our employees. In addition to standard cybersecurity measures including firewalls and anti-virus software, we maintain a dedicated system with an encrypted database for storing sensitive data, with access limited to authorised personnel. We also employ mail gateway protection technology, which flags outgoing emails containing sensitive information. These steps enable the Group to adapt to evolving threats and maintain a high level of data protection for all stakeholders involved.

資訊安全及個人數據保護

勝獅集團致力於安全處理知識產權，包括產品設計和材料清單。集團為相關員工提供培訓，以提高知識產權保護意識。所有文件均存儲在指定文件夾中，並進行適當加密。

勝獅集團主要採用企業對企業模式營運，我們收集的大部分個人數據與員工相關。除了標準的網絡安全措施(包括防火牆和防病毒軟件)外，我們還維護一個專用系統，其中包含用於存儲敏感數據的加密數據庫，僅限授權人員訪問。我們還採用郵件網關保護技術，對包含敏感信息的外發郵件進行標記。這些措施使集團能夠適應不斷變化的威脅，並為所有相關持份者保持高水平的數據保護。



Sustainable Supply Chain Management 可持續供應鏈管理

Suppliers Management

When selecting suppliers, Singamas considers multiple criteria, including company background, product or service quality, price, service performance, and corporate social responsibility. We place particular emphasis on suppliers' commitments to environmental protection and give preference to companies that hold relevant ISO certifications and other quality credentials. This approach ensures that the suppliers we collaborate with not only meet our high-quality product and service requirements but also align with our values in terms of environmental protection and corporate social responsibility, thereby contributing to the sustainable development of our supply chain.

供應商管理

在選擇供應商的時候，勝獅集團會考慮多方面的條件，包括公司背景、產品或服務的質量、價格、服務過程的表現以及企業的社會責任。我們尤其重視供應商對環保的承諾，並優先考慮持有相關 ISO 認證及其他品質認證的公司。這種做法確保了與我們合作的供應商不僅能滿足我們對產品和服務的高品質要求，還能在環境保護和企業社會責任方面與我們的價值觀保持一致，從而為我們供應鏈的可持續發展做出貢獻。

Regular Assessment

Singamas regularly assesses qualified suppliers to identify potential supply chain risks, such as environmental and social risks, ensuring qualified suppliers maintain satisfactory performance. For those who fail our assessment, the Group issues warnings and requires the corrective actions within a specific timeframe. If a supplier encounters few quality issues, its qualification to supply the affected products will be revoked. This approach effectively safeguards the sustainability of the supply chain, enabling Singamas to maintain high-quality partnerships and minimise risks associated with non-compliant suppliers.

定期考核

勝獅集團定期評估合格供應商以識別潛在的供應鏈風險，如環境和社會風險。這是為了確保合格供應商保持令人滿意的表現。對於不符合評估標準的供應商，勝獅集團會發出警告，並要求他們在特定時間內採取糾正措施。如果供應商出現質量問題，那麼其供應相關產品的資格將被取消。這種方式有效確保了供應鏈的可持續性，使勝獅集團能夠維持高質量的合作關係，並最大限度地降低與不合規供應商相關的風險。

QUALITY FIRST AND SAFETY ASSURANCE

卓越品質 安全承諾

Supplier Engagement and Knowledge Sharing

Singamas shares its sustainable development concepts and experiences with suppliers through various channels, such as supplier conferences, visits, and on-site inspections. We actively draw upon advanced knowledge and the latest technologies, both domestically and abroad, to further enhance sustainable development within our supply chain. By fostering collaboration and knowledge sharing, we strive to create a more resilient and sustainable supply chain for the future.

供應商會議和經驗分享

勝獅集團通過供應商研討會、參觀、實地考察等多種管道，與供應商分享可持續發展的理念和經驗。我們積極吸取國內外的先進經驗和最新技術，旨在推動供應鏈的可持續發展。通過促進合作和知識共享，我們努力為未來創造一個更具韌性和可持續性的供應鏈。

Quality Assurance and Product Excellence Workshop
質量保證與產品卓越工作坊



Throughout the year, Huizhou Singamas conducted a quality control workshop for employees, designed to strengthen their understanding of relevant standards and optimise quality management practices.

本年度，惠州勝獅為員工舉辦了質量控制工作坊，旨在加強他們對相關標準的理解並優化質量管理實踐。

Suppliers Network

During the Year, the Group engaged a total of 863 suppliers from China, America, Australia, Europe, and Southeast Asia. All suppliers have met our supplier practice requirements.

供應商網絡

本年度，集團與來自中國、美國、澳洲、歐洲及東南亞的共863家供應商合作。所有供應商均符合我們的供應商實踐要求。

CULTIVATING TALENTS AND SHARING SUCCESS

培養人才 共享成果



Employment Compliance

Singamas is committed to diversity and inclusion, integrating these principles into every aspect of our corporate culture. We believe that a diverse, inclusive, and equitable environment allows us to unlock the full potential and creativity of all stakeholders.

The Group strictly complies with the local laws and regulations, ensuring that employees receive wage, benefits and working conditions that meet the legal requirements. Any form of discrimination and unfair treatment is prohibited.

Our recruitment and promotion processes are fair, transparent, and free from discrimination based on age, gender, marital and family status, race, colour, nationality, religious beliefs, political affiliation, or sexual orientation. We have established a series of related policies to guarantee equal opportunities for all employees. Upholding the principle of "fit for purpose," we evaluate candidates based on their performance, experience, skills, and potential. We welcome diverse talents, supporting them in achieving career aspirations and fostering an inclusive environment that values unique contributions.

Our employment contracts explicitly outline the terms related to the social insurance or Mandatory Provident Fund (MPF) including contribution base and payment ratio, the implementation of the flexible working hours system, and the calculation of working hours. This ensures the protection of employees' rights and interests. Besides, our Group's policies define the standards for remuneration, benefits, hiring and termination, promotion, occupational safety and health, prevention of child labour and forced labour, as well as anti-discrimination measures.

僱傭合規

勝獅集團致力於將多元化和包容性融入我們企業文化的各個方面。我們堅信，一個多元、包容、公平的環境能充分發揮所有持份者的潛力和創造力。

本集團嚴格遵守當地法律法規。我們確保員工獲得符合法律要求的工資、福利和工作條件，並禁止任何形式的歧視和不公平待遇。

我們的招聘和晉升流程公平透明，不受年齡、性別、婚姻和家庭狀況、種族、膚色、國籍、宗教信仰、政治聯繫或性取向的影響。我們制定了一系列相關政策，以保證所有員工享有平等機會。我們採取「適才適用」的原則，根據應徵者的表現、經驗、技能和潛力來評估他們。我們積極鼓勵多元化人才加入我們的團隊，支持他們實現職業抱負，並營造一個重視獨特貢獻的包容性環境。

我們的僱傭合同明確列出社會保險以及強制性公積金(MPF)的相關條款，包括繳納基數和繳納比例、彈性工時制度的實施、工時的綜合計算。確保員工的權益得到有效保障。我們的集團制度詳述了有關薪酬、福利、聘用和解僱、晉升、職業安全和健康、防止童工和強迫勞動以及反歧視措施的標準。

CULTIVATING TALENTS AND SHARING SUCCESS

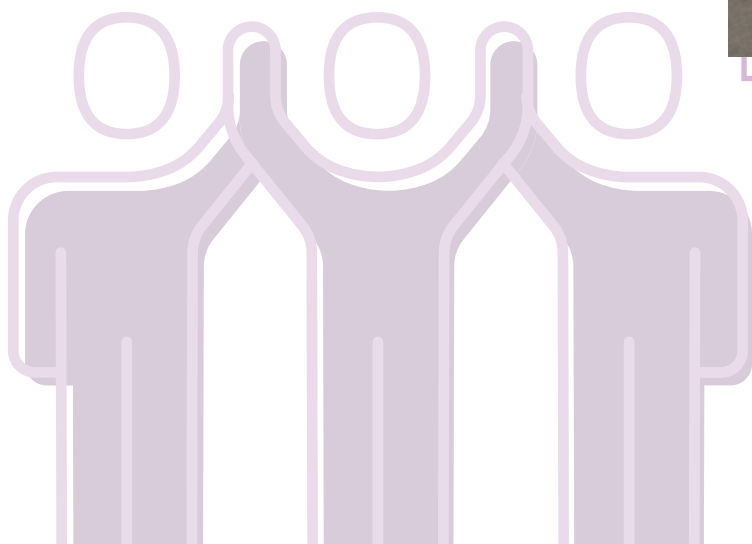
培養人才 共享成果

The Group enforces a strict policy against child labour and forced labour, verifying employees' identification before hiring. In instances where unlawful employment practices are suspected, we promptly investigate and address the issue in accordance with established policies. The Human Resources Department is responsible for implementing, refining, and regularly reviewing relevant policies.

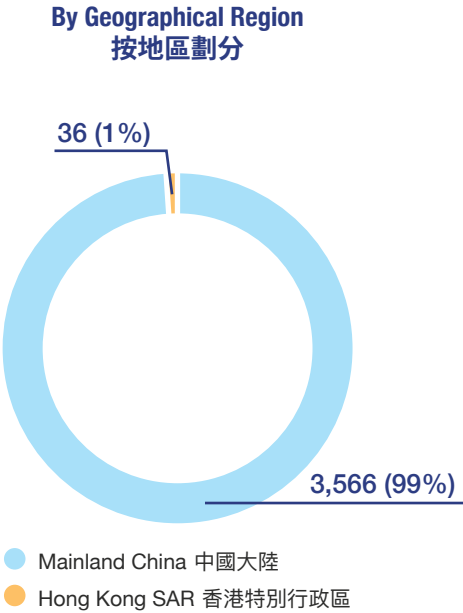
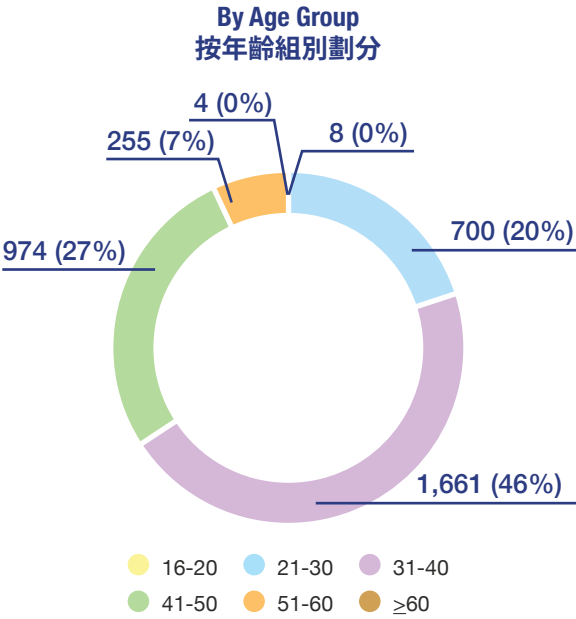
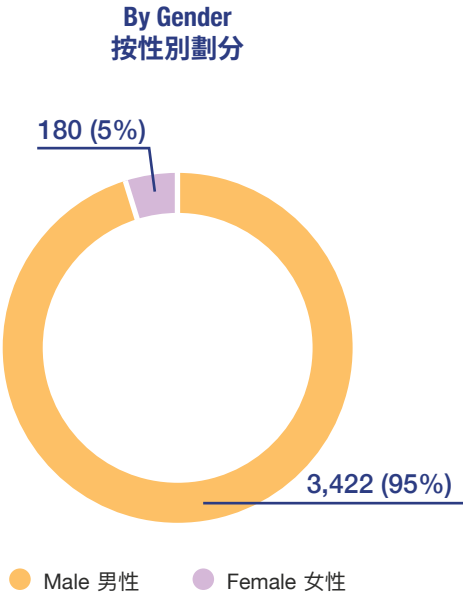
These requirements are expected to be applicable to our partners, such as suppliers, contractors, subcontractors and service providers.

集團嚴格執行禁止童工和強迫勞動的政策，並在員工入職前核實其身份證明。如果懷疑存在非法僱傭行為，我們會根據既定政策及時調查並處理問題。人力資源部門負責實施、完善並定期審查相關政策。

上述要求也適用於我們的供應鏈合作夥伴，包括但不限於供應商、承包商、分包商和服務供應商。



Our Team 我們的團隊



CULTIVATING TALENTS AND SHARING SUCCESS

培養人才 共享成果

Remuneration and Benefits 薪酬與福利

The Group recognises that a designed remuneration and benefits package is an essential investment in our workforce. Our benefits program encompasses the financial and non-financial rewards offered in return for employee's contributions.

本集團認識到，設計完善的薪酬與福利方案是對我們員工隊伍的重要投資。我們的福利計劃涵蓋了為回報員工貢獻而提供的財務與非財務獎勵。



Heatstroke Prevention
and Cooling Fee
防暑降溫費

Long Service
Awards
長期服務獎

Reimbursement Of
Training Expenses
培訓費用報銷

Health Check
健康檢查

Festival Gift
節日禮物

Free Snacks or Drinks
or Fruits
免費零食、飲品與水果

Free Shuttle Bus
免費接駁巴士

Birthday Gift
生日禮物

Provide Employees' Accommodation
為員工提供住宿

Insurance Beyond Statutory Requirement
(such as Medical Insurance)
法定要求以外的保險
(如醫療保險)

We acknowledge the importance of cultivating strong interpersonal connections within our teams. Accordingly, we regularly organise events that foster employee interaction and strengthening workplace relationships. We also support work-life balance initiatives, enabling that our employees to succeed both personally and professionally.

集團認同培養團隊成員之間人際關係的重要性。因此，我們定期組織活動，以及加強職場人際關係。我們致力於促進工作與生活的平衡，確保我們的員工能夠在個人和專業兩方面都有卓越的表現。



Festival Celebration Activities in Hong Kong office
香港辦公室慶祝節日活動

Employee Care Activities held in Hong Kong Head Office 在香港辦公室舉行的僱員關懷活動

We held celebratory events for employees during occasions such as the Mid-Autumn Festival, Christmas, and the New Year. These gatherings offered opportunities for employees to come together, enjoy festival activities, and strengthen their mutual connections.

在中秋節、聖誕節和新年等各種節日，都會為員工舉辦慶祝活動。這些活動提供了一個平台，讓員工聚在一起，享受節日活動，並加強彼此的聯繫。

The International Women's Day Activities held in Shanghai Baoshan 上海寶山舉辦國際婦女節活動

In celebration of International Women's Day, we prepared special gifts for our female employees. We believe that recognising and honouring their contributions boosts workplace morale and helps foster a more supportive environment.

在國際婦女節期間，我們為女性員工準備了精美的禮物，我們相信對女性員工的肯定和表揚可以提升工作場所的士氣，並有助於營造一個更加支持性的工作環境。



International Women's Day Celebration
慶祝國際婦女日

Employee Activities Organised at the Huizhou Singamas 惠州勝獅舉辦的員工活動



Distribution of Gifts at Labour Union Site
員工之家分發福利

Our labour union serves as a supportive community for employees and a key communication channel with the Group.

工會的功能是作為員工的支援社區，並促進員工與組織之間的溝通。

CULTIVATING TALENTS AND SHARING SUCCESS

培養人才 共享成果

Cultivate Talents 培育人才

We are convinced that a skilled and professional workforce is essential to thriving in a competitive market. Consequently, Singamas proactively fosters a learning culture, drives the organisational transformation and leverages new technologies, equipment and management concepts.

我們深信，只有擁有一支專業的精英團隊，才能在競爭激烈的市場中不斷成長和成功。因此，勝獅集團積極在內部營造學習的氛圍，推動組織轉型升級，利用新技術、新設備和新的管理理念。

Talent Cultivation Policies and Initiatives of Singamas 勝獅集團的人材培育政策和措施

Foster a Culture of Learning

培養學習氛圍

We encourage continuous learning to facilitate organisational transformation and embrace innovative technologies and management techniques.

勝獅集團提倡持續學習的文化，以推動本集團轉型並採用創新技術和管理方法。

Training Assessment 培訓評估

The Human Resources Department systematically identifies skill gaps and develops annual training plans, including induction programs for new employees.

人力資源部門系統性地識別技能差距並制定年度培訓計劃，包括新員工的入職培訓計劃。

Professional Skills Training 專業技能培訓

Through the Mentor Program, the job-specific training is provided on the subject of safety, integrity, and environmental protection.

通過導師計劃，提供針對工作崗位的培訓，內容涵蓋安全培訓、廉潔培訓和環保培訓等。

External Professional Qualification Training 外部專業資格培訓

We encourage employees to participate in professional qualification training and offer financial assistance scheme to help employees obtain recognised certification.

我們鼓勵員工參與專業資格培訓，提供資助計劃以支持員工取得認可的證書。

Self-directed Learning and After-work Study 自主學習和工餘進修

Employees are encouraged to pursue continuous education and self-study in their leisure time.

鼓勵員工在業餘時間追求持續教育和自我學習。

Throughout the Year, the Group has organised a range of training programs across various areas, equipping employees with essential skills and knowledge to excel in their roles.

本年度，本集團在不同領域舉辦了一系列培訓，讓員工掌握必要的技能和知識，提升他們的專業能力。

Management Skills Enhancement Training at Xiamen Pacific 廈門太平管理技能提升培訓

We organised a comprehensive training programme for frontline managers, aimed at strengthening their management abilities and improving overall work efficiency.

我們為前線管理人員舉辦了全面的培訓課程，旨在提升他們的管理技能和提高工作效率。



Communication Group Event Held by Huizhou Singamas 惠州勝獅舉行交流小組活動

We organised communication groups from time to time to share successful experiences in business development. This series of exchange activities not only facilitates knowledge sharing but also fosters innovation and improvement, providing a continuous source of momentum for the Group's development.

我們不定期組織交流小組，分享業務發展的成功經驗。這一系列的交流活動不僅促進了知識的共享，也促進了創新和改進，為集團的發展提供了源源不絕的動力。



Skills Competition Held by Huizhou Singamas 惠州勝獅舉辦技能比賽

The contests successfully motivated employees to learn and develop, cultivating a competitive learning atmosphere. We intend to continue hosting such events to further enhance its employees' professional skills.

這些比賽激發了員工學習和發展的動力，強調競爭性的學習環境。勝獅集團將繼續舉辦類似的活動，以提高員工的專業技能。

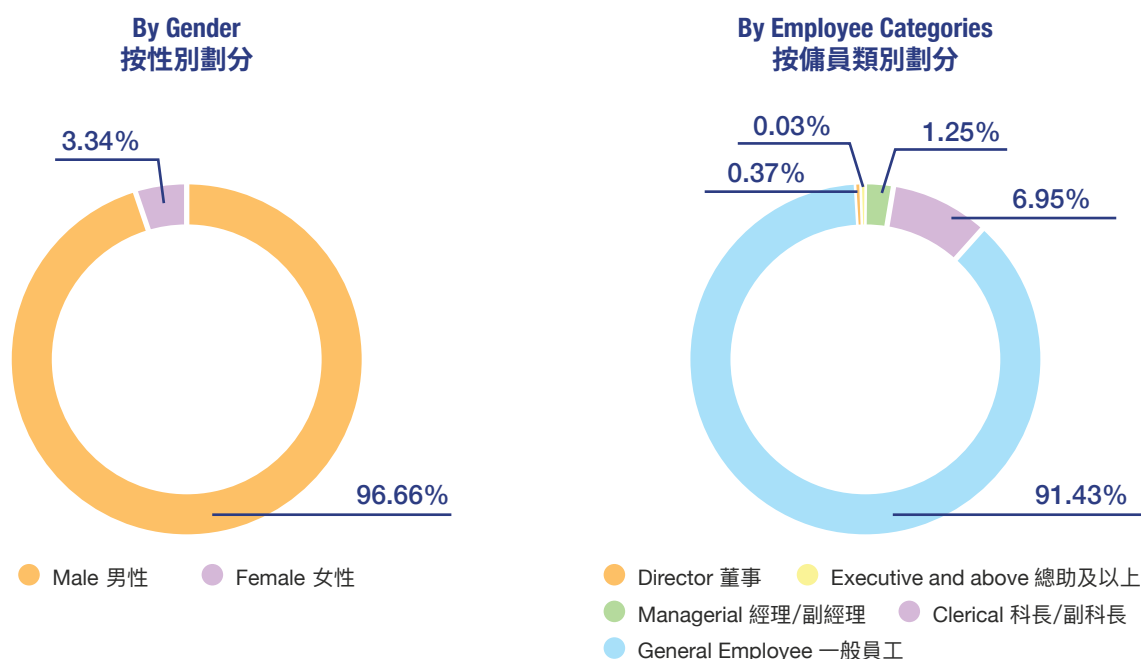
CULTIVATING TALENTS AND SHARING SUCCESS

培養人才 共享成果

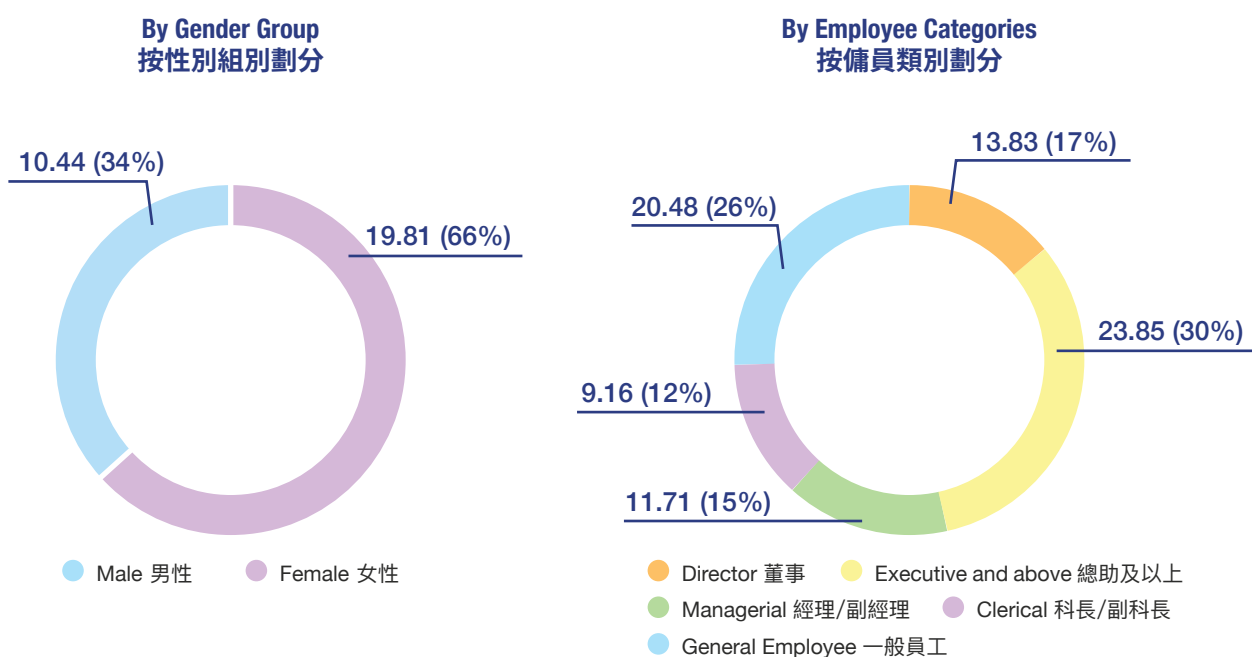
The Group continues to provide a series of trainings for our employees. During the year, the Group's employee training ratios and average hours by category are as follows:

本集團持續為我們的員工提供一系列的培訓。本年度集團僱員按類別分類的培訓比率及平均時數如下：

The Percentage of Total Employees Trained by Gender and Employee Category
按性別和員工類別劃分的受訓總員工百分比



Average Training Hours Completed per Employee by Gender and Employee Category
按性別和員工類別劃分每名僱員的平均受訓時數



Occupational Health and Safety Management

Singamas strictly complies with local laws and regulations to ensure a safe and healthy working environment. We conduct health checks during the onboarding, employment, and upon offboarding, maintaining a comprehensive record for each employee. Given that some roles involve higher risk, we proactively identify hazardous locations and critical points in workflow, providing necessary safety equipment, facilities, and tools. In addition, we regularly clean and maintain working environment.

Our Occupational Safety, Health, and Environment Department (the “OSHE”) periodically evaluates occupational health and safety performance, supplemented by engaging third-party audits that assess our practices. Furthermore, we offer safety training, such as fire safety drill, and set up a psychological counselling hotline. Singamas remains committed to safeguarding the safety and health of the employees.

職業安全健康管理

勝獅集團嚴格遵守當地法律法規，確保員工擁有安全健康的工作環境。我們在員工入職、在崗和離職階段都會進行健康檢查，為每位員工保留一份全面的記錄。鑒於部分員工在較高風險區域工作，我們積極找出危險地點及工作過程中的危險點，並提供必要的安全設備、設施及工具。此外，我們定期進行工作環境清潔和維護。

我們的職業安全、健康與環境部（OSHE）會定期評估職業健康與安全表現，並透過第三方審核人員來評估我們的實踐。此外，我們提供安全培訓，如消防安全演習，並為員工提供心理諮詢熱線。勝獅集團將始終致力於保障員工的安全與健康。

Fire Safety Drill 消防安全演習

To support the fire safety initiatives in 2024 and enhance fire safety education, we are committed to protecting our personnel and Group's assets. As materials like paints used in our production process are flammable and pose a fire risk, it is crucial to strengthen our fire drills. Therefore, we conducted this fire drill and facilitating the evacuation of personnel on-site.

為響應2024年的消防安全倡議並加強消防安全教育，保障人員及集團資產安全。由於生產過程中使用的油漆等材料屬易燃物質，存在火災風險，加強消防演練至關重要。因此，我們於年內進行此次消防演練，並協助現場人員疏散。



CULTIVATING TALENTS AND SHARING SUCCESS

培養人才 共享成果

Workplace Safety and Health Management 工作場所安全與健康管理

Attaching importance to the well-being of employees: 重視員工福祉：	The Group prioritises employee health and safety, ensuring a positive working environment. 本集團優先重視員工的健康與安全，確保員工擁有良好的工作環境。
Compliance with regulatory requirements: 遵守法規要求：	The Group committed to comply with the relevant laws and regulations to ensure the compliance. 本集團遵守營運所在司法管轄區的相關法律和法規，以確保業務合規。
The OSHE Department Oversight: 職業健康安全環境部門：	A dedicated OSHE Department manages the risk assessments, identifies hazards and oversee safety measures. 成立專門的職業健康安全環境部負責風險評估、識別危害並監督安全措施。
Employee engagement and communication: 員工參與溝通：	Employees are encouraged to participate in safety activities and discussion, enhancing overall safety awareness. 我們鼓勵員工參與安全活動和討論，提高整體安全意識。
Promoting safety culture: 推廣安全文化：	The Group fosters a strong safety culture by managing safety risks and promoting employee wellness through structured systems. 集團透過結構化的系統管理安全風險並促進員工健康，培養強大的安全文化。
Third-party audits: 第三方審核：	Regular audits by external organisations ensure safety and health management practices meet high standards, driving continuous improvement. 外部組織的定期審查可確保安全與健康管理實務符合高標準，推動持續改善。

FOSTERING COMMUNITY AND PROMOTING HARMONY

助力社會 共建和諧



Giving Back to the Society 回饋社會

In a highly competitive modern business environment, Singamas emphasises more than just corporate growth. Instead, we integrate social responsibility into our core values, committing ourselves to giving back to the community and making a positive impact on society. We firmly believe that every act of kindness contributes to meaningful change.

在競爭激烈的現代商業環境中，勝獅集團強調的不僅僅是企業成長，更將社會責任融入我們的核心價值。我們致力於回饋社會，為社會產生積極的影響。我們堅信，每一個善意的舉動都能為社會帶來有意義的改變。

Giving Back to the Society, Improve Life

Singamas is convinced that the success of an enterprise is closely linked to the prosperity of the community. Guided by this belief, the Group engages in various community activities designed to improving the living environment of community residents.

Huizhou Singamas regularly supports local charity projects and donated RMB 20,000 to Huiyang District Charity Federation of Huizhou City for the purpose of providing Yonghu Town educational scholarship this year. Beyond directly improving the lives of scholarship recipients, these efforts spark hope and motivation throughout the community. In addition, Huizhou Singamas contributed RMB 10,000 to bolster volunteer services in the Huiyang District Volunteer Corps.

回饋社會，改善生活

本集團深信企業的成功與社區的繁榮息息相關。在此信念的引領下，集團參與了多項旨在改善社區居民生活環境的活動。

惠州勝獅定期支持當地的慈善項目，並向惠州市惠陽區慈善總會捐款人民幣20,000元，作為永湖鎮教育獎學金。這些舉措不僅直接改善了獲獎者的生活，還為整個社區帶來了希望和動力。此外，惠州勝獅贈了人民幣10,000元以支持惠陽區社區的義工服務。

FOSTERING COMMUNITY AND PROMOTING HARMONY

助力社會 共建和諧

Promote Care, Gather Strength

The Group believes that corporate social responsibility is everyone's responsibility. We encourage employees to take part in volunteer work, public welfare projects, and cultural activities. Through these volunteer efforts, it builds a culture where people care about others, society, and nature. This fosters teamwork and unity within the Group, while also helping employees develop greater social awareness and a stronger sense of responsibility. By actively engaging in volunteer service, they form deep emotional connections with local residents, working together to drive the community progress.

提倡關懷，凝聚力量

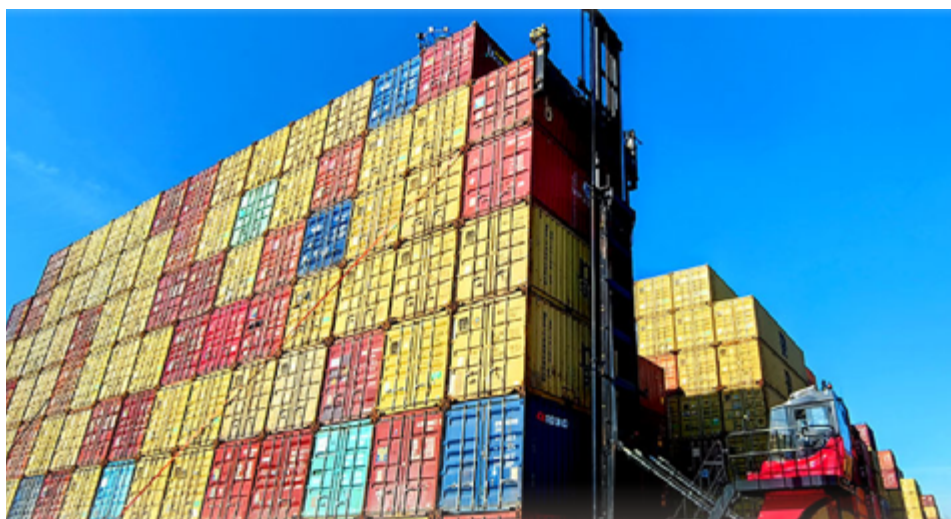
本集團相信企業社會責任是每一個員工的責任。我們鼓勵員工參與義工工作、公益項目和文化活動。透過這些義工工作，我們建立了關心他人、關心社會、關心自然的企業文化。這種企業文化不僅加強了集團內部的團隊合作和團結。還能幫助員工更加關注社會問題，培養更強的責任感。透過積極參與義工服務，他們會與當地居民建立深厚的情感聯繫。一起推動社區進步。

Look Ahead, Further Giving Back to the Society

The Group firmly believes that in the process of connecting with the community, there is still much work ahead. Thus, we are dedicated to constantly improving community welfare and making more significant contributions to community development. We are enthusiastic about collaborating with community organisations that also uphold the concept of sustainability. Moreover, we aim to engage with all social stakeholders to jointly create a better living environment for future generations.

放眼未來，進一步回饋社會

本集團深信，在與社區聯繫的過程中，仍有許多工作要做。因此，我們致力於不斷改善社區福利，為社區發展做出更大的貢獻。我們熱衷於與同樣秉持可持續發展理念的社區組織合作。我們的目標是與所有社會持份者攜手，共同為下一代創造更美好的生活環境。



OUTLOOK TO FUTURE

展望

In recent years, the container industry has entered a new era of opportunity, propelled by a growing global demand for renewable energy containers. Moving forward, our Group will focus on developing specialised containers and offering an array of products, particularly in the renewable energy sector, which presents significant growth potential. Meanwhile, we also actively enhance our research and development and manufacturing capabilities, adhering to the sustainability principle while providing tailored solution. To counteract fluctuation in material and labour cost, we plan to invest in automation. This includes the progressively upgrade of our existing facilities to minimise the impact of cost change but also optimise resource use and boost productivity.

近年來，在全球對可再生能源集裝箱需求不斷增長的推動下，集裝箱行業迎來了新的機遇時代。未來，集團將專注於開發特種集裝箱並提供一系列產品，特別是針對前景廣闊的可再生能源領域。同時，積極提升研發和製造能力，堅持可持續發展的原則，提供全方位的產品定制服務。為了有效降低與材料和勞動力成本相關的風險，我們計劃投資自動化技術，包括升級現有的設施，這不僅有助於降低成本波動帶來的影響，還能優化資源利用率，提高生產力。



APPENDIX 1: HKEX ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

附錄 1: 聯交所《環境、社會及管治報告指引》索引

A	Environment 環境	Corresponding Chapters 對應章節
<i>ASPECT A.1</i> 方面 A.1	Emissions 排放物	Environmental Impact Management 環境影響管理
<i>Indicator A.1.1</i> 指標 A.1.1	The type of emissions and respective emissions data. 排放物種類及相關排放數據	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
<i>Indicator A.1.2</i> 指標 A.1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
<i>Indicator A.1.3</i> 指標 A.1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
<i>Indicator A.1.4</i> 指標 A.1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
<i>Indicator A.1.5</i> 指標 A.1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Directional Targets on Environmental Protection; Environmental Impact Management 環境保護的方向性目標及環境影響管理
<i>Indicator A.1.6</i> 指標 A.1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Directional Targets on Environmental Protection; Environmental Impact Management 環境保護的方向性目標及環境影響管理

ASPECT A.2 方面 A.2	Use of Resources 資源使用	Environmental Impact Management 環境影響管理
Indicator A.2.1 指標 A.2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
Indicator A.2.2 指標 A.2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
Indicator A.2.3 指標 A.2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Directional Targets on Environmental Protection; Environmental Impact Management 環境保護的方向性目標及環境影響管理
Indicator A.2.4 指標 A.2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Directional Targets on Environmental Protection; Environmental Impact Management 環境保護的方向性目標及環境影響管理
Indicator A.2.5 指標 A.2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據

ASPECT A.3 方面 A.3	Environment and Natural Resources 環境及天然資源	Green Operations 綠色營運
Indicator A.3.1 指標 A.3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Green Operations 綠色營運

ASPECT A.4 方面 A.4	Climate Change 氣候變化	Tackling Climate Change 應對氣候變化
Indicator A.4.1 指標 A.4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Tackling Climate Change 應對氣候變化

B	Social 社會	Corresponding Chapter 對應章節
ASPECT B.1 方面 B.1	Employment 僱傭	Our Team; Employment Compliance 我們的團隊及僱傭合規
Indicator B.1.1 指標 B.1.1	Total workforce by gender, employment type (e.g. fulltime or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
Indicator B.1.2 指標 B.1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據

ASPECT B.2 方面 B.2	Health and Safety 健康與安全	Occupational Safety and Health Management 職安健管理
Indicator B.2.1 指標 B.2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
Indicator B.2.2 指標 B.2.2	Lost days due to work injury 因工傷損失工作日數。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
Indicator B.2.3 指標 B.2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Occupational Safety and Health Management 職業安全健康管理

ASPECT B.3 方面 B.3	Development and Training 發展及培訓	Cultivate Talents 培育人才
Indicator B.3.1 指標 B.3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
Indicator B.3.2 指標 B.3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據

ASPECT B.4 方面 B.4	Labour Standards 勞工準則	Employment Compliance 僱傭合規
Indicator B.4.1 指標 B.4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Employment Compliance 僱傭合規
Indicator B.4.2 指標 B.4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Employment Compliance 僱傭合規

ASPECT B.5 方面 B.5	Supply Chain Management 供應鏈管理	Sustainable Supply Chain Management 可持續供應鏈管理
<i>Indicator B.5.1</i> 指標 B.5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
<i>Indicator B.5.2</i> 指標 B.5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Sustainable Supply Chain Management 可持續供應鏈管理
<i>Indicator B.5.3</i> 指標 B.5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Sustainable Supply Chain Management 可持續供應鏈管理
<i>Indicator B.5.4</i> 指標 B.5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Sustainable Supply Chain Management 可持續供應鏈管理

ASPECT B.6 方面 B.6	Product Responsibility 產品責任	Quality Assurance 品質保證
<i>Indicator B.6.1</i> 指標 B.6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
<i>Indicator B.6.2</i> 指標 B.6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
<i>Indicator B.6.3</i> 指標 B.6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Quality Assurance 品質保證
<i>Indicator B.6.4</i> 指標 B.6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程式。	Quality Assurance 品質保證
<i>Indicator B.6.5</i> 指標 B.6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Quality Assurance 品質保證

ASPECT B.7 方面 B.7	Anti-corruption 反貪污	Compliance and Business Ethics 合規與商業道德
Indicator B.7.1 指標 B.7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
Indicator B.7.2 指標 B.7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程式，以及相關執行及監察方法。	Compliance and Business Ethics 合規與商業道德
Indicator B.7.3 指標 B.7.3	Description of the anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Compliance and Business Ethics 合規與商業道德
ASPECT B.8 方面 B.8	Community Investment 社區投資	Giving Back to the Society 回饋社會
Indicator B.8.1 指標 B.8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Giving Back to the Society 回饋社會
Indicator B.8.2 指標 B.8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Giving Back to the Society 回饋社會

APPENDIX 2: SUSTAINABILITY DATA AT A GLANCE

附錄 2:可持續發展數據

Emissions 排放物				
Air Pollutants 空氣污染	Unit 單位	2022	2023	2024
Nitrogen Oxides (NOx) 氮氧化物 (NOx)	kg 千克	58.16	71.65	94.09 ³
Sulphur Oxides (SOx) 硫氧化物(SOx)	kg 千克	0.69	0.61	0.78
Particulate Matter (PM) 顆粒物(PM)	kg 千克	4.81	5.91	7.90 ⁴
Greenhouse Gas (GHG) Emissions 溫室氣體排放	Unit 單位	2022	2023	2024
Direct Emissions (Scope 1) ¹ 直接排放(範圍一) ¹	tonnes of CO ₂ e 公噸二氧化碳當量	11,667.92	7,172.36	10,977.14 ⁵
Indirect Emissions (Scope 2) ² 間接排放(範圍二) ²	tonnes of CO ₂ e 公噸二氧化碳當量	32,209.03	25,547.03	33,462.11 ⁶
Total GHG Emissions 總溫室氣體排放量	tonnes of CO ₂ e 公噸二氧化碳當量	43,876.95	32,719.39	44,439.25
Intensity of Total GHG Emissions 總溫室氣體排放量密度	tonnes of CO ₂ e / total weight of main raw materials (tonnes) 公噸二氧化碳當量/主要原材料總重量(公噸)	0.10	0.12	0.08

Emissions 排放物				
Wastes 廢棄物	Unit 單位	2022	2023	2024
Hazardous Waste 有害廢棄物				
Total Hazardous Waste Produced ⁷ 產生的有害廢棄物總量 ⁷	tonnes 公噸	4,248.72	2,562.66	4,253.38 ⁹
Intensity of Total Hazardous Waste Produced 有害廢棄物產生密度	tonnes / total weight of main raw materials (tonnes) 公噸/主要原材料總重量 (公噸)	0.01	0.01	0.01
Non-Hazardous Waste 無害廢棄物				
Total Non-Hazardous Waste Produced ⁸ 產生的無害廢棄物總量 ⁸	tonnes 公噸	2,264.34	1,324.58	2,036.21 ¹⁰
Intensity of Total Non-Hazardous Waste Produced 無害廢棄物產生密度	tonnes / total weight of main raw materials (tonnes) 公噸/主要原材料總重量 (公噸)	0.0050	0.0049	0.0038

Use of Resources 資源使用情況				
Energy Consumption 能源耗量	Unit 單位	2022	2023	2024
Direct Energy¹¹ 直接能源¹¹				
Petrol Consumption 燃油耗量	kWh in '000s 千千瓦時	13,481.00	8,362.99	14,289.49
Fuel Gas Consumption 燃氣耗量	kWh in '000s 千千瓦時	46,867.24	30,488.16	32,826.59
Total Direct Energy Consumption 總直接能源耗量	kWh in '000s 千千瓦時	60,348.24	38,851.15	47,116.08 ¹³
Indirect Energy¹² 間接能源¹²				
Total Indirect Energy Consumption 總間接能源耗量	kWh in '000s 千千瓦時	56,464.15	44,785.27	62,341.75 ¹⁴
Total Renewable Energy Consumption (solar energy) 總可再生能源耗量	kWh in '000s 千千瓦時	2,043.97	2,198.71	1,725.15
Total Energy Consumption 總能源耗量	kWh in '000s 千千瓦時	118,856.36	85,835.13	111,182.98
Intensity of Total Energy Consumption 總能源耗量密度	kWh in '000s/total weight of main raw materials (tonnes) 千千瓦時(kWh，以千為單位)/ 主要原材料總重量(公噸)	0.26	0.32	0.21
Water Consumption 耗水量	Unit 單位	2022	2023	2024
Water consumption 總耗水量	m ³ 立方米	254,552.30	179,889.57	193,367.00
Intensity of water consumption 總耗水量密度	m ³ /total weight of main raw materials (tonnes) 立方米/主要原材料總重量(公噸)	0.56	0.66	0.36

Use of Resources 資源使用情況				
Packaging Materials Consumption 包裝物料耗量	Unit 單位	2022	2023	2024
Total Packaging Material Consumed ¹⁵ 總包裝物料耗量 ¹⁵	tonnes 公噸	0	0	0
Intensity of Total Packaging Material Consumed 總包裝物料耗量密度	tonnes / total weight of main raw materials (tonnes) 公噸/主要原材料總重量 (公噸)	0	0	0

Notes:

*Unless otherwise stated, all major performance indicators are compiled and calculated in accordance with the “Appendix 2: Reporting Guidance on Environmental KPIs” and “Appendix 3: Reporting Guidance on Social KPIs” in “How to Prepare Environmental, Social and Governance Reports — Environmental, Social and Governance Reporting Guide” published by the Hong Kong Stock Exchange;

**The calculations of GHG emission were based on the Reporting Guidance on Environmental KPIs issued by the Stock Exchange, 2006 IPCC Guidelines for National Greenhouse Gas Inventories, the “Guidelines on Greenhouse Gas Emission Accounting and Reporting” issued by the National Development and Reform Commission (“NDRC”) of the PRC, IPCC Sixth Assessment Report, and the latest emission factors for grid electricity;

*** Since there has been an enhancement in data collection in 2024, the total weight of main raw materials used for intensity has been adopted to provide a more accurate, consistent, and comparable measurement. Besides, we have amended the intensity for 2022 and 2023.

1. Scope 1 refers to direct GHG emissions, which include combustion of fuels in mobile source and stationary equipment.
2. Scope 2 refers to indirect GHG emissions, which include electricity purchased from power companies.

附注：

*除非另有說明，所有主要績效指標均根據香港聯合交易所發佈的《環境、社會及管治報告指南》中的「附錄2：環境關鍵績效指標報告指引」和「附錄3：社會關鍵績效指標報告指引」編製和計算；

**溫室氣體排放量的計算基於聯交所發佈的《環境關鍵績效指標報告指引》、2006年IPCC國家溫室氣體清單指南、中國國家發展和改革委員會（「國家發改委」）發佈的《溫室氣體排放核算方法與報告指南》、IPCC第六次評估報告以及最新的電網電力排放因子；

***由於2024年數據收集方法的改進，採用了主要原材料總重量來計算強度，以提供更準確、一致和可比較的測量。此外，我們已修正2022年和2023年的強度數據。

1. 範圍一指直接溫室氣體排放，包括移動源和固定設備的燃料燃燒。
2. 範圍二指間接溫室氣體排放，包括從電力公司購買的電力。

- | | |
|---|---|
| <p>3-4. The number of trips made by the client reception team to other provinces has increased, leading to a higher frequency of vehicle usage within the Group. Besides, the small truck requires approximately 20 trips per day to transport materials between Baoyang Road and Tieshan Road. Furthermore, data from Xiamen Pacific's executive vehicle was included in 2024. Consequently, this has resulted in an increase in vehicle usage frequency and mileage, which in turn has led to a rise in air pollutants.</p> | <p>3-4. 客戶接待團隊前往其他省份的次數增加，導致集團內部車輛使用頻率上升。此外，小型卡車每天需要約20次往返於寶楊路和鐵山路之間運輸材料。同時，本年度新增廈門太平工廠的行政車輛運輸數據。因此，車輛使用頻率和里程增加，導致空氣污染物排放量上升。</p> |
| <p>5. Due to enhancements in methodology, a greater volume of data has been collected. Besides, the reasons outlined in notes 3-4, the increase in production volume have contributed to a significant increase in Scope 1 emissions in 2024 compared to 2023.</p> | <p>5. 由於方法論的改進，收集了更多數據。此外，附注3-4中提到的原因以及產量的增加，導致2024年範圍一排放量較2023年顯著增加。</p> |
| <p>6. There was an increase in production volume in 2024, resulting in an increase in electricity consumption.</p> | <p>6. 2024年產量增加，導致電力消耗上升。</p> |
| <p>7-8. The data refers to the actual amount of hazardous and non-hazardous wastes generated.</p> | <p>7-8. 數據指實際產生的有害和無害廢棄物量。</p> |
| <p>9-10. Due to enhancements in methodology, a greater number of categories for both non-hazardous and hazardous wastes were collected. Besides, there was an increased in production volume, resulting in an increase in the total weight volume.</p> | <p>9-10. 由於方法論的改進，收集了更多類別的無害和有害廢棄物數據。此外，產量增加導致總重量上升。</p> |
| <p>11. Direct energy consumption is derived from the fuel consumption of mobile source and stationary equipment.</p> | <p>11. 直接能源消耗來自移動源和固定設備的燃料消耗。</p> |
| <p>12. Indirect energy consumption is derived from purchased electricity consumption.</p> | <p>12. 間接能源消耗來自購買的電力消耗。</p> |
| <p>13-14. The rise in direct energy and indirect energy consumption were primarily attributed to the rise in production volume, which led to greater vehicle usage within the factory areas and increased equipment usage.</p> | <p>13-14. 直接能源和間接能源消耗的増加主要歸因於產量上升，導致工廠區域內車輛使用頻率增加以及設備使用量增加。</p> |
| <p>15. The Group has re-defined the definition and packaging material and enhanced the methodology of data collection. We have amended the quantity and intensity in 2022 and 2023 based on the new updated.</p> | <p>15. 集團重新定義了包裝材料的定義，並改進了數據收集方法。根據最新更新，我們已修正2022年和2023年的數量和強度數據。</p> |

Number of Employees by different categories 按不同類別劃分的僱員人數	Unit 單位	2022	2023	2024
By Gender 按性別劃分				
Male 男性	/	3,205	2,537	3,422
Female 女性	/	183	182	180
By Employment Type 按僱傭類型劃分				
Full-time 全職	/	1,809	1,535	1,425
Others 其他	/	1,579	1,184	2,177
Outsourced Employees 外包工	/	214	170	146
By Age Group 按年齡組別劃分				
≤20	/	6	5	8
21–30	/	543	413	700
31–40	/	1,627	1,183	1,661
41–50	/	972	865	974
51–60	/	238	249	255
60 ≥	/	2	4	4
By Geographical Region 按地區劃分				
Mainland China 中國大陸	/	3,359	2,687	3,566
Hong Kong SAR 香港特別行政區	/	29	32	36

Employee's Turnover Rate by different categories 不同類別的員工流失率	Unit 單位	2022	2023	2024
By Gender 按性別劃分				
Male 男性	%	8.54	5.68	14.22
Female 女性	%	1.37	1.83	0.92
By Age Group 按年齡組別劃分				
≤20	%	27.27	19.03	96.82
21–30	%	14.82	15.64	23.58
31–40	%	7.26	4.49	14.62
41–50	%	7.76	2.98	7.00
51–60	%	1.24	0.98	1.15
60 ≥	%	3.33	11.11	1.85
By Geographical Region 按地區劃分				
Mainland China 中國大陸	%	8.20	5.46	15.19
Hong Kong SAR 香港特別行政區	%	1.44	2.65	1.82

**The Percentage of Total Employees
Trained by different categories
按不同類別劃分員工受訓百分比**

**Unit
單位**

2022

2023

2024

**By Gender
按性別劃分**

Male 男性	%	96.50	96.94	96.66
Female 女性	%	3.50	3.06	3.34

**By Employee Category
按僱員類別劃分**

Director 董事	%	0.02	0.05	0.03
Executive and above 總助及以上	%	0.37	0.11	0.37
Managerial 經理/副經理	%	2.59	0.48	1.25
Clerical 科長/副科長	%	7.67	7.34	6.95
General Staff 一般員工	%	89.35	92.02	91.43

The Average Training Hours Completed per Employee by different categories 按不同類別劃分的員工平均受訓時數		Unit 單位	2022	2023	2024
By Gender 按性別劃分					
Male 男性	Hour 小時		8.68	11.77	19.81
Female 女性	Hour 小時		4.60	3.71	10.44
By Employee Category 按僱員類別劃分					
Director 董事	Hour 小時		14.93	13.34	13.83
Executive and above 總助及以上	Hour 小時		4.87	2.04	23.85
Managerial 經理/副經理	Hour 小時		8.20	3.02	11.71
Clerical 科長/副科長	Hour 小時		6.60	5.24	9.16
General Staff 一般員工	Hour 小時		8.66	5.24	20.48
Health & Safety 健康與安全					
Number and rate of work-related fatalities 因工亡故的人數及比率	%		0(0)	0(0)	0(0)
Lost days due to work injury 因工傷損失工作日數	Days 日		322	307	333

Number of suppliers by region 按不同地區劃分的原材料供應商數目	Unit 單位	2022	2023	2024
China 中國	/	1081	1182	857 ¹
Others 其他	/	6	0	6

Product Responsibility 產品責任	Unit 單位	2022	2023	2024
Percentage of total products sold or shipped subject to recalls for safety and health reasons 已售或已運送產品總數中因安全與健康理由而須回收的百分比	%	0	0	0
Number of products and service related complaints received 接獲關於產品及服務的投訴數目	/	44	1	8

Anti-corruption 反貪污	Unit 單位	2022	2023	2024
Number of concluded legal cases regarding corrupt practices 提出並已審結的貪污訴訟案件的數量	/	0	0	0

Notes:

*Unless otherwise stated, all major performance indicators are compiled and calculated in accordance with the “Appendix 2: Reporting Guidance on Environmental KPIs” and “Appendix 3: Reporting Guidance on Social KPIs” in “How to Prepare Environmental, Social and Governance Reports — Environmental, Social and Governance Reporting Guide” published by the Hong Kong Stock Exchange;

** All human resources data provided is based on monthly averages;

*** Full-time employees presented in human resources data include all contract employees, others include agent workers, temporary staffs/ other contract employees, and the number of outsourced workers is not included in the total headcount;

**** General employees presented in the training data include contract staffs, agent workers and temporary staffs; and

***** This statistic is collected based on our total headcount only.

1. The variation in data between 2024 and the previous two years was attributed to a redefined definition of “supplier”. This specifically reflects the total number of suppliers engaged by the Group in 2024.

附注：

*除非另有說明，所有主要績效指標均根據香港聯合交易所發佈的《環境、社會及管治報告指南》中的「附錄2：環境關鍵績效指標報告指引」和「附錄3：社會關鍵績效指標報告指引」編製和計算；

** 所有人力資源數據均基於月度平均值；

*** 人力資源數據中的全職員工包括所有合同員工，其他包括勞務工、臨時員工/其他合同員工，外包工人數未計入總人數；

**** 培訓數據中的普通員工包括合同員工、勞務工和臨時員工；

***** 此統計數據僅基於我們的總人數收集。

1. 2024年與前兩年數據的差異歸因於「供應商」定義的重新界定。這具體反映了2024年集團所合作的供應商總數。

APPENDIX 3: COMPLIANCE POLICY AT A GLANCE

附錄 3：合規政策概覽

Improve Governance and Operate in Compliance 完善治理 合規經營

- Law of the People's Republic of China on Anti-money Laundering
《中華人民共和國反洗錢法》
- Criminal Law of the People's Republic of China
《中華人民共和國刑法》
- Prevention of Bribery Ordinance of Hong Kong
香港《防止賄賂條例》

Green Development and Eco-Balance 綠色發展 生態平衡

- Technical Requirement for Low-Volatile Organic Compound Content Coatings Product
《低揮發性有機化合物含量塗料產品技術要求》(GB/T38597-2020)
- Law of the People's Republic of China on the Prevention and Control of Water Pollution and Other Relevant Laws and Regulations.
《中華人民共和國水污染防治法》
- National Catalogue of Hazardous Wastes
《國家危險廢物目錄》
- Measures on the Management of Hazardous Waste Transfer
《危險廢棄物轉移管理辦法》
- Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste
《中華人民共和國固體廢物污染環境防治法》
- Administrative Measures for Municipal Domestic Waste
《城市生活垃圾管理辦法》
- Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution
《中華人民共和國大氣污染防治法》

Quality First and Safety Assurance 卓越品質 安全承諾

- Product Quality Law of the People's Republic of China
《中華人民共和國產品質量法》
- Law of the People's Republic of China on Protection of Consumer Rights and Interests
《中華人民共和國消費者權益保護法》
- Advertising Law of the People's Republic of China
《中華人民共和國廣告法》

Cultivating Talents and Sharing Success 培養人才 共享成果

- Labour Law of the People's Republic of China
《中華人民共和國勞動法》
- Labour Contract Law of the People's Republic of China
《中華人民共和國勞動合同法》
- Law of the People's Republic of China on Employment Promotion
《中華人民共和國就業促進法》
- Special Rules on the Labour Protection of Female Employees
《女職工勞動保護特別規定》
- Trade Union Law of the People's Republic of China
《中華人民共和國工會法》
- Minors Protection Law of the People's Republic of China
《中華人民共和國未成年人保護法》
- Employment Ordinance of Hong Kong
香港《僱傭條例》
- Prevention and Treatment of Occupational Diseases Law of the People's Republic of China
《中華人民共和國職業病防治法》
- Hong Kong Occupational Safety and Health Ordinance
香港《職業安全及健康條例》