



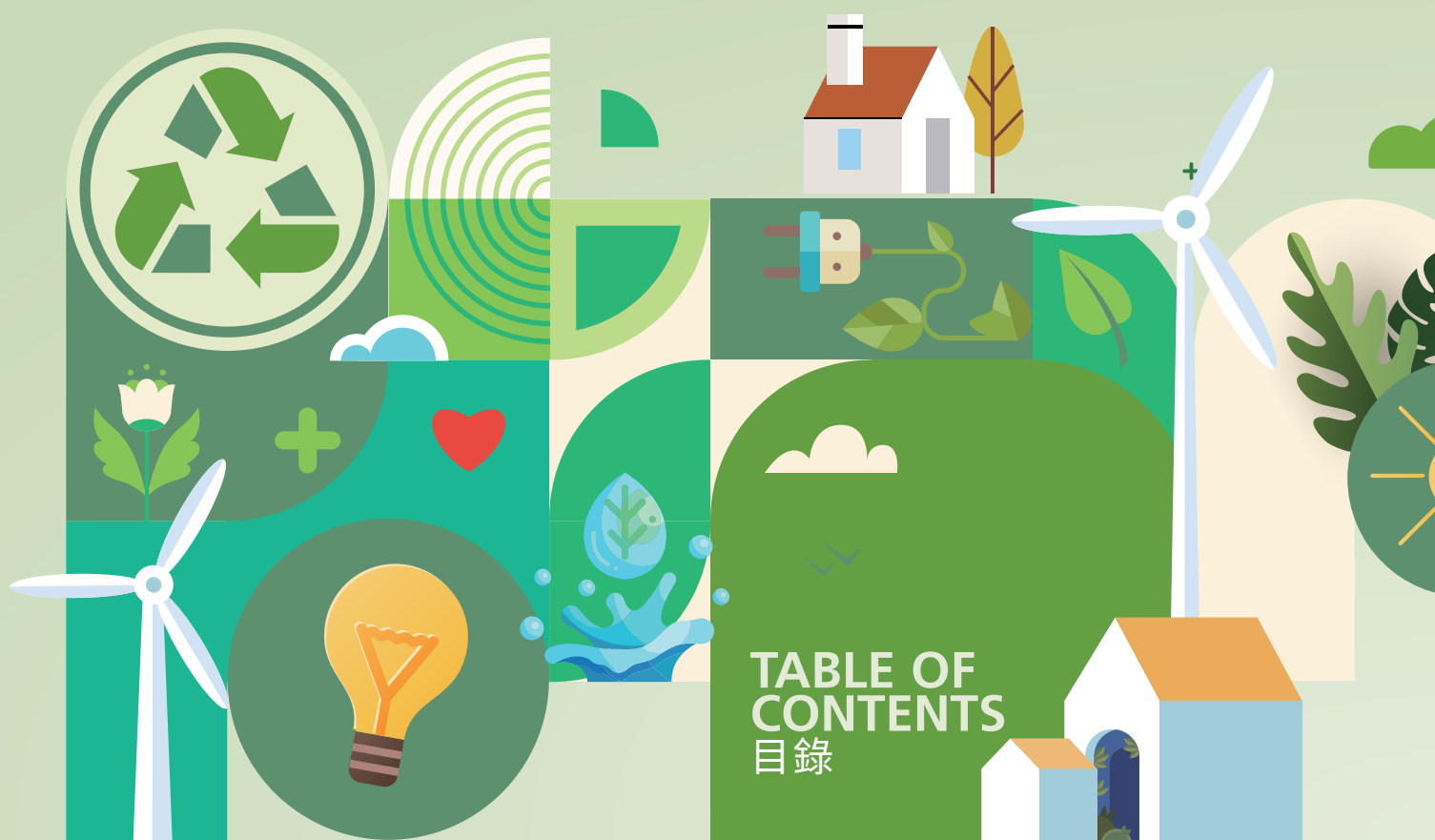
福田實業(集團)有限公司
Fountain Set (Holdings) Limited

(Incorporated in Hong Kong with limited liability)

(於香港註冊成立的有限公司)

SEHK 股份代號：420





About This Report

Reporting Boundary
Reporting Principles

Board Statement

Group Profile
Group Milestones
Group Corporate Governance
Board of Directors and Committees

The Group's Sustainability Mission and Vision

Performance Highlights

Emission Reduction
Energy Conservation
Water Conservation
Waste Recycling

Memberships

Awards and Recognition

Stakeholder Engagement and Materiality

Responding to Stakeholder Needs

Stakeholders' Feedback

Environmental Protection

關於本報告

報告範圍
報告原則

董事會聲明

集團簡介
集團里程碑
集團企業管治
董事會及各委員會

本集團的可持續性使命及願景

表現摘要

減排
節能
節水
廢物回收

專業會員資格

獎項與認可

持份者參與及重要性

回應持份者需求

持份者的意見

環境保護

2

3

4

5

7

8

10

11

15

17

17

17

17

17

18

20

22

27

29

30



Emissions Management

- Greenhouse Gas Emissions
- Air Emissions
- Emission Reduction Targets and Results
- Centralized Heat Supply Project of Futian Oasis

Energy

- Energy Consumption
- Energy Saving Targets and Results

Water

- Water Consumption and Discharge
- Targets of Water Saving and Discharge Quality Control

Waste

- Waste Disposal
- Waste Reduction Targets and Results

Packaging Materials

The Environment and Natural Resources

- Significant Impacts of Activities on the Environment

Mitigating Climate Change

Social

1. Employment and Labor Practices

- Employment
- Occupational Health and Safety Awareness
- Training and Development Programs
- Labor Standards

2. Operating Practices

- Supply Chain Management
- Product Responsibility
- Anti-corruption
- Community Investment

Appendix I – Awards and Certifications of the Production Sites

Appendix II – HKEX ESG Reporting Guide Index

排放管理

- 溫室氣體排放
- 廢氣排放
- 減排目標及成效
- 福田綠洲之集中供熱項目

能源

- 能源消耗
- 節能目標及成效

水

- 耗水量及排放
- 節約用水及排放質量控制目標

廢物

- 廢物棄置
- 減廢目標及成效

包裝材料

環境及天然資源

- 業務活動對環境的重大影響

氣候變化

社會方面

1. 僱傭及勞工常規

- 僱傭
- 職業健康及安全意識
- 培訓及發展
- 勞動標準

2. 經營慣例

- 供應鏈管理
- 產品責任
- 反貪腐政策
- 社區投資

附錄I—生產基地得獎及認證

附錄II—香港交易所ESG報告指南索引

33

34

37

38

39

41

41

43

47

47

48

50

50

52

55

55

55

58

64

65

65

75

79

86

87

87

90

97

98

101

117

ABOUT THIS REPORT 關於本報告

Fountain Set (Holdings) Limited and its subsidiaries (the “Group”) is one of the world’s largest circular knitted fabric manufacturers with principal activities including fabric knitting, dyeing, printing, finishing, as well as garment manufacturing.

This Environmental, Social, and Governance report (the “ESG Report” or the “Report”) of the Group highlights the ESG performance of its operations with relatively significant environmental and social impacts. This Report is prepared in accordance with the mandatory and ‘comply or explain’ provisions set out in the ESG Reporting Guide as described in Appendix C2 of the Listing Rules and Guidance by The Stock Exchange of Hong Kong Limited (“HKEx”) and relevant guidance set out by the HKEx.

福田實業(集團)有限公司(「本公司」)及其附屬公司(「本集團」或「福田集團」)是全球其中一間最大型的圓筒針織面料生產商，主要業務包括針織、染色、印花、整理以及服裝生產。

這份由本集團編製的《環境、社會及管治報告》(「本報告」)，主要描述了本集團在對環境及社會產生相對深遠影響的業務方面，當中所推出ESG措施的績效。本報告是根據《ESG報告指引》中列明的強制披露及不遵守或解釋，規定條款所編製的，當中的條文細節於香港聯合交易所有限公司(「聯交所」)所頒佈的《上市規則及指引》附錄C2及聯交所制訂的相關指引中有所描述。



Reporting Boundary

The Group's five production sites, within the reporting scope (hereinafter collectively referred as the "Production Sites"), include:

- (i) Jiangyin Fuhui Textiles Limited ("Jiangyin Fuhui") located in the People's Republic of China (the "PRC");
- (ii) Yancheng Fuhui Textiles Limited ("Yancheng Fuhui") located in the PRC;
- (iii) Dongguan Shatin Lake Side Textiles Printing & Dyeing Co. Ltd. ("Shatin Lake Side") located in the PRC;
- (iv) Dongguan Futian Oasis Heating Co. Ltd. ("Futian Oasis") located in the PRC; and
- (v) Ocean Lanka (Private) Ltd. ("Ocean Lanka") located in Sri Lanka.

This Report covers the Group's overall performance in two subject areas, namely Environmental and Social of the business operations in the Production Sites, from 1 January 2024 to 31 December 2024 (the "Reporting Period"), unless otherwise stated. For information about the Group's corporate governance, please refer to the Annual Report 2024 of Fountain Set (Holdings) Limited.



QR code for 2024 Annual Report

The Group's subsidiary Futian Oasis has been engaging in the sustainable heat generation business since 2016, following the signing of an agreement with the People's Government of Dongguan Shatian Town for a centralized heat supply project (the "Project"). Under the Project, Futian Oasis supplies heat to the Shatian Town Industrial Park (the "Park") for operations of the electroplating, printing, and dyeing industry. As a centralized heat supplier, Futian Oasis's operation has made a remarkable contribution to the Group's ESG performance, as well as to the environment, in terms of air emission reduction. The respective performances of Futian Oasis have been covered in the Group's ESG reports since 2017.

報告範圍

在報告範圍內，本集團五個生產基地（以下統稱為生產基地）包括：

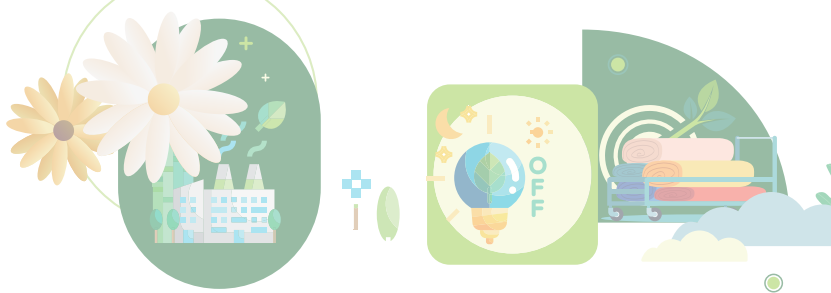
- i. 位於中華人民共和國（「中國」）的江陰福匯紡織有限公司（「江陰福匯」）；
- ii. 位於中國的鹽城福匯紡織有限公司（「鹽城福匯」）；
- iii. 位於中國的東莞沙田麗海紡織印染有限公司（「沙田麗海」）；
- iv. 位於中國的東莞福田綠洲供熱有限公司（「福田綠洲」）；以及
- v. 位於斯里蘭卡的海洋蘭卡（私人）有限公司（「海洋蘭卡」）。

除非另有說明，否則本報告內所指的本集團於兩大主題範疇方面的整體績效，為從2024年1月1日至2024年12月31日期間（「報告期」），生產基地在營運業務上對環境以及社會方面所產生的影響情況。有關更多企業管治及財務表現的詳情，請參考以下二維碼。



2024年年報二維碼

自2016年本集團旗下的福田綠洲與東莞市沙田鎮人民政府簽訂中央式供熱項目（「項目」）協議後，便開始營運具可持續性的供熱業務。根據項目，福田綠洲為沙田鎮工業園區（「工業園區」）的電鍍及印染產業提供熱力。作為中央式供熱的供應商，福田綠洲的營運為本集團的ESG績效及氣體減排方面的環保工作帶來巨大的貢獻。自2017年起，本集團已將福田綠洲的各項績效涵蓋於本報告內。



As of February 7, 2024, the Jiangyin Fuhui's dyeing and finishing operations, along with associated water treatment and self-owned power plants, have ceased operations, retaining only the greige fabric knitting segment. During the Reporting Period, our production sites cover a total area of 875,972.44 m², with a reduction of 10% from the "Last Reporting Period" (from 1 January 2023 to 31 December 2023).

Reporting Principles

The preparation of the ESG Report has applied the following principles:

Materiality – materiality assessments have been carried out to identify material environmental and social issues that have major impacts on investors and other stakeholders, the significant stakeholders, process, and results of the engagement of which are presented in the section "Stakeholder Communication" in the Report.

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.

Consistency – consistent statistical methodologies and presentation of KPIs have been used to allow meaningful comparisons of related data over time.

Balance – The Group's performance during the reporting period has been presented impartially, avoiding choices, omissions, or presentation formats that may unduly influence readers' decisions or judgements.

截至2024年2月7日，江陰福匯的染整業務、相關水處理設施和自有發電廠已停止運營，僅保留坯布針織業務。在報告期內，我們的生產基地總面積為875,972.44平方米，與「上一個報告期」（從2023年1月1日至2023年12月31日）相比減少了10%。

報告原則

本集團根據以下原則編製本報告：

重要性—本集團進行了重要性評估，以找出對投資者及其他持份者構成重大影響的重要環境及社會事項；當中主要持份者、流程及評核結果在本報告的「持份者參與及重要性」部分中有所細述。

量化—本集團已制訂關鍵績效指標（「關鍵績效指標」），在適當的條件下透過測量和應用關鍵績效指標以得出有效的比較；有關所採用的標準、方法、假設及／或計算工具的資訊，以及所採用的轉換因子來源，均已在適當情況下予以披露。

一致性—本集團採用一致的統計方法及關鍵績效指標表述方式，以能在不同時間下對相關數據進行有意義的比較。

平衡—本集團忠實地陳述在報告期內的績效，並避免提供可能不恰當地影響讀者進行決策或判斷的篩選、遺漏或陳述方式。



BOARD STATEMENT

As the highest responsible and decision-making unit of the Group for overseeing Environmental, Social, and Governance (“ESG”) management, the board of directors (the “Director” and the “Board”, respectively) continues to prioritize sustainability through its leadership and strategic direction. Operating under the guidance of the “Sustainable Development and Improvement Committee” (the “Committee”), the Board remains actively engaged in assessing risks, developing ESG strategies, and integrating governance requirements into key operational practices.

Throughout the past year, the Board has leveraged insights from various engagement activities such as interviews, site visits, and seminar, etc. to address ESG-related challenges that impact the Company and its stakeholders. These efforts have been instrumental in formulating effective countermeasures and setting ambitious ESG targets aimed at optimizing performance and creating long-term value for the Group and its stakeholders.

Employee well-being remains a focal point for the Group, with continued emphasis on promoting health and wellness initiatives across all subsidiaries. Risk management practices have been further enhanced through regular assessments and corrective actions to mitigate potential risks and improve overall performance systematically.

A significant milestone in our sustainability journey includes the successful implementation of the centralized heat supply project, which has not only introduced an innovative business model but has also contributed significantly to reducing emissions and fostering cleaner air for the community and neighboring areas.

董事會聲明

作為集團環境、社會及管治(「ESG」)管理的最高負責及決策單位，董事會(分別為「董事」及「董事會」)在繼續通過領導和戰略方向來優先考慮可持續性。在「可持續發展與改進委員會」的指導下，董事會積極參與風險評估、制定ESG戰略，並將管治要求整合到關鍵運營實踐中。

過去一年，董事會透過參與各種活動(例如訪談、現場參觀和研討會等)的見解，以解決影響公司及其持份者的ESG挑戰。這些努力對制定有效對策和設定旨在優化績效的進取的ESG目標發揮了關鍵作用，同時為集團及其持份者創造長期價值。

員工福祉仍然是集團的關注重點，持續強調在所有子公司推動健康和福祉計畫。通過定期評估和糾正措施，風險管理實踐得到進一步加強，以系統化地減少潛在風險並改善整體績效。

在我們的可持續發展旅程中，一個重要的里程碑是成功實施中央供熱項目，這不僅引入了創新的商業模式，還在減少排放和促進社區及附近地區空氣清潔方面做出了重大貢獻。



The Group maintained a stable production safety record, consistently meeting all operational standards. In response to the requirements of prestigious clientele, we actively pursued the creation of a green and environmentally sustainable factory. Notably, Fountain Set (Holdings) Limited was honored with the “Hong Kong ESG Awards” organized by The Chinese Manufacturers’ Association of Hong Kong as well as the “Outstanding ESG Improvement Award” at the Hong Kong ESG Reporting Awards 2024 (HERA), recognizing our commitment to environmental, social, and governance excellence.

To uphold transparency and accessibility, this report will be made available on the respective websites of The Stock Exchange of Hong Kong Limited and the Group. It will provide a comprehensive overview of our progress in various ESG areas, highlighting achievements and areas for further enhancement.

Looking forward, the Group remains committed to investing in advanced technologies and equipment to mitigate pollution, while also providing ongoing training workshops on environmental protection and compliance for staff members. Continuous evaluation and improvement of environmental protection measures are prioritized, guided by qualified advisors and the dedication of the Board of Directors.

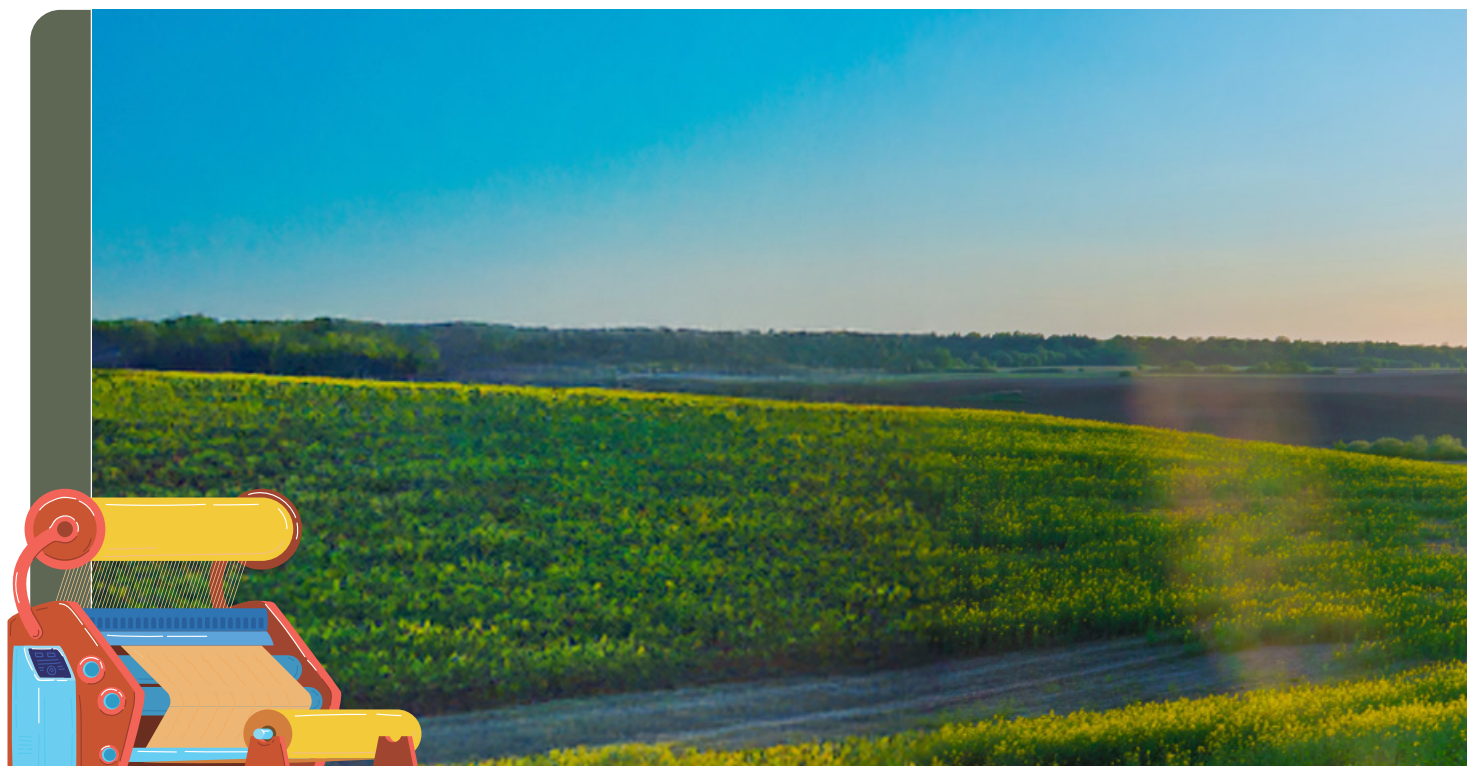
This report reflects our steadfast commitment to sustainable practices and responsible corporate citizenship, as endorsed by the rigorous review and approval process conducted by the Board of Directors to ensure transparency and accountability in our management practices.

集團保持了穩定的生產安全記錄，始終符合所有運營標準。為了滿足尊貴客戶的要求，我們積極追求建立一個綠色和環境可持續的工廠。值得一提的是，福田實業（集團）有限公司於香港中華廠商聯合會主辦的2024年度「香港ESG獎」中榮獲「香港ESG獎」，以及於香港環境、社會及管治報告大獎（HERA）2024中榮獲「傑出ESG進步獎嘉許獎」，這些獎項表彰了我們在環境、社會和治理卓越方面的承諾。

為了保持透明度和可訪問性，本報告將分別上傳至香港聯合交易所有限公司及集團的網站。本報告將全面概述我們在各個ESG領域的進展，突出成就和需要進一步加強的領域。

展望未來，集團將繼續投資於先進技術和設備，以減少污染，同時為員工提供關於環境保護和合規性的持續培訓。在專業顧問的指導及董事會的批准下，持續評估和改進環保措施是集團優先考慮重點。

這份報告反映了我們對可持續實踐和負責任企業身份的堅定承諾，經過董事會的嚴格審查和批准流程，以確保管理實踐的透明度和責任。





GROUP PROFILE

One of the world's largest and long-established fabric manufacturers, the Fountain Set Group produces knitted fabric and garments through vertically integrated operations in fabric knitting, dyeing, printing, finishing and garment manufacturing, for many of the renowned apparel retailers and brands.

As a strong believer of research and development, the Group collaborate with brands and suppliers to develop innovative and creative fabric and garment products to consumers all over the world.

Headquartered in Hong Kong and listed on the Main Board of HKEx, the Fountain Set Group has 8 production facilities in PRC, Sri Lanka and Indonesia, with marketing and representative offices in 3 countries and a global staff force of close to 5,500 strong.

As of the date of this Report, Mr. HA Chung Fong, founder and honorary chairman of the Company remains one of the substantial shareholders of the Company.

集團簡介

福田集團為一家世界最大及歷史悠久的針織面料生產商之一，提供針織、染色、印花、整理及成衣製造等高度垂直綜合服務，為許多知名服裝零售商和品牌製造針織面料及成衣。

作為研發的堅信者，本集團與品牌和供應商合作，為世界各地的消費者開發創新和創意的面料及成衣產品。

福田集團總部位於香港，並於聯交所主板上市，其於中國、斯里蘭卡及印尼設有8個生產設施，市場推廣辦事處及代表處分佈3個國家，全球員工接近5,500人。

截至本報告日期，本公司創辦人及名譽主席夏松芳先生為本公司主要股東之一。



GROUP MILESTONES

集團里程碑

1969

In 1969, Mr. HA Chung Fong, the Group's Honorary Chairman, founded the Fountain Set Group (Former name :Globe Dyeing Factory, the "Factory" and the "Company") in Hong Kong, a commissioned dye house with just over twenty workers processing around 150,000 pounds of fabric per month.

夏松芳先生於1969年創辦福田集團(前稱：高泰染廠，簡稱「工廠」、「公司」)，當時只有20多名員工，每月的面料產量為15萬磅。

1971

The Factory expanded its business by offering greige fabric knitting service.
工廠擴展針織布業務。

1978

The Factory expanded its service offerings to include production of velour fabrics.
工廠開始生產剪毛布。

1989

Dongguan Fuan Textiles Limited, the Group's first integrated fabric knitting, dyeing and finishing facility outside of Hong Kong, was established in Dongguan, Guangdong, PRC.

本集團第一間在香港以外的綜合性廠房，集針織、染色、整理於一體--東莞福安紡織印染有限公司，於中國廣東省東莞市開始投產。

1988

The Group was listed on the Stock Exchange of Hong Kong (SEHK:420) in April with HK\$140 million (US\$18 million) raised fund.

本集團(香港聯交所編號420)於四月在香港聯交所正式上市，成功集資1億4千萬。

1981

The Company began operating as a full service knitted fabric supplier engaging in the sales and trading of finished fabrics.

公司開始銷售及買賣成品布。

1992

The Group invested in trading and manufacturing of garments.
本集團開始投資成衣買賣及製造。

1996

Ocean Lanka, a fabric manufacturing company in Sri Lanka of which the Group is the majority shareholder and operator, started production in August as the Group's first overseas fabric production facility.

本集團擁有主要股權和為主要經營者的海洋蘭卡成立，是本集團首個海外生產工廠，主力生產面料。

1979

With the establishment of yarn dyeing facilities, the Company began knitting stripe fabrics.
公司建立染紗設施，開始製造針織色織布。

2003

Sales in the financial year ended August 2003 reached HK\$5.5 billion (US\$705 million) and the number of employees exceeded 20,000.

截至2003年8月底的財務年度銷售額達55億港元(7.05億美元)，員工人數超過2萬人。

2002

The Group was elected by Forbes Global magazine in 2002 as "Best under a billion, Forbes Global's 200 best small companies in the world".

本集團被國際版福布斯雜誌選為「最佳200間收入少於十億美元的小型上市企業之一」。

1998

The construction of a new fabric dyeing, printing and finishing plant, Dongguan Shatin Lake Side was completed in Shatian Town in Dongguan, Guangdong, China and the Lake Side dyeing and printing operation in Hong Kong was relocated to this new plant. The Group also completed the relocation of the remaining production lines in Hong Kong to Dongguan Fuan Textiles Limited in the PRC.

沙田麗海於中國廣東省東莞市設立，為一所全新的染色、印花及後整理的廠房。位於香港的麗海紡織印染有限公司於同期移師其染色及印花運作到新的廠房。本集團亦完成移師其他生產線往位於中國的東莞福安紡織印染有限公司。

2007

Shenzhen Faun Textiles Limited was established in the PRC, specializing in the sales of dyed yarns, fabrics and garments.

位於中國之深圳福力紡織品有限公司成立，專注於銷售色紗、面料及成衣業務。

2008

Shanghai Fuhui Textiles Trading Co., Ltd. has been established in May 2008 that extends the Fountain Set Group's sales and distribution network to PRC.

上海福匯紡織貿易有限公司於2008年5月成立，並為福田集團拓展中國的內銷網絡。

2024

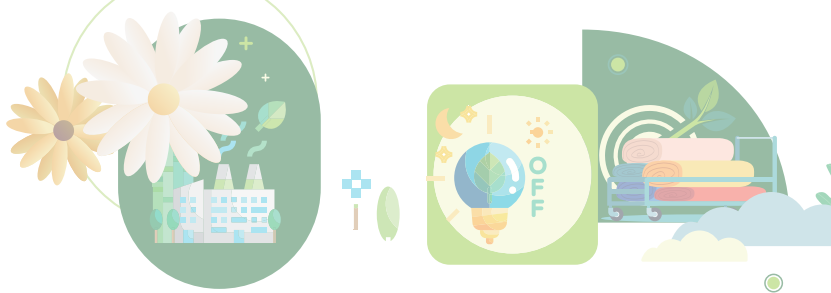
A property of Jiangyin Fuhui located at number 9 and 12, Xiaoshan Road, Jiangyin City, the PRC, with a site area of approximately 453,988 square meters in total, was subject to resumption by the local government of Jiangyin City People's Government Chengdong Subdistrict Office with an aggregate compensation of approximately RMB259 million (equivalent to HK\$284 million).

江陰福匯位於中國江陰市蕭山路9號及12號(總佔地面積約453,988平方米)的土地，被江陰市人民政府城東街道辦事處徵收，補償金總額約為人民幣259,000,000元(相當於284,000,000港元)。

2010

Yancheng Fuhui, which is located at Yancheng Economic Development Zone in the Yancheng City, Jiangsu Province in PRC, was established and started production in January.

1月，成立於中國江蘇省鹽城市鹽城經濟開發區之鹽城福匯，開始投入生產。



GROUP CORPORATE GOVERNANCE

The Company is committed to maintaining a high standard of corporate governance practices and procedures as it believes that an effective corporate governance framework is fundamental to promoting and safeguarding interests of shareholders and other stakeholders and enhancing shareholder value. Throughout the year from 1 January 2024 to 31 December 2024 (the “Year”), the Company has consistently adopted and complied with all the applicable code provisions of the section headed “Part 2 – Principles of good corporate governance, code provisions and recommended best practices” of the Corporate Governance Code (the “CG Code”) as set out in Appendix 14 to the Rules Governing the Listing of Securities (the “Listing Rules”) on HKEx as guidelines to reinforce our corporate governance principles.

集團企業管治

本公司致力維持高水平的企業管治常規及程序，認為有效的公司治理框架對於促進及維護股東和其他利益相關者的利益，以及提高股東價值至關重要。由2024年1月1日起至2024年12月31日止年度（「本年度」），本公司一貫地採納及遵守聯交所證券上市規則（「上市規則」）附錄14所載之企業管治守則（「企管守則」）第二部分良好企業管治的原則、守則條文及建議最佳常規之全部適用守則條文，作為強化本公司企業管治原則之方針。





BOARD OF DIRECTORS AND COMMITTEES

BOARD OF DIRECTORS

Board Composition

As at 31 December 2024, the board of directors of the Company comprised 11 members, namely 5 executive Directors (the “EDs”), 2 non-executive Directors (the “NEDs”) and 4 independent non-executive Directors (the “INEDs”). The NEDs and INEDs represented about 55% of the Board members thereat. During the Year and up to the date of the Report, the Board comprises the following members:

EDs

Mr. LIU Xianfu (Chairman and Chief Executive Officer)

Dr. LI Gang

Mr. YAU Hang Tat Andrew

Mr. YIN Jian (appointed on 1 September 2024)

Mr. ZHANG Zheng

Ms. ZHAO Jianli (resigned on 1 September 2024)

NEDs

Dr. YEN Gordon (Non-executive Vice Chairman)

Ms. ZHOU Jing (appointed on 1 April 2025)

Mr. TAO Yongming (resigned on 1 April 2025)

INEDs

Mr. NG Kwok Tung

Mr. YING Wei

Mr. William LAM

Mr. WONG Kwong Chi

董事會及各委員會

董事會

董事會成員

於2024年12月31日，本公司之董事會由11名成員組成，包括5名執行董事（「執行董事」）、2名非執行董事（「非執行董事」）及4名獨立非執行董事（「獨立非執行董事」）。非執行董事及獨立非執行董事代表了約55%的董事會成員。本年度及截至本報告日期，董事會成員如下：

執行董事

劉賢福先生（主席兼行政總裁）

李剛博士

邱恒達先生

尹堅先生（於2024年9月1日獲委任）

張正先生

趙建麗女士（於2024年9月1日辭任）

非執行董事

嚴震銘博士（非執行副主席）

周靜女士（於2025年4月1日獲委任）

陶永銘先生（於2025年4月1日辭任）

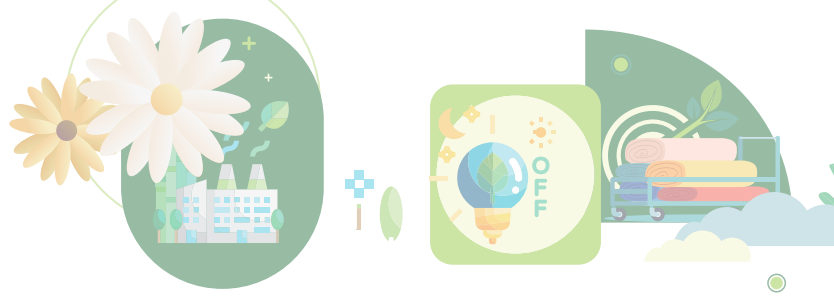
獨立非執行董事

伍國棟先生

應偉先生

林偉成先生

王幹芝先生



Roles and Responsibilities of the Board and Delegation to the Management

The Board is responsible for the leadership and control of the Group and is responsible for promoting the success of the Group by directing and supervising the business operations of the Group in the interests of the Company's shareholders (the "Shareholders") providing insights regarding the Group's culture and values by formulating strategic directions and monitoring the financial and management performance of the Group.

The overall management of the Group's business is vested in the Board. The Board has delegated the day-to-day management of the Group's business to the executive management team, and focused its attention on matters affecting the Group's overall strategic policies, finances and the Shareholders. The executive management team assumes full accountability to the Board for the operations of the Group. A formal schedule has been formulated and will be reviewed regularly to identify specific matters that shall be reserved to the Board and those delegated to the management. The Board has given clear directions to the management that certain matters must be referred to the Board for consideration and approval. The Board is the ultimate decision making body of the Company except for matters requiring the approval of the Shareholders in accordance with the Articles, the Listing Rules and other applicable laws and regulations.

董事會之角色及職責以及轉授予管理層

董事會以本公司股東（「股東」）利益為出發點，負責領導及監控本集團，並透過制定策略決策，建立有關本集團文化及價值，及監督本集團之財務及管理層表現，指導及監督本集團之業務營運，以促進本集團之成功。

本集團整體業務由董事會負責管理。董事會將本集團日常事務的管理授權予本公司的行政管理層處理，而董事會本身則專注處理可影響本集團整體策略方針、財務及股東的事項。行政管理層須就本集團之所有經營業務向董事會承擔全部責任。本集團制定並將定期審閱正式清單，以確認應由董事會負責及轉授予管理層負責之具體事項。董事會已就須交由董事會考慮及批准之若干事項向管理層作出清晰指引。董事會為本公司之最終決策單位，惟根據章程細則、上市規則及其他適用法例及規例須由股東批准之事宜則除外。





BOARD COMMITTEES

The Board currently has established three committees, namely the Audit Committee, the Remuneration Committee and the Nomination Committee, each with specific terms of reference. Their terms of reference have been reviewed and approved by the Board and are updated by reference to the CG Code from time to time. The terms of reference of each of the Audit Committee, the Remuneration Committee and the Nomination Committee have been posted on the respective websites of HKEx and the Company.

AUDIT COMMITTEE

The Company has established the Audit Committee with written terms of reference for the purposes of reviewing and providing supervision over the Company's financial reporting process, risk management and internal control systems. The terms of reference of the Audit Committee were revised and effective on 1 January 2019. The principal duties of the Audit Committee are to consider the appointment and remuneration of the external auditors, to monitor the integrity of the Group's financial statements with a focus on the changes in accounting policies and practices, major judgmental areas, significant audit adjustments, going concern assumptions, and compliance with accounting standards, the Listing Rules and other applicable legal requirements, and to review the Group's financial reporting system, risk management and internal control systems.

NOMINATION COMMITTEE

The Company has established the Nomination Committee with written terms of reference and its principal duties are 1) to review the structure, size and composition of the Board at least annually; 2) to identify and recommend suitably qualified candidates as new Director(s) or to fill Board vacancies as they arise for the approval of the Board; 3) to assess the independence of the INEDs; and 4) to make recommendations to the Board on the appointment or re-appointment of Directors and succession planning for Directors, in particular the Chairman and the Chief Executive Officer ("CEO").

董事會委員會

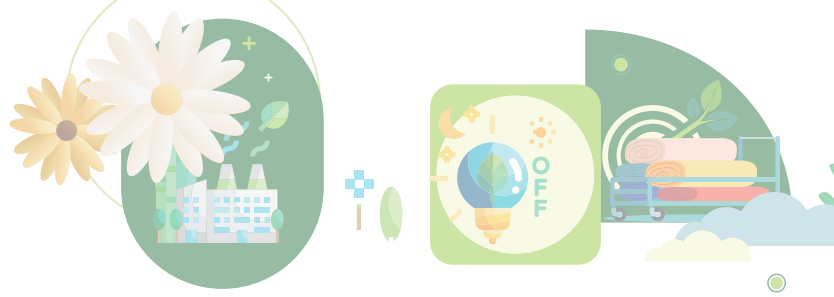
董事會現已成立3個委員會，分別為審核委員會、薪酬委員會及提名委員會，各自有特定職權範圍書。彼等之職權範圍書已獲董事會批准及審閱，並已參考企管守則作不時更新。審核委員會、薪酬委員會及提名委員會各自之職權範圍書已刊載於聯交所及本公司網站。

審核委員會

本公司已成立審核委員會，並設有書面職權範圍書，藉以檢討及監察本公司之財務申報程序、風險管理及內部監控制度。審核委員會的職權範圍於2019年1月1日經修訂並生效。審核委員會的主要職務為考慮外聘核數師的委任及酬金、監督本集團財務報表是否完整(尤其著重會計政策及實務的更改、重要判斷範圍、重大核數調整、持續經營假設以及是否符合會計準則、上市規則及其他適用之法律要求)，同時檢討本集團的財務申報制度、風險管理及內部監控制度。

提名委員會

本公司已成立提名委員會，並設有書面職權範圍書，其主要職責包括1) 至少每年檢討董事會的架構、人數及組成、2) 物色及提名合資格人士成為董事會新成員或填補董事會空缺的人選，供董事會批准、3) 評核獨立非執行董事的獨立性、及4) 就董事之委任、重新委任及董事，尤其是主席及行政總裁(「行政總裁」)之繼任計劃，向董事會提供意見。



REMUNERATION COMMITTEE

The Company has established the Remuneration Committee with written terms of reference and its principal duties are 1) to make recommendations to the Board on the remuneration policy for all Directors; 2) to review and approve the Group's remuneration policy proposed by the CEO and make recommendations to the Board; and 3) to review and approve the management's remuneration and incentive assessment indicators proposals by reference to the Board's corporate goals and objectives. The Group's remuneration policy is to provide a competitive level of remuneration in accordance with current market conditions to attract and motivate the Directors and staff for their contribution.

薪酬委員會

本公司已成立薪酬委員會，並設有書面職權範圍書，其主要職務為1) 就制訂所有董事之薪酬政策向董事會提出建議、2) 審批行政總裁建議之本集團的薪酬政策及向董事會提出建議及3) 因應董事會所訂企業方針及目標而檢討及批准管理層的薪酬及績效考核指標建議，並向董事會提出建議。本集團的薪酬政策旨在根據目前市況提供具競爭力的薪酬，以吸引及激勵董事及員工作出貢獻。





THE GROUP'S SUSTAINABILITY MISSION AND VISION

本集團的可持續性使命及願景

Mission 使命

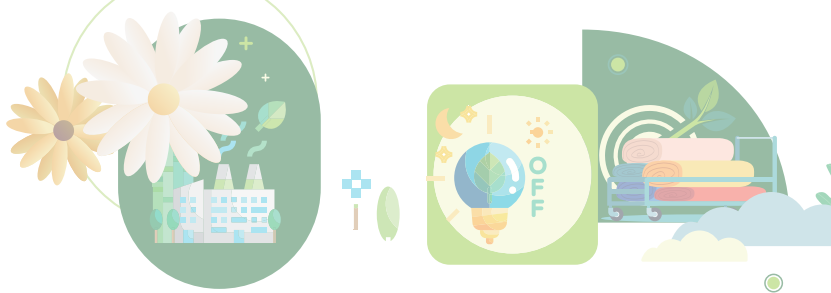
The Group is dedicated to delivering quality products and services that provide genuine value to our customers. We aim to offer our employees challenging careers and opportunities for personal development, while ensuring equitable financial growth for our investors and stakeholders. Guided by our founding principles of diligence, frugality, sincerity, and integrity, we strive to enhance efficiency and explore new markets and products for sustainable long-term growth.

本集團致力於提供優質的產品和服務，為客戶提供真正的價值。我們旨在為員工提供具有挑戰性的職業和個人發展機會，同時確保投資者和利益相關者獲得公平的財務增長。我們秉持勤勉、節儉、誠信和廉正的創業精神，努力提升效率，探索新的市場和產品，實現可持續長期增長。

Vision for ESG 對環境、社會及管治方面的願景

The Group has established sustainability-related targets at our Production Sites, focusing on Greenhouse Gas (GHG) emission reduction, water conservation, waste management, energy efficiency, and sustainable material sourcing. Progress towards these ESG-related targets is reviewed biannually through meetings, inspections, and regular communication with the Production Sites, ensuring we monitor the performance of our production facilities effectively.

集團在生產基地設立了與可持續性相關的目標，聚焦於溫室氣體(GHG)排放減少、節水、廢物管理、能源效率和可持續材料採購。我們定期通過會議、檢查和與生產基地的定期溝通，每兩年檢視實現這些ESG相關目標的進展，確保我們有效監控生產設施的表現。



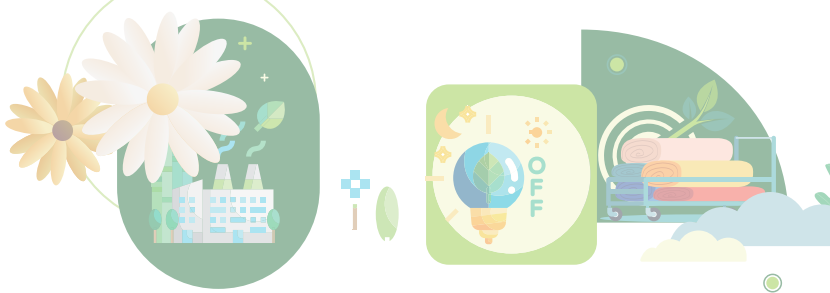
Area 面積	Target setting year 目標設定年份	Target 目標	Baseline 基準值	Progress 進展狀況
GHG emission reduction 溫室氣體排放減少	2024	18% reduction in GHG emissions intensity by 2030 到2030年將溫室氣體排放強度減少18%	0.49 CO ₂ eq. per tonne of production 每噸生產0.49 CO ₂ 當量	In progress 進行中
Water conservation 節水	2024	18% reduction in consumption intensity by 2030 到2030年將消耗強度減少18%	7.49 m ³ /tonne of production 每噸生產7.49立方米	In progress 進行中
Waste management 廢物管理	2024	15% reduction in non-hazardous waste intensity by 2030 到2030年將非危險廢物強度減少15%	2.04 kg/tonne of production 每噸生產2.04公斤	In progress 進行中
Energy efficiency 能源效率	2024	<ul style="list-style-type: none"> – 15% reduction in energy consumption intensity by 2030 到2030年將能源消耗強度減少15% – 15% of the Group's energy profile comes from renewable energy sources by 2030 到2030年，集團15%的能源來自可再生能源 	<ul style="list-style-type: none"> – 1.65 MWh/tonne of production 每噸生產1.65兆瓦時 – 6% of the Group's energy profile comes from renewable energy sources 到2030年，集團6%的能源來自可再生能源 	In progress 進行中
Sustainable material sourcing 可持續材料採購	2023	<p>Ocean Lanka aims to procure at least 75% of its total cotton from sustainable sources by 2025.</p> <p>海洋蘭卡旨在到2025年至少從可持續來源採購其總棉量的75%。</p>	–	17%



Performance Highlights

表現摘要

Emission Reduction 減排	<ul style="list-style-type: none"> • High Efficiency: Futian Oasis achieved a desulfurization efficiency of 97%, while Jiangyin Fuhui reached 92% with dust removal efficiency above 99%. 高效率：福田綠洲達到了97%的脫硫效率，而江陰福匯則達到了92%的除塵效率超過99%。
Energy Conservation 節能	<ul style="list-style-type: none"> • Electricity and Steam Savings: Equipment upgrades resulted in savings of over 2,164,590 kWh of electricity and 20,874.71 tonnes of steam during the Reporting Period. 電力和蒸汽節省：設備升級使得在報告期間節省了超過2,164,590千瓦時的電力和20,874.71噸的蒸汽。
Water Conservation 節水	<ul style="list-style-type: none"> • Significant Water Savings: 顯著節水： • Shatin Lake Side saved 756,865 m³ from new dyeing vats and 5,707 m³ from replacing printing machines. 沙田麗海因新染缸節省了756,865立方米水量，並因更換印刷機節省了5,707立方米。 • Ocean Lanka saved an estimated 6,030 m³ and 7,665 m³ through system upgrades. 海洋蘭卡通過系統升級節省了約6,030立方米和7,665立方米的水量。 • Yancheng Fuhui reduced water consumption by optimizing dyeing processes. 鹽城福匯通過優化染色工藝降低了用水量。
Waste Recycling 廢物回收	<ul style="list-style-type: none"> • 100% Recycling Rate: Achieved a 100% recycling rate for boiler slag, coal ash, paper, scrap metal, and sludge. 100%回收率：實現了鍋爐渣、煤灰、紙張、廢金屬和污泥的100%回收率。 • 92% of overall recycling rate for all non-hazardous waste. 所有非危險廢物的總回收率達到92%。



MEMBERSHIPS

The Group actively forges close ties with industry bodies and takes part in professional associations of the knitted fabric manufacturing industry. The Production Sites are members of the following associations:

The Group

專業會員資格

本集團積極與業界組織建立緊密的聯繫，以及參與針織面料生產行業的專業協會。本集團及其生產基地為以下協會的成員：

本集團

No. 序號	Country/City 國家／城市	Organization/Association 組織及協會	Position 職位
1	The PRC 中國	CKIA 中國針織工業協會	Member 會員
2	Hong Kong 香港	Federation of Hong Kong Industries 香港工業總會	Member 會員
3	Hong Kong 香港	HK General Chamber of Textiles 香港紡織商會	Board Member 會董
4	Hong Kong 香港	Sustainable Fashion Business Consortium 時裝企業持續發展聯盟	Member 會員
5	Hong Kong 香港	The Chinese Manufacturers' Association of Hong Kong 香港中華廠商聯合會	Member 會員
6	Hong Kong 香港	The Hong Kong Association of Textile Bleachers, Dyers, Printers and Finishers 香港漂染印整理業總會	Member 會員
7	Hong Kong 香港	The Hong Kong Trade Development Council 香港貿易發展局	Registered merchant 登記商戶
8	Hong Kong 香港	Trade and Industry Department, the Government of the HKSAR 香港特別行政區政府工業貿易署	Registered textile trader 登記紡織商



Shatin Lake Side

沙田麗海

No. 序號	Country/City 國家／城市	Organization/Association 組織及協會	Position 職位
1	The PRC 中國	China Dyeing and Printing Association* 中國印染行業協會	Director 理事
2	The PRC 中國	Guangdong Textile Association 廣東省紡織協會	Member 會員

Yancheng Fuhui

鹽城福匯

No. 序號	Country/City 國家／城市	Organization/Association 組織及協會	Position 職位
1	The PRC 中國	China Knitting Industry Association* 中國針織工業協會	Vice President 副會長

Futian Oasis

福田綠洲

No. 序號	Country/City 國家／城市	Organization/Association 組織及協會	Position 職位
1	The PRC 中國	Precursor Chemicals Management Association by Dongguan Public Security Bureau* 東莞市公安局易制毒化學品管理協會會員	Member 會員

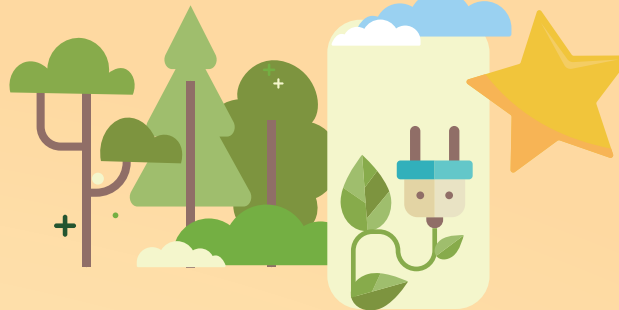
* English names are only translation of their official Chinese names. In case of inconsistencies, the Chinese names shall prevail.

* 英文名稱僅為官方中文名稱之譯文。倘有歧異，概以中文名稱為準。





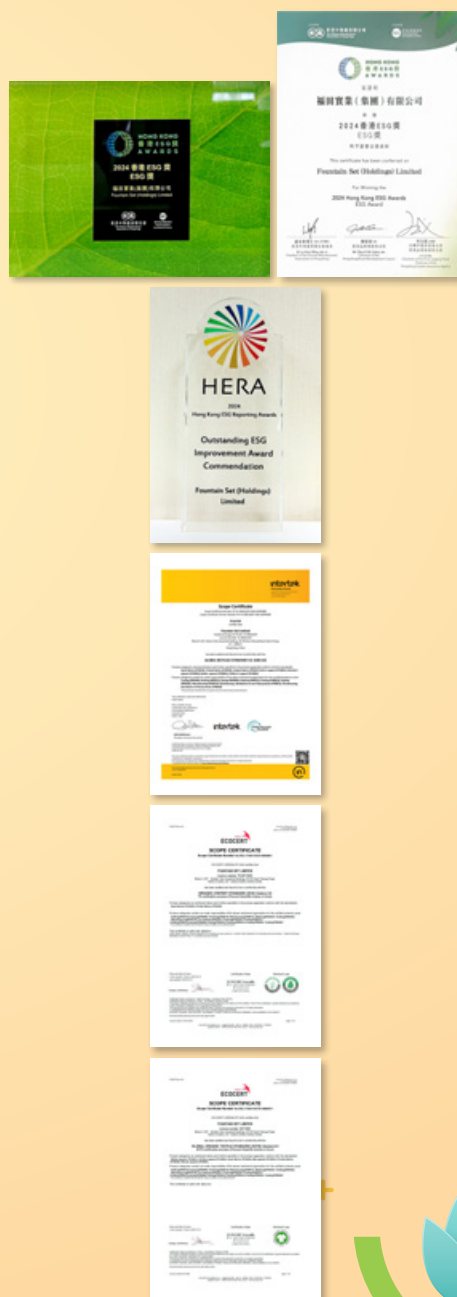
**AWARDS AND
RECOGNITION**
獎項與認可



The Group's commitment to industry and environmental protection has been widely recognized. It has received accolades for its high quality and dedication to sustainable products, as shown below¹. Awards and certifications granted to the Production Sites during the Reporting Period can be found in Appendix I.

本集團對工業和環境保護的投入得到了廣泛認可。它因其高品質和對可持續產品的貢獻而獲得讚譽，如下所示¹。報告期間內，生產基地所獲獎項及認證詳見附錄一。

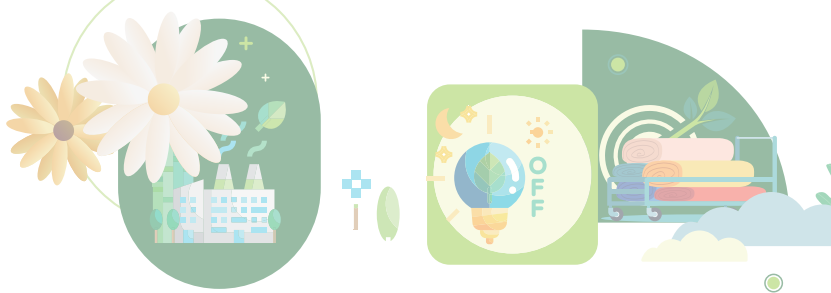
獲獎機構 Issued to	獎項/認證名稱 Awards/ Certifications name	頒發機構 Issued by
Fountain Set (Holdings) Limited 福田實業(集團)有限公司	Hong Kong ESG Award 香港ESG獎	The Chinese Manufacturers' Association of Hong Kong 香港中華廠商聯合會
Fountain Set (Holdings) Limited 福田實業(集團)有限公司	Outstanding ESG Improvement Award 傑出ESG進步獎嘉許獎	HERA
Fountain Set Limited 福田實業有限公司	Scope Certificate (Global Recycled Standard 4.0 (GRS 4.0)) 全球回收聲明標準 (GRS 4.0)認證證書	Intertek Testing Services NA, Inc 天祥檢驗服務有限公司
Fountain Set Limited 福田實業有限公司	Scope Certificate (Organic Content Standard (OCS) Version 3.0) 有機棉含量標準 (OCS 3.0)認證證書	ECOCERT GREENLIFE S.A.S. 愛科賽爾國籍總部
Fountain Set Limited 福田實業有限公司	Scope Certificate (Global Organic Textile Standard (GOTS) Version 6.0) 全球有機紡織品標準 (GOTS 6.0)認證證書	ECOCERT GREENLIFE S.A.S. 愛科賽爾國籍總部



¹ The awards and certifications shown were issued in 2024.

¹ 所示的獎項和證書於2024年頒發。





STAKEHOLDER ENGAGEMENT AND MATERIALITY

The Group engages with stakeholders from a wide range of backgrounds on an ongoing basis to better understand their expectations and views on ESG issues, which helps the Group meet its potential growth and get prepared for future challenges.

The Group has implemented a shareholder communication policy to facilitate effective communication with shareholders, ensuring they receive relevant information and can exercise their rights. Multiple channels are utilized to maintain close contact with shareholders, with the annual general meeting serving as a key platform for communication between the board of directors and shareholders. The chairman, committee chairs, and external auditors attend the meeting to address questions and provide reports. Shareholders are encouraged to send inquiries or suggestions through written correspondence or email. For shareholding and dividend inquiries, the company's share registrar can be contacted. The company also emphasizes the use of its website as a communication channel, offering access to important company publications and investor briefings.

持份者參與及重要性

本集團與各種背景的利益相關者保持持續互動，以更好地了解他們對ESG問題的期望和觀點，這有助於本集團實現潛在增長並為未來的挑戰做好準備。

本集團已實施股東溝通政策，以促進與股東的有效溝通，確保他們獲得相關信息並行使自己的權利。多種渠道被用來與股東保持密切聯繫，其中年度股東大會是董事會和股東之間溝通的重要平台。主席、委員會主席和外部審計師出席會議，回答問題並提供報告。鼓勵股東通過書面信函或電子郵件發送詢問或建議。對於股權和股息的查詢，可聯繫本公司的股票登記處。本公司還強調使用其網站作為溝通渠道，提供重要的公司出版物和投資者簡報。





The table below sets out key stakeholder groups with significant influence on the Group and the respective regular engagement methods.

下表列出了對本集團具有重要影響力的主要持份者群體以及相應的定期互動方式。

Key stakeholder groups 主要持份者群體	Engagement methods 參與方式
Government departments and regulatory authorities 政府部門及監管機構	<ul style="list-style-type: none"> Audits and inspections 審計及查察 Annual and interim reports 年度及中期報告 Implementation of relevant industrial policies 相關產業政策的推行 Company announcements 公司公告 Company website 公司網站
Suppliers and business partners 供應商及業務夥伴	<ul style="list-style-type: none"> Tendering processes 招標流程 Performance review meetings 績效檢討會議 Inspections and assessments 查察及評估 E-mails and circulars 電郵及通訊 Company announcements 公司公告 Company website 公司網站 Social media 社交媒體
Employees 員工	<ul style="list-style-type: none"> Regular meetings 定期會議 Department town hall meetings 部門全體人員會議 E-mails and manuals 電郵及手冊 Drills, exercises and training workshops 演習，練習及培訓工作坊 Employee engagement activities 員工參與活動 Company announcements 公司公告 Company website 公司網站 Social media 社交媒體 Feedback collection boxes 意見收集箱
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Annual general meetings 週年股東大會 Annual and interim reports 年度及中期報告 Roadshows 路演 Investor briefings 投資者簡報 Occasional communications 不定期交流活動 Company announcements 公司公告 Social media 社交媒體



Key stakeholder groups 主要持份者群體	Engagement methods 參與方式
Peers and industry associations 同行業及行業協會	<ul style="list-style-type: none"> • Exhibitions 展覽會 • Association meetings 組織會議 • Participation in committees 參與委員會 • Participation in awards and recognition schemes 參與獎勵及認可計劃 • Social media 社交媒體
Customers and potential clients 顧客及潛在客戶	<ul style="list-style-type: none"> • Company website 公司網站 • E-mails 電郵 • Customer satisfaction surveys 顧客滿意度調查 • Social media 社交媒體
Media 媒體	<ul style="list-style-type: none"> • Company website 公司網站 • E-mails/ telephone 公司電郵／電話 • Social media 社交媒體
Non-governmental organizations 非政府組織	<ul style="list-style-type: none"> • Public welfare activities 公共福利活動 • Factory visits 參觀工廠 • Social media 社交媒體
Local community 當地社區	<ul style="list-style-type: none"> • Company website 公司網站 • Social media 社交媒體

To assess the materiality of 18 ESG-related topics, we invited multiple stakeholder groups to participate in the survey. The following matrix shows the results of the materiality assessment.

為了評估當中18個ESG相關事項的重要性，我們邀請了多個持份者團體參與調查。以下模型顯示了重要性評估的結果。



Materiality Matrix

重要性模型

Materiality of Different Topics from Stakeholder Engagement
持份者參與對不同議題之重要性



A. Environmental Issues 環境議題

- A1 Energy
能源
- A2 Water
水
- A3 Emissions
排放
- A4 Waste and Effluent
廢物與污水
- A5 Other Raw Materials Consumption
其他原材料消耗情況
- A6 Environmental Protection Policies
環境保護政策
- A7 Climate Change
氣候變化

B. Social Issues 社會議題

- B1 Employment
就業
- B2 Occupational Health and Safety
職業健康與安全
- B3 Development and Training
發展與培訓
- B4 Labor Standards
勞工準則
- B5 Supply Chain Management
供應鏈管理
- B6 Intellectual Property Rights
知識產權
- B7 Customer Data Protection
客戶資料保護
- B8 Customer Service
客戶服務
- B9 Product Quality
產品質素
- B10 Anti-corruption
反貪污
- B11 Community Investment
社區投資



Among the environmental and social aspects, the following topics are identified as the most material issues to the stakeholders:

- Customer Service
- Product Quality
- Anti-corruption
- Occupational Health and Safety
- Other Raw Materials Consumption

In the 2024 Reporting Period, the Group's material topics have evolved to reflect a broader focus on operational excellence and ethical practices. While the previous Reporting Period emphasized environmental protection measures and climate change, this Reporting Period highlights the importance of customer service, product quality, occupational health and safety, and the consumption of other raw materials.

Stakeholders continue to recognize the significance of both environmental and social issues within business operations. This Reporting Period, there is a strong emphasis on enhancing customer service and ensuring high product quality, alongside a commitment to anti-corruption measures and the health and safety of employees. Additionally, the Group is paying closer attention to the consumption of raw materials, aiming for more sustainable practices.

The Group remains dedicated to addressing these identified material topics through comprehensive policies and guidelines. Continued engagement with stakeholders is essential to understanding their expectations and perspectives on the Group's evolving ESG approach.

在環境及社會方面，我們確認了以下主題是對持份者而言最重要的事項：

- 客戶服務
- 產品品質
- 反貪污
- 職業健康與安全
- 其他原材料消耗

在2024年的報告期內，集團的重要議題已經演變，反映了對營運卓越和道德實踐更廣泛的關注。雖然之前的報告期強調環境保護措施和氣候變化，但這一報告期強調客戶服務、產品品質、職業健康與安全以及其他原材料消耗的重要性。

利益相關者繼續認識到業務運營中環境和社會問題的重要性。在這個報告期內，強調提升客戶服務和確保高品質產品的重要性，同時致力於反腐敗措施和員工的健康與安全。此外，集團更加關注原材料的消耗，旨在實踐更加可持續的做法。

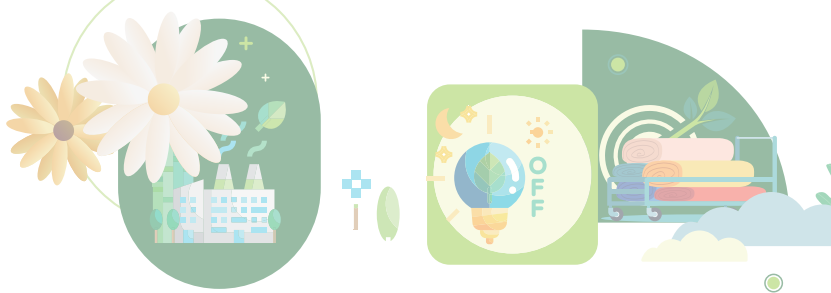
集團一直致力於通過全面的政策和指南來應對這些確定的物料議題。持續與利益相關者的互動對於了解他們對集團不斷發展的ESG方法的期望和觀點至關重要。



RESPONDING TO STAKEHOLDER NEEDS

回應持份者需求

Concerned Topic 關注的議題	Fountain Set's Response 福田集團的回應
Customer Service 客戶服務	<ul style="list-style-type: none"> • Product Verification Process: Aligns product verification with customer standards to ensure quality. 產品驗證流程：將產品驗證與客戶標準對齊，確保品質。 • Complaint Handling: Collaborates with customers on quality complaints, analyzing samples to determine responsibility. 投訴處理：與客戶合作處理品質投訴，分析樣品以確定責任歸屬。 • Immediate Remedial Actions: Takes swift action and conducts internal reviews if the Group is found responsible for any issues. 立即補救措施：若集團負責任何問題，將迅速採取行動並進行內部審查。 • Proactive Communication: Communicates promptly with clients during product recalls, providing explanations and viable solutions. 積極溝通：在產品召回期間及時與客戶溝通，提供解釋和可行解決方案。
Product Quality 產品品質	<ul style="list-style-type: none"> • Management Guidelines: Adheres to standardized guidelines to regulate safe production, ensuring compliance with health and safety regulations. 管理準則：遵守標準化準則以規範安全生產，確保符合衛生與安全法規。 • Quality Control Department: Operates independently to monitor product quality, conducting inspections and tests at various production stages. 品質控制部門：獨立運作以監控產品品質，在各生產階段進行檢查和測試。 • Rigorous Inspections: Implements comprehensive sampling for grey, dyed, preprocessed, and finished fabrics, ensuring thorough quality checks. 嚴格檢驗：對灰布、染色布、預處理布和成品布實施全面取樣，確保進行徹底的品質檢查。 • Third-Party Compliance: Engages third-party professionals for inspections to verify adherence to customer quality, environmental, and labor standards. 第三方合規：聘請第三方專業人員進行檢查，以驗證符合客戶品質、環境和勞工標準。 • Eco-Textile Certifications: Sources materials that meet international safety standards, including Oeko-Tex and GOTS, ensuring products are free from harmful substances. 環保紡織認證：採購符合國際安全標準的材料，包括Oeko-Tex和GOTS，確保產品不含有害物質。
Anti-corruption 反貪污	<ul style="list-style-type: none"> • Commitment to Integrity: Upholds high standards of honesty and fairness in all business practices. 遵守誠信承諾：在所有業務實踐中堅持高標準的誠實與公平。 • Whistle-blowing Policy: Encourages confidential reporting of misconduct and protects whistle-blowers from retaliation. 舉報政策：鼓勵檢舉不當行為並保護檢舉者免受報復。 • Anti-Corruption Monitoring: Oversees compliance and investigates allegations through the Anti-Corruption Monitoring and Investigation Committee. 反貪污監控：通過反貪污監控與調查委員會監督合規並調查指控。 • Legal Compliance: Strictly adheres to national anti-bribery and corruption laws with no legal cases reported during the Reporting Period. 法律合規：嚴格遵守國家反賄賂和腐敗法律，在報告期內未報告任何法律案件。 • Training Programs: Provided anti-corruption training to 512 employees and all directors. 培訓計畫：為512名員工和所有董事提供反貪污培訓。



Concerned Topic 關注的議題	Fountain Set's Response 福田集團的回應
<p>Occupational Health and Safety 職業健康與安全</p>	<ul style="list-style-type: none"> Safety Management Structure: Established an Industrial Safety Committee to conduct safety inspections and mitigate risks, holding bi-monthly meetings. 安全管理結構：成立工業安全委員會進行安全檢查和風險緩解，每兩個月舉行會議。 Comprehensive Safety Training: Mandates a three-stage safety training program for all employees, covering laws, policies, and use of personal protective equipment. 全面安全培訓：為所有員工規定三階段的安全培訓計畫，涵蓋法律、政策和個人防護裝備的使用。 Provision of Safety Equipment: Supplies personal protective equipment and maintains first aid kits, with qualified first aiders on standby at all production sites. 提供安全裝備：提供個人防護裝備並保持急救箱，各生產地點均設有合格的急救人員待命。 Regular Health Assessments: Arranges annual medical check-ups and compulsory health assessments for employees exposed to hazards. 定期健康評估：為暴露於危害的員工安排年度體檢和強制性健康評估。 Emergency Preparedness: Conducts regular emergency drills and maintains clear evacuation plans, ensuring readiness for potential incidents. 緊急應變：定期進行緊急演習並保持清晰的疏散計畫，確保對潛在事件做好準備。





Concerned Topic 關注的議題	Fountain Set's Response 福田集團的回應
<p>Other Raw Materials Consumption 其他原材料消耗</p>	<ul style="list-style-type: none"> Rigorous Supplier Management: Implements a strict supplier management system to evaluate and select suppliers, ensuring raw materials meet industry standards for quality and safety. 嚴格供應商管理：實施嚴格的供應商管理系統以評估和選擇供應商，確保原材料符合品質和安全的行業標準。 Quality Control Measures: Conducts multiple quality tests on raw materials, holding batches that fail tests to maintain production integrity. 品質控制措施：對原材料進行多次品質測試，將未通過測試的批次暫緩以保持生產完整性。 Certification Standards: Requires raw materials to meet specific certifications, such as BCI for cotton and RCS for recycled polyester, to ensure environmental sustainability. 認證標準：要求原材料符合特定認證，例如棉花的BCI和再生聚酯的RCS，以確保環境可持續性。 Chemical Consumption Reduction: Successfully reduced chemical usage through effective recovery techniques while monitoring resource consumption for compliance and improvement. 化學品消耗減少：通過有效的回收技術成功減少化學品使用量，同時監控資源消耗以符合和改進要求。 Sustainable Material Sourcing: Collaborates with suppliers to produce recycled materials, such as synthetic polyester from recycled PET, and maintains certifications for environmental standards. 可持續材料採購：與供應商合作生產再生材料，如從再生PET製成的合成聚酯，並保持環境標準的認證。

STAKEHOLDERS' FEEDBACK

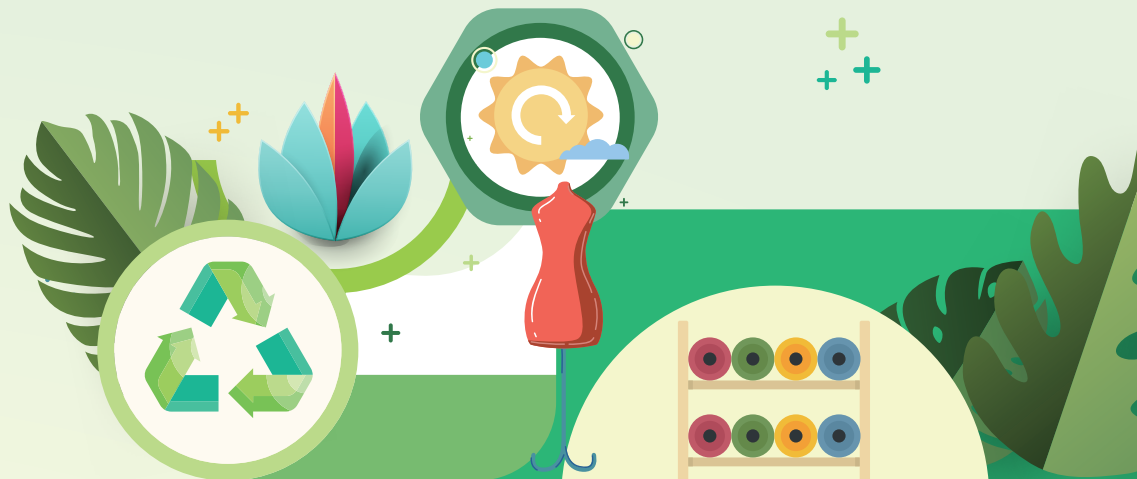
The Group welcomes stakeholders' feedback on our ESG approach and performance. Please give your suggestions or share your views with us via email at pr@fshl.com.

持份者的意見

本集團歡迎持份者對我們的ESG方針與績效提供意見。請發送電郵至pr@fshl.com，以提供您的建議或與我們分享您的看法。



環境保護



ENVIRONMENTAL PROTECTION

The Group recognizes the significant impact of global warming on the environment and is dedicated to fostering environmental protection and sustainable development. Our commitment encompasses several key areas:

1. Pollution Control and Emission Reduction

We take responsibility for controlling pollution, conserving energy, and reducing waste and emissions throughout our factory establishment and production processes. By minimizing emissions and offering sustainable, low-carbon products, we strive to contribute to a greener future.

2. Environmental Management System (EMS)

In addition to complying with environmental laws and regulations, the Group actively enhances its Environmental Management System (EMS) at our production sites. This system promotes clean production practices and ensures the identification, control, and mitigation of adverse environmental impacts. We have also developed contingency plans to address potential environmental emergencies.

3. Production Activities and Their Impact

Our principal activities at the production sites include:

- o Fabric knitting
- o Dyeing
- o Printing
- o Finishing
- o Garment manufacturing
- o Heat generation
- o Electricity generation

環境保護

本集團意識到全球暖化對環境的重大影響，致力於環境保護和可持續發展。我們的承諾涵蓋了幾個關鍵領域：

1. 污染控制和減排

我們承擔控制污染、節約能源、減少廢棄物和排放，遍及我們的工廠建設和生產過程。通過減少排放並提供可持續的低碳產品，我們努力為實現更綠色的未來做出貢獻。

2. 環境管理系統(EMS)

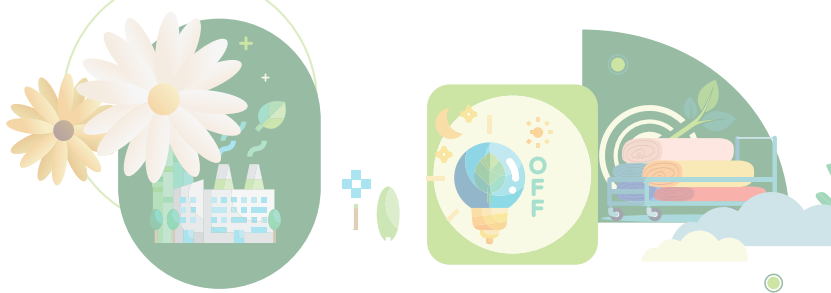
除了遵守環境法律法規，集團積極加強我們生產基地的環境管理系統(EMS)。該系統促進清潔生產實踐，確保對不良環境影響的識別、控制和減輕。我們還制定應急計劃，應對潛在的環境緊急情況。

3. 生產活動及其影響

我們在生產基地的主要活動包括：

- o 織布
- o 染色
- o 印花
- o 精加工
- o 製衣
- o 熱能生成
- o 電力生成





These activities lead to direct emissions of carbon dioxide (CO₂), nitrogen oxides (NO_x), sulfur dioxide (SO₂), and particulate matter (PM) from the combustion of various fuels. Indirect emissions occur through paper disposal, purchased electricity, sewage treatment, and business air travel. Additionally, water is a crucial resource in our production processes, and we generate various types of waste, such as dye and oil waste, fabric waste, recyclable materials, sludge, and by-products from boilers. To achieve energy savings and further reduce pollution and resource consumption, the Group has implemented various environmental measures. For example, Yancheng Fuhui has established an Environmental Emergency Response Plan and adopted ISO14000 guidelines to improve our preparedness and response to environmental incidents.

During the Reporting Period, there were no significant instances of non-compliance with relevant laws and regulations regarding air and greenhouse gas emissions, water and land discharges, or the generation of hazardous and non-hazardous waste.

這些活動導致各種燃料燃燒產生二氧化碳(CO₂)、氮氧化物(NO_x)、二氧化硫(SO₂)和顆粒物(PM)的直接排放。間接排放發生於紙張處置、購買的電力、污水處理和商務航空旅行。此外，水是我們生產過程中至關重要的資源，我們產生各種類型的廢棄物，如染料和油類廢物、布料廢棄物、可回收材料、污泥以及鍋爐副產品。為實現節能、進一步減少污染和資源消耗，集團已實施了各種環境措施。例如，鹽城福匯建立了環境應急響應計劃，並採用ISO14000準則以改善我們對環境事件的應對能力。

在報告期內，在空氣和溫室氣體排放、水和土地排放、以及危險和非危險廢物產生相關法律法規方面，未發生重大不合規情況。



Emissions Management

The Production Sites are located in the PRC and Sri Lanka. Their emissions and concentrations are in strict compliance with relevant national and local regulations and standards, including but not limited to:

PRC Production Sites:

- Environmental Protection Law of the PRC;
- Environmental Impact Assessment Law of the PRC;
- Law of the PRC on the Prevention and Control of Atmospheric Pollution;
- Law of the PRC on Prevention and Control of Pollution from Environmental Noise;
- Regulation of Guangdong Province on Environmental Protection of the PRC;

排放管理

位於中國及斯里蘭卡的生產基地，當中的排放及濃度嚴格遵守國家及當地相關的法規和標準，包括但不限於：

中國的生產基地：

- 《中華人民共和國環境保護法》；
- 《中華人民共和國環境影響評價法》；
- 《中華人民共和國大氣污染防治法》；
- 《中華人民共和國環境噪聲污染防治法》；
- 《中華人民共和國廣東省環境保護條例》；



- Integrated Emission Standard of Air Pollutants (GB16297-2016) of the PRC;
- Emission Standard of Air Pollutants for Boiler of the PRC (GB13271-2014); and
- Emission Standard of Air Pollutants for Thermal Power Plants of the PRC (GB13223-2011).

Sri Lanka Production Site:

- National Environmental (Stationary Sources Emissions Control) Regulations, No. 01 of 2019 of Sri Lanka; and
- Vienna Convention for the Protection of the Ozone Layer.

Greenhouse Gas Emissions

During the Reporting Period, there were 659,982 tonnes of carbon dioxide equivalent greenhouse gases ("tCO₂eq.") emitted from the Production Sites' operation, mainly carbon dioxide, methane and nitrous oxide. The annual emission intensity for the Group was 0.75 tCO₂eq./m² with reference to the total floor area of the Production Sites' business operations and 0.49 tCO₂eq. per tonne of production. The annual emission intensity with reference to the total floor area of the Production Sites and that with reference to the tonne of production during the Reporting Period increased by 45% and 8% respectively when compared to the Last Reporting Period. The reported GHG emissions were attributed to the following activities:

- Direct GHG emissions (scope 1) from consumption of coal, natural gas, fuel oil, diesel, petrol, biomass (fed with wood logs and saw dust), and release of refrigerants;
- Energy indirect GHG emissions (scope 2) from purchased electricity; and
- Other indirect GHG emissions (scope 3) from business air travel, freshwater and sewage processing, and paper waste disposal.

- 《中華人民共和國大氣污染物綜合排放標準》(GB16297-2016)；
- 《中華人民共和國鍋爐大氣污染物排放標準》(GB13271-2014)；及
- 《中華人民共和國火電廠大氣污染物排放標準》(GB13223-2011)。

斯里蘭卡的生產基地：

- 斯里蘭卡2019年第01號《國家環境（固定源頭排放控制）條例》；及
- 《保護臭氧層維也納公約》。

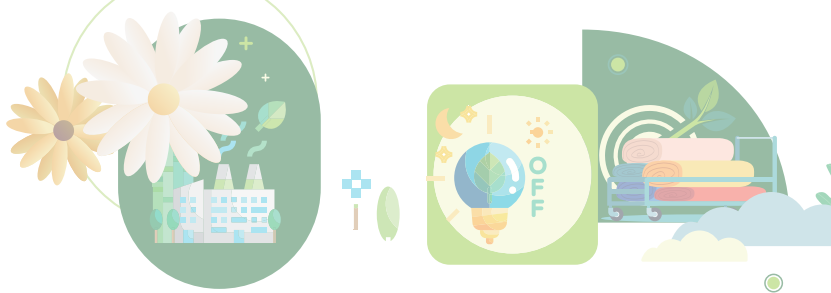
溫室氣體排放

在報告期內，生產基地的運營排放了659,982噸二氧化碳當量溫室氣體（「tCO₂eq.」），主要是二氧化碳、甲烷和氧化亞氮。集團的年度排放強度為0.75 tCO₂eq./m²，參考生產基地業務運營的總樓面面積，每噸生產量為0.49 tCO₂eq.。報告期內，參考生產基地總樓面積的年度排放強度和參考生產量的年度排放強度分別比上一個報告期增加了45%和8%。報告的溫室氣體排放歸因於以下活動：

- 直接溫室氣體排放（範圍1）來自煤、天然氣、燃料油、柴油、汽油、生物質（使用木柴和木屑）的消耗以及冷媒的釋放；
- 能源間接溫室氣體排放（範圍2）來自購買的電力；以及
- 其他間接溫室氣體排放（範圍3）來自商務航空旅行、淡水和污水處理以及紙張廢棄物處置。



Greenhouse Gas Emissions Table 溫室氣體排放圖表				
Scope	Emission Sources		2024 Total GHG emissions (in tCO ₂ eq.) 2024年 溫室氣體的 總排放量 (以tCO ₂ eq. 計算)	2023 Total GHG emissions (in tCO ₂ eq.) 2023年 溫室氣體的 總排放量 (以tCO ₂ eq. 計算)
範疇	排放來源			
Scope 1 Direct Emission¹ 直接排放¹	Combustion of fuel for stationary sources ² 固定燃燒源的燃料 ²	Coal 煤炭	351,486	217,776
		Diesel 柴油	318	561
		Natural gas 天然氣	89,976	89,956
		LPG 液化石油氣	198	146
		Fuel oil 燃料油	21,634	18,720
	Combustion of fuel for mobile sources 移動燃燒源的燃料	Biomass 生物質	55,899	57,810
		Petrol 汽油	493	383
		Diesel 柴油	366	309
	Refrigerants 製冷劑		3,640	1,221
Scope 2 Energy Indirect Emission³ 能源間接排放³	Purchased electricity ⁴ 外購電力 ⁴		129,329	108,880
Scope 3 Other Indirect Emission⁶ 其他間接溫室氣 體排放⁶	Paper waste disposal ⁵ 廢紙棄置 ⁵		52	136
	Electricity used for processing fresh water by government departments/third parties 政府／第三方用於處理淡水的電力		4,368	4,635
	Electricity used for processing sewage by government departments/third parties 政府／第三方用於處理污水的電力		1,899	1,890
	Business air travel by employees 僱員商務航空差旅		324	112
	Total 總計		659,982	502,536



- Note 1: Emission factors were made by reference to Appendix C2 of the Main Board Listing Rules and their referred documentation as set out by Hong Kong Exchanges and Clearing Limited, unless stated otherwise.
- Note 2: Emission factor for combustion of coal, diesel oil, natural gas, fuel oil, LPG, and biomass for stationary source was made reference to GHG Emissions from Stationary Combustion, provided by the Greenhouse Gas Protocol.
- Note 3: Purchased steam was not included in the calculation since emission factor from steam suppliers was not available.
- Note 4: Emission factor of 0.537 tCO₂/MWh and 0.581 tCO₂/MWh were used for purchased electricity in the PRC in 2024 and 2023, respectively, with reference to the National Emission Factors for Mainland China, outlined by the Ministry of Ecology and Environment of the PRC.
- Note 5: All paper waste generated by the Group during the Reporting Period were recycled, hence there is no indirect emission from paper waste disposal.
- Note 6: Scope 3 GHG emissions were calculated based on available emission factors referred to Appendix C2 to the Listing Rules and their referred documentation.

- 註1: 除非另有說明，否則排放因子是根據由香港交易及結算所有限公司所訂明的主板《上市規則》附錄C2以及其提述文件而釐定。
- 註2: 為固定源頭而燃燒的煤炭、柴油、天然氣、燃料油、液化石油氣及生物質所造成的排放因子，是按由《溫室氣體守則》提供的《固定燃燒所排放的溫室氣體》而釐定。
- 註3: 由於無法從蒸汽供應商取得排放因子，因此外購蒸汽並未包括在計算中。
- 註4: 在參考了中國生態環境部制訂的中國大陸國家排放因子後，2024及2023年於中國境內的外購電力方面分別採用了0.537tCO₂/MWh及0.581tCO₂/MWh排放因子。
- 註5: 集團在報告期內產生的所有紙張廢棄物均進行了回收利用，因此沒有來自紙張廢棄物處置的間接排放。
- 註6: 範圍3的溫室氣體排放量，是根據《上市規則》附錄C2及其提述文件中可供使用的排放因子而計算出來。





Air Emissions

The primary emissions of NO_x, SO₂, and PM originated from the production activities at Jiangyin Fuhui, Futian Oasis, and Ocean Lanka. However, emission data from Ocean Lanka was unavailable during the Reporting Period². Following the cessation of dyeing and finishing operations at Jiangyin Fuhui, emissions were suspended after January of the Reporting Period and have since become minimal. Additionally, air pollutants emitted from the vehicles owned by the Production Sites contributed only a negligible amount to the overall emissions and were excluded from the calculations.

The total emissions and emission concentrations of NO_x, SO₂, and PM are detailed in the tables below.

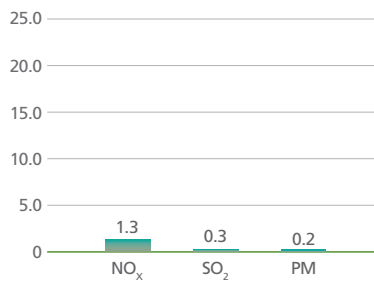
廢氣排放

由江陰福匯、福田綠洲和海洋蘭卡的生產活動產生的主要NO_x、SO₂和PM排放。然而，在報告期間²，海洋蘭卡的排放數據不可用。在江陰福匯停止染色和精加工作業後，排在報告期一月後暫停，並且此後已經極少。此外，生產基地擁有的車輛排放的空氣污染物對總排放幾乎沒有貢獻，因此未納入計算。

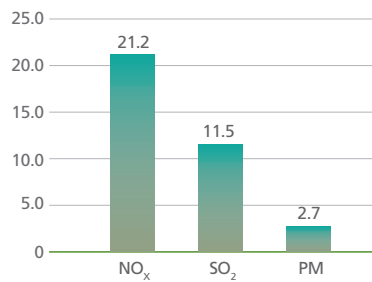
以下是NO_x、SO₂和PM的總排放量和排放濃度詳細信息。

Direct Emissions of NO_x, SO₂, and PM³ 直接排放的氮氧化物(NO_x)、二氧化硫(SO₂)及顆粒物(PM)³

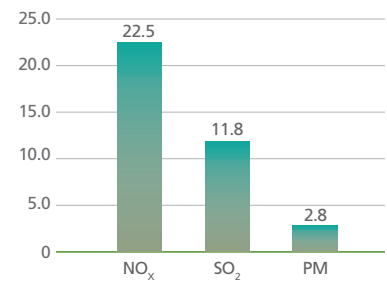
Direct Emissions of Jiangyin Fuhui (tonne)
江陰福匯的總排放量 (以噸計)



Direct Emissions of Futian Oasis (tonne)
福田綠洲的總排放量 (以噸計)

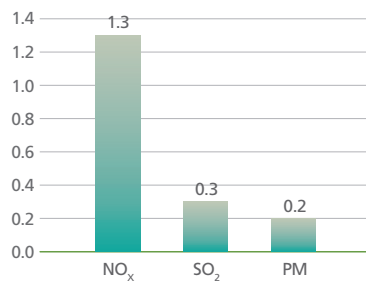


Total Direct Emissions of the Group (tonne)
本集團的總排放量 (以噸計)

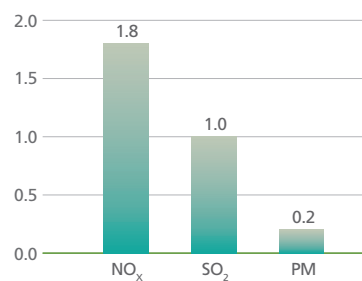


Average Concentrations of NO_x, SO₂, and PM⁴ 氮氧化物(NO_x)、二氧化硫(SO₂)及顆粒物(PM)的平均濃度⁴

Average Monthly Emissions of Jiangyin Fuhui
(in tonne)
江陰福匯每月平均排放量 (以噸計)



Average Monthly Emissions of Futian Oasis
(in tonne)
福田綠洲每月平均排放量 (以噸計)



² Direct emission data and associated emission concentration directly measured by Ocean Lanka were not available. Emission calculation was also not available with reference to the Appendix C2 of the Listing Rules and Guidance and relevant guidance set out by the HKEx.

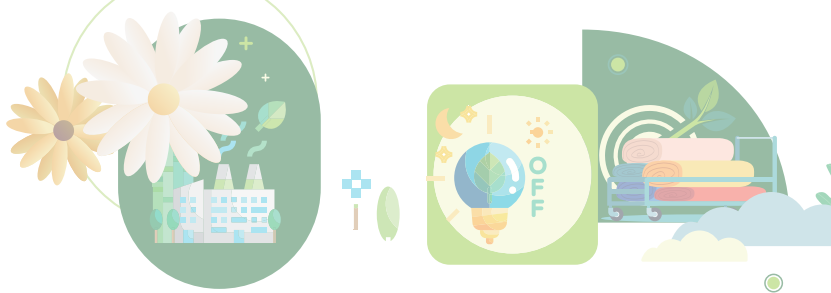
³ Direct emissions were measured and recorded by the relevant plants.

⁴ Average concentration was calculated by averaging the monthly emission concentration of the respective emissions recorded during the Reporting Period. Concentration of emissions was measured and recorded by the relevant plants.

² 無法取得由海洋蘭卡直接測量的直接排放數據以及相關排放濃度。我們亦無法參考聯交所訂明的《上市規則及指引》附錄C2以及相關指引來計算排放量。

³ 直接排放量是由相關廠房進行測量和記錄。

⁴ 平均濃度是根據報告期內所記錄的各種排放物，透過其每月排放濃度的平均數值而計算。排放濃度由相關廠房進行測量和記錄。



Emission Reduction Targets and results

The Group strives to effectively protecting the environment and reducing emissions from commercial activities and production. During the Reporting Period, the Production Sites have formulated internal environmental protection management procedures and set relevant pollutants emission limits in accordance with relevant laws and regulations and emission permissible regulations. Moreover, advanced boiler equipment has been in use to reduce emissions and emissions from the production process are closely monitored to ensure regulatory compliance. During the Reporting Period, boilers in Futian Oasis and Jiangyin Fuhui achieved a high desulfurization efficiency of 97% and 92% respectively⁵ and dust removal efficiency was up to 99% or above.

To further reduce emissions, the Production Sites have adopted several emission reduction measures as stated below:

減排目標及成效

本集團致力有效地保護環境，並降低因商業和生產活動所造成的排放。在報告期內，生產基地根據相關法律及法規以及排放許可規定，制訂了內部的環保管理流程，並且設定了相關污染物的排放限額。此外，我們亦已採用了先進的鍋爐設備來減少排放，同時密切監測生產過程中的排放以確保符合法規。在報告期內，福田綠洲及江陰福匯的鍋爐脫硫率分別達到97%及92%⁵，除塵率則高達99%或以上。

為了進一步減少排放，生產基地採取了以下幾項減排措施：

Production Sites 生產基地	Emission reduction measures 減排措施
Jiangyin Fuhui 江陰福匯	✓ Improve boiler combustion efficiency to reduce coal consumption, hence reduced 90,000 tCO ₂ eq. of GHG emission 提升鍋爐的燃燒效率以減少消耗煤炭，從而將溫室氣體排放減少90,000 tCO ₂ eq.
Futian Oasis 福田綠洲	✓ Implementation of coal-to-gas policies and gas boilers are gradually put into production 實施煤改氣政策，並且逐步採用燃氣鍋爐

Consolidation of Emission Reduction Targets

During the Reporting Period, Jiangyin Fuhui underwent significant changes, including the closure of its dyeing and finishing operations and associated water treatment facilities. While the production site was retaining only the greige fabric knitting segment, emissions have become minimal. As a result, the dyeing and finishing processes have been redistributed to other production sites, leading to a shift in the overall GHG emission structure of the group.

In light of the restructuring, the original emission reduction targets from individual production sites will now be consolidated into one group-level target. This consolidation reflects the streamlined operations following the changes at Jiangyin Fuhui and aims to create a unified approach to emission reduction across all facilities.

排放減少目標的整合

在報告期間，江陰福匯經歷了重大變化，包括關閉染色和精加工作業以及相關的水處理設施。生產基地僅保留了坯布針織部分，排放已經極少。因此，染色和精加工過程已重新分配到其他生產基地，導致集團整體溫室氣體排放結構發生變化。

考慮到重組，原來各個生產基地的排放減少目標將整合為一個集團級目標。這種整合反映了江陰福匯變化後的精簡運作，旨在所有設施中建立統一的減排方法。

⁵ The boiler is only used in January during the entire Reporting Period due to the cessation of dyeing and finishing operations.

⁵ 由於染整業務停止，該鍋爐在整個報告期間僅在一月份使用。



The Group has established a 5-year target, the primary objective is to achieve a 18% reduction in emissions intensity (tCO₂eq. per tonne of production) by 2030, with 2024 as a baseline. The group will continuously monitor progress toward this target and evaluate current major emission sources to ensure effective implementation. Below is provide an overview of the Centralized Heat Supply Project of Futian Oasis.

Centralized Heat Supply Project of Futian Oasis

Since 2016, the Group has embarked on a initiative: the centralized heat supply project at Futian Oasis (the "Project"). Launched in the Shatian Town Industrial Park—one of the largest environmental industrial parks in Dongguan, PRC—this two-phase Project integrates and assembles enterprises within the Park and those outside Shatian Town that are required to relocate.

Project Overview

The Project serves as an ancillary initiative to the Park's development and is a key component of the Implementation Plan for Centralized Heat Supply in Guangdong Industrial Park and Industrial Cluster Areas. It supplies heat to various enterprises in the Park, including Futian Oasis and Shatin Lake Side, through four 100 t/hr clean circulating fluidized bed boilers (three operational and one backup).

To ensure cleaner emissions, the flue gas undergoes treatment processes including:

- Denitrification: Utilizing selective non-catalytic reduction and selective catalytic reduction.
- Desulfurization: Implementing limestone-gypsum desulfurization.
- Dust Removal: Employing dust collectors and a wet electrostatic precipitator.

These measures ensure that emissions comply with stringent standards (NO_x < 50 mg/m³, SO₂ < 35 mg/m³, PM < 10 mg/m³) as outlined in the emission standard of air pollutants for thermal power plants (GB 13223-2011). This innovative business model significantly reduces overall emissions of NO_x, SO₂, and PM by replacing existing coal-fired heaters in the district.

集團確立了一個為期5年的目標，主要目標是到2030年實現排放強度（每噸生產的tCO₂eq.）減少18%，以2024年為基準。集團將持續監控實現此目標的進展，並評估目前的主要排放來源，以確保有效實施。以下提供了福田綠洲集中供熱項目的概述。

福田綠洲之集中供熱項目

由2016年開始，集團啟動了一項計劃：在福田綠洲進行的集中供熱項目（「項目」）。該項目位於中國東莞市沙田鎮工業園區，該園區是東莞市最大的環保工業園區之一，該項目分為兩個階段，整合和組裝了園區內以及需要搬遷至沙田鎮以外的企業。

項目概述

該項目作為園區發展的輔助計劃，是廣東省工業園區和產業集群地區集中供熱實施計劃的重要組成部分。通過4座每小時100噸的清潔循環流化床鍋爐（3座運行中，1座備用），為園區內的各個企業提供供熱服務，包括福田綠洲和沙田麗海。

為確保更清潔的排放，煙道氣體經過處理過程，包括：

- 脫硝：利用選擇性非催化還原和選擇性催化還原。
- 脫硫：實施石灰石—石膏脫硫。
- 除塵：採用除塵器和濕式靜電除塵器。

這些措施確保排放符合空氣污染物排放標準 (NO_x < 50 mg/m³, SO₂ < 35 mg/m³, PM < 10 mg/m³)，如熱電廠空氣污染物排放標準 (GB 13223-2011) 中所述。這種創新的商業模式通過取代區內現有的燃煤加熱器，顯著減少了NO_x、SO₂和PM的總排放。



Progress and Achievements

The first phase of the Project has successfully passed the completion inspection for the environmental protection facilities. Continuous emission monitoring systems (CEMS) are in place to provide real-time monitoring of:

- Flow and dust
- Key air pollutants (PM, SO₂, NO_x)
- Additional parameters (oxygen, moisture, flow rate, stack gas temperature, and velocity)

During the Reporting Period, Futian Oasis produced over 1,257,000 tonnes of steam, supplying a total of 461,376 tonnes to Shatin Lake Side. Additionally, 28 coal-fired heaters have been phased out to reduce harmful emissions. Clean energy sources have been adopted as replacements, further minimizing our carbon footprint.

The second phase of the project commenced in 2021, featuring modifications to the construction plan to align with the coal-to-gas switching policy and action plans issued by Dongguan, China. This phase involves dismantling and replacing two 65 t/hr coal-fired boilers with two 150 t/hr natural gas boilers. As of the last reporting period, the natural gas boilers are operational, leading to a significant reduction in air emissions and improved compliance with emission standards.

進展和成就

該項目的第一階段已成功通過環保設施的竣工檢查。設有連續排放監測系統(CEMS)，以提供對以下排放的實時監控：

- 流量和粉塵
- 關鍵空氣污染物 (PM、SO₂、NO_x)
- 其他參數 (氧氣、濕度、流速、煙道氣溫度和速度)。

在報告期內，福田綠洲生產了超過1,257,000噸蒸汽，向沙田麗海供應了總共461,376噸。此外，已淘汰了28臺燃煤加熱器，以減少有害排放。採用了清潔能源作為替代品，進一步減少了我們的碳足跡。

該項目的第二階段於2021年開始，修改了建設計劃，以配合中國東莞市發布的煤改氣政策和行動計劃。該階段涉及拆除並更換兩臺每小時65噸的燃煤鍋爐，改為2座每小時150噸的天然氣鍋爐。截至上一個報告期，天然氣鍋爐正在運行，從而顯著減少了空氣排放並提高了排放標準的合規性。





Future Developments

The Group is committed to ongoing investment in advanced technology and pollution control measures. Regular workshops and training sessions are conducted to enhance staff awareness of environmental protection. Additionally, qualified advisors are engaged to continuously monitor and improve our environmental initiatives. Through these efforts, the Group aims to enhance environmental sustainability and contribute to cleaner air quality in the region.

未來發展

集團致力於不斷投資先進技術和污染控制措施。定期舉辦研討會和培訓課程，以提高員工對環境保護的意識。此外，聘請合格的顧問不斷監測和改進我們的環保倡議。通過這些努力，集團旨在加強環境可持續性，並為該地區的空气質量做出貢獻。

Air pollutants 空氣污染物	Previous emission standard (mg/m ³) 過往排放標準 (mg/m ³)	Current emission standard (mg/m ³) 目前排放標準 (mg/m ³)	Annual estimated reduction (tonnes) 每年預計減少量 (噸)
SO ₂	35	35	62.96
NO _x	50	30	25.5
PM	10	5	7.87

Energy

Energy Consumption

The Group emphasizes the rational use of energy resources. During the Reporting Period, Jiangyin Fuhui was accredited with ISO50001 Energy Management System certification. The Group also supports the use of clean energy such as natural gas, clean coal, biomass, and other renewable energy resources.

能源

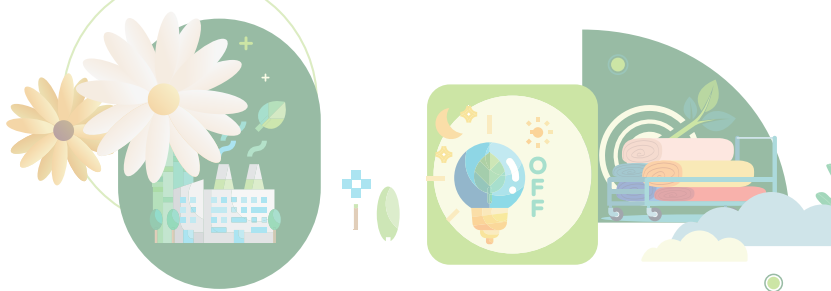
能源消耗

本集團十分重視能源資源的合理運用。在報告期內，江陰福匯獲得了ISO50001能源管理體系認證。本集團亦全力支持使用天然氣、潔淨煤炭、生物質等潔淨能源以及其他可再生能源。

During the Reporting Period, the Production Sites complied with the following laws and regulations:

在報告期內，各生產基地均遵守以下法律及法規：

- Energy Conservation Law of the PRC;
- Measures for the Administration of Energy Conservation of Major Energy-Consuming Entities;
- Regulation of Jiangsu province on administration of water resources;
- Regulations of Jiangsu Province on Conserving Energy; and
- Regulations on Water Conservation and Utilization in Wuxi City.
- 《中華人民共和國節約能源法》；
- 《重點用能單位節能管理辦法》；
- 《江蘇省水資源管理條例》；
- 《江蘇省節約能源條例》；及
- 《無錫市水資源節約利用條例》。



The Production Sites utilized a combination of coal, diesel, electricity, steam, and natural gas for boiler operations and various production processes. Additionally, petrol and diesel were consumed as fuel for the Group-owned vehicles.

During the Reporting Period, the total energy consumption across the Production Sites amounted to 2,202,369.25 MWh, resulting in an overall energy intensity of 2.51 MWh/m² and 1.65 MWh/tonne of production. This reflects a 28% increase in overall energy consumption compared to the last reporting period, with energy intensity rising by 42% (MWh/m²) and 5% (MWh/tonne).

The increase in energy consumption can be primarily attributed to the heightened use of coal in boiler operations. The table below details energy consumption by type and the corresponding energy intensity.

生產基地在鍋爐運作和各種生產過程中使用了煤炭、柴油、電力、蒸汽和天然氣的組合。此外，汽油和柴油被用作集團擁有車輛的燃料。

報告期間，生產基地的總能源消耗達到了2,202,369.25兆瓦時，導致整體能源強度為每平方米2.51兆瓦時，每噸產量為1.65兆瓦時。這反映了整體能源消耗相較於上一個報告期增加了28%，能源強度分別提高了42%（每平方米兆瓦時）和5%（每噸兆瓦時）。

能源消耗的增加主要歸因於鍋爐運作中對煤的使用增加。下表詳細列出了各類能源的能源消耗以及相應的能源強度。

Direct/indirect energy resources 使用資源	2024 Consumption (in corresponding unit) 2024消耗量 (相應的單位)	2024 Energy intensity 2024能源強度 (kWh/m ²) (每平方米 的千瓦時)		2023 Energy intensity 能源強度 (kWh/m ²) (每平方米 的千瓦時)	
Coal 煤炭	173,772.71 t	1,152.13	756.58	641.44	569.56
Diesel ¹ 柴油 ¹	138,426.12 L	1.68	1.10	3.34	2.97
Petrol ² 汽油 ²	184,650.99 L	2.00	1.31	1.40	1.25
LPG 液化石油氣	62.66 t	1.00	0.65	0.66	0.59
Natural gas 天然氣	47,689,284.38 m ³	538.12	353.38	483.43	429.27
Electricity 電力	231,599.22 MWh	264.39	173.62	186.03	165.18
Steam ³ 蒸氣 ³	342,601.00 t	305.24	200.44	237.18	210.61
Fuel oil 燃油	7,336,599.00 L	102.37	67.22	79.59	70.67
Biomass 生物質	31,467.94 t	147.29	96.72	136.87	121.53

Note 1: Diesel consumption from stationary and mobile sources are combined in the chart. Energy intensities of diesel are restated with more consolidated calculations from the Last reporting period.

註1：列表結合了來自固定及流動源頭的柴油消耗量。

Note 2: Petrol consumption from stationary and mobile sources are combined in the chart. Energy intensities of petrol are restated with more consolidated calculations from the Last Reporting Period.

註2：列表結合了來自固定及流動源頭的汽油消耗量。

Note 3: This only includes purchased steam since energy consumption of steam recovered by the plants has been included in the energy consumption of fuel.

註3：由於廠房回收的蒸汽所消耗的能源，已包括在燃料的能源消耗中，因此當中只包括外購蒸汽。



Energy Saving Targets and Results

From the early stages of product design and development, the Production Sites have recognized the critical role of product life cycle management in promoting sustainability. To reduce resource consumption and enhance production efficiency, we have implemented energy management systems that align with the Energy Conservation Law of the PRC.

The Group has established comprehensive energy management policies that include:

- Regular Energy Efficiency Evaluations: Conducting assessments to identify areas for improvement.
- Adoption of Advanced Technologies: Utilizing innovative techniques to enhance energy performance.
- Equipment Maintenance: Ensuring the proper upkeep of equipment and piping systems to optimize energy use.

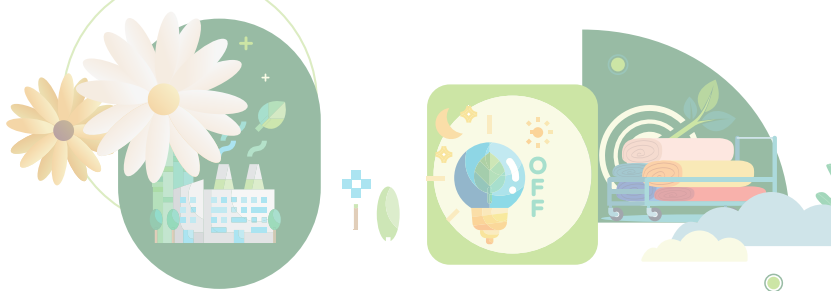
節能目標及成效

從產品設計和開發的早期階段開始，生產基地就認識到產品生命週期管理在促進可持續發展中的關鍵作用。為了減少資源消耗並提高生產效率，我們已經實施了與中華人民共和國《節約能源法》相一致的能源管理系統。

集團已建立了包括以下內容的全面能源管理政策：

- 定期能源效率評估：進行評估，以確定改進的領域。
- 採用先進技術：利用創新技術來提升能源性能。
- 設備維護：確保設備和管道系統的適當維護，以優化能源使用。





During the Reporting Period, the Production Sites have taken the following measures to optimize energy efficiency:

於報告期內，生產基地已採取以下措施來改善能源效益：

Production Sites Energy Saving Measures 生產基地節能措施			
Jiangyin Fuhui 江陰福匯	Shatin Lake Side 沙田麗海	Futian Oasis 福田綠洲	Ocean Lanka 海洋蘭卡
<ul style="list-style-type: none"> ✓ Replacement of energy-efficient motors 更換節能電機 	<ul style="list-style-type: none"> ✓ Replacement of 1 oil removal machine 更換1台除油機 ✓ Replacement of 2 shrinkage machines 更換2台收縮機 ✓ Rooftop photovoltaic project in dormitory area 宿舍區屋頂光伏項目 ✓ Replacement of 2 shaping machines 更換2台成型機 ✓ Installation of edge weaving and inspection equipment on 50 looms 在50台織機上安裝邊緣編織和檢測設備 ✓ Replacement of 4 high-temperature dyeing tanks 更換4個高溫染缸 ✓ Energy saving technical upgrade for 34 dyeing tanks insulation coating 為34個染缸進行節能技術升級，包括隔熱塗層 ✓ Technical upgrade project for one-bath dyeing process of polyester-cotton blended fabrics 滌棉混紡面料一浴染色工藝技術升級項目 ✓ Smart internet transformation project for compressed air system 壓縮空氣系統智能互聯改造項目 ✓ Energy efficient technical upgrade project for 6 raising machines 6台起毛機節能技術升級項目 	<ul style="list-style-type: none"> ✓ Replaced 11 low-efficiency motors with high-efficiency motors 用高效率電機替換了11台低效率電機 	<ul style="list-style-type: none"> ✓ New condensate pump installation 新的冷凝水泵安裝 ✓ Culligan filter auto backwash system Culligan 濾水器自動反沖洗系統 ✓ Thermal oil Booster System 熱油增壓系統
<p>These upgrades and modification work resulted in a saving of 307,020 kWh of electricity during the Reporting Period. 這些升級和修改工作在報告期間節省了307,020千瓦時的電力。</p>	<p>These upgrades and modification work resulted in a saving of more than 1,485,000 kWh of electricity and 20,558.24 tonnes of steam. 這些升級和修改工作使電力節省超過1,485,000千瓦時，蒸汽節省20,558.24噸。</p>	<p>The introduction of new motors with greater energy-efficiency is estimated to largely reduce electricity consumption. 引入更節能的新電機預計將大幅減少用電量。</p>	<p>These improvements resulted in a saving of more than 2,164,590 MWh of electricity and 316.47 tonnes of steam. 這些改進導致節省超過2,164,590兆瓦時的電力和316.47噸的蒸汽。</p>



During the Reporting Period, Jiangyin Fuhui underwent significant changes, including the closure of its dyeing and finishing operations and associated water treatment facilities, while retaining only the greige fabric knitting segment. As a result, the dyeing and finishing processes have been redistributed to other production sites, leading to a shift in the overall energy consumption structure of the group.

In addition to Jiangyin Fuhui, all other factories have experienced a noticeable increase in energy consumption. To address this challenge, the group will integrate energy targets across all factories starting from this Reporting Period and establish group-level energy objectives that align more closely with the organization's current circumstances and executable goals.

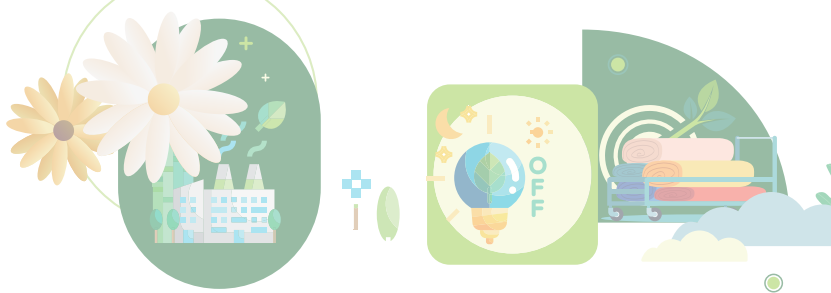
The Group has set a 5-year timeline, the aim is to achieve a 15% reduction in energy consumption intensity and for renewable energy to account for 15% of total energy consumption by 2030, with 2024 as a baseline. Currently, the group's share of renewable energy usage stands at 6%, and we are actively developing solar energy projects to enhance the utilization of renewable energy.

在報告期間，江陰福匯經歷了重大變化，包括關閉染整作業和相關的水處理設施，僅保留坯布針織部分。因此，染整過程已重新分配到其他生產基地，導致集團整體能源消耗結構的轉變。

除江陰福匯外，所有其他工廠的能源消耗均有顯著增加。為應對這一挑戰，集團將從本報告期開始在所有工廠間整合能源目標，並確立更貼近組織當前情況和可執行目標的集團級能源目標。

集團設定了一個為期5年的時間表，目標是到2030年實現能源消耗強度降低15%，可再生能源佔總能源消耗的15%，以2024年為基準。目前，集團的可再生能源使用比例為6%，我們正在積極開發太陽能項目，以提高可再生能源的利用率。





CASE STUDY 個案研究



Solar panel installation project in Ocean Lanka

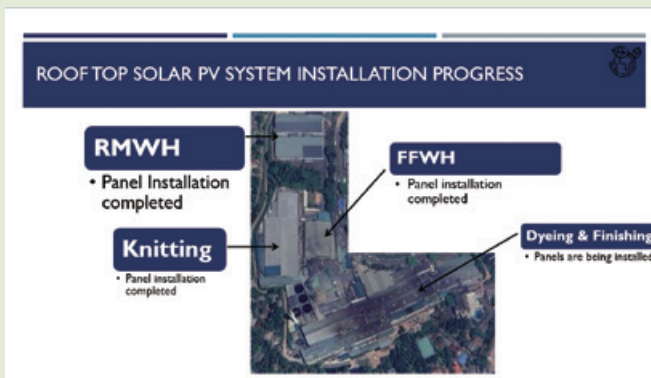
Committed to building a green environment, Ocean Lanka has planned to participate in the Battle for Solar Energy program launched by the Sri Lanka Ministry of Power and Renewable Energy. This community-based power generation project aims to reduce the use of imported fuels by increasing the electricity supply from solar power.

In collaboration with the Ceylon Electricity Board ("CEB"), Ocean Lanka has made significant progress in the installation of solar panels. The installation has been completed on the roofs of the raw material warehouses, while work is currently underway on the roofs of the finished fabric warehouse, knitting department, and dyeing and finishing department. This project will provide an estimated shadow-free area of 250,000 sq. ft, equivalent to a capacity of 2,845 kWp. Under the Net Plus Scheme, the electricity generated from the solar system will be exported to the national electricity grid, contributing to the local electricity supply. In return, 20% of the power generation net income will be paid to Ocean Lanka.

海洋蘭卡太陽能電池板安裝項目

為履行致力營造一個綠色環境的承諾，海洋蘭卡計劃參與由斯里蘭卡電力及可再生能源部推行的太陽能戰役計劃。這是一個以社區為基礎的發電項目，目的是透過增加太陽能電力供應來減少使用進口燃料。

海洋蘭卡與錫蘭電力局(CEB)合作，以透過提供估計達250,000平方英尺的無遮蔽區來安裝太陽能電池板，相當於2,845峰瓩的容量。在淨加計劃下，太陽能系統所產生的電力將會輸出至國家電網，為當地供應部分電力。回報方面，海洋蘭卡將會獲得發電淨收益的20%。



In addition to providing socioeconomic benefits to Ocean Lanka, the project also supports Sri Lanka's transition to a clean energy mix. Ocean Lanka remains committed to exploring green energy solutions in collaboration with the Sri Lankan government to co-create a sustainable future.

除了為海洋蘭卡帶來社會經濟效益外，該項目還有助於斯里蘭卡向清潔能源組合的轉變。海洋蘭卡將繼續探索綠色能源，與斯里蘭卡政府共同打造可持續的未來。



Water

Water Consumption and Discharge

Surface water used by the Production Sites for production processes in the PRC was taken from Yangtze River along Jiangyin City, Tongyu River along Yancheng City and Dongyin Canal in Dongguan City respectively. The intakes of the surface water are all legally permitted by local governments and the water is purified and softened before using for production processes. Water used for production in Ocean Lanka was from municipal water supply. During the Reporting Period, the Group did not encounter any issues in sourcing water for its daily operations. Wastewater is treated by self-built treatment facilities before discharge. During the Reporting Period, the Production Sites consumed 9,996,090.73 m³ of surface water and freshwater (water consumption intensity: 11.41 m³/m² and 7.49 m³/tonne of production), and 2,740,711 m³ of water was recycled.

The Group supervises its water consumption and discharges in strict compliance with the following laws and regulations:

- Environmental Protection Law of the PRC;
- Environmental Impact Assessment Law of the PRC;
- Water Law of the PRC;
- Water Pollution Prevention and Control Law of the PRC;
- GB4287-2012 Discharge Standards of Water Pollutants for Dyeing and Finishing of Textile Industry of the PRC;
- DB44/26-2001 Discharge Limits of Water Pollutants (Guangdong Provincial Standard) of the PRC; and
- National Environmental (Protection and Quality) Regulations, No.1 of 2008 of Sri Lanka.

To ensure the effluent quality in compliance with the requirements of the provincial environmental departments, a real-time online sewage monitoring system is in place to closely monitor various parameters of treated sewage. Wastewater generated during production processes undergoes stringent physical and chemical treatments (e.g., sequential anaerobic-aerobic sewage treatment) prior to discharge. Wastewater is pre-treated by on-site wastewater treatment facility, meeting the standard of tertiary treated wastewater (typically at Chemical Oxygen Demand ("COD") < 200mg/L), and then conveyed to a third-party sewage treatment plant for re-treatment, meeting a more stringent standard (COD < 120 mg/L) before directly discharging to the nature or sewer.

水

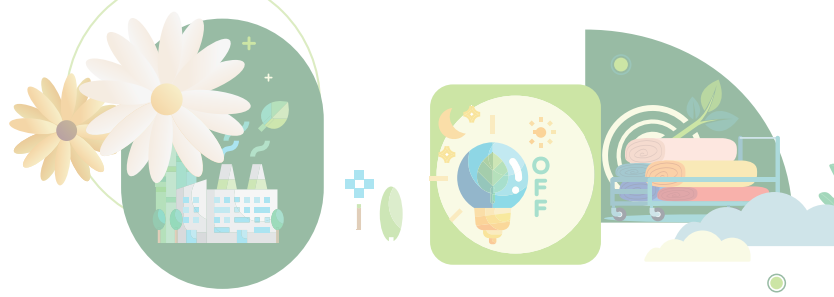
耗水量及排放

在中國生產基地用於生產過程的地表水來自江陰市長江、鹽城市通宇河和東莞市東銀運河。地表水的取水均獲得當地政府的合法許可，並在用於生產過程之前進行淨化和軟化處理。海洋蘭卡用於生產的水來自市政供水。在報告期內，集團在日常運營中未遇到任何取水問題。廢水在排放前通過自建處理設施處理。報告期內，生產基地消耗了9,996,090.73立方米的地表水和淡水（用水強度為11.41立方米／平方米和7.49立方米／噸生產），其中2,740,711立方米的水得到了回收利用。

本集團嚴格遵守以下法律及法規，以監督耗水及排水量：

- 《中華人民共和國環境保護法》；
- 《中華人民共和國環境影響評價法》；
- 《中華人民共和國水法》；
- 《中華人民共和國水污染防治法》；
- GB4287-2012《中華人民共和國紡織染整工業水污染物排放標準》；
- DB44/26-2001（中華人民共和國水污染物排放限值（廣東省地方標準））；及
- 斯里蘭卡2008年第1號《國家環境（保護及品質）條例》。

為確保廢水排放質量符合省環保部門的要求，設有實時在線污水監測系統，密切監控處理後的污水各項參數。生產過程產生的廢水在排放前經過嚴格的物理化學處理（例如順序厭氧—好氧污水處理）。廢水先經現場污水處理設施預處理，達到三級處理後的廢水標準（一般化學需氧量（「COD」）< 200毫克／升），然後被送至第三方污水處理廠進行二次處理，達到更嚴格的標準（COD < 120毫克／升）後再直接排放到自然環境或下水道。



A total of 8,761,881 m³ of wastewater was discharged during the Reporting Period, with an intensity of 10 m³/m² or 6.57 m³/tonne of production. In comparison to the Last Reporting Period, wastewater output declined by 3% during the Reporting Period, resulting in a 8% increase in intensity in terms of the total floor area of the Production Sites due to reduced area and an 16% decrease in intensity in terms of tonne production. During the Reporting Period, the treated wastewater fulfilled the requirements of permitted discharge limits for various effluent parameters, including COD, Biochemical Oxygen Demand ("BOD"), total ammonia, and total nitrogen.

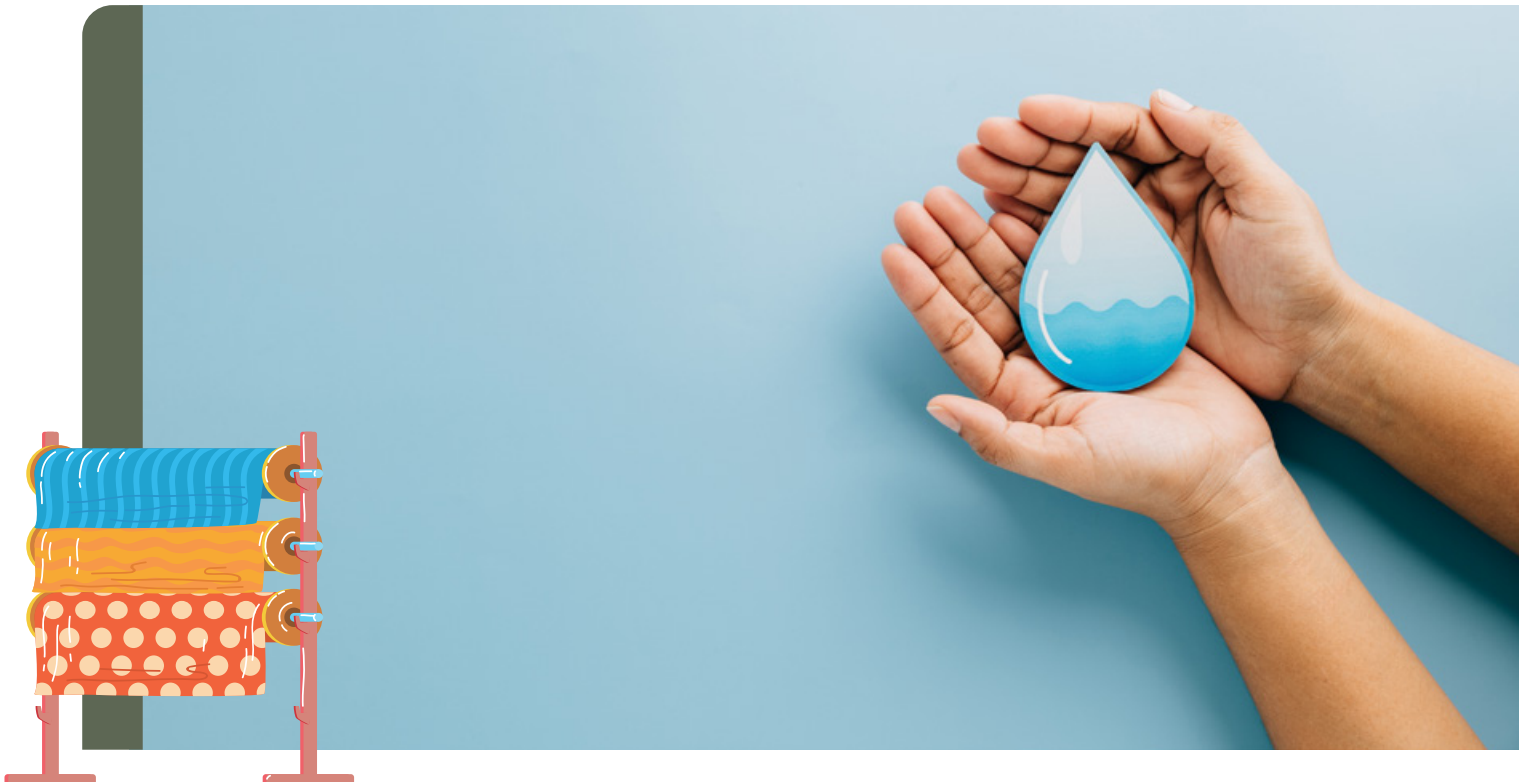
Targets of Water Saving and Discharge Quality Control

Although the Production Sites do not encounter difficulties in obtaining freshwater, the Group spares no efforts in conserving water and improving water efficiency. The Group is committed to saving water at source, maximizing the use of recycled water, and improving employees' water-saving awareness through internal guidelines and education. Posters are put up in office areas and washrooms to advocate rational use of water. A wastewater recycling system is set up to recycle wastewater.

在報告期間排放了總計8,761,881立方米的廢水，排放強度為每平方米10立方米或每噸生產6.57立方米。與上一報告期相比，報告期間廢水排放量下降了3%，導致生產基地總樓層面積排放強度增加了8%，而每噸生產排放強度降低了16%。在報告期間，處理後的廢水滿足各種排放參數的允許排放限值要求，包括COD、生化需氧量（「BOD」）、總氨和總氮。

節約用水及排放質量控制目標

雖然生產基地並未在獲取淡水上遇上困難，但本集團仍竭盡所能節約用水以及改善用水效益。本集團致力從源頭節約用水，盡量使用回收水，以及透過內部指引和教育提升員工節約用水的意識。本集團亦在辦公範圍及洗手間張貼海報以宣揚合理用水，並且透過制訂廢水回收系統，以將廢水循環再用。





During the Reporting Period, the Group recycled more than 2,740,711 m³ of water for both production and non-production uses. The following table sets out the ongoing water-saving measures adopted by different Production Sites during the Reporting Period.

在報告期內，本集團回收了超過2,740,711立方米的
水，以用作生產及非生產用途。以下列表顯示了在
報告期內各生產基地所採取的節水措施。

Production Sites 生產基地	Water-saving measures 節水措施
Shatin Lake Side 沙田麗海	<ul style="list-style-type: none">✓ Replaced ECO-6 dyeing vats with TEC-WIN dyeing vats, which was estimated to save a total of 756,865 m³ of water per year 將ECO-6染缸更換成TEC-WIN染缸，合共節水756,865平方米✓ Replaced the old rotary screen printing machine, which was estimated to save 5,707 m³ of water consumption per year 更換老舊的圓網印花機，估計每年可節省5,707立方米的耗水量
Yancheng Fuhui 鹽城福匯	<ul style="list-style-type: none">✓ Reduced the water consumption during dyeing process by adjusting, optimizing and upgrading the production process 透過調整、改善和升級生產流程，以減低染色工序的耗水量
Ocean Lanka 海洋蘭卡	<ul style="list-style-type: none">✓ Installed auto-controlling system on furnace oil steam boilers, estimated to save 6,030 m³ of water per year 在燃油蒸汽鍋爐上安裝自動控制系統，估計每年可節水6,030立方米✓ Improved the performance of condensate recovery factor of dyeing equipment, which estimated to save 7,665 m³ of water per year 提升染色設備凝結水的回收率，估計每年可節水7,665立方米

Note: During the Reporting Period, the second phase of the factory expansion of Yancheng Fuhui has now been halted, hence the reclaimed water reuse project was also suspended.

註：在報告期間，鹽城福匯工廠擴建的第二階段現已停止，因此回收水再利用項目也被暫停。

Consolidation of Water Conservation Targets

In light of the restructuring of the Group's operations, the original water conservation targets from individual production sites will be consolidated into a single group-level target. This consolidation reflects the streamlined operations following the changes at Jiangyin Fuhui and aims to establish a unified approach to emission reduction across all facilities.

The Group has set a 5-year target, with the primary objective of achieving a 18% reduction in consumption intensity (measured in m³ per tonne of production) by 2030, using 2024 as the baseline year. The Group will continuously monitor progress toward this target and assess current water consumption management to ensure effective implementation.

水資源保護目標的整合

考慮到集團業務的重組，各個生產基地原有的水資源保護目標將被整合為一個集團級目標。這種整合反映了在江陰福匯發生變化後的精簡運營，旨在建立一種統一的減排方法，覆蓋所有設施。

集團設定了一個為期5年的目標，主要目標是到2030年實現消耗強度（以每噸生產的立方米（m³）計算）降低18%，以2024年作為基準年。集團將持續監控朝著這一目標的進展，評估當前的水資源消耗管理，以確保有效實施。



Waste

Waste Disposal

Throughout the course of their activities, the Production Sites generate both hazardous and non-hazardous waste. Waste treatment and disposal are in accordance with the following laws and regulations:

- Standard for Pollution Control on the Storage and Disposal Site for General Industrial Solid Wastes (GB 18599-2001);
- Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Wastes;
- Regulation on the Safety Management of Hazardous Chemicals of the PRC;
- Identification standards for solid wastes – General rules (GB/T 34330-2017) of the PRC;
- Identification standards for hazardous waste - General rules (GB 5085.7-2019) of the PRC; and
- National Environmental (Protection and Quality) Regulations, No.1 of 2008 of Sri Lanka.

During the Reporting Period, the Group generated a total of 2,718.24 tonnes of hazardous waste (3.10 kg/m² or 2.04 kg/tonne of production), including sludge, dye waste, acid waste, waste materials with dye, oil- and mercury-containing waste. The amount of hazardous waste produced was reduced by 21% compared to the Last Reporting Period.

A total of 55,455.66 tonnes of non-hazardous waste was generated (63.31 kg/m² or 41.57 kg/tonne of production), which included fabric wastes, boiler slag, coal ash, sludge, paper and plastic waste, scrap metal, sludge, gypsum, and other general waste. The non-hazardous waste generation intensity by plant area and that by tonne of production during the Reporting Period have dropped by 28% and 44%, respectively, when compared to the Last Reporting Period.

廢物

廢物棄置

整個生產活動中，生產基地會產生有害廢物及無害廢物。廢物均按照以下法律及法規處理和處置：

- 《一般工業固體廢物貯存和處置場污染控制標準》(GB 18599-2001)；
- 《中華人民共和國固體廢物污染環境治理法》；
- 《中華人民共和國危險化學品安全管理條例》；
- 《中華人民共和國固體廢物鑑別標準通則》(GB/T 34330-2017)；
- 《中華人民共和國危險廢物鑑別標準通則》(GB/T 5085.7-2019)；及
- 斯里蘭卡2008年第1號《國家環境(保護及品質)條例》。

在報告期間，集團共產生了2,718.24噸有害廢物（每平方米3.10公斤或每噸生產2.04公斤），包括污泥、染料廢物、酸廢物、含染料的廢料、含油和含汞廢物。與上一報告期相比，有害廢物的產生量減少了21%。

共產生55,455.66噸無害廢物（每平方米63.31公斤或每噸生產41.57公斤），其中包括布料廢料、鍋爐渣、煤灰、污泥、紙張和塑料廢料、廢金屬、石膏和其他一般廢物。與上一報告期相比，報告期間工廠區域的無害廢物產生強度和每噸生產的產生強度分別下降了28%和44%。



The tables below show the amount of hazardous and non-hazardous wastes generated by waste type during the Reporting Period:

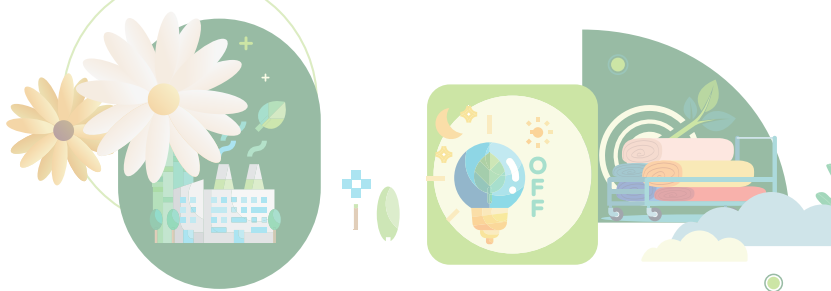
以下列表按照廢物的種類，顯示了在報告期內有害廢物及無害廢物的產生量：

1. Hazardous Waste

1. 有害廢物

Waste Types 廢物種類	Sources of Waste 廢物源頭	Amount of Waste Generated (in tonnes) 產生的廢物量 (以噸計算)
Sludge 污泥	Dyeing and printing process 印染流程	2,683
Dye Waste (e.g., cloths with dye) 染料廢物 (例如含染料的衣物)	Dyeing process and expired dye materials 染色流程及過期染料	22
Oil (e.g., lubricant oil and engine oil) 油脂 (例如潤滑油及引擎油)	Machines and equipment 機器及設備	10
Acid 酸性物質	Production laboratory 生產實驗室	1
Others (including mercury-containing fluorescent lamp and oil containers) 其他 (包括含水銀的螢光燈及油容器)	Daily operations and maintenance process 日常運作及維修保養過程	2
Total hazardous waste 有害廢物總量		2,718





2. Non-hazardous Waste

2. 無害廢物

Waste Types 廢物種類	Sources of Waste 廢物源頭	Amount of Waste Generated (in tonnes) 產生的廢物量 (以噸計算)
Coal Ash 煤灰	Coal-fired boilers 燃煤鍋爐	27,224
Sludge 污泥	By-products of wastewater treatment 污水處理副產品	11,642
Boiler Slag 鍋爐爐渣	Coal-fired boilers 燃煤鍋爐	6,809
Fabric 面料	Fabric processing procedures 面料加工程序	2,251
Paper 紙張	Packaging materials and waste paper 包裝材料及廢紙	1,691
General Waste 一般廢物	Daily operations and food waste 日常運作及廚餘	886
Others (e.g., industrial waste and wood boards) 其他 (包括工業廢料和木板)	Production processes and by-products of desulphurization 生產流程及脫硫副產品	4,215
Plastic 塑膠	Production processes and packaging materials 生產流程及包裝物料	515
Scrap Metal 廢金屬	Production processes and replacement of machines and equipment 生產流程以及機器和設備的更換	223
Total non-hazardous waste 無害廢物總量		55,456

Waste Reduction Targets and Results

The Group employs licensed waste management companies to handle the treatment, storage, transfer, resource recovery, disposal, and recycling of both hazardous and non-hazardous waste, adhering to our stringent requirements. In our operations within the PRC, hazardous waste is classified according to the Directory of National Hazardous Wastes (2016). Containers for hazardous waste are clearly marked and temporarily stored in secure designated facilities at our Production Sites in the PRC and Sri Lanka. Licensed collectors manage their collection in compliance with national regulations, while non-hazardous waste is collected and recycled whenever possible.

減廢目標及成效

集團聘請持牌廢物管理公司處理危險和非危險廢物的處理、存儲、轉移、資源回收、處置和回收，遵守我們的嚴格要求。在我們在中國內地的業務中，危險廢物根據《國家危險廢物名錄（2016年版）》進行分類。有害廢物的容器清楚標記，暫存於中國內地和斯里蘭卡生產基地的安全指定設施中。持牌收集人員按照國家法規進行收集管理，無害廢物在可能的情况下進行收集和回收。



Strategies for Waste Reduction

1. **Maximizing Hazardous Material Use:** We ensure that hazardous materials are fully utilized before disposal to minimize waste generation.
2. **Increasing Recycling Rates:** The Group is committed to enhancing the recycling rates of non-hazardous waste. Except for unrecyclable general waste, we sell waste fabric, paper, plastic, and scrap metal to recycling collectors. Additionally, boiler slag, coal ash, and sludge (after compression) are collected by qualified waste processors for recycling into bricks or construction materials, ensuring environmental protection.
3. **Recycling Sewage Sludge:** Sewage sludge, a by-product of wastewater treatment rich in organic matter and nutrients, is repurposed as animal feed.

Employee Engagement and Resource Conservation

The Group actively involves employees in waste reduction initiatives, encouraging practices that conserve resources. Employees are prompted to:

- Print double-sided or use recycled paper whenever possible.
- Participate in waste sorting at designated stations that separate recyclables, hazardous waste, and general waste.

Additionally, we advocate for the use of reusable cups to minimize bottled water consumption and plastic waste in office settings, as well as reusable dinnerware in the staff canteen. Through these efforts, the Group is dedicated to reducing waste generation and promoting a sustainable culture within the organization.

廢物減量策略

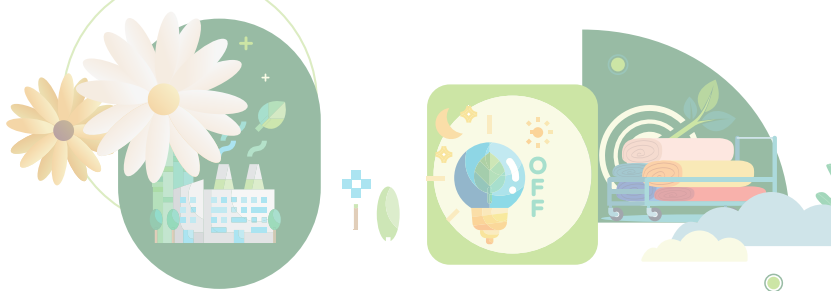
1. **最大化危險物質使用：**我們確保在處置之前充分利用危險物質，以減少廢物產生。
2. **提高回收率：**集團致力於提高無害廢物的回收率。除了無法回收的一般廢物外，我們將廢棄布料、紙張、塑料和廢金屬出售給回收收集人員。此外，鍋爐渣、煤灰和污泥（經壓縮後）由合格的廢物處理者收集，回收用於製磚或建築材料，確保環境保護。
3. **回收污泥：**污泥是廢水處理的副產品，富含有機物和營養物質，被重新利用為動物飼料。

員工參與和資源保護

集團積極讓員工參與減廢倡議，鼓勵節約資源的做法。員工被激勵：

- 可以的情況下雙面打印或使用再生紙。
- 在指定站點參與廢物分類，將可回收物、危險廢物和一般廢物分開。

此外，我們倡導在辦公場所最小化瓶裝水消耗和塑料廢物，並在員工餐廳使用可重複使用的餐具。通過這些努力，集團致力於減少廢物產生，並在組織內部推廣可持續文化。



During the Reporting Period, Shatin Lake Side and Ocean Lanka recycled a total of 18.7 tonnes of office paper. The Group achieved a 100% recycling rate of boiler slag, coal ash, paper, scrap metal, and sludge. The average recycling rate of all non-hazardous wastes was 92%.

在報告期間，沙田麗海和海洋蘭卡共回收了18.7噸辦公用紙。集團實現了鍋爐渣、煤灰、紙張、廢金屬和污泥的100%回收率。所有無害廢物的平均回收率為92%。

Non-hazardous Waste Types 無害廢物種類	Average recycling Rate 回收率
Coal Ash 煤灰	100%
Sludge 污泥	100%
Boiler Slag 鍋爐爐渣	100%
Fabric 面料	100%
Paper 紙張	100%
General Waste 一般廢物	50%
Others 其他	75%
Plastic 塑膠	100%
Scrap Metal 廢金屬	100%
Overall Recycling Rate 無害廢物整體回收率	92%

Consolidation of Waste Reduction Targets

The waste targets for Jiangyin Fuhui and Shatin Lake Side, established in previous reporting periods, have been successfully achieved during this Reporting Period. In light of the restructuring of the Group's operations, the original waste targets from individual production sites will now be consolidated into a single group-level target. This consolidation reflects the streamlined operations following the changes at Jiangyin Fuhui and aims to create a unified approach to waste reduction across all facilities.

The Group has set a 5-year target with the primary goal of achieving a 15% reduction in non-hazardous waste intensity (measured in kg per tonne of production) by 2030, using 2024 as the baseline year. In alignment with the Group's sustainability mission and vision, the operational sites are actively pursuing a greener environment by implementing effective waste reduction measures.

廢物減量目標整合

在本報告期間，江陰福匯和沙田麗海過去報告期間確立的廢物目標已成功實現。考慮到集團業務的重組，各個生產基地原有的廢物目標將被整合為一個單一的集團級目標。這種整合反映了在江陰福匯變化後的精簡運營，旨在建立一種統一的減廢方法，覆蓋所有設施。

集團設定了一個為期5年的目標，主要目標是到2030年實現無害廢物強度（以每噸生產的公斤數計算）降低15%，以2024年作為基準年。為了與集團的可持續發展使命和願景保持一致，運營地點正在積極推進綠色環境，實施有效的廢物減量措施。



Packaging Materials

Paper- and plastic-based materials are mainly consumed for packaging of finished products. The Group gives preferences to packaging materials with higher recyclability and reuses packaging materials whenever possible. Packaging material suppliers are required to provide environmental certificates, test reports for hazardous materials, and material safety data sheets to ensure environmental and safety performances of the packaging materials. All waste packaging materials will be sent to related recyclers for recycling. During the Reporting Period, the Group consumed a total of 1,278 tonnes (2023: 2,904 tonnes) of plastic and paper, with an overall intensity of 0.96 kg/tonne of production (2023: 2.51 kg/tonne of production). The recycling rate of the packaging material was 64%. The overall intensity decreased by 62% when compared to the Last Reporting Period.

包裝物料

在報告期間，集團主要消耗紙張和塑料等材料用於成品包裝。集團優先選用可回收性較高的包裝材料，並在可能情況下重複使用包裝材料。包裝材料供應商必須提供環境證書、有害物質測試報告和材料安全數據表，以確保包裝材料的環境和安全性能。所有廢棄包裝材料將被送往相關回收者進行回收利用。在報告期間，集團消耗了總計1,278噸（2023年：2,904噸）塑料和紙張，整體強度為每噸生產0.96公斤（2023年：每噸生產2.51公斤）。包裝材料的回收率為64%。與上一報告期相比，整體強度下降了62%。

		2024 Consumption (in tonnes) 2024年消耗量 (以噸計算)
Types of Material 物料種類	Sources of Material 廢物源頭	
Plastic 塑料	Plastic bags, films and polypropylene straps 膠袋、薄膜及聚丙烯條帶	980
Paper 紙張	Paper tubes and paper 紙管及紙張	298
Total 總計		1,278

The Environment and Natural Resources

Significant Impacts of Activities on the Environment

The Group is committed to operating sustainably and advancing sustainable fashion as a leader in the knitted fabric manufacturing industry. Our operational activities and production processes consume significant resources, including water, electricity, and steam. Through the implementation of robust environmental practices, we have achieved notable reductions in air emissions, water usage, and energy consumption.

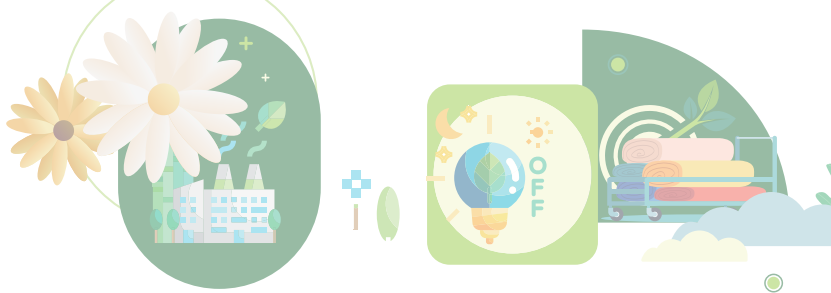
We have successfully reduced chemical consumption through effective chemical recovery techniques. Additionally, the Group closely monitors resource consumption and pollution parameters to ensure compliance with established limits, analyzing consumption patterns for continual improvement. Our Production Sites operate and maintain an Environmental Management System (EMS) that conforms to the ISO 14001 standard.

環境及天然資源

業務活動對環境的重大影響

集團致力於可持續運營，並作為針織面料製造業的領先者推動可持續時尚。我們的運營活動和生產過程消耗了大量資源，包括水、電力和蒸汽。通過實施健全的環境實踐，我們在空氣排放、用水量和能源消耗方面取得了顯著的減少。

我們通過有效的化學回收技術成功降低了化學品的消耗。此外，集團密切監控資源消耗和污染參數，確保符合既定限值，分析消耗模式以持續改進。我們的生產地點運營和維護符合ISO14001標準的環境管理系統(EMS)。



1. *Low-Carbon Manufacturing Program*

Shatin Lake Side participates in the Low-Carbon Manufacturing Program (LCMP) sponsored by the World Wide Fund for Nature (WWF). This program aims to reduce carbon emissions from manufacturing facilities in the Pearl River Delta. Shatin Lake Side was evaluated against criteria such as carbon intensity, greenhouse gas management practices, and energy efficiency best practices, earning the LCMP Gold Label for the period of 2021 to 2023.

2. *Ocean Lanka's Environmental Commitment*

Ocean Lanka demonstrates a strong respect for the environment, with all production units certified under ISO 14001:2015 (Environmental Management System). The company has conducted greenhouse gas (GHG) assessments for four consecutive years and is in the process of obtaining ISO 50001 (Energy Management System) certification.

In addition, Ocean Lanka collaborates with a local supplier to produce synthetic polyester yarn from recycled PET flakes. They have verified the bulk feasibility of recycled polyester fabric, sourcing waste plastic bottles from coastal areas and popular tourist destinations such as Adam's Peak, Sigiriya, and Trincomalee. This initiative conserves natural resources and reduces environmental impact without compromising quality. Furthermore, they produce GOTS, OCS, and GRS certified raw materials and have recently started the Regenagri initiative.

3. Yancheng Fuhui's Dual-carbon Working Group : The production site has established a dual-carbon working group to actively cooperate with the target indicators released by the higher-level group, formulate a carbon peak action plan, and complete dual-carbon tasks.

1. *低碳製造計劃*

沙田麗海參與了由世界自然基金會(WWF)贊助的低碳製造計劃(LCMP)。該計劃旨在減少珠江三角洲製造設施的碳排放。沙田麗海根據碳強度、溫室氣體管理實踐和能源效率最佳實踐等標準進行評估，並在2021年至2023年獲得了LCMP金標籤。

2. *海洋蘭卡的環境承諾*

海洋蘭卡對環境表現出強烈的尊重，所有生產單元均獲得ISO14001:2015 (環境管理系統) 認證。該公司已連續四年進行溫室氣體(GHG)評估，並正在進行ISO50001 (能源管理系統) 認證的過程。

此外，海洋蘭卡與當地供應商合作，從回收的PET瓶片生產合成聚酯紗。他們已驗證了回收聚酯面料的大宗可行性，從海岸地區和亞當峰、獅子岩和錫根馬利等熱門旅遊目的地收集廢棄塑料瓶。這項倡議節約了自然資源，減少了環境影響，並且不影響質量。此外，他們生產獲得GOTS、OCS和GRS認證的原材料，最近還啟動了Regenagri倡議。

3. 鹽城福匯的雙碳工作組：生產地點成立了雙碳工作組，積極配合更高層次集團發布的目標指標，制定碳峰行動計劃，完成雙碳任務。

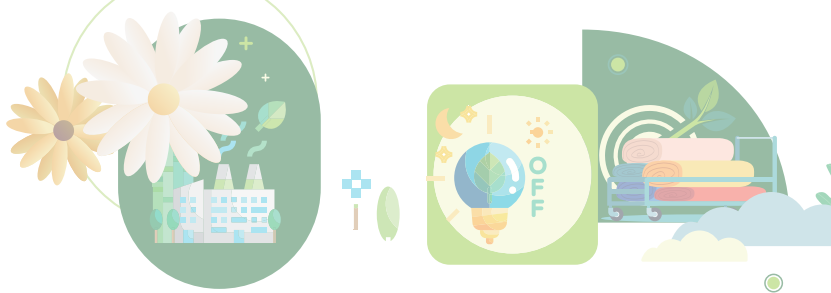


The table below presents the Natural Resources Conservation Projects implemented by the Production Sites during the Reporting Period, with their estimated outcomes:

以下表格列出了生產地點在報告期間實施的自然資源保護項目及其預估成果：

Production Site 生產基地	Projects 專案	Total Investment (in RMB million) 總投資(以百萬人民幣計)	Annual Outcome Highlights 年度成效摘要
Futian Oasis 福田綠洲	– Equipment replacement 設備更換	0.06	/
Jiangyin Fuhui 江陰福匯	– Equipment replacement 設備更換	0.15	– Reduced electricity consumption by 307 MWh 通過減少307兆瓦時的電力消耗
Shatin Lake Side 沙田麗海	– Equipment replacement 設備更換 – Energy-efficient retrofits 高效能能源改造 – Technical Upgrades 技術升級	20.7	– Reduced electricity consumption by 1,485 MWh 通過減少1,485兆瓦時的電力消耗 – Reduced steam consumption by 20,558.24 tonnes 通過減少20,558.24噸的蒸汽消耗量
Ocean Lanka 海洋蘭卡	– Reuse of condensate water 冷凝水再利用 – Converting Conventional Metal Halide lamps to LED 將傳統金屬鹵化物燈具轉換為LED	/	– Reduced electricity consumption by 24 kWh/ operation day 每營運日減少24千瓦時的電力消耗





Mitigating Climate Change

Climate Change Governance

The Board of Directors recognizes the risks associated with climate change and integrates ESG issues, including climate-related matters, into its governance framework. Each department head supplies pertinent information for the Board's review and engages in regular meetings with senior management, keeping them informed about the latest business developments, including climate risks and opportunities. With the support of external ESG consulting firms, the Board has the capacity to oversee these matters adequately.

The accumulated experience regarding business operations is utilized to assess climate-related risks and opportunities. Although the Group did not include "climate-related risks and opportunities" in its monitoring measures and procedures for the 2024 fiscal year, the Board will actively consider these aspects moving forward. Additionally, the Board will review progress towards relevant goals during annual meetings.

Climate Risk Identification

In alignment with the recommendations from the Task Force on Climate-related Financial Disclosures (TCFD), climate-related risks are classified into two primary categories: physical risks and transition risks. The Group has conducted a thorough analysis to identify various climate-related risks that could impact its business operations. These include acute physical risks, chronic physical risks, legal and policy risks, technology risks, and reputational risks.

To assess the potential effects of these climate-related risks on its value chain, the Group has evaluated the likelihood and severity of each risk. This assessment enables the Group to gauge the level of risk associated with each identified climate-related concern.

By proactively identifying and managing these climate-related risks, the Group seeks to protect its business operations and bolster its resilience against climate change. This strategy ensures that the Group is well-equipped to handle the challenges posed by climate-related disruptions, thereby supporting the long-term sustainability of its operations.

應對氣候變化

氣候變化治理

董事會認識到氣候變化所帶來的風險，並將ESG問題包括氣候相關事項納入其治理框架中。每位部門負責人提供相關信息供董事會審查，並與高級管理層定期召開會議，向他們通報最新的業務發展情況，包括氣候風險和機遇。在外部ESG諮詢公司的支持下，董事會有能力適當地監督這些事項。

積累的業務運營經驗被用於評估與氣候相關的風險和機遇。盡管集團在2024財政年度的監控措施和程序中未包括「與氣候相關的風險和機遇」，但董事會將積極考慮這些方面。此外，董事會將在年度會議上審查相關目標的進展情況。

氣候風險識別

根據氣候相關金融披露任務組(TCFD)的建議，氣候相關風險被分類為兩個主要類別：物理風險和過渡風險。集團已進行了深入分析，以確定可能影響其業務運營的各種氣候相關風險。這些風險包括急性物理風險、慢性物理風險、法律和政策風險、技術風險和聲譽風險。

為了評估這些氣候相關風險對其價值鏈的潛在影響，集團評估了每個風險的可能性和嚴重程度。這一評估使集團能夠衡量與每個確定的氣候相關關注點相關的風險水平。

通過積極識別和管理這些氣候相關風險，集團旨在保護其業務運營，增強對氣候變化的抵禦力。該策略確保集團具備足夠的能力應對氣候相關干擾所帶來的挑戰，從而支持其業務的長期可持續性。



Time Span 時間跨度	Years 年份	Definition 定義
Short-term 短期	1-5	Covers the period during which the Group faces severe and rapidly emerging climate risks. The focus of short-term strategies is to address the most urgent threats and implement gradual recovery measures. 涵蓋集團面臨嚴重且快速出現的氣候風險的時期。短期策略的重點是應對最迫切的威脅，實施漸進的恢復措施。
Medium-term 中期	5-10	During this period, the Group must organize and consolidate its short-term climate risk management, creating a deeper impact across its business operations and value chain. 在此期間，集團必須組織和鞏固其短期氣候風險管理，對其業務運營和價值鏈產生更深遠的影響。
Long-term 長期	10 or more	This period extends to the long-term, systemic impacts of climate change that the Group must address. Structural changes can be made in the long run to mitigate and adapt to profound climate effects. 這一時期延伸至集團必須應對的氣候變化的長期、系統性影響。長期可以進行結構性變革，以減輕和適應深刻的氣候影響。

Climate risk type 氣候風險類型	Time horizon 時間範圍	Potential Financial Impact 潛在的財務影響	Risk level 風險等級
Physical Risk 物理風險			
Acute physical risk 急性風險	Short term 短期	Extreme weather events, such as typhoons, storm surges and rainstorms, may cause physical damage to infrastructure and operations, and failure of technology and equipment incur costs on recovery and repair. Recovery and repair can take months or even years. 極端天氣事件，如颱風、風暴潮和暴雨，可能導致基礎設施和運營遭受物理損害，技術和設備故障將導致恢復和修復的成本。恢復和修復可能需要數月甚至數年的時間。	High 高
Chronic physical risk 慢性風險	Medium to long term 中長期	Rising temperatures increase energy use and equipment maintenance costs. 氣溫上升會增加能源使用量和設備維護成本。	High 高
Transition risk 轉型風險			
Technology risk 技術風險	Long term 長期	Increased operation cost from substitution of existing equipment and services. 由於替換現有設備和服務而增加的運營成本。	Medium 中
Legal and policy risk 法律和政策風險	Long term 長期	Increased operation cost from increased GHG emission pricing 由於溫室氣體排放價格上升而增加的運營成本。	Low 低
Reputation risk 聲譽風險	Long term 長期	Reduced revenue from decreased demand for services 由於服務需求下降而導致的收入減少。	Low 低



Climate change opportunity 機會	Time horizon 時間範圍	Potential Financial Impact 潛在財務影響	Impact level 影響程度
Operational Enhancements 運營提升			
Sustainable Material Sourcing 可持續物料採購	Short to medium term 短至中期	<ul style="list-style-type: none"> Reduction in raw material costs through local sourcing. 通過本地採購降低原材料成本。 Enhanced brand reputation among eco-conscious consumers. 在環保意識消費者中提升品牌聲譽。 	High 高
Energy-Efficient Production Processes 能源效率生產流程	Medium term 中期	<ul style="list-style-type: none"> Decreased energy costs through the adoption of renewable energy sources. 通過採用可再生能源降低能源成本。 Improved operational efficiency and reduced emissions. 提高運營效率並減少排放。 	Medium to high 中至高
Market Expansion 擴展市場			
Circular Economy Initiatives 循環經濟計劃	Medium to long term 中至長期	<ul style="list-style-type: none"> New revenue streams from recycling and upcycling of textile products. 通過回收和升級紡織產品開展新的收入來源。 Increased customer loyalty through sustainable practices. 通過可持續實踐提高客戶忠誠度。 	Medium 中
Expansion into Eco-Friendly Markets 擴展至環保市場	Medium to long term 中至長期	<ul style="list-style-type: none"> Access to new customer segments prioritizing sustainable products. 可進入重視可持續產品的新客戶群體。 Increased market share in the eco-friendly segment. 在環保領域增加市場份額。 	Medium to high 中至高



Futian Oasis:

The coal-to-gas switching policy requirement in Futian Oasis resulted in a surge in cost for production. In addition to the national requirements for eliminating old equipment in the PRC, the Production Sites in the PRC must constantly invest in new equipment, which further increases the production cost. Having said that, the Group considers the tightening of policy requirements an opportunity to improve the Production Sites' overall energy efficiency and environmental performance.

Ocean Lanka:

Ocean Lanka has taken proactive measures to mitigate the risks associated with climate change. One of the key challenges they identified was the inadequate water supply and supply disruptions that affected their dyeing operations. In response, the company introduced the OCEAN AQUA+ sustainable dyeing system. This innovative system utilizes an isothermal dyeing process, significantly reducing the number of baths required to achieve the desired color. As a result, it consumes 58% less water compared to typical cotton dyeing processes, helping to conserve this valuable resource.

Recognizing the need to reduce their dependency on furnace oil, Ocean Lanka has developed plans to commission a new biomass boiler. This strategic move will enable them to shift towards a more sustainable and renewable energy source. In addition to this, the company is actively exploring various renewable energy projects, such as rooftop solar power generation, to further decrease its carbon footprint.

Anticipated Financial Impacts

The Group recognizes that climate-related risks may significantly impact its financial position. Extreme heat events have adversely affected operational consumption metrics and led to increased costs within the supply chain, diminishing production efficiency and cost control, which have in turn lowered financial performance. Additionally, cash flow has decreased due to the need for heightened investments to address climate risks and maintain business operations.

福田綠洲：

福田綠洲的煤炭轉氣政策要求導致生產成本激增。除了中國淘汰舊設備的國家要求外，中國的生產地點必須不斷投資於新設備，這進一步增加了生產成本。儘管如此，本集團認為政策要求的收緊是一個提升生產地點整體能源效率和環境表現的機會。

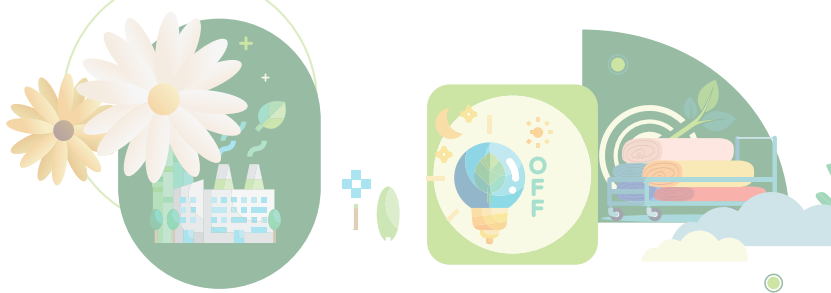
海洋蘭卡：

海洋蘭卡已經採取了積極的措施來減輕與氣候變化相關的風險。他們確定的其中一個關鍵挑戰是供水不足和供應中斷對染色操作的影響。為了應對這個問題，該公司引入了OCEAN AQUA+可持續染色系統。這一創新系統利用等溫染色工藝，大大減少了達到所需顏色所需的染水次數。結果，與典型的棉花染色工藝相比，它消耗的水資源少了58%，有助於保護這一寶貴資源。

為了減少對爐油的依賴，海洋蘭卡制定了投入使用新生物質鍋爐的計劃。這一戰略舉措將使他們能夠轉向更具可持續性和可再生的能源源頭。此外，該公司正在積極探索各種可再生能源項目，例如屋頂太陽能發電，以進一步降低其碳足跡。

預期財務影響

本集團認識到氣候相關風險可能會顯著影響其財務狀況。極端高溫事件對運營消耗指標產生了不利影響，並導致供應鏈成本上升，降低了生產效率和成本控制，從而影響了財務表現。此外，由於需要加大投資以應對氣候風險並維持業務運營，現金流也有所減少。



In light of the Group's strategies for managing climate-related risks and opportunities, we anticipate changes in financial performance over the short, medium, and long term. The Group plans to intensify its control measures and investments aimed at improving energy efficiency and reducing carbon emissions. Funding for these initiatives will be sourced through a combination of internal and external financing. The company will also actively pursue government subsidies and tax incentives to lower financing costs and enhance capital utilization efficiency.

In the short term, investments to improve energy efficiency and reduce carbon emissions will require certain expenditures, which may temporarily affect financial performance. However, as operational efficiency improves, the Group's financial performance is expected to gradually enhance in the medium term, positioning the Group as a leader in the transition to a low-carbon corporate future.

Climate Change Scenarios

The Group has analysed the major impacts that the garment industry may encounter under the climate scenarios suggested by the HKEX⁶.

考慮到本集團管理氣候相關風險和機會的策略，我們預期在短期、中期和長期內財務表現將發生變化。本集團計劃加強控制措施和投資，以提高能源效率並減少碳排放。這些項目的資金將通過內部和外部融資的結合來獲得。公司還將積極尋求政府補助和稅收優惠，以降低融資成本並提高資本利用效率。

在短期內，改善能源效率和減少碳排放的投資將需要一定的支出，這可能會暫時影響財務表現。然而，隨著運營效率的提高，本集團的財務表現預計在中期內將逐步改善，將本集團定位為向低碳企業未來轉型的領導者。

氣候變化情境

本集團已分析製衣業在香港交易所⁶建議的氣候情境下可能面臨的主要影響。

Climate Scenario 氣候情境	Global Average Temperature Increase 全球平均氣溫上升	Major Impacts 主要影響
Turquoise 藍綠色	Projected to rise approximately 1.7°C by 2060 and approximately 1.8°C by 2100 預計到2060年上升約1.7°C，並到2100年上升約1.8°C	<ul style="list-style-type: none"> Increased demand for eco-friendly products 對環保產品的需求增加 Growth in the market for sustainable packaging solutions 可持續包裝解決方案市場增長 Enhanced focus on circular economy practices 加強對循環經濟實踐的重視
Brown 棕色	Projected to rise approximately 2.4°C by 2060 and approximately 4.4°C by 2100 預計到2060年上升約2.4°C，並到2100年上升約4.4°C	<ul style="list-style-type: none"> Heightened risk of regulatory non-compliance leading to financial penalties 監管不合規風險加大，可能導致財務罰款 Disruption of supply chains due to extreme weather events 極端天氣事件造成供應鏈中斷 Increased operational costs associated with carbon pricing and regulatory compliance 與碳定價及監管合規相關的運營成本上升

⁶ HKEX. (2021). Guidance on climate disclosures. Hong Kong Exchanges and Clearing Limited. https://www.hkex.com.hk/-/media/HKEX-Market/Listing/Rules-and-Guidance/Environmental-Social-and-Governance/Exchanges-guidance-materials-on-ESG/guidance_climate_disclosures_c.pdf

⁶ 香港交易所。(2021年)。氣候揭露指南。香港交易所有限公司。https://www.hkex.com.hk/-/media/HKEX-Market/Listing/Rules-and-Guidance/Environmental-Social-and-Governance/Exchanges-guidance-materials-on-ESG/guidance_climate_disclosures_c.pdf



Commitment to a Sustainable Transition

The Group's operations in Hong Kong support the goal of achieving carbon neutrality by 2050, in accordance with the "Hong Kong Climate Action Blueprint 2050." For its extensive operations in China, the Group is focused on the country's 3060 target, which aims to reach peak carbon emissions by 2030 and achieve carbon neutrality by 2060. For more details, please refer to the section "Emission Reduction Targets" and "Energy Conservation" of the report.

As environmental regulations grow more stringent, the Group anticipates a need for additional investments in pollution control and compliance upgrades, which will likely result in increased liability levels. Currently, the Group does not utilise carbon credits, an internal carbon price, or climate change-related performance metrics within its remuneration policy. However, by continuing to invest in green energy and sustainable technologies, the Group expects to lower long-term operational costs and enhance its market competitiveness, gradually improving its asset and liability structure in the years to come.

對可持續轉型的承諾

本集團在香港的業務運營支持《香港氣候行動藍圖2050》的目標，即到2050年實現碳中和。對於本集團在中國的廣泛業務，則集中於國家的3060目標，旨在2030年前達到碳排放峰值，並於2060年實現碳中和。更多細節請參閱報告中的「減排目標」和「節能」部分。

隨著環境法規日益嚴格，本集團預計需要在污染控制和合規升級方面進行額外投資，這可能導致責任水平上升。目前，本集團不使用碳信用、內部碳定價或與氣候變化相關的績效指標作為薪酬政策的一部分。然而，通過持續投資於綠色能源和可持續技術，本集團期望降低長期運營成本並提高市場競爭力，逐步改善未來幾年的資產和負債結構。





SOCIAL
社會方面

1. EMPLOYMENT AND LABOR PRACTICES

Employment

Total Employees

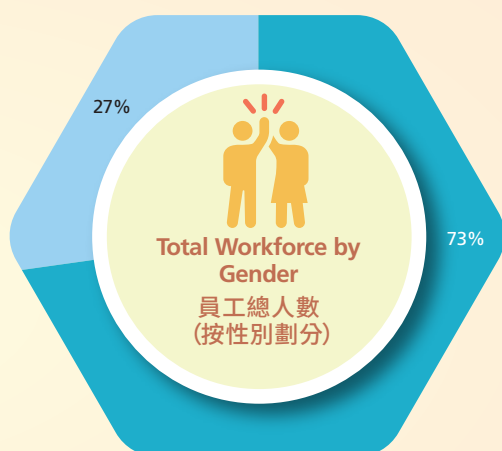
The Group offers competitive remuneration, promotion opportunities, compensation and benefit packages to attract and retain talents. As of 31 December 2024, the Production Sites had a total number of 3,219 employees, all of them were full-time employees. The total workforce by gender, age group, employment category and geographical region are shown below.

1. 僱傭及勞工常規

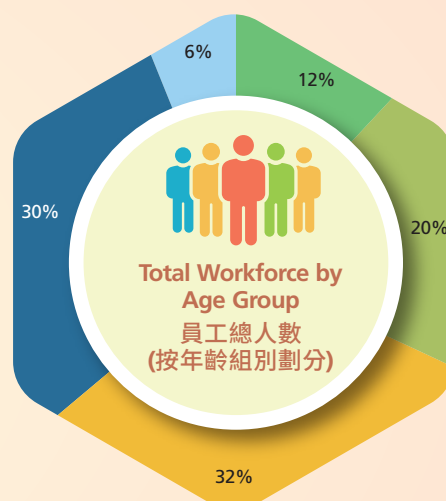
僱傭

員工總數

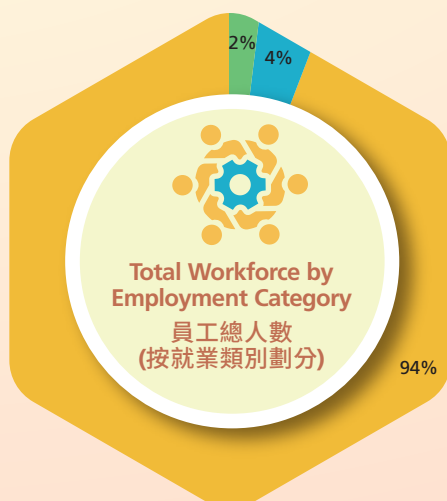
本集團致力提供具競爭力的薪酬、晉升機會、補償及福利待遇以吸引及挽留人才。截至2024年12月31日為止，生產基地共3,219名員工，所有員工均為全職。以下圖表按性別、年齡組別、就業類別及地區劃分顯示了各類別僱員的總數。



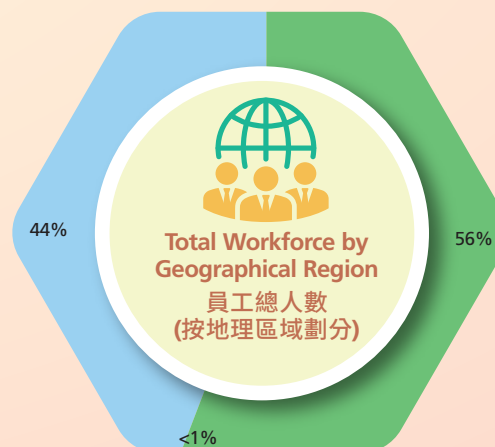
Male 男性
Female 女性



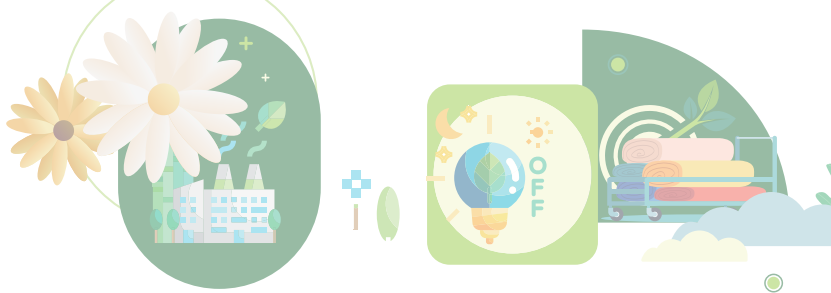
18-25 18-25
26-35 26-35
46-55 46-55
46-55 46-55
56 or above 56歲或以上



Senior management 高層管理人員
Middle management 中層管理人員
Frontline and other stuff 前線及其他員工



Mainland China 中國內地
Hong Kong 香港
Sri Lanka 斯里蘭卡



The Group strictly abides by all applicable laws and regulations in relation to employment during the Reporting Period, including but not limited to:

PRC:

- Labor Law of the PRC;
- Labor Contract Law of the PRC;
- Social Insurance Law of the PRC;
- Trade Union Law of the PRC;
- Special Rules on the Labor Protection of Female Employees of the PRC;
- Law of the PRC on the Protection of Rights and Interests of Women;
- Implementation Measures for Paid Annual Leave for Employees of Enterprises of the PRC;
- Regulation of Guangdong Province on the Payment of Wages of the PRC.

Sri Lanka:

- Shop and Office Employees (Regulation of Employment and Remuneration) Act of Sri Lanka;
- Industrial Disputes Act of Sri Lanka;
- Factories Ordinance, No. 45 of 1942 of Sri Lanka;
- Wages Boards Ordinance, No.27 of 1941 of Sri Lanka;
- Minimum Retirement Age of Workers Act, No. 28 of 2021 of Sri Lanka;
- Gratuity Act, No.12 of 1983 of Sri Lanka; and
- Workman's Compensation Act 1935 of Sri Lanka.

During the Reporting Period, there was no material non-compliance with relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, and other benefits and welfare of the Group.

本集團嚴格遵守與僱用相關所有適用的法律和法規，當中包括但不限於：

中國：

- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；
- 《中華人民共和國社會保險法》；
- 《中華人民共和國工會法》；
- 《中華人民共和國女員工勞動保護特別規定》；
- 《中華人民共和國婦女權益保障法》；
- 《中華人民共和國企業員工帶薪年休假實施辦法》；及
- 《中華人民共和國廣東省工資支付條例》。

斯里蘭卡：

- 《斯里蘭卡商店和辦公室僱員（僱傭和報酬條例）法令》；
- 《斯里蘭卡勞資爭議法》；
- 《斯里蘭卡1942年第45號工廠法規》；
- 《斯里蘭卡1941年第27號工資委員會法》；
- 《斯里蘭卡2021年第28號最低退休年齡法令》；
- 《斯里蘭卡1983年第12號酬金法令》；及
- 《斯里蘭卡1935年工人賠償法案》。

在報告期內，本集團並沒有出現任何與薪酬及解僱、招聘及晉升、工作時間、休息時間或其他福利待遇相關的法律和法規之重大違規情況。

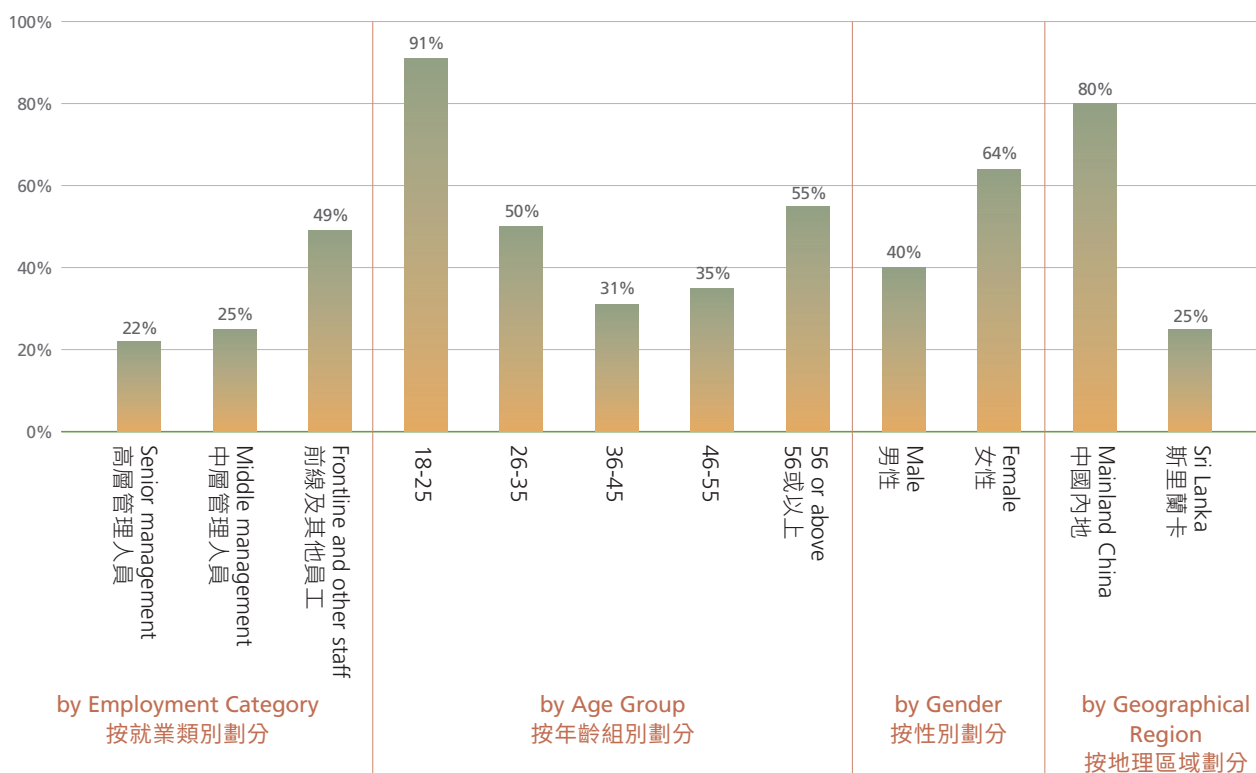
Employee Turnover

During the Reporting Period, a total of 1,470 employees left the Production Sites. The overall employee turnover rate was 45%. The employee turnover rates by gender, age group and geographical region are shown below.

員工流失率

在報告期內，共有1,470名員工離開生產基地；整體員工流失率為45%。下圖按性別、年齡組別和地區劃分顯示了各類別員工的流失率。

Employee Turnover Rates
員工流失率

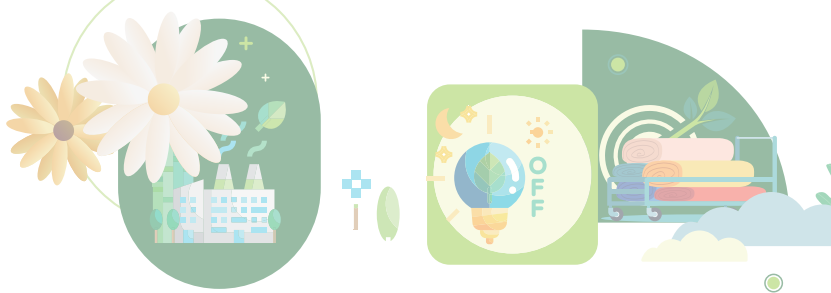


Competitive Compensation and Benefits

The Group employs a variety of recruitment channels, including career fairs, online platforms, recruitment agencies, and internal referrals, to attract skilled individuals. Salaries are reviewed and adjusted annually based on the Group's production performance, market trends, and individual employee performance.

具競爭力的薪酬及福利

本集團採用多元招聘管道，包括招聘會、線上平台、獵頭公司及內部推薦，以吸引優秀人才。員工薪資將根據集團生產績效、市場趨勢及個人表現，每年進行檢視與調整。



The Production Sites surpass local legal requirements by providing comprehensive social insurance coverage for all eligible employees, which includes:

- Pension
- Work-related injury insurance
- Medical insurance

Employees receive statutory holidays and paid leave, as well as subsidies.

To ensure clarity and alignment with the Group's values, an employee handbook is provided to define expected workplace conduct.

Yancheng Fuhui specifically prioritizes compliance with laws and regulations that protect the rights of female employees. The company is committed to continually improving working conditions and environments for female employees, offering maternity leave and breastfeeding breaks in accordance with the Special Rules on the Labor Protection of Female Employees.

Through these comprehensive policies and practices, the organization aims to attract and retain skilled employees, offer competitive compensation and benefits, ensure adherence to labor regulations, and foster supportive work environments.

Employee Relations and Engagement Programs

The Group recognizes that a healthy work-life balance enhances productivity and overall workplace efficiency. To boost employee morale and foster team building, the Production Sites in the PRC provide diverse sports and recreational facilities, including:

- Gym
- Health seminar
- Dance classes
- Table tennis
- Badminton
- Basketball
- Reading areas
- Karaoke
- Chess

生產基地提供的社會保險保障全面優於當地法定要求，涵蓋符合資格之全體員工，包括：

- 養老保險
- 工傷保險
- 醫療保險

員工享有法定節假日與帶薪休假，並獲發各類津貼。

為明確傳達集團價值觀，公司提供《員工手冊》以規範職場行為準則。

鹽城福匯特別重視保障女性員工權益之相關法規合規性，持續改善女性員工的工作條件與環境，並依《女職工勞動保護特別規定》提供產假及哺乳時間。

透過上述全面政策與實踐，本公司致力吸引及留任專業人才，提供具競爭力的薪酬福利，確保符合勞動法規，並營造支持性職場環境。

員工關係與參與計畫

集團認同健康的工作與生活平衡有助提升生產力與整體效率。為提振士氣並促進團隊建設，中國生產基地配備多樣化運動及休閒設施，包括：

- 健身房
- 健康講座
- 舞蹈課程
- 乒乓球
- 羽毛球
- 籃球場
- 閱讀區
- 卡拉OK
- 棋藝活動



Fountain Set (Holdings) Limited organized employee activity titled "Qigong, Meridians, and Acupoint Healing Seminar and Meditation Practice"

The Company's Staff Wellness Club organized an employee activity titled "Qigong, Meridians, and Acupoint Healing Seminar and Meditation Practice" at the Hong Kong headquarter in May, inviting a renowned Qigong instructor to share his experiences and insights.

Qigong, with its focus on breath control, gentle movements, and mindfulness, can help individuals achieve a state of relaxation, balance, and harmony. The purpose of this activity was to promote employee health and provide them with tools to manage stress, improve energy levels, and enhance overall well-being. During the activity, the instructor introduced the principles and techniques of Qigong, as well as the importance of meridians and acupoints in promoting physical and mental health. The instructor shared valuable insights and conducted interactive sessions to guide employees in practicing Qigong exercises and meditation to relax their mind and body.

The Company values employee health. By organizing such activities, can invest in the well-being of our employees, helping to alleviate work-related stress and tension, while improving productivity and satisfaction. The Company's Staff Wellness Club will continue to organize diverse and engaging employee activities throughout the year for colleagues to participate in that cater to our employees' holistic well-being, fostering a wellness culture and promoting a healthy work-life balance.



福田實業(集團)有限公司舉行「氣功、經絡與穴位療癒分享會及靜功練習」的員工活動

本公司僱員康盛活動委員會於5月期間在香港總部舉行了「氣功、經絡與穴位療癒分享會及靜功練習」的員工活動，邀請了著名氣功導師分享其經驗及心得。

氣功注重呼吸控制、柔和的動作和正念，可以幫助個人達

到放鬆、平衡和和諧的狀態。此次活動旨在促進員工的健康，並為他們提供管理壓力、提高能量水平和增強整體健康的工具。在活動期間，導師介紹了氣功的原理和技巧，以及經絡和穴位在促進身心健康方面的重要性。導師在活動期間分享了寶貴的見解，並進行互動，指導員工進行氣功鍛煉和冥想，放鬆身心。

本公司重視員工健康，通過組織這類員工活動，可以投資於員工的福祉，幫助緩解工作壓力和緊張情緒，提高工作效率和滿意度。本公司僱員康盛活動委員會將會在年內持續舉辦多樣化、引人入勝的員工活動予同事參與，關注員工的整體福祉，培養健康的文化氛圍，促進良好的工作與生活平衡。

A variety of activities and gatherings are organized to celebrate festive occasions throughout the year, such as:

- Chinese New Year
- International Women's Day
- Labor Day
- Mid-Autumn Festival
- Christmas

全年定期舉辦節慶活動與聚會，例如：

- 春節
- 國際婦女日
- 勞動節
- 中秋節
- 聖誕節



Fountain Set (Holdings) Limited held its 55th anniversary employee event

The Group has celebrated its 55th anniversary in 2024. The Company's success over 55 years is inseparable from the efforts and persistence of every colleague. Therefore, the Company's Staff Wellness Club held the "55th Anniversary New Year Buffet Employee Event" on 2 February 2024 for over 120 colleagues from the Hong Kong headquarters to celebrate this important milestone, which allowed colleagues to spend a joyful time together and create lasting memories.

During the event, Mr. Liu Xianfu, Chairman of the Board and Chief Executive Officer, launched the event and delivered a speech. The event included lunch, games, lucky draws, and more for all attending colleagues to enjoy. The senior management of Fountain Set Group was specially invited as lucky draw guests. The colleagues' enthusiastic participation created a positive and vibrant atmosphere. The Company expressed its sincere gratitude to all the suppliers for their sponsorship and support, which played a crucial role in making the event possible.



As a company that values employee welfare, the Group is committed to providing employees with diverse benefits and improving their overall well-being. This activity promotes colleague exchanges and strengthens communication and understanding. It also offers a relaxing and enjoyable environment, helping colleagues relieve work pressure and tension, and further strengthening the team cohesion and cooperative spirit of Fountain Set Group.

The Group also specially designed and ordered free t-shirts and hoodies for distribution to our employees to share the joy of the Group's 55th-anniversary.

福田實業(集團)有限公司舉行55週年僱員活動

本集團於2024年迎來創辦55週年的重要里程碑。這55年的成功歷程離不開每一位同事的努力和堅持。因此，本公司僱員康盛活動委員會於2024年2月2日舉行了「55週年新春自助餐僱員活動」予香港總部超過120位同事一同參與，讓同事們一起度過愉快時光，留下難忘回憶。

活動期間，董事會主席兼行政總裁劉賢福先生啟動活動並致詞，這次活動包括了午餐到會、輕鬆小遊戲以及幸運抽獎等環節予各出席同事享用。福田集團各高管擔任受邀擔任抽獎嘉賓。同事們的熱情參與，營造了積極活躍的氛圍。本公司亦衷心感謝所有供應商的贊助及支持，使本次活動得以成功舉辦。



作為一家注重員工福利的公司，本集團致力於為員工提供多元化的福利。這次活動既促進了同事之間的交流，加強了彼此之間的溝通和了解，也提供了一個放鬆和愉快的環境，幫助同事們緩解工作壓力和緊張情緒，進一步增強了福田集團的團隊凝聚力和合作精神。

集團亦特別設計並訂制免費的短袖汗衫及衛衣以派發予我們的員工，一同分享集團55週年的喜悅。



Ocean Lanka (Private) Co., Ltd. held Avurudu fair

海洋蘭卡(私人)有限公司舉行斯里蘭卡新年博覽會活動

Avurudu, also known as Sinhala and Tamil New Year, is a traditional cultural festival celebrated in Sri Lanka. It holds great significance and is marked by various customs and rituals. Ocean Lanka organized an Avurudu fair for its employees. This event brought colleagues together to celebrate the New Year, immerse themselves in the festive ambiance, embrace traditions, and eagerly anticipate the year ahead.

斯里蘭卡新年，也被稱為僧伽羅新年和泰米爾新年，是斯里蘭卡的傳統文化節日，以各種習俗和儀式來慶祝，具有重要意義。海洋蘭卡已為其員工舉行斯里蘭卡新年博覽會活動，讓同事們聚集在一起慶祝新年，享受節日氣氛，擁抱傳統並展望未來的一年。

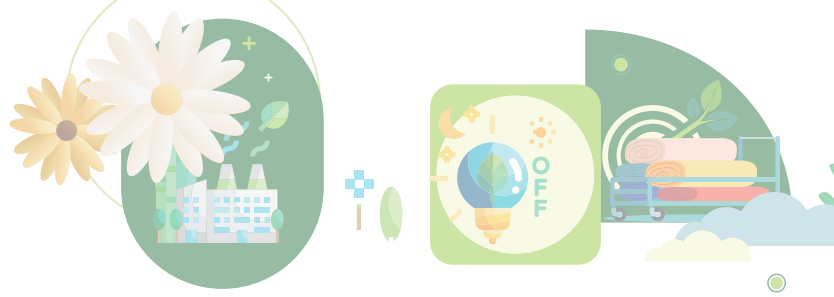


This event promoted interaction among colleagues and strengthened communication and understanding between each other. It provided a relaxed and enjoyable environment, stimulated new vitality and optimism, and served as a means for colleagues to relieve work pressure and tension. It further enhanced Ocean Lanka's team cohesion and cooperation spirit.

這次活動既促進了同事之間的交流，加強了彼此之間的溝通和了解，也提供了一個放鬆和愉快的環境，激發新的活力和樂觀精神，幫助同事們緩解工作壓力和緊張情緒，進一步增強了海洋蘭卡的團隊凝聚力和合作精神。

Cultural activities, including sports competitions, poker games, and safety knowledge competitions, further enrich the workplace environment.

另透過體育競賽、撲克比賽及安全知識競答等文化活動，豐富職場氛圍。



Ocean Lanka (Private) Co., Ltd. celebrates victory at Sri Lanka Mercantile Volleyball Championship 2024

Ocean Lanka has become the gold sponsor of the Mercantile Volleyball Championship 2024 in Sri Lanka. The men's volleyball team of Ocean Lanka showcased exceptional skills and unwavering determination at the championship held at the Youth Center's Indoor Courts in Maharagama, ultimately claiming the championship title. Ruwansiri Mallikaarachchi, the Team Manager and Manager Employee Relations & Administration of Ocean Lanka, expressed gratitude and immense pride for this extraordinary achievement.

海洋蘭卡 (私人) 有限公司於斯里蘭卡2024年商業排球錦標賽中取得勝利

海洋蘭卡成為了斯里蘭卡2024年商業排球錦標賽*的金牌贊助商。海洋蘭卡的男子排球隊在青年中心室內球場舉行的錦標賽中展現出超凡的球技和堅定的決心，最終奪得了冠軍。海洋蘭卡男子排球隊經理兼員工關係與行政經理Ruwansiri Mallikaarachchi對這一非凡的成就表示感謝和無比自豪。



* 中文名稱僅為官方英文名稱之譯文。倘有歧異，概以英文名稱為準。



Throughout the competition, each member of the Ocean Lanka men's volleyball team played a crucial role. Paneeth Jayasinghe was awarded Best Spiker for his strong and accurate attacks, while Ashen Sumiyuru was lauded as Best Receiver for his consistency and reliability in passing. Shanuka Perera's defensive abilities earned him the title of Best Blocker, and Maleesha Jayawardena's strategic play and precise setting skills secured the Best Setter award. Finally, Kavindu Pabasara's outstanding performance throughout the tournament earned him the prestigious Best Player accolade. They demonstrated exceptional unity, perseverance, and dedication, achieving this remarkable feat through powerful spikes, strategic blocks, and relentless pursuit of victory, showcasing an incredible performance.

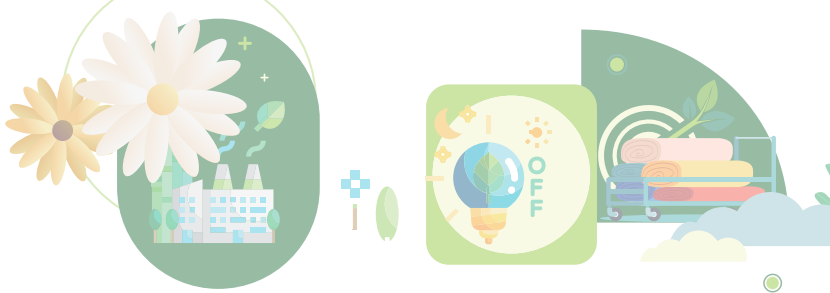
Ocean Lanka is honored to have been a part of this extraordinary event and extends congratulations to all participants for their outstanding performances. As the largest weft-knitted fabric manufacturer in Sri Lanka, Ocean Lanka is committed to supporting employees' passions and promoting a healthy work-life balance. The victory of the men's volleyball team not only affirms their own efforts but also demonstrates the talent, dedication, and camaraderie of the employees. The Company hopes that this achievement will inspire more individuals to pursue excellence and demonstrate excellent athletic performances.

在整個比賽過程中，海洋蘭卡男子排球隊的每位隊員都扮演了關鍵的角色。Paneeth Jayasinghe因其強而準確的進攻而被授予最佳扣球手獎，而Ashen Sumiyuru因其持之以恆和可靠的傳球而被譽為最佳接球手。Shanuka Perera的防守能力使他獲得了最佳攔截手的稱號，而Maleesha Jayawardena的策略性打法和精準的設定技巧為他贏得了最佳二傳手獎。最後，Kavindu Pabasara在整個比賽中的優異表現使他獲得了備受推崇的最佳球員獎。他們展現了出色的團結、毅力和奉獻精神，通過強大的扣球、戰略性的攔截以及對比賽的不懈追求，共同取得了這一輝煌的成就，表現令人難以置信。

海洋蘭卡很榮幸能夠參與這項非凡的活動，並對所有參與者的出色表現表示祝賀。作為斯里蘭卡最大的緯編針織面料製造商，海洋蘭卡致力於支持員工的熱情，並促進健康的工作與生活平衡，男子排球隊的勝利不僅是對自身努力的肯定，也證明了員工的才華、奉獻精神和友誼。本公司希望這個成就能夠激勵更多人追求卓越，展現頂尖的運動表現。

In response to major changes in company policies, labor delegate meetings are convened to gather employee feedback and discuss issues related to employee rights and obligations.

若遇公司重大政策調整，將召開勞工代表會議，蒐集員工反饋並討論權益義務相關議題。



At Ocean Lanka, employees benefit from a range of provisions, including:

- Free uniforms
- Transportation
- Annual gifts
- Subsidized meals
- Locker rooms
- Welfare shop
- Critical illness cover
- Insurance
- Free medical consultations

The company organizes annual trips, year-end parties, and sports events to promote a positive work culture. The 'OCL Sewa Abhiman' Loyalty Awards are presented to recognize long-serving employees.

To enhance employee relations, Jiangyin Fuhui conducted communication meetings and offered holiday benefits for the Mid-Autumn Festival and Spring Festival, providing each employee with 200 yuan for both occasions. Furthermore, the site upgraded its dining arrangements by merging facilities, allowing employees and management to share the same cafeteria with identical meal options. This change has received positive feedback and strengthened staff relations by creating a casual environment for employees to engage with management.

Ocean Lanka encourages open dialogue and employee involvement in decision-making processes. The Worker's Consultative Committee acts as a mediator for employee concerns. Team-building activities are designed to promote collaboration and trust among team members. Regular events and festivities celebrate employee achievements, fostering camaraderie.

Prioritizing health and safety, Ocean Lanka ensures a favourable work environment for all its employees.

海洋蘭卡員工可享有以下福利：

- 免費制服
- 交通接駁
- 年度禮品
- 餐費補貼
- 更衣室
- 福利社
- 重大疾病保障
- 保險計畫
- 免費醫療諮詢

公司每年組織旅遊、尾牙宴及運動賽事以形塑積極文化，並頒發「忠誠獎」表彰資深員工。

江陰福匯為強化員工關係，舉辦溝通會議，並於中秋及春節發放節日福利（每位員工兩節各200元）。此外，廠區整合餐廳設施，使員工與管理層共用同一食堂且菜色一致，此措施獲正面迴響，營造了管理層與員工自然交流的環境。

海洋蘭卡鼓勵開放對話與員工參與決策，由「勞工諮詢委員會」協調員工訴求。團隊建設活動旨在促進合作與信任，並定期舉辦慶典以表彰員工成就，強化歸屬感。

公司始終將健康與安全列為優先，為全體員工提供優質的工作環境。

CASE STUDY 個案研究



Employee's Family Care

Stationery supplies were provided for the children of OLC employees, and an art competition was recently organized for these children, fostering creativity and participation within the family-oriented work environment.



員工家庭關懷

本公司為海洋蘭卡員工子女提供文具用品，並於近期為這些孩子舉辦了繪畫比賽，以此激發創造力，同時強化以家庭為核心的職場文化，促進員工家庭成員的參與。

Occupational Health and Safety Awareness

The health and safety of employees is of paramount importance to the Group. During the Reporting Period, the Production Sites strictly complied with relevant laws and regulations concerning occupational health and safety, including:

PRC:

- Law of the PRC on Prevention and Control of Occupational Diseases;
- the Production Safety Law of the PRC;
- the Provisions on Supervision and Administration of Occupational Health at Work Sites;
- Regulation of Safe Use of Chemicals in Workplace; and
- High Temperature Labor Protection Measures of Guangdong Province.

職業健康及安全意識

員工的健康和安全對本集團而言十分重要。在報告期內，各生產基地一直嚴格遵守職業健康安全相關的法律和法規，當中包括：

中國：

- 《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》；
- 《工作場所職業衛生監督管理規定》；
- 《工作場所安全使用化學品的法規》；及
- 《廣東省高溫天氣勞動保護辦法》。



Sri Lanka:

- Factories Ordinance, No. 45 of 1942 of Sri Lanka;
- the Maternity Benefit Amendment of 2017;
- the Workmen's Compensation Act of 1935;
- the Employment of Women, Young People;
- Children Act of 1956;
- the Occupational Health and Safety Management Systems Standards OHSAS 18001; and
- ISO 45001: 2018.

Safety Management Structure

To oversee overall safety management, the Group established an Industrial Safety Committee (the "Safety Committee"). Key responsibilities of the Safety Committee include:

- Conducting periodic safety inspections of manufacturing processes and fire service installations
- Mitigating identified risks
- Convening bi-monthly meetings to address safety issues raised by departments
- Organizing safety promotion activities (e.g., fire drills, public health seminars, and the Production Safety Month Campaign)

The Production Sites conduct annual assessments of occupational health risk factors, evaluating results against standards for workplace air quality, lighting, and noise levels.

Safety Training and Equipment

Under the Safety Education and Training Management Policy, all employees must complete a three-stage safety training program before onboarding. This training covers:

- Safety laws and regulations
- The Production Sites' safety policies
- Use of personal protective equipment
- Prevention of occupational diseases

斯里蘭卡：

- 《斯里蘭卡1942年第45號工廠法規》；
- 2017年《產假福利修訂法案》；
- 1935年《工人補償法》；
- 《僱用婦女、年輕人和兒童法》；
- 《1956年兒童法》；
- OHSAS 18001：《職業健康與安全管理體系標準》；及
- ISO45001:2018。

安全管理架構

為全面監督安全管理，本集團成立「工業安全委員會」（下稱「安全委員會」），其主要職責包括：

- 定期對生產流程及消防設施進行安全檢查
- 針對已識別風險採取改善措施
- 每兩個月召開會議，處理各部門提報之安全議題
- 籌辦安全推廣活動（如消防演練、公共衛生講座及「安全生產月」專案活動）

各生產基地每年執行職業健康風險因子評估，並依據工作場所空氣品質、照明及噪音等標準檢視結果。

安全教育與防護裝備

根據《安全教育培訓管理政策》，所有員工入職前須完成三階段安全培訓，內容涵蓋：

- 安全法規
- 生產基地安全政策
- 個人防護裝備使用規範
- 職業病預防措施



Refresher training on industry-specific safety practices is provided regularly to enhance employee awareness.

To ensure workplace safety, the Production Sites supply appropriate personal protective equipment and maintain qualified first aiders on standby during work sessions. Each department is equipped with a first-aid kit containing sufficient medical supplies. During summer, cooling materials are provided to mitigate heat stress. Annual medical check-ups are arranged to assess employees' physical fitness for specific roles, and employees exposed to potential hazards undergo compulsory health assessments throughout their employment.

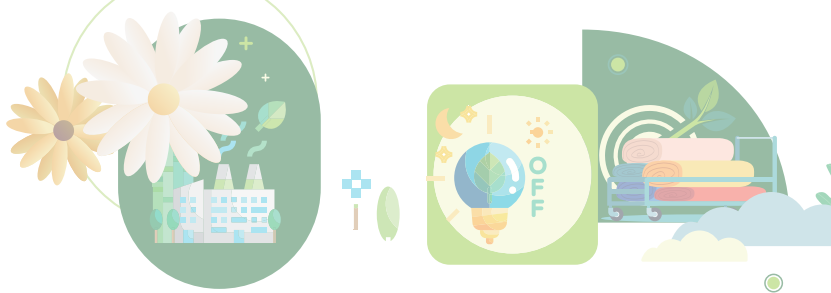
Regular emergency drills, such as fire drills and hazardous chemical spill exercises, are conducted, with proper records maintained. Emergency evacuation plans are prominently displayed.

另定期提供產業別安全實務複訓，以強化員工安全意識。

為確保職場安全，各生產基地均配發適當個人防護裝備，並於工作時段配置合格急救員待命。各部門設有急救箱，備足醫療物資；夏季期間另提供降溫物資以防熱危害。全體員工須接受年度健檢，以評估其職務適任性，而高風險暴露員工在職期間須強制接受定期健康評估。

常態化實施緊急應變演練（如消防疏散及化學品洩漏處理），並完整留存紀錄，緊急逃生計畫亦張貼於顯著位置。





In addition to the general approach of the Group, specific actions were carried out by the following Production Sites regarding occupational health and safety, during the Reporting Period.

除了本集團的一般途徑之外，在報告期內，以下生產基地針對職業健康與安全採取了具體行動：

Production Sites 生產基地	Actions 行動
Jiangyin Fuhui 江陰福匯	<ul style="list-style-type: none"> Employees are provided with masks and earplugs. 全體員工均配發防塵口罩及隔音耳塞，確保作業期間個人防護完善。 Annual assessments of the work environment are conducted by a third party. 每年委託專業機構進行工作環境評估，檢測範圍涵蓋空氣品質、噪音值等關鍵指標。 All assessment results have consistently met safety standards. 歷年檢測結果均符合國家職業安全衛生標準，並建立完整追蹤改善機制。
Futian Oasis 福田綠洲	<ul style="list-style-type: none"> Conduct three-level safety production training before onboarding. 入職前進行三級安全生產培訓。 Provide dual prevention mechanism training for employees in service. 為在職員工提供雙重預防機制培訓。
Ocean Lanka 海洋蘭卡	<p>Streamlined approach: 簡化的做法：</p> <ol style="list-style-type: none"> Conduct risk assessments to identify potential hazards; 進行風險評估，以識別潛在的危害； Manage risks by implementing engineering controls, management controls, and personal protective equipment (PPE); 通過實施工程控制、管理控制和個人防護裝備(PPE)來管理風險； Safe operating procedures implemented; 實施安全操作程序；及 Employees receive training, participate in toolbox discussions, simulated exercises, and engage in awareness activities. 員工接受培訓，參與工具箱討論、模擬演習和意識活動。

No work-related fatalities of the Group's employees have been recorded in the past three reporting periods. There were no work-related injury cases during the Reporting Period. Corrective actions were implemented to prevent recurrences.

在過去三份報告期內，本集團並無僱員因工死亡事件。報告期內亦無發生工傷事故。

Occupational Health and Safety Statistics 職業健康與安全統計數據			
Work-related fatality 因工死亡事故	0	Lost days due to work injury 因工傷損失工作日數	0
Work-related fatality rate 因工死亡事故死亡率	0%	Work injury cases ≤3 days 少於3天的工傷個案	0
		Work injury cases >3 days 多於3天的工傷個案	0



Training and Development Programs

The Group places significant emphasis on the personal growth and talent development of its employees. The Training Committee develops training plans aligned with the Group's business strategy to address the diverse training needs of employees. Comprehensive training and development programs are designed to enhance individual competencies and work performance, improve workplace efficiency, and ultimately strengthen corporate competitiveness. As a result, the Group has dedicated optimal resources to these training and development initiatives.

The Production Sites provide a range of training opportunities, including lectures and on-site training. Notably, a systematic three-stage safety induction training program is implemented for all new employees, equipping them with knowledge of safe working procedures and helping them adjust to the new work environment. Employees are assessed through examinations to ensure they meet the competency requirements for their respective positions.

The induction training is divided into three stages, which comprise the following modules:

Training stage 培訓階段	Topics covered for induction training 引進培訓中涵蓋的主題
Stage 1 第一階段	Laws and regulations, in-house policies, and fire safety awareness 法律法規、內部政策和消防安全意識
Stage 2 第二階段	Workflow, safety production rules and regulations, emergency response and management, use and maintenance of safety equipment and personal protective equipment, prevention, and precautions measures on occupational disease 工作流程、安全生產規章制度、緊急應變和管理、安全設備和個人防護裝備的使用和維護、職業病防護和預防措施
Stage 3 第三階段	Job duties and responsibilities, task-specific safety training 工作職責和責任，特定工作任務的安全培訓

In addition to the mentioned staff training programs, the Group offers managerial skill enhancement training for managers and management courses for newly recruited university graduates to prepare them for managerial responsibilities. Additionally, the Group provides professional skills training tailored to meet the everyday work requirements of employees. This training encompasses topics such as hazardous chemical handling, forklift operation, boiler operation, high-voltage work, welding, and hot cutting.

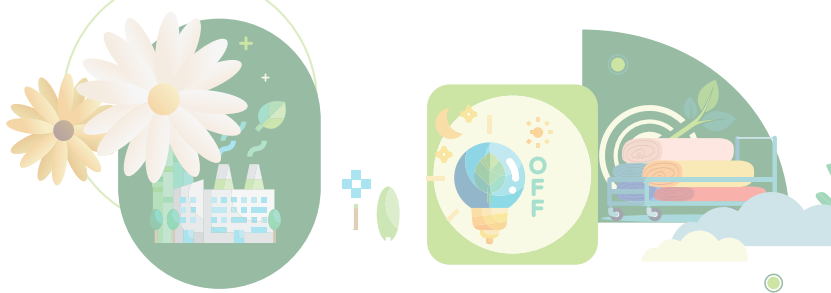
培訓及發展

集團高度重視員工個人成長與人才培育。培訓委員會根據集團業務策略制定培訓計劃，以滿足員工多元化的培訓需求。我們設計了全面的培訓發展方案，旨在提升個人專業能力與工作表現、改善職場效率，最終強化企業競爭力。為此，集團投入了最優質的資源來支持這些培訓發展計劃。

各生產基地提供多種培訓機會，包括講座與現場實作培訓。其中，所有新進員工都必須接受系統化的三階段安全入職培訓，使他們掌握安全工作程序的知識，並幫助他們適應新的工作環境。員工需通過考核評估，以確保其符合所屬崗位的專業能力要求。

入職培訓分為三個階段，包含以下模組：

集團除了提供上述員工培訓計劃外，亦為管理人員開設管理技能提升課程，並為新招聘的大學畢業生安排管理培訓課程，為其未來承擔管理職責做好準備。此外，集團還根據員工日常工作需求，提供專業技能培訓，內容涵蓋危險化學品處理、叉車操作、鍋爐操作、高壓作業、焊接及熱切割等專業領域。



Fountain Set (Holdings) Limited conducted the business strategy seminar

In 2024, the directors and management team of the Company and its subsidiaries gathered for the annual business strategy seminar to discuss and exchange working ideas and key tasks of Fountain Set Group's development.



To achieve long-term success, it is necessary to regularly review the key business strategies and align them with the company's needs by adopting flexible strategies that keep pace with the times. During the meeting, the management team shared future development goals and business plans and discussed business strategies related to these goals. They conducted an in-depth analysis of the current problems, difficulties, opportunities, and challenges. They provided clear work guidance and detailed deployment based on the business priorities and the actual situation of each subsidiary. The aim is for each subsidiary to enhance its strategic awareness, address key issues, and enhance business value.

福田實業(集團)有限公司舉行業務戰略研討會

於2024年，本公司及其附屬公司董事及管理團隊聚首一堂，進行一年一度的業務戰略研討會，研討和交流福田實業集團發展的工作思路和重點任務。



要長遠成功，必須定期檢討業務策略重點，以靈活的策略與時並進，確保切合公司需要。管理層於會議上分享了未來發展目標及業務計劃，針對發展目標研討業務策略，深入分析現面臨的問題和困難、機遇和挑戰，並依據業務重心及每個子公司的實際情況進行了明確的工作指導與詳細部署，展望各子公司能夠提高戰略意識，解決關鍵點，提升業務價值。



Fountain Set (Holdings) Limited held the senior management team leadership training workshop

In January 2024, the management team of the Group gathered to participate in the senior management team leadership training workshop to enhance professional and management skills and strengthen teamwork.

To create more learning and growth opportunities and foster a shared understanding of advanced management concepts, the Company regularly provides internal training courses or workshops. These training programs are designed based on specific goals and objectives and cover various skills such as management and leadership, teamwork and collaboration, and innovation, which are essential in the workplace.

福田實業(集團)有限公司舉行高管團隊領導力培訓工作坊

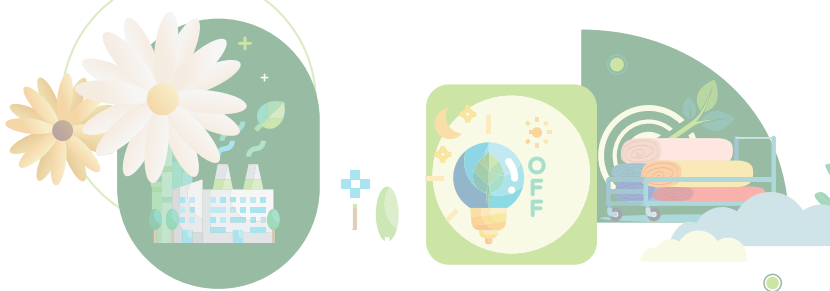
於2024年1月，本集團董事及管理團隊齊聚一堂，參加高管團隊領導力培訓工作坊，以提升專業及管理技能，加強團隊協作。

為了創造更多學習成長機會，共同感知先進管理理念，本公司定時提供內部培訓課程或工作坊。根據目標制定培訓計劃，分享專業知識，以提升管理及領導技巧、團隊精神和協作及創新思維等在工作中所需的技能。



The Company is committed to exploring the potential of its employees. Through these internal training programs, employees will be able to continuously learn and grow, improve their skills, enhance their knowledge, and improve their work efficiency and career development opportunities. Additionally, these efforts contribute to building a management team with higher professional standards and excellent leadership capabilities.

本公司致力發掘員工潛能，通過這些內部培訓計劃，員工將能夠不斷學習和成長，提升技能，增進知識，提高員工的工作效能和職業發展機會。同時，這也有助於本公司建立一個具有高度專業水準和卓越領導能力的管理團隊。



Ocean Lanka (Private) Co., Ltd. held Sports Psychology programs for Daily Excellence and Strategic Leadership

The management team of Ocean Lanka has engaged in two dynamic Sports Psychology programs. These special training programs provide assistance in mental skills training for performance success, including improving mental toughness, perseverance and concentration, stress management, confidence-building, etc. Encourage individuals or teams to continuously strive for excellence in their daily work. It enables the team to explore the game-changing status of the mind and body with a focus on physical, psychological, social, and spiritual skills. Understanding the parallels between athletic excellence and strategic leadership in the apparel sector, unlocking the secrets of peak performance to drive innovation and success, and empowering the team with a winning mindset.

海洋蘭卡 (私人) 有限公司舉辦日常卓越和策略性領導運動心理學培訓

海洋蘭卡的管理團隊參加了兩個動態運動心理學計畫。這些特殊培訓計劃成功為員工提供心理技能培訓，包括提升心理韌性、毅力及注意力、壓力管理和建立信心等，鼓勵個人或團隊在日常工作中不斷追求卓越。它使團隊在很大程度上改善身心狀態，並專注於提升身體、心理、社交和精神技能。了解運動心理學與服裝產業策略性領導之間的相似之處，揭開達致最佳績效的祕密，推動創新和成功，並賦予管理團隊獲勝心態。





Other on-the-job training is arranged based on the specific job requirements of employees, covering areas such as quality control, environmental safety, emergency management, information security, customs legislation, and trade safety. The Group regularly assesses the effectiveness of its training programs and evaluates employee performance based on job capabilities, making adjustments as needed to align training with employee needs and business objectives.

At Ocean Lanka, a diverse range of training programs was offered to workers during the Reporting Period, covering the following topics:

- Business Ethics and Compliance: 8 courses
- Workplace Safety: 7 courses
- Professional Development and Leadership: 10 courses
- Health and Well-Being: 3 courses
- Industry-Specific and Technical Training: 6 courses
- Conferences and Summits: 3 courses
- Workshops and Seminars: 1 course

其他在職培訓則根據員工具體工作崗位要求安排，包括質量控制、環境安全、應急管理、信息安全、海關法規及貿易安全等相關領域。集團會定期評估培訓計劃的成效，並根據員工的崗位能力表現進行考核，適時調整培訓內容以符合員工需求與業務發展目標。

報告期間，海洋蘭卡為員工提供了豐富多元的培訓課程，主要涵蓋以下主題：

- 商業道德與合規：8門課程
- 職場安全：7門課程
- 專業發展與領導力：10門課程
- 健康與福祉：3門課程
- 產業特定技術培訓：6門課程
- 會議與高峰會：3場次
- 工作坊與研討會：1場次



Ocean Lanka (Private) Co., Ltd. held its annual team-building activity in 2024

Ocean Lanka held its annual team-building activity in February 2024. All employees gathered, providing an opportunity for employees from different departments and teams to participate in activities, enhance mutual understanding, interaction, and cooperation, and create unforgettable memories.

海洋蘭卡(私人)有限公司舉辦2024年度員工團隊建設活動

海洋蘭卡於2024年2月舉行了一年一度的團隊建設活動。所有員工聚集在一起，提供了機會讓不同部門和團隊的員工共同參與活動，增加彼此之間的了解、互動和合作，創造難忘的回憶。



As a company that values employee opportunities, the Company is committed to providing diverse opportunities for our employees. This team-building activity was a journey filled with friendship, growth, and shared experiences, allowing employees to escape from work pressures and enjoy leisure and relaxation. It is hoped that reducing the stress and fatigue of the employees, to improve their physical and mental well-being, increase their happiness and quality of life, and foster a positive work attitude among employees. Additionally, it helped foster a stronger teamwork spirit, enhance internal communication and collaboration, improve work efficiency, and strengthen employees' sense of belonging and unity.

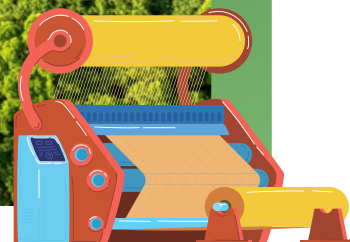
作為一家注重員工機會的公司，本公司致力於為員工提供多元化的機會。本次團隊建設活動是一次充滿友誼、成長和分享經驗的旅程，讓員工遠離工作壓力，享受休閒和放鬆的時光。希望透過減輕員工的壓力和疲勞，提升他們的身心健康，增加幸福感和生活質量，促進員工保持積極的工作態度。同時，亦有助於建立更強大的團隊合作精神，改善內部溝通和協作，提高工作效率，加強員工的歸屬感和凝聚力。

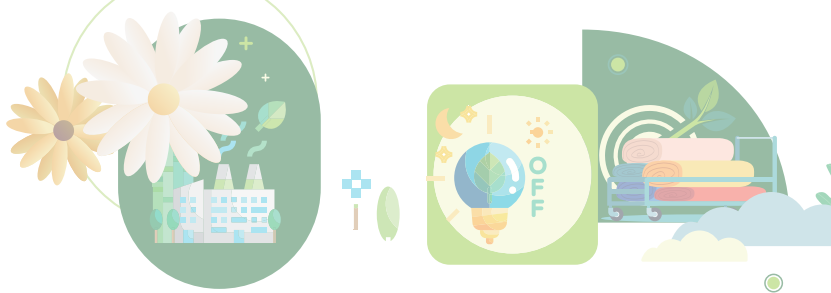


A total of 9,458 hours of training courses were conducted during the Reporting Period, the average training time per employee was 2.25 hours. The percentage of employees trained and the average training hour per employee by gender and employment category are shown below:

報告期間共計開展9,458小時的培訓課程，員工平均接受培訓時數為2.25小時。各類員工按性別及職位類別的受訓比例及人均培訓時數如下表所示：

		% of employees trained 接受培訓的員工百分比	Average training hours per employee 每位員工的平均培訓時數
By employee category	按就業類別劃分		
Senior management	高層管理人員	71 %	7.83
Middle Management	中層管理人員	53 %	5.68
Frontline & other staff	前線及其他員工	68 %	1.99
By gender	按性別劃分		
Male	男	68 %	2.17
Female	女	67 %	2.47





Labor Standards

Child and forced labor are strictly prohibited in the workplace. The Group fully complies with the Law of the PRC on the Protection of Minors and the Employment of Women, Young People, and Children Act of 1956 in Sri Lanka. According to the Recruitment Policy, all employees must be 18 years of age or older. During the interview process, candidates are required to present formal identification documents, which the human resources department verifies to confirm their age and identity. There were no instances of child labor or forced labor within the Group during the Reporting Period. Should any violations be identified, the Group will promptly terminate the employment of those involved and take appropriate disciplinary action against anyone breaching relevant laws and regulations.

The employment contract includes clauses aimed at preventing child and forced labor. It specifies that if any forced labor involving violence, threats, illegal restrictions on personal freedom, or degrading treatment occurs, employees have the right to terminate their contracts, with compensation to be provided by the Group. During the Reporting Period, the Group has not encountered any incidents related to child labor or forced labor.

Equal Opportunity

The Group values individual differences in the workplace and actively hires employees from diverse age groups, genders, and ethnic backgrounds. The Group complies with all relevant laws and regulations regarding equal employment, including the Labor Law of the PRC, the Employment Promotion Law of the PRC, and applicable laws in Sri Lanka. Additionally, the equal opportunity and anti-discrimination policies outlined in the employee handbook protect the legitimate rights of employees and shield them from discrimination based on gender, nationality, ethnicity, religion, political affiliation, age, or any other unlawful criteria. Equal opportunities are provided to all employees in areas such as recruitment, training and development, job advancement, compensation, benefits, and other related aspects.

勞動標準

本集團嚴格禁止工作場所使用童工及強迫勞動，全面遵守《中華人民共和國未成年人保護法》及斯里蘭卡1956年頒布的《婦女、青年和兒童就業法案》。根據招聘政策規定，所有入職員工必須年滿18週歲。在面試過程中，應聘者需出示正式身份證明文件，人力資源部門將嚴格核查其年齡及身份資訊。報告期內，集團未發生任何童工或強迫勞動事件。如發現任何違規行為，集團將立即終止涉事人員的僱傭關係，並對違反相關法律法規的責任人採取相應紀律處分。

勞動契約中設有專門條款預防童工及強迫勞動，明確規定如發生涉及暴力、威脅、非法限制人身自由或侮辱性待遇的強迫勞動情形，員工有權解除勞動契約，集團將依法給予相應補償。報告期內，集團未發生任何與童工或強迫勞動相關的事件。

平等就業機會

本集團重視職場中的個體差異，積極吸納不同年齡段、性別及民族背景的員工。集團嚴格遵守關於平等就業的各項法律法規，包括《中華人民共和國勞動法》、《中華人民共和國就業促進法》以及斯里蘭卡相關法律。同時，員工手冊中載明的平等機會及反歧視政策，有效保障員工免受基於性別、國籍、民族、宗教、政治立場、年齡或其他非法因素的歧視，切實維護員工合法權益。在招聘錄用、培訓發展、職務晉升、薪酬福利等各個環節，集團均向所有員工提供平等的發展機會。



2. Operating Practices

Supply Chain Management

As a responsible corporation, the Group is dedicated to complying with all applicable laws and regulations while actively contributing to a sustainable future in partnership with its suppliers. The Group emphasizes principles of mutual benefit and win-win cooperation when engaging with qualified and reputable suppliers.

Effective communication is vital to fostering long-term relationships based on trust and collaboration. The Group prioritizes the quality of raw materials, which is essential for maintaining process control and achieving the desired product quality. The primary raw materials procured at the Production Sites include yarns and chemical dyes.

To ensure that these materials meet industry standards and satisfy customer expectations for quality and safety, the Group has implemented a rigorous supplier management system. This system includes stringent criteria and processes for selecting and evaluating suppliers, ensuring that all raw materials acquired meet the required standards and specifications.

By establishing strong relationships with suppliers and implementing robust quality control measures, the Group aims to deliver products that meet the highest industry standards while fulfilling customer demands for quality and safety.

2. 營運慣例

供應鏈管理

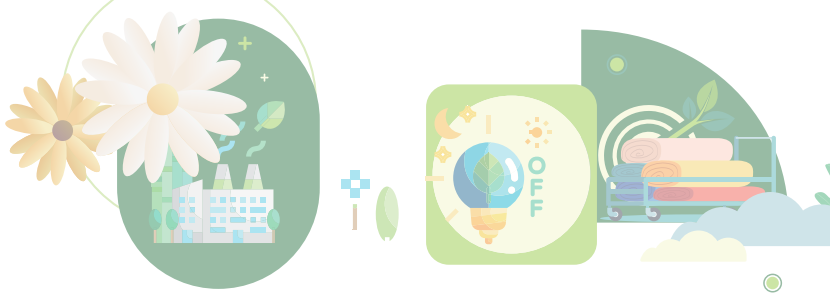
作為負責任的企業集團，我們致力於遵守所有適用法規，並與供應商攜手共創永續未來。本集團在與合格且信譽良好的供應商合作時，始終秉持互利共贏的核心原則。

暢通的溝通管道是建立長期信任合作關係的基石。我們特別重視原物料品質管控，這對製程管理與產品品質至關重要。各生產基地主要採購的原物料包括紗線與化學染料等。

為確保這些原料符合行業標準並滿足客戶對品質與安全的要求，本集團建立了嚴格的供應商管理體系。該體系包含供應商評選與考核的嚴謹標準及流程，以保證所有採購的原物料均能達到要求的規範標準。

透過與供應商建立穩固的合作關係及實施完善的品質管控措施，本集團力求提供符合最高行業標準的產品，同時滿足客戶對品質與安全的期待。





Suppliers are evaluated based on their company structure, production capacity, product details, equipment details and the results of on-site inspections in accordance with a number of strict internal quality standards. They are required to provide relevant test reports or certificates of the raw materials per customer's request. Multiple quality tests are carried out on the samples provided (e.g., yarn samples, dye samples) to ensure they fulfill the quality requirements:

- Any yarn supplier without procurement record over the past six months shall re-provide yarn sample to determine its quality;
- For chemical raw material suppliers, an evaluation period of 3 to 6 months is required for new products. Only suppliers with stable quality and logistic performance could be enlisted on the regular procurement list;
- If a raw material sample fails the test, the whole batch of raw materials from the supplier will be put on hold to avoid affecting the Group's production and other operations. Production Sites will be informed to seek alternative suppliers;
- Dedicated department will follow up on new yarn brand and monitor its quality performance; and
- Raw materials must fulfill requirements of certain standards:
 - o Yarns with organic cotton must be Dutch Control Union or French ECOCERT certified;
 - o Cotton must be Better Cotton Initiative ("BCI") certified to ensure minimal impact on soil and crops;
 - o Recycled polyester must fulfil the Recycled Claim Standard (RCS); and
 - o Synthetic fiber (mainly rayon) must be certified by the Programme for the Endorsement of Forest Certification ("PEFC") or the Forest Stewardship Council ("FSC") upon clients' request to reduce impact on the natural environment.

我們依據多項嚴格的內部品質標準對供應商進行全面評估，包括：公司架構、生產能力、產品規格、設備詳情以及實地稽核結果。供應商須配合客戶要求提供相關測試報告或原物料認證文件。對於提供的樣品（如紗線樣品、染料樣品等），我們會進行多重品質檢測以確保其符合品質要求：

- 任何在過去6個月內，並無記錄顯示須要求紗線供應商重新提供紗線樣本，以確定其質量；
- 化工原材料供應商的新產品需接受3至6個月的評估期。本集團只會將質量和物流供應穩定的供應商加入常規採購清單中；
- 如某原材料樣本未能通過測試，供應商的整批原材料將被抽起，以免影響本集團的產品及營運過程。我們將通知生產基地另覓供應商以作替代；
- 專責部門會與新紗線品牌跟進，以監察其質量表現；及
- 原材料必須符合某些標準的要求：
 - o 有機棉紗線必須獲荷蘭管制聯盟 (Control Union)或法國國際生態認證ECOCERT；
 - o 棉物料必須獲良好棉花發展協會 (BCI)認證，以確保對土壤和農作物的影響最小；
 - o 再生聚酯必須符合回收聲明標準 (RCS)；及
 - o 合成纖維（主要為人造纖維絲）必須根據客戶的要求，通過森林認證認可計劃(PEFC)或森林管理委員會 (FSC)的認證，以減少對自然環境的影響。



In addition, the Group places a strong emphasis on combating child labor and forced labor, as well as preventing the dissemination of cotton to extremist groups. The Group avoids sourcing raw materials from countries known for using child labor, forced labor, or those involved in terrorism. It actively responds to international calls to prevent the use of cotton from Uzbekistan, Turkmenistan, and Syria, as well as products containing cotton or fabric made in Bangladesh. To uphold these standards, the Group requires suppliers to sign an undertaking confirming that their goods do not include cotton from the aforementioned countries.

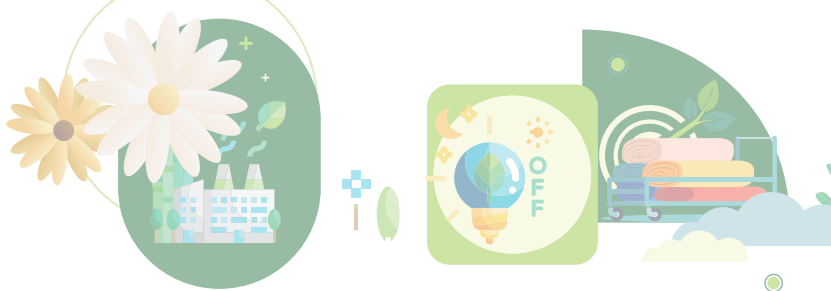
To diversify risk and enhance competitiveness, the Group sources yarn and dyeing materials from various regions, including the PRC, India, Taiwan, Pakistan, and Korea. Ocean Lanka follows a stringent supplier selection process that involves a thorough review of supporting documents, such as business registration, referral background checks, and relevant certifications from the Central Environmental Authority (CEA) or similar bodies. Suppliers with a history of non-compliance or unethical practices are carefully evaluated and may be delisted or denied contracts to maintain high standards of quality and ethics. Internal audits are conducted regularly to ensure ongoing compliance with quality standards, reviewing annual agreements, licenses, and certifications, including the Environmental Protection License (EPL).

In addition to social responsibility, the Group prioritizes products with eco-labels to promote environmentally friendly practices. Supplier environmental performance is evaluated annually. Since 2009, Ocean Lanka has been sourcing sustainably grown cotton, aiming for 45% of its fabric and yarn to come from sustainable sources within the next decade. In 2020, Ocean Lanka partnered with Cotton Made in Africa (CmiA), a leading standard for sustainably produced cotton, and became a member of the U.S. Cotton Trust Protocol during the Reporting Period. This partnership ensures that cotton sourced from the United States is produced sustainably and minimizes environmental and societal risks. Ocean Lanka aims to procure at least 75% of its total cotton from sustainable sources by 2025. The sustainable certified product sale against total sale during the Reporting Period reached 17%.

此外，本集團高度重視打擊童工與強迫勞動，並防止棉花流入極端組織。我們避免從以使用童工、強迫勞動或涉及恐怖主義活動而聞名的國家採購原物料，同時積極響應國際呼籲，杜絕使用來自烏茲別克、土庫曼、敘利亞的棉花，以及含有孟加拉產製棉花或織品的產品。為落實這些標準，本集團要求供應商必須簽署承諾書，保證其貨品不包含上述國家產製的棉花。

為分散風險並提升競爭力，本集團從多個地區採購紗線與染劑原料，包括中國、印度、台灣、巴基斯坦及韓國等地。海洋蘭卡遵循嚴格的供應商遴選程序，包括詳細審查營業登記證、推薦背景調查，以及中央環境局(CEA)等機構核發的相關認證文件。對於曾有違規紀錄或不符合道德標準的供應商，我們會進行嚴格評估，並可能取消其資格或拒絕簽約，以維持高標準的品質與道德要求。我們定期執行內部稽核，檢視年度合約、許可證及環境保護許可證(EPL)等認證文件，以確保持續符合品質標準。

除了社會責任外，本集團優先採購具有環保標章的產品，推動永續環保實踐。我們每年評估供應商的環境績效表現。自2009年起海洋蘭卡即開始採購永續種植的棉花，目標是在未來十年內達成45%的布料與紗線來自永續來源。2020年，海洋蘭卡與永續棉花領導標準「非洲產棉花」(CmiA)建立合作關係，並於報告期間加入「美國棉花信任協議」(U.S. Cotton Trust Protocol)，確保從美國採購的棉花符合永續生產標準，並將環境與社會風險降至最低。海洋蘭卡計劃在2025年前實現75%的棉花總採購量來自永續來源。報告期間，永續認證產品銷售額佔總銷售額的比例已達到17%。



During the Reporting Period, the Production Sites procured major materials from 878 suppliers of the following regions.

在報告期間，各生產基地共從878家供應商採購主要原物料，這些供應商分佈於以下地區：

Region 地區	Number of suppliers 供應商數量	Types of suppliers 供應商類型
The PRC 中國大陸	806	Raw and auxiliary materials (e.g., dyes, fabric, chemicals, yarns, garment accessories), production machinery and equipment, construction services providers and outsourced processors 原材料及輔料 (例如染料、紡織物、化學品、紗線、服裝輔料)、生產機械和設備、建築服務供應商及外判加工商
Taiwan 台灣	1	Raw and auxiliary materials 原材料及輔料
Hong Kong 香港	1	Raw and auxiliary materials 原材料及輔料
The United States 美國	70	Utilities 公用事業
Total 總計	878	

Product Responsibility

Management Guideline for Standardized Safe Production

The Group is dedicated to producing high-quality knitting, dyeing, finishing, and garments. To ensure safety in the garment manufacturing sector, the Group adheres to a management guideline known as “the Guideline.” This framework establishes measures to regulate production activities, which include:

- Implementation of a health and safety management system
- Regular inspections to identify potential hazards
- Monitoring of major risk sources
- Establishment of accident prevention mechanisms

By following the Guideline, the Group ensures compliance with all relevant laws, regulations, and standards related to production safety. It consistently strengthens the standardization of safe production across all daily processes. This commitment ensures that the workforce, machinery, materials, and working environment are maintained in healthy conditions conducive to safe production.

During the Reporting Period, there were no material non-compliance issues related to health and safety regulations for the products provided.

產品責任

安全生產標準化管理指引

本集團專注於生產高品質的針織、染整及成衣產品。為確保服裝製造業的生產安全，我們嚴格遵循「生產安全管理指南」（以下簡稱「指南」）之規範。該管理架構制定了一系列調控生產活動的措施，具體包含：

1. 職業健康安全管理体系建置
2. 潛在危害定期巡查機制
3. 重大風險源監控方案
4. 事故預防體系建構

透過貫徹「指南」要求，本集團確保所有生產活動完全符合國內外安全生產相關法規與國際標準。我們持續強化日常作業流程的安全標準化建設，使人員、設備、物料及工作環境始終保持符合安全生產要求的最佳狀態。

在報告期間，本集團所提供的產品均未發生任何重大職業健康安全法規不合規事件。



Quality Assurance

Product quality is fundamental to the survival and development of enterprises. The Group always pays attention to quality and customers' feedback on their product-consuming experience. Its quality control department ("QCD"), independent of its production system, follows up with customers' expectations so as to further enhance the Group's market competitiveness. The QCD supervises quality tests and spot checks as a third-party. It also exercises full-range quality control in the production area:

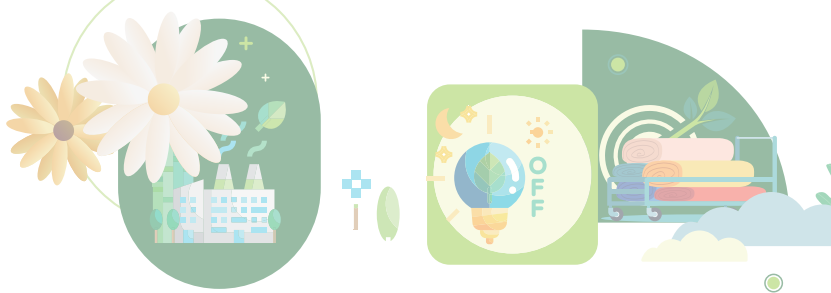
質量保證

產品質量是企業生存和發展的重要基石。本集團一直關注質量及客戶對產品消費體驗的意見。我們的品質控制部門（「品控部」）獨立於整個生產系統，並透過持續了解客戶的期望，進一步提升本集團的市場競爭力。作為獨立的第三方，品控部負責監督質量測試和抽查。在生產區域中，品控部會進行全方位的質量控制：

Type of Inspection 檢驗類型	Quality Control Requirement 質量控制要求
Grey fabric inspection 胚布檢查	100% sampled to examine yarn source and check for fabric flaws 抽樣檢查100%紗線來源，以確定有否出現布料瑕疵
Dyed fabric inspection 漂染後布匹中驗	100% sampled to check for dyeing flaws 抽樣檢查100%，以確定有否漂染上的瑕疵
Preprocessed fabric inspection 整理後布匹尾驗	100% sampled to check for preprocessing flaws 抽樣檢查100%，以確定在進行工序前是否已出現瑕疵
Post-printing inspection 印花後檢驗	100% tested to check for printing defects 檢查100%，以確定有否出現印製上的瑕疵
Finished fabric inspection 成品布料檢查	100% tested to check for flaws of any kind on the fabric and sent to the laboratory for physical and chemical indicator testing 檢查100%，以確定布料上任何類型的瑕疵，並送往實驗室進行物理和化學指標檢測 Standardized packaging and warehousing, and delivery as per customer instructions 根據客戶的要求進行統一的包裝、倉儲及交付

The Group is committed to ensuring that the selection of raw materials and production processes meet the quality and production standards specified by customers. To uphold these standards, third-party professionals appointed by customers conduct inspections and compliance checks at the Production Sites, focusing on product quality as well as environmental and labor standards.

本集團致力確保所選用的原材料及生產流程皆符合客戶要求的品質與生產標準。為維護這些標準，由客戶指定的第三方專業人員會定期至生產基地進行檢驗與合規審查，重點關注產品品質以及環境與勞動標準。



To guarantee fabric safety for consumers, the Group sources yarns and manufactures products that meet various international eco-textile certification standards, including the Oeko-Tex Standard 100, issued by the International Oeko-Tex Association. Certified yarns undergo rigorous laboratory testing for a wide range of harmful substances, including formaldehyde, heavy metals, pesticides, phenols, human carcinogens, allergenic dyes, and over a hundred additional parameters. This testing ensures that both yarn materials and finished products are free from harmful substances that could affect human health or the environment.

Additionally, Jiangyin Fuhui has obtained several key certifications, including the Global Recycled Standard (GRS), the Global Organic Textile Standard (GOTS), and the Organic Content Standard (OCS) 2.0. These certifications confirm the organic status of textiles, prohibit the use of chemicals known to cause cancer, birth defects, or reproductive harm, and ultimately provide credible assurance to customers regarding the safety and sustainability of the products.

Complaints Handling

The Group implements a product verification process in alignment with the standards agreed upon with customers. When a customer raises a complaint regarding product quality, the Group requests a sample related to the concern and/or assigns its quality control team to collaborate with the customer to determine responsibility for the issue. If the Group is found to be responsible, immediate remedial actions are taken, and an internal review is conducted to prevent recurrence of the incident. Notably, no complaints were received during the Reporting Period, reflecting the Group's commitment to delivering products that meet customer expectations.

In the event of a product recall due to safety or health concerns, the Group promptly communicates with clients to explain the reasons for the recall and to identify the most appropriate and viable solutions. During the Reporting Period, there were no instances of material non-compliance with laws and regulations related to advertising and labeling of products and services, and no products were recalled due to safety or health issues.

為保證織物對消費者的安全性，本集團採購的紗線與製造的產品均符合多項國際生態紡織品認證標準，包括國際環保紡織協會頒發的 Oeko-Tex Standard 100 認證。通過認證的紗線需經過實驗室嚴格測試，檢測範圍涵蓋甲醛、重金屬、農藥、酚類、人類致癌物質、致敏染料等上百種有害物質參數。此項測試確保紗線原料與成品均不含有可能危害人體健康或環境的有害物質。

此外，江陰福匯已取得多項重要認證，包括全球回收標準(GRS)、全球有機紡織品標準(GOTS)以及有機含量標準(OCS)2.0版。這些認證不僅確認了紡織品的有機屬性，更禁止使用已知可能導致癌症、出生缺陷或生殖危害的化學物質，最終為客戶提供了產品安全性與永續性的可信保證。

投訴處理

本集團嚴格執行與客戶共同議定之產品驗證流程。當客戶提出產品品質相關申訴時，本集團將要求提供相關樣品，並指派品質管控團隊與客戶共同釐清責任歸屬。若確認屬本集團責任，將立即採取補救措施，同時進行內部檢討以防止問題再次發生。值得說明的是，報告期間未接獲任何客訴案件，充分體現本集團對產品品質的堅持與承諾。

若因安全或健康疑慮需啟動產品召回程序，本集團將立即與客戶溝通，說明召回原因並協商最適切之解決方案。報告期間，本集團產品與服務之廣告標示均符合相關法規要求，且未發生任何因安全或健康問題導致之產品召回事件。



Intellectual Property and Confidentiality

The Group has made significant investments in patent applications for new designs and technologies at the State Intellectual Property Office of the PRC since its establishment. To safeguard its intellectual property (IP) rights, as well as those of third-party organizations, the Group has implemented a robust management system and internal measures.

When developing new products, the Group first assesses whether any self-owned IP is involved. If so, confidentiality agreements are signed with relevant suppliers and customers to protect IP, privacy, and trade secrets. Regular reviews of internal policies and systems ensure the effectiveness and proper implementation of IP protection measures, safeguarding proprietary information. Furthermore, all employees are required to sign confidentiality agreements, prohibiting them from disclosing trade secrets or confidential information that could result in direct or indirect harm to the Group.

During the Reporting Period, there were no material non-compliance issues related to IP and privacy laws and regulations.

Data Protection and Cybersecurity

The Group has implemented essential measures to proactively prevent data breaches and enhance our cybersecurity infrastructure and digital systems. Our cybersecurity protocols are strategically made to shield our customers, employees, products, suppliers, networks, and data from potential disruptions or breaches.

知識產權及保密

自成立以來，本集團持續向中國國家知識產權局申請新設計與技術專利，並建立完善的管理制度與內部措施，以保護自身及第三方機構的智慧財產權。

在開發新產品時，本集團首先評估是否涉及自有智慧財產權。若確認涉及，將與相關供應商及客戶簽訂保密協議，以確保智慧財產權、隱私及商業機密獲得充分保護。透過定期檢視內部政策與制度，本集團確保智慧財產權保護措施的有效執行，並保障專有資訊安全。此外，全體員工均須簽署保密協議，嚴禁洩露任何可能直接或間接損害集團利益的商業機密或機密資訊。

在報告期間，本集團未發生任何違反智慧財產權與隱私法規之重大事件。

資料保護與網路安全

本集團已實施關鍵措施，主動防範資料外洩並強化網路安全基礎建設與數位系統。我們的網路安全策略旨在全面保護客戶、員工、產品、供應商、網路及資料，避免潛在的干擾或侵害風險。





Protection of data and privacy policy

The Group places a high priority on protecting stakeholders' privacy when collecting, processing, and using their personal data. Compliance with applicable data protection laws and regulations is ensured, alongside the implementation of appropriate technical measures to prevent unauthorized access or use of personal data. Stakeholders' personal data is securely stored and processed, used solely for the intended purpose of collection.

To uphold confidentiality, relevant parties are required to sign confidentiality agreements in line with Group Policy, ensuring that the daily information of suppliers and customers remains confidential. In managing employee privacy, the Group has developed specific privacy policies that detail the handling of documents related to employee privacy. This includes strict adherence to the Personal Data (Privacy) Ordinance enacted by the Hong Kong Government and relevant national laws, reinforcing the Group's commitment to protecting employee interests.

Innovative Research and Development

In order to meet the diverse needs of customers and to launch products with more innovative and sustainable features, the Group has aggressively explored smart technologies, new materials and advanced manufacturing processes. Over the years, the Group has launched numbers of innovative fabrics under its brand "Fountain Set™" with features including eco-friendly, fresh, moisture-wicking and UV protection to address market demand and to enhance market competitiveness.

Meanwhile, an employee reward system is established to encourage feasible innovative suggestions for cost reduction, improvement of quality and process, energy conservation, and emission reduction. Frontline workers with vast experience in the field always contribute useful and creative ideas on improving production capacity.

資料與隱私保護政策

本集團高度重視利害關係人隱私，在蒐集、處理及使用其個人資料時，嚴格遵守適用的資料保護法規，並採取適當技術措施防止未經授權的存取或使用。所有個人資料均安全儲存與處理，且僅用於原始蒐集目的。

為確保機密性，相關各方須依集團政策簽署保密協議，保障供應商與客戶日常資訊的保密性。在員工隱私管理方面，本集團制定專屬隱私政策，明定隱私相關文件的處理程序，包括嚴格遵守香港政府頒布的《個人資料（隱私）條例》及相關國家法律，以落實對員工權益的保障。

創新研發

為滿足客戶多元需求並推出更具創新性與永續特性的產品，本集團積極探索智能技術、新材料與先進製程。多年來，本集團旗下品牌「Fountain Set™」已推出多款創新面料，包括環保、清新、吸濕排汗及抗紫外線等功能性產品，以因應市場需求並提升競爭力。

同時，本集團建立員工獎勵制度，鼓勵提出具可行性的創新建議，涵蓋成本節約、品質與流程改善、節能減排等範疇。擁有豐富現場經驗的一線員工，經常為提升產能貢獻實用且具創意的構想。



Shatin Lakeside

Innovative products:

- Super durable, fluorine-free waterproof processed cotton knitted fabric
- 4-in-1 (anti-pilling, anti-shrink, anti-wrinkle, anti-fading) knitted fabric
- Quick-drying polyester/Tencel air layer knitted fabric
- Fresh odor-resistant polyester/viscose knitted fabric
- Temperature-changing coated printed fabric
- Graphene printed fabric
- Comforton printed fabric
- Pure polyester quick-drying knitted fabric
- UV-resistant knitted fabric
- Polyester/cotton quick-drying knitted fabric
- 36-roller brushed, fleece sweatshirt knitted fabric

Sustainable products:

- Knitted organic cotton dyed fabric
- Knitted regenerated fiber dyed fabric

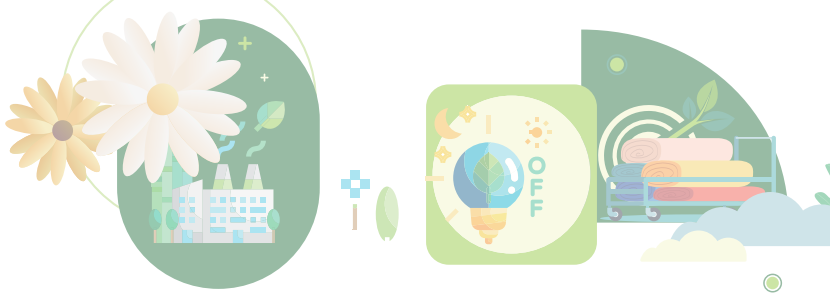
沙田麗海

創新產品系列：

- 超耐久無氟防水處理棉質針織面料
- 四效合一（抗起球、抗縮水、抗皺褶、抗褪色）針織面料
- 速幹滌綸／天絲空氣層針織面料
- 清新防臭滌綸／粘膠針織面料
- 溫變塗層印花面料
- 石墨烯印花面料
- 康芙絨印花面料
- 純滌綸速幹針織面料
- 抗紫外線針織面料
- 滌棉混紡速幹針織面料
- 36輥刷毛搖粒絨針織面料

可持續產品系列：

- 有機棉染色針織面料—通過GOTS有機認證，從種植到紡紗全程可追溯
- 再生纖維染色針織面料—採用GRS認證再生聚酯纖維，廢棄物再利用率達30%以上



Ocean Lanka

Innovative products:

- Metal Free Anti Odor Fabric
- Naturally Colored Cotton Fabric
- Circulose Yarn Fabric Development
- Cooling Finish Fabric
- Ionic + Plant Based Anti Odor Fabric
- Temsmar Thermoregulation Fabric
- HeiQ Skin Care Finish Fabric
- BRRR Cooling polyester fabric

Sustainable products:

- GOTS Certified organic cotton
- OCS Certified organic cotton
- GRS Certified organic cotton
- RCS Certified organic cotton
- Regenagric Certified cotton
- Bluesign approved chemical
- ZDHC approved chemical
- BCI cotton

海洋蘭卡

創新產品系列：

- 無金屬離子抗菌除臭面料
- 天然彩棉原色面料
- 循環再生纖維素紗線面料
- 涼感整理面料
- 離子結合植物萃取抗菌面料
- Temsmar智能調溫面料
- HeiQ護膚整理面料
- BRRR涼感聚酯纖維面料

可持續產品系列：

- GOTS認證有機棉
- OCS認證有機棉
- GRS認證有機棉
- RCS認證有機棉
- Regenagric認證棉
- Bluesign®核准化學品
- ZDHC MRSL合規化學品
- BCI棉花



Anti-corruption

The Group upholds the highest standards of honesty, integrity, and fairness, ensuring that all business practices are conducted without undue influence. To support this commitment, the Group collaborates with customers to implement effective whistle-blowing policies aimed at combating corruption.

Anti-Corruption Policy

Internally, the Group's Anti-Corruption Policy outlines its ethical standards and procedures for addressing ethics violations. This policy is thoroughly documented and communicated through the employee handbook, confidentiality agreements, and guidelines on conflicts of interest. The Anti-Corruption Monitoring and Investigation Committee is tasked with overseeing compliance and investigating any alleged cases of corruption or bribery, particularly in procurement activities, which are strictly prohibited.

Employee Protection and Whistle-blowing

The Group takes allegations of discrimination, harassment, and unethical conduct seriously. A dedicated Whistle-blowing Policy encourages employees to report suspected misconduct, malpractice, or unfair treatment. Whistle-blowers can confidentially report concerns verbally or in writing to management and are protected against retaliation, including unfair dismissal or victimization. Anonymous reports can also be made through designated grievance channels, including a dedicated email account.

The Group ensures that all reported suspicious or illegal behavior is investigated discreetly. Confirmed cases are reported to law enforcement agencies to safeguard the Group's interests.

反貪污政策

本集團秉持誠信、正直與公平之最高標準，確保所有商業行為均不受不當影響。為落實此承諾，本集團與客戶合作實施有效的舉報政策，共同打擊貪腐行為。

內部反貪腐規範

本集團《反貪污政策》明確規範道德標準及違規處理程序，相關內容詳載於員工手冊、保密協議及利益衝突準則中。反貪污監察與調查委員會專責監督合規情況，並針對採購活動等高風險領域進行貪腐或賄賂行為調查，此類行為均被嚴格禁止。

員工保護與舉報機制

本集團嚴肅對待歧視、騷擾及不道德行為之指控，設有專屬《舉報政策》鼓勵員工通報可疑不當行為、瀆職或不平等待遇。舉報者可透過口頭或書面形式向管理層保密陳情，並受保護免遭報復性解僱或迫害。另設指定申訴管道（含專用電子信箱）接受匿名舉報。

所有通報之可疑或非法行為均將進行保密調查，經查證屬實者將通報執法機關，以維護集團權益。



Legal Compliance

The Group strictly adheres to national anti-bribery and corruption laws, including the Prevention of Bribery Ordinance of Hong Kong, the Criminal Law of the PRC, the Law of the PRC on Anti-Money Laundering, as well as other applicable regulations in the PRC and Sri Lanka.

During the Reporting Period, there were no concluded legal cases regarding corrupt practices against the Group or its employees, and no instances of non-compliance with laws and regulations related to money laundering, bribery, extortion, fraud, or corruption were reported.

Anti-corruption training

During the Reporting Period, the Group provided anti-corruption and business ethics training to its directors and employees. The training was administered to 512 employees and all directors of the Group, ensuring that relevant personnel received comprehensive instruction in these areas.

法規遵循

本集團嚴格遵守國內外反貪腐及反洗錢法規，包括香港《防止賄賂條例》、《中華人民共和國刑法》、《中華人民共和國反洗錢法》，以及斯里蘭卡相關法令。

報告期間，本集團及其員工未涉及任何已裁決之貪腐案件，亦未發生違反洗錢、賄賂、勒索、詐欺或貪腐相關法規之情事。

反貪污培訓

於報告期內，本集團為董事及員工進行了反貪污及商業道德培訓。培訓對象為512名員工和本集團內所有董事，以確保相關人員全面掌握這方面的要求及規範。

	Percentage of employees who received training 接受過培訓的員工之百分比	Average training hours 平均培訓時數
Directors 董事	100%	6
Staff 員工	16%	1.45

Community Investment

The Group is committed to community engagement and actively seeks to support local development while proactively addressing community needs. This is accomplished through the Group's focus on various aspects of social responsibility, such as education and community care. The Group contributes to public welfare activities, including blood donations and bursaries. By providing long-term support to the community, the Group fosters a corporate culture that creates shared value, supports disadvantaged social groups, and generates long-term economic, social, and environmental benefits for the communities in which it operates.

社區投資

本集團致力參與社區建設，並主動尋求促進當地發展的機會，以積極滿足社區需求。當中，本集團積極關注社會責任的各個層面，例如教育和社區關懷活動；亦積極參與公益活動，包括參與捐血活動及助學金計劃等。透過為社區提供長期支援，本集團培育了一個創造共享價值的企業文化，支援弱勢社群，並為生產基地所在社區的經濟、社會和環境帶來長期的效益。

CASE STUDY 個案研究

Community Care – Fountain Set (Holdings) Limited

2024 Mid-Autumn Festival volunteer elderly care center visit

As the Mid-Autumn Festival approached, a dedicated team of 11 volunteers from our Company went to Chung Tao Elderly Centre (First Branch) in Kwai Chung on 17 September 2024 to celebrate with the elderly. The purpose of this visit is to send holiday blessings, create unforgettable moments, and demonstrate a caring and helpful spirit.

The activity included simple gentle stretch and hand exercises, singing classic songs with the elderly, and guessing lantern riddles. During the activity, volunteers had the invaluable opportunity to communicate and interact with the elderly. Prior to the conclusion of the event, the Company thoughtfully prepared traditional Mid-Autumn moon cakes, festive fruits, and mini lanterns, which were distributed by volunteers to the elderly, enveloping the atmosphere with a rich sense of festivity.



The Company extends heartfelt gratitude to all colleagues for their enthusiastic participation and support, creating a positive and active atmosphere that made this visit a success, enhancing the warmth and joy of the Mid-Autumn Festival. The Company plans to continue organizing similar activities in the future, perpetuating our commitment to continue creating value for society, practicing corporate social responsibility, contributing to the sustainable development of society, and giving back to the community.

社區關懷－福田實業(集團)有限公司

2024中秋節護老中心義工探訪活動

隨著中秋佳節臨近，本公司的一支由11名同事組成的義工隊於2024年9月17日前往位於葵涌的松濤護老中心（第一分院），與一眾長者進行慶祝活動。此次探訪旨在送上節日祝福，營造難忘時刻，並展現關愛助人的精神。

這次活動內容包括了簡單柔和伸展及健手操、與長者合唱經典金曲及猜燈謎環節，各位義工在活動期間有機會和各位長者交流、互動。在活動結束前，本公司亦準備了中秋月餅、應節水果及迷你燈籠，由各位義工分發給各位長者，營造濃厚的節日氣氛。



本公司亦衷心感謝各位義工同事的熱情參與及支持，營造了積極活躍的氛圍，使本次探訪活動得以成功舉辦，增添了中秋佳節的溫暖和喜悅。本公司計劃在未來繼續舉辦更多類似的活動，承諾持續為社會創造價值，堅定實踐企業社會責任，為社會可持續發展貢獻力量，回饋社會。

CASE STUDY 個案研究

Community Care – Ocean Lanka

Educational Support

The corporation supported 33 students over a two-year period to help them prepare for the Grade 5 Scholarship tests. In addition to this initiative, OCL staff coordinated various programs aimed at assisting underprivileged youth in the community.

Health and Well-Being

OCL prioritizes the physical and mental well-being of both its employees and the surrounding community. The organization has made substantial contributions to health programs, ensuring that young individuals in the neighbourhood have access to the necessary tools and opportunities to develop their skills and abilities.

Annual Blood Drive

Annual Blood Drive held at Ocean Lanka Office premises together with National Blood Transfusion Service to support and safeguard the community. Over 180 employees have participated in blood donation with assistance from the National Blood Transfusion Service – Sri Lanka.



Celebrates International Women's Day

International Women's Day, held on March 8 every year, is a global celebration to recognize women's achievements and promote gender equality. On this day, Ocean Lanka invited renowned local actress and public speaker Mrs. Duleeka Marapana, along with Mr. Pulasthi Jayasekara from the Community Police Training Team, to host a guest speaker session on the theme of "Embracing the Strength Within."



社區關懷－海洋蘭卡

教育支援

本集團於兩年期間資助33名學童參與五年級獎金考試培訓計劃，協助其提升學業競爭力。此外，海洋蘭卡員工更自主籌劃多項社區公益專案，持續為當地弱勢青少年提供教育資源與發展機會。

健康促進

海洋蘭卡將員工與社區居民的身心健康列為永續發展重點，透過實質投入醫療保健計畫，確保社區青年能獲取發展潛能所需的資源。具體作為包括與地區醫療機構合作建立健康篩檢站，贊助青少年體育發展器材與訓練課程及提供心理健康諮詢服務轉介管道。

年度捐血活動

海洋蘭卡與斯里蘭卡國家輸血服務中心合作，於廠區舉辦年度捐血活動，迄今累計超過180名員工參與。

慶祝國際婦女日

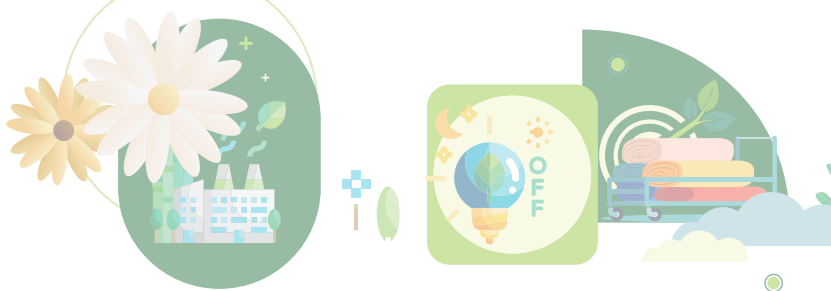
每年於3月8日的國際婦女日，是一個全球性的慶典，旨在表彰婦女的成就並促進性別平等。海洋蘭卡於國際婦女節當天邀請了當地著名女演員兼公共演講者 Duleeka Marapana 女士及社區警察培訓團隊的 Pulasthi Jayasekara 先生主持以「擁抱內在的力量」為主題的嘉賓演講。








APPENDIX I – AWARDS AND CERTIFICATIONS OF THE PRODUCTION SITES 附錄I—生產基地得獎及認證

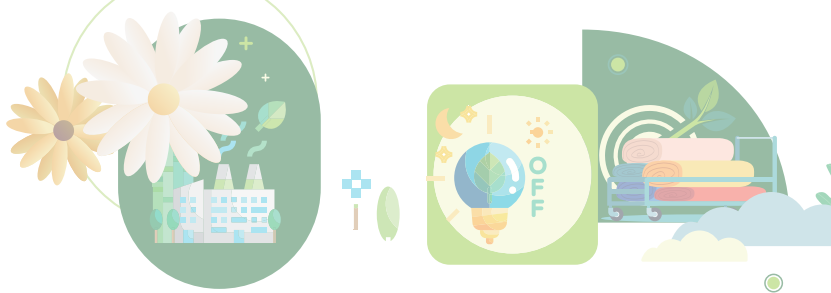
Quality Assurance 品質保證			
	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
	Fountain Set Limited 福田實業(集團) 有限公司	Scope Certificate (Global Recycled Standard 4.0 (GRS 4.0)) 全球回收聲明標準 (GRS 4.0)認證證書	Intertek Testing Services NA, Inc 天祥檢驗服務 有限公司
	Fountain Set Limited 福田實業(集團) 有限公司	Scope Certificate (Organic Content Standard (OCS) Version 3.0) 有機棉含量標準 (OCS 3.0)認證證書	ECOCERT GREENLIFE S.A.S. 愛科賽爾國籍總部
	Fountain Set Limited 福田實業(集團) 有限公司	Scope Certificate (Global Organic Textile Standard (GOTS) Version 6.0) 全球有機紡織品標準 (GOTS 6.0)認證 證書	ECOCERT GREENLIFE S.A.S. 愛科賽爾國籍總部



Quality Assurance 品質保證				
		Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
		Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	Oeko-Tex Standard 100 Certificate HKKO 041727 Oeko-Tex標準100證書 HKKO 041727	TESTEX AG, Swiss Textile Testing Institute TESTEX AG, 瑞士紡織 檢定所
		Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	Oeko-Tex Standard 100 Certificate HK015 215774 Oeko-Tex標準100證書 HK015 215774	TESTEX AG, Swiss Textile Testing Institute TESTEX AG, 瑞士紡織 檢定所
		Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	Oeko-Tex Standard 100 Certificate HKKO 056043 Oeko-Tex標準100證書 HKKO 056043	TESTEX AG, Swiss Textile Testing Institute TESTEX AG, 瑞士紡織 檢定所



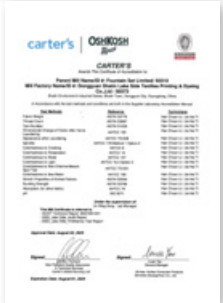



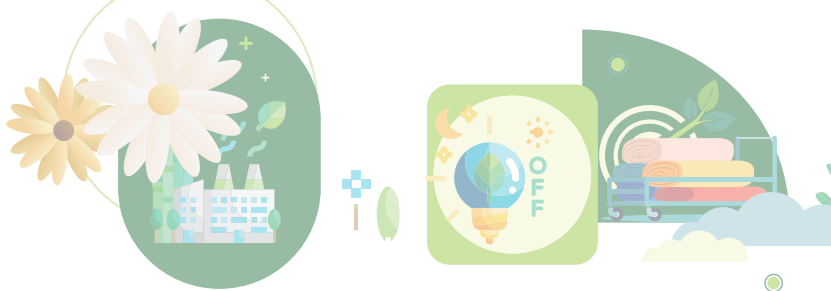
Quality Assurance 品質保證			
	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	Oeko-Tex Standard 100 Certificate HKD 20884 Oeko-Tex標準100證書 HKD 20884	TESTEX AG, Swiss Textile Testing Institute TESTEX AG, 瑞士紡織 檢定所
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	KOHL'S Color CERTIFICATION	KOHL'S 柯爾百貨公司
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	ANN TAYLOR LABORATORY APPROVAL CERTIFICATE	ANN TAYLOR 安氏集團
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	ARITZIA Lab Accreditation Certificate	ARITZIA
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	KOHL'S LAB CERTIFICATION	KOHL'S 柯爾百貨公司



Quality Assurance 品質保證			
	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	L.L.Bean Global Quality Assurance & Testing	L.L.Bean Inc.
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	Laboratory Accreditation Certificate	Next Retail Limited
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	PUMA Laboratory Accreditation Certificate	SGS
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	Laboratory Accreditation Certificate	Bureau Veritas Consumer Products Services (Guangzhou) Co., Ltd. 廣州必維技術檢測有限 公司 UNDER ARMOUR 安德瑪



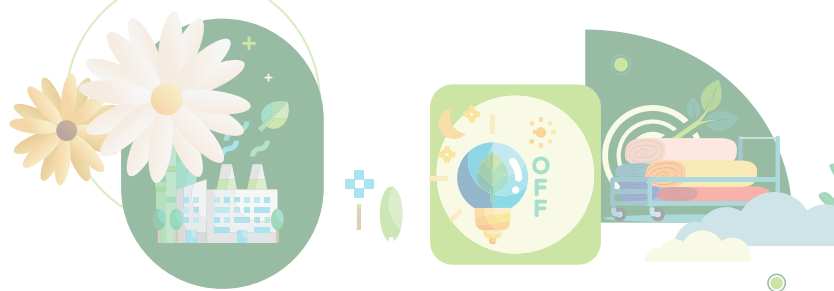
Quality Assurance 品質保證			
	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	Certificate of Accreditation	Bureau Veritas Consumer Products Services (Guangzhou) Co., Ltd. 廣州必維技術檢測有限 公司 The Children's Place
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	Datacolor Certify Certificate	datacolor 德塔顏色
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	Certificate of Accreditation	Carter's Global Sourcing Ltd Bureau Veritas Consumer Products Services (Guangzhou) Co., Ltd. 廣州必維技術檢測有限 公司
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	Certification of Assessment	Abercrombie & Fitch Co.



Quality Assurance 品質保證			
	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	Assigned Colorist Certificate	Abercrombie & Fitch Co.
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	Certificate of Color Accreditation Program	nativie AG Switzerland
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	Certificate of Recognition	RALPH LAUREN 雷夫·羅倫馬球
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	LABORATORY APPROVAL CERTIFICATE	Gap Inc. 蓋璞
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	Certificate of Color Accreditation Program for Puma	Colour Apparel Development Services Limited



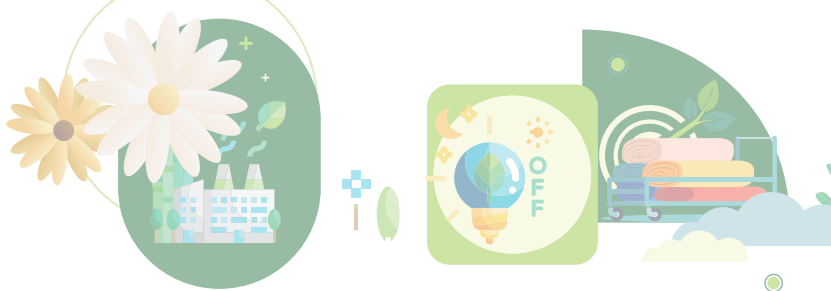
Quality Assurance 品質保證			
	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織印 染有限公司	Lands' End Certificate	Lands' End
	Yancheng Fuhui Textiles Limited 鹽城福匯紡織 有限公司	Oeko-Tex Standard 100 Certificate SH015 144422 Oeko-Tex標準100證書 SH015 144422	TESTEX AG, Swiss Textile Testing Institute TESTEX AG, 瑞士紡織 檢定所
	Yancheng Fuhui Textiles Limited 鹽城福匯紡織 有限公司	Oeko-Tex Standard 100 Certificate SH015 208514 Oeko-Tex標準100證書 SH015 208514	TESTEX AG, Swiss Textile Testing Institute TESTEX AG, 瑞士紡織 檢定所
	Yancheng Fuhui Textiles Limited 鹽城福匯紡織 有限公司	SCOPE CERTIFICATE GOTS 6.0-Fountain Set Limited	ECOCERT GREENLIFE S.A.S, 愛科賽爾國籍總部
	Yancheng Fuhui Textiles Limited 鹽城福匯紡織 有限公司	SCOPE CERTIFICATE OCS 3.0-Fountain Set Limited	ECOCERT GREENLIFE S.A.S, 愛科賽爾國籍總部



Quality Assurance 品質保證			
	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
	Yancheng Fuhui Textiles Limited 鹽城福匯紡織 有限公司	KOHL'S LAB CERTIFICATION	QUALITY ASSURANCE&PRODUCT INTEGRITY
	Yancheng Fuhui Textiles Limited 鹽城福匯紡織 有限公司	中紡聯2024年度紡織 品物理性能實驗室 間比對測試證書	China Textile Industry Federation Testing Center 中國紡織工業聯合會 檢測中心
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡 (私人) 有限 公司	Oeko-Tex Standard 100 Certificate 07.BH.52767 Oeko-Tex標準100證書 07.BH.52767	Hohenstein Textile Testing Institute
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡 (私人) 有限 公司	Laboratory Certification	Intertek 天祥集團



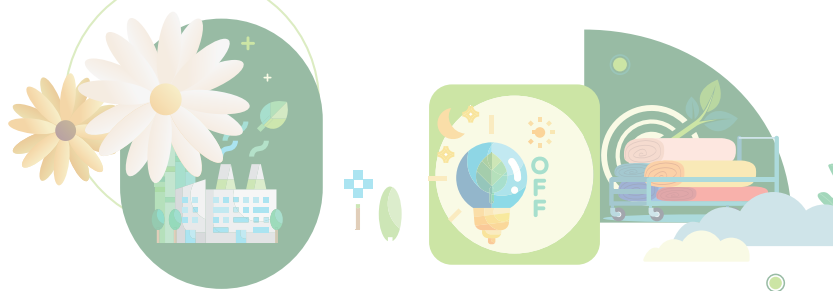
Quality Assurance 品質保證			
	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡(私人)有限公司	bluesign® SYSTEM PARTNER bluesign® SYSTEM 夥伴	Bluesign Technologies AG
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡(私人)有限公司	Facility and Merchandise Authorization	The Walt Disney Company 華特迪士尼公司
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡(私人)有限公司	Facility and Merchandise Authorization	Marks and Spencer p.l.c. 馬莎百貨
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡(私人)有限公司	Laboratory Approval Certificate 實驗室批准證書	Gap Inc. 蓋璞
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡(私人)有限公司	George Laboratory Certification Scheme George實驗室認證計劃	George & Intertek Group George及天祥集團



Quality Assurance 品質保證			
	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡 (私人) 有限公司	Certificate of Good Manufacturing Practice 良好生產規範證書	SGS Lanka Ltd. 斯裡蘭卡通用檢測認證有限公司
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡 (私人) 有限公司	Global Organic Textiles (GOTS) 6.0 全球有機紡織品 (GOTS) 6.0	Control Union Certifications B.V 世優認證 (上海) 有限公司
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡 (私人) 有限公司	Organic Content Standard (OCS) 3.0 Global Recycled Standard (GRS) 4.0 有機含量標準(OCS) 3.0 全球回收標準(GRS) 4.0	Control Union Certifications B.V 世優認證 (上海) 有限公司
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡 (私人) 有限公司	Higg Index Facility Social & Labor Module Higg Index FSLM模組證書	Sustainable Apparel Coalition 可持續服裝聯盟
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡 (私人) 有限公司	ISO 14001:2015 Environmental Management Systems ISO 14001:2015環境管理系統	SGS United Kingdom Ltd. 英國通用檢測認證有限公司



Quality Assurance 品質保證			
	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡(私人)有限公司	ISO 45001:2018 Occupational Health and Safety Management Systems ISO 45001:2018職業 安全衛生管理系統	SGS Société Générale de Surveillance SA 瑞士通用檢測認證有 限公司
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡(私人)有限公司	Marks & Spencer Premier Accreditation Scheme 馬莎百貨高級認證 計劃	Marks and Spencer p.l.c. 馬莎百貨
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡(私人)有限公司	Next Laboratory Accreditation Certification Next實驗室認證證書	NEXT Retail Ltd.
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡(私人)有限公司	Registration Certificate for End Users of Precursor Chemicals 易制毒化學品最終用戶 登記證	Sri Lanka National Dangerous Drugs Control Board 斯里蘭卡國家危險藥 物管制局
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡(私人)有限公司	Supplier to Zero Certificate	ZDHC 危險化學品零排放組織



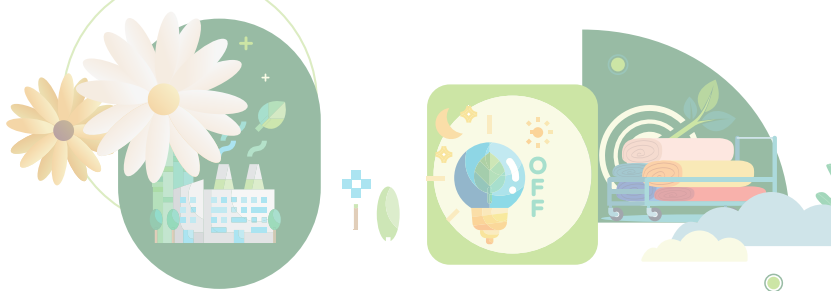
Quality Assurance 品質保證			
	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
	Ocean Lanka (Pvt.) Ltd. 海洋蘭卡 (私人) 有限 公司	regenagri Content Standard (version 2.1)	Control Union (UK) Limited

Environmental Protection 環境保護			
	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
 	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織 印染有限公司	Hong Kong - Guangdong Cleaner Production Partner (Manufacturing) 粵港清潔生產夥伴 (製造業)	Department of Industry and Information Technology of Guangdong Province 廣東省工業和信息化廳 Environment and Ecology Bureau The Government of the Hong Kong Special Administrative Region 香港特別行政區政府 環境 及生態局
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織 印染有限公司	Low-carbon Manufacturing Plan (Golden Label) (LCMP) 低碳製造計畫 (黃金標籤) (LCMP)	World Wide Fund for Nature or World Wildlife Fund 世界自然基金會
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織 印染有限公司	Water - saving Benchmark Enterprises in Guangdong Province 廣東省節水標杆企業	Department of Industry and Information Technology of Guangdong Province, Department of Water Resources of Guangdong Province 廣東省工業和信息化廳、 廣東省水利廳



Environmental Protection 環境保護

	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織 印染有限公司	Higg Facility Environmental Module ASSESSMENT-certificate Higg Index FEM環境認證 證書	Cascale
	Yancheng Fuhui Textiles Limited 鹽城福匯紡織有限 公司	ISO 50001 Energy Management System Certificate ISO 50001能源管理體系 證書	China Quality Mark Certification Group 方圓標誌認證集團有限 公司
	Yancheng Fuhui Textiles Limited 鹽城福匯紡織有限 公司	ISO 14001 Environmental Management System Certificate ISO 14001環境管理體系 證書	China Quality Mark Certification Group 方圓標誌認證集團有限 公司
	Yancheng Fuhui Textiles Limited 鹽城福匯紡織有限 公司	SCOPE CERTIFICATE GRS 4.0	Intertek Testing Services NA, Inc. 天祥檢驗服務有限公司
	Ocean Lanka (Pvt.) Ltd.	Environmental Protection Licence	Board of Investment of Sri Lanka



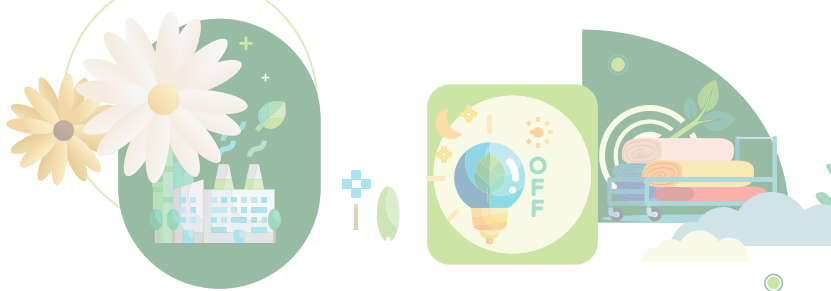
Corporate Governance, Sustainability and Other Aspects 公司治理、可持續發展等方面

	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織 印染有限公司	Higg Facility Environmental Module SELF-ASSESSMENT- certificate Higg Index FEM自我評估 環境模組認證證書	Cascale
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織 印染有限公司	HIGG VFSLM VERIFICATION(2023) -ASSESSMENT- certificate Higg Index VFSLM社會責 任模組認證證書	Sustainable Apparel Coalition 可持續服裝聯盟
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織 印染有限公司	Higg Index Facility Social & Labor Module Higg Index FSLM模組證書	Sustainable Apparel Coalition 可持續服裝聯盟
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織 印染有限公司	City's "Four – Season Love" Activity for New Employment Groups Led by Party Building: Loving – heart Enterprises 市黨建引領新就業群體四 季有愛活動：愛心企業	The Committee of Non- public Economic Organizations and Social Organizations in Shatian Town, Dongguan City 東莞市沙田鎮非公有製經 濟組織和社會組織委員會
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織 印染有限公司	Knitted Recycled Dyed Fabric Carbon Footprint in the Greater Bay Area – Certificate 針織再生染色布大灣區 碳足跡－證書	Carbon Footprint Identification and Certification Public Service Platform in the Guangdong-Hong Kong- Macao Greater Bay Area 粵港澳大灣區碳足跡標識 認證公共服務平台




Corporate Governance, Sustainability and Other Aspects 公司治理、可持續發展等方面

	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織 印染有限公司	Knitted Organic Dyed Fabric Carbon Footprint in the Greater Bay Area – Certificate 針織有機染色布大灣區 碳足跡－證書	Carbon Footprint Identification and Certification Public Service Platform in the Guangdong-Hong Kong- Macao Greater Bay Area 粵港澳大灣區碳足跡標識 認證公共服務平台
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織 印染有限公司	中國海關貿易景氣統計 調查(出口)樣本企業	General Administration of Customs of the People's Republic of China 中華人民共和國海關總署
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織 印染有限公司	Membership Certificate of the Digital Intelligence Innovation Center for Fabrics and Apparel in the Guangdong-Hong Kong-Macao Greater Bay Area 粵港澳大灣區面料與服飾 數智化創新中心會員 證書	Guangdong Textile Association 廣東省紡織協會
	Dongguan Shatin Lake Side Textiles Printing & Dyeing Co., Ltd. 東莞沙田麗海紡織 印染有限公司	Certificate of OEKO-TEX STeP 可持續紡織生產認證	TESTEX Swiss Textile-Testing Ltd. 瑞士生態市場研究所



Corporate Governance, Sustainability and Other Aspects 公司治理、可持續發展等方面

	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
	Yancheng Fuhui Textiles Limited 鹽城福匯紡織有限 公司	Higg Facility Environmental Module SELF-ASSESSMENT certificate Higg Index FEM自我評估 環境模組認證證書	Cascale
	Yancheng Fuhui Textiles Limited 鹽城福匯紡織有限 公司	HIGG VFSLM VERIFICATION- ASSESSMENT certificate Higg Index VFSLM社會責 任模組認證證書	Cascale
	Yancheng Fuhui Textiles Limited 鹽城福匯紡織有限 公司	Higg Index Facility Social & Labor Module Higg Index FSLM模組證書	Cascale

Occupational Health and Safety 職業健康與安全

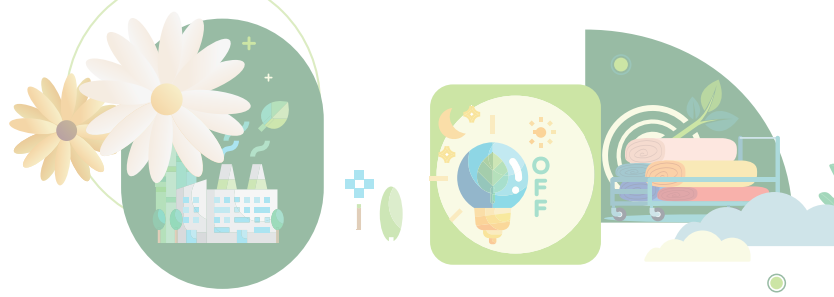
	Issued to 獲獎機構	Awards/Certifications name 獎項／認證名稱	Issued by 頒發機構
	Yancheng Fuhui Textiles Limited 鹽城福匯紡織有限 公司	Higg Index Facility Social & Labor Module	Sustainable Apparel Coalition 可持續服裝聯盟



APPENDIX II – HKEX ESG REPORTING GUIDE INDEX

附錄II—港交所ESG報告指南索引

General Disclosures and KPIs 一般披露及 關鍵績效指標	Description 描述	Page 頁碼
Environmental 環境		
Aspect A1: Emissions 層面A1：排放物		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢物的產生等的： (a) 政策；及 (b) 遵守對報告發行人有重大影響的相關法律及規例的資料。	p.33-34
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。	p.37
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)溫室氣體排放量及密度(如適用)。	p.34-36
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced and, where appropriate, intensity. 所產生的有害廢棄物總量及密度(如適用)。	p.50-51
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密度(如適用)。	p.50-52
KPI A1.5 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的措施步驟。	p.38-41
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措施步驟。	p.52-54



General Disclosures and KPIs 一般披露及 關鍵績效指標	Description 描述	Page 頁碼
Aspect A2: Use of Resources 層面A2：運用資源		
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。	p.41, 47
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／或間接能源消耗總量及密度。	p.42
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	p.47
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措施步驟。	p.43-45
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 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措施步驟。	p.47-49
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。	p.55
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimizing 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。	p.55
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。	p.56-57
Aspect A4: Climate Change 層面A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	p.58
KPI A4.1 關鍵績效指標A4.1	Description of the significant impacts of climate-related issues which have impacted, and those which may impact, the issuer, and actions taken to manage them. 描述已影響及可能影響發行人的氣候相關問題的重大影響，以及為管理該等影響所採取的行動。	p.58-63



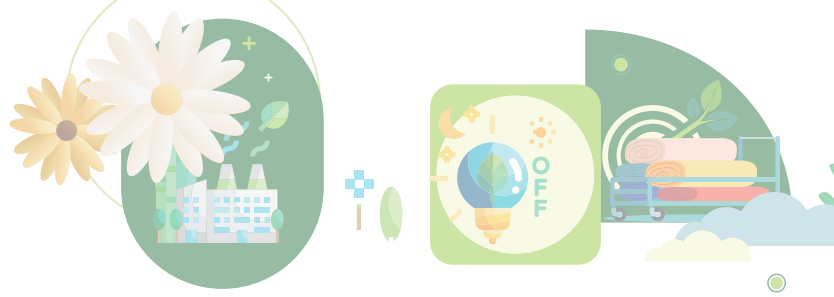
General Disclosures and KPIs 一般披露及 關鍵績效指標	Description 描述	Page 頁碼
Social 社會		
Employment and Labour Practices 僱傭及勞工常規		
Aspect B1: Employment 層面B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	p.66-75
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。	p.65
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。	p.67
Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	p.76-79
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括報告年度)每年因工亡故的人數及比率。	p.79
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷而損失之工作天數。	p.79
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, 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。	p.39-41



General Disclosures and KPIs 一般披露及 關鍵績效指標	Description 描述	Page 頁碼
Aspect 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。須描述培訓活動。	p.80-85
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。	p.86
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。	p.86
Aspect B4: Labour Standards 層面B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child or forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	p.87
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。	p.87
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應對有關情況所採取的措施步驟。	p.87
Operating Practices 營運慣例		
Aspect B5: Supply Chain Management 層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 理供應鏈的環境及社會風險政策。	p.88-90
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。	p.91
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging supplies, number of supplies where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，奉行有關慣例的供應商數目，以及相關執行及監察方法。	p.88-90
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。	p.88-90
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推廣多用環保產品及服務的慣例，以及相關執行及監察方法。	p.88-90



General Disclosures and KPIs 一般披露及 關鍵績效指標	Description 描述	Page 頁碼
Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對報告發佈企業有重大影響的相關法律及規例的資料。	p.90-94
KPI 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。	p.93
關鍵績效指標B6.1		
KPI 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。	p.93
關鍵績效指標B6.2		
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與遵行及保障知識產權有關的慣例。	p.94
關鍵績效指標B6.3		
KPI B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收流程。	p.92-93
關鍵績效指標B6.4		
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	p.94-95
關鍵績效指標B6.5		



General Disclosures and KPIs		
一般披露及 關鍵績效指標	Description 描述	Page 頁碼
Aspect B7: Anti-corruption		
層面B7：反貪污		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	p.98-99
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對報告發佈企業有重大影響的相關法律及規例的資料。	
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	p.99
關鍵績效指標B7.1	於報告期內對報告發佈企業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。	
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	p.98
關鍵績效指標B7.2	描述防範措施及舉報流程，以及相關的執行及監察方法。	
KPI B7.3	Description of anti-corruption training provided to directors and staff.	p.99
關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓。	
Aspect B8: Community Investment		
層面B8：社區投資		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	p.99-101
一般披露	有關了解營運所在社區需要和確保其業務活動考慮到社區利益的相關社區參與政策。	
KPI B8.1	Focus areas of contribution.	p.99-101
關鍵績效指標B8.1	所作貢獻的主要範疇。	
KPI B8.2	Resources contributed to the focus area.	p.99-101
關鍵績效指標B8.2	對該主要範疇所動用的資源。	



FOUNTAIN SET (HOLDINGS) LIMITED
福田實業(集團)有限公司

Block A, 6/F, Eastern Sea Industrial Building
29-39 Kwai Cheong Road, Kwai Chung
New Territories, Hong Kong

香港新界葵涌葵昌路29-39號
東海工業大廈A座6樓

www.fshl.com