



# Huazhong In-Vehicle Holdings Company Limited 華眾車載控股有限公司

*(incorporated in the Cayman Islands with limited liability)*

Stock code: 6830

# 2024

Environmental, Social And Governance Report



## ABOUT THE REPORT

This is the annual Social Responsibility Report/ Corporate Environmental, Social and Governance (hereinafter referred to as “**ESG**”) Report of Huazhong In-Vehicle Holdings Company Limited (the “**Company**”), which fully discloses the work and achievements of the Company and its subsidiaries (collectively referred to as the “**Group**” or “**we**” or “**us**”) in respect of environmental and social issues in 2024. For information on our corporate governance, please refer to the section headed “Corporate Governance Report” in the Group’s 2024 Annual Report.

## REPORTING PERIOD AND SCOPE OF THE REPORT

The reporting period is from 1 January to 31 December 2024 (the “**Year**”). The scope of the Report is consistent with that of last year, primarily covering the business of Ningbo Huazhong Automotive Decorative Parts Technology Co.,Ltd. (“**Huazhong Automotive Decorative Parts**”, previously known as “**Ningbo Huazhong Plastic Products Co., Ltd.**”), the main subsidiary of the Group. Its revenue accounted for 67.11% of the Group’s total revenue.

## Reporting Standard and Principles

The ESG Report is prepared in accordance with the “Environmental, Social and Governance Reporting Guidance” under Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). The report follows the four reporting principles of materiality, quantitative, balance and consistency.

Principle	Response of the Group
Material	Material Environmental, Social and Governance factors and the criteria for the selection of these factors, as well as the description of key stakeholders and the process and results of stakeholder engagement are identified by and disclosed in the Report.
Quantitative	Presentation and disclosure of its environmental and social key performance indicators are presented in a quantitative manner in the Report.
Balance	The achievements of and challenges faced by the Group are presented in the Report to fully reflect the sustainability performance of the Group.
Consistency	The statistical methods used to disclose data in the Report are consistent for stakeholders to make meaningful comparisons. Changes will be explained in the corresponding sections of the Report.

## Feedback

As the Group strives for excellence, we welcome stakeholders’ feedback and advice on the improvement of our ESG approach and performance via the following channels:

Principal place of business in Hong Kong: Room 907B, 9th Floor, Empire Centre, 68 Mody Road, Tsim Sha Tsui, Kowloon, Hong Kong

Headquarters in China: No. 104 Zhenan Road, Xizhou Town, Xiangshan County, Zhejiang Province, China

Email: volenhe@cn-huazhong.com



## VISION OF SUSTAINABILITY

The Group incorporates the sustainable development principles into all aspects of its business and continues to make its best efforts to meet the challenges of global sustainable development. Being persistently one of the leading global automotive parts companies, we strive to fulfill our three corporate missions, namely:

- Providing customers with high value products and services;
- Allowing employees to work happily, develop healthily, and create values for shareholders;
- Committing to sustainable development and social responsibility, and ensuring that our business operations are operated around the four core concepts of “Integrity, Responsibility, Creativity and Sharing” to uphold our corporate missions.

In addition, we are committed to normalize the implementation of sustainable development and incorporating them into our business operations, and believe that promoting sustainable development can lay a good foundation for the Group’s future business development. The Group is committed to fulfilling its social responsibilities as a corporate citizen and has formulated sustainable development strategies to integrate environmental and social factors into every stage of its daily production and operation. We identify, determine, and monitor the risks and opportunities of sustainable development by strictly complying with regulatory requirements, reviewing our ESG measures, and annually disclosing our performance. We also actively listen to the opinions of different stakeholders, so that we can review the Group’s sustainable development approach more effectively. By doing so, we aim to create values for our stakeholders and further minimise the Group’s impact on the environment.

Adhering to the above visions, concepts, and missions, we have formulated the following sustainable development approach:

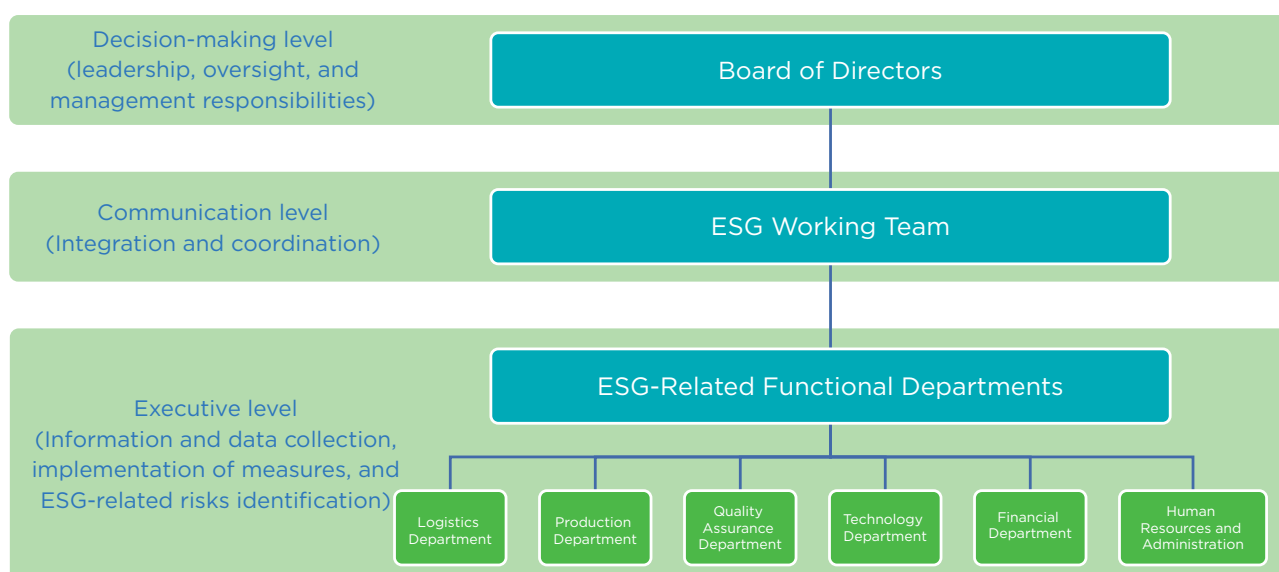


## BOARD STATEMENT

The Board is dedicated to integrating ESG concepts into its business operations. The Board assumes full responsibility for the Group's sustainable development, including formulating strategies, overseeing the Group's ESG-related risks and opportunities, and ensuring the establishment of an appropriate and effective ESG risk management and internal control system of the Group. The Board will also regularly review the effectiveness of the system's implementation and incorporate ESG considerations to promote the sustainable development of the Group.






## ESG GOVERNANCE STRUCTURE

The Board has established an ESG working team to assist us in implementing our ESG strategies and overseeing our sustainability performance. The ESG working team comprises of the heads of major functional departments of the Group. The ESG working team regularly inspects the progress of achieving ESG goals and targets, guiding the functional departments thereunder to formulate and implement relevant measures and action plans to drive the sustainable development of the Group.



## VISION OF SUSTAINABILITY

We are committed to incorporate the UN Sustainable Development Goals (the “**UNSDGs**”) into our business operations. We have identified the following 12 UNSDGs that are most relevant to our business operations, and integrated them into the Group's sustainability area.

UNSDGs	Focus on the Areas of Contribution	Strategies and Goals
  	<b>Environment Protection</b>	<p><b>Strategies: To maintain a high level of safety, health, and environmental management system</b></p> <p>Goals: To minimise the environmental footprint of our operations by reducing greenhouse gas emissions, waste generation, and improving energy and water efficiency</p>
  	<b>Fair and Ideal Working Environment</b>	<p><b>Strategies: To establish a friendly working environment, and respect diverse opinions and cultures</b></p> <p>Goals: To provide staff with various communication platforms, strengthen vocational training, and care for employees' physical and mental health, so that they can work happily and develop healthily</p>
 	<b>Fulfillment of Product Responsibility</b>	<p><b>Strategies: To fulfill our responsibility in operations and provide services with sincerity, we strive to establish equal, harmonious, and mutually beneficial relationships.</b></p> <p>Goals: To commit to responsible operations by ensuring product safety and quality, and engaging in responsible procurement</p>
 	<b>Technological Innovation</b>	<p><b>Strategies: To exceed our customers' expectations by continuously enhancing the production technologies</b></p> <p>Goals: To provide customers with sustainable and quality products by keeping abreast of the ever-changing production technologies in the industry</p>
 	<b>Care for the Society</b>	<p><b>Strategies: To fulfill our social responsibility and take care of our neighbouring communities</b></p> <p>Goals: To listen carefully to community needs, formulate suitable investment areas for the community, and strive to provide more community resources and support to those in need</p>



## STAKEHOLDERS ENGAGEMENT

The Group values communications with stakeholders. We use various channels to understand their expectations and concerns regarding ESG matters, serving as key references for formulating and implementing our ESG strategies, and identifying material ESG issues.

Stakeholders Group	Communication Channels
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Employees' performance appraisal</li> <li>• Internal meetings</li> <li>• Diversified training</li> <li>• Team building activities</li> <li>• Recreational games</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Communication through WeChat/Weibo/Telephone</li> <li>• Factory field inspection</li> <li>• Customer satisfaction survey</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Suppliers assessment process</li> <li>• Meetings</li> <li>• Site visit</li> <li>• Questionnaire</li> </ul>
<b>Investors and shareholders</b>	<ul style="list-style-type: none"> <li>• Annual general meetings</li> <li>• Other shareholders meetings</li> <li>• Corporate communications</li> <li>• Annual reports and interim reports</li> <li>• Company website</li> </ul>
<b>Government and authorities</b>	<ul style="list-style-type: none"> <li>• Daily operations or communication</li> <li>• Visits and inspection</li> <li>• Regular statutory reporting</li> </ul>
<b>Community</b>	<ul style="list-style-type: none"> <li>• Social public welfare activities</li> <li>• Face-to-face communications</li> </ul>
<b>Other business partners</b>	<ul style="list-style-type: none"> <li>• Communication during daily operations</li> <li>• Meetings</li> </ul>

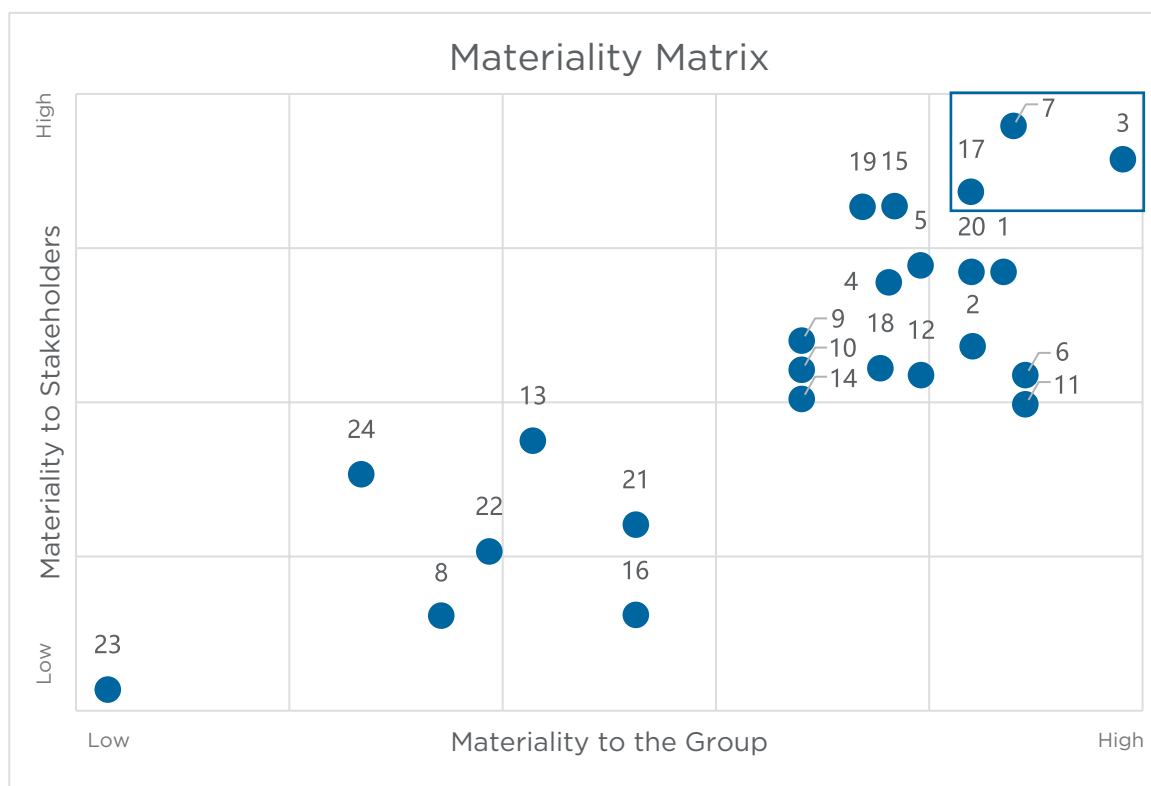


## MATERIALITY ASSESSMENT

Materiality assessment is an essential tool for identifying the most material issues or relevant KPIs of the Group. During the preparation process of the ESG report, the Group invited stakeholders to complete online questionnaires to rate the ESG issues.

Steps	Description
<b>Step 1: Identify relevant issues</b>	A series of material issues were determined preliminarily through industry analysis and market trend, and were used as a basis for the assessment by stakeholders.
<b>Step 2: Assessment by stakeholders</b>	Online questionnaires were prepared and sent to each internal and external stakeholder, to understand their views on the ESG-related material issues.
<b>Step 3: Identify material issues and rank in priority</b>	The most material issues were identified and determined by analysing and ranking them in priority with two parameters: the material rating of the issue by stakeholders and the material rating of the issue by the Group, and expressing them in the following materiality matrix.
<b>Step 4: Determine material issues</b>	Senior management reviews the list of the most material issues to identify those that should be prioritised and highlighted.





The process of materiality assessment is as follows:

Product and Service Responsibility	Operation Practices	Quality of Working Environment	Environmental Protection and Green Operation	Contribution to the Community
1 Product and service quality 2 Product safety and health 3 Customer Communication and Satisfaction 4 Complaint handling 5 Customer information and privacy protection 6 Intellectual property rights protection 7 Research and development 8 Advertising and labelling management	9 Supply chain management 10 Suppliers' environment and social risks 11 Anti-bribery and corruption 12 Crisis and contingency response and management	13 Equality, diversity and anti-discrimination 14 Occupational safety and health 15 Employee training and development 16 Prevention of child and forced labour 17 Recruitment of talents and retention of employees 18 Employee benefits	19 Exhaust and greenhouse gas emission and control 20 Sewage and waste management 21 Use of resources 22 Green procurement and packaging 23 Climate change	24 Participation in public welfare activities and charity donations



Based on the top-right section of the materiality matrix, the sustainability issues that the Board considers to be most relevant and important to the Group and its stakeholders include customer communication and satisfaction, research and development, and recruitment of talents and retention of employees. The Group's future sustainable development approach will be formulated with reference to the material ESG issues determined.

## PRODUCT RESPONSIBILITY

Response to UN Sustainable Development Goals in this chapter:



## PRODUCT AND SERVICE QUALITY

In our pursuit of product quality, we remain committed to the principle of striving for excellence, focusing on the exploration and innovation of superior craftsmanship to deliver high-standard products to our customers. From raw material selection and procurement to meticulous processing of semi-finished products and final delivery of finished goods, every stage is carefully monitored under stringent quality control. We have established a rigorous quality inspection system throughout the production process. Raw materials, semi-finished

products, and finished goods are subject to sampling tests based on strict standards. We have a dedicated quality monitoring department to ensure that all raw materials entering the production lines meet our standards, and every product withstands inspection. We strictly comply with the "Product Quality Law of the People's Republic of China" (《中華人民共和國產品質量法》) and other applicable laws and regulations, and have obtained the external certification of ISO 14001:2015 Environmental Management System and IATF 16949:2016 Automotive Quality Management System recognised by the international automotive industry based on ISO 9001. We audit and file relevant data and documents in accordance with the above international standards, and ensure that the products pass the production part approval process (PPAP) and the PPAP cycle is shortened.

### PRODUCT SAFETY AND HEALTH

The Group has established robust standards and procedures to ensure product safety. We have arranged our quality monitoring department to conduct sample inspections of automotive parts in our in-house laboratory. These inspections include physical and chemical tests such as robust performance, flame resistant, thermal aging and formaldehyde tests. In addition, we have entrusted a third party testing agency to conduct testing on product samples, to ensure that the quality of our products can meet international standards. We also conduct regular product quality assessment. Departments and teams with excellent performance in terms of quality control will be recognised publicly on our WeChat official platform account “Role Models” column and in our annual commendation ceremony, and awarded according to their performance, so as to inspire all employees to attach great importance on product quality and actively contribute.

### CUSTOMER COMMUNICATION AND SATISFACTION

We collect customer feedback on our products through hotlines, emails, customer satisfaction survey, WeChat official account and our website, and analyse the results to formulate improvement measures. We have formulated the “Customer Service Control Procedures” to study customers’ needs, and designed questionnaire survey to understand customers’ opinions on our product quality, service attitude, pricing rationality, delivery time, after-sales support, and other aspects. In addition, our management communicates with the quality monitoring department from time to time, to follow up on potential product issues and explore methods for quality improvement.

When handling customer complaints, we adhere to a rigorous and responsible approach and comply strictly to our “Customer Complaint Handling Control Procedures”. We first categorize customer complaints and investigate the root cause, whether being quality issues of our products, service process inefficiencies, or communication gaps. We trace the

problem to its source and propose feasible solutions. This ensures we address customer dissatisfaction to the greatest extent and maintain strong customer relationships.

During the Year, the Group was not aware of the occurrence of any material complaints regarding its products or services. The Group will always value the long-term trust and support of our clients, turning it into a strong driving force for ongoing progress, and leverage on our expertise and rich experience in “replacing steel with plastic” for continuous exploration and innovation, so as to tailor-made the best solutions for customers.

### RESEARCH AND DEVELOPMENT

With its high-quality products and strong production capabilities, as well as refined manufacturing craftsmanship and innovative tooling techniques, the Group is able to maintain solid relationships with its clients, as well as precisely satisfy their diverse needs with flexible operational strategies, competitive pricing mechanism, and reliable high-quality standards. The Group is committed to continuous innovation and exploration, and in-depth technological research and development to drive product upgrades. We adopted the technology of ultrasonic-assisted precision injection molding in automotive parts and components, which has been listed in the major project of “Science, Technology and Innovation 2025” in Ningbo.

With our high-quality products and strong production capabilities, as well as refined manufacturing craftsmanship and innovative tooling techniques, we are able to maintain good relationships with our clients. We adopted the technology of ultrasonic-assisted precision injection molding in automotive parts and components, which has been listed in the major project of “Science, Technology and Innovation 2025” in Ningbo. Moreover, we are able to precisely satisfy customers’ diverse needs with flexible operational strategies, competitive pricing mechanism, and reliable, consistent high-quality standards. The Group is dedicated to driving continuous upgrade in terms of product quality through ongoing innovation and exploration, and in-depth technological research and development.

## PRODUCT RECALLS

The Group has established system improvement mechanisms including the “Control Procedures for Corrective and Preventive Measures”, the “Customer Complaint Handling Control Procedures”, the “Control Procedures for Defective Products”, and the “Regulations on the Disposition of Defective Products”, to effectively and orderly implement product recall, closely communicate with customers, and conduct detailed investigation on defective products. Based on the investigation results, we will conduct a comprehensive review and improvement of monitoring at all production stages, identify root causes, and prevent similar issues from recurring. During the Year, the Group has not recalled any products due to safety or health reasons.

## SUPPLY CHAIN MANAGEMENT

Supply chain management is an essential component of the Group’s sustainability development. The Group incorporates the concept of environmental protection into our supply chain management and procurement process, and strictly control the quality of raw materials to ensure product quality. In our daily operations, we procure various raw materials, mainly including resin, such as polycarbonate/acrylonitrile butadiene styrene (“**PC/ABS**”) and polypropylene (“**PP**”), accessories (such as metal clamps and screws) and fabrics. We source fabrics mostly through our jointly controlled company, Ningbo Roekona-ZoeppritexTex-Line Co., Ltd (“**Ningbo Hualite**”). Due to different quality standards of resins and accessories, we select and engage different suppliers to avoid relying on a specific supplier and ensure diverse and steady supply of raw materials.

Suppliers' Distribution	2024	2023
Mainland China	145	149
<b>OVERSEAS</b>		
Germany	4	4
The United States	3	3
Mexico	2	-
Switzerland	1	-
Portugal	1	1
Total	156	157

## SUPPLIERS' ENVIRONMENT AND SOCIAL RISKS

The Group has formulated the “Supplier Development and Assessment Control Procedure” and relevant procurement system to strictly standardise supplier management process and selection procedure for the purpose of identifying the environmental and social risks on supply chain, and promoting environmentally friendly products and services. The Group clearly requires all suppliers to obtain the internationally recognised ISO/TS 16949 Quality System standard, which includes ISO 9001 and additional requirements for specific categories of automotive industry certification, ensuring that our raw materials and product quality meet high standards. Moreover, we also conduct comprehensive supplier evaluation based on evaluation factors such as background, qualification, pricing, technology, production capacity, delivery time, product and service quality, as well as sustainable development. Qualified suppliers will be included in our list of approved suppliers only after passing the evaluation. The quality control department also closely tracks the product return rate and collects feedback from the production lines to ensure that the suppliers are in compliance with requirements.

We are committed to jointly pursuing sustainability goals with our suppliers and maintaining consistent environmental protection philosophy. For this end, we sign the “Environmental/Occupational Health and Safety Agreement” with our suppliers, aiming to guarantee that the supplier will adhere their social responsibilities, actively reduce pollution to the environment, and prevent the waste of resources in the course of providing products and services. The following summarises our requirements in the agreement:

**In terms of quality and environment:** People-oriented, focusing on environmental protection and committed to social responsibility, compliant with laws and regulations, market-driven, dedicating to continuous improvement, and meeting customers' expectation.

### **In terms of occupational health and safety**

**management:** Safety first, prevention-focused, risk management, full participation, environmental improvement, health protection, scientific development and continuous improvement to ensure no material occupational health and safety incidents nor significant environmental pollution will occur.

We hope to maintain the suppliers' product quality and pricing stability through long-term and stable partnership. Meanwhile, we will strictly monitor their performance in the areas of responsible production, labour rights protection, environmental protection and anti-corruption, so as to maintain a sustainable supply chain. We have formulated the “Environmental Safety Questionnaire for Stakeholders”, requiring our suppliers to report their actual working progress in relation to environmental protection and propose their improvement action plans in the aspect of environment and safety.

In the event that a supplier's business model is found to be contrary to the Group's philosophy of sustainable development, we may terminate our cooperation with such supplier. During the Year, the Group was not aware of any material adverse impact from our major suppliers on areas such as business ethics, environmental protection, or labour practices.



## PEOPLE-ORIENTED

Response to UN Sustainable Development Goals in this chapter:



The Group regards employees as its most valuable asset, and firmly believes that its success shall arise from the joint efforts and contribution of its employees. Therefore, we strive to create a better working environment for our employees. We also attach importance to personal growth development of our employees and provide them with diverse training opportunities, so as to retain talents. We have set up two-way communication channels to obtain employees' opinions to the Group comprehensively, including employee opinion survey and employee discussion meetings, with the expectation of understanding deeply of their satisfaction towards the Company and challenges the workers are facing.

## LABOUR STANDARDS

The Group strives to uphold human rights and strictly abides by laws in relation to employment and labour practices such as the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), the Social Insurance Law of the People's Republic of China (《中華人民共和國社會保險法》), the Law of the People's Republic of China on Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》), and the Regulations on Prohibition of the Use of Child Labour (《禁止使用童工規定》). The Group prohibits child labour or forced labour in any form. We require applicants to provide identification documents in the process of recruitment to avoid child labour. To prevent forced labor, we have established a comprehensive overtime management system. Department heads must review employees' "Overtime Application Forms" to ensure that overtime work is voluntary. If any use of child labour or forced labour is discovered, we will take serious action and hold the responsible individuals accountable. During the Year, the Group did not identify any violations involving the use of child labour or forced labour.

### EQUAL OPPORTUNITY

The Group upholds the principle of equal opportunity and actively practices anti-discrimination in human resources management and employment decisions. We strive to create a fair, respectful, and inclusive work environment. Employees are ensured fair treatment in all aspects of employment, including recruitment, training, career development, compensation, promotion, and resignation, regardless of gender, age, marital status, religion, race, nationality, or disability.

The Group recruits staff through various channels, including recruitment agencies, campus recruitment and job advertisements. To attract and retain talents, we regularly compare our remuneration packages with peer standards and make remuneration adjustments accordingly. In addition, we conduct regular employee performance appraisals, and grant awards or promotion opportunities to outstanding employees based on the criteria including qualification, working competency and daily performance.

With regard to employment termination, when our Human Resources Department receives a resignation from an employee, an exit interview with the employee will be conducted to understand the reason behind the resignation and collect any of his/her suggestions for the Group, which serves as a reference for continuous improvement of the Group.

### EMPLOYEE BENEFITS

The Group attaches great importance to employee's physical and mental health. For this end, we have frequently organised diverse team building activities such as camping and hiking to promote their sense of belonging and safeguard their physical and mental health. Additionally, the Group also provides various additional benefits to its employees such as medical checkups for employees, and gifts on traditional festivals.





Summer team building activities



Team building camping



Christmas activity at our Mexico plant



Chinese New Year Gala

## EMPLOYEE DISTRIBUTION ANALYSIS

	2024	2023
Total number of employees	635	700
BY GENDER		
Male	341	387
Female	294	313
BY EMPLOYMENT TYPE		
Full-time	620	647
Part-time	15	53
BY EMPLOYEE CATEGORY		
Senior management	1	1
Middle management	15	15
General employees and technicians	619	684
BY AGE		
20 or below	8	32
21-30	85	114
31-40	171	184
41-50	207	209
51-60	152	147
61 or above	12	14
BY REGION		
Mainland China	635	700



## EMPLOYEE ATTRITION ANALYSIS

	2024	2023
Total employee turnover rate	<b>29.92%</b>	27.29%
BY GENDER		
Male	<b>43.11%</b>	29.97%
Female	<b>14.63%</b>	23.96%
BY AGE		
20 or below	<b>350.00%</b>	65.63%
21-30	<b>85.53%</b>	42.11%
31-40	<b>25.73%</b>	26.09%
41-50	<b>12.08%</b>	19.14%
51-60	<b>13.16%</b>	17.69%
61 or above	<b>16.67%</b>	57.14%
BY REGION		
Mainland China	<b>29.92%</b>	27.29%

### EMPLOYEE DEVELOPMENT

The Group fully supports employees in enhancing their skills and capabilities, understanding that enhancing employee quality and capabilities is a key driver of the company's growth. The Group will provide training programs to employees based on the business needs of different departments. The courses of the training encompass the scopes in relation to professional skills, administrative management, production safety and product quality. During the Year, the types of training we have organised include various topics such as safe production, production quality management, work injury processing, and project design.



Training Program for Fresh Graduates



Project Design Training



Internal Instructor Training



Labor Contract Template Explanation



## EMPLOYEE TRAINING RATIO AND HOURS<sup>1</sup>

	2024	2023	Unit
<b>Employee training analysis</b>			
Total training hours	<b>8,142.00</b>	8,263.50	hours
Average training hours per employee	<b>9.87</b>	9.27	hours/person
Percentage of total trained employees	<b>76.85</b>	75.98	%
<b>Percentage of trained employees by gender</b>			
Male	<b>53.63</b>	48.89	%
Female	<b>46.37</b>	51.11	%
<b>Percentage of trained employees by employee category</b>			
Senior management	<b>0.16</b>	0.44	%
Middle management	<b>2.37</b>	2.96	%
General employees and technicians	<b>97.47</b>	96.60	%
<b>Average training hours of trained employees by gender</b>			
Male	<b>8.04</b>	6.70	hours/person
Female	<b>13.09</b>	12.62	hours/person
<b>Average training hours of trained employees by employee category</b>			
Senior management	<b>76.00</b>	21.00	hours/person
Middle management	<b>11.00</b>	50.19	hours/person
General employees and technicians	<b>10.00</b>	8.51	hours/person

<sup>1</sup> Percentage of total trained employees and average training hours of employees are calculated by the inclusion of resigned employees.

### OCCUPATIONAL SAFETY

The Group is dedicated to providing employees with a safe and healthy work environment, recognizing it as the foundation for improving efficiency and ensuring sustainable business development. To achieve this, we have established a safety management system and strengthened oversight across the entire safe production process. We provide diverse safety training, covering both theory and practical skills, to ensure employees understand safety essentials. Regular safety inspections are also conducted to promptly identify and address risks that may threaten employee safety, preventing workplace accidents.

Our safety practices strictly adhere to the following five fundamental principles:



#### INVOLVEMENT OF ALL EMPLOYEES

- Senior management is committed to adhering to our occupational health and safety policies
- All employees participate in the implementation of occupational health and safety management measures

#### PREVENTION-FOCUSED

- The launch of every process, position, workplace, equipment, facilities, and projects are subject to risk identification and assessments, so that corresponding safety measures are formulated to reduce risks
- Safety hazards are regularly inspected, with corrective and preventive measures implemented to prevent accidents

#### SAFETY AND HEALTH

- Employee safety is the top priority, with conditions for safe production ensured and safe production training provided
- Comprehensive safety and health management systems are formulated
- Employees are educated about safety, health and hygiene knowledge
- Regular occupational disease check-ups are arranged for employees

#### LAW-ABIDING

- We promise to abide by relevant laws and regulations, rules, systems and standards of occupational safety and health

#### CONTINUOUS IMPROVEMENT

- Our occupational health and safety management is continuously improved in order to comply with constantly updated laws and regulations standards
- The Plan-Do-Check-Action Management Model is implemented



During the Year, the Group was not aware of any non-compliance with the laws, regulations and industry standards on occupational safety and health, such as the “Labour Law of the People’s Republic of China” (《中華人民共和國勞動法》), the “Production Safety Law of the People’s Republic of China” (《中華人民共和國安全生產法》), the “Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases” (《中華人民共和國職業病防治法》), the “Special Equipment Safety Law of the People’s Republic of China” (《中華人民共和國特種設備安全法》), the “Fire Protection Law of the People’s Republic of China” (《中華人民共和國消防法》), and the “Provisions on the Supervision and Administration of Labor Protection” (《勞動防護用品規定》).

We ensure the safety of our staff mainly by implementing the following measures:

- First aid kits are available at all workplaces to enable staff to provide first aid to injured or ill individuals.
- Each production workshop is staffed with at least one employee holding a first-aid certificate to administer timely first aid in the event of an incident.
- Employees receive regular safety awareness training, including fire drills, to enhance fire safety awareness and emergency response capabilities in the event of a factory fire.
- Annual occupational disease check-ups are conducted for employees to prevent occupational diseases among workers in high-risks operations.
- An emergency response leadership team is established to be responsible for organising personnel to respond to incidents, coordinating equipment use, and ensuring that emergency response plans are executed in an effective and timely manner.
- Smoking is strictly prohibited in all enclosed areas of factories and offices, and fire-fighting equipment is installed.

The Group follows a production safety approach to safeguard employees’ safety. New employees are required to undergo relevant safety training before starting their work, while safe production-related training is organised from time to time to ensure employees remain vigilant about production safety. In addition, in order to prevent staff from heatstroke in hot weather, we have installed cooling fans to lower the temperature of the workshops, and provide staff with heat-relief supplies in summer.

The Group did not have any work-related fatalities over the last three years (including the Year), as well as no work-related injuries (2023: 1, and 65 lost days due to work injury). We classify work-related injuries into four categories, namely minor injuries, serious injuries, major casualties and extremely major fatalities. Based on their severity levels, each category is provided with corresponding procedures. We will carefully analyse the cause of the accident whenever one occurs, and formulate effective preventive measures to prevent the recurrence of similar incidents. To the knowledge of the Directors, the Group has not encountered any significant administrative penalties or sanctions for the Year due to non-compliance of any laws and regulations in relation to the provision of safe working environment and the protection of employees from occupational hazards.



### ENVIRONMENTALLY-FRIENDLY PRODUCTION

Response to UN Sustainable Development Goals in this chapter:



Environmental Protection is an important element of corporate social responsibility, as well as a global trend. We endeavour to provide safer and greener automobile parts solutions to our customers. For achieving environmentally friendly production, the Group has already achieved the following results:

- We have obtained the international certification of ISO 14001 Environmental Management System. We use low-pressure plastic injection mold (“**LPIM**”) technology to produce automotive interior decorative parts. As this production technology does not require any gluing process, it does not require glue or other chemical substances. It also enables the interior decorative parts to be securely bonded to plastic and reduce resource consumption
- We have developed the production technology of “replacing steel with plastic”. Lightening the engine cooling system reduces vehicle weight by four to six kilograms, lowering fuel consumption and greenhouse gas emissions
- The energy consumption during installation can be reduced because the welding process is eliminated in the production process

Designated as a green factory at the municipal level in Ningbo, we will keep on promoting process innovation to reduce emissions and waste in the production process, so as to continue to achieve green production, and actively fulfil our responsibility of environmental protection.

In order to reduce emissions, we have been actively promoting technological innovations, and have carefully planned and strategically positioned ourselves in key areas including magnalium, highvoltage wiring, underbody shields (底護板), high-end automotive fabrics, etc. By developing new processes and utilizing new materials, the Group is committed to reducing the weight of automotive components, thereby minimising the environmental and natural resource impact of its business operations. To encourage and acknowledge the active innovation efforts of our employees as well as recognise their achievements, we also held an annual commendation ceremony for the year 2024 to encourage and recognise employees with outstanding performance.



Annual Commendation Ceremony  
for the year 2024



Annual Commendation Ceremony  
for the year 2024

In addition, the Group has established the following environmental goals to continuously improve our environmental performance, and create an environmentally friendly and low-carbon future. We have also implemented corresponding environmental protection measures. For details, please refer to the sections “Exhaust Gas Emission and Energy Conservation”, “Water Resources Management” and “Waste Discharge”.

Environmental Aspects	Environmental Goals
<b>Exhaust gas emission</b>	We are committed to implementing energy-saving and emission-reduction measures in workplaces to reduce carbon emissions generated during operations
<b>Water resources management</b>	We are committed to promoting the reuse and recycling of water resources through environmentally friendly technologies to conserve water
<b>Energy utilisation</b>	We are committed to improving energy efficiency and reducing energy consumption in our operations
<b>Waste management</b>	We strive to minimize waste generation by focusing on waste reduction, reuse and recycling

### REGULATORY COMPLIANCE

During the Year, the Group was not aware of any material non-compliance with various environmental laws and regulations, including but not limited to the “Environmental Protection Law of the People’s Republic of China” (《中華人民共和國環境保護法》), the “Environmental Impact Assessment Law of the People’s Republic of China” (《中華人民共和國環境影響評價法》), the “Energy Conservation Law of the People’s Republic of China” (《中華人民共和國節約能源法》), the “Law of the People’s Republic of China on the Prevention and Control of Atmospheric Pollution” (《中華人民共和國大氣污染防治法》), the “Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes” (《中華人民共和國固體廢物污染環境防治法》), the “Law of the People’s Republic of China on the Prevention and Control of Environmental Noise” (《中華人民共和國環境噪聲污染防治法》), the “Marine Environment Protection Law” (《海洋環境保護法》) and the “Law of the People’s Republic of China on Prevention and Control of Water Pollution” (《中華人民共和國水污染防治法》).

### CLIMATE CHANGE

Global warming, a key manifestation of climate change, disrupts nature’s balance, leading to more frequent and severe natural disasters, such as floods and heavy rainfall and snowfall. These disasters will bring different risks to the Group’s operations. As for physical risks, possible employee injuries, damage to plant facilities, delays or interruptions in the distribution of purchased parts caused by adverse weather will not only affect the operational efficiency and the rate of on-time delivery, but also ultimately affects our sales performance. Transition risks, on the other hand, represent rising operational costs due to more stringent regulatory requirements on carbon reduction or implementation of carbon pricing.

To reduce energy consumption and control greenhouse gas emissions generated in our operations effectively, we have formulated a series of environmental protection measures. First, we established an energy conservation and emission reduction working group that regularly monitors energy efficiency and proposes actionable improvements based on actual conditions. Moreover, we have considered the introduction of renewable energy to replace traditional energy consumption. In response to extreme weather, the Group has formulated the “Emergency Plan for Typhoon and Flood Prevention” and the “Emergency Plan for Human Resources and Administration Department”, and set up an emergency leading group, which is responsible for closely monitoring the national weather forecast for flood and typhoon prevention, and fully implementing all response measures. Meanwhile, we provide appropriate training and drills for emergency leading team members to ensure that they can implement emergency plans proficiently and properly. In the future, the Group will continue to actively respond to the government’s policies and requirements on climate change, implement each relevant feasible measures, and actively participate in community-wide actions to address climate change.

### EXHAUST GAS EMISSION AND ENERGY CONSERVATION

The gases and greenhouse gases emitted by the Group during the production process are mainly generated from the combustion of fuel by vehicles, forklifts and canteens, as well as the use of liquefied natural gas and electricity for plant equipment. Therefore, we have formulated the “Administrative Regulations on Energy and Resources Control” and other systems to strictly monitor energy consumption and exhaust gas emissions during the production process. As for exhaust gas treatment, we have adopted methods such as activated carbon



adsorption and water spray to purify exhaust gas emitted during the operation, so as to reduce the adverse impact on natural environment. As for energy conservation, we have actively introduced newer models of plastic injection moulding machines, which reduce power consumption with its faster plastic injection speed and shortened production time. At the same time, we have implemented measures to maintain a constant temperature in the spraying workshops to avoid energy waste due to repeated temperature adjustments. A series of other energy-saving and emission-reduction measures adopted by us are detailed below:

- Air conditioning of the office is kept at a temperature of above 25°C;
- Turn off all idle lights, air conditioners, computers and other electrical appliances;
- Energy-saving light tubes are installed and natural light is used as much as possible to reduce energy consumption in the factory premises and office areas;
- An energy-saving and emission reduction working group is established to regularly monitor usage efficiency and provide improvement advice.

The Group always abides by the principle of sustainability, and upholds the concept of reducing the use of traditional energy as much as possible, shifting towards the utilisation of renewable energy. During this Year, we used a total of 1,176 MWh (2023: 1,038 MWh) of solar energy. Although renewable energy only accounts for a small portion of our energy consumption, we will continue to increase our investment in renewable energy to reduce the use and proportion of traditional energy. In addition, in terms of exhaust gas emissions, we have strictly complied with the requirements of the “Emission Standard of Air Pollutants for Industrial Coating Process” (《工業塗裝工序大氣污染物排放標準》) (DB33/2146-2018), the “Emission Standard of Atmospheric Pollution of Industrial Furnace (《工業爐窯大氣污染物排放標準》) (GB 9078-1996) and “Volatile Organic Compounds Unorganised Emission

Control Standard” (《揮發性有機物無組織排放控制標準》) (GB37822-2019), to monitor the exhaust gas emissions at each production stage. We have also engaged a third-party independent inspection agency to conduct monthly assessments of the Group’s exhaust gas emissions to ensure compliance. The inspection reports showed that the densities and emission rates of our organised exhaust gas emissions including toluene, xylene, non-methane total hydrocarbons and ethyl acetate are all in compliance with the emission requirements. The unorganised exhaust gas emission, such as methane density, is also in compliance with the emission requirements.

## WATER RESOURCES MANAGEMENT

The Group promotes the reuse and recycling of water resources and achieves the objective of water conservation by using environmental protection technologies. We comply with the “Standards and Requirements for the Establishment of Ningbo Water-Saving Enterprises” (《寧波市節水型企業創建標準和要求》) and have been successfully listed as a Ningbo water-saving Enterprise in recognition of our good water management foundation and water-saving work. Our production water is mainly used for cooling process, while domestic water is mainly used for cooking in the canteen and for toilet facilities. We have taken the following measures to effectively reduce water resource consumption:

- Recycling cooling water to reduce overall water consumption;
- Assigning dedicated personnel to manage water facilities and regularly repair faulty equipment to avoid water leakage;
- Adjusting the water consumption of flower sprinklers for flower irrigation according to the difference in seasons and weather to improve water efficiency; and
- Paying close attention to monitor water consumption through monthly water usage monitoring.

When treating wastewater, we firstly filter the wastewater preliminarily by a screen filter to block and retain larger solid wastes, then the wastewater is discharged into a sedimentation compartment to separate fine-grained solids such as sand and soil, afterwards oil floating on water is removed by using the grease trap, and finally, water is discharged after deep purification is completed in the separation compartment and we are in compliance with the national and local sewage discharge standards such as the “Law of the People’s Republic of China on Prevention and Control of Water Pollution” (《中華人民共和國水污染防治法》) and “Water Quality Standards for Sewage Discharge into Urban Sewers” (《污水排入城鎮下水道水質標準》). The Group has entrusted a professionally qualified third-party agency for inspection. The results show that the wastewater discharged is in compliance with the “Integrated Wastewater Discharge Standard” (《污水綜合排放標準》) (GB 8978 – 1996). The Group’s water is entirely sourced from the municipal water system, and thus there have been no issues with water sourcing.

### WASTE DISCHARGE

The Group has continued to promote waste reduction at source by adopting a number of emission reduction measures. We strive to reduce waste generation by waste reduction, reuse, and enhanced recycling. Hazardous waste and non-hazardous wastes are produced during the Group’s production activities. Hazardous wastes are mainly paint residues, whereas non-hazardous wastes are mainly plastic scraps, metal scraps and paper boxes. The Group strictly complies with the laws, regulations and industry standards in relation to waste disposal, and properly disposes of all wastes to eliminate pollution to nearby communities. We have also entrusted a professionally qualified third-party solid waste treatment company to periodically collect and treat our hazardous wastes, while non-hazardous wastes will be processed through appropriate recycling procedures.

To further reduce generation of non-hazardous wastes, we have taken the following measures:

- Used packaging cartons are recycled and reused to increase the utilization rate of packaging materials;
- Crushed plastic scraps are reused in the production lines;
- Qualified resource recycling companies are engaged to handle metal scraps which are properly collected;
- Staff are encouraged to use electronic channels, such as: replace paper with emails and electronic workflow to achieve paperless office;
- Place memos with environmentally friendly messages and tips on office equipments;
- Recycle boxes for paper and printer cartridges are set up in office; and
- Employees are encouraged to replace disposable tableware with reusable tableware.

### NOISE

In order to prevent the adverse impact noise produced in the production process to our employees and the surrounding environment, we have entrusted a professional institution with relevant qualification to measure the noise generated by the Group during daytime and night respectively to ensure that the noise emission meets the “Emission Standard for Industrial Enterprises Noise at Boundary” (《工業企業廠界環境噪聲排放標準》) (GB 12348 – 2008). The inspection results showed that our environmental noise generation during daytime and night are both below the standard requirements, which complies with regulations. In addition, we also provide earplugs to the employees working in the production workshops to minimise the impact of noise on the employees.

## ENVIRONMENTAL KPIS

	2024	2023	Unit
<b>Exhaust gas emissions</b>			
Nitrogen oxides (NO <sub>x</sub> )	250.51	235.92	Tonnes
Sulphur oxides (SO <sub>x</sub> )	4.11	3.87	Tonnes
Particulate matter (PM)	9.35	8.80	Tonnes
<b>Greenhouse gases emissions</b>			
Total greenhouse gas emissions <sup>2</sup>	102,960.95	97,665.27	Tonnes of CO <sub>2</sub> e
Direct emission (Scope 1) – Use of liquefied natural gas, unleaded petrol and diesel	96,789.85	91,180.69	Tonnes of CO <sub>2</sub> e
Indirect emission (Scope 2) – Purchased electricity	6,171.10	6,484.58	Tonnes of CO <sub>2</sub> e
Greenhouse gas emissions intensity	4.66	4.23	Tonnes of CO <sub>2</sub> e/ '000 production unit
<b>Hazardous waste</b>			
Amount of hazardous waste produced and disposed	22.47	36.90	Tonnes
Intensity of hazardous waste produced and disposed	1.02	1.60	Kg/'000 production unit
<b>Non-hazardous waste</b>			
Total amount of non-hazardous waste produced <sup>3</sup>	503.89	764.19	Tonnes
Total amount of non-hazardous waste disposed	2.82	2.41	Tonnes
Total amount of non-hazardous waste recycled	501.07	761.78	Tonnes
Recycled volume — metal	171.70	314.84	Tonnes
Recycled volume — paper	170.41	183.09	Tonnes
Recycled volume — plastic	158.96	263.85	Tonnes
Intensity of non-hazardous waste produced	22.81	33.10	Kg/'000 production unit

<sup>2</sup> Our disclosures on exhaust gas and greenhouse gas emissions have been prepared based on the requirements stipulated in “How to prepare an ESG report” published by the Stock Exchange and “GHG Protocol: Corporate Accounting and Reporting Standard (Revised Edition)” published by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD), and the national emission factors formulated by the Ministry of Ecology and Environment of the People's Republic of China in 2022.

<sup>3</sup> Domestic waste from offices and dormitories, collected by the local environmental sanitation team, was not quantified.

	2024	2023	Unit
<b>Packaging materials</b>			
Amount of paper packaging materials used	1,071.24	1,141.98	Tonnes
Intensity of paper packaging materials used	48.49	49.47	Kg/'000 production unit
<b>Energy consumption</b>			
Total energy consumption	448,091.15	421,374.55	MWh
Purchased electricity	11,975.74	10,628.72	MWh
Liquefied natural gas	434,672.87	409,397.83	MWh
Unleaded petrol	233.60	275.04	MWh
Diesel	25.61	35.23	MWh
Renewable energy — solar photovoltaic power generation	1,183.33	1,037.73	MWh
Energy consumption intensity	20.28	18.25	MWh/'000 production unit
<b>Water consumption</b>			
Total water consumption	94,229.00	137,189.00	m <sup>3</sup>
Water consumption intensity	4.27	5.94	m <sup>3</sup> /'000 production unit





## CUSTOMER PRIVACY

The Group attaches great importance to the personal privacy of its customers. We have adopted a series of stringent data protection measures and strictly prohibit employees from disclosing any business secrets or confidential information in any forms, including drawings and customer's personal information. Each employee is required to sign a confidentiality agreement for the purpose of preventing the disclosure of confidential information of the Group to third parties.

In addition, we also set up different systemic access rights according to employees' positions to ensure that their access are limited to the information within their functional areas. In the event that our employees have to access information or data outside their granted access rights due to work reasons, they must submit a written request and gain access after the completion of approval process, to eliminate privacy leakage arising from unauthorised use. To the Directors' knowledge, the Group has not violated the "Personal Information Protection Law of the People's Republic of China" (《中華人民共和國個人信息保護法》), the "Data Security Law of the People's Republic of China" (《中華人民共和國數據安全法》) and other relevant laws and regulations in relation to the personal privacy regulations during the Year.

## PROTECTION OF INTELLECTUAL PROPERTY RIGHTS

The Group values the management of intellectual property assets, and strictly abides by relevant laws and regulations such as the "Patent Law of the People's Republic of China" (《中華人民共和國專利法》), and has formulated the "Patent Management System" to safeguard outcomes of our efforts in product research and development work.

To actively encourage employees to engage in technological innovation, we have set up a patent award system and special bonus for patents to encourage employees to motivate research and development staff. For patent application efforts, we require each department involved in intellectual property to prepare a detailed annual patent application plan. We continuously improve the application process and the drafting of technical documents. In 2024, we have been granted over 20 invention patents and utility model patents. Prior to a patent application, we will sign a confidentiality agreement with relevant employees to ensure confidentiality and prevent leakage of business secrets. In the event that any patent rights of the Group are infringed, we will immediately report such case to the R&D center, and hand it over to the Intellectual Property Rights Department for handling. During the Year, we did not identify any cases of patent rights infringement.

## ANTI-CORRUPTION

All staffs of the Group are required to strictly abide by the applicable laws in relation to corruption, bribery and money laundering in the relevant jurisdictions of business location, including but not limited to the “Criminal Law of the People’s Republic of China” (《中華人民共和國刑法》), the “Anti-Money Laundering Law of the People’s Republic of China” (《中國人民共和國反洗錢法》), the “Anti-Corruption and Bribery Law of the People’s Republic of China” (《中華人民共和國反貪污賄賂法》) and the “Anti-Unfair Competition Law of the People’s Republic of China” (《中華人民共和國反不正當競爭法》). The Company takes a strict zero-tolerance approach towards all forms of corruption.

It is clearly stipulated in the “Employee Handbook” that any employee shall not give or receive any kind of illegal benefits, nor attempt to influence business decisions. We also enter into the “Anti-corruption Agreement” with customers and suppliers, putting into writing the responsibilities of both parties regarding anti-corruption, jointly establishing a business environment with just and integrity. The Group has also set up a reporting channel. Employees may report violations anonymously, thereby protecting the rights of the whistleblowers. Upon receiving a reported case, we will immediately initiate investigations, and handle the violations strictly after verification. The parties involved will be subject to disciplinary actions, or even dismissal, and the case will be handed over to the judiciary authorities.

During the Year, the Group did not receive any complaints or cases in relation to corruption, bribery, extortion, fraud and money laundering involving the Group and its staff. Moreover, we have distributed anti-corruption information via email to enhance Directors’ and employees’ awareness of corruption prevention.



CARE FOR THE SOCIETY

Response to UN Sustainable Development Goals in this chapter:



We actively address community needs and drive community development. We donated RMB400,000 to Xiangshan County People’s Education Fund and RMB100,000 to Huaxiang Education Fund, to boost the development of inland education with the expectation of motivating and promoting local education. Meanwhile, we proactively foster employee volunteerism and engage them in various volunteering work to honour our commitment in corporate philanthropic responsibility.



Honorary Award by Xiangshan County People’s Education Fund



Honorary Award by Xiangshan County People’s Education Fund

## HKEX ESG REPORTING GUIDE INDEX

Subject areas, aspects, general disclosures and KPIs		Section/remarks
<b>A. Environmental</b>		
<b>Aspect A1: Emissions</b>		
A1 General disclosure	About the emission of exhaust gas and greenhouse gas, pollution discharge to water and land, and the generation of hazardous and non-hazardous wastes: (a) Policy; and (b) Details on compliance with relevant laws and regulations with material impacts on the issuer.	Environmentally friendly production
A1.1	Types of emissions and related emissions data.	Environmental Kpis
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emission and intensity.	Environmental Kpis
A1.3	Total amount of hazardous waste produced and intensity.	Environmental Kpis
A1.4	Total amount of non-hazardous waste produced and intensity.	Environmental Kpis
A1.5	Describe the set emission goal and steps taken to achieve the goal.	Environmentally friendly production Exhaust gas emission and energy conservation
A1.6	Describe ways of dealing with hazardous and non-hazardous wastes, and the set waste reduction goal as well as steps taken to achieve the goal.	Environmentally friendly production Waste discharge
<b>Aspect A2: Use of resources</b>		
A2 General disclosure	Policies for the effective use of resources.	Environmentally friendly production
A2.1	Total consumption and intensity of direct and/or indirect energy by type.	Environmental KPIs
A2.2	Total water consumption and intensity.	Environmental KPIs
A2.3	Describe the energy utilisation efficiency goals set and the steps taken to achieve these goals.	Environmentally friendly production Exhaust gas emission and energy conservation
A2.4	Describe any issues in sourcing applicable water sources, as well as the water utilisation efficiency goals set and the steps taken to achieve these goals.	Environmentally friendly production Water resources management
A2.5	Total amount of packaging materials used for finished products and the amount per production unit.	Environmental KPIs



Subject areas, aspects, general disclosures and KPIs		Section/remarks
<b>Aspect A3: Environment and natural resources</b>		
A3 General disclosure	Policies to reduce the issuer's significant impact on the environment and natural resources.	Environmentally friendly production
A3.1	Describe the significant impact of business activities on the environment and natural resources and the actions that have been taken to manage the impact.	Environmentally friendly production
<b>Aspect A4: Climate change</b>		
A4 General disclosure	Identify and respond to policies on major climate-related events that have posed and possibly pose impacts on the issuer.	Climate change
A4.1	Describe major climate-related events that have posed and possibly pose impacts on the issuer, as well as the response actions.	Climate change
<b>B. Society</b>		
<b>Employment and Labour Practices</b>		
<b>Aspect B1: Employment</b>		
B1 General disclosure	About remuneration and dismissal, recruitment and promotion, work time, holidays, equal opportunities, diversity, anti-discrimination and other treatment and benefits: (a) Policy; and (b) Details on compliance with relevant laws and regulations with material impacts on the issuer.	People-oriented Labour standards Equal opportunity
B1.1	Total number of employees by gender, employment type (full time or part time), age group and region.	Employee demographics
B1.2	Employee turnover rate by gender, age group and region.	Employee turnover analysis
<b>Aspect B2: Health and safety</b>		
B2 General disclosure	About providing a safe working environment and protecting employees from occupational hazards: (a) Policy; and (b) Details on compliance with relevant laws and regulations with material impacts on the issuer.	Occupational safety
B2.1	Number and rate of work-related fatalities for each of the past three years (including the reporting year).	Occupational safety
B2.2	Lost work days due to work-related injuries.	Occupational safety

Subject areas, aspects, general disclosures and KPIs		Section/remarks
B2.3	Describe the occupational health and safety measures adopted, as well as the relevant implementation and monitoring methods.	Occupational safety
<b>Aspect B3: Development and training</b>		
B3 General disclosure	Policies on improving employees' knowledge and skills in performing job duties. Describe training activities.	Employee development
B3.1	Percentage of employees trained by gender and employee category.	Employee training ratio and hours
B3.2	Average number of training hours completed per employee by gender and employee category.	Employee training ratio and hours
<b>Aspect B4: Labour standards</b>		
B4 General disclosure	About the prevention of child or forced labour: (a) Policy; and (b) Details on compliance with relevant laws and regulations with material impacts on the issuer.	Labour standards
B4.1	Describe measures to review recruitment practices to avoid child and forced labour.	Labour standards
B4.2	Describe the steps taken to eliminate the situation when a violation is found.	Labour standards
<b>Operation Practices</b>		
<b>Aspect B5: Supply chain management</b>		
B5 General disclosure	Policies on managing environmental and social risks of the supply chain.	Supply chain management Suppliers' environment and social risks
B5.1	Number of suppliers by region.	Supply chain management
B5.2	Describe the practice of appointing suppliers, the number of suppliers subject to relevant practices, and the implementation and monitoring methods of relevant practices.	Supply chain management Suppliers' environment and social risks
B5.3	Describe the practice of identifying the environment and social risks of each link of the supply chain, and relevant implementation and monitoring methods.	Suppliers' environment and social risks



Subject areas, aspects, general disclosures and KPIs		Section/remarks
B5.4	Describe the practice of selecting suppliers for the purpose of promoting the use of environmental-friendly products and services, and relevant implementation and monitoring methods.	Suppliers' environment and social risks
<b>Aspect B6: Product Responsibility</b>		
B6 General disclosure	About the health and safety of products and services provided, advertisements, labels and privacy matters, and remedies: (a) Policy; and (b) Details on compliance with relevant laws and regulations with material impacts on the issuer.	Product safety and health
B6.1	Percentage of total sold or shipped products that were recalled for safety and health reasons.	Product recalls
B6.2	Number of complaints about products and services received and response actions.	Customer communication and satisfaction
B6.3	Describe the practices in relation to the observation and protection of intellectual property rights.	Protection of intellectual property rights
B6.4	Describe the quality inspection process and product recall procedures.	Product and service quality Product recalls
B6.5	Describe consumer data protection and privacy policies, and the related implementation and monitoring methods.	Customer privacy
<b>Aspect B7: Anti-corruption</b>		
B7 General disclosure	About the prevention of bribery, extortion, fraud and money laundering: (a) Policy; and (b) Details on compliance with relevant laws and regulations with material impacts on the issuer.	Anti-corruption
B7.1	The number of concluded corruption lawsuits filed against the issuer or its employees during the reporting period and the outcomes of the lawsuits.	Anti-corruption



Subject areas, aspects, general disclosures and KPIs		Section/remarks
B7.2	Describe preventive measures and whistleblowing procedures, as well as the related implementation and monitoring methods.	Anti-corruption
B7.3	Describe the anti-corruption training provided for Directors and employees.	Anti-corruption
<b>Community</b>		
<b>Aspect B8: Community investment</b>		
B8 General disclosure	Policies on community participation to understand the needs of the communities in which they operate and to ensure that their business activities take into account the community interests.	Care for the society
B8.1	Focus on the areas of contribution.	Care for the society
B8.2	Use resources in the focus areas.	Care for the society