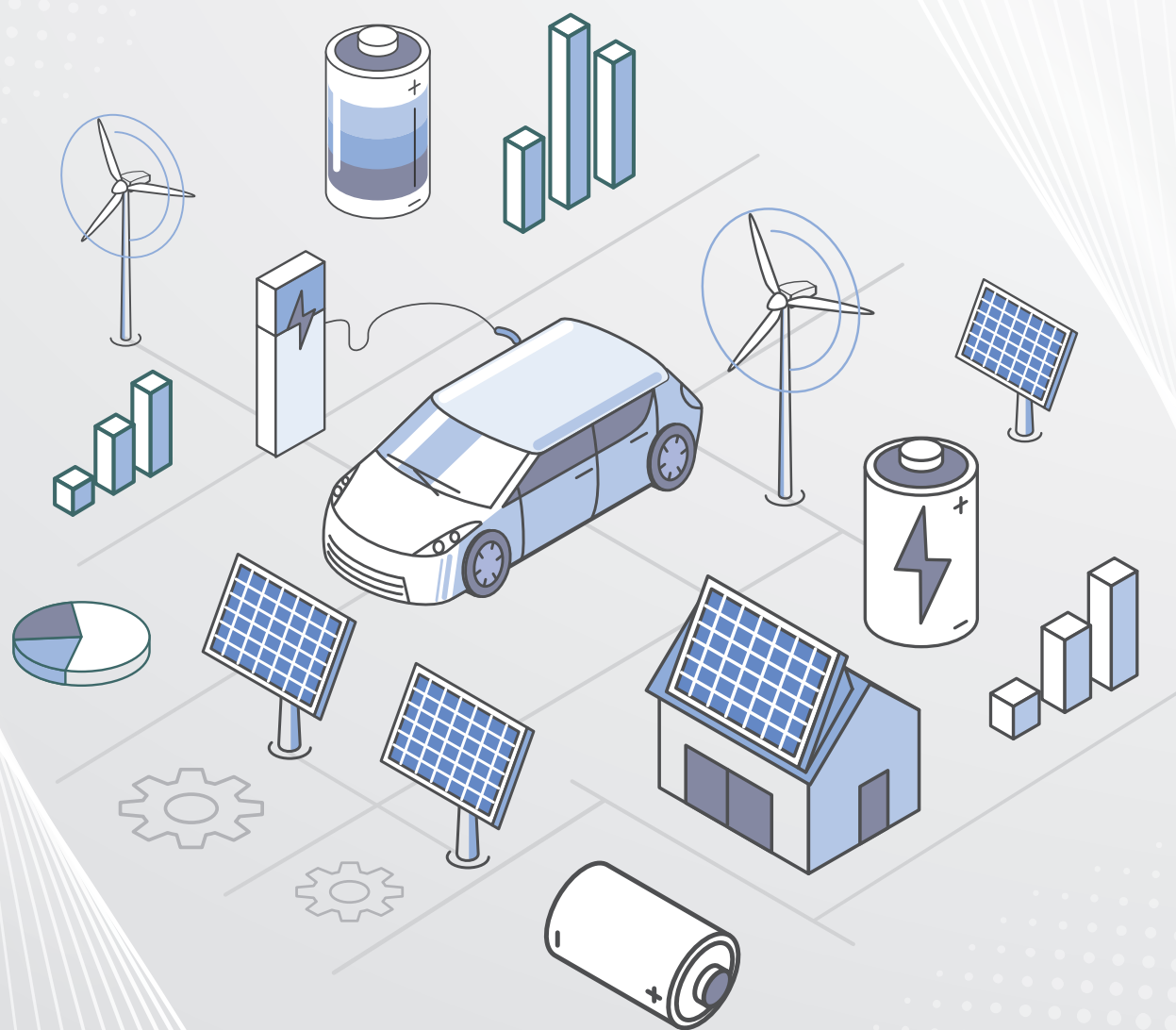


Trio Industrial Electronics Group Limited 致豐工業電子集團有限公司

(Incorporated in Hong Kong with limited liability) (於香港註冊成立的有限公司)

Stock Code 股份代號 : 1710



2024 SUSTAINABILITY REPORT

可持續發展報告

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ABOUT THIS REPORT

關於本報告

1. ABOUT THIS REPORT

Trio Industrial Electronics Group Limited (the “**Company**” or “**Trio**”), and its subsidiaries (collectively, the “**Group**”, “**we**” or “**our**”) is pleased to publish its Sustainability Report (the “**Report**”) for the year ended 31 December 2024. This Report outlines the Group’s commitment, approach and achievements in four key areas: the environment, the employees, the value chain and the community.

This Report has been reviewed and approved by the Group’s board (the “**Board**”) of directors (the “**Directors**”), including the material topics, ESG performances and the ESG targets set.

Reporting Period

This Report provides an overview of the Group’s Environmental, Social and Governance (“**ESG**”) performance during the reporting period of 1 January 2024 to 31 December 2024 (the “**Reporting Period**”).

Reporting Scope

This Report’s scope encompasses every aspect of the Group’s business operations that hold ESG significance for the Group and its stakeholders. Specifically, it details the overall ESG performance of the Nansha Plant and the Rayong Plant. Both these plants were actively involved in substantial production activities throughout the Reporting Period. The Group’s Hong Kong-based headquarters, along with its production facility and office in Ireland, are not part of this report’s scope. This exclusion is due to the minimal environmental and social impacts they generated during the Reporting Period.

To determine the material topics to be included in this Report, the Group carried out comprehensive stakeholder engagement initiatives and a meticulous materiality assessment. The findings of this assessment are presented in detail in the “Materiality Assessment” section. This process ensures that the Report focuses on the issues that matter most to our stakeholders and are most relevant to the Group’s ESG strategy.

1. 關於本報告

致豐工業電子集團有限公司(「**公司**」或「**致豐**」)及其子公司(統稱「**集團**」、「**我們**」或「**我們的**」)發佈2024年度的可持續發展報告(「**報告**」)，報告期截至2024年12月31日止。本報告概述了集團在環境、僱員、價值鏈及社區四大重要領域的承擔、方針及成就。

本報告已經本集團董事會(「**董事會**」)董事(「**董事**」)審批，包括重要主題、ESG表現及設定的ESG目標。

報告期

本報告概述集團在2024年1月1日至2024年12月31日的報告期間在環境、社會及管治(「**ESG**」)方面的績效。

報告範圍

本報告涵蓋了各個對集團及其持份者具重要環境、社會及管治意義的業務營運領域。報告闡述了集團南沙工廠及羅勇工廠的整體ESG績效。報告期內，南沙工廠和羅勇工廠均有大量生產。集團之香港總部及設於愛爾蘭的辦事處於報告期內均沒有對環境及社會產生重大的影響，故不納入本報告範圍內。

本集團廣泛諮詢了持份者的意見並進行重要性評估活動，以釐定本報告要涵蓋的重要議題。其結果在「重要性評估」部份詳細論述。

ABOUT THIS REPORT 關於本報告

Reporting Standards

This Report is prepared in accordance with the requirements stipulated in the ESG Reporting Guide, set out in Appendix C2 of the Rules Governing the Listing of Securities (the “**Listing Rules**”) on the Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”), for the Reporting Period stated above. Climate-related disclosures are aligned with the International Financial Report Standard (“**IFRS**”) S2 framework issued by the International Sustainability Standards Board (“**ISSB**”).

To further align with international sustainability principles, the Report also makes reference to seven principles of the United Nations Global Compact (“**UNGC**”) and the United Nations Sustainable Development Goals (“**SDGs**”).

Reporting Principles

This ESG Report adheres to four fundamental reporting principles: Materiality, Quantitativeness, Balance, and Consistency. These principles are stipulated in Appendix C2 of the Listing Rules and related documents as defined by the Stock Exchange. Complying with these principles is essential for ensuring the high-quality and proper presentation of the information reported. A detailed explanation of these principles is as follows:

Materiality

To identify material environmental and social issues that have a substantial impact on investors and other stakeholders, the Group conducts thorough materiality assessments. The engagement with significant stakeholders, the procedures involved, and the assessment results are all detailed in the “Stakeholder Engagement” and “Materiality Assessment” sections of this ESG Report. This approach ensures that the Report focuses on the issues that are most relevant and important to the Group’s stakeholders.

Quantitativeness

Qualitative information in the ESG Report has been reported in consistent with the available evidence. Quantitative key performance indicators (“**KPI**”)s have been established, and are measurable and applicable to make valid comparisons under appropriate conditions; information on the standards, methodologies, assumptions, and/or calculation tools used, and sources of conversion factors used, have been disclosed when applicable.

報告標準

本報告乃根據香港聯合交易所有限公司（「**聯交所**」）之證券上市規則（「**上市規則**」）附錄C2《環境、社會及管治報告指引》的要求而編寫，涵蓋上述報告期。國際財務報告準則（「**IFRS**」）S2的框架保持一致。

為進一步與國際可持續性原則保持一致，本報告還參考了聯合國全球契約（「**UNGC**」）的七項原則以及聯合國可持續發展目標（「**SDGs**」）。

報告原則

本報告所涵蓋的內容符合聯交所規定的上市規則附錄及其相關檔所要求的四大報告原則：重要性、量化、平衡性和一致性，以確保報告資訊的質量，並以適當的方式呈列。以下是對這些原則的詳細解釋：

重要性

已進行重要性評估，以確定對投資者及其他持份者有重大影響的重大環境和社會問題。在報告中「持份者參與」及「重要性評估」部份呈列重要持份者、程式和諮詢結果。

量化

本報告中的定性資訊根據現有的證據進行報告。制定量化的關鍵績效指標（「**KPI**」），可用作衡量，亦可在適當條件下進行有效比較；有關所用標準、方法、假設和／或計算工具以及所用換算因數來源的資料，已在適用的情況下披露。

ABOUT THIS REPORT

關於本報告

Balance

The Group's performance during the Reporting Period is presented in an unbiased manner. The Report avoids any form of selective reporting, omissions, or presentation styles that could potentially sway readers' decisions or judgments. Performance data is presented in a way that enables information users to clearly observe year-on-year trending in the Group's ESG impacts. This balanced approach provides a comprehensive view of the Group's ESG performance.

Consistency

Unless otherwise specified, the statistical methods and criteria used in this Report are consistent with those of the previous year. Quantitative data is carefully analysed to account for year-on-year changes. By presenting the data in a consistent manner, stakeholders can easily compare the Group's ESG performance over time. This consistency in reporting is crucial for stakeholders to track the Group's progress and make informed decisions.

Information and Feedback

For more information about the Group's businesses, please refer to the HKEX news website <https://www.hkexnews.hk/index.htm> and Group's official website <https://www.trio-ieg.com>.

The Group welcomes feedback on its Report and other sustainability-related matters. Please give your suggestions or share your views with us at skyesum@triohk.com.hk.

平衡性

本集團在報告期內的表現以公正的方式呈列，避免因選擇、省略或呈列格式而可能不當影響讀者的決定或判斷。績效數據的報告方式讓資訊用戶能看到年度趨勢的正面及負面影響。

一致性

除非另有說明，本報告所採用的統計方法和標準與去年一致。量化數據進行了分析，以計算年度變化，並以利益相關者能夠進行一致比較的方式呈現。

資料及反饋

有關集團的業務詳情，請瀏覽聯交所披露易網站<https://www.hkexnews.hk/index.htm>與集團官方網站<https://www.trio-ieg.com>。

集團歡迎各界就其報告和其他與可持續發展相關的事宜提供意見。請以電郵提出建議或分享你的想法，電郵地址：skyesum@triohk.com.hk。

ABOUT TRIO INDUSTRIAL ELECTRONICS GROUP LIMITED 關於致豐工業電子集團有限公司

2. ABOUT TRIO INDUSTRIAL ELECTRONICS GROUP LIMITED

Founded in 1983, Trio Industrial Electronics Group Limited and its subsidiaries is an industrial electronics manufacturing services (“**EMS**”) provider specialising in the manufacturing and sales of customised industrial electronic components and products mainly sold to customers located over 35 countries and regions around the world.

As an original equipment manufacturer (“**OEM**”) of industrial electronic components and products, the Group provides its customers with a comprehensive scope of services, from procurement of raw materials, manufacturing to product delivery. The Group also provides technical advice and engineering solutions to its customers during product design and development stage. OEM products of the Group are manufactured according to the specifications provided by its customers and are either incorporated into their products or sold as standalone products under their own brands.

2. 關於致豐工業電子集團有限公司

致豐工業電子集團有限公司及其子公司於1983年創立，是一家工業電子製造服務（「**電子製造服務**」）供應商，專門製造和銷售定制工業電子零件及產品，主要銷往全球超35個國家和地區的客戶。

作為工業電子零件和產品的原始設備製造商（「**OEM**」），集團為客戶提供從原材料採購、製造到產品交付的全方位服務。在產品設計及開發階段，集團亦為客戶提供技術諮詢和工程解決方案。集團的OEM產品乃按照客戶提供的規格而製造，作為客戶產品的組件，或作為客戶名下品牌之產品獨立發售。

Performance Review and Highlights 績效回顧及概要



**Economic
Performance**
經濟績效

- Revenue of approximately HK\$1.0 billion
收入10.0億港元
- Profit attributable to shareholders of approximately HK\$8.6 million
股東應佔盈利860萬港元



Environment
環境

- Certified ISO 14001 Environmental Management System
通過ISO 14001環境管理體系認證



Community
社區

- Created 20 local job opportunities in Nansha District, Guangzhou
為廣州市南沙區創造了20個當地就業機會



People
人

- Total number of employees in Nansha and Rayong Plants 1,237 persons
南沙及羅勇工廠僱員總數 1,237人
- Total training hours 21,168 hours
總受訓時數 21,168小時
- Average training hours per employee 17.11 hours
僱員平均受訓時數 17.11小時



Safety
安全

- Nansha factory was awarded the “2024 Exemplary organization of Safety Production of Dongchong Town”
南沙工廠榮獲「2024年度東涌鎮安全生產工作先進單位」
- Certified to ISO 45001 Occupational Health and Safety Management System
通過ISO 45001職業健康與安全生產管理體系認證

About Trio Industrial Electronics Group Limited 關於致豐工業電子集團有限公司



Value Chain 價值鏈

- Achieved an average customer satisfaction score of 86 from customers
客戶滿意度平均評分：86分
- Awarded the “2024 Standard Chartered Corporate Achievement Award”
榮獲「渣打2024企業成就大獎」
- Honoured as “Top Electronics Manufacturing Services Provider in Europe 2024” by Manufacturing Technology Insights Europe
榮獲《Manufacturing Technology Insights Europe》「2024年歐洲最佳電子製造服務供應商」榮譽
- Certified ISO 9001 Quality Management System
通過ISO 9001質量管理體系認證
- Certified Industry 4.0 “1i Maturity Level Recognition”
通過工業4.0「1i成熟度識別」認證
- Certified as an Advanced Certified Enterprise of the Authorized Economic Operator (“AEO”)
獲授權經濟運營商（「AEO」）的高級認證企業認證

Message from the Chairman

In 2024, the global economic landscape remained complex and challenging. Geopolitical tensions continued to cast a shadow over international trade, while the rapid pace of technological evolution and the growing urgency of climate change presented both opportunities and obstacles for businesses worldwide. Amidst these dynamics, our Group strived to navigate through uncertainties and uphold our commitment to sustainable development.

Environmental protection remained at the core of our corporate philosophy. We intensified our efforts to reduce our ecological footprint, implementing advanced waste reduction strategies across our operations. This included optimising our production processes to minimise material waste and enhancing our recycling initiatives. We ensure that our manufacturing facilities adhered to the strictest environmental standards to control exhaust emissions. Additionally, we continued to focus on energy management and plan to implement the full use of renewable energy to power the production lines and offices of the Nansha factory in the first quarter of 2025, continuously promoting ESG development and achieving environmentally friendly and low-carbon production, and contributing to the achievement of the national “dual carbon” goal and the global transition towards a low-carbon economy.

Our employees are the heart and soul of our company. We dedicated ourselves to fostering an inclusive and supportive work environment. Through an expanded range of training and development programs, we empowered our workforce with the skills and knowledge needed to adapt to the rapid-changing business environment. Whether it was technical training to keep up with the latest industry advancements or leadership courses to nurture future talent, we left no stone unturned. In the face of ongoing health concerns, we maintained our focus on the well-being of our employees, providing comprehensive health and safety measures in all our facilities.

主席致辭

2024年，全球經濟形勢依舊複雜且充滿挑戰。地緣政治緊張局勢繼續給國際貿易蒙上陰影，而快速的技術進步和日益緊迫的氣候變化問題，為全球企業帶來了機遇，也構成了障礙。在這些動態因素中，我們集團努力在不確定性中前行，恪守對可持續發展的承諾。

環保仍是我們企業理念的核心。我們加大力度降低生態足跡，在各項業務中推行先進的減廢策略。這包括優化生產流程以最大程度減少材料浪費，加強回收利用措施。我們確保製造工廠遵守最嚴格的環境標準，以控制廢氣排放。此外，我們繼續專注於能源管理，計劃於2025年第一季落實全面使用可再生能源為南沙工廠的生產線和辦公室供能，不斷推動ESG發展並實現環保低碳生產的工作進入新的一頁，同時也為助力國家『雙碳』目標實現及全球邁向低碳經濟轉型貢獻集團的一分力量。

員工是我們公司的核心與靈魂。我們致力營造包容且支持性的工作環境。通過擴大培訓與發展計劃的範圍，我們賦予員工適應快速變化的商業環境所需的技能和知識。無論是跟上最新行業進展的技術培訓，還是培育未來人才的領導力課程，我們都全力以赴。面對持續存在的健康隱憂，我們始終關注員工福祉，在所有場所提供全面的健康和安全措施。

About Trio Industrial Electronics Group Limited 關於致豐工業電子集團有限公司

Within our production value chain, we continuously pursued operational and manufacturing excellence. We embraced cutting-edge technologies, such as artificial intelligence and automation, to streamline our processes, enhance productivity, and improve product quality. Our commitment to responsible supply chain management also deepened. We worked closely with our suppliers, both old and new, to ensure ethical sourcing of raw materials, promote fair labour practices, and reduce the environmental impact of our supply chain.

As a responsible corporate citizen, we actively engaged in social participation. We supported local communities through various initiatives, from providing employment opportunities to underprivileged groups to contributing to community development projects. Our subsidiary, Trio Engineering Company Limited, continued its tradition of giving back, organizing numerous volunteer activities throughout the Reporting Period. These efforts not only strengthened our relationships with the communities around us but also reflected our corporate values of compassion and responsibility.

Looking ahead, we will continue to prioritise growth, efficiency, and technological advancement. We will closely monitor the evolving global situation, leveraging opportunities presented by emerging technologies and changing market trends. ESG will remain a guiding principle in our business decisions, as we strive to create long-term value for all our stakeholders. We are committed to building a more sustainable future, one that balances economic prosperity, environmental stewardship, and social well-being.

I would like to express my sincere gratitude to our dedicated employees, valued partners, and supportive stakeholders. Your contributions and collaboration have been instrumental in our achievements so far. Together, we will face the future with confidence and continue to make positive contributions to society.

Wong Sze Chai

Chairman and Executive Director

Hong Kong, 28 March 2025

在生產價值鏈方面，我們不斷追求卓越的運營和製造水平。我們採用人工智能和自動化等前沿技術，簡化流程、提高生產力和改善產品質量。我們對負責任供應鏈管理的重視也日益加深。我們與新老供應商密切合作，確保原材料的採購合乎道德規範，推動公平的勞工實踐，並降低供應鏈對環境的影響。通過設定嚴格的产品質量和可靠性標準，我們提供的產品和服務不僅符合，更超越了客戶的期望。

作為負責任的企業公民，我們積極參與社會活動。我們通過各種舉措支持本地社區，從為弱勢群體提供就業機會到參與社區發展項目。我們的子公司致豐工程有限公司延續回饋社會的傳統，全年組織了眾多志願活動。這些努力不僅加強了我們與周邊社區的聯繫，也體現了我們富有同情心和責任感的企業價值觀。

展望未來，我們將繼續把增長、效率和技術進步放在首位。我們將密切關注不斷變化的全球形勢，利用新興技術和不斷變化的市場趨勢帶來的機遇。ESG仍將是我們商業決策的指導原則，我們力求為所有利益相關者創造長期價值。我們致力於建設一個更加可持續的未來，平衡經濟繁榮、環境保護和社會福祉。

我衷心感謝敬業的員工、重要的合作夥伴以及支持我們的利益相關者。你們的貢獻和合作是我們迄今取得成就的關鍵。攜手並進，我們將自信地面對未來，繼續為社會作出積極貢獻。

黃思齊

主席兼執行董事

2025年3月28日於香港

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

3. OUR SUSTAINABILITY APPROACH

Sustainability Strategy

- Focus on dedicated marketing and regional sales support
- Engage in products with higher value and contributions
- Enhance capability, efficiency and capacity
- Continue to recruit talents and allocate resources to research & development
- Expand the new energy business under our Deltrix brand
- Explore opportunities for mergers and acquisitions to facilitate expansion

The Group firmly holds the view that the human resource is the key driving force behind its business growth. Our success in building and maintaining an outstanding workforce is based on the following principles:

3. 我們的可持續發展方針

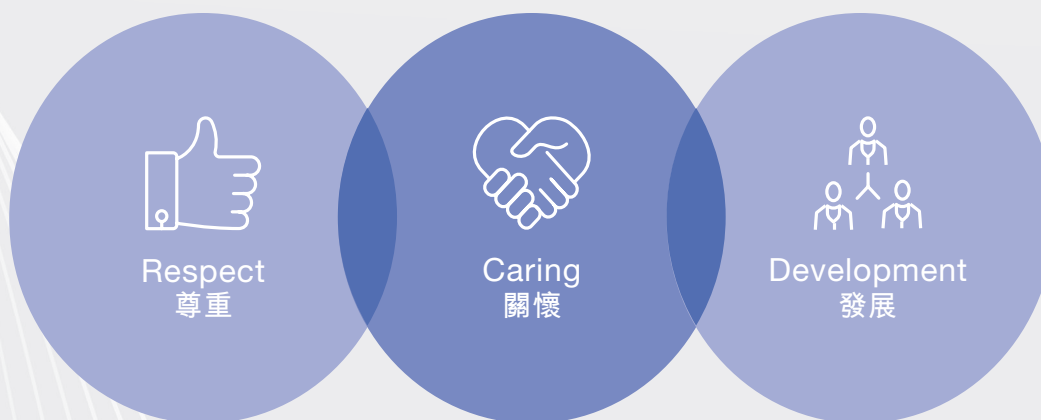
可持續發展策略

- 著重營銷，區域支援
- 高值產品，高效回報
- 提升效率，強化產能
- 招聘英才，長期研發
- 拓展Deltrix新能源業務
- 探索機遇，收購合併

我們深信『人』是業務擴展的核心動力。成功維持最佳人力資源組合的秘訣是：

People as Our Core Foundation

以人為本



Our Sustainability Approach 我們的可持續發展方針

Management Systems

The Group carries out regular audits at the Nansha Plant to verify compliance with its codes and standards. At the Nansha Plant, management systems covering diverse aspects of operations have been developed.

The Group has obtained the following certifications for management systems:

管理系統

本集團對南沙工廠進行定期審計，以核實其是否符合守則和標準。南沙工廠開發了各種運營管理系統。

集團已獲得以下管理體系認證：

Scope 範疇	Certification 認證	Plant Accredited 已認證工廠
Environment 環境	<ul style="list-style-type: none"> ISO 14001 Environmental Management System ISO 14001環境管理體系 	Nansha and Rayong Plant 南沙及羅勇工廠
Workplace Safety 工作場所安全	<ul style="list-style-type: none"> ISO 45001 Occupational Health and Safety Management System ISO 45001職業健康和安全管理系統 	Nansha Plant 南沙工廠
Quality Assurance 質量保證	<ul style="list-style-type: none"> ISO 9001 Quality Management System ISO 9001質量管理體系 ISO 13485 Quality Management System for Medical Devices ISO 13485醫療設備質量管理體系 	Nansha and Rayong Plant 南沙及羅勇工廠
Production Technology 生產技術	<ul style="list-style-type: none"> Certificate of Industry 4.0 Maturity – level 1i maturity 工業4.0成熟度認可證書 – 1i級成熟度 	Nansha Plant 南沙工廠

Although Rayong Plant has not obtained the same certifications as Nansha Plant, Rayong Plant shares the same operation framework with the Nansha Plant.

儘管羅勇工廠尚未獲得與南沙工廠相同的認證，但羅勇工廠和南沙工廠的運作框架相同。

Our Sustainability Approach 我們的可持續發展方針

Supporting the United Nations Sustainable Development Goals

The Group fully backs the execution of the 17 Sustainable Development Goals (**SDGs**). These goals were adopted by United Nations Member States in September 2015, serving as a global summons to end poverty, safeguard the planet, and guarantee that all individuals can enjoy peace and prosperity by 2030.

After careful consideration, the Group has pinpointed seven SDGs that are most closely linked to its business operations and sustainability strategy. In the long run, the Group is actively seeking methods to strengthen its sustainability initiatives. By doing so, it aims to better conform to the United Nations' goals and make more substantial contributions. The seven specific goals are detailed as follows:

支持聯合國可持續發展目標

對於聯合國會員國於2015年9月通過的17項可持續發展目標（「**SDGs**」），呼籲全球採取行動，務求於2030年消滅貧窮，保護地球，確保所有人皆享有和平與繁榮，本集團全力支持實現該等目標。

本集團確立了七個與我們的業務及可持續發展策略最相關的目標。長遠來說，集團正努力探索提升可持續發展的方法，為聯合國的目標作出貢獻。七大具體目標如下：

	Goals 目標	Description 描述	Corresponding Chapters 相應的章節
	SDG 3 Good Health and Wellbeing 健康和幸福	Ensure healthy lives and promote well-being 確保健康的生活並促進幸福	5. Value Chain – Product Quality and Safety 價值鏈 – 產品質量與安全 6. People – Employee Health and safety 人 – 僱員健康與安全
	SDG 4 Quality Education 優質教育	Ensure inclusive and quality education and promote lifelong learning 確保普惠優質教育，促進終身學習	6. People – Development and Training 人 – 發展與培訓
	SDG 8 Decent Work and Economic Growth 體面工作及經濟增長	Promote inclusive and sustainable economic growth, employment and decent work 促進普惠及可持續的經濟增長、就業及體面工作	5. Value Chain – Manufacturing Excellence 價值鏈 – 卓越製造 6. People 人

Our Sustainability Approach 我們的可持續發展方針

	Goals 目標	Description 描述	Corresponding Chapters 相應的章節
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>SDG 11 Sustainable Cities and Communities 可持續發展城市及社區</p>	<p>Make cities and communities inclusive and sustainable 創造普及及可持續發展城市及社區</p>	<p>7. Environment 環境</p>
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>SDG 12 Responsible Consumption and Production 負責任的消費及生產</p>	<p>Ensure sustainable consumption and production patterns 確保可持續的消費及生產方式</p>	<p>5. Value Chain – Responsible Supply Chain Management 價值鏈 – 負責任的供應鏈管理 7. Environment 環境</p>
 <p>13 CLIMATE ACTION</p>	<p>SDG 13 Climate Action 氣候行動</p>	<p>Take urgent action to combat climate change and its impacts 採取緊急行動應對氣候變化及其影響</p>	<p>7. Environment – Response to Climate Change 環境 – 應對氣候變化</p>
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>SDG 16 Peace, Justice and Strong Institutions 和平、正義與強大機構</p>	<p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. 創建和平、包容的社會以促進可持續發展，讓所有人都能訴諸司法，在各級建立有效、負責和包容的機構</p>	<p>4. Corporate Governance – Ethical Culture 企業管治 – 道德文化</p>

Stakeholder Engagement

The Group highly appreciates the input and feedback from its stakeholders, recognising that they can significantly influence the Group's business. Regular engagement with a diverse range of stakeholders is a crucial practice for the Group. Through these interactions, stakeholders share their perspectives on the Group's operations and performance. This valuable exchange enables the Group to gain a deeper understanding of stakeholders' needs and expectations. Every piece of feedback received is duly acknowledged, and appropriate actions are taken to address the concerns raised.

The Group's key stakeholders and the corresponding communication channels are presented below:

持份者參與

集團高度重視持份者的意見和反饋，深知其能對集團業務產生重大影響。定期與不同持份者互動是集團的重要慣例。通過這些互動，持份者分享他們對集團運營和業績的看法。這一寶貴的交流使集團能更深入地瞭解持份者的需求和期望。集團會充分重視收到的每條反饋，並採取適當行動解決提出的問題。

我們的主要持份者及溝通管道如下：

Stakeholders 持份者組別	Expectations and requirements 期望與要求	Means of communication and response 溝通與回應的方式
Government and regulators 政府及監管機構	• Compliance with national policies, laws and regulations 遵守國家政策及法律法規	• Information reporting regularly 定期匯報資訊
	• Support local economic growth 促進地方經濟發展	• Examinations and inspections 檢查及監督
	• Drive local employment 帶動地方就業	
	• Tax payment in full and on time 按時繳稅	
	• Ensure production safety 確保生產安全	
Shareholders 股東	• Returns 收益回報	• Shareholders conferences 股東會議
	• Raise company value 提升公司價值	• Announcements and circulars 集團公告及通函
	• Transparency in information and effective communication 信息透明及高效溝通	• Email, telephone communication and company website 電郵、電話通訊、新聞稿及公司網站
		• Site visits 實地考察
		• Inviting investors to participate in corporate events 邀請股東和投資者參加企業活動

Our Sustainability Approach 我們的可持續發展方針

Stakeholders 持份者組別	Expectations and requirements 期望與要求	Means of communication and response 溝通與回應的方式
Business partners 合作夥伴	• Operate with integrity 誠信經營	• Review and assessment meetings 商業交流和會議
	• Equal Rivalry 公平競爭	• Business communication 邀請合作夥伴參加企業活動
	• Performance of contracts 依法履約	• Discussion and exchange of opinions 交流研討
	• Mutual benefit and win-win result 互利共贏	• Engagement and cooperation 洽談合作
Customers 客戶	• Outstanding products and services 優質產品與服務	• Customer feedback surveys 客戶意見調查
	• Health and safety 健康與安全	• Customer communication meetings 客戶溝通會議
	• Performance of contracts 依法履約	• Social Media Platforms 社交媒體平台
	• Operate with integrity 誠信經營	• Calling for feedback 回訪
Environmental regulatory department 環境監管部門	• Compliant emission 達標排放	• Communicate with local environmental department 與當地環境部門交流
	• Energy saving and emission reduction 節能減排	• Communicate with the locals 與當地居民溝通
	• Ecosystem protection 保護生態	• Reporting 遞交報告
	• Rational use of water 合理用水	• Investigations and inspections 調研檢查
Employees 僱員	• Protection of rights 權益維護	• Employee communication meetings 員工溝通會
	• Occupational health and safety 職業健康及安全	• Employee mailbox 員工信箱
	• Remunerations and benefits 薪酬福利	• Training and workshop 培訓與活動
	• Career development 職業發展	• Employee activity 員工活動

Our Sustainability Approach

我們的可持續發展方針

Stakeholders 持份者組別	Expectations and requirements 期望與要求	Means of communication and response 溝通與回應的方式
Community and the public 社區及公眾	<ul style="list-style-type: none"> Improve community environment 改善社區環境 	<ul style="list-style-type: none"> Company website 公司網站
		<ul style="list-style-type: none"> Community communication meeting 社區溝通會
Suppliers 供應商	<ul style="list-style-type: none"> Returns 收益回報 	<ul style="list-style-type: none"> Tendering processes 招標程序
	<ul style="list-style-type: none"> Compliant 合規營運 	<ul style="list-style-type: none"> Site visits and audits 實地考察及審計
	<ul style="list-style-type: none"> Transparency in information and effective communication 信息透明及高效溝通 	<ul style="list-style-type: none"> Monthly assessments 每月考評
		<ul style="list-style-type: none"> Meetings 會議 E-mails 電郵

Our Sustainability Approach 我們的可持續發展方針

Through ongoing dialogues and stakeholder engagement exercise throughout the Reporting Period, the Group has received feedback and suggestions from stakeholders that are invaluable to its sustainable development journey. The Group was pleased to notice that no negative concerns was raised by its stakeholders through the stakeholder surveys during the Reporting Period. The internal and external stakeholders generally appreciate the Group's continual effort in cultivating a sustainability culture and reinforcing its environmental and social management. The Group's employees have put forward their suggestions on organising more frequent cultural and recreational activities.

Materiality Assessment

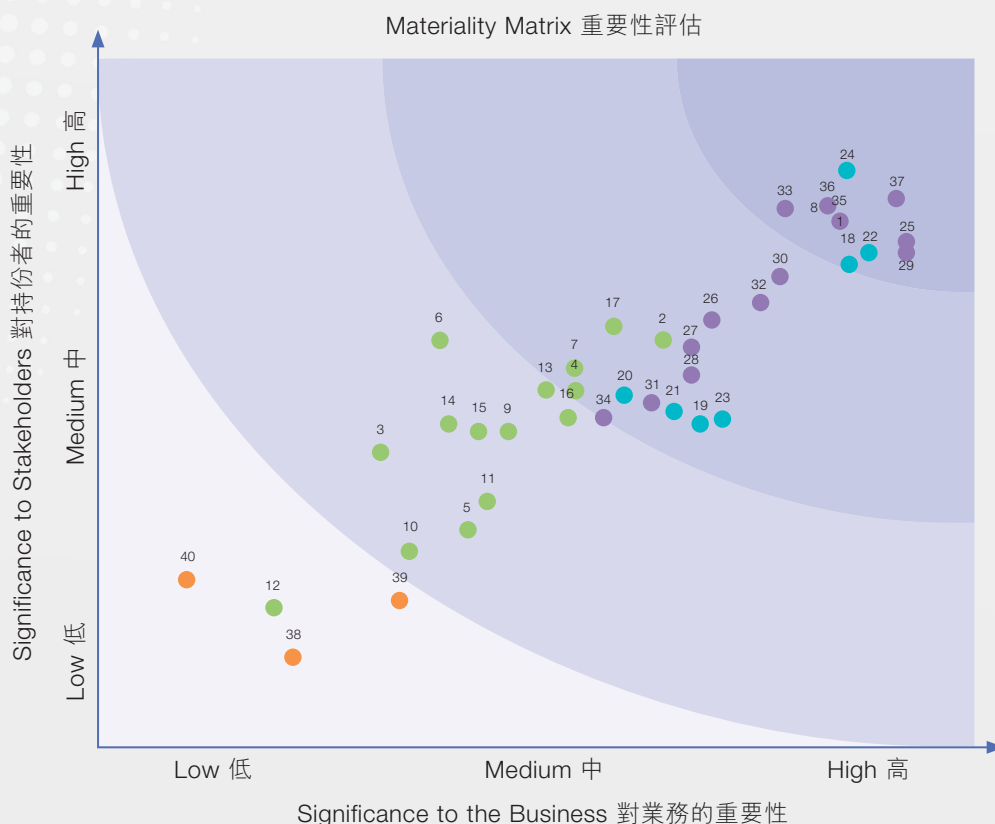
The Group understands that the environmental, social and climate-related issues may lead to various risks and opportunities to the Group, potentially impacting the Group in different ways. The materiality assessment is conducted by considering internal and external stakeholders' opinions with questionnaire surveys and referencing materiality maps of the industry developed by well-known external institutions, namely Morgan Stanley Capital International (MSCI) and the Sustainability Accounting Standards Board (SASB). The environmental and social issues that could bring significant impacts positively or negatively to the Group are classified as material issues. By reviewing the results collected from a total of 121 valid questionnaires received, the Group has mapped the material issues in the materiality matrix.

在整個報告期內，通過持續對話和與持份者的互動活動，集團收到了持份者的反饋和建議，這些對於集團的可持續發展至關重要。集團欣然留意到，在報告期內的持份者調查中，持份者並未提出負面關切事項。內部和外部持份者普遍讚賞集團在培育可持續發展文化及加強環境和社會管理方面的不懈努力。集團的僱員提出了更頻繁舉辦文娛活動的建議。

重要性評估

本集團深知與環境、社會和氣候相關的問題可能會帶來各種風險和機遇，對集團造成不同程度的潛在影響。重要性評估是通過問卷調查及參考摩根士丹利資本國際(MSCI)和可持續發展會計準則委員會(SASB)等知名外部機構制定的行業實質性地圖，綜合考慮內部和外部利益相關者的意見後進行的。可能對集團產生積極或消極重大影響的環境和社會問題被歸類為重大問題。通過審查121份有效問卷中收集到的結果，集團已將重大問題映射到重要性矩陣中。

Our Sustainability Approach 我們的可持續發展方針



Environment 環境

- | | | |
|----|--|------------|
| 1 | Environmental Compliance | 環境合規 |
| 2 | Air Pollutant Management | 廢氣管理 |
| 3 | Fleet Emissions Management | 車輛排放管理 |
| 4 | Wastewater Management | 廢水管理 |
| 5 | Noise Management | 噪音管理 |
| 6 | Greenhouse Gas Emission | 溫室氣體排放 |
| 7 | Waste Management | 廢棄物管理 |
| 8 | Energy Consumption | 能源使用 |
| 9 | Use of Water Resources | 水資源使用 |
| 10 | Green Office | 綠色辦公室 |
| 11 | Green Energy | 綠色能源項目 |
| 12 | Green Building | 綠色建築 |
| 13 | Use of Raw Materials and Packaging Materials | 原材料及包裝材料使用 |
| 14 | Soil Contamination Management | 土壤污染管理 |
| 15 | Ecological Protection | 生態保護 |
| 16 | Responding to Climate Change | 應對氣候變化 |
| 17 | Prevention and Handling of Environmental Incidents | 環境事故預防及處理 |

Community Investment 社區投資

- | | | |
|----|------------------------------------|--------|
| 38 | Charity | 公益慈善 |
| 39 | Promotion of Community Development | 推動社區發展 |
| 40 | Poverty Alleviation | 扶貧工作 |

Operation Practices 營運慣例

- | | | |
|----|--|------------|
| 25 | Operational Compliance | 營運合規 |
| 26 | Managing Environmental Risks of Supply Chain | 管理供應鏈的環境風險 |
| 27 | Managing Social Risks of Supply Chain | 管理供應鏈的社會風險 |
| 28 | Procurement Practices | 採購常規 |
| 29 | Quality Management | 質量管理 |
| 30 | Customer Health and Safety | 客戶健康與安全 |
| 31 | Responsible Sales and Marketing | 負責任的營銷及推廣 |
| 32 | Customer Service Management | 客戶服務管理 |
| 33 | Intellectual Property Protection | 保護知識產權 |
| 34 | Research and Development | 研究及開發 |
| 35 | Information Security | 資訊安全 |
| 36 | Customer Privacy Protection | 客戶私隱保護 |
| 37 | Anti-corruption | 反貪污 |

Labour Practices 勞工慣例

- | | | |
|----|--|-----------|
| 18 | Employment Compliance | 僱傭合規 |
| 19 | Employees' Remuneration and Benefits | 薪酬及福利 |
| 20 | Employees' Working Hours and Rest Period | 工作時數及假期 |
| 21 | Diversity and Equal Opportunity | 多元化與平等機會 |
| 22 | Occupational Health and Safety | 職業健康與安全 |
| 23 | Training and Education | 培訓與發展 |
| 24 | Prevention of Child Labour and Forced Labour | 防止童工及強制勞工 |

Our Sustainability Approach 我們的可持續發展方針

The matrix result shows that a total of 11 topics were considered extremely important to the Group's stakeholders and the Group's business development. The 11 topics are listed below:

重要性評估矩陣結果顯示，共有十一個議題被認為對集團的利益相關者和集團的業務發展十分重要。這十一個重要議題如下：

Material Issues identified 重要議題	
37	Anti-corruption 反貪污
24	Prevention of Child Labour and Forced Labour 防止童工及強制勞工
25	Operational Compliance 營運合規
29	Quality Management 質量管理
36	Customer Privacy Protection 客戶私隱保護
35	Information Security 資訊安全
22	Occupational Health and Safety 職業健康與安全
8	Energy Consumption 能源使用
1	Environmental Compliance 環境合規
33	Intellectual Property Protection 保護知識產權
18	Employment Compliance 僱傭合規

4. CORPORATE GOVERNANCE



The Board of Directors firmly adheres to the anti-corruption policy. It conducts annual management review meetings, sets up a clear-cut reporting system and accessible reporting channels. This ensures that every employee has the right to report any misconduct incidents.

Sustainability Governance

Board Statement

The Board of Directors shoulders the overarching responsibility for the Group's sustainability strategy and reporting. Dedicated to integrating sustainability into business operations, the Board guides and instructs the Management. It steers the development of sustainability policies and strategies, promotes their effective execution, and monitors the progress of sustainability initiatives.

Quarterly, the Board and the Management jointly review sustainability-related matters. They implement appropriate measures to improve the Group's sustainability performance. The division heads of the Nansha Plant and Rayong Plant regularly meet. At these meetings, they discuss plant-specific significant issues, review management approaches for various sustainability issues, and assess the effectiveness of actions taken.

Notably, the Group has engaged an independent consultant which offers valuable insights and advice on sustainability-related matters, further strengthening the Group's sustainability efforts.

4. 企業管治



董事會嚴格遵守反貪污政策，每年召開管理審查會議，建立明確的舉報制度和便捷的舉報渠道，以確保每位員工都有權舉報任何不當行為事件。

可持續發展管治

董事會聲明

董事會對集團的可持續發展策略和報告負整體責任。董事會致力將可持續發展理念融入業務運營，引導和指導管理層工作。它推動可持續發展政策和策略的制定，促進其有效執行，並監督可持續發展計劃的進展。

董事會和管理層每季度共同審查可持續發展相關事宜，並採取適當措施提升集團的可持續發展績效。南沙工廠和羅勇工廠的各部門主管定期會面，討論工廠的重要事項，審查各類可持續發展問題的管理方法，並評估所採取行動的成效。

值得一提的是，集團聘請了獨立顧問，就可持續發展相關事宜提供寶貴的見解和建議，進一步加強了集團在可持續發展方面的努力。

Corporate Governance 企業管治

Board of Directors 董事會

- Oversees the Group's sustainability strategy and reporting
監督集團的可持續發展策略和報告
- Steers development of sustainability policies and strategies
指導可持續發展政策和策略的發展
- Keeps track of the sustainability goals and progress of achieving goals
跟蹤可持續發展目標和實現目標的進度
- Reviews and approves sustainability affairs quarterly with the management
每季度與管理層一起審批可持續發展事務

Management 管理層

- Develops sustainability policies and strategies
制定可持續發展政策和策略
- Reports sustainability performance and information to the Board of Directors
向董事會報告可持續發展績效和資訊
- Reviews sustainability affairs quarterly with the Board of Directors
每季度與董事會一起檢討可持續發展事務

Group Divisions 集團部門

- The HR & Administration Division oversees the Group's daily sustainability affairs
人力資源及行政部負責監督集團的日常可持續發展事務
- All divisions of the Group supports sustainability information and data collection
集團所有分部支持可持續發展資訊和數據的收集

During the Reporting Period, the Group established multiple sustainability-related targets. These included goals for waste reduction, paper consumption reduction, as well as KPIs for anti-corruption and information security. Setting these targets serves a dual purpose: it not only evaluates the Group's performance and progress in improvement but also integrates into the Group's business operations. This integration helps drive business growth and generate long-term value for stakeholders.

The targets are reviewed quarterly during Directors' meetings. Additionally, they are communicated to stakeholders via the annual sustainability report. Throughout the Reporting Period, the Board did not receive any critical concerns from the Group's management or divisions. Looking ahead, the Group plans to define more KPIs and targets related to energy and emission reduction. This will further enhance the Group's sustainability efforts and contribute to a more sustainable future.

報告期內，集團制定了多項與可持續發展相關的目標，包括減少廢物、降低紙張消耗，以及反貪污和資訊安全方面的關鍵績效指標(KPIs)。設定這些目標具有雙重目的：既可用於評估集團的表現和改進進度，又融入了集團的業務運營中，有助於推動業務增長，為利益相關者創造長期價值。

這些目標在董事會季度會議上接受審查，並通過年度可持續發展報告向利益相關者披露。在整個報告期間，董事會未收到集團管理層或各部門提出的重大關切事項。展望未來，集團計劃制定更多與節能減排相關的KPI和目標，以進一步加強集團的可持續發展工作，助力打造更具可持續性的未來。

The Board's Engagement

The Board undertakes various means to identify the Group's existing and potential impacts on the economy, environment, and society. Through stakeholder surveys, face-to-face interactions, and annual general meetings with shareholders, the Board gains insights into these impacts.

The Company holds quarterly directors' meetings, along with regular Board and sub-committee meetings, to deliberate on relevant matters. During these meetings, the Board addresses critical concerns raised by the management or stakeholders during engagement activities, if any. In quarterly meetings specifically, the Board pinpoints ESG material topics, as well as climate-related risks and opportunities that could affect the Group's business.

The Board firmly believes that setting ESG targets is crucial. These targets not only help monitor the Group's progress towards sustainability but also contribute to long-term business value. As such, the Board reviews and approves sustainability-related matters with the Management on an annual basis. This includes endorsing ESG-related performance, targets, and the content of the sustainability report. Each year, the Board evaluates its oversight efficiency and takes steps to enhance it if needed. To prevent conflicts of interest, the Board has appointed 3 Independent Non-Executive Directors (**INEDs**) to oversee the Group's management.

For more details on the review and management of ESG targets and climate risks, please refer to the "Environment" section of this Report.

董事會的參與

董事會通過多種方式識別集團對經濟、環境和社會現有的及潛在的影響。通過持份者調查、面對面交流以及股東周年大會，董事會深入了解這些影響。

公司每季度召開董事會會議，並定期舉行董事會及各委員會會議，討論相關事宜。在這些會議上，董事會會處理管理層或持份者在互動活動中提出的重大關切事項。具體而言，在季度會議上，董事會會確定會影響集團業務的ESG重要主題，以及與氣候相關的風險和機遇。

董事會堅信設定ESG目標至關重要。這些目標不僅有助於監測集團在可持續發展方面的進展，還能為企業帶來長期價值。因此，董事會每年與管理層一起審查和批准可持續發展相關事宜，包括審核ESG相關業績、目標以及可持續發展報告的內容。每年，董事會都會評估其監督效率，並在必要時採取措施加以強化。為避免利益衝突，董事會委任了3名獨立非執行董事，以監督集團的管理。

有關ESG目標和氣候風險的審核及管理詳情，見於本報告「環境」部分。

Corporate Governance 企業管治

Ethical Culture

Upholding high-level corporate governance standards is of utmost importance for the Group's continued prosperity. The Board of Directors, as the highest governance entity of the Company, steers the overall strategic direction and development of the Group's operations. It also keeps a close watch on business ethics and corporate integrity.

The Group has established robust risk management and internal control systems. These systems are designed to ensure proper risk identification, management, and mitigation. A set of policies and procedures has been put in place to provide a consistent approach to detecting and resolving risks in business processes. The Risk Management Committee and Audit Committee collaborate with the Board to oversee and maintain effective risk management and internal control systems.

Risk management is a shared responsibility across all levels of the Group. From the Board to business heads, support units, and general employees, everyone plays a part. Risks related to sustainability, identified through the risk control process, are stringently managed and mitigated using the Group's established policies and mechanisms.

For details of the Group's corporate governance structure and practices, please consult the "Corporate Governance Report" section in the Company's Annual Report 2024.

Anti-Corruption Policies

The Group has a strict stance of zero tolerance towards bribery, fraud, corruption, extortion and money laundering. Its ethical norms are clearly documented and disseminated via the Code of Conduct and Business Ethics. This code mandates that all business operations be conducted with a high degree of integrity. The Internal Control Procedure and Whistleblowing Policy are in place to ensure that the Group remains corruption-free across all its business activities. These policies are incorporated into new employee orientation programs and are also detailed in the employee handbook. All employees are prohibited from accepting or soliciting improper benefits such as gifts, securities, valuables, or high-cost entertainment from business partners, suppliers, and merchants.

道德文化

維持高水準的企業管治，對集團的持續成功至關重要。董事會作為公司的最高管治機構，主導集團運營的整體戰略方向和發展，密切關注商業道德和企業廉潔性。

集團已建立完善的風險管理和內部監控制度，旨在確保妥善識別、管理和降低風險。集團制定了一系列政策和程序，以統一的方法發現和解決業務流程中的風險。風險管理委員會和審核委員會協助董事會監察和維持有效的風險管理和內部監控制度。

風險管理是集團各層級共同的責任。從董事會到各部門主管、支援單位及普通員工，每個人都參與其中。通過風險控制程序識別出的與可持續發展相關的風險，會依據集團既定的政策和機制進行嚴格管理和緩解。

有關集團企業管治架構及常規的詳情，請參閱公司2024年年報「企業管治報告」部分。

反貪污政策

集團對賄賂、欺詐及貪污行為持零容忍的嚴肅態度。其道德準則在《行為準則和商業道德規範》中清晰列明並予以傳達。該規範要求所有業務活動都必須秉持高度的廉潔性。《內部監控程式及舉報政策》旨在確保集團所有業務活動免受貪污之害。這些政策在新員工入職培訓中會進行闡釋，並在《員工手冊》中詳細說明。所有員工禁止接受或索要商業夥伴、供應商及商人等給予的禮品、證券、貴重物品或高消費娛樂活動等不當利益。

To ensure effective internal control in the procurement process, the Group has adopted a segregation of duties approach based on procurement phases. This helps prevent conflicts of interest, fraud, and corruption at every stage of the procurement cycle. Anti-corruption training is provided to all new employees to reinforce their ethical awareness. Directors and staff also receive continuous anti-corruption and ethics training to foster a strong corporate ethical culture.

In 2024, the Group invited both internal and external experts to conduct anti-corruption training sessions. These sessions covered business conduct codes, anti-corruption laws, and regulations. Through case studies, discussions, and interactive segments, the training enhanced employees' anti-corruption awareness and sensitivity. 14 division managers participated in these in-person training sessions. Additionally, the Group offered online anti-commercial bribery training courses for employees. A total of 71 employees took part in these online courses, accumulating 71 training hours.

Irrespective of seniority or employment type, all employees must fully comply with the Code of Conduct and related policies. These policies are formulated in line with the Anti-unfair Competition Law of the People's Republic of China (**PRC**), the Anti-money Laundering Law of the PRC, and the Act Supplementing the Constitution Relating to the Prevention and Suppression of Corruption, B.E. 2561 (2018) of Thailand. The Group has also developed the Corporate Responsibility Control Procedures (**CRCP**), and its effectiveness is reviewed annually. The Board holds annual management review meetings to discuss and assess the Group's anti-corruption strategies and policies.

為了在採購流程中進行有效的內部監控，集團根據採購階段實施職責分離。這有助於在採購週期的各個階段防止利益衝突、欺詐和貪污行為。集團為所有新員工提供反貪污培訓，以強化其道德意識。董事和員工也會接受持續的反貪及道德培訓，以營造濃厚的企業道德文化。

2024年，集團邀請了內部和外部專家開展反貪污培訓，內容涵蓋商業行為準則、反貪污法律法規等。通過案例分析、討論及互動環節，這些培訓提升了員工的反貪污意識和敏感度。14名部門經理參加了這些面授培訓。此外，集團還為員工提供了反商業賄賂的線上培訓課程，共有71名員工參加，累計培訓時長達71小時。

不論資歷及僱傭性質，所有員工都必須完全遵守《行為準則》及相關政策。這些政策依據《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》以及泰國《關於預防及制止貪污憲法之補充法》B.E.2561 (2018)制定。集團還制定了《公司責任控制程序》(**CRCP**)，並每年審查其有效性。董事會每年舉行管理審查會議，討論和評估集團的反貪污策略和政策。

Corporate Governance 企業管治

Throughout the Reporting Period, the Group adhered to all applicable anti-corruption laws and regulations. No legal cases related to corrupt practices were brought against the Group, its employees, or its business partners. Since anti-corruption is a crucial topic for the Board and stakeholders, the Group has set a target of keeping the number of corruption cases at two or fewer per financial year. Any employee violating the CRCP, including those involved in bribery, fraud, or corruption in work-related activities, will have their cases documented and counted as corruption cases. The documented cases and the set target are evaluated annually. During the reporting period, no such cases were recorded for employees or business partners breaching the CRCP.

Whistleblowing System

A whistleblowing system has been put in place to enable employees and other relevant parties to report instances of misconduct. Each reported case is treated with strict confidentiality and processed in line with the Whistleblowing Policy and associated procedures. The Audit Committee is tasked with overseeing and evaluating the effectiveness of this policy.

Any violation of the Group's Code of Conduct and Business Ethics will be dealt with appropriately. Such violations may result in the termination of the business relationship or employment. Employees and business partners are encouraged to report their concerns to the Group through the following channels:

Mr. Leung Tak Ho
Chief Financial Officer
Tel : +852 2765 8787
Email : paulleung@trio-ieg.com
Mr. Wong Kwok Kuen
Audit Committee
Tel : +852 2765 8787
Email : wongkwokkuen@hotmail.com

Additional information on the Group's corporate governance, internal control and risk management can be found in the "Corporate Governance Report" section of the Company's 2024 Annual Report.

在2024年整個報告期內，集團遵守所有適用的反貪污法律法規。集團、其僱員或其商業夥伴均未涉及任何已審結的貪污訴訟案件。由於反貪污一直是董事會及其持份者重視的重要議題，集團定下目標，每個財政年度發生的貪污事件要控制在兩宗或以下。任何員工違反CRCP，包括在工作活動中涉及賄賂、欺詐和貪污的行為，都將被記錄在案，視為貪污個案。已立案的貪污事件及所設定的目標將每年進行評估。報告期內，未因員工或商業夥伴違反CRCP而立案的貪污事件。

舉報制度

集團已建立舉報制度，以便員工及其他相關方舉報不當行為。每宗舉報案件均會嚴格保密，並按照舉報政策及相關程序處理。審核委員會負責監督及評估該政策的有效性。

任何違反集團行為準則和商業道德規範的行為都將得到妥善處理，此類違規行為可能導致業務關係終止或僱傭關係解除。集團鼓勵員工和商業夥伴通過以下渠道向集團舉報相關問題：

梁德豪先生
首席財務官
電話: +852 2765 8787
電郵: paulleung@trio-ieg.com
黃國權先生
審核委員會
電話: +852 2765 8787
電郵: wongkwokkuen@hotmail.com

更多有關本集團之企業管治、內部監控及風險管理的資訊，詳見集團《2024年年度報告》的「企業管治報告」部分。

5. VALUE CHAIN



Operational excellence serves as a fundamental element in attaining business performance and is essential for the Group's pursuit of sustainable business development. To achieve so, the Group continuously manages its manufacturing processes through the adoption of advanced technologies, minimising operational risks and ensuring that the Group provides quality products of the highest value to its customers and stakeholders.

Manufacturing Excellence

The Group remains dedicated to achieving manufacturing excellence along its production value chain. This pursuit aims to refine industrial processes and secure its leading standing in the EMS industry. Leveraging industrial automation, digitalisation, real-time process monitoring, and other relevant technologies, the Group benefits from Industry 4.0. This has enabled the creation of an optimised and efficient workplace, boosting productivity and enhancing competitiveness. In the coming days, the Group plans to develop a system that will streamline business process integration, propelling it towards a more advanced maturity stage in Industry 4.0.

The Group holds the status of an Advanced Certified Enterprise under the Authorised Economic Operator (AEO) program, certified by the General Administration of Customs of the PRC. Initiated by the World Customs Organization, the AEO program simplifies customs clearance procedures. As an Advanced Certified Enterprise, the Group has proven its high-level compliance with regulations, effective internal control, and trade safety, as evaluated by the customs authority.

5. 價值鏈



卓越運營是實現業務績效的關鍵，對達至業務可持續發展尤為重要。為了實現這目標，集團通過應用先進技術，降低運營風險，以及保證為客戶和持份者提供最優質產品，持續管理其製造流程。

卓越製造

集團持續追求卓越製造，改善其生產價值鏈的工業流程，並保持在電子製造服務行業的領先地位。通過工業自動化、數字化，實時流程監控及其他相關技術的應用，工業4.0協助集團建造出優化、高效的工作場所，並達至更高生產力和競爭力。在不久的將來，集團將建立一個促進業務工序整合的系統，並朝著工業4.0更高成熟的階段邁進。

集團是經中國海關總署授權經營者（「AEO」）計劃認證的高級認證企業。授權經營者計劃最初由世界海關組織推出，以方便清關。作為高級認證企業，集團經海關當局評定在監管合規、內部控制及貿易安全各方面均達到高水準。

Value Chain 價值鏈

Moreover, the Group actively participates in industry associations to stay informed about the latest market shifts and trends. For example, both the Nansha Plant and the Rayong Plant maintain active memberships in the IPC Association Connecting Electronics Industries. The Group intends to keep investing in smart manufacturing capabilities to further improve overall production efficiency.

Industry 4.0 Certification

In 2019, Trio Engineering obtained the Industry 4.0 level 1i Maturity accreditation. This certification attests to the Group's proficiency in generating real-time information across business operations, production, and logistics. It serves as a testament to the Group's technological capabilities and its forward-thinking approach in the manufacturing sector.

Customer Satisfaction and Responsibility

The Group is dedicated to fulfilling customer needs and providing products and services that go above and beyond customer expectations. It adheres to three key principles: prioritising customers, delivering high-quality products with great efficiency, and constantly striving for improvement. To achieve these goals, the Group safeguards customers' rights and well-being through its quality assurance and recall procedures. It also ensures that all customer complaints and investigations are addressed promptly and effectively. This commitment not only helps build strong customer relationships but also contributes to the Group's reputation and long-term success in the market.

Listening to Customers

The Group regularly gauges customer satisfaction with its products and services through surveys and performance ratings. Customer satisfaction survey results show the Nansha Plant attained an average score of 86, marking a significant 10-point improvement over the previous year's 76. This progress underscores our continued focus on service excellence. The Group convenes regular meetings to review insights and develop action plans to better address the issues identified across the Group.

此外，集團加入了行業協會，以瞭解最新的市場變化和動向。例如，南沙工廠和羅勇工廠一直是IPC國際電子工業聯接協會的活躍會員。集團將繼續投放資源於智能製造能力上，以提升整體生產效率。

工業4.0認證

致豐工程在2019年獲得了工業4.0級1i成熟度認證，印證了集團在業務營運、生產及物流上實時產生數據的能力。它證明瞭該集團的技術能力及其在製造業領域的前瞻性思維。

顧客滿意度和責任

集團致力滿足客戶的需求，提供優於客戶要求的產品和服務，秉持以客為先、優質高效、持續改善三大原則。為此，本集團通過質量保證和召回流程以保障客戶的權利和福祉，並迅速有效地處理所有投訴和調查。這項承諾不僅有助於建立牢固的客戶關係，而且有助於提高集團在市場上的聲譽和長期成功。

聆聽客戶意見

集團通過調查及績效評級來定期評估客戶對我們產品和服務的滿意度。根據客戶滿意度調查的結果，南沙工廠所獲的客戶滿意度平均評分為86分，較2023年的76分大幅提升了10分，這一顯著進步充分體現了我們在服務品質與客戶體驗方面的持續優化與提升。集團定期召開會議，以審視建議並制定執行計劃，以更妥善解決整個集團所發現的問題。

Handling of Customer Complaints

The Group has developed clear protocols and operational procedures, like the Customer Communication Procedures, specifically designed to handle customer-related matters. A comprehensive resolution system has been implemented across all operating units to manage complaints effectively. This system designates a specific individual from each division to handle issues, ensuring that they are resolved within a reasonable period. This approach streamlines the complaint-handling process, enabling the Group to respond promptly to customer concerns and maintain high levels of customer satisfaction.

The Group's marketing team utilises an eight-step methodology, known as the **"8D Method,"** to manage customer complaints. This approach involves conducting in-depth investigations and maintaining meticulous documentation for each individual case.

During the Reporting Period, the Group received 291 customer complaints. Employing the 8D Method, all these complaints were successfully closed and resolved. In response to each complaint, the Group promptly implemented corrective actions and preventive measures to address the underlying issues and prevent their recurrence.

The Group manufactures its OEM products in strict accordance with the specifications provided by its customers. To build confidence in its products, the Group offers a one-year warranty for all its products. In the event that a product is found to be defective due to the Group's quality control issues, the Group will repair or refurbish the faulty product within the warranty period.

Throughout the Reporting Period, there were no product recalls due to safety and health concerns. Additionally, there were no significant instances of non-compliance with laws and regulations, nor were there any violations of voluntary codes that could have had a substantial impact on the Group in relation to product health and safety. This demonstrates the Group's commitment to maintaining high standards of product quality and safety.

處理客戶投訴

集團已制定了明確的規定及操作程式例如「客戶溝程式」來處理客戶問題。設立瞭解決制度來處理各個運營部門的投訴，包括各個部門指派一位專職人員在合理的時間內處理問題。這種方法簡化了投訴處理流程，使集團能夠及時回應客戶的疑慮並保持高水準的客戶滿意度。

集團的市場營銷團隊採用了8D問題解決法（「8D方法」）來處理客戶投訴，其中包括詳細調查及記錄每宗投訴。

報告期內，集團共收到291宗投訴；所有投訴均運用8D方法來處理並結案，迅速採取了糾正行動及預防措施來解決根本問題並防止再次發生。

集團的代工產品乃按照客戶的規格製造。產品設一年保修期。若有產品因質量控制原因而出現問題，將在保修期內對有問題產品進行復修補救。

報告期內，沒有因安全和健康原因召回產品，也沒有嚴重違反法律法規或自願守則而對本集團產品健康和 safety 產生重大影響。這表明該集團致力於維持高標準的產品品質和安全。

Value Chain 價值鏈

Product Quality and Safety

The Group maintains stringent standards for product quality and reliability. It manufactures products that comply with a diverse array of international standards, such as ISO 9001 and ISO 13485. These standards serve as benchmarks for ensuring consistent quality and reliability across the Group's product range. The Group's comprehensive quality control system encompasses every stage of the production process. It starts with the careful selection of suppliers and the procurement of high-quality raw materials. It then extends to the production phase, where strict quality and reliability assurance measures are implemented. The system also includes the maintenance of machinery and equipment to ensure optimal performance and consistent product quality.

The effectiveness of the Group's quality management system is regularly evaluated. The Management conducts an annual assessment during the Management Audit Meeting. Additionally, internal and external auditors perform audits to provide an independent evaluation of the system's performance. The following table outlines the major certifications held by the Group's products, which further validate their compliance with international quality standards and the Group's commitment to delivering high-quality products to its customers:

產品質量及安全

集團對產品質量及可靠性兩方面皆定下嚴格的標準，所製造的產品符合一系列國際標準（例如ISO 9001和ISO 13485）。這些標準作為確保集團產品系列一致性和可靠性的基準。集團的質量控制系統涵蓋整個生產過程，從選擇供應商、原材料採購、生產、質量和可靠性保證以至機械設備的維護，均受嚴格監控。

集團質量管理體系的成效，每年由管理層在管理評審會上進行評估，以及通過內部和外部審計師進行獨立審計。下表列出了我們產品的主要認證，這進一步證明其符合國際品質標準以及集團致力於向客戶提供高品質產品的承諾：



Certifications 認證

- | | |
|---|-----------------------------|
| • ISO 9001 Quality Management System | • ISO 9001 質量管理體系 |
| • ISO 13485 Quality Management System for Medical Devices | • ISO 13485 醫療器械質量管理體系 |
| • UL1446 Electrical Insulation Systems | • UL1446 絕緣材料系統 |
| • UL Certification for PCB Assembly | • 印刷電路板組裝UL認證 |
| • UL Traceability Requirement for Printed Circuit Board Assemblies (Category ZPVI2) | • 印刷電路板組件的UL可追溯性要求（類別ZPVI2） |
| • CCC Product Safety Certification | • CCC 產品安全認證 |

Throughout the various production stages, the Group's quality control team conducts comprehensive quality assurance inspections. These inspections cover incoming materials, intermediate products, and finished products. The purpose is to ensure that they meet the relevant quality standards, as well as the specific environmental and safety requirements set by the Group's customers.

Specialised teams have been established for different aspects of quality control, including incoming quality control, first article inspection, line quality control, and outgoing quality control. To guarantee the quality and safety of its products, the Group subjects them to a series of stringent performance and quality tests. These tests include laboratory tests, RoHS Directive spectrum inspections, automatic optical inspections, burn-in tests, and unit under tests. If a product is found to be defective, the team will conduct additional testing to pinpoint the faulty components for replacement.

To boost production efficiency and improve product quality, the Group has developed the T-MICS manufacturing execution system. Since 2009, this system has been implemented across the entire production process at the Nansha Plant. T-MICS collects real-time data and closely monitors the attainment of performance targets related to production and quality assurance. One of the key modules of T-MICS is the UL traceability record system. By utilising QR codes, this system enables the Group to efficiently access production data and accurately trace the origin of its raw materials and products. This traceability not only helps in maintaining quality control but also enhances the Group's ability to respond promptly to any quality-related issues, ensuring that customers receive products of the highest standard.

在生產的不同階段，質量控制團隊對購入材料、半成品和成品進行質量保證檢查，以評估它們是否符合相關的質量標準並達至客戶指定的環境與安全要求。目的是確保它們符合相關的品質標準以及集團客戶設定的特定環境和安全要求。

我們指派專責團隊進行進貨質量控制、首件檢驗、生產線質量控制和出廠質量控制。通過一系列嚴格的性能和質量測試來控制產品的質量和安全性，包括實驗室測試，RoHS譜系檢測、自動光學檢測、老化測試及單元測試等。如果發現產品有缺陷，團隊將進行進一步的測試以識別有缺陷的零件，進行更換。

為了提高生產效率並達至最佳的產品質量，集團開發了製造執行系統「T-MICS」。自2009年起，南沙工廠已在整個生產過程中應用該系統，以收集實時數據，監控在生產及質量保證兩方面能否達至相關的績效目標。UL可追溯性記錄系統乃T-MICS其中一個關鍵模組，它能通過使用QR碼有效檢索生產數據，並準確追蹤我們的原材料及產品至源頭。這種可追溯性不僅有助於維持品質控制，而且還增強了集團及時回應任何品質相關問題的能力，確保客戶收到最高標準的產品。

Value Chain 價值鏈

Intellectual Property Rights

As a major entity with a substantial number of patents, the Group is deeply committed to safeguarding the innovative technologies and intellectual property (IP(s)) utilised in its business operations. The Group has formulated its IP Rights Policy, designed to effectively manage and protect the handling of its proprietary information and IP rights. It is implemented in strict accordance with the following relevant laws and regulations:

- Enterprise intellectual property compliance management system – Requirements (GB/T 29490-2023)
- the Patent Law of the PRC;
- the Trademark Law of the PRC;
- the Copyright Law of the PRC;
- Patent Act B.E. 2522 (1979) of Thailand;
- Trademark Act B.E. 2534 (1991) of Thailand; and
- Copyright Act B.E. 2537 (1994) of Thailand.

The Group's IP Team formulates management strategies, reviews the system, and allocates resources effectively. It ensures R&D projects don't infringe existing IP rights.

The IP Team collaborates with administration and procurement teams to oversee supplier IP protection. Suppliers must comply with IP regulations and the Group's code of conduct. Confidentiality agreements are signed with employees, suppliers, and customers. Unauthorised IP use incurs legal liability, and no infringement cases occurred during the Reporting Period.

Since its early days, the Group has registered IPs for new inventions. As at 31 December 2024, it had obtained 46 utility model patents and software copyrights.

知識產權

作為眾多專利的主要持有者，集團致力保護應用於營運上的新技術及知識產權（「知識產權」）。集團制定了知識產權政策，旨在有效管理和保護其專有資訊和知識產權的處理。知識產權政策旨在根據以下法律法規管理及保護專有資訊和知識產權的處理：

- 企業知識產權合規管理體系要求 (GB/T 29490-2023)
- 《中華人民共和國專利法》；
- 《中華人民共和國商標法》；
- 《中華人民共和國版權法》；
- 《泰國專利法B.E. 2522 (1979)》；
- 《泰國商標法B.E. 2534 (1991)》；及
- 《泰國版權法B.E. 2537 (1994)》。

集團的專責知識產權團隊制定知識產權管理策略，審查管理體系，確保資源有效配置。在開展任何研發項目之前，集團確保不侵犯已被註冊的知識產權。

知識產權團隊與行政及採購團隊緊密合作，以監控供應商對知識產權的保護。供應商必須遵守知識產權法規及法律，並遵守集團制定的《供應商行為準則》。集團與員工、供應商及客戶簽訂保密協議，就知識產權保護條款達成協議。未經授權使用我們的知識產權可能要負上法律責任。報告期內，沒有出現知識產權侵權事件。

自成立初期起，集團一直為其新發明進行知識產權註冊。截至2024年12月31日止，集團共獲得46項實用新型專利及軟件著作權。

Information Security and Data Privacy

The Group places a high premium on information security and is fully dedicated to preventing the leakage of classified information and customer data. In 2024, the Group continues to uphold and enhance its security measures as follows:

The Group has an Information Asset Control Policy in operation. This policy serves to ensure the adequate protection of customer and business data, while also ensuring compliance with data protection legislation and leading industry standards. Every year, all relevant documents and processes within the information security system are audited and evaluated. This annual assessment allows for the regular identification of assets and potential risks. Additionally, the Group communicates its information security strategies and actions to suppliers and customers through surveys and on-site audits. Confidential agreements have been established with employees and business partners, which safeguard any candid confidential discussions and shared confidential information through legally binding contracts.

The IT Department, along with a specialised information security team, oversees the quality and consistency of the Group's technology risk management and cybersecurity. To address security threats and vulnerabilities identified during risk assessment processes, relevant control procedures have been put in place. To maintain a stable network connection, the Group has developed a contingency plan and backup servers, which are ready to respond in case of network instability or failures. From a technological perspective, the Group has established internet firewalls, anti-virus systems, and internet authorisation systems to safeguard its cybersecurity. The effectiveness of the information security management system is reviewed and approved annually by the Management.

資訊安全與數據私隱

集團高度重視資訊安全，致力防止機密資料及客戶數據外洩。2024年，集團繼續堅持並加強安全措施如下。

集團實施資訊資產控制政策，以充分保護客戶及業務數據，並遵守數據保護法規及相關之行業領先標準。每年對資訊安全體系的所有相關檔和流程進行審核和評估，以確保定期識別資產和風險。集團通過問卷調查和現場審核，讓供應商和客戶瞭解集團的資訊安全性原則及舉措。集團與僱員及商業夥伴簽訂保密協議，讓我們在坦誠討論保密內容或共用保密資訊時能受具法律約束力的合同保護。

資訊科技部門及一支專責資訊安全團隊監察集團技術風險管理的質量和一致性，以及集團的網絡安全。集團建立了相關的控制程式，以解除於風險評估過程中發現的安全威脅，堵塞漏洞。為了維持網絡連接的穩定性，集團制定了應變計劃並備份服務器，以防網絡不穩定及故障。在技術層面，集團備有互聯網防火牆、防病毒系統及互聯網授權系統，以維護網絡安全。資訊安全管理體系的有效性，每年由管理層審核。

Value Chain 價值鏈

As part of the orientation process for new hires, the Group provides basic information security training. For existing staff, regular refresher training sessions are conducted to reinforce information security awareness among employees. All access to customer data is subject to appropriate approvals and is granted on a need-to-know basis. Recertification processes are in place to confirm the accuracy of such access permissions. The Group mandates that all employees adhere to the Code of Conduct, which is fully compliant with applicable data protection legislation and industry guidelines. This Code strictly prohibits employees from disclosing customer information to unauthorised parties.

One of the Group's key performance indicators is to maintain a zero loss of confidential information. During the Reporting Period, no loss of customer data and privacy was identified, nor was there any non-compliance with laws and regulations that would have a significant impact on the Group in relation to customer data protection and privacy. Also, no substantiated complaints regarding breaches of customer privacy were received.

Advertising and Labelling

The Group does not possess a dedicated policy concerning the advertising and labelling of its products and services. This is due to the fact that such aspects of advertising and labelling are deemed to have little significance for the Group's operations. During the Reporting Period, there were no instances of material non-compliance with relevant laws and regulations pertaining to advertising and labelling that would have had a substantial impact on the Group.

Responsible Supply Chain Management

As a prominent player among electronics manufacturers in the industry, the Group is committed to fostering a responsible supply chain and cultivating stable, long-term relationships with its suppliers.

集團在迎新過程中，會向所有新僱員提供基本的資訊安全培訓，並為現有僱員提供定期進修培訓，以增強僱員的資訊安全意識。任何人存取客戶數據均須經適當的審批，並按「實際需要知道」的原則授權存取，然後要進行重新認證以確認授權仍然正確。本集團要求所有僱員遵守行為守則，該守則完全符合適用的數據保護法規及行業準則，並禁止僱員將客戶資料透露予未經授權的各方。

集團努力保持機密資訊零丟失，以此作為關鍵績效指標之一。報告期內，沒有發現遺失客戶數據及私隱資料的情況，也沒有違反客戶數據保護和隱私的法律法規而對集團造成重大影響。報告期內，未收到關於侵犯客戶隱私的成立投訴。

廣告宣傳及標籤

由於廣告宣傳及產品和服務標籤對本集團的營運並不重要，因此集團沒有關於廣告宣傳及產品和服務標籤的具體政策。報告期內，本集團概無違反任何有關廣告和標籤的法律法規，而對集團有重大影響。

負責任的供應鏈管理

作為業內領先的電子製造商之一，本集團提倡負責任的供應鏈，並與供應商建立穩定、長遠的合作關係。

All suppliers associated with the Group are obligated to comply with relevant laws and regulations. They must also adhere to the Group's requirements regarding business ethics, human rights, and environmental and safety compliance, as outlined in the Supplier Code of Conduct. As an integral part of the Group's supply chain management strategy, it has integrated the enterprise resource planning (**ERP**) system, the supplier relationship management (**SRM**) system, and the self-developed T-MICS system. These systems are employed to enhance the unified management of suppliers. Internally, the Group has meticulously formulated and rigorously implemented policies such as the Procurement Procedure and the Guideline on Supplier Selection and Evaluation.

The Group conducts a careful selection of suppliers based on their overall performance, considering multiple selection criteria. These include product specifications, product compliance, production capacity, adherence to quality standards such as ISO 9001, and whether the products are environmental-friendly. The Code of Conduct for Suppliers sets forth high standards of ethical conduct that suppliers are expected to follow. This helps to mitigate environmental and social risks within the Group's supply chain. Additionally, the Group encourages suppliers to progress towards international standards, such as the SA8000 social accountability standard, ISO 14001 environmental management system, and ISO 45001 occupational health and safety management system. For specific materials, such as batteries and packaging materials, suppliers are required to exercise control over hazardous substances and submit relevant compliance information in accordance with the European Union's RoHS and REACH regulations, as well as customer requirements.

The Group conducts factory audits and periodic evaluations of its suppliers, assessing their quality-related criteria as well as their environmental and social performance. Key suppliers are audited once every three years, while other suppliers are audited once every five years. The audit or post-audit improvement results must meet the Group's requirements before suppliers can be included in the list of qualified suppliers. In situations where suppliers violate laws and regulations, fail to meet the Group's vendor requirements, engage in misconduct, or do not achieve satisfactory results during the contract period, the Group will either downgrade or remove those suppliers from the approved vendor list.

我們所有的供應商均須遵守相關法律法規，並遵守《供應商行為準則》中關於商業道德、道德操守、人權、環境及安全合規性的要求。為貫徹集團的供應鏈管理策略，我們整合了企業資源計劃（「ERP」）系統、供應商關係管理（「SRM」）系統及自行開發的T-MICS系統，以加強對供應商的統一管理。在內部，集團嚴格制定並執行《採購程式》及《供應商選擇與評估指南》等政策。

本集團嚴格選擇供應商，會考慮供應商在各方面的整體表現，包括產品規格、產品合規性、生產能力和是否符合達到質量標準（例如ISO 9001）以及其產品是否環保。集團的《供應商行為準則》要求供應商持守高標準的道德操守，以盡量減少集團在供應鏈領域的環境和社會風險。集團亦鼓勵供應商逐步引入國際標準，例如SA8000社會責任標準、ISO 14001及ISO 45001管理體系。對於特定的材料（例如電池及包裝材料），供應商必須根據歐盟RoHS和REACH法規以及客戶的要求，監控有害物質並提交相關的合規資料。

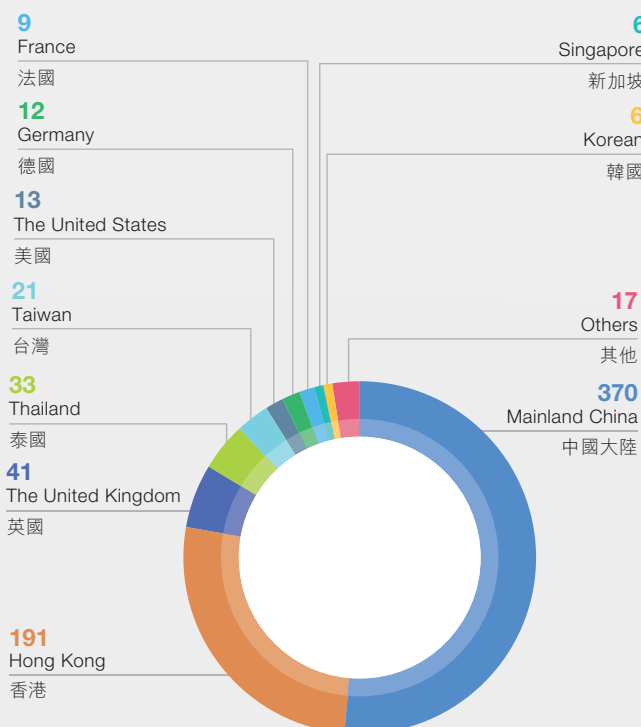
集團會到供應商的工廠進行審計及進行定期評估，審視其質量相關標準及環境和社會績效。每三年審核主要供應商一次，其他供應商則每五年審核一次。供應商的審計或審計後的改善結果必須符合本集團的要求，才能被納入集團的合資格供應商名單內。如果供應商在合約期內違反法律法規、不符合招標要求、行為不當或無法取得滿意的評分，集團會將其降級或從合格供應商名單中除名。

Value Chain 價值鏈

During the Reporting Period, the Group established collaborative relationships with a total of 719 suppliers. The details of the suppliers' geographical distribution are as follows:

報告期內，本集團共與719家供應商合作，詳情如下：

Distribution of Suppliers by Geographical Region of 2024 供應商的地區分佈



The vast majority of our suppliers are from Hong Kong and Mainland China, which accounted for around 78% of our total suppliers. Other geographical regions include suppliers (less than 1% each) in Malaysia, Italy, Spain, Ireland, Switzerland, Japan, Belgium, Canada, India, Hungary and Netherland. The procured materials were mainly electronic components, metal, circuit boards and equipment.

供應商大多數來自香港及中國大陸，約佔供應商總數78%。其他地區的供應商包括馬來西亞、義大利、西班牙、愛爾蘭、瑞士、日本、比利時、加拿大、印度、匈牙利和荷蘭（每地區佔不足1%）。採購的物料主要為電子元件、金屬、線路板及設備。

6. PEOPLE

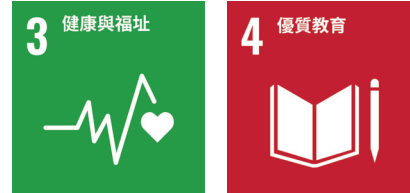


The Group is committed to establishing a people-centric working environment which characterized by the absence of discrimination and harassment, while simultaneously embracing diversity and placing a high priority on the wellness and safety of its employees. The Group firmly believes in investing in its employees, creating fair opportunities and providing support for them to thrive as a high-performing team.

Caring for Our People

The Group firmly adheres to the principles of legality, fairness, impartiality, equality, honesty, and good faith. When it comes to improving human resources policies and safeguarding employees' legitimate rights and interests, the Group complies with the Labour Law of the PRC, the Labour Contract Law of the PRC, and other relevant regulations regarding work and labour practices. The Group's ethical norms and expectations of employees are clearly delineated in the Code of Conduct and other pertinent policies set forth in the Staff Handbook. These cover principles on human rights, anti-bribery, conflict of interests, anti-discrimination, and the proper methods for handling confidential information. Employment contracts explicitly stipulate the terms of employment, salaries, benefits, and termination provisions. For instance, any employee who wishes to leave the Group must submit a written notice of termination.

6. 人員



本集團旨在創建一個以人為本的工作環境，沒有歧視和騷擾，同時擁抱多元化並以健康與安全為優先考慮。集團積極投資於員工身上，給予平等機會和充份的支持，致力培育表現卓越的團隊。

關愛我們的員工

集團秉持合法、公平、公正、平等、誠實守信的原則。遵守《中國勞動法》、《中國勞動合同法》及其他與工作及勞工常規有關的法規，以完善人力資源政策並保障僱員的合法權益。集團對員工的道德標準和期望已在《行為守則》清楚列明，而其他相關政策載於《員工手冊》內，包括人權、反賄賂及利益衝突、反歧視及妥善處理保密資料的方法。僱傭合約明確闡述僱用條款、工資、福利及解僱條款。例如，任何離職僱員必須向集團提交書面終止合約通知。

People 人員

Employees are motivated to have two-way communication with their supervisors and managers through multiple channels, including emails, the intranet, and hotlines. A confidential grievance mechanism is in operation, allowing employees to express their concerns about any inappropriate behaviour or harassment and report work-related hazards and risky situations without the worry of facing retaliation.

There are several units within the Group that support the management of various aspects of employment and labour matters. The Human Resources Department works on strengthening and optimizing the Group's human resources policies. The Training Committee devises annual training plans according to training requirements and employees' feedback. The Health and Safety Unit in the Nansha Plant and the Human Resources Department in the Rayong Plant are tasked with overseeing health and safety performance and minimizing potential risks in operations. A Labour Dispute Mediation Committee has been established to deal with labour disputes.

During the Reporting Period, no significant non-compliance issues were found in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, and other benefits and welfare. During the Reporting Period, labour disputes arising from employee terminations occurred and were properly resolved. No other labour dispute cases were registered during the Reporting Period.

集團鼓勵僱員透過電子郵件、內聯網及熱線電話等管道與主管及經理進行雙向溝通。集團設有保密的申訴機制，僱員可以就任何不當行為或騷擾表達憂慮，並舉報與工作有關的危害及危險情況，而不用擔心遭到報復。

集團多個部門支援有關管理僱傭及勞工多方面的事宜。人力資源部負責加強及完善集團的人力資源政策。培訓委員會因應培訓需求和員工反饋而制定相關的年度培訓計劃。南沙工廠的健康與安全部門與羅勇工廠的人力資源部門負責監察健康與安全績效，並減輕日常運營中的任何潛在風險。成立了勞資糾紛調解委員會處理勞資糾紛。

報告期內，沒有發生與薪酬及解僱、招聘及晉升、工時、休息時間以及其他權益和福利有關的重大違規行為。報告期內有發生因解僱員工產生的勞資糾紛事件，均已得到妥善處理。

Creating an Inclusive Workplace

The Group is firmly dedicated to fostering an inclusive workplace. It firmly believes that employees can reach their maximum potential only when they are treated equitably and fairly, and when their opinions are listened to and valued. The Group's stance on equal opportunity and its antidiscrimination measures are explicitly detailed in the Code of Conduct. This code clearly states that any form of differential treatment and harassment is unacceptable and will not be permitted within the workplace. A series of human resources policies have been established to guarantee fairness in all aspects, including recruitment, employment, career progression, training and development, performance evaluation, and rewards for both job applicants and existing employees.

At Trio, employees will never be discriminated against or have opportunities withheld from them based on race, nationality, religion, physical condition, disability, gender, pregnancy, sexual orientation, political status, age, or any other factors prohibited by relevant laws and regulations. As a responsible employer, the Group adheres to the principle of pay equity. It regularly examines market data to determine competitive pay scales. The Group conducts management review meetings annually to deliberate and assess human resources policies. It also mandates relevant departments to make timely improvements to safeguard employees' rights and interests. Employees discovered to be involved in discriminatory behaviours will be subject to disciplinary actions.

During the Reporting Period, no significant non-compliance with relevant laws and regulations regarding equal opportunity, diversity, and anti-discrimination that could have a substantial impact on the Group was observed.

創建具包容性的工作場所

本集團致力創建普惠的工作環境，認為只有當僱員受到平等和公正的對待，其意見獲傾聽和重視時，他們才能充分發揮潛能。集團的《行為守則》明確闡述了集團對平等機會及相應的反歧視措施，當中表明不平等的待遇和騷擾是不能接受的，因此不容許在工作場所內發生。集團制定了相應的人力資源政策，以確保在處理應徵者和僱員的招聘、僱用、工作晉升、培訓及發展、績效評估及獎勵各方面，都秉持公平的原則。

在致豐，僱員不會因種族、國籍、宗教、身體狀況、殘疾、性別、懷孕、性取向、政治地位、年齡或適用法律法規禁止的任何其他歧視而遭受歧視或剝奪機會。作為負責任的僱主，集團奉行薪資公平的原則，並定期檢討市場資訊，以提供具競爭力的薪酬水準。本集團每年舉行管理層檢討會議，討論及檢討人力資源政策；還要求有關部門及時進行改善，以保障僱員權益。如僱員被發現有歧視行為，將受到紀律處分。

報告期內，沒有發生違反有關平等機會、多元化及反歧視法律法規的情況而對集團有重大影響。

People 人員

Total Workforce

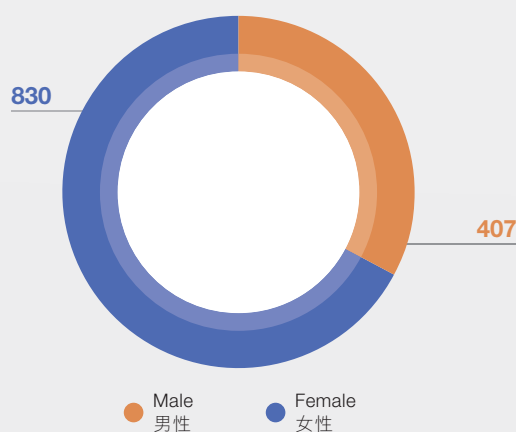
The Nansha and Rayong Plants of the Group had a total number of 1,237 employees as at 31 December 2024 (2023: 1,522 employees), all of whom were permanent full-time employees. The total workforce by gender, age group, employee grade, and geographical region are shown below.

總勞動力

截至2024年12月31日，本集團南沙及羅勇工廠有1,237名僱員（2023年：1,522名僱員），均為長期全職僱員。下面顯示按性別、年齡組、員工級別及地區劃分的總勞動力。

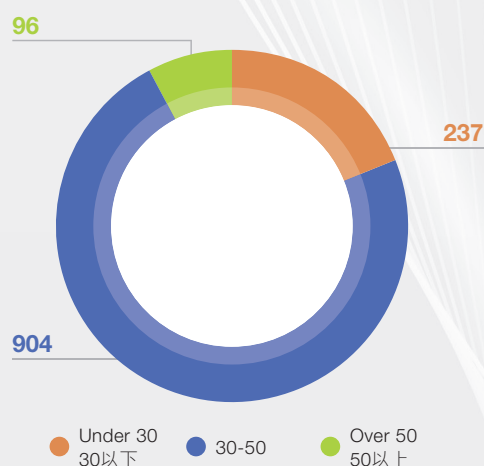
Gender Distribution

性別分佈



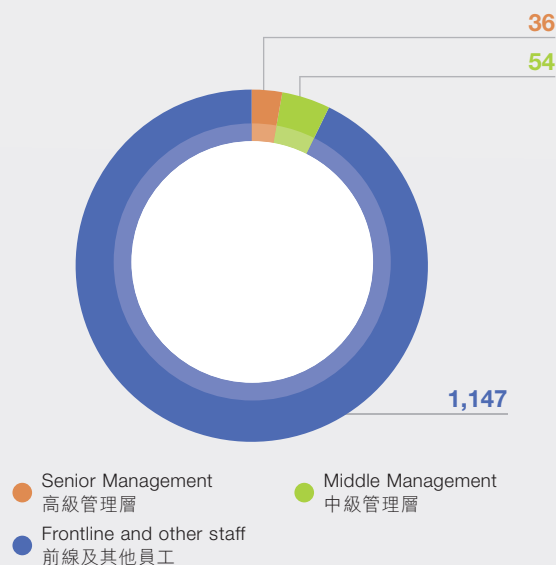
Age Group Distribution

年齡組分佈



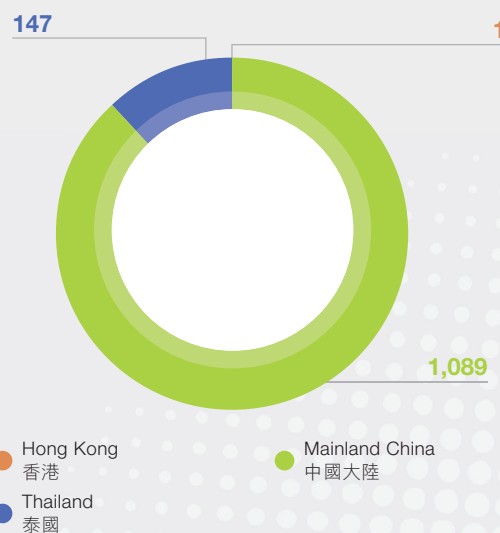
Employee Grade Distribution

僱員職級分佈



Geographical Region Distribution

地區分佈



Turnover

A total of 690 employees left the Group during the Reporting Period. The overall turnover rate was 50%¹. To acquire and retain the best talents, the Group continues to review employees' remuneration packages as well as design and implement people-oriented policies.

流失率

在2024年報告期內，共有690名僱員離職，整體流失率為50%¹。為了吸納及留住最優秀的人才，集團將繼續檢討僱員的薪酬待遇，並制定及實施以人為本的政策。

Total Workforce Distribution 總勞動力分佈		2024 Employee Turnover Rate 2024僱員流失率
Gender Distribution 性別分佈		
Male 男性		54%
Female 女性		48%
Age Group Distribution 年齡組分佈		
Under 30 30以下		107%
30-50 30-50		34%
Over 50 50以上		55%
Geographical Region Distribution 地區分佈		
Hong Kong 香港		133%
Mainland China 中國大陸		41%
Thailand 泰國		133%

Notes:

1. The overall turnover rate is calculated by the number of employees left during the Reporting Period/Average of the sum of the number of employees at of the end of the 2023 reporting period and the 2024 reporting period x 100%. Employees who leave within one month of employment are not counted.

註：

1. 整體流失率是按報告期間離職員工數量／2023年報告期末與2024年報告期末的員工加和數量的平均數x100%計算。入職一個月內離職的員工不計算在內。

Strategic Talent Centre (“STC”)

The STC at the Nansha Plant functions as a crucial platform for the Group to recruit talents and professionals from specialised domains, including engineers, IT technicians, procurement experts, accountants, and internal auditors. As an integral part of the Group’s continuous business strategies, the Group’s Management is committed to consistently recruiting talents of the required level and quantity at the STC. This initiative aims to provide a wide range of value-added supports to the Group’s operations, further supporting its growth and development.

Competitive Remuneration and Benefits Package

The Group is dedicated to offering its employees a competitive remuneration and benefits package. The remuneration system is annually evaluated, taking into account both employees’ performance and contributions, as well as the current market trends. Besides basic salaries and overtime pay, the Group also issued onetime allowance to frontline workers at the Nansha Plant. The Group endeavours to provide a favourable working environment along with competitive benefits. These benefits include statutory holidays, paid annual leave, social insurance coverage, medical insurance, marriage leave, paternity leave, lactation breaks, and meal allowances. Additionally, workers at the Nansha Plant receive a seniority bonus calculated according to their length of service.

Employee Relations

The Group is committed to cultivating a strong sense of belonging among its staff. It ensures that every employee’s voice is heard through transparent communication channels. To achieve this, the Group has set up employee complaint mailboxes, message boxes, hotlines, and social media platforms. Dedicated staff handle the opinions, suggestions, and complaints collected from these channels promptly. The Group will persist in maintaining communications with employees through multiple channels such as meetings, surveys, and other platforms. The effectiveness of communication is assessed through random sampling surveys and interviews, aiming to continuously improve the communication mechanism and strengthen the bond between the Group and its employees.

戰略人才中心 (「STC」)

位於南沙的戰略人才中心，作為招募和吸引專業領域的人才及專業人士的平台，對象包括工程師、資訊科技人員、採購專才、會計師及內部審計師。作為集團持續經營策略的重要組成部分，集團管理層致力於持續為STC招募所需水準和數量的人才。此舉旨在為集團營運提供廣泛的增值支持，進一步支持集團的成長和發展。

具競爭力的薪酬福利計劃

集團致力於為僱員提供具競爭力的薪酬福利方案。集團每年都會評估薪酬體系，考量僱員的績效、貢獻以及當前市場趨勢。除基本工資和加班費外，集團還向南沙工廠的一線工人發放了一筆過津貼。集團努力營造良好的工作環境，提供具有吸引力的福利，包括法定假日、帶薪年假、社會保險、醫療保險、婚假、陪產假、哺乳假和伙食津貼。此外，南沙工廠的工人可根據服務年限獲得資歷獎金。

僱員關係

集團致力培養員工對公司的歸屬感，並確保員工可通過透明的溝通管道發聲。為此，集團設立了僱員投訴信箱、意見收集箱、電話熱線及社交媒體平台，以收集僱員的意見、建議及投訴，並由專人迅速處理。集團將繼續通過各種管道如會議、調查及其他平台等與僱員保持公開對話。通過隨機抽樣調查及面談檢討溝通是否足夠。

Employee Health and Safety

The Group places the utmost importance on the health and safety of its employees. It is unwaveringly committed to abiding by relevant occupational health and safety (OHS) regulations and promoting employee involvement to enhance OHS objectives. The Group strictly complies with the Prevention and Control of Occupational Diseases Law of the PRC, the Work Safety Law of the PRC, and the Occupational Safety, Health, and Environment Act, B.E. 2554 (2011) of Thailand. It has established comprehensive OHS systems, policies, and safety protocols to manage all related matters in its operations. During the Reporting Period, no major noncompliance with laws and regulations significantly impacting the Group's OHS was detected.

Health and Safety Management

The Health and Safety Committee (H&S Committee), composed of representatives from various departments, oversees OHS policies, operational controls, and performance. In Nansha Plant, the ISO 45001 management system is implemented across all employees and processes. During the Reporting Period, regular safety audits, risk assessments, and incident investigations were carried out in the Nansha Plant to identify and eliminate hazards. All inspection results met regulations, and annual indoor pollutant monitoring for each production unit was up to standard. The H&S Committee uses the hierarchy of controls to address risks. At Rayong Plant, the Human Resources Department ensures effective safety policies are in place. A safety officer ensures compliance with local laws, and an internal audit team monitors safety performance.

The H&S Committee holds annual management review meetings to discuss performance and set targets. In 2024, there were no major changes in the Group's OHS management.

僱員健康與安全

僱員的健康與安全仍然是集團的重中之重。本集團一直恪守相關的職業健康和安​​全（「OHS」）法規，並鼓勵僱員參與，以提升OHS水準。集團嚴格遵守《中華人民共和國職業病防治法》、《中華人民共和國安全生產法》和《泰國職業安全、健康與環境法B.E. 2554 (2011)》。本集團備有完善的OHS系統、政策及安全規程，以在營業點管理相關事宜。報告期內，沒有錄得有關職業健康與安全法律法規的重大違規行為而對集團的造成重大影響。

健康與安全管理

健康與安全委員會（「H&S委員會」）由各部門的管理人員代表組成，對與OHS相關的政策、運營控制及績效進行監督，並在南沙工廠內有效實施ISO 45001管理體系。該管理體系應用於所有僱員和管理流程上。集團對南沙工廠的運營流程進行安全審計、內部和協力廠商風險評估以及事件調查，以識別和消除現有及潛在的物理及化學危害。報告期內，所有檢查結果均符合適用法規和標準。集團每年對工廠的每個生產單元進行室內污染物監測。報告期內，監測結果達標。H&S委員會主動通過分層級控制處理現有的風險。在羅勇工廠，人力資源部確保有效的安全政策、程式和規程到位。有一名安全主任確保遵守當地的安全法律和法規，亦有內部審計小組，專門負責監督工廠的安全績效。

H&S委員會每年舉行一次管理檢討會議，以討論及檢討健康與安全績效，並為下一個報告期設定目標。報告期內，有關OHS的管理方針並沒有重大變化。

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Safety protocols cover all production processes, ensuring safe handling of hazardous chemicals. Employees can submit OHS-related feedback through multiple channels and can leave unsafe work situations. Employees in high-risk positions have pre- and post-employment medical checks, in addition to regular occupational health checks. The Group offers annual medical check-ups for all employees. Protective gear is provided in hazardous workplaces. Fire and chemical spill drills are regularly conducted to assess emergency response. Personal protective equipment is distributed in line with relevant laws to safeguard front-line workers.

Health and Safety Incidents

The Group is committed to the well-being of its employees by conducting annual OHS disease examinations. Once an employee is identified with an occupational disease, they are promptly transferred to alternative roles to safeguard their health. Simultaneously, the Industrial Safety Management Unit of the Administrative Department undertakes a thorough investigation, analysis, and evaluation of the situation. This unit then provides a safety hazard/accident rectification report. If the employee is diagnosed with an occupational disease, the Group follows applicable laws and regulations to declare it as a work-related injury and initiates the compensation settlement process.

Thanks to the Group's continuous emphasis on workplace safety, which includes extensive training programs, no employee fatalities have been recorded in the last three reporting years, including the Reporting Period. In line with local regulations and the ISO 45001 management system requirements, the Group conducts incident investigations and root cause analyses. This approach helps in identifying the underlying reasons for any safety-related incidents, enabling the implementation of preventive measures to enhance overall workplace safety.

集團已就所有生產流程制定了安全規程，並保證危險化學品被安全存儲、標籤、使用及處置。集團提供了數個管道讓僱員直接向其主管或經理提出想法、有關OHS問題或投訴。若工人認為工作環境不安全，可以離開工作崗位。集團除了為員工提供年度體檢，還為任職具職業危害隱患崗位的工人提供入職前、後進行體檢。並在所有使用危險化學品的工作場所提供防護裝備。定期舉行消防演習及化學洩漏演習，以評估疏散及清理程式的有效性。集團遵照相關法律分發個人防護裝備予前線工人，以提供安全保護。

健康與安全事故

集團每年為僱員提供OHS疾病檢測，發現患上職業病的僱員，會立即被調派到其他崗位工作，以照顧他們的健康。同時，行政部門的工業安全管理單位會對事件進行調查、分析和評估，並提交安全隱患／事故整改報告。如僱員被診斷患有職業病，集團將根據適用的法律法規申報工傷，並進行賠償。

由於集團持續針對工作場所的安全問題進行廣泛的培訓，包括2024年，在過去三個報告年度，皆沒有錄得僱員死亡事故。集團根據當地法規及ISO 45001管理體系的要求進行事故調查並分析發生原因。這種方法有助於找出任何安全相關事故的根本原因，從而實施預防措施來提高整體工作場所的安全性。

Health and Safety Training

The Group conducts general training, safety induction training, specific operation training, and other relevant training annually for employees at various seniority levels and in different roles. These training initiatives are carried out in accordance with legal requirements, standards, and the specific risks associated with the work. When necessary, the Group collaborates with third-party professionals to organise training sessions. This enables the sharing of the latest knowledge with employees, ensuring they are well-informed and equipped to perform their jobs safely and effectively.

Based on the nature of our Group's work, we pay special attention to fire hazards in the workplace. An on-site fire station has been set up at the Nansha Plant to provide prompt support in case of fire accidents. Fire safety is ensured through regular fire drills, fire safety training, and continuous maintenance of fire-fighting facilities and equipment.

In addition, during the Reporting Period, the Nansha Plant fully collaborated with the fire and rescue forces at the district, town, and village-neighbourhood levels to provide fire safety training for employees. The fire and rescue teams also evaluated the fire-resistance performance of the plant's facilities. During the Reporting Period, apart from fire drills, the Group also provided specialized drills for other emergencies, including electric shock, machinery related injuries, container explosions, chemical spills, poisoning, and asphyxiation in confined spaces. These emergency drills simulate real-life emergency situations and aim to enhance employees' safety awareness and self-protection capabilities.

健康與安全培訓

集團根據法律要求、標準及特定的風險，每年為不同資歷及職務的僱員安排一般培訓、安全指導培訓、特定操作培訓及其他相關培訓。在適當的情況下，會與協力廠商專業人士合辦培訓，與僱員分享最新的知識，確保他們掌握足夠的資訊並具備相應的裝備，能夠安全有效地完成工作。

基於集團工作內容，本集團特別留意工作場所的火災隱患。南沙工廠內設有消防站，以便一旦發生火警，可迅速提供支援。為確保消防安全，集團定期進行消防演習、消防安全培訓並持續保養消防裝置及設備。

此外，本報告期內，南沙工廠還邀請各級消防隊為其員工提供消防安全培訓。消防隊還對工廠內設施的防火性能進行了評估。報告期內，除消防演習外，集團還針對觸電、化學品洩漏、中毒、密閉空間窒息等其他突發事件開展專門演習。這些應急演練模擬真實的突發事件，提高員工的安全意識和自我保護能力。

Case: Fire Emergency Drill

案例：消防應急演習

In September 2024, the Nansha Plant held a fire emergency drill. Through simulation training, this drill aimed to enhance employees' fire safety awareness and emergency response abilities. During the drill, all employees evacuated safely and promptly.

2024年9月，南沙工廠舉行了一次消防應急演練。這次演練通過模擬訓練，旨在提升員工的消防安全意識和應急反應能力。演練期間，全體員工均安全、迅速地進行了疏散。



Organize the evacuation of personnel
組織人員疏散



Firefighting Equipment Usage Training
消防設備使用培訓



Initial Fire Response
初期火災應對



Nearby employees participate in firefighting
附近員工參與滅火

Case: Hazardous Chemicals Emergency Drill

案例：危險化學品洩漏事故應急演練

The Group simulated a hazardous chemical leakage scenario and arranged for staff to learn how to handle such accidents. As a result of this exercise, the staff had a deeper understanding of hazardous waste leakage disposal.

集團模擬危險化學品洩漏現場，組織員工學習如何處理危險化學品洩漏事故。通過此次演練，員工們對危險廢物洩漏處置有了進一步的瞭解。



Hazardous chemicals disposal demonstration
危險化學品處置示範



Safety officer explains the process of hazardous waste disposal
安全員講解危險廢物處置流程

Food Health and Safety

The Group has established its own regulations and a traceability system to guarantee that the food served in the staff canteen meets high-quality and safety standards. These regulations offer guiding principles and strict criteria for the operation and management of the staff canteen, focusing on quality and cleanliness. The Group sources only fresh and clean food materials that comply with all relevant national standards and regulations. Every day, food samples are retained for 48 hours for record-keeping purposes and can be tested if required. During the Reporting Period, no food quality-related complaints were received.

食品健康與安全

集團制定了自身的規章制度和可追溯系統，以確保員工食堂供應的食物達到高品質和安全標準。這些規章制度為員工食堂的運營和管理提供了指導原則和嚴格標準，重點關注食品質量和衛生。集團只採購新鮮、衛生的食材，且這些食材均符合所有相關國家標準和法規。每天都會抽取食物樣本留存48小時，用於記錄，必要時可供檢測。在報告期內，集團未收到任何與食品質量相關的投訴。

People 人員

Development and Training

Employee development plays a crucial role in the Group's sustainable growth. To this end, the Group offers employees a diverse range of training opportunities. These are designed to enhance their professional knowledge at work, equip them with new skills and industry insights, which in turn can boost their careers and meet the Group's operational requirements.

The Training Committee, consisting of Board members, senior executives, and technical staff, is responsible for overseeing staff training and development in the PRC operations. The Human Resource and Training Control Procedure, along with other supporting policies, has been established to ensure the effective execution of training strategies. Based on individual requirements, team-specific goals, and employee feedback, the Training Committee designs and organises internal training. This training covers various topics and skills, such as strategic thinking and software-specific knowledge. Senior executives can receive educational subsidies to attend external project management courses. Employees are also encouraged to create their own training plans and consult with their supervisors. They can get tuition or examination fee reimbursement upon completing courses or exams relevant to their career development. In addition to classroom-based training, the Group also provides training programs via an e-learning platform, offering employees more flexible learning options.

The Group nurtures its employees via a variety of learning and development initiatives. These initiatives are as follows:

- **New Employee Training** – Conducted on the first day of employment, this training is aimed at introducing new employees to the Group's ethical norms, corporate culture, rules and regulations, safety protocols, and product-related knowledge;
- **Pre-job Training:** This training is designed to help new hires or transferred employees get acquainted with their new roles and responsibilities. It enables them to smoothly transition into their new positions and start performing their duties effectively.

發展與培訓

員工發展在集團的可持續增長中發揮著至關重要的作用。為此，集團為員工提供了多樣化的培訓機會。這些培訓旨在增強員工在工作中的專業知識，使他們掌握新技能和行業見解，從而促進其職業發展，並滿足集團的運營需求。

培訓委員會由董事會成員、高級管理人員和技術人員組成，負責監督集團在中國境內業務的員工培訓與發展工作。集團制定了《人力資源及培訓控制程序》以及其他配套政策，以確保培訓策略的有效實施。培訓委員會根據員工個人的需求、團隊的特定目標以及員工的反饋，設計和組織內部培訓。培訓內容涵蓋各種主題和技能，如戰略思維和特定軟件知識等。高級管理人員參加外部項目管理課程可獲得教育補助。集團還鼓勵員工制定自己的培訓計劃，並與主管進行商討。員工在完成與其職業發展相關的課程或考試後，可獲得學費或考試費用的報銷。除了面授培訓外，集團還通過在線學習平台提供培訓項目，為員工提供更靈活的學習選擇。

本集團通過多元化的學習及發展計劃以栽培僱員，包括：

- **迎新培訓** – 在首個工作天向新僱員介紹集團的道德準則、文化、規矩和守則，安全及產品相關的知識；
- **崗前培訓** – 讓新入職或轉崗的僱員熟悉新的職務及相關職責；

- On-the-Job Training: The purpose of on-the-job training is to maintain employees' professional capabilities. It also ensures that employees stay updated with the latest changes in policies, market trends, and industry developments, allowing them to adapt to the evolving business environment.
- Professional training – To ensure that employees performing specific functions obtain the necessary licences.

The Group has established Internal Mentoring Regulations and Management. These regulations are designed to cultivate an internal culture of knowledge and experience sharing. The knowledge sharing under these regulations mainly focuses on enhancing employees' problem-solving abilities and technical knowledge, thereby improving their skills.

Annually, the Group conducts management review meetings. These meetings serve to discuss and monitor the target achievement rates. They also ensure that resources are allocated efficiently. Additionally, the Group oversees the effectiveness of its management approaches. This is to guarantee that the training strategies comply with the relevant requirements of applicable laws and ISO standards, which helps to ensure the quality and compliance of the training provided to employees. During the Reporting Period, all employees as at 31 December 2024 received trainings. The total training hours and the average training hours per employee were 21,168 hours and 17.11 hours per employee, respectively.

- 在職培訓－保持僱員的專業能力，並確保他們了解政策、市場及行業的最新變化及發展；及
- 專業培訓－確保執行特定職能的僱員獲必須的許可證。

集團已制定了內部導師制度及管理辦法。這些制度旨在培育集團內部知識和經驗分享的文化。在這些制度下的知識分享主要側重於提升員工的問題解決能力和技術知識，從而提高他們的工作技能。

集團每年都會召開管理審查會議。這些會議用於討論和監控目標達成率，同時確保資源得到有效分配。此外，集團還會監督其管理方法的有效性。這是為了保證培訓策略符合適用法律和ISO標準的相關要求，有助於確保向員工提供的培訓的質量和合規性。在報告期內，截至2024年12月31日的所有員工都接受了培訓。總培訓時長和每位員工的平均培訓時長分別為21,168小時和每位員工17.11小時。

People 人員

Training percentage² by gender

受訓百分比²

按性別

Male: 男 : 108%

Female: 女 : 105%

Training percentage by employee grade

受訓百分比

按僱員職級

Frontline employees: 前線僱員 : 107%

Middle management: 中級管理層 : 98%

Senior management: 高級管理層 : 97%

Average training hours³ by gender

平均受訓時數³

按性別

Male: 男 : 12.59

Female: 女 : 19.33

Average training hours by employee grade

平均受訓時數

按僱員職級

Frontline employees: 前線僱員 : 17.22

Middle management: 中級管理層 : 8.19

Senior management: 高級管理層 : 11.25

Notes:

2. Training percentage in the specific category was calculated by trained employees in the specific category during the Reporting Period/total number of employees as of 31 December of the Reporting Period x 100%. The training percentage included trained employees who have left the Group during the Reporting Period, which contributed to data with percentages over 100%.
3. The average training hours in the specific category was calculated by total trained hours for the specific category of employees during the Reporting Period/total number of employees in the specific category as of 31 December of the Reporting Period x 100%.

註:

2. 特定類別的受訓百分比由報告期內接受培訓的特定類別僱員總數／截至報告期內12月31日的僱員總數x100%計算。受訓百分比包括報告期內接受過培訓的已離職員工，使整體數字超過100%。
3. 特定類別的平均受訓時數由特定類別接受培訓的總受訓時數／截至報告期內12月31日的特定類別僱員總數x100%計算。

Eliminating Child and Forced Labours

According to the employment regulations in the employee handbook, the Group strictly forbids child and forced labour in the workplace. The concept of preventing child and forced labour has been incorporated into the Group's recruitment principles and procedures. This reflects the Group's dedication to eradicating human rights violations within its operations and across its supply chains.

In accordance with the Labour Law of the PRC and Thailand's Labour Protection Act B.E. 2541 (1998), the Human Resources Department verifies candidates' credentials and conducts background checks. This is to ensure that every employee hired by the Group meets the minimum age requirement. The Group also utilises an intelligent identification system to detect forged identification documents. At the Nansha Plant, the management procedures for eliminating child and forced labour are annually evaluated as part of the annual audit for the Guangzhou Harmonious Labour Relationship Enterprise.

The Group prohibits unauthorised overtime work. The employment contract clearly defines the working hours and the terms and conditions regarding overtime work. This includes the pre-agreed overtime pay rate for hours exceeding the standard working hours. Employees must obtain prior approval from their line managers before working overtime.

The Group adheres to all relevant laws, regulations, and customer requirements regarding the prevention of child and forced labour. During the Reporting Period, there were no instances of non-compliance with these standards within the Group or among its suppliers. No operations or suppliers were found to pose a significant risk of child or forced labour incidents.

If employees detect any issues related to child or forced labour, they can report their concerns or file a complaint through the Corporate Responsibility Control Procedures (CRCP). In the event that child or forced labour is identified in the Group's operations, the Group will promptly terminate the contract with the involved individual or entity. Subsequently, the Group will conduct a review of the incident to implement measures and prevent similar situations from happening again in the future. This demonstrates the Group's commitment to maintaining ethical labour practices and upholding human rights in its business operations.

消除童工及強迫勞動

根據員工手冊中的僱傭規定，集團嚴格禁止在工作場所使用童工和強迫勞動。防止童工和強迫勞動的理念已融入集團的招聘原則和流程中。這體現了集團致力於在其運營及整個供應鏈中消除侵犯人權行為的決心。

依據《中華人民共和國勞動法》以及泰國佛曆2541年（1998年）的《勞動保護法》，人力資源部門會核實求職者的資格證明並進行背景調查。這是為了確保集團僱用的每一位員工都符合最低年齡要求。集團還使用智能身份識別系統來檢測偽造的身份證件。在南沙工廠，作為廣州和諧勞動關係企業年度審計的一部分，消除童工和強迫勞動的管理程序每年都會接受評估。

集團禁止未經授權的加班工作。僱傭合同中明確規定了工作時間以及有關加班工作的條款和條件，包括超過標準工作時間的加班費率。員工在加班前必須事先獲得直線經理的批准。

集團遵守所有與防止童工和強迫勞動相關的法律、法規和客戶要求。在報告期內，集團及其供應商均未出現不符合這些標準的情況。未發現任何運營活動或供應商存在童工或強迫勞動事件的重大風險。

如果員工發現任何與童工或強迫勞動相關的問題，他們可以通過《公司責任控制程序》(CRCP)提出關切或進行投訴。如果在集團的運營中發現童工或強迫勞動的情況，集團將立即終止與相關個人或實體的合同。隨後，集團將對該事件進行審查，以採取措施防止類似情況在未來再次發生。這表明瞭集團在其商業運營中堅持道德勞動實踐和維護人權的承諾。

ENVIRONMENT 環境

7. ENVIRONMENT



Since its establishment, the Group has placed a high priority on environmental protection principles. In parallel, it operates environmental treatment facilities to guarantee that its wastewater, exhaust emissions, and waste materials meet national regulatory requirements.

Environmental Management

The Group is in strict compliance with the national standards and regulations relating to environmental protection, including but not limited to:

- Emission Limits of Air Pollutants (DB44/27-2001) of Guangdong Province;
- Emission Standard of Cooking Fume (GB 18483 – 2001);
- Discharge Limits of Water Pollutants (DB44/26 – 2001) of Guangdong Province;
- Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste;
- Standard for fugitive emission of volatile organic compounds (GB37822-2019);
- Environmental Protection Tax Law of the PRC;
- The Enhancement and Conservation of National Environmental and Quality Act, B.E. 2535 (1992) of Thailand;
- Factory Act B.E. 2535 (1992) of Thailand; and
- Regulations issued by the Industrial Estate Authority of Thailand (“IEAT”).

7. 環境



自成立以來，集團一直高度重視環境保護原則。與此同時，集團運營環境治理設施，以確保其廢水、廢氣排放和廢棄物符合國家法規要求。

環境管理

本集團嚴格遵守有關環境保護的國家標準和法規，包括但不限於：

- 廣東省大氣污染物排放限值 (DB44/27-2001)；
- 飲食業油煙排放標準 (GB 18483-2001)；
- 廣東省水污染物排放限值 (DB44/26-2001)；
- 中華人民共和國固體廢物污染環境防治法；
- 揮發性有機化合物的逸散排放標準 (GB37822-2019)；
- 中華人民共和國環境保護稅法；
- 泰國加強和保護國家環境和質量法案，B.E. 2535 (1992)；
- 泰國工廠法 B.E. 2535 (1992)；及
- 泰國工業園區管理局 (“IEAT”) 頒佈的法規。

Environment

環境

The Rayong Plant is located in the IEAT's industrial estate. IEAT is established by the Industrial Estate Authority of Thailand, B.E. 2522 (1979) of Thailand that controls and oversees all factories situated in the IEAT's industrial estate. The Rayong Plant strictly abided by the regulations issued by the IEAT.

Beyond compliance, the Group aims to constantly improve the environmental performance of its operations. The Group has established management procedures and implemented ISO 14001 management system in daily operations, and constantly reviews the effectiveness of management systems to minimise our impacts on the environment.

The Group's activities have notable environmental impacts, such as air and greenhouse gas (GHG) emissions from fuel and electricity consumption, energy and water usage, and the production of hazardous and non-hazardous wastes and effluents. Once significant environmental impacts are identified or foreseen through assessments and audits, the Group takes steps to mitigate their effects on the natural environment. Regarding air and wastewater management, the Group has acquired all essential discharge permits and installed various treatment systems, including electrostatic precipitators, carbon adsorption systems, grease traps, and wastewater treatment facilities. It has also hired an environmental engineering firm and keeps using advanced wastewater monitoring and treatment technologies. At the Nansha Plant, a dedicated technician is assigned to oversee the quality of treated effluent, ensure discharge compliance, and offer emergency support and maintenance for the wastewater treatment facility. When selecting energy-consuming or water-consuming equipment, the Group, following its energy and resources management policy, prefers energy-efficient and water-saving options. During the Reporting Period, there were no major violations related to air and GHG emissions, water and land discharges, or waste generation. The Group is committed to continuously exploring ways to enhance its environmental management. By doing so, it aims to achieve better environmental performance and reduce the environmental footprint of its business operations.

羅勇工廠位於泰國工業園管理局(IEAT)轄下的工業園區內。IEAT是根據泰國佛曆2522年(1979年)的相關法案成立的，負責管理和監督位於其工業園區內的所有工廠。羅勇工廠嚴格遵守IEAT頒佈的各項法規。

除了遵守法規之外，集團還力圖不斷提升其運營活動的環境表現。集團制定了管理程序，並在日常運營中實施了ISO 14001管理體系，且不斷審查管理體系的有效性，以將對環境的影響降至最低。

集團的活動會對環境產生顯著影響，例如因燃料和電力消耗而產生的空氣排放和溫室氣體(GHG)排放、能源和水的使用，以及有害和無害廢棄物及廢水的產生。一旦通過評估和審計發現或預見到重大的環境影響，集團就會採取措施減輕其對自然環境的影響。在空氣和廢水管理方面，集團已獲得所有必要的排放許可，並安裝了各種處理系統，包括靜電除塵器、活性炭吸附系統、隔油池和廢水處理設施。集團還聘請了一家環境工程公司，並持續使用先進的廢水監測和處理技術。在南沙工廠，專門指派了一名技術員監督處理後廢水的質量，確保排放符合標準，並為廢水處理設施提供應急支援和維護。在選用耗能或耗水設備時，集團遵循其能源和資源管理政策，優先選擇節能和節水的設備。在報告期內，集團在空氣和溫室氣體排放、水和土地排放或廢棄物產生方面未發生重大違規行為。集團致力於不斷探索加強環境管理的方法，力爭取得更好的環境表現，並減少其業務運營對環境的影響。

Environment 環境

Environmental Objectives

The Group establishes long-term environmental targets and stipulates strict requirements in four areas, namely, greenhouse gases, waste, energy use and water use. The Group will endeavour to meet the long-term environmental goals set by the deadline.

To further enhance the company's green environmental performance, we have set new goals this year: In 2025, the Nansha Plant will fully adopt green electricity. Meanwhile, the water consumption standard will be revised to an average of 8,000 cubic meters per month.

環境目標

集團制定了長期環境目標，並在溫室氣體、廢棄物、能源使用和用水這四個方面規定了嚴格的要求。集團將努力在截止日期前達成所設定的長期環境目標。

為了進一步提升公司的綠色環境表現，今年我們設定了新的目標：在2025年，南沙工廠將全面採用綠色電力。與此同時，用水標準將修訂為每月平均8,000立方米。

Focus Area 重點領域	Environmental Objectives 環境目標	Accomplishment of Objectives 目標實現情況
Greenhouse Gases 溫室氣體	<ul style="list-style-type: none"> Pollutant emissions meet national environmental standards and there are no incidents of excessive emissions. 污染物排放符合國家環境標準，未發生超標排放事件。 	<ul style="list-style-type: none"> In 2024, the pollutant emissions meet national environmental standards, and no incidents of excessive emissions happen. 2024年，污染物排放符合國家環境標準，且未發生超標排放事件。
Waste 廢棄物	<ul style="list-style-type: none"> Usage of paper reduce to 2.5 kg per employee by 2026. 到2026年，將每位員工的紙張使用量降低至2.5千克。 Waste generation reduce to 0.07 tonnes per employee by 2026. 到2026年，將每位員工的廢棄物產生量降低至0.07噸。 	<ul style="list-style-type: none"> In 2024, the usage of paper of the Group is 3.26 kg per employee (2023: 2.72 kg per employee). 2024年，集團每位員工的紙張使用量為3.26千克（2023年：2.72千克／員工）。 In 2024, the waste generation of the Group is 0.093 tonnes per employee (2023: 0.096 tonnes per employee). 2024年，集團每位員工的廢棄物產生量為0.093噸（2023年：0.096噸／員工）。
Energy Use 能源使用	<ul style="list-style-type: none"> The vehicle fuel consumption of the Group reduce to 8,000 litres per year by 2060. 到2060年，集團車輛的燃料消耗量將降至每年8,000升。 	<ul style="list-style-type: none"> In 2024, the vehicle fuel consumption of the Group is 19306.77 litres (2023: 18,422.73 litres). 2024年，集團車輛燃油消耗量為19306.77升（2023年：18422.73升）。
Water Use 水資源使用	<ul style="list-style-type: none"> The water standard for Nansha factory in 2025 is 8,000 m³ per month. 2025年南沙工廠用水標準為每月平均8,000立方米。 	<ul style="list-style-type: none"> In 2024, the water consumption of Nansha factory was 8,279 m³ of water per month (2023: 8,210 m³). 2024年，南沙工廠用水為每月平均8,279立方米（2023年：8,210立方米）。

Waste Management

During the Reporting Period, the Group generated a total of 12.95 tonnes of hazardous waste during various production activities, contributing to an intensity of 0.28 kg/m². Hazardous wastes were collected and treated by qualified hazardous waste collectors and recyclers. The figure below shows the breakdown of hazardous waste generated and the treatment methods.

廢棄物管理

在報告期內，集團在各項生產活動中一共產生了12.95噸有害廢棄物，產生強度為每平方米0.28千克。有害廢棄物由具備資質的收集商和回收商進行收集和處理。下圖展示了所產生的有害廢棄物的分類情況以及處理方法。

Hazardous Waste generated in 2024 2024產生的有害廢棄物	
Type of Hazardous Wastes 有害廢棄物類別	Waste Generated (%) 產生廢棄物(%)
Organic solvent waste & organic solvent-containing waste 廢有機溶劑及含有機溶劑的廢棄物	47.50%
Activated carbon 活性碳	19.31%
Oil/water or hydrocarbon/water mixtures or emulsion 油／水或碳氫化合物／水混合物或乳液	10.04%
Metal containers for thinner and paint, and cloths 盛載稀釋劑和油漆的金屬容器和布	13.13%
Others (i.e., Discarded electrical and electronic products including waste circuit boards, waste lamps, waste ink cartridges) 其他（即廢棄電氣和電子產品，包括廢電路板、廢燈管、廢墨盒）	0.55%
Waste filter cartridges 廢棄濾芯	3.09%
Organic resin waste 廢有機樹脂	0.77%
Solder dross 焊渣	5.61%
Total 累計	100%

The Group generated a total of 101.50 tonnes of non-hazardous waste during the Reporting Period. Food waste, generated from the canteen operation, continued to be the largest component of domestic waste and transferred to power plant for incineration to generate electricity. Other recyclable materials (including waste packaging) were either sent to recyclers or suppliers. During the Reporting Period, 41% of the non-hazardous waste generated was recycled.

在報告期內，集團共產生了101.50噸無害廢棄物。食堂運營產生的餐廚垃圾仍是生活垃圾中最大的組成部分，並被轉運至發電廠進行焚燒發電。其他可回收材料（包括廢包裝材料）則被送往回收商或供應商處。在報告期內，所產生的無害廢棄物中有41%被回收利用。

The non-hazardous waste intensity decreased by 24.05% from 2.91 kg/m² to 2.21 kg/m² when compared to the last reporting period. This is attributed to our enhanced efforts in promoting environmental awareness among employees.

與上一個報告期相比，無害廢棄物的產生強度從每平方米2.91千克下降至2.21千克，降幅達24.05%。這歸功於我們在提高員工環保意識方面所付出的更多努力。

Environment 環境

Waste Reduction and Initiatives

The Group is dedicated to curbing waste production. It seeks to halt the generation of hazardous waste by leveraging advanced technologies. Also, it endeavours to minimise non-hazardous waste, which mainly consists of paper and food waste, right at the source whenever feasible. To manage waste effectively, the Group has formulated a waste management policy. This policy regulates every aspect of waste handling, from collection and storage to disposal and treatment for all waste types. Hazardous waste is clearly labelled, temporarily stored on-site, and then transferred to licensed collectors for proper handling. At the Rayong Plant, the general manager reviews the data on hazardous and non-hazardous waste generation and handling on a monthly basis. The safety officer is responsible for monitoring the entire process of waste generation and handling. In an effort to further reduce waste, the Group has set a target. Using 2021 as the base year, we aim to cut waste generation by 3% by 2026. The Nansha Plant is playing an active role in waste management. It has been listed as a waste-sorting demonstration unit in Dongchong Town, Nansha District. To support the local government's waste management initiatives, during the reporting period, the Nansha Plant replaced all regular rubbish bins with waste-separation bins and established designated waste collection points within the plant. This comprehensive approach to waste management showcases the Group's commitment to environmental protection and sustainable development.

During the Reporting Period, the Board and management conducted a review of the waste-reduction target. It was noted that the Group experienced a decrease in waste generation. The primary cause of this decrease was the adoption of more environmentally friendly and efficient production methods and the enhancement of employees' environmental awareness. Despite this setback, the Group is committed to its waste-management goals. It will closely monitor the waste-reduction progress in the future. Additionally, the Group will assess whether it is necessary to adjust the waste-reduction target.

減少廢物及相關措施

集團致力於控制廢棄物的產生。它力圖通過利用先進技術來杜絕有害廢棄物的產生。同時，在可行的情況下，集團也努力從源頭上盡可能減少主要由紙張和餐廚垃圾組成的無害廢棄物的產生。為了有效地管理廢棄物，集團制定了一項廢棄物管理政策。該政策對所有類型廢棄物從收集、儲存到處置和處理的各個環節都進行了規範。有害廢棄物被清晰地標註，在現場暫時存放，然後轉移給有許可證的收集商進行妥善處理。在羅勇工廠，總經理每月都會審查有關有害和無害廢棄物產生及處理的數據。安全員負責監督廢棄物產生和處理的整個過程。為了進一步減少廢棄物，集團以2021年為基準年，要在2026年產生廢棄物量減少達3%的目標。南沙工廠在廢棄物管理方面發揮著積極作用。它已被列為南沙區東涌鎮的垃圾分類示範單位。為了支持當地政府的廢棄物管理舉措，在報告期內，南沙工廠將所有普通垃圾桶更換為分類垃圾桶，並在工廠內設立了指定的廢棄物收集點。此處的「廢棄物產生量」包括有害和無害廢棄物。這種全面的廢棄物管理方法彰顯了集團對環境保護和可持續發展的承諾。

在報告期內，董事會和管理層對減少廢棄物的目標進行了審查。結果顯示，集團的廢棄物產生量有所下降。這一下降的主要原因是採用了更環保、高效的生產方法以及員工環保意識的增強。儘管取得了這一成果，集團仍堅定地致力於其廢棄物管理目標。未來，集團將密切監測減少廢棄物的進展情況。此外，集團還將評估是否有必要調整減少廢棄物的目標。

Target Indicator 目標指標	2021 baseline 2021年基線	Target 目標	Progress during the reporting period 報告期內進展	Target status 目標狀況
Waste generation ⁴ 產生廢棄物 ⁴	108.34 tonnes 108.34噸	Achieve a 3% reduction in waste generation by 2026, which is 105.09 tonnes 到2026年廢棄物量減少3%至105.09噸	114.45 tonnes 114.45噸	In progress 進行中

Reducing Paper Waste

The Group closely monitors paper usage and allocates paper based on the monthly consumption of different divisions and departments. In the Reporting Period, the Group used 19.33 tonnes of paper for daily office operations, including printing documents, contracts, order forms, technical drawings, and meeting notes. This represents a 3% decrease compared to the previous reporting period.

To move towards a paperless office, during the reporting period, the company's professional IT team carried out system development, including the ERP system, as well as self-developed systems such as T-mics and HR. All systems have been registered for copyright. The Group has also continued to encourage the use of electronic administrative processes and telecommunications. It reduces paper consumption through the following means:

- Cancel the paper notice board;
- adopting double-sided printing; and
- regular maintenance of printers, copiers, and fax machines to avoid wastage of paper due to poor printing quality.

減少廢紙

集團密切監控紙張的使用情況，並根據不同部門和科室的月度消耗量來分配紙張。在報告期內，集團日常辦公運營消耗了19.33噸紙張，用於打印文件、合同、訂單、技術圖紙以及會議筆記等方面。與上一個報告期相比，紙張使用量下降了3%。

為了邁向無紙化辦公，在報告期內，公司的專業信息技術團隊進行了系統開發，包括企業資源計劃(ERP)系統，以及自開發的T-mics系統和人力資源(HR)系統等。所有這些系統均已進行了版權登記。集團還持續鼓勵採用電子行政流程和電信通信方式。集團通過以下方式來減少紙張消耗：

- 取消紙質公告板；
- 採用雙面打印；以及
- 定期維護打印機、複印機和傳真機，以避免因打印質量不佳而造成紙張浪費。

Notes:

4. The waste generation refers to total waste generation including hazardous and non-hazardous wastes.

註：

4. 「廢棄物產生量」包括有害和無害廢棄物。

Environment
環境

In the office areas, recycling bins are set up to encourage paper recycling. Any office waste paper containing confidential information is shredded and properly disposed of to ensure security. Waste paper packaging materials are gathered and sent to licensed recyclers for recycling. Currently, the Group's paper consumption intensity stands at 3.26 kg per employee. The Group has set a goal to reduce the paper consumption per employee by 10% by 2026, using 2021 as the base year for tracking progress.

During the Reporting Period, the Board and the management has reviewed the following target. The target will remain unchanged and will be reviewed continuously.

在辦公區域設置了回收箱，以鼓勵紙張回收利用。任何含有機密信息的辦公廢紙都會被粉碎並妥善處理，以確保信息安全。廢紙包裝材料會被收集起來，並送往有資質的回收商處進行回收。目前，集團每位員工的紙張消耗強度為3.26千克。集團設定了一個目標，以2021年為基準年來追蹤進展，力爭到2026年將每位員工的紙張消耗量降低10%。

在報告期內，董事會和管理層已對上述目標進行了審查。該目標將保持不變，並會持續接受審查。

Target Indicator 目標指標	2021 baseline 2021年基線	Target 目標	Progress during the reporting period 報告期內進展	Target status 目標狀況
Paper consumption per employee 每名僱員用紙量	3.18 kg/ employee 3.18千克／ 僱員	Achieve a 10% reduction in paper consumption per employee by 2026, which is 2.86 kg/employee 到2026年，每名僱員的用紙量 減少10%，即2.86千克／僱員	3.26 kg/employee 3.26千克／僱員	In progress 進行中

Reducing Waste from Canteen

In the canteen operation, the Group has entirely eliminated the use of disposable tableware. A self-developed ordering system is employed for food purchase management. Employees are obliged to order meals via this digital system, which enables the Group to more precisely estimate food portion requirements and cut down food waste at the source. Employees can also order smaller portions based on their needs to prevent food wastage. The Group has not separately logged the total amount of food waste generated or reduced. Consequently, the results of the efforts to reduce canteen waste cannot be presented. Nevertheless, these initiatives still showcase the Group's dedication to waste reduction in canteen operations.

減少食堂廢棄物

在食堂運營方面，集團已完全淘汰了一次性餐具的使用。採用了一套自研發的訂餐系統用於食材採購管理。員工有義務通過這個數字化系統訂餐，這使得集團能夠更精確地估算所需的食物份量，從源頭上減少食物浪費。員工也可以根據自己的需求訂購較小份量的餐食，以防止食物浪費。集團尚未單獨記錄所產生或減少的餐廚垃圾總量。因此，無法展示減少食堂垃圾方面努力的成果。然而，這些舉措仍然彰顯了集團在食堂運營中致力於減少垃圾的決心。

Packaging Material

With the consent of our customers, the Group uses eco-friendly packaging materials. These materials include carton boxes and wooden boxes made from recycled materials. Beginning in the reporting period, in line with the requirements of the International Plant Protection Convention, wooden packaging materials are regularly inspected for pests. In the Reporting Period, the Group used a total of 748 tonnes of packaging materials for product packaging. This includes paper, wooden crates, cushioning sponge, plastic blisters, and plastic bags.

The consumption intensity of packaging materials was 0.016 tonnes/m². Moreover, the consumption intensity per revenue was 0.73 tonnes per million HKD of the Group's total revenue.

The following chart shows the breakdown of packaging materials used, by material type.

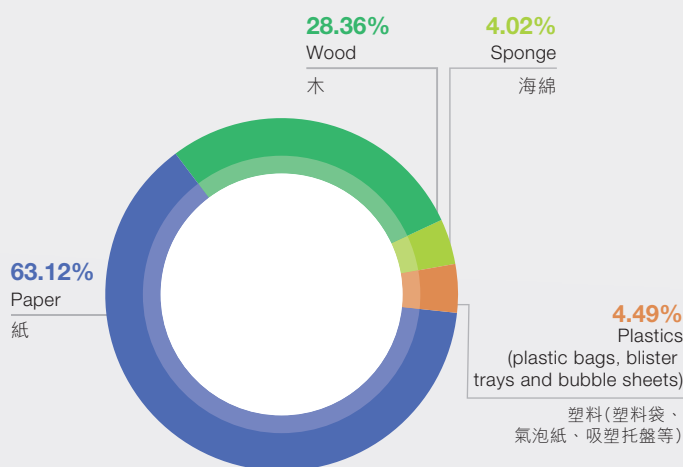
包裝材料

在獲得客戶同意的情況下，集團使用環保包裝材料。這些材料包括由回收材料製成的紙箱和木箱。從報告期開始，根據《國際植物保護公約》的要求，定期對木質包裝材料進行害蟲檢查。在報告期內，集團用於產品包裝的包裝材料總量為748噸。其中包括紙張、木質條箱、緩衝海綿、塑料吸塑和塑料袋。

包裝材料的消耗強度為0.016噸／平方米。此外，每單位集團總收入的消耗強度為0.73噸／百萬港元。

以下圖表按材料類型展示了所使用的包裝材料的分類情況。

Annual Packaging Materials Consumption, by Material Type (%)
年度各類包裝材料消耗 (%)



Environment 環境

Energy Management

Total Energy Consumption

The total energy consumption of the Group was 7,544 MWh during the Reporting Period (2023: 7,700 MWh), representing an intensity of 0.164 MWh/m² (2023: 0.167 MWh/m²). The administration department keeps track of the Group's energy consumption and will notify related divisions/departments if there is unusual increase in energy consumption. As electricity remained the largest energy source (93.2%), the Group closely monitors its electricity consumption and implements various efficient energy use initiatives as described in the below sections.

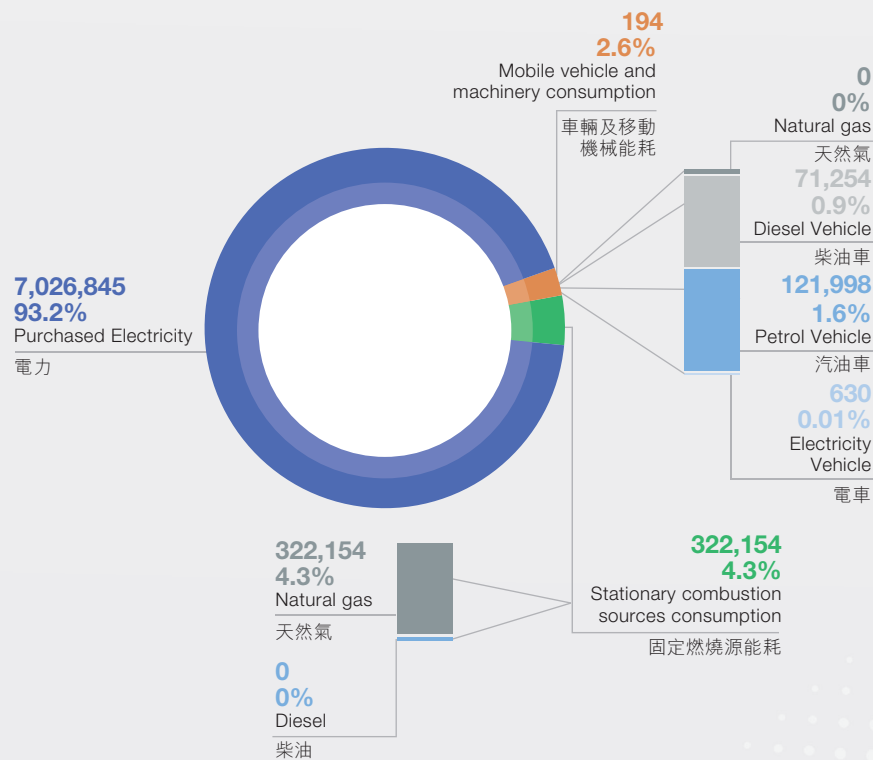
能源管理

總能源消耗

在報告期內，集團的總能源消耗為7,544兆瓦時（2023年：7700兆瓦時），能耗強度為每平方米0.164兆瓦時（2023年：每平方米0.167兆瓦時）。行政部門會對集團的能源消耗情況進行跟蹤記錄，若出現能源消耗異常增加的情況，將會通知相關的部門或科室。由於電力仍然是最大的能源來源（佔比93.2%），集團密切監控其用電量，並實施了各種高效用電措施，具體內容將在以下部分進行闡述。

Source of Energy Consumption (Kwh, %)

能源消耗來源（千瓦時，%）



Energy Use Efficiency Initiatives

The administration department, electrical and mechanical technicians, and the logistics department collaborate to prevent fuel wastage from malfunctioned or deteriorated equipment, generators, and vehicles. They use pipeline infrared laser detection to check for pipeline leaks. During the Reporting Period, no quality issues or leaks were detected in the natural gas pipelines and equipment. As the pipelines at the Nansha Plant canteen were aging, the Group has upgraded them.

The production areas are equipped with energy-efficient LED lighting, consuming less energy than traditional lighting. To save more energy, the Group controls lighting and air-conditioner temperatures, and uses evaporative coolers instead of air conditioners in the staff canteen. The Group's T-MICS manufacturing execution system has a power-measuring module to monitor high power-consuming devices, adjusting their energy use for optimal efficiency. At the Nansha Plant, an electricity monitoring system tracks real-time consumption and detects abnormal patterns early. Monthly energy data is regularly reviewed to find more ways to save energy. At the Rayong Plant, an energy wastage report is submitted to the IEAT for audit every six months. Compared to the last reporting period, the electricity consumption intensity dropped to 152.83 kWh/m² (Intensity in 2023 is 155 kWh/m²).

Water Resources Management

Total Water consumption

Freshwater consumed for daily business operations is supplied by municipal freshwater supplier. Water is mainly used for domestic use and the daily operation of staff canteen. During the Reporting Period, the Group's total water consumption was 103,458.8 m³ (2023: 98,517 m³), contributing to a water consumption intensity of 2.25 m³/m² (2023: 2.14 m³/m²). The Group did not encounter any issues in sourcing water that is fit for the purpose of its daily operation.

優化能源效率措施

行政部門、電機技術人員以及後勤部門相互合作，以防止因設備、發電機和車輛的故障或老化而造成燃油浪費。他們使用管道紅外激光探測技術來檢查管道是否存在洩漏情況。在報告期內，未檢測到天然氣管道和設備存在質量問題或洩漏現象。由於南沙工廠食堂的管道老化，集團已對其進行了升級改造。

生產區域配備了節能型LED照明燈具，其能耗低於傳統照明燈具。為了進一步節省能源，集團對照明和空調溫度進行了控制，並在員工食堂使用蒸發式冷卻器代替空調。集團的T-MICS製造執行系統配備了功率測量模塊，用於監控高耗能設備，並調整其能源使用以實現最佳效率。在南沙工廠，安裝了用電監測系統，以跟蹤實時用電量，並能及早發現異常用電模式。每月都會定期審查能源數據，以尋找更多的節能方法。在羅勇工廠，每六個月會向泰國工業園管理局(IEAT)提交一份能源浪費報告以供審核。與上一個報告期相比，用電強度下降至每平方米152.83千瓦時(2023年的用電強度為每平方米155千瓦時)。

水資源管理

總用水量

日常業務運營所消耗的淡水由市政淡水供應商提供。水主要用於生活用水以及員工食堂的日常運營。在報告期內，集團的總用水量為103,458.8立方米(2023年：98,517立方米)，用水強度為每平方米2.25立方米(2023年：每平方米2.14立方米)。集團在獲取適合其日常運營用途的水源方面未遇到任何問題。

Environment
環境**Water Use Efficiency Initiatives**

Though the Group's business operations don't consume a large amount of water, it still aims to enhance its water management and promote water-saving awareness among employees. Key personnel are tasked with regularly inspecting and maintaining the water supply network to minimise water wastage. Water sub-meters are installed in different production units, enabling more effective water usage monitoring and helping analyse water use patterns.

As the Group doesn't use water for industrial purposes, its overall water consumption is relatively low. So, instead of setting its own water consumption target, the Group focuses on meeting the monthly water consumption assessment values set by the local government. This approach shows the Group's compliance with local regulations and its efforts to manage water resources efficiently, even with a non-water intensive business.

Wastewater Management

Wastewater is treated on the Group's premises until it complies with discharge standards. Subsequently, it is sent to the municipal wastewater treatment system for additional treatment and disinfection. The Group outsources the management of its on-site wastewater treatment facility to a professional environmental engineering company. This company is in charge of the facility's routine inspection, maintenance, and stable operation. Throughout the reporting period, the treated wastewater met the allowable discharge limits specified in the statutory effluent discharge standard.

優化用水效率措施

儘管集團的業務運營並不消耗大量的水，但它仍旨在加強水資源管理，並提高員工的節水意識。關鍵工作人員被賦予定期檢查和維護供水網絡的任務，以盡可能減少水資源的浪費。在不同的生產單元安裝了分水表，這使得用水監測更加有效，並有助於分析用水模式。

由於集團不將水用於工業用途，其總體用水量相對較低。因此，集團並未設定自身的用水量目標，而是專注於達到當地政府設定的每月用水量評估值。這種做法表明，即使業務並非高度耗水，集團也遵守當地法規，並努力有效地管理水資源。

廢水管理

集團在廠區內對廢水進行處理，直至其達到排放標準。隨後，這些廢水被送往市政廢水處理系統，以進行進一步的處理和消毒。集團將其現場廢水處理設施的管理工作外包給了一家專業的環境工程公司。該公司負責該設施的日常檢查、維護以及確保其穩定運行。在整個報告期內，經過處理的廢水均符合法定污水排放標準中所規定的允許排放限值。

Response to Climate Change

In response to the impacts of climate change, the Group has pinpointed the crucial risks and opportunities it presents to business operations. In accordance with the Procedure for Risks and Opportunities Control, relevant strategies have been formulated to mitigate climate risks. These risks involve production disruptions and damage to the production base, raw materials, and products due to extreme weather, floods, typhoons, and so on. To deal with extreme weather events more effectively, the Group has established the Management Rules for Severe Weather Preparedness and Response and procured property liability insurance for its assets. Additionally, it has initiated production in Thailand to diversify its production sources and reduce over-reliance on production in the PRC. To cut down on carbon emissions, the Group has been actively implementing various measures. These include waste reduction efforts, energy and water conservation initiatives, and activities to boost environmental awareness among employees.

The Group persists in disclosing climate-related information. It does so in line with the four core aspects of the **IFRS** S2 framework recommendations: Governance, Strategy, Risk Management, and Metrics and Targets. This commitment to transparency helps stakeholders better understand the Group's approach to climate change and its potential impacts on the business.

Governance

Overseen by the Board, a Management and the Group divisions are held accountable for climate risk assessment and management. The governance structure of the Group is shown in "Sustainability Governance" of this Report.

應對氣候變化

為應對氣候變化帶來的影響，集團已確定氣候變化給其業務營運所帶來的主要風險和機遇，並於制定了盡量降低氣候風險的相關策略，載於《風險與機遇控制程序》內。氣候風險包括由於極端天氣、洪水及颱風等造成的生產中斷以及生產基地、原材料和產品的損壞。為了更充分準備應對極端天氣的威脅，集團制定了《危險天氣應急預警管理規定》，並為其財產購買財產責任保險。本集團亦已開始在泰國生產，以避免單純依賴中國的生產。為了減少碳排放，集團積極採取不同的方法，包括減少廢物、節約能源和水的措施，以及加強環保意識。

集團繼續遵照國際財務報告準則（「IFRS」）S2關於氣候相關財務披露建議進行披露，包含了四個核心元素，即管治、策略、風險管理、指標及目標。

管治

在董事會的監督下，管理層和集團分部負責氣候風險評估和管理。上述各方的主要職責，本集團治理架構見本報告「可持續發展管治」部分。

Environment 環境

Strategy

The Group has identified relevant climate-related risks and assessed their potential financial impacts. The climate risks identified, their time horizon, trend, and the potential financial impacts affecting the Group are shown below.

策略

集團已確定與其相關的氣候相關風險並評估其潛在財務影響。已確定的氣候風險、其時間跨度、趨勢及對集團的潛在財務影響如下。

	Climate Risks 氣候風險	Time horizon 時間跨度	Trend 趨勢	Potential financial impact 潛在財務影響
Physical Risks 實體風險	Acute 緊急	Short term 短期	Increase 增加	Extreme weather events, such as cyclones, hurricanes, storm surges, and floods, are becoming more severe. These events pose significant threats to the Group's operations. They can disrupt the supply chain by damaging local infrastructure, potentially harming production plants and machinery, and causing disruptions to human resources. 發生氣旋、颶風、風暴潮及洪水期間出現嚴重極端天氣的情況增加，會破壞當地基礎設施、可能對生產工廠及其內的機械設備造成破壞並損害人力資源，從而可能令供應鏈中斷。
	Chronic 長期	Long term 長期		Over the long term, changes in climate patterns have the potential to drive up capital costs, operating expenses, and human resources costs. Additionally, in regions that are highly prone to natural disasters, insurance premiums are likely to increase, and there may be a greater chance of having limited access to insurance coverage for assets. 氣候模式的長期轉變會增加資本成本、營運成本、人力資源成本和保險費。在易受自然災害影響的地區，資產保險的可用性有可能會降低。
Transition Risks 過渡風險	Policy and Legal 政策及法律	Long term 長期	Increase 增加	Once the tightened environmental laws and the carbon pricing system are enforced, the Group foresees a hike in operating costs. Moreover, if there is any failure to comply with the newly implemented regulations, costs will escalate due to fines and legal proceedings. 在實施更嚴格的環境法和碳定價制度後，集團預計會增加運營成本（如集團未能符合新實施的法規，會因罰款和法律訴訟而導致成本增加）。

Climate Risks 氣候風險	Time horizon 時間跨度	Trend 趨勢	Potential financial impact 潛在財務影響
Technology 科技	Long term 長期	Increase 增加	<p>In the transitional phase, the Group anticipates that it will need to spend more on research and development and/or procurement. This is to bring in new and alternative technologies that can minimize the environmental externalities associated with its products. Additionally, there will be extra costs involved in adopting and implementing new practices and processes.</p> <p>在過渡期內，集團預期會因引入新技術及替代技術以盡量減低其產品的環境外部效應，而增加研發及／或採購的開支，亦因採用／部署新做法和流程而產生額外成本。</p>
Market 市場	Medium term 中期	Increase 增加	<p>The Group's industry depends on a vast number of essential materials as crucial inputs for its finished products. Should issues like material shortages, supply disruptions, and price volatility not be properly handled, the supply risk will rise. This, in turn, can result in the inability to obtain the necessary materials, shrinking profit margins, limited revenue growth, and potentially high costs or capital requirements.</p> <p>集團從事的工業，依賴多種關鍵材料作為成品生產的主要的輸入。如材料短缺、供應中斷、價格波動的情況沒得到妥善管理，供應風險將會增加，並導致無法獲得必要的材料、利潤率下降、收入增長受限及／或出現高成本或資本情況。</p>
Reputation 聲譽	Long term 長期	Increase 增加	<p>Since the Group's principal bankers are likely to factor climate risks into their due diligence procedures, it is anticipated that lending criteria will become more stringent. In the future, the Group will encounter additional obstacles when seeking loans. Without a corresponding strategy in place, this will have an impact on the Group's cash flow and liquidity. If materials are obtained from supply chains that lack transparency, stakeholders' concerns and negative news regarding the supply chain may undermine investors' investment enthusiasm. This will affect the Group's stock price and market capitalization, thereby increasing the liquidity risk.</p> <p>集團的主要銀行可能會將氣候風險納入盡職調查的範圍內，預計貸款標準將收緊。如果沒有制定相應的策略，集團未來貸款將面對額外的障礙，影響現金流和流動性。如材料的供應來自缺乏透明度的供應鏈，持份者的顧慮及有關供應鏈的壞消息可能會打擊投資者的投資意欲，影響集團的股價及市值，從而增加流動性風險。</p>

Environment 環境

Risk Management

An ESG risk assessment was conducted based on assessing the possibility and impact of each identified risk into three levels: high, medium and low. The overall risk levels are then classified into the risk levels, high, medium and low based on the possibility and impact ratings. The overall risk level was then prioritised by the Group.

風險管理

ESG風險評估是就每個已確定的相關風險，評估其發生的可能性和影響，評估分為高、中、低三個級別。根據可能性和影響評級，對整體風險進行排序並分為高、中和低風險級別。然後總體風險級別根據出現風險的整體可能性和影響而定。

Risk levels 風險級別	Definition of the overall risk levels 總體風險水平的定義
High 高	Risks at this level may have serious consequences. It is highly likely that there will be some impacts to the Group and hindrance for the Group to achieve strategic goals. 此級別的風險可能會引致嚴重後果。極有可能對集團造成一定影響，有礙集團實現戰略性目標。
Medium 中	Risks at this level may have serious consequences, but they are less likely to occur. Conversely, the consequences could be minor in nature, but the probability of occurrence is higher 此級別的風險可能會引致嚴重後果，但出現的可能性較低。反之，亦可能產生輕微後果，但發生的機率較高。
Low 低	Risks at this level have limited harm and consequences for the Group to achieve its strategic goals, and the probability of occurrence is low. 此級別的風險對本集團實現戰略性目標的危害和後果有限，發生的機率較低。

The Group has identified its risk profile based on the climate-related risks suggested by the **IFRS** S2 recommendations on climate-related financial disclosure. The relevant climate risks, their overall risk levels and management approach are shown below.

集團已根據國際財務報告準則（「**IFRS**」）S2就氣候相關財務披露建議提出的氣候相關風險，確定了其風險狀況。根據風險評估，相關的氣候風險、其整體風險水平和管理方法如下。

	Climate risks 氣候風險	Overall risk level 總體風險水平	Management Approach 管理方針
Physical Risks 實體風險	Acute 緊急	High 高	✧ Relevant strategies set out in the Procedure for Risks and Opportunities Control, Environmental Management System Risk and Opportunity Form and Business Continuity Plan have been developed.
	Chronic 長期		✧ 制定了相關策略，載於風險與機遇控制程序、環境管理體系的風險和機遇表格，以及業務持續性計劃內 ✧ The Management Rules for Severe Weather Preparedness and Response are in place. ✧ 制定了惡劣天氣準備和應對管理規則 ✧ Property liability insurance for its properties has been purchased. ✧ 為其財產投購財產責任保險
Transition Risks 過渡風險	Policy and Legal 政策及法律	High 高	✧ Relevant strategies set out in the Procedure for Risks and Opportunities Control, Environmental Management System Risk and Opportunity Form and Business Continuity Plan have been developed. ✧ 制定了相關策略，載於風險與機遇控制程序、環境管理體系的風險和機遇表格，以及業務持續性計劃內 ✧ Professionals have been appointed to provide advice on climate-related issues. ✧ 委託專業人士就氣候相關問題提供建議 ✧ The latest climate-related regulations and trend have been continuously monitored. ✧ 持續監察最新的氣候相關法規和趨勢
	Technology 科技	Low 低	✧ The business opportunities of the rise of the low-carbon product market were grasped ✧ 把握低碳產品市場興起的商機
	Market 市場	Low 低	✧ The business opportunities of the rise of the low-carbon product market were grasped. ✧ 把握低碳產品市場興起的商機 ✧ The supply chain and customer base were diversified. ✧ 使供應鏈和客戶群多元化 ✧ Relevant strategies set out in the Business Continuity Plan were developed. ✧ 制定了相關策略，載於業務持續性計劃內
	Reputation 聲譽	Medium 中	✧ Compliance with environmental laws and regulations was ensured. ✧ 確保遵守環境法律法規 ✧ The latest climate-related regulations and trend were continuously monitored. ✧ 持續監察最新的氣候相關法規和趨勢

Environment 環境

During the transition to a low-carbon economy, the physical risks and the policy and legal risks have the most significant impact on the Group's operations. Nevertheless, the Group remains optimistic, thanks to its well-formulated strategies, policies, control systems, and management plans. These management measures will be regularly reviewed and improved as needed, with the aim of ensuring the effectiveness of climate risk management. This way, the Group is better prepared to navigate the challenges brought about by the transition to a low-carbon economy and maintain its operational stability and sustainable development.

The risks related to technology and the market are regarded as low-level risks because they present opportunities for the Group's business growth. The renewable energy initiatives and policies in both China and Europe have indeed brought about business prospects for the Group. The swift development of the electric vehicle market and the shifts in consumer preferences allow the Group to progress towards the development of low-carbon products. Notably, the Group has been offering smart charging and kiosk solutions in Europe under its self-developed brand "DELTRIX". This action has not only diversified the Group's product range but also boosted its revenue. Furthermore, the Group has taken steps to expand its production capacity and upgrade its existing production facilities. These measures are aimed at positioning the Group to capitalize on future opportunities, ensuring its competitiveness in the evolving market landscape.

Metrics and Targets

To assess the level and impact of its climate-related risks, the Group tracks metrics and indicators for an effective, quantitative evaluation. It regularly monitors and reviews its Scope 1, 2, and 3 GHG emissions (in tCO₂eq.), total GHG emissions (in tCO₂eq.), and GHG emission intensity (in tCO₂eq./m²).

The GHG emission data and target-setting information are presented in the "Emissions" section of this Report. Through such monitoring, the Group gains insights into its environmental impact and can make informed decisions to manage climate risks and pursue sustainability.

在向低碳經濟轉型的過程中，實物風險以及政策和法律風險對集團的運營影響最為顯著。然而，由於集團制定了完善的戰略、政策、控制體系和管理計劃，它依然保持樂觀態勢。這些管理措施將根據需要定期進行審查和改進，旨在確保氣候風險管理的有效性。通過這種方式，集團能更好地應對向低碳經濟轉型所帶來的挑戰，並保持其運營的穩定性和可持續發展。

與技術和市場相關的風險被視為低級別風險，因為它們為集團的業務增長提供了機遇。中國和歐洲的可再生能源舉措和政策確實為集團帶來了商業前景。電動汽車市場的迅速發展以及消費者偏好的變化，使集團能夠朝著開發低碳產品的方向邁進。值得注意的是，集團已憑藉其自創品牌「DELTRIX」在歐洲提供智能充電和服務終端解決方案。這一舉動不僅豐富了集團的產品線，還增加了其收入。此外，集團已採取措施擴大其生產能力，並升級現有的生產設施。這些措施旨在使集團能夠利用未來的機遇，確保其在不斷變化的市場格局中的競爭力。

指標與目標

為了評估與氣候相關風險的程度和影響，集團追蹤各項指標和參數，以便進行有效的定量評估。集團定期監測和審查其範圍1、範圍2和範圍3的溫室氣體排放量（以二氧化碳當量噸計）、溫室氣體排放總量（以二氧化碳當量噸計）以及溫室氣體排放強度（以每平方米二氧化碳當量噸計）。溫室氣體排放數據和目標設定信息在本報告的「排放」部分中呈現。通過這樣的監測，集團深入了解自身對環境的影響，並能做出明智的決策，以管理氣候風險並追求可持續發展。

Emissions

Greenhouse Gas Emissions

During the Reporting Period, the Group's business activities contributed to the GHG emission of 4,494.0 tonnes of carbon dioxide equivalent ("tCO₂eq."), mainly carbon dioxide, methane, nitrous oxide and hydrofluorocarbons. The overall intensity of the GHG emissions for the Group was 0.10 tCO₂eq/m² with reference to the total floor area of the Group's business operations, which is nearly identical to the figure in 2023. For details of the GHG emissions in the previous reporting period, please refer to Appendix I – Key Performance Summary.

排放

溫室氣體排放

在報告期內，集團的業務活動產生了4,494.0噸二氧化碳當量（「tCO₂eq.」）的溫室氣體排放，主要包括二氧化碳、甲烷、一氧化二氮和氫氟碳化物。以集團業務運營的建築總面積為基準，集團的溫室氣體排放總強度為每平方米0.10 tCO₂eq，這一數值與2023年的數值幾乎相同。有關上一個報告期溫室氣體排放的詳細信息，請參閱「附錄一關鍵績效摘要」。

Scope of GHG Emissions ⁵	Emission Sources	Emission (in tCO ₂ eq.) 排放 (噸二氧化碳當量)	Total Emission (in %) 總排放量 (%)
溫室氣體排放範圍 ⁵			
Scope 1 Direct Emission ⁶ 範圍1直接排放 ⁶			
Combustion of fuel for stationary source 燃料燃燒 (固定源)	Natural gas 天然氣	64.41	11%
	Diesel 柴油	0	
Combustion of fuel for mobile sources 燃料燃燒 (移動源)	Petrol 汽油	30.37	
	Diesel 柴油	17.61	
	Natural Gas 天然氣	0	
Refrigerants and fire suppression agents 製冷劑及滅火劑		398.54	
Scope 2 Energy Indirect Emission 範圍2能源間接排放			
Purchased electricity ⁷ 外購電力 ⁷		3,901.26	87%
Electricity used by Electric Vehicles 電動車用電		0.35	
Scope 3 Other Indirect Emission 範圍3其他間接排放			
Electricity used for freshwater processing 用於淡水處理的電力		22.88	2%
Electricity used for sewage processing 用於污水處理的電力		13.29	
Business air travel 商務飛行旅程		26.11	
Paper disposal 棄置紙張		19.16	
Group Total 集團總量		4,493.98	100%

Environment
環境

Notes:

- 5: Emission factors were referred to Appendix C2 to the Listing Rules and their referred documentation as set out by the Stock Exchange unless stated otherwise. Scope 3 emissions were only calculated based on the available emission factors from the referred documentation.
- 6: Emissions from stationary combustion of natural gas was calculated based on the GHG Emissions from Stationary Combustion (Chinese) calculation tool provided by GHG Protocol.
- 7: Emission factor of 0.5568 tCO₂/MWh and 0.5396 tCO₂/MWh were used for purchased electricity in PRC and Thailand respectively, referring to the emission factors from the Ministry of Ecology and Environment of PRC and Electricity Generating Authority of Thailand ("EGAT") Sustainability Report 2022.

Air Emissions

The Group-owned, fossil-fuelled vehicles and mobile machineries were used for daily business operations and natural gas was consumed for staff canteen operation, which contributed to the emissions of nitrogen oxides ("NO_x"), sulphur oxides ("SO_x") and respiratory suspended particles ("RSP").

註:

- 5: 除另有說明外，排放因子參照聯交所上市規則附錄C2及其指定文件而編製。範圍3排放僅根據參考文件中的可用排放因子進行計算。
- 6: 固定燃燒天然氣而產生的排放量是以溫室氣體協議提供的固定燃燒產生的溫室氣體排放量(中文)計算工具來計算出來。
- 7: 參照中國生態環境局和泰國電力局(「EGAT」)2022年可持續發展報告公佈的排放因子，在中國及泰國所購買電力的排放分別以排放因子0.5568噸二氧化碳／兆瓦時及0.5369噸二氧化碳／兆瓦時計算。

空氣排放

集團所擁有的、以化石燃料為動力的車輛和移動機械用於日常業務運營，且員工食堂運營消耗天然氣，這些活動導致了氮氧化物(「NO_x」)、硫氧化物(「SO_x」)和可吸入懸浮顆粒物(「RSP」)的排放。

Air emissions (non-GHG) from stationary and mobile combustion⁸
固定和移動燃燒產生的空氣排放(非溫室氣體)⁸

Fuel source	Usage	NO _x (in kg)	RSP (in kg)	SO _x (in kg)
燃料來源	用途	氮氧化物 (千克)	可吸入懸浮 粒子(千克)	硫氧化物 (千克)
Natural gas 天然氣	For staff canteen operation and other mobile machinery 用於員工食堂和其他移動機械	0.12	N/A	N/A
Petrol and diesel 汽油及柴油	For vehicles 用於車輛	19.16	1.48	0.29
Total 總量		19.28	1.48	0.29

Note:

- 8: Emission factors for calculations on environmental parameters throughout the report were made reference to Appendix C2 of the Main Board Listing Rules as set out by Hong Kong Exchanges, 2006 IPCC Guidelines for National Greenhouse Gas Inventories and Energy Statistics MANUAL issued by IEA, unless stated otherwise.

註:

- 8: 除另有說明外，本報告全文中用於計算環境參數的排放因數均參考了香港交易所發佈的《主板上市規則》附錄C2、2006年IPCC國家溫室氣體清單指南和國際能源署發佈的能源統計手冊。

Measures to Mitigate Emissions

The Group makes efforts to pinpoint the sources of high energy and material consumption as well as environmental pollution within its plant. It then implements improvement measures to ensure compliance with the Cleaner Production Promotion Law of China and Thailand's Enhancement and Conservation of National Environmental and Quality Act B.E. 2535 (1992).

The waste gas from the Group's business operations mainly consists of fuel combustion exhaust, volatile organic compounds (**VOCs**) released when the plant uses solvent-based paint, and oily fumes from the staff canteen's cooking processes. Proactively, the Group uses various air pollution control methods. These include installing activated carbon absorption devices to treat VOCs and using electrostatic precipitators to remove exhaust fumes. To meet the latest VOCs regulations, the Group regularly maintains its VOCs treatment facilities and replaces activated carbon more often to boost the removal efficiency of VOCs.

減排措施

集團努力查明工廠內高能耗、高物耗以及造成環境污染的源頭。隨後，集團會採取改進措施，以確保符合中國的《清潔生產促進法》以及泰國佛曆2535年（1992年）的《國家環境及質量提升與保護法案》。

集團業務運營所產生的廢氣主要包括燃料燃燒排放的煙氣、工廠使用溶劑型塗料時釋放的揮發性有機化合物(**VOCs**)以及員工食堂烹飪過程中產生的油煙。集團積極採用多種空氣污染控制方法，其中包括安裝活性炭吸附裝置來處理揮發性有機化合物，以及使用靜電除塵器去除煙氣。為了符合最新的揮發性有機化合物相關法規，集團定期維護其揮發性有機化合物處理設施，並更頻繁地更換活性炭，以提高對揮發性有機化合物的去除效率。

Case: Upgrade of the emissions treatment facilities

案例：排放物處理設施升級

In order to meet more stringent emission standards, the Group has upgraded the existing waste gas treatment facilities. This is mainly achieved by adding activated carbon adsorption devices and activated carbon desorption catalytic combustion devices, so that the treated waste gas can meet the emission requirements.

為了滿足更嚴格的排放標準，集團對現有的廢氣處理設施進行了升級。這主要是通過添加活性炭吸附裝置和活性炭解吸催化燃燒裝置來實現的，從而使經過處理的廢氣能夠達到排放要求。



Upgraded Emissions Treatment Facilities
升級後的廢氣處理設施



Upgraded Emissions Treatment Facilities
升級後的廢氣處理設施



Waste gas from the
catalytic combustion process
廢氣催化燃燒處理裝置



Waste gas from the
catalytic combustion process
廢氣催化燃燒處理裝置

Environment

環境

Besides strictly controlling the emissions of volatile organic compounds (VOCs), the Group also closely monitors the greenhouse gas emissions generated by its employees. In comparison with the previous reporting period, the greenhouse gas emissions from business trips have dropped. This is attributed to the Group's extensive use of platforms like Zoom, Teams, and Tencent Meeting for cross-regional meetings, which enables it to minimize business trips and thereby cut down on greenhouse gas emissions.

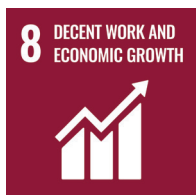
The Group has been constantly enhancing the combustion efficiency of the stoves in the Nansha Plant canteen. Consequently, the natural gas consumption in 2024 was 20% lower than that in 2023. During the reporting period, the Group formulated long-term environmental objectives. It is dedicated to reducing emissions and is making great efforts to meet these long-term environmental goals ahead of the specified deadline. Through these measures, the Group demonstrates its commitment to environmental protection and sustainable development.

除了嚴格控制揮發性有機化合物(VOCs)的排放外，集團還密切監測其員工所產生的溫室氣體排放。與上一個報告期相比，商務出行所產生的溫室氣體排放量有所下降。這歸功於集團廣泛使用諸如Zoom、Teams和騰訊會議等平台來召開跨地區會議，這使得集團能夠將商務出行次數降至最低，從而減少了溫室氣體的排放。

集團一直在不斷提高南沙工廠食堂爐灶的燃燒效率。因此，2024年的天然氣消耗量比2023年降低了20%。在報告期內，集團制定了長期的環境目標。它致力於減少排放，並正付出巨大努力，力爭在規定的期限之前實現這些長期的環境目標。通過這些措施，集團展示了其對環境保護和可持續發展的承諾。

SOCIAL PARTICIPATION 社會參與

8. SOCIAL PARTICIPATION

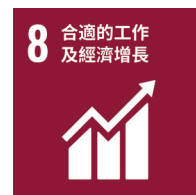


The Group is committed to being a responsible corporate citizen and takes initiative to support local activities, care for the underprivileged and improve the relationships with nearby communities through employee volunteering and employment supports.

Community Support

While realising its corporate value, the Group remains committed to giving back to society. We actively engage in diverse charity events as a way to demonstrate our support for the community. Throughout the Reporting Period, the Group carried out philanthropic activities, including poverty alleviation initiatives and elderly care programs. As a result of these efforts, the total amount of donations made by the Group reached RMB10,000.

8. 社會參與



本集團致力成為負責任的企業公民，並通過僱員的志願服務及就業支援，主動支持當地活動，照顧弱勢群體，並改善與附近社區的關係。

社區支援

在實現自身企業價值的同時，集團始終堅持回饋社會。我們積極參與各種各樣的慈善活動，以此來表達對所在社區的支持。全年，集團開展了諸多慈善活動，其中包括扶貧項目以及養老護老相關計劃。由於這些努力，集團的捐款總額達到了人民幣1萬元。

Case: Assist in rural revitalization in Dongchong Town

案例：在東涌鎮助力鄉村振興

In order to actively respond to the rural revitalization strategy, the Group launched a series of supporting actions on December 9, 2024, and invested RMB5,000. We believe that through the rational investment of this fund, we can effectively inject vitality into rural development, demonstrating the firm determination and solemn commitment of our Group to promoting rural revitalization and improving the quality of life of rural residents.

為積極響應鄉村振興戰略，集團於2024年12月9日開展了一系列助力行動，投入資金人民幣5,000元。我們相信，通過這筆資金的合理投入，能夠切實為鄉村發展注入活力，彰顯出我們集團對於推動鄉村振興、提升鄉村居民生活品質的堅定決心與鄭重承諾。

Case: Elderly-honouring activities at Dongchong Town

案例：在東涌鎮開展敬老活動

To carry forward the traditional virtues of respecting and honouring the elderly, the Group organized an elderly-honouring activity on October 23, 2024, to which numerous volunteers responded enthusiastically. We firmly believe that by conducting these warm-hearted elderly-honouring activities, we can confirm the hearts of the elderly, enrich their later life, create a strong atmosphere of care in the community, and truly demonstrate our deep concern and firm commitment to the well-being of the elderly population.

為弘揚尊老敬老傳統美德，集團在2024年10月23日組織敬老活動，眾多志願者踴躍響應。我們堅信，通過開展這些溫暖的敬老活動，能夠慰藉老人心靈、豐富他們的晚年生活，為社區營造濃厚的關愛氛圍，切實展現出對老年群體福祉的深切關懷與堅定承諾。



Elderly-honouring activity
敬老活動現場

Local Recruitment

The Group always pays attention to the employment situation in which its staff operates. During the reporting period, the Nansha Plant created a total of 20 job opportunities for the residents of Shiji Village.

本地聘用

集團一直關注營運地區的就業情況。報告期內，南沙工廠共為石基村居民創造了20個就業機會。

APPENDICES 附錄

9. APPENDICES

Appendix I – Key Performance Summary Environmental Performance

9. 附錄

附錄一：關鍵績效摘要 關鍵績效摘要 環境績效

Environmental ^{1, 2} 環境 ^{1, 2}	Unit 單位	2024	2023
Air Pollutant Emissions 空氣污染物排放			
Nitrogen Oxides 氮氧化物 (「 NOx 」)	kg 千克	19.28	24.76
Sulphur Oxides 硫氧化物 (「 SOx 」)	kg 千克	0.29	0.28
Respiratory Suspended Particles 可吸入懸浮粒子 (「 RSP 」)	kg 千克	1.48	2.06
GHG Emissions^{1, 2, 3, 4} 溫室氣體排放^{1, 2, 3, 4}			
Direct GHG emissions (Scope 1) 直接溫室氣體排放 (範圍1)	tCO ₂ eq. 噸二氧化碳當量	510.9	436.6
Indirect GHG emissions (Scope 2) 間接溫室氣體排放 (範圍2)	tCO ₂ eq. 噸二氧化碳當量	3,901.6	4,041.4
Other indirect GHG emissions (Scope 3) 其他間接溫室氣體排放 (範圍3)	tCO ₂ eq. 噸二氧化碳當量	81.4	85.2
Total GHG Emissions 總溫室氣體排放	tCO ₂ eq. 噸二氧化碳當量	4,494.0	4,563.2
GHG emission intensity 溫室氣體排放密度	tCO ₂ eq./m ² 噸二氧化碳當量／平方米	0.10	0.10
Waste 廢棄物			
Total hazardous waste generated 產生有害廢棄物總量	tonnes 噸	12.95	14.27
– intensity 密度	kg/m ² 千克／平方米	0.28	0.31
Total non-hazardous waste generated 產生無害廢棄物總量	tonnes 噸	101.50	133.94
– intensity 密度	kg/m ² 千克／平方米	2.21	2.91
Paper Consumption 紙張消耗			
Paper consumption 紙張消耗	tonnes 噸	4.03	4.14
– intensity 密度	kg/employee 千克／僱員	3.26	2.72

APPENDICES

附錄

Environmental ^{1, 2} 環境 ^{1, 2}	Unit 單位	2024	2023
Energy Consumption 能源消耗			
Electricity (purchased electricity and Electricity for Electric Vehicles) ^{3, 4} 電力(外購電力和電動汽車用電) ^{3, 4}	kWh 千瓦時	7,027,475	7,115,732
Natural gas (stove and mobile machine) 天然氣(爐灶和移動式機器)	m ³ 立方米	29,790	36,989
	kWh 千瓦時	322,154	401,511
Petrol 汽油	L 公升	12,650	11,405
	kWh 千瓦時	121,998	109,995
Diesel (generator and mobile vehicle) 柴油(發電機和移動式車輛)	L 公升	6,657.21	6,928.67
	kWh 千瓦時	71,254	73,160
Total energy consumption 總能源消耗	MWh 兆瓦時	7,543	7,700
– energy intensity 能源密度	MWh/m ² 兆瓦時／平方米	0.164	0.167
Water Consumption 耗水			
Total water consumption 總耗水	m ³ 立方米	103,459	98,517
– water intensity 水密度	m ³ /m ² 立方米／平方米	2.25	2.14
Packaging Material Consumption⁶ 包裝材料消耗⁶			
Paper 紙	kg 千克	472,434	483,763
Wood 木	kg 千克	212,226	229,482 ⁶
Sponge 海綿	kg 千克	30,115	28,703
Plastics (plastic bags, blister trays and bubble sheets) ⁵ 塑料(塑料袋、氣泡紙、吸塑托盤等) ⁵	kg 千克	33,638	48,194
Total packaging material consumption 包裝材料消耗總量	tonnes 噸	748	790
– intensity ⁶ 密度 ⁶	t/million HKD of the Group's revenue 噸／百萬港元集團總收入	0.73	0.75

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Notes:

1. Emission factors for calculations on environmental parameters throughout the report were made reference to Appendix C2 of the Main Board Listing Rules as set out by Hong Kong Exchanges, 2006 IPCC Guidelines for National Greenhouse Gas Inventories and Energy Statistics MANUAL issued by IEA, unless stated otherwise. Scope 3 emissions were only calculated based on the available emission factors from the referred documentation.
2. Emission data in the reporting period was calculated with updated emission factors available at the time of report preparation.
3. Emission factor of 0.5568 tCO₂/MWh and 0.5396 tCO₂/MWh were used for purchased electricity in PRC and Thailand respectively in 2024.
4. Emission factors of 0.417 kgCO₂eq./m³ and 0.2 kgCO₂eq./m³ for Thailand and 0.213 kgCO₂eq./m³ and 0.1529 kgCO₂eq./m³ for Mainland were used for calculating the electricity used for freshwater and sewage processing respectively in both 2024 and 2023.
5. The weight of plastic packaging materials consumed have been disclosed uniformly at the beginning of this year.
6. The packaging material consumption intensity per area was 0.018 t/m² in 2024 and 0.017 t/m² in 2023. The consumption of wood packaging materials in 2023 has been revised according to the actual situation.

註：

1. 除另有說明外，排放因子乃參照香港交易及結算所有限公司《主板上市規則》附錄C2及其指定文件而編製。範圍3排放僅根據參考文件中的可用排放因子進行計算。
2. 報告期內的排放數據是根據報告編製時可用的最新排放因子計算得出的。
3. 中國和泰國在2024年的外購電力分別以排放因數0.5568噸二氧化碳／兆瓦時和0.5396噸二氧化碳／兆瓦時計算。
4. 在2024年，泰國用於淡水及污水處理的電力分別以排放系數0.417千克二氧化碳當量／立方米及0.2千克二氧化碳當量／立方米計算。中國用於淡水及污水處理的電力分別以排放系數0.213千克二氧化碳當量／立方米及0.1529千克二氧化碳當量／立方米計算。
5. 本年度開始塑料類型包裝材料消耗重量統一進行披露。
6. 2024年以單位面積計的包裝材料消耗密度為0.018噸／平方米（2023：0.0017噸／平方米）。2023年木包裝材料類型消耗量已根據實際情況進行修訂。

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Social Performance

社會績效

Total Workforce 總勞動力		Unit 單位		2024		2023	
Group total (in Nansha and Rayong Plants) 集團總數（南沙及羅勇工廠）		no. of people	人數	1,237		1,522	
By employment contract ¹ 按僱傭合約 ¹			Male 男	Female 女	Male 男	Female 女	
Full-time 全職	no. of people	人數	407	830	527	995	
Part-time 兼職	no. of people	人數	0	0	0	0	
By geographical region 按地區							
Mainland China 中國大陸	no. of people (%)	人數(%)	1,089 (88%)		1,413 (93%)		
Thailand 泰國	no. of people (%)	人數(%)	147 (12%)		107 (7%)		
Hong Kong 香港	no. of people (%)	人數(%)	1 (0%)		2 (0%)		
By gender 按性別							
Male 男	no. of people (%)	人數(%)	407 (33%)		527 (35%)		
Female 女	no. of people (%)	人數(%)	830 (67%)		995 (65%)		
By age group 按年齡組別							
Below 30 30以下	no. of people (%)	人數(%)	237 (19%)		309 (20%)		
30 – 50	no. of people (%)	人數(%)	904 (73%)		1,104 (73%)		
Over 50 50以上	no. of people (%)	人數(%)	96 (8%)		109 (7%)		
By employee grade 按僱員職級							
Senior management 高級管理層	no. of people (%)	人數(%)	36 (3%)		27 (2%)		
Middle management 中級管理層	no. of people (%)	人數(%)	54 (4%)		78 (5%)		
Frontline staff and others 前線員工及其他	no. of people (%)	人數(%)	1,147 (93%)		1,417 (93%)		

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Employee Turnover ^{2,3} 僱員流失率 ^{2,3}	Unit 單位	2024 Turnover 2024流失率	2023 Turnover 2023流失率
Group total 集團總數	no. of people (%) 人數	690	650
Overall Turnover Rate 平均流失率	%	50	42
By geographical region 按地區			
Mainland China 中國大陸	no. of people (%) 人數(%)	519 (41%)	493 (34%)
Thailand 泰國	no. of people (%) 人數(%)	169 (133%)	157 (132%)
Hong Kong 香港	no. of people (%) 人數(%)	2 (133%)	0 (0%)
By gender 按性別			
Male 男	no. of people (%) 人數(%)	250 (54%)	232 (43%)
Female 女	no. of people (%) 人數(%)	440 (48%)	418 (41%)
By age group 按年齡組別			
Below 30 30以下	no. of people (%) 人數(%)	293 (107%)	351 (98%)
30 – 50	no. of people (%) 人數(%)	341 (34%)	282 (26%)
Over 50 50以上	no. of people (%) 人數(%)	56 (55%)	17 (17%)
Occupational Health and Safety 職業健康與安全			
	Unit 單位	2024	2023
Number of recordable work-related injuries ⁴ 可記錄的工傷事故數量 ⁴	cases 宗	6	4
Recordable work-related injury rate 可記錄的工傷事故率	per 1,000 employees ⁵ 每1,000名僱員 ⁵	4.85	2.63
Number of lost days ⁶ 損失日數 ⁶	days 日	136	11
No. of work-related injury case with lost days more than 3 days 損失日數超過3日的工傷事故	cases 宗	5	2
No. of work-related injury case with lost days equal to or less than 3 days 損失日數為3日或以下的工傷事故	cases 宗	1	2
Number of work-related fatalities 因工死亡人數	cases 宗	0	0
Fatality rate 死亡率	%	0	0

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Development and training 發展與培訓	Unit 單位	2024	2023
Average training hours per employee 每僱員平均受訓時數			
Total training hours 總受訓時數	hours 小時	21,168	16,908
Average training hours 平均受訓時數	hours 小時	17.11	11.11
By gender 按性別			
Male 男	hours/employee 小時／僱員	12.59	9.83
Female 女	hours/employee 小時／僱員	19.33	11.79
By employee grade 按僱員職級			
Senior management 高級管理層	hours/employee 小時／僱員	11.25	11.37
Middle management 中級管理層	hours/employee 小時／僱員	8.19	16.58
Frontline staff and others 前線員工及其他	hours/employee 小時／僱員	17.72	10.80
Percentage of employees trained 僱員受訓百分比			
All employees 所有僱員	%	106%	99%
By gender 按性別			
Male 男	%	108%	98%
Female 女	%	105%	99%
By employee grade 按僱員職級			
Senior management 高級管理層	%	97%	78%
Middle management 中級管理層	%	98%	101%
Frontline staff and others 前線員工及其他	%	107%	99%
Anti-discrimination 反歧視	Unit 單位	2024	2023
Number of incidents of discrimination 歧視事件宗數	no. of cases 宗數	0	0
Anti-corruption 反貪污	Unit 單位	2024	2023
Concluded legal case regarding corrupt practices 已審結之貪污訴訟	no. of cases 宗數	0	0

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Suppliers by Geographical Region 供應商所屬地區分佈	Unit 單位	2024	2023
Mainland China 中國大陸	no. (%) 數目 (%)	370 (51%)	379 (51%)
Hong Kong 香港	no. (%) 數目 (%)	191 (27%)	199 (27%)
the United Kingdom 英國	no. (%) 數目 (%)	41 (6%)	48 (7%)
the United States 美國	no. (%) 數目 (%)	13 (2%)	16 (2%)
Taiwan 台灣	no. (%) 數目 (%)	21 (3%)	23 (3%)
Germany 德國	no. (%) 數目 (%)	12 (1%)	16 (2%)
Thailand 泰國	no. (%) 數目 (%)	33 (5%)	16 (2%)
Singapore 新加坡	no. (%) 數目 (%)	6 (1%)	7 (1%)
France 法國	no. (%) 數目 (%)	9 (1%)	10 (1%)
Korea 韓國	no. (%) 數目 (%)	6 (1%)	6 (1%)
Others ⁷ 其他 ⁷	no. (%) 數目 (%)	17 (2%)	19 (3%)

Notes

註：

- The Group did not hire seasonal and part-time employees during the reporting period.
 - The definition of employee turnover refers to employees who leave the Group voluntarily or due to retirement, dismissal or other reasons.
 - The calculation method of the turnover rate has been updated during the reporting period. The formula for employee turnover rate is employees who left this year/[Employees at the beginning + Employees at the end]/2] *100, separate statistical analyses were conducted for different classification groups including age, region and gender. Employees who leave the Group within a month is not counted.
 - Recordable work-related injury rate refers to work-related injury that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional.
 - Injury rate per 1,000 employees = Total number of injury* 1,000/ total workforce
 - Lost days refer to sick leave due to all types of work-related injuries.
 - Other geographical regions include suppliers (less than 1 % each) in Malaysia, Italy, Spain, Ireland, Switzerland, Japan, Belgium, Canada, India, Hungary and Nederland.
- 報告期內，集團沒有僱用季節性及兼職員工。
 - 員工流失的定義是指自願離職或因退休、解僱或其他原因而離開本集團的員工。
 - 離職率的計算方法已在報告期內更新。員工流失率的計算公式為報告期間離職員工數量／[(報告期初的員工數量+報告期末的員工數量)／2]*100%，並針對不同的類別(包括年齡、地區和性別)進行了單獨的統計分析。一個月內離職的員工不計算在內。
 - 可記錄的工傷事故是指因工傷而導致以下任何一種情況：死亡、不能上班數天、限制工作或轉到另一份工作、接受急救以外的醫學治療，或失去知覺；或由醫生或其他持牌醫療保健專家診斷為嚴重傷害或健康不良。
 - 每1,000名僱員的受傷率=受傷事故總數x1,000／總勞動力
 - 損失工作日是指由於各種工傷害而請病假。
 - 其他地理區域包括來自馬來西亞、意大利、西班牙、愛爾蘭、瑞士、日本、比利時、加拿大、印度、匈牙利和荷蘭的供應商(2024年每個國家的供應商佔比均低於1%)。

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Appendix II: HKEX ESG Reporting Guide Index

附錄二 — 聯交所ESG報告指引索引

ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
Environment 環境			
A1 Emissions 層面A1：排放物			
General Disclosure 一般披露	Information on: 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. (b) 遵守對發行人有重大影響的相關法律及法規之情況。	Environmental Management 環境管理	P. 51-53
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions 排放	P. 68-72 P. 75
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity. 直接（範圍1）及能源間接（範圍2）溫室氣體排放量及（如適用）密度。	Emissions 溫室氣體排放	P. 68-69 P. 75
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced and, where appropriate, intensity. 所產生有害廢棄物總量及（如適用）密度。	Waste Management 廢棄物管理	P. 54 P. 75
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced and, where appropriate, intensity. 所產生無害廢棄物總量及（如適用）密度。	Waste Management 廢棄物管理	P. 54 P. 75
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述設定的排放目標及為實現這些目標而採取的步驟。	Emissions 排放	P. 70-72
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Waste Management 廢棄物管理	P. 55-56

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ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
A2 Use of Resources 層面A2：資源使用			
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water, and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Environmental Management 環境管理 Energy Management 能源管理 Water Resources Management 水資源管理	P. 51
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Energy Management 能源管理	P. 59-60 P. 76
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Water Resources Management 水資源管理	P. 60-61 P. 76
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Energy Management 能源管理	P. 53 P. 59-61
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set, and steps are 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。	Water Resources Management 水資源管理	P. 53 P. 60-61
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及(如適用)每生產單位佔量。	Packaging Material 包裝材料	P. 58 P. 76

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A3 The Environment and Natural Resources 層面A3：環境及天然資源			
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Energy Management 能源管理	P. 51-61
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Energy Management 能源管理	P. 51-61
A4 Climate Change 層面A4：氣候變化			
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化	P. 62-67
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change 氣候變化	P. 62-67

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Social 社會			
Employment and Labour Practices 僱傭及勞工常規			
B1 Employment 層面B1：僱傭			
General Disclosure 一般披露	Information on: 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Caring for Our People 關愛我們的員工	P. 36-41
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group, and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Caring for Our People – Total Workforce, Turnover 關愛我們的員工－總勞動力，流失率	P. 39 P. 78
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group, and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Caring for Our People – Total Workforce, Turnover 關愛我們的員工－總勞動力，流失率	P. 40 P. 78

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ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
B2 Health and Safety 層面B2：健康與安全			
General Disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 遵守對發行人有重大影響的相關法律及規例的資料。	Employee Health and Safety 僱員健康與安全	P. 42-46
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities that 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。	Employee Health and Safety 僱員健康與安全 Key Performance Summary 關鍵績效摘要	P. 43 P. 79
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Key Performance Summary 關鍵績效摘要	P. 79
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Employee Health and Safety 僱員健康與安全	P. 42-46

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ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
B3 Development and Training 層面B3：發展及培訓			
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training 發展與培訓	P. 47-49
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Development and Training 發展與培訓 Key Performance Summary 關鍵績效摘要	P. 49 P. 80
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展與培訓 Key Performance Summary 關鍵績效摘要	P. 49 P. 80

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B4 Labour Standards 層面B4：勞工準則			
General Disclosure 一般披露	Information on: 有關防止童工或強制勞工的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Eliminating Child and Forced Labours 消除童工及強迫勞動	P. 50
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Eliminating Child and Forced Labours 消除童工及強迫勞動	P. 50
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Eliminating Child and Forced Labours 消除童工及強迫勞動	P. 50

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Operating Practices 營運慣例			
B5 Supply Chain Management 層面B5：供應鏈管理			
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Responsible Supply Chain Management 負責任的供應鏈管理	P. 33-35
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Responsible Supply Chain Management 負責任的供應鏈管理 Key Performance Summary 關鍵績效摘要	P. 35 P. 81
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Responsible Supply Chain Management 負責任的供應鏈管理	P. 33-35
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述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。	Responsible Supply Chain Management 負責任的供應鏈管理	P. 33-35
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Responsible Supply Chain Management 負責任的供應鏈管理	P. 33-35

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B6: Product Responsibility 層面B6：產品責任			
General Disclosure 一般披露	Information on: 有關所提供產品和服務的健康與安全、廣告、標籤及隱私事宜以及補救方法的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling, and privacy matters relating to products and services provided and methods of redress. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Value Chain 價值鏈	P. 26-35
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Quality and Safety 產品質量與安全	P. 29-30
KPI B6.2 關鍵績效指標B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Customer Satisfaction and Responsibility 客戶滿意度和責任	P. 27-28
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Intellectual Property Rights 知識產權 Product Quality and Safety 產品質量與安全	P.31
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Manufacturing Excellence 卓越製造 Product Quality and Safety 產品質量與安全	P. 26 P. 29-30
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者數據保障及隱私政策，以及相關執行及監察方法。	Information Security and Data Privacy 資訊安全與數據私隱	P. 32-33

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B7 Anti-corruption 層面B7：反貪污			
General Disclosure 一般披露	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to the prevention of bribery, extortion, fraud, and money laundering. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Ethical Culture 道德文化 Key Performance Summary 關鍵績效摘要	P. 23-25
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Ethical Culture 道德文化 Key Performance Summary 關鍵績效摘要	P. 25 P. 80
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Ethical Culture 道德文化 Key Performance Summary 關鍵績效摘要	P. 23-25
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Ethical Culture 道德文化 Key Performance Summary 關鍵績效摘要	P. 24

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B8 Community Investment 層面B8：社區			
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Social Participation 社會參與	P. 73-74
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution. 專注貢獻範疇。	Social Participation 社會參與	P. 73-74
KPI B8.2 關鍵績效指標B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	Social Participation 社會參與	P. 73-74

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