

CHINA PARTYTIME CULTURE HOLDINGS LIMITED
中國派對文化控股有限公司

(Incorporated in the Cayman Islands with limited liability 於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 1532



2024
Environmental,
Social and
Governance Report
環境、社會及
管治報告

Environmental, Social and Governance Report

環境、社會及管治報告

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CHAIRMAN'S STATEMENT

Dear shareholders, employees, customers, and the community,

It is with great pride and enthusiasm that I present to you the 2024 Environmental, Social, and Governance (“ESG”) Report (the “Report”) of China Partytime Culture Holdings Limited. This Report reflects our unwavering commitment to sustainable development and our dedication to creating a positive impact on the environment, society, and the communities we serve. As we navigate an ever-evolving global landscape, our resolve to integrate ESG principles into every facet of our operations has never been stronger.

Over the past year, we have made significant strides in advancing our ESG agenda, driven by our core principles of integrity, innovation, and responsibility. Our efforts have been guided by a clear purpose of not only delivering exceptional products and services but also contributing meaningfully to the well-being of our planet and its people. We believe that sustainable growth is not just our corporate responsibility but also a shared journey with our stakeholders, and we are deeply grateful for your continued support and trust.

In the realm of environmental stewardship, we have intensified our efforts to reduce our carbon footprint and promote sustainable practices. Our commitment to climate action is evident in our adoption of renewable energy solutions, such as the installation of solar power systems at our production base. Additionally, we have implemented energy-saving measures, including the adoption of timer switches for the streetlights, and waste reduction initiatives, such as reusing the packaging boxes of raw materials, ensuring that our operations align with national and global environmental standards. What's more, we completed the planting of 50 trees in 2024, contributing to increased greenery and carbon offsetting. These efforts have not only enhanced our operational efficiency but also reinforced our role as a responsible corporate citizen.

On the social front, we have prioritized the well-being and development of our employees, recognizing that they are the backbone of our success. Through comprehensive training programs, competitive remuneration packages, and a strong emphasis on workplace safety, we have fostered a culture of inclusivity, respect, and empowerment. In particular, by providing safety training programs, including fire drills and occupational health monitoring, we have achieved zero workplace fatalities and zero work-related injuries for the fifth consecutive year. Our zero-tolerance policy against child and forced labor underscores our commitment to ethical labor practices, where this is also extended to our suppliers to ensure that our supply chain upholds the highest standards of integrity and fairness.

主席聲明

尊敬的股東、員工、客戶和社區：

我懷著極大的自豪和熱情向大家呈現中國派對文化控股有限公司的2024年環境、社會和管治(「ESG」)報告(「報告」)。該報告反映了我們對可持續發展的堅定承諾，以及我們致力於對環境、社會和我們服務的社區產生積極影響的決心。在不斷變化的全球環境中，我們將ESG原則融入運營的每一個方面的決心從未如此強烈。

過去一年，我們在推進ESG議程方面取得了顯著進展，這些進展是由我們的核心原則——誠信、創新和責任驅動的。我們的努力是為了不僅提供卓越的產品和服務，還要對地球及其人民的福祉做出有意義的貢獻。我們相信，可持續增長不僅是我們的企業責任，也是與我們的持份者共同的旅程，我們非常感謝大家的持續支持和信任。

在環境管理方面，我們加大了減少碳足跡和促進可持續實踐的努力。我們對氣候行動的承諾體現在我們採用可再生能源解決方案，例如在生產基地安裝太陽能系統。此外，我們還實施了節能措施，包括採用街燈定時開關，以及廢棄物減少措施，例如重複使用原材料的包裝盒，確保我們的運營符合國家和全球環境標準。此外，我們在2024年完成了種植50棵樹木的任務，增加了綠化和碳抵銷。這些努力不僅提高了我們的運營效率，還強化了我們作為負責任企業公民的角色。

在社會方面，我們優先考慮員工的福祉和發展，認識到他們是我們成功的支柱。通過全面的培訓計劃、具有競爭力的薪酬方案以及對工作場所安全的高度重視，我們培養了包容、尊重和賦權的文化。特別是通過提供安全培訓計劃，包括消防演習和職業健康監測，我們連續五年實現了零工作場所死亡和零工傷事故。我們對童工和強迫勞動的零容忍政策強調了我們對道德勞動實踐的承諾，這一承諾也延伸到我們的供應商，以確保我們的供應鏈保持最高的誠信和公平標準。

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Governance remains a cornerstone of our ESG strategy. We have strengthened our governance framework, ensuring transparency, accountability, and robust risk management across all levels of the organization. Our board of directors (the “Board”) and the Environment, Health and Safety Committee (the “EHS Committee”) have played pivotal roles in overseeing our ESG initiatives, ensuring that we remain aligned with global best practices and stakeholder expectations.

As we look to the future, we are inspired by the progress we have made and the opportunities that lie ahead. We remain steadfast in our dedication to the United Nations Sustainable Development Goals (SDGs), focusing on areas where we can deliver the greatest impact. Together, we will continue to innovate, collaborate, and lead by example, driving positive change for a sustainable and prosperous future.

On behalf of the Board, I would like to extend my heartfelt gratitude to all employees for their unwavering dedication and invaluable contributions throughout the year. I also wish to express my deep appreciation to our shareholders, customers, business partners, and all stakeholders for their continued trust and support. Looking ahead, China Partytime will remain steadfast in seizing favorable market opportunities and will continue to strive relentlessly toward achieving sustainable development and long-term growth.

Yours faithfully,

Teng Hao

Chairman

China Partytime Culture Holdings Limited

治理仍然是我們ESG戰略的基石。我們加強了治理框架，確保組織各級的透明度、問責制和強大的風險管理。我們的董事會（「董事會」）和環境、健康與安全委員會（「EHS委員會」）在監督我們的ESG舉措方面發揮了關鍵作用，確保我們與全球最佳實踐和持份者的期望保持一致。

展望未來，我們對取得的進展和前方的機會感到鼓舞。我們堅定地致力於聯合國可持續發展目標（SDGs），專注於我們能夠產生最大影響的領域。我們將繼續創新、合作並以身作則，推動積極變革，實現可持續和繁榮的未來。

我謹代表董事會，向所有員工致以誠摯的感謝，感謝他們在過去一年中的堅定奉獻和寶貴貢獻。我還要向我們的股東、客戶、業務夥伴和所有持份者表示深深的感謝，感謝他們的持續信任和支持。展望未來，我們將繼續抓住有利的市場機會，並繼續不懈努力，實現可持續發展和長期增長。

此致

滕浩

主席

中國派對文化控股有限公司

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ABOUT THIS REPORT

China Partytime Culture Holdings Limited (hereafter, the “Company” or “China Partytime”), along with its subsidiaries (referred to as the “Group” or “We”) is pleased to publish its fifth ESG Report. This Report covers the period from 1 January 2024 to 31 December 2024 (the “Reporting Period”), showcasing the overall strategies, management and performance with respect to ESG-related issues.

Reporting Scope

Unless otherwise stated, the scope of this Report covers the core business run by the Group’s subsidiary, Partytime Group Company Limited (“Jiangxi Partytime”), whose production base is located in Yichun City, Jiangxi Province, the People’s Republic of China (the “PRC” or “China”). Jiangxi Partytime is a core business unit of the Group, contributing RMB73.3 million in revenue during the Reporting Period, which constituted 28% of the Group’s total revenue. Given its operational significance and revenue contribution, Jiangxi Partytime plays a key role in the Group’s overall environmental, social and economic performance.

Reporting Standard

This Report has been prepared in accordance with the “Mandatory Disclosure Requirements” and the “Comply or Explain” provisions of the Environmental, Social and Governance Reporting Guide (“ESG Reporting Guide”) in Appendix C2 to the Rules Governing the Listing of Securities, as set out by The Stock Exchange of Hong Kong Limited (“HKEx”).

Reporting Principles

This Report aims to illustrate the ESG performance of the Group in a comprehensive, accurate and just manner, strictly adhering to the four reporting principles of materiality, quantitative, balance and consistency stipulated in the ESG Reporting Guide:

Materiality

This Report is structured based on the materiality of ESG issues of the Group through the support of a stakeholder engagement and materiality assessment. Following a comprehensive stakeholder engagement process and materiality assessment, this Report is structured using the following sections: “Products and Businesses”, “People and Community”, and “Environment and Resources”. For further details, please refer to the “Stakeholder Engagement” and “Materiality Assessment” sections.

重要性

在持份者參與和重要性評估的支持下，本報告的結構基於本集團環境、社會及管治議題的重要性。經過全面的持份者參與過程和重要性評估，本報告結構如下：「產品與業務」、「人文與社區」和「環境與資源」。有關詳細信息，請參閱「持份者參與」和「重要性評估」部分。

關於本報告

中國派對文化控股有限公司（以下簡稱「公司」或「派對文化」）及其子公司（統稱為「本集團」或「我們」）欣然發布其第五份ESG報告。本報告涵蓋2024年1月1日至2024年12月31日（「報告期」），展示了集團在ESG相關議題上的整體策略、管理和績效。

報告範圍

除非另有說明，本報告的披露範圍涵蓋集團子公司派對文化集團有限公司（「江西派對」）運營的核心業務，其生產基地位於中華人民共和國（「中國」）江西省宜春市。江西派對是集團的核心業務單位，在報告期內貢獻了7,330萬人民幣的收入，佔集團總收入的28%。鑑於其運營重要性和收入貢獻，江西派對在集團的整體環境、社會和經濟績效中發揮著關鍵作用。

報告標準

本報告根據香港聯合交易所有限公司（「香港交易所」）《證券上市規則》附錄C2中的《環境、社會及管治報告指引》（「ESG報告指引」）中的「強制披露要求」和「不遵守就解釋」條款編製。

報告原則

本報告旨在全面、準確和公正地展示集團的ESG績效，嚴格遵守ESG報告指引中規定的四個報告原則：重要性、量化、平衡和一致性：

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Quantitative	This Report discloses quantitative key performance indicators (“KPI” or “KPIs”) and quantitative environmental targets of Jiangxi Partytime. Whenever applicable, relevant standards, methods, hypotheses, and calculation tools are further disclosed under the “KPIs Summary” section.
量化	本報告披露了江西派對的量化關鍵績效指標(「KPI」或「KPIs」)和量化環境目標。在適用的情況下，相關標準、方法、假設和計算工具在「關鍵績效指標匯總」部分進一步披露。
Balance	The information provided in this Report is based on the Group’s policies, documents and practices. It gives an unbiased statement of the Group’s ESG performance.
平衡	本報告提供的信息基於集團的政策、文件和實踐。它對集團的ESG績效給出了公正的陳述。
Consistency	This Report has been prepared in accordance with the ESG Reporting Guide. It includes the same reporting boundary and business scope as disclosed in the 2023 ESG report, and also provides a clear explanation regarding any differences in KPIs calculation methodologies. For more information, please refer to the “KPIs Summary” section.
一致性	本報告根據ESG報告指引編製。它與2023年ESG報告的報告範圍和業務範圍相同，並對任何KPI計算方法的差異提供了明確解釋。更多信息，請參閱「關鍵績效指標匯總」部分。

Contact and Feedback

We welcome your feedback on this Report and the Group’s sustainable development journey. Please contact our Investor Relations Department at ir@partytime.com.cn to share your views. For further details on our financial performance and corporate governance, please visit our website (<http://www.partytime.com.cn>) or refer to the China Partytime Annual Report 2024.

聯繫和反饋

我們歡迎您對本報告和集團的可持續發展之旅提出反饋。請聯繫我們的投資者關係部門(ir@partytime.com.cn)分享您的看法。欲了解更多有關我們的財務績效和公司治理的詳細信息，請訪問我們的網站(<http://www.partytime.com.cn>)或參閱中國派對文化2024年年度報告。

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SUSTAINABILITY GOVERNANCE

About the Group

Group Overview

China Partytime Culture Holdings Limited (stock code: 01532.HK) is a diversified company engaged in the design, development, production, and marketing of a wide range of costumes, including cosplay costumes, wigs, sexy lingerie, and party costumes. The Company also operates in factory leasing, research and development, manufacturing, and provides laundry, personal care, and home care products. With over 80,000 square meters of production facilities and a workforce exceeding 1,000 employees, China Partytime boasts a robust network of tens of thousands of certified franchisees and business partners.

The Group's cosplay products draw inspiration from popular anime, comics, cartoons, films, and games, encompassing a diverse range of themes, including fairy tales, Halloween, Christmas, and other holiday celebrations. Our comprehensive service platform integrates all stages of product development, from research and development ("R&D") and production planning to raw material procurement and manufacturing, ensuring a seamless and efficient production process. The products we provide enjoy global reach, with exports spanning over 10 countries and regions, including major markets such as the United States, Germany, the United Kingdom, Japan, Italy and the Netherlands.

Risk Adaptation and Opportunity Identification

During the Reporting Period, we have established a production base in cooperation with the Collective Economy Group in Hunan Province of the PRC, which helps to resolve the sudden regional power shortages. In order to tackle climate change, we have designated responsible personnel to check the weather forecast in advance and take prompt precautions where necessary. At the same time, relevant departments of the local government have also strengthened the advance notification of weather disasters. Hence, extreme weather changes (i.e. extreme rainstorms in Jiangxi) caused a relatively small operational impact on our staff's ability to arrive at the workplace and on logistics transportation.

Looking ahead, the Group is still on the journey of digital transformation and sustainable development. As a costume manufacturer with customers all around the world, promoting the brand, engaging with stakeholders, and maximising shareholders' value are undoubtedly our constant pursuit.

可持續管治

關於集團

集團概況

中國派對文化控股有限公司(股票代碼:01532.HK)是一家多元化公司,致力於設計、開發、生產和銷售各種服裝,包括角色扮演服裝、假髮、性感內衣和派對服裝。公司還從事工廠租賃、研發、製造,並提供洗衣、個人護理和家居護理產品。我們擁有超過80,000平方米的生產設施和超過1,000名員工的勞動力,擁有數萬名認證加盟商和業務夥伴的強大網絡。

集團的角色扮演產品從流行的動漫、漫畫、卡通、電影和遊戲中汲取靈感,涵蓋了包括童話故事、萬聖節、聖誕節和其他節日慶祝活動在內的各種主題。我們綜合服務平台整合了產品開發的所有階段,從研發("R&D")和生產規劃到原材料採購和製造,確保生產過程無縫高效。我們提供的產品遍佈全球,出口到包括美國、德國、英國、日本、意大利和荷蘭在內的10多個國家和地區。

風險適應和機會識別

在報告期內,我們與中國湖南省的集體經濟集團合作建立了一個生產基地,這有助於解決突發的區域性電力短缺問題。為了應對氣候變化,我們指定了負責人員提前查看天氣預報,並在必要時採取迅速的預防措施。同時,當地政府的相關部門也加強了對天氣災害的提前通知。因此,極端天氣變化(如江西的極端暴雨)對我們員工到達工作場所和物流運輸的運營影響相對較小。

展望未來,集團仍在數字化轉型和可持續發展的旅程中。作為一家擁有全球客戶的服裝製造商,推廣品牌、與持份者互動並最大化股東價值無疑是我們不懈的追求。

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Internally, the Board will continue to seek new opportunities to enrich our products and diversify our businesses by acquiring intellectual property (“IP”) rights with growth potential, while working with upstream and downstream companies to jointly promote the green production of textiles. Equipped with years of experience, the Group will also continue to assess and to select target companies that possess investment value and have the potential to synergise with our existing business and industry value chain, to enable us so that we will be able to gain a competitive edge when entering more new markets. The EHS Committee for the purpose of managing material ESG-related risks and opportunities has been set up by the Group. This Committee acts as a concrete support for our business development and ensures that the Board will be able to review and track the measures and performance of ESG issues in a timely manner.

Externally, the provisions of the “Outline of the Development of the Textile Industry in the 14th Five Year Plan” published by the China Textile Industry Federation in 2021 has clarified the development focus around circular economy and digital transformation for Chinese manufacturers in the future. During the Reporting Period, we have adopted the practice of reusing packaging boxes of raw materials, which effectively reduced our reliance on virgin plastic packaging and paper packaging.

In the context of China’s “Double-Carbon Goals” – achieving peak carbon emissions by 2030 and carbon neutrality by 2060, we will continue to improve our green production methods, which include procuring and utilising solar panels in 2023, to smoothen the green transition and sustainable development. We also recognise that any improvements in technological progress and labour productivity will not only benefit the Group, but also directly contribute to the economic growth in Jiangxi Province of the People’s Republic of China, as well as the optimisation and upgrading of the industrial structure. Therefore, we will continue to move in line with the global standards, and will take more actions in the upcoming year to improve the efficiency of resource utilisation.

在內部，董事會將繼續尋找新機會，通過收購具有增長潛力的知識產權（「IP」）權利來豐富我們的產品和多元化我們的業務，同時與上下游公司合作，共同推動紡織品的綠色生產。憑藉多年的經驗，集團還將繼續評估和選擇具有投資價值並有潛力與我們現有業務和行業價值鏈產生協同效應的目標公司，使我們能夠在進入更多新市場時獲得競爭優勢。集團已成立EHS委員會，旨在管理重大ESG相關風險和機會。該委員會為我們的業務發展提供了堅實的支持，確保董事會能夠及時審查和追蹤ESG問題的措施和績效。

在外部，中國紡織工業聯合會於2021年發布的《紡織工業發展「十四五」規劃綱要》明確了中國製造商未來圍繞循環經濟和數字化轉型的發展重點。在報告期內，我們採用了重複使用原材料包裝盒的做法，有效減少了我們對原生塑料包裝和紙質包裝的依賴。

在中國「雙碳目標」的背景下一到2030年實現碳排放達峰，到2060年實現碳中和，我們將繼續改進我們的綠色生產方法，包括在2023年採購和使用太陽能電池板，以促進綠色轉型和可持續發展。我們還認識到，任何技術進步和勞動生產率的提高，不僅將使集團受益，還將直接促進中國江西省的經濟增長，以及產業結構的優化和升級。因此，我們將繼續與全球標準保持一致，並在未來一年採取更多行動，以提高資源利用效率。

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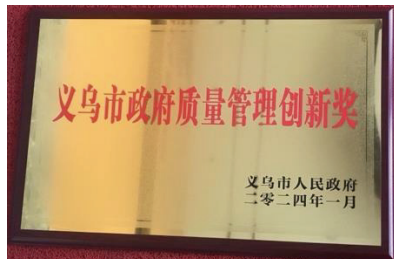
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Honours and Certificates

Building upon our commitment to excellence, China Partytime continued to receive recognition for its operational achievements and contributions. In 2024, our Yiwu subsidiary was honored with the “Five-star Grassroots Party Organisation” (see left image below) for the third consecutive year by the Organisation Department of the Communist Party of Jinhua Municipal Committee and the Communist Party of Jinhua Working Municipal Committee. This recognition underscores our dedication to fostering a strong and cohesive organizational culture. Furthermore, we were awarded the prestigious “Quality Management Innovation Award” (see middle image below) by the Municipal Government of Yiwu City, acknowledging our innovative approaches to quality management and operational efficiency. We also continued to be recognized as a “Specialised, Refined, Unique, and Novel Small and Medium-Sized Enterprise in Zhejiang Province” by the Department of Economy and Information Technology of Zhejiang Province (see right image below), reaffirming our commitment to innovation and excellence. These accolades reflect our unwavering focus on product quality, operational excellence, and sustainable development, serving as a strong foundation for continued growth and success.

榮譽和證書

基於我們對卓越的承諾，派對文化繼續因其運營成就和貢獻而獲得認可。2024年，我們的義烏子公司連續第三年被中共金華市委組織部和中共金華市委兩新工委授予「五星基層黨組織」稱號（見下圖左側），這一榮譽強調了我們致力於培養強大而有凝聚力的組織文化。此外，我們還獲得了義烏市人民政府頒發的「質量管理創新獎」（見下圖中間），以表彰我們在質量管理和運營效率方面的創新方法。我們還繼續被浙江省經濟和信息化廳認定為「浙江省專精特新中小企業」（見下圖右側），重申了我們對創新和卓越的承諾。這些榮譽反映了我們對產品質量、運營卓越和可持續發展的不懈關注，為持續增長和成功奠定了堅實的基礎。



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Sustainability Governance Structure

China Partytime is committed to upholding high standards of ESG governance. A robust governance framework has been established, with the Board of Directors assuming ultimate responsibility for the Group's ESG strategy and management, including oversight of all ESG-related risks. This structure ensures comprehensive and effective governance to meet stakeholder expectations and fulfill our commitments. To support the Board, the EHS Committee, led by Administration Manager Mr. Liu Qian, plays a crucial role in supervising ESG matters and integrating material ESG considerations into daily operations. The EHS Committee reports to the Board on a quarterly basis.

The Board's key responsibilities include:

- Defining and approving the Group's ESG strategy and targets
- Overseeing the identification and assessment of material ESG risks and opportunities
- Monitoring progress against ESG goals and targets through regular reviews of the adequacy and effectiveness of overall ESG governance and robust reporting procedures
- Hire independent sustainability consultancies and jointly participate in ESG review meetings to identify room for improvement
- Participate in the Group's climate-related risk assessments
- Undergo regular trainings on anti-corruption

The EHS Committee's key responsibilities include:

- Assisting the Board in overseeing ESG-related matters
- Monitoring daily operations to ensure compliance with environmental, health, and safety standards
- Reporting on production safety, operational compliance performance, KPIs and any significant ESG-related issues
- Collaborating with other departments to implement effective ESG management plans

可持續管治結構

派對文化致力於維持高標準的ESG治理。我們建立了健全的治理框架，董事會承擔集團ESG戰略和管理的最終責任，包括對所有ESG相關風險的監督。這一結構確保了全面和有效的治理，以滿足持份者的期望並履行我們的承諾。為支持董事會，EHS委員會由行政經理劉倩先生領導，在監督ESG事務和將重大ESG考慮因素融入日常運營方面發揮了關鍵作用。EHS委員會每季度向董事會報告。

董事會的主要職責包括：

- 定義和批准集團的ESG戰略和目標
- 監督重大ESG風險和機會的識別和評估
- 通過定期審查整體ESG治理的充分性和有效性以及健全的報告程序來監控ESG目標的進展
- 聘請獨立的可持續發展顧問，並共同參加ESG審查會議，以識別改進空間
- 參與集團的氣候相關風險評估
- 接受反腐敗的定期培訓

EHS委員會的主要職責包括：

- 協助董事會監督ESG相關事務
- 監控日常運營，以確保符合環境、健康和安全標準
- 報告生產安全、運營合規績效、關鍵績效指標和任何重大ESG相關議題
- 與其他部門合作，實施有效的ESG管理計劃

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Stakeholder Engagement

At China Partytime, we prioritize open dialogue and value the diverse perspectives of our internal and external stakeholders. This collaborative approach is fundamental to our journey towards sustainable development. Throughout the Reporting Period, we maintained consistent and transparent communication with key stakeholder groups through various channels to actively listen to their views and expectations regarding our business operations. We firmly believe that engaging with our stakeholders is essential for refining our sustainability approach and ensuring our ESG practices align with their evolving needs and expectations. The table below outlines the key stakeholder groups of the Company and the corresponding communication and engagement methods.

持份者參與

在派對文化，我們重視開放對話，並重視內部和外部持份者的多樣化觀點。這種協作方法是我們邁向可持續發展之旅的基礎。在報告期內，我們通過各種渠道與主要持份者群體保持一致和透明的溝通，積極聽取他們對我們業務運營的意見和期望。我們堅信，與持份者的互動對於完善我們的可持續發展方法並確保我們的ESG實踐符合他們不斷變化的需求和期望至關重要。下表概述了公司的主要持份者群體及相應的溝通和參與方法。

Key Stakeholder Groups 主要持份者群體

Communication and Response Methods 溝通和回應方式

Shareholders	<ul style="list-style-type: none">• General meetings• Company announcements and circulars• Emails, telephone and company websites• Annual Reports, Interim Reports and Special Reports
股東	<ul style="list-style-type: none">• 股東大會• 公司公告和通告• 電郵、電話通訊及公司網站• 年度報告、中期報告及專題報告
Employees	<ul style="list-style-type: none">• Staff meetings• Company magazines and intranet• Staff mailbox• Training and workshops• Staff activities
員工	<ul style="list-style-type: none">• 員工會議• 公司內刊和內聯網• 員工信箱• 培訓和研討會• 員工活動
Customers	<ul style="list-style-type: none">• Customer service centre and hotline• Customer feedback survey• Customer meetings• Social media platforms• Return visits
客戶	<ul style="list-style-type: none">• 客戶服務中心和熱線• 客戶意見調查• 客戶會議• 社交媒體平台• 回訪

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Key Stakeholder Groups

主要持份者群體

Communication and Response Methods

溝通和回應方式

Partners	<ul style="list-style-type: none">Review and evaluation meetingsBusiness communicationsExchanges and seminarsNegotiation and cooperation
合作夥伴	<ul style="list-style-type: none">審查與評估會議商務溝通交流研討洽談合作
Community and the Public	<ul style="list-style-type: none">Company websitesCompany announcementsMedia interviewsSocial media platforms
社區及公眾	<ul style="list-style-type: none">公司網站公司公告傳媒採訪社交媒體平台
Industry Peers	<ul style="list-style-type: none">Industry forumsInvestigations and mutual visits
業界同行	<ul style="list-style-type: none">行業論壇考察互訪
Governmental and Regulatory Agencies	<ul style="list-style-type: none">Regular information reportsInspection and supervisionSpecial reports
政府及監管機構	<ul style="list-style-type: none">定期匯報信息檢查及監督專題報告

Materiality Assessment

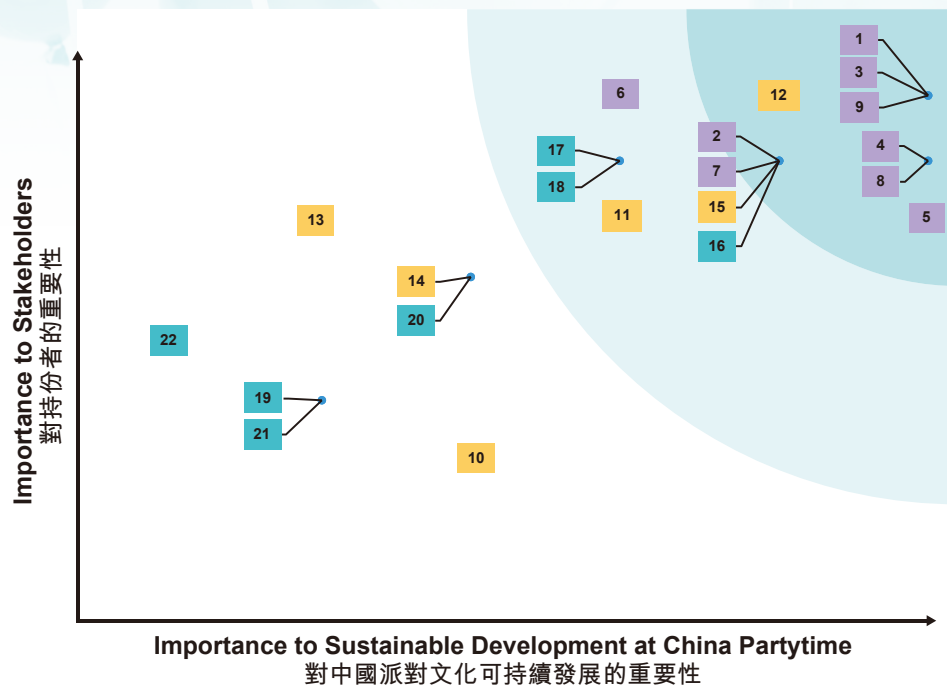
China Partytime highly values the perspectives of its stakeholders, recognizing the strong interdependence between their interests and the Group's long-term success. To ensure our ESG efforts effectively address stakeholder concerns, we commissioned an independent sustainability consultancy to conduct a comprehensive materiality assessment in 2024. Specifically, a three-step approach was taken to assess the materiality of ESG-related issues, namely, identification, prioritisation, validation and review (for further details, please refer to the "Materiality Assessment" section in our 2023 ESG report). As our corporate strategic direction remains largely unchanged, we will continue to rely on the findings of the materiality assessment conducted in 2024 (see below), which we believe remains relevant and effective in the context of evolving stakeholder expectations and emerging sustainability trends.

重要性評估

派對文化高度重視持份者的觀點，認識到他們的利益與集團長期成功之間的密切相互依存關係。為確保我們的ESG工作有效地解決持份者的關注，我們委託了一家獨立的可持續發展顧問在2024年進行了全面的重要性評估。具體而言，採取了三步驟方法來評估ESG相關問題的重要性，即識別、優先排序、驗證和審查（有關詳細信息，請參閱我們2023年ESG報告中的「重要性評估」部分）。隨著我們的企業戰略方向基本保持不變，我們將繼續依賴2024年進行的重要性評估結果（見下文），我們相信這些結果在不斷變化的持份者期望和新興可持續發展趨勢的背景下仍然具有相關性和有效性。

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Products and Businesses 產品和業務	People and Community 人文和社區	Environment and Resources 環境和資源
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Tier 1 – Important 第一級別 – 重要		Tier 2 – Moderately Important 第二級別 – 部分重要		Tier 3 – Less Important 第三級別 – 稍微重要	
1	Operational Risk Management 運營風險管理	6	Supply Chain Management 供應鏈管理	14	Equal Opportunity and Diversity 平等機會與多元化
3	Production Safety and Operational Compliance 生產安全及合規操作	17	Responsible Raw Material Procurement 負責任原材料採購	20	Smart Consumption of Water and Electricity 節約用水及用電
9	Customer Privacy and Data Management 客戶隱私及數據管理	18	Identification and Control of Environmental Impacts 環境影響的識別及控制	13	Employee Training and Development 員工培訓與發展
4	Quality Assurance and Control 品質保證及控制	11	Occupational Health and Safety 職業健康與安全	10	Community Investment and Public Welfare Activities 社區投資及公益活動
8	Customer Satisfaction and Communication 客戶滿意度及溝通			19	Climate Change and Carbon Neutrality 氣候變化及碳中和
12	Employee Benefits and Remunerations 員工福利及薪酬			21	Non-hazardous Waste Management 無害廢棄物管理
5	Intellectual Property Rights and Product Innovation 知識產權及產品研發			22	Smart Consumption of Packaging Materials 善用包裝材料
2	Brand Reputation and Promotion 品牌聲譽及推廣				
7	Business Ethics and Integrity 商業道德及誠信				
15	Prevention of Child Labour and Forced Labour 防止童工及強迫勞動				
16	Management of Chemical Usage and Discharge 化學品使用及排放的管理				

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ESG Strategy

China Partytime's commitment to sustainable development is anchored by a robust ESG strategy. A data-driven materiality analysis, utilizing mean value calculations, revealed "Products and Businesses" as the most critical ESG aspect, followed by "People and Community" and "Environment and Resources". Accordingly, these three pillars directly inform the Group's strategic priorities and shape our overall actions. The Administrative Department leads biannual reviews, integrating cross-departmental feedback, to ensure the strategy remains aligned with evolving business objectives and industry best practices.

In pursuit of corporate growth and shareholder value, China Partytime acknowledges its obligation to the United Nations Sustainable Development Goals ("SDGs") as a part of the global sustainability agenda in 2030. We are committed to joining the global movement to improve living standards and protect the planet, focusing on nine SDGs relevant to our business operations which are summarised as follows:

ESG策略

派對文化對可持續發展的承諾以穩健的ESG策略為基礎。基於數據的重要性分析，利用均值計算，揭示了「產品與業務」是最關鍵的ESG方面，其次是「人文與社區」和「環境與資源」。因此，這三個支柱直接指導集團的戰略優先事項並塑造我們的整體行動。行政部門領導每半年進行一次審查，整合跨部門反饋，以確保策略與不斷發展的業務目標和行業最佳實踐保持一致。

在追求企業增長和股東價值的過程中，派對文化承認其對聯合國可持續發展目標（「SDGs」）的義務，作為2030年全球可持續發展議程的一部分。我們致力於加入全球倡議，改善生活水平並保護地球，重點關注與我們業務運營相關的九個SDGs，總結如下：

Priorities 優先事項	Commitments 承諾	Related SDGs 相關的可持續發展目標
1. Products and Businesses	We always place great emphasis on yielding market-oriented and first-class products, as well as operating integrity-based businesses	– SDG 9 Industry, Innovation and Infrastructure – SDG 12 Responsible Consumption and Production
1. 產品與業務	我們始終堅持以市場為導向，生產一流的產品，以誠信為本	– 可持續發展目標9 產業、創新與基礎設施 – 可持續發展目標12 負責任的消費與生產
2. People and Community	We are diligent in engaging with our staff, consumers, suppliers and the community in a responsible and respectful manner	– SDG 3 Good Health and Well-being – SDG 4 Quality Education – SDG 8 Decent Work and Economic Growth – SDG 11 Sustainable Cities and Communities
2. 人文與社區	我們以負責任和尊重的方式與我們的員工、消費者、供應商和社區互動	– 可持續發展目標3 良好的健康與福祉 – 可持續發展目標4 優質教育 – 可持續發展目標8 體面工作和經濟成長 – 可持續發展目標11 可持續城市與社區

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Priorities 優先事項	Commitments 承諾	Related SDGs 相關的可持續發展目標
3. Environment and Resources	We strive to care about the environment through low-carbon and the energy-saving operations, so as to benefit society	<ul style="list-style-type: none"> – SDG 7 Affordable and Clean Energy – SDG 12 Responsible Consumption and Production – SDG 13 Climate Action
3. 環境與資源	我們致力於透過低碳節能的經營方式關懷環境，造福社會	<ul style="list-style-type: none"> – 可持續發展目標7 可負擔的清潔能源 – 可持續發展目標12 負責任的消費與生產 – 可持續發展目標13 氣候行動

PRODUCTS AND BUSINESSES



Guided by our unwavering commitment to “Happy Spirit, Committed to becoming the World’s Leader in Creating Happy Products”, China Partytime integrates corporate social responsibility principles throughout its entire value chain, from product design and production to market engagement. Aligned with the principles of the “Internal and External Dual Circulation” development paradigm, we are well-positioned to seize market opportunities while upholding the highest standards of ethical conduct.

The Group focuses its efforts on maintaining responsible business practices, ensuring product responsibility and operational risk management, and upholding customer privacy as well as transparent communication. The cultivation of a strong corporate image and ethical business conduct, and the fostering of sustainable and responsible supply chain relationships are fundamental aspects of promoting our integrity-based business.

Product Responsibility and Operational Risk Management

China Partytime prioritizes product safety and quality as cornerstones of its business. We adhere to stringent quality control measures throughout the entire product lifecycle, from raw material sourcing to production and distribution. Our commitment to operational excellence extends to ensuring a safe and healthy working environment for our employees. We continuously strive to identify and mitigate potential operational risks, including those related to production safety, environmental impact, and product recalls, to ensure the long-term sustainability of our business.

產品與業務



在我們對「快樂精神，致力成為世界快樂產品締造的領航者」的堅定承諾的指導下，派對文化在其整個價值鏈中整合了企業社會責任原則，從產品設計和生產到市場參與。與「內外雙循環」發展範式的原則保持一致，我們處於有利位置，可以抓住市場機會，同時保持最高的道德行為標準。

集團專注於保持負責任的商業實踐，確保產品責任和運營風險管理，並維護客戶隱私以及透明的溝通。培養良好的企業形象和道德商業行為，並促進可持續和負責任的供應鏈關係，是推動我們基於誠信的業務的基本方面。

產品責任和運營風險管理

派對文化將產品安全和質量作為其業務的基石。我們在整個產品生命週期中遵守嚴格的質量控制措施，從原材料採購到生產和分銷。我們對運營卓越的承諾還延伸到確保員工的安全和健康工作環境。我們不斷努力識別和減少潛在的運營風險，包括與生產安全、環境影響和產品召回相關的風險，以確保我們業務的長期可持續性。

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Production Safety and Operational Compliance

China Partytime strictly operates within a robust legal and regulatory framework, adhering to all relevant laws and regulations pertaining to production safety and operational compliance, including the “Production Safety Law of the PRC” and the “Law of the PRC on the Prevention and Control of Occupational Diseases”. We are proud to have achieved the following certifications, which demonstrate our commitment to maintaining high standards of quality and safety throughout our operations:

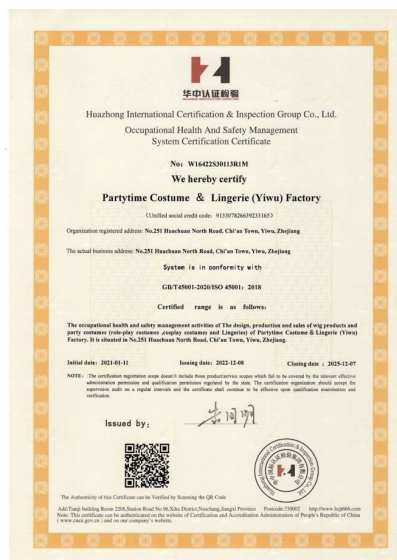
- Quality Management System Certification: GB/T19001-2016/ISO 9001:2015 (left image below)
- Occupational Health and Safety Management System Certification: GB/T45001-2020/ISO 45001:2018 (right image below)



生產安全和運營合規

派對文化嚴格在穩健的法律和監管框架內運營，遵守所有與生產安全和運營合規相關的法律法規，包括《中華人民共和國安全生產法》和《中華人民共和國職業病防治法》。我們自豪地獲得了以下認證，這些認證展示了我們在整個運營過程中保持高標準質量和安全的承諾：

- 質量管理體系認證：GB/T19001-2016/ISO 9001:2015(見下圖左側)
- 職業健康和安全管理體系認證：GB/T45001-2020/ISO 45001:2018(見下圖右側)



To further enhance our safety performance, we have significantly strengthened our safety initiatives. For example, we have initiated mandatory safety training programs for all employees, including “Production Safety Education” and “Industrial Park Safety Meetings” (see images below). Notably, during the Reporting Period, we have doubled the frequency of fire drills from once to twice annually, enhancing our preparedness for emergencies and ensuring the safety of all personnel.

為進一步提高我們的安全績效，我們顯著加強了我們的安全舉措。例如，我們為所有員工啟動了強制性安全培訓計劃，包括「生產安全教育」和「工業園區安全會議」(見下圖)。值得注意的是，在報告期內，我們將消防演習的頻率從每年一次增加到每年兩次，提高了我們的應急準備能力，確保所有人員的安全。

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The EHS Committee plays a crucial role in overseeing our safety performance and operational compliance. The committee conducts regular inspections of our production facilities to identify and address potential hazards proactively. Moreover, the committee rigorously investigates all incidents, analyzing root causes and implementing corrective and preventive actions to prevent future occurrences. In addition, regular training on production safety and specific Three-level Safety Training sessions are provided to employees at all levels and designated operators, respectively, to ensure all technicians comply with both the national and corporate requirements, creating a hazard-free working environment.

Our commitment to a comprehensive safety management approach and continuous improvement has shaped our safety culture, yielding consistently positive safety performance results. During the Reporting Period, the Group was not informed of any cases of non-compliance concerning production safety or operational adherence. We remain committed to upholding the highest standards of safety and compliance across all aspects of our operations.

EHS委員會在監督我們的安全績效和運營合規方面發揮了關鍵作用。該委員會定期檢查我們的生產設施，主動識別和解決潛在危險。此外，該委員會嚴格調查所有事件，分析根本原因並實施糾正和預防措施，以防止未來發生類似事件。此外，為各級員工和指定操作員提供定期的生產安全培訓和特定的三級安全培訓課程，以確保所有技術人員遵守國家和企業要求，創造無危害的工作環境。

我們對全面安全管理方法和持續改進的承諾塑造了我們的安全文化，產生了持續積極的安全績效結果。在報告期內，集團未被告知有任何關於生產安全或運營合規的違規情況。我們將繼續致力於在我們運營的各個方面保持最高的安全和合規標準。

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Quality Assurance and Control

The principle of “Responsibility is the Guarantee of Quality, Quality is the Life of the Corporate” translates into a rigorous and comprehensive quality assurance system that encompasses all stages of the product lifecycle, from procurement and production to final inspection and recalls. Initiatives taken to ensure delivery of highest product quality across each stage are summarized below:

Procurement

- **Supplier Selection:** stringent supplier selection criteria and procedures ensure the use of high-quality, environmentally friendly, and safe raw materials. Only pre-approved suppliers on the “Qualified Supplier List” are engaged for cooperation. For more information regarding supplier selection process, please refer to the “Supply Chain Management” subsection within this section.
- **Raw Material Inspection:** all incoming raw materials undergo rigorous sampling and testing by the Quality Department to verify compliance with national and industry standards. For instance, we only choose knitted fabrics that are environmentally friendly and safe to wear and use, and any unqualified samples will be returned back to suppliers. Only materials meeting our highest standards of quality, function, and characteristics are accepted.

Production

- **In-Process Monitoring:** the Quality Department actively monitors the entire production process, conducting random sample checks to ensure adherence to industry standards and customer specifications.
- **Customer Audits:** China Partytime invites customers to conduct on-site audits of its production facilities to ensure alignment with their expectations regarding environmental protection, occupational health and safety, corporate social responsibility, and anti-terrorism.
- **Traceability:** a single-piece accountability and traceability system, utilizing labels to indicate inspection status, enhances product quality throughout the production process.

質量保證和控制

「責任是質量的保證，質量是企業的生命」這一原則轉化為嚴格而全面的質量保證體系，涵蓋了產品生命周期的所有階段，從採購和生產到最終檢查和召回。為確保在每個階段交付最高產品質量而採取的舉措總結如下：

採購

- **供應商選擇：**嚴格的供應商選擇標準和程序確保使用高質量、環保和安全的原材料。只有在「合格供應商名單」上的預先批准供應商才會被選中合作。關於供應商選擇過程的更多信息，請參閱本節中的「供應鏈管理」子部分。
- **原材料檢驗：**所有進口原材料都經過質量部門的嚴格抽樣和測試，以驗證其是否符合國家和行業標準。例如，我們只選擇環保且安全穿戴和使用的針織面料，任何不合格的樣品將退回給供應商。只有符合我們最高質量、功能和特性標準的材料才會被接受。

生產

- **過程監控：**質量部門積極監控整個生產過程，進行隨機抽樣檢查，以確保符合行業標準和客戶規格。
- **客戶審核：**派對文化邀請客戶對其生產設施進行現場審核，以確保符合他們對環境保護、職業健康和 safety、企業社會責任和反恐的期望。
- **可追溯性：**單件問責制和可追溯性系統，利用標籤指示檢查狀態，在整個生產過程中提高產品質量。

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Final Inspection and Recall

- **Final Sampling:** each batch of finished products undergoes a thorough appearance review and product testing before shipment to customers. We aim to ensure that all finished products comply with the “Production Quality Law of the PRC” to meet our stringent product standards and are delivered to customers in their best condition.
- **Defect Resolution:** any substandard products identified during departmental self-reviews are immediately repaired, and preventive measures are implemented to prevent future occurrences of similar issues.
- **Customer Complaints:** China Partytime strictly adheres to the “Law of the PRC on the Protection of Consumers’ Rights and Interests”. In the event of customer complaints or product defects identified by national quality inspection authorities, the Company initiates immediate recalls of all affected products from the market and halts production to prevent further violations of consumer rights and minimize damage to the Company’s reputation.

Through the implementation of this robust quality assurance and control system, China Partytime consistently meets industry standards, delivers high-quality products, and remains at the forefront of global market trends. During the Reporting Period, no product recalls were recorded due to quality or safety concerns.

Intellectual Property Rights and Product Innovation

R&D is the driving force behind China Partytime’s growth. Our dedicated R&D department, staffed with experienced professionals in animation derivatives and the clothing industry, leverages advanced technology to anticipate and respond swiftly to evolving consumer trends.

During the Reporting Period, the Group further solidified its intellectual property (“IP”) position with the addition of 16 patents, varying from oil-removing dish towels to wig maintenance equipment. Internally, this robust IP portfolio protects our innovative technologies and we strive to foster a strong culture of innovation through the following initiatives:

- **Employee Empowerment:** we empower our employees through an “Internal Intellectual Property Rights Management” regulation, protecting our innovation achievements and intangible brand assets, including patents, copyrights and trademarks.

最終檢查和召回

- **最終抽樣：**每批成品在發貨給客戶之前都要進行徹底的外觀檢查和產品測試。我們旨在確保所有成品符合《中華人民共和國產品質量法》，以滿足我們嚴格的產品標準，並以最佳狀態交付給客戶。
- **缺陷解決：**在部門自檢過程中發現的任何不合格產品將立即進行修復，並實施預防措施，以防止未來發生類似問題。
- **客戶投訴：**派對文化嚴格遵守《中華人民共和國消費者權益保護法》。在發生客戶投訴或國家質量檢驗機構發現產品缺陷的情況下，公司會立即召回市場上所有受影響的產品並停止生產，以防止進一步侵犯消費者權利並最大限度地減少對公司聲譽的損害。

透過實施這一強大的品質保證和控制體系，派對文化始終滿足行業標準，提供高品質的產品，並始終走在全球市場趨勢的前沿。報告期間內，並無因品質或安全問題而發生產品召回事件。

產權與產品創新

研發是派對文化增長的驅動力。我們專門的研發部門由動畫衍生品和服裝行業的經驗豐富的專業人士組成，利用先進技術迅速預測和應對不斷變化的消費者趨勢。

在報告期內，集團進一步鞏固了其知識產權（「IP」）地位，新增了16項專利，涵蓋從去油洗碗巾到假髮維護設備等多種產品。在內部，這一穩健的IP組合保護了我們的創新技術，我們通過以下舉措努力培養強大的創新文化：

- **員工賦能：**我們通過「內部知識產權管理」規定賦能員工，保護我們的創新成果和無形品牌資產，包括專利、版權和商標。

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- **Continuous Learning:** regular training programs are conducted for all employees, covering key legislation such as the “Patent Law of the PRC”, “Copyright Law of the PRC”, and the “Self-discipline Convention on the Protection of Intellectual Property Rights in China’s Garment Industry”. These training programs aim to enhance awareness of IP rights, facilitate a culture of respect for intellectual property, and equip employees with the knowledge to effectively protect the Company’s and third parties’ intellectual assets.
- **持續學習：**為所有員工定期舉辦培訓計劃，涵蓋《中華人民共和國專利法》、《中華人民共和國著作權法》和《中國服裝行業知識產權保護自律公約》等重要法律。這些培訓計劃旨在提高知識產權意識，促進尊重知識產權的文化，並使員工具備有效保護公司和第三方知識資產的知識。
- **Ethical and Sustainable Practices:** China Partytime is committed to ethical business practices. We respect the intellectual property rights of others and will never utilize any technology or trademark without proper authorization. We believe that shaping a culture of innovation and respecting the intellectual property rights of stakeholders and third parties are essential for the long-term sustainability of our industry.
- **道德和可持續實踐：**派對文化致力於道德商業實踐。我們尊重他人的知識產權，絕不在未經適當授權的情況下使用任何技術或商標。我們相信，培養創新文化和尊重持份者和第三方的知識產權對於我們行業的長期可持續性至關重要。

In the future, we will continue to invest in our R&D talent through competitive compensation, professional development programs, and fostering a collaborative and innovative work environment. Meanwhile, we will actively seek collaborations with universities, research institutions, and industry partners to explore new technologies, develop cutting-edge products, and drive industry-wide innovation.

未來，我們將繼續通過具有競爭力的薪酬、專業發展計劃和培養協作和創新的工作環境來投資於我們的研發人才。同時，我們將積極尋求與大學、研究機構和行業合作夥伴的合作，探索新技術，開發尖端產品，推動行業創新。

Privacy Protection and Customer Communication

At China Partytime, we value and respect the privacy of our customers. We endeavour to collect, store, use, and disclose personal information responsibly and in accordance with applicable data protection laws and regulations. We maintain open and transparent communication channels with our customers, ensuring that they are informed about our privacy practices and have the opportunity to exercise their data rights. It is our ultimate goal to build trust and maintain strong customer relationships through honest and ethical communication.

隱私保護和客戶溝通

在派對文化，我們重視並尊重客戶的隱私。我們努力負責地收集、存儲、使用和披露個人信息，並遵守適用的數據保護法律和法規。我們與客戶保持開放和透明的溝通渠道，確保他們了解我們的隱私實踐並有機會行使其數據權利。我們的最終目標是通過誠實和道德的溝通建立信任並保持牢固的客戶關係。

Customer Privacy and Data Management

China Partytime is committed to building and maintaining strong, trusting relationships with its customers. We prioritize customer satisfaction and actively seek feedback through various channels to understand their needs and preferences. This customer-centric approach guides our product development and service delivery. To maintain trust with our customers, we operate in full compliance with all relevant data privacy and consumer protection laws and regulations.

客戶隱私和數據管理

派對文化致力於建立和維持與客戶的強大信任關係。我們優先考慮客戶滿意度，並通過各種渠道積極尋求反饋，以了解他們的需求和偏好。這種以客戶為中心的方法指導我們的產品開發和服務交付。為了保持與客戶的信任，我們完全遵守所有相關的數據隱私和消費者保護法律和法規。

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To ensure the secure collection, use, and disclosure of customer data, we have established comprehensive data protection and management policies and procedures by implementing robust security measures, including access controls, encryption, and regular security assessments. We only collect and process the necessary amount of customer data required for our business operations.

The Administration Department leads the Company's efforts in monitoring compliance with data protection regulations. A "Privacy Contract" is required to be signed by all employees before the commencement of work, which regulates them not to not steal, copy or disclose any non-public, proprietary or confidential materials obtained during the employment or within two years of termination of employment. Moreover, all employees are required to participate in ongoing training programs to raise their awareness of data protection obligations and best practices. We conduct regular internal audits and reviews to assess the effectiveness of our data protection measures and identify areas for improvement. In cases of contract breaches or customer data leakage, we will immediately terminate the employment of the responsible individual. Depending on the severity of the breach, we reserve the right to pursue legal action, including claims for all resulting losses (direct economic losses, lost profits, infringer's profits, and legal fees). In the most serious cases, the matter will be referred to the relevant law enforcement authorities for further investigation and action.

During the Reporting Period, there were neither violations of laws and regulations relating to consumer data protection and privacy nor data breaches detected. China Partytime will continue to enhance its data protection practices to ensure compliance with evolving regulations and maintain the trust and confidence of our customers.

Customer Satisfaction and Communication

Customer satisfaction and efficient communication are paramount to China Partytime. We pay close attention to understanding customer needs and preferences and adapt to evolving market trends. This customer-centric approach guides our product development and ensures we deliver products that meet and exceed expectations.

為確保安全收集、使用和披露客戶數據，我們建立了全面的數據保護和管理政策和程序，並實施了強大的安全措施，包括訪問控制、加密和定期安全評估。我們僅收集和處理業務運營所需的必要客戶數據。

公司在數據保護監管方面的努力由行政部門牽頭。所有員工在開始工作前都需要簽署「隱私合同」，規定他們不得偷竊、複製或披露在僱傭期間或僱傭終止後兩年內獲得的任何非公開、專有或機密材料。此外，所有員工都需要參加持續的培訓計劃，以提高他們對數據保護義務和最佳實踐的認識。我們定期進行內部審計和審查，以評估我們的數據保護措施的有效性並識別改進的領域。在合同違約或客戶數據洩漏的情況下，我們將立即終止負責人的僱傭。根據違約的嚴重程度，我們保留採取法律行動的權利，包括索賠所有由此事件造成的所有損失（直接經濟損失、利潤損失、侵權者的利潤和法律費用）。在最嚴重的情況下，該事件將被移交給相關執法機構進一步調查和處理。

在報告期內，未發現任何與消費者數據保護和隱私相關的法律法規違規或數據洩漏情況。派對文化將繼續加強其數據保護實踐，以確保符合不斷變化的法規並保持客戶的信任和信心。

客戶滿意度和溝通

客戶滿意度和高效溝通對派對文化至關重要。我們密切關注了解客戶需求和偏好，並適應不斷變化的市場趨勢。這種以客戶為中心的方法指導我們的產品開發，確保我們提供符合並超越期望的產品。

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We maintain open communication channels with our customers, enabling us to gather valuable feedback and address concerns promptly. These channels include online platforms, social media, and dedicated customer service hotlines. Our “Complaint Management Procedures” outline clear channels for customers to voice concerns, such as through telephone, email, and online platforms. These complaints are promptly addressed by designated personnel under the Business Department, ensuring effective resolution and maintaining customer satisfaction. Furthermore, we have invested in customer service training and technology to streamline communication and to elevate customer satisfaction. This ongoing commitment ensures that China Partytime maintains strong customer relationships and delivers exceptional service.

China Partytime operates in full compliance with all relevant consumer protection laws and regulations, including “Consumer Protection Law of the People’s Republic of China”. During the Reporting Period, the Group did not receive any major complaints regarding product quality or service delivery.

Business Image and Corporate Ethics

China Partytime is committed to upholding the highest standards of ethical conduct in all its business dealings. Driven by integrity, transparency, and respect for stakeholders, we are dedicated to building a positive corporate image. By upholding strict ethical standards in all partnerships and interactions, we maintain a zero-tolerance stance against corruption and bribery, and champion ethical conduct across the organization.

Brand Reputation and Promotion

China Partytime actively promotes its brand image through a multi-faceted approach. We adhere to the “Advertisement Law of the PRC” and other relevant regulations, ensuring responsible marketing practices.

During the Reporting Period, we continued to expand our marketing channels to include prominent online platforms such as TikTok, 1688, and Suning, leveraging the power of live-stream shopping to reach a wider audience. Meanwhile, we actively participated in key industry events to showcase our brand and connect with customers and industry peers. This included the Tokyo Big Show Autumn, the ASD Market Week in Las Vegas, and the 2024 Canton Fair (see images below), providing valuable opportunities for brand visibility, customer interaction, and knowledge exchange within the global cosplay market. These strategic initiatives contribute to the enhancement of China Partytime’s brand image and foster strong relationships with its customers and stakeholders.

我們與客戶保持開放的溝通渠道，使我們能夠收集寶貴的反饋並及時解決問題。這些渠道包括在線平台、社交媒體和專門的客戶服務熱線。我們的「投訴管理程序」概述了客戶提出問題的明確渠道，例如通過電話、電子郵件和在線平台。這些投訴由業務部門指定人員迅速處理，確保有效解決並保持客戶滿意度。此外，我們投資於客戶服務培訓和技術，以簡化溝通並提高客戶滿意度。這一持續的承諾確保派對文化保持強大的客戶關係並提供卓越的服務。

派對文化完全遵守所有相關的消費者保護法律和法規，包括《中華人民共和國消費者保護法》。在報告期內，集團未收到任何關於產品質量或服務交付的重大投訴。

企業形象和企業道德

派對文化致力於在所有業務往來中保持最高標準的道德行為。以誠信、透明和尊重持份者為驅動力，我們致力於建立積極的企業形象。通過在所有合作和互動中保持嚴格的道德標準，我們保持對腐敗和賄賂的零容忍立場，並在整個組織內倡導道德行為。

品牌聲譽和推廣

派對文化通過多方面的方法積極推廣其品牌形象。我們遵守《中華人民共和國廣告法》和其他相關法規，確保負責任的營銷實踐。

在報告期內，我們繼續擴展營銷渠道，包括 TikTok、1688 和蘇寧等知名在線平台，利用直播購物的力量來接觸更廣泛的受眾。同時，我們積極參加重要的行業活動，以展示我們的品牌並與客戶和行業同行建立聯繫。這些活動包括東京國際禮品、消費品博覽會、拉斯維加斯秋季消費品展覽會和 2024 年廣州廣交會（見下圖），提供了寶貴的品牌曝光、客戶互動和全球角色扮演市場內的知識交流機會。這些戰略舉措有助於提升派對文化的品牌形象，並與客戶和持份者建立牢固的關係。

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Business Ethics and Integrity

China Partytime adheres to a comprehensive framework of laws and regulations governing business ethics and integrity. These include the “Anti-Money Laundering Law of the PRC” and the “Regulations on the Administration of Commercial Franchise”.

During the Reporting Period, China Partytime has implemented rigorous policies to prevent unethical practices of any employees, board members, shareholders, suppliers or business partners, as outlined in “Company Policy on Preventing Bribery, Extortion, Fraud, and Money Laundering”:

- **Anti-Bribery Policy:** bribery, including offering, giving, accepting, or soliciting anything of value to improperly influence business decisions, is strictly prohibited. Business gifts and entertainment must be modest and within predefined limits, with any exceeding amounts reported in advance. Third-party dealings will undergo strict scrutiny.
- **Anti-Extortion Policy:** employees receive security awareness training to identify threats such as ransomware. An emergency response team is established to handle extortion threats, with protocols for data backup and recovery.
- **Anti-Fraud Policy:** the Company enforces strict financial controls, multiple levels of transaction approvals, and comprehensive audits. An anonymous reporting channel is available for employees to report suspected fraud, ensuring whistle-blower protection. Internal investigations are promptly conducted, with legal actions taken against perpetrators.

商業道德和誠信

派對文化遵守全面的法律和法規框架，管理商業道德和誠信。這些包括《中華人民共和國反洗錢法》和《商業特許經營管理條例》。

在報告期內，派對文化實施了嚴格的政策，以防止任何員工、董事會成員、股東、供應商或業務合作夥伴的不道德行為，如《公司防止賄賂、勒索、欺詐和洗錢政策》中所述：

- **反賄賂政策：**嚴禁賄賂，包括提供、接受或索取任何有價值的物品以不正當地影響商業決策。商業禮品和娛樂必須適度並在預定限額內，任何超過限額的金額需提前報告。第三方交易將接受嚴格審查。
- **反勒索政策：**員工接受安全意識培訓，以識別勒索軟件等威脅。成立應急響應小組處理勒索威脅，並制定數據備份和恢復方案。
- **反欺詐政策：**公司實施嚴格的財務控制、多層次的交易審批和全面審計。提供匿名報告渠道，供員工報告涉嫌欺詐行為，確保舉報人保護。內部調查迅速進行，並對肇事者採取法律行動。

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- **Anti-Money Laundering Policy:** rigorous customer identification processes and transaction monitoring are in place. Employees must comply with national and international anti-money laundering regulations and report suspicious activities to regulatory authorities.

Preventive Measures and Whistle-Blowing Procedures

- China Partytime proactively combats corruption through a comprehensive strategy led by the Administrative Department, fostering company-wide vigilance. This includes regular internal audits conducted by the Internal Audit Department, anonymous reporting channels for employees to safely report unethical conduct, and collaboration with regulatory authorities for external supervision, ensuring continuous policy review and improvement based on valuable feedback.

During the Reporting Period, there were no reported cases of non-compliance related to bribery, corruption, extortion, fraud, or money laundering brought against the Group. The Group implemented stringent policies and codes of conduct, with clear standards outlined in the “Employee Handbook”, providing sufficient materials for employees to promote integrity and ethical practices, focusing on the identification, prevention, and reporting of bribery, extortion, fraud, and money laundering. Training materials, including brochures and posters, were distributed throughout the organization to raise awareness, and as such, no specific anti-corruption training was arranged. Moving forward, the Group is committed to allocating more resources to enhance anti-corruption efforts, aiming to improve employee awareness of proper business conduct.

Supply Chain Management

Our suppliers are vital partners in our business success. We recognize that a well-managed supply chain is essential for delivering high-quality, environmentally friendly, and safe products. We meticulously select suppliers from a vast pool of clothing and wig material providers, applying strict quality, environmental, and social standards to ensure the highest product quality.

- **反洗錢政策：**實施嚴格的客戶識別流程和交易監控。員工必須遵守國家和國際反洗錢法規，並向監管機構報告可疑活動。

預防措施和舉報程序

- 派對文化通過由行政部門領導的綜合策略主動打擊腐敗，培養全公司範圍內的警惕性。這包括由內部審計部門進行定期內部審計，提供匿名報告渠道，供員工安全報告不道德行為，並與監管機構合作進行外部監督，確保根據寶貴的反饋持續審查和改進政策。

在報告期內，未報告集團涉及賄賂、腐敗、勒索、欺詐或洗錢的違規案件。集團實施了嚴格的政策和行為準則，並在《員工手冊》中明確標準，提供足夠的材料供員工促進誠信和道德實踐，重點識別、預防和報告賄賂、勒索、欺詐和洗錢行為。分發了包括手冊和海報在內的培訓材料，以提高意識，因此未安排具體的反腐敗培訓。展望未來，集團致力於分配更多資源以加強反腐敗工作，旨在提高員工對正確商業行為的認識。

供應鏈管理

我們的供應商是我們業務成功的重要合作夥伴。我們認識到，良好管理的供應鏈對於提供高質量、環保和安全的產品至關重要。我們從大量服裝和假髮材料供應商中精心挑選供應商，應用嚴格的質量、環境和社會標準，以確保最高的產品質量。

Environmental, Social and Governance Report 環境、社會及管治報告

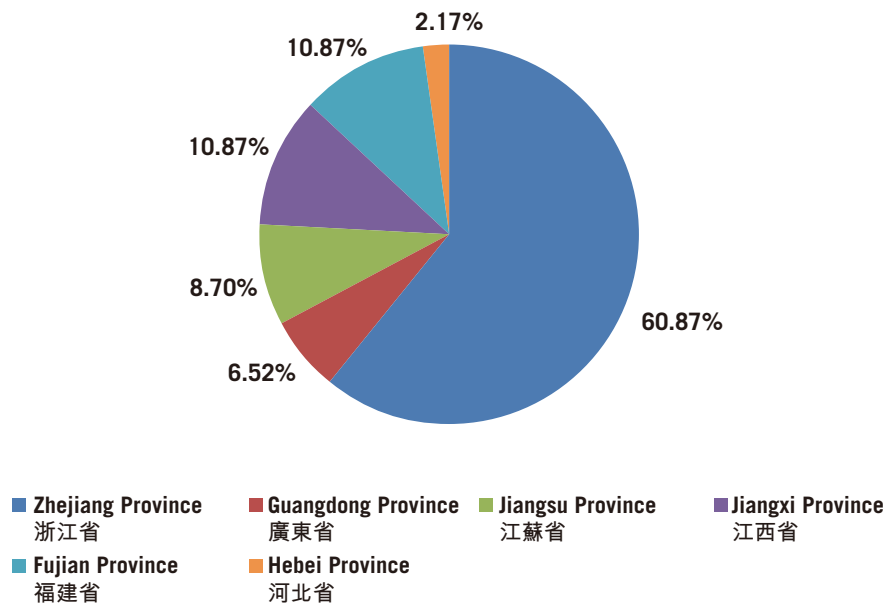
Number of Suppliers by Geographical Region

During the Reporting Period, China Partytime collaborated with 46 (2023: 38) suppliers in the PRC, and the geographical breakdown of its suppliers is shown below:

按地理區域劃分的供應商數量

在報告期內，派對文化與中國境內的46家(2023年：38家)供應商合作，其供應商的地理分佈如下：

Supplier Distribution by Geographical Region (Provinces) 供應商地域分佈(省份)



Supplier Selection Criteria and Monitoring

Supplier selection is conducted through a multi-stage evaluation process:

供應商選擇標準和監控

供應商選擇通過多階段評估過程進行：

- Initial Screening:** the “Supplier Review Form” evaluates company status, supply chain capability, product quality, production systems and other aspects. During the bidding process, suppliers’ environmental and social performance will be comprehensively scored, and suppliers with good performance will be given priority.
 - Qualified Supplier List:** upon passing of the evaluation, suppliers will be approved and added to this list.
 - Bi-annual Assessments:** continuous evaluations focus on delivery quality, turnaround time, product price, and service quality.
- 初步篩選：**通過《供應商審查表》評估公司狀況、供應鏈能力、產品質量、生產系統等方面。在招標過程中，供應商的環境和社會表現將進行全面評分，表現良好的供應商將優先考慮。
 - 合格供應商名單：**通過評估後，供應商將被批准並加入此名單。
 - 每半年評估：**持續評估重點關注交付質量、周轉時間、產品價格和服務質量。

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4. **Annual Summative Assessment:** this ensures ongoing regulatory compliance and effectiveness of the Qualified Supplier List. For suppliers that do not meet the Company's environmental and social risk requirements, we will give them an opportunity to make corrections or terminate the cooperation depending on the circumstances.

Performance data is recorded in the "Qualified Supplier Approval Form", with top-performing suppliers receiving incentives, such as advance payments, while underperforming suppliers may be delisted. During the Reporting Period, the performance of 46 suppliers were reviewed, of which 46 passed the annual review and none was found to be unsatisfactory.

Policies on Managing Environmental and Social Risks of the Supply Chain

On top of the "Supply Chain Management Policy" published in 2014, China Partytime has further developed comprehensive policies to mitigate environmental and social risks, as detailed in the "Supply Chain Environmental and Social Risk Management Policy", which was established during the Reporting Period and implemented on 1 January 2024:

- **Environmental Risk Management:** suppliers must comply with the "Environmental Protection Law of the PRC", the "Law of the PRC on Prevention and Control of Environmental Pollution by Solid Waste" and so on. Meanwhile, suppliers are required to identify potential environmental risks by establishing evaluation standards and disclosing environmental information. This includes but is not limited to data on pollutant emissions, energy usage, ecological damage during procurement, environmental protection measures, among others. Afterwards, we will evaluate the identified risks based on their potential severity and probability. For example, risks that may lead to major environmental pollution accidents or violate environmental regulations are classified as "high-risk". High-risk suppliers must implement environmental improvement plans with clear deadlines and cooperate with us on green initiatives such as clean energy usage. We also established an emergency response mechanism to ensure timely response and reduce losses when environmental emergencies occur.

4. **年度總結評估：**確保合規性和合格供應商名單的有效性。對於不符合公司環境和社會風險要求的供應商，我們將根據情況給予糾正機會或終止合作。

績效數據記錄在《合格供應商批准表》中，表現優秀的供應商將獲得獎勵，例如提前付款，而表現不佳的供應商可能被除名。在報告期內，對46家供應商的績效進行了審查，其中46家通過年度審查，未發現不合格供應商。

管理供應鏈環境和社會風險的政策

除了2014年發布的《供應鏈管理政策》外，派對文化進一步制定了綜合政策，以減少環境和社會風險，如在報告期內建立並於2024年1月1日實施的《供應鏈環境和社會風險管理政策》中詳細說明：

- **環境風險管理：**供應商必須遵守《中華人民共和國環境保護法》、《中華人民共和國固體廢物污染環境防治法》等。同時，供應商需要通過建立評估標準並披露環境信息來識別潛在的環境風險。這包括但不限於污染物排放、能源使用、採購過程中的生態破壞、環境保護措施等數據。之後，我們將根據潛在嚴重性和概率評估識別的風險。例如，可能導致重大環境污染事故或違反環境法規的風險被歸類為「高風險」。高風險供應商必須實施具有明確期限的環境改進計劃，並與我們合作推動清潔能源使用等綠色倡議。我們還建立了應急響應機制，以確保在環境緊急情況發生時及時響應並減少損失。

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- **Social Risk Management:** to safeguard labor rights, our suppliers must comply with International Labour Organization (“ILO”) standards, ensuring no child or forced labor, and maintaining safe, healthy work environments. In addition, suppliers’ impact on local communities and indigenous populations is also assessed, including the impacts of their business activities on land use and resource allocation. What’s more, suppliers are required to fully consult the community during project development to avoid disruption to community life and culture. For example, when building a new factory, the impact on the lives of surrounding residents must be considered and appropriate mitigation measures must be taken. Only those with satisfactory social responsibility performance will be selected for building partnerships. Any violations of labor laws or unethical practices will result in the immediate termination of business relations.

China Partytime prioritizes sustainability throughout the supply chain by conducting regular supplier audits, both internally and through third-party auditors, to ensure compliance with environmental and social standards. Transparency and reporting are crucial, with suppliers required to disclose their social responsibility performance and environmental impact data.

To further promote sustainability, China Partytime prioritizes suppliers that align with green production standards, encouraging them to obtain relevant certifications. Material testing is conducted at the product proofing stage to ensure compliance with green production standards. In addition, China Partytime actively collaborates with suppliers on initiatives such as optimizing packaging materials and promoting clean energy, fostering a shared commitment to environmental protection.

- **社會風險管理：**為保障勞工權益，我們的供應商必須遵守國際勞工組織(「ILO」)標準，確保沒有童工或強迫勞動，並保持安全、健康的工作環境。此外，還會評估供應商對當地社區和原住民的影響，包括其商業活動對土地使用和資源分配的影響。供應商在項目開發過程中需要充分諮詢社區，以避免對社區生活和文化的干擾。例如，在建設新工廠時，必須考慮對周圍居民生活的影響並採取適當的緩解措施。只有那些社會責任表現令人滿意的供應商才會被選中建立合作夥伴關係。任何違反勞動法或不道德行為的供應商將立即終止業務關係。

派對文化通過定期的內部和第三方審計來確保供應鏈的可持續性，確保供應商遵守環境和社會標準。透明度和報告至關重要，供應商需要披露其社會責任表現和環境影響數據。

為進一步促進可持續發展，派對文化優先選擇符合綠色生產標準的供應商，並鼓勵他們獲得相關認證。在產品打樣階段進行材料測試，以確保符合綠色生產標準。此外，派對文化積極與供應商合作，開展優化包裝材料和推廣清潔能源等倡議，共同致力於環境保護。

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PEOPLE AND COMMUNITY



At China Partytime, we recognize that our success is fundamentally tied to the well-being of our employees and the vitality of our communities. We are committed to fostering a positive and inclusive work environment that champions diversity, empowers employee growth, and prioritizes the safety and well-being of every individual. This commitment extends to providing competitive remuneration and comprehensive benefits packages that recognize and reward employee contributions. Furthermore, we maintain a strict zero-tolerance policy against child and forced labor throughout our operations and supply chains, ensuring ethical and responsible practices. We actively engage in social and charitable initiatives, contributing meaningfully to the communities we serve. This section details our multifaceted approach to empowering our people and fostering community prosperity.

Employee Benefits and Remuneration

China Partytime ensures that its employee welfare and remuneration policies comply with laws and regulations, including the “Labor Law of the People’s Republic of China”, “Social Insurance Law of the People’s Republic of China” and “Law of the PRC on the Protection of Minors”.

人文與社區



在派對文化，我們認識到我們的成功與員工的福祉和社區的活力密切相關。我們致力於營造一個積極和包容的工作環境，倡導多樣性，賦予員工成長的力量，並優先考慮每個人的安全和福祉。這一承諾延伸到提供具有競爭力的薪酬和全面的福利計劃，以表彰和獎勵員工的貢獻。此外，我們在整個運營和供應鏈中保持對童工和強迫勞動的零容忍政策，確保道德和負責任的實踐。我們積極參與社會和慈善活動，對我們服務的社區做出有意義的貢獻。本節詳細介紹了我們多方面的方法，以賦予我們的員工權力並促進社區繁榮。

員工福利和薪酬

派對文化確保其員工福利和薪酬政策符合《中華人民共和國勞動法》、《中華人民共和國社會保險法》和《中華人民共和國未成年人保護法》等法律法規。

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Employee Welfare and Compensation

Building upon basic remuneration, share options may be granted to eligible employees based on the Group's performance as well as individual contribution. Besides, we offer competitive remuneration packages designed to attract and retain top talent. The Company has further implemented a "Compensation Management System" and an "Employment and Promotion System" aligned with its compensation policies. Employee salaries are reviewed and adjusted annually based on performance evaluations and industry benchmarks. Transparent and fair procedures are followed for dismissals, ensuring compliance with legal requirements. The Group promotes internal career growth by encouraging employees to apply for job openings and rotate through middle and senior positions.

Working hours and holidays are managed in accordance with the "Measures on Having a Holiday for National Annual Leaves and Memorial Days". Employees are entitled to national statutory holidays, sick leave, work-related injury leave, personal leave, marital leave, maternity leave, funeral leave, and paid annual leave. In addition to these benefits, employees receive birthday allowances, attendance bonuses, travel benefits, and are provided with comfortable dormitory accommodations. The well-being of female employees is a priority, and the Company strictly adheres to relevant laws and regulations to protect their rights. We value the contributions of our female employees, expressing our appreciation through annual Women's Day gifts and ensuring their well-being by upholding and promoting comprehensive maternity leave rights.

Performance Review Procedure and Communication Channels

Performance reviews are conducted periodically to objectively assess employees' abilities, professional skills, work attitudes, and overall contributions. Annual performance evaluations are carried out and play a significant role in salary adjustments and career development opportunities. These reviews focus on key personal development targets and contributions to the Company's goals. To maintain transparent and open communication between employees and management, the Company utilizes platforms such as WeChat to share updates, educational content, and provide opportunities for feedback.

員工福利和補償

在基本薪酬的基礎上，根據集團的業績以及個人貢獻，可能會向符合條件的員工授予股票期權。此外，我們提供具有競爭力的薪酬方案，旨在吸引和留住頂尖人才。公司還實施了與其薪酬政策一致的《薪酬管理制度》和《聘用與晉升制度》。根據績效評估和行業基準，每年審查和調整員工薪酬。解僱程序透明且公平，確保符合法律要求。集團通過鼓勵員工申請職位空缺並輪換中高層職位來促進內部職業成長。

工作時間和假期按照《國家年節及紀念日放假辦法》管理。員工有權享受國家法定假日、病假、工傷假、事假、婚假、產假、喪假和帶薪年假。除了這些福利外，員工還可享受生日津貼、出勤獎金、旅遊福利，並提供舒適的宿舍住宿。女性員工的福祉是優先事項，公司嚴格遵守相關法律法規以保護她們的權利。我們重視女性員工的貢獻，通過每年的婦女節禮物表達我們的感謝，並通過維護和促進全面的產假權益來確保她們的福祉。

績效評估程序和溝通渠道

定期進行績效評估，以客觀評估員工的能力、專業技能、工作態度和整體貢獻。年度績效評估在薪酬調整和職業發展機會中發揮重要作用。這些評估重點關注個人發展目標和對公司目標的貢獻。為保持員工與管理層之間的透明和開放溝通，公司利用微信等平台分享更新、教育內容並提供反饋機會。

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Employee Activities and Engagement

China Partytime is committed to fostering a positive, supportive and dynamic work environment through various activities that enhance employee engagement and promote work-life balance. Employee birthday parties are held to recognize and appreciate individual contributions. Cultural events, such as the Mid-Autumn Festival activity, foster team spirit and cultural appreciation. Additional team-building events, including movie watching, sports days, and the annual company party, are organized to enrich employees' lives and strengthen team cohesion.

員工活動和參與

派對文化致力於通過各種活動營造積極、支持和充滿活力的工作環境，增強員工參與感並促進工作與生活的平衡。舉辦員工生日派對以表彰和感謝個人貢獻。中秋節等文化活動培養團隊精神和文化欣賞。還組織了包括看電影、運動日和年度公司派對在內的團隊建設活動，以豐富員工的生活並加強團隊凝聚力。



Through these comprehensive benefits and policies, China Partytime demonstrates its commitment to employee welfare, professional growth, and maintaining a positive workplace culture. During the Reporting Period, there were no cases of non-compliance related to employee welfare, remuneration, or labor practices.

透過這些全面的福利和政策，派對文化展示了其對員工福利、專業成長和維護積極的工作場所文化的承諾。報告期間內，公司未發生有關員工福利、薪資、勞工實務等不合規情況。

Prevention of Child Labor and Forced Labor

China Partytime pays utmost attention to upholding ethical labor practices and ensuring the well-being of all its employees. We maintain a strict zero-tolerance policy for child and forced labor throughout our operations and supply chain.

To prevent child labor, we adhere to the “Law of the People’s Republic of China on the Protection of Minors” and the “Regulations on the Prohibition of Child Labor”. The “Guidelines for Saving Child Labor of the Company”, developed by the Human Resources Department and approved by the General Manager in 2014, serve as a foundation of our child labor prevention efforts. These guidelines are strictly enforced during the recruitment process to ensure that all employees meet the legal age requirements for employment.

Furthermore, we maintain a robust system to prevent forced labor. Our “Standard Working Hour System” adheres to legal requirements, ensuring employees work no more than eight hours per day and forty hours per week. Overtime is strictly regulated and compensated in accordance with the “Provision of the State Council on Working Hours of Workers and Staff Members”. In the event of a suspected case of child or forced labor, we will promptly investigate the matter, terminate the person’s employment immediately, and notify relevant authorities for further investigation and action. During the Reporting Period, there were no cases of violation relating to child labor or forced labor.

China Partytime will continue to dedicate efforts to prevent child and forced labor. We will regularly review and update our policies and procedures to ensure they remain effective and aligned with evolving legal and ethical standards.

Occupational Health and Safety

We consider occupational health and safety to be of the utmost importance. Hence, we exert great efforts to safeguard the well-being of our valued team members. Building upon our existing Occupational Health and Safety Management System, certified to GB/T45001-2020/ISO 45001:2018, we continue to implement robust measures to ensure employee safety.

We conduct regular safety training programs aligned with the “Law of the PRC on Prevention and Control of Occupational Diseases” and the “Regulations on the Supervision and Administration of Occupational Health in the Workplace”, emphasizing employee awareness and preparedness. This includes comprehensive training on identifying and mitigating workplace hazards, emergency response procedures, and the importance of adhering to safety protocols.

防止童工和強迫勞動

派對文化高度重視維護道德勞動實踐並確保所有員工的福祉。我們在整個運營和供應鏈中保持對童工和強迫勞動的零容忍政策。

為防止童工，我們遵守《中華人民共和國未成年人保護法》和《禁止使用童工規定》。由人力資源部門制定並於2014年經總經理批准的《公司童工救助指南》是我們防止童工工作的基礎。這些指南在招聘過程中嚴格執行，以確保所有員工符合法定年齡要求。

此外，我們保持一個強有力的系統來防止強迫勞動。我們的《標準工時制度》遵守法律要求，確保員工每天工作不超過八小時，每週工作不超過四十小時。加班嚴格規範並按照《國務院關於職工工作時間的規定》進行補償。如果發現疑似童工或強迫勞動的情況，我們將立即調查此事，立即終止該人的僱傭，並通知相關部門進行進一步調查和處理。在報告期內，未發現與童工或強迫勞動相關的違規情況。

派對文化將繼續致力於防止童工和強迫勞動。我們將定期審查和更新我們的政策和程序，以確保它們保持有效並符合不斷變化的法律和道德標準。

職業健康與安全

我們認為職業健康與安全至關重要。因此，我們努力保障我們寶貴團隊成員的福祉。基於我們現有的職業健康與安全管理體系，該體系已獲得GB/T45001-2020/ISO 45001:2018認證，我們繼續實施強有力的措施以確保員工安全。

我們定期開展符合《中華人民共和國職業病防治法》和《工作場所職業健康監督管理條例》的安全培訓計劃，強調員工的意識和準備工作。這包括全面的培訓，內容涵蓋識別和減少工作場所危害、應急響應程序以及遵守安全規程的重要性。

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To further enhance employee safety, we have implemented the following measures:

- **Pre-employment Health Assessments:** before commencing employment, all employees must undergo thorough health assessments to identify any potential health concerns. We will also inform the employee of the potential occupational hazard factors and consequences before signing the employment contract.
- **Frontline Employee Responsibilities:** all employees are responsible for complying with safety regulations, holding relevant safety certifications (where applicable), conducting regular safety checks, familiarizing themselves with emergency escape routes, and seeking assistance when needed.
- **Occupational Health Monitoring:** we maintain comprehensive "Occupational Health Monitoring Profiles" for each employee, tracking their health status throughout their employment.
- **Emergency Preparedness:** we conduct regular emergency drills and provide training on essential safety skills such as fire safety, CPR (cardiopulmonary resuscitation), and the use of AEDs (automatic external defibrillator).

Our proactive safety measures have enabled an exemplary safety record. Notably, in the past five years, including the current reporting period, we have achieved zero workplace fatalities, zero work-related injuries, and zero prosecutions related to occupational health and safety violations.

Diversity, Equality and Inclusion

China Partytime maintains a diverse, equitable, and inclusive workplace, where all employees feel valued, respected, and have equal opportunities for growth and success. We believe that a diverse workforce brings a richness of perspectives, ideas, and experiences that drive innovation and creativity.

為進一步提高員工安全，我們實施了以下措施：

- **入職前健康評估：**在開始工作前，所有員工必須進行全面的健康評估，以識別任何潛在的健康問題。我們還會在簽訂勞動合同前告知員工潛在的職業危害因素及其後果。
- **一線員工責任：**所有員工有責任遵守安全規定，持有相關的安全證書（如適用），定期進行安全檢查，熟悉緊急逃生路線，並在需要時尋求幫助。
- **職業健康監測：**我們為每位員工維護全面的《職業健康監測檔案》，追蹤他們在工作期間的健康狀況。
- **應急準備：**我們定期進行應急演練，並提供基本安全技能的培訓，如消防安全、心肺復甦術(CPR)和自動體外心臟除顫器(AED)的使用。

我們的主動安全措施使我們取得了卓越的安全記錄。值得注意的是，在過去五年，包括當前報告期內，我們實現了零工作場所死亡、零工傷和零職業健康與安全違規起訴。

多樣性、平等和包容性

派對文化維持一個多樣化、公平和包容的工作場所，讓所有員工感到被重視、被尊重，並擁有平等的成長和成功機會。我們相信，多樣化的員工隊伍帶來豐富的觀點、想法和經驗，推動創新和創意。

We adhere to all applicable laws and regulations, including the “Labor Law of the PRC” and the “Labor Contract Law of the PRC”, to ensure fair and equitable treatment for all employees. Our recruitment, development, and promotion processes are based on merit, with decisions made solely on the basis of qualifications, skills, and performance. Discrimination based on gender, age, race, ethnicity, religion, disability, sexual orientation, or any other protected characteristic are strictly prohibited. We are committed to fostering a culture of inclusivity, where employees have a sense of belonging and the opportunity to contribute their unique perspectives and talents to the success of the entire industry.

Training and Development

At China Partytime, we invest in our employees’ growth and development through a comprehensive training and development program. We believe that continuous learning is crucial for individual and organizational success.

Guided by the principle of “Plan for All, Implement at Levels”, we offer a diverse range of training programs tailored to the specific needs and learning styles of our employees at the beginning of each year. Our “Annual Training Schedule” encompasses a comprehensive range of topics, targeting various employee groups to enhance skills, ensure safety, and maintain quality standards. Apart from the aforementioned training on fire drills, production safety, anti-fraud, anti-corruption, intellectual property rights, and plant safety (please refer to “Products and Businesses” section for further details), we also carried out various training sessions during the Reporting Period including but not limited to chemical safety, mechanical equipment maintenance, packaging quality awareness.

The training includes both oral and written examinations to evaluate the participants’ understanding and application of the training content. We utilize a variety of training methods, including classroom training, online learning platforms, workshops, and on-the-job training, to ensure that employees have access to the most effective and engaging learning experiences. Meanwhile, we continuously evaluate the effectiveness of our training programs through employee feedback, performance assessments, and regular reviews of training outcomes. Our training materials are generally perceived as practical, and employees express a strong desire for additional training. This feedback is used to refine our training programs, identify areas for improvement, and ensure that our training initiatives are aligned with the evolving needs of our business and our employees. By investing in the continuous growth and development of our employees, we cultivate a highly skilled and engaged workforce that drives innovation, enhances productivity, and contributes to the long-term success of China Partytime and the whole animation industry.

我們遵守所有適用的法律法規，包括《中華人民共和國勞動法》和《中華人民共和國勞動合同法》，以確保所有員工得到公平和公正的待遇。我們的招聘、發展和晉升過程基於優點，決策僅基於資格、技能和表現。嚴禁基於性別、年齡、種族、民族、宗教、殘疾、性取向或任何其他受保護特徵的歧視。我們致力於培養包容性文化，讓員工有歸屬感，並有機會為整個行業的成功貢獻他們獨特的觀點和才能。

培訓與發展

在派對文化，我們通過全面的培訓和發展計劃投資於員工的成長和發展。我們相信，持續學習對個人和組織的成功至關重要。

在「全員計劃，分層實施」的原則指導下，我們在每年初提供多樣化的培訓計劃，針對員工的具體需求和學習風格。我們的《年度培訓計劃》涵蓋了廣泛的主題，針對不同的員工群體，以提高技能、確保安全和保持質量標準。除了前述的消防演練、生產安全、防欺詐、防腐敗、知識產權和工廠安全培訓（詳情請參閱「產品和業務」部分），我們還在報告期內進行了包括但不限於化學安全、機械設備維護、包裝質量意識等各種培訓課程。

培訓包括口頭和書面考試，以評估參與者對培訓內容的理解和應用。我們利用多種培訓方法，包括課堂培訓、在線學習平台、工作坊和在職培訓，確保員工能夠獲得最有效和最具吸引力的學習體驗。同時，我們通過員工反饋、績效評估和定期審查培訓成果來持續評估培訓計劃的有效性。我們的培訓材料通常被認為是實用的，員工表達了對額外培訓的強烈需求。這些反饋被用來改進我們的培訓計劃，識別改進的領域，並確保我們的培訓舉措與我們業務和員工不斷變化的需求保持一致。通過投資於員工的持續成長和發展，我們培養了一支高技能和高參與度的員工隊伍，推動創新，提高生產力，並為派對文化和整個動畫行業的長期成功做出貢獻。

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Community Development and Contribution

At China Partytime, we are committed to making a positive and lasting impact on the communities in which we operate, fostering mutually beneficial and sustainable relationships. Our 'Corporate Community Engagement and Investment Policy', which was formulated during the Reporting Period and is effective from 1 January 2024 articulates a strategic framework for our community engagement initiatives. This framework is grounded in the principles of mutual benefit, long-term commitment, respect for local cultures, and unwavering transparency.

To ensure effective and impactful community engagement, we have established a robust decision-making process. This includes conducting thorough needs assessments, screening potential projects based on social impact, feasibility, alignment with company values, and potential return on investment. Budget planning ensures resource allocation aligns with our capabilities, and all projects undergo rigorous approval processes, where the Board will conduct a review for major initiatives. Dedicated teams oversee project implementation and monitoring, with regular evaluations to assess the effectiveness and identify areas for improvement.

This policy guides our community engagement initiatives, which encompass a range of activities including volunteer services, community donations and employee-led community activities. For example:

- Zhejiang Kelee Technology Co., Ltd., a subsidiary of the Group, made a charitable donation of RMB100,000 to the Chi'an Education Fund.
- In December 2024, a team of 8 employees participated in a community garbage cleaning event at Feifeng Park in Chi'an Town, Jiangxi Province, contributing 8 hours of volunteer service.
- In December 2024, 18 employees volunteered 36 hours for the "Community Night Patrol" program in Chi'an, safeguarding community security and public welfare.

社區發展與貢獻

在派對文化，我們致力於對我們運營的社區產生積極和持久的影響，培養互利和可持續的關係。我們在報告期內制定了《企業社區參與和投資政策》，並於2024年1月1日生效，闡明了我們社區參與計劃的戰略框架。這一框架以互利、長期承諾、尊重當地文化和堅定的透明度為原則。

為確保有效和有影響力的社區參與，我們建立了健全的決策過程。這包括進行徹底的需求評估，根據社會影響、可行性、與公司價值觀的一致性和投資回報潛力篩選潛在項目。預算規劃確保資源分配與我們的能力一致，所有項目都經過嚴格的批准過程，董事會將對重大舉措進行審查。專門的團隊負責項目的實施和監控，並定期評估其有效性並識別改進的領域。

這一政策指導我們的社區參與計劃，涵蓋志願服務、社區捐贈和員工主導的社區活動。例如：

- 集團子公司浙江珂莉科技有限公司向赤岸教育基金捐贈了10萬元人民幣。
- 2024年12月，8名員工參加了江西省赤岸鎮飛鳳公園的社區垃圾清理活動，貢獻了8小時的志願服務。
- 2024年12月，18名員工參加了赤岸的「社區夜巡」計劃，志願服務36小時，保障社區安全和公共福利。

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We encourage employee participation in community activities through various incentives, including paid volunteer time, recognition awards, and community-based training programs to enhance their community engagement skills. Furthermore, we share updates on community projects with employees through newsletters and internal meetings, and we actively promote our community engagement efforts through social media and news platforms.

By adhering to this policy and actively engaging in community initiatives, China Partytime demonstrates its commitment to sustainable development within local communities and its role as a responsible corporate citizen.

我們通過各種激勵措施鼓勵員工參與社區活動，包括帶薪志願服務時間、表彰獎勵和社區培訓計劃，以提高他們的社區參與技能。此外，我們通過內部通訊和會議與員工分享社區項目的最新情況，並積極通過社交媒體和新聞平台推廣我們的社區參與工作。

通過遵守這一政策並積極參與社區倡議，派對文化展示了其對當地社區可持續發展的承諾以及作為負責任企業公民的角色。

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ENVIRONMENT AND RESOURCES



In the dynamic and creative world of cosplay and animation, environmental sustainability is paramount. China Partytime recognizes its responsibility and strives to minimize its environmental impact throughout its operations. We are committed to implementing environmentally responsible practices across our supply chain, from raw material sourcing to production and distribution.

Climate Change

The PRC has committed to achieving carbon neutrality by 2060, with a peak in carbon emissions by 2030, as outlined in its updated Nationally Determined Contributions (NDCs) under the Paris Agreement. For the textile and apparel sector – a major contributor to global emissions – the PRC government has enforced stricter green manufacturing policies, including mandatory energy efficiency upgrades, the adoption of renewable energy, and circular economy frameworks under the 14th Five-Year Plan (2021–2025). By 2023, China's apparel industry reduced its carbon intensity by 20% compared to 2015 levels, driven by investments in sustainable materials such as recycled polyester and a digitised supply chain. As a leading cosplay manufacturer, China Partytime has aligned its operations with national climate goals. This section details our analysis of emissions and the development of strategies to mitigate climate risks.

Greenhouse Gas Emissions

Reducing greenhouse gas ("GHG") emissions is fundamental to tackling climate change. By reducing GHG emissions, we can slow the rate of global warming and mitigate the worst impacts of climate change, safeguarding the environment and ensuring a sustainable future for all. China Partytime's GHG emissions are classified under Scope 1, Scope 2, and Scope 3 (see table below). Notably, most of our emissions were predominantly driven by Scope 2 (2024: 2,096.96 tCO₂e), accounting for 99 percent of total greenhouse gas emissions during the Reporting Period.

環境與資源



在充滿活力和創意的角色扮演和動畫世界中，環境可持續性至關重要。派對文化認識到其責任，並努力在整個運營過程中將環境影響降至最低。我們致力於在供應鏈的各個環節實施環保措施，從原材料採購到生產和分銷。

氣候變化

中國已承諾到2060年實現碳中和，並在2030年達到碳排放峰值，這在《巴黎協定》下的最新國家自主貢獻(NDCs)中有所體現。對於全球排放的主要貢獻者——紡織和服裝行業，中國政府在「十四五」規劃(2021–2025)期間實施了更嚴格的綠色製造政策，包括強制性能源效率升級、可再生能源的採用和循環經濟框架。到2023年，中國服裝業的碳強度比2015年水平降低了20%，這得益於對可持續材料（如再生聚酯）和數字化供應鏈的投資。作為領先的角色扮演製造商，派對文化已將其運營與國家氣候目標對齊。本節詳細介紹了我們對排放的分析以及減少氣候風險的策略。

溫室氣體排放

減少溫室氣體（「GHG」）排放是應對氣候變化的基礎。通過減少GHG排放，我們可以減緩全球變暖的速度，減輕氣候變化的最嚴重影響，保護環境並確保所有人的可持續未來。派對文化的GHG排放分為範疇1、範疇2和範疇3（見下表）。值得注意的是，我們的大部分排放主要來自範疇2（2024年：2,096.96 tCO₂e），佔報告期內總溫室氣體排放量的99%。

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Category	Sources of Consumption	Corresponding Measures	Emissions in 2023 (tCO ₂ e) 2023年排放量 (二氧化碳 當量／噸)	Emissions in 2024 (tCO ₂ e) 2024年排放量 (二氧化碳 當量／噸)
分類	來源	相應舉措		
Direct Emissions (Scope 1)	<ul style="list-style-type: none"> Burning of fossil fuels for cooking stoves Burning of petroleum and diesel for vehicles 	<ul style="list-style-type: none"> Afforestation (completed the commitment of “planting 50 new trees” in 2024) Solar power system Low-carbon transportation 	18.85	17.71
直接排放(範圍1)	<ul style="list-style-type: none"> 燃燒化石燃料用於烹飪 車輛燃燒石油和柴油 	<ul style="list-style-type: none"> 植樹造林(完成2024年「種植50棵新樹」的承諾) 太陽能發電系統 低碳交通 		
Indirect Emissions (Scope 2)	<ul style="list-style-type: none"> Purchased electricity for production and daily operations 	<ul style="list-style-type: none"> Clean energy replacement Green office Energy-saving measures for production facilities 	2,020.47	2,096.96
間接排放(範圍2)	<ul style="list-style-type: none"> 購買電力用於生產和日常運營 	<ul style="list-style-type: none"> 清潔能源替代 綠色辦公室 生產設施的節能措施 		
Indirect Emissions (Scope 3)	<ul style="list-style-type: none"> Business trips by plane Purchased fresh water and sewage treatment 	<ul style="list-style-type: none"> Advocate employees to take high-speed railway instead of planes for business trips 	1.54	1.30
間接排放(範圍3)	<ul style="list-style-type: none"> 乘坐飛機出差 購買淡水和污水處理 	<ul style="list-style-type: none"> 提倡員工多以高鐵替代飛機出行 		

The Group has set specific environmental targets and corresponding strategies to mitigate these emissions (summarized in the table below). First, we have implemented a range of clean energy solutions, such as the installation of solar power systems at our Jiangxi Partytime facility, which helped offset carbon emissions during the Reporting Period. Additionally, we have adopted energy-saving measures, including low-carbon operations and the suspension of unnecessary production equipment, further contributing to our environmental sustainability. To enhance our green initiatives, we have finished planting 50 trees to increase greenery, converted our streetlights to timer switches, and replaced our vehicles with hybrid and electric models.

集團已設定具體的環境目標和相應的策略來減少這些排放(總結如下表)。首先，我們實施了一系列清潔能源解決方案，例如在江西派對工廠安裝太陽能系統，這有助於在報告期內抵銷碳排放。此外，我們還採取了節能措施，包括低碳運營和暫停不必要的生產設備，進一步促進我們的環境可持續性。為了加強我們的綠色倡議，我們完成了種植50棵樹以增加綠化，將街燈轉換為定時開關，並將車輛更換為混合動力和電動車型。

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Aspect 方面	Targets 目標	Progress 進展	Achievements till the end of the Reporting Period 截至報告期末的進展
Exhaust Gas and GHG Emissions	By 2024, plant at least 50 trees to actively increase greenery coverage	Achieved	<ul style="list-style-type: none"> Completed the commitment of “Planting 50 new trees” in 2024
	From 2022 onwards, ensure that the annual greenhouse gas emissions intensity is not higher than the 2019 baseline year	Achieved	<ul style="list-style-type: none"> Installed water curtain ventilators in the workshop Less air conditioners installed in total Replaced the central air conditioners with independent air conditioners Adopted timer switches for the streetlights
	By 2024, reduce the use of private vehicles by offering shuttle bus service in applicable areas for employees	Incomplete	<ul style="list-style-type: none"> Provided dormitories to local employees Majority of the Company's employees use electromobiles and new energy vehicles Purchased 1 hybrid vehicle to reduce emissions
廢氣和溫室氣體排放	2024年，至少種植50棵樹，積極增加綠化覆蓋率	已完成	<ul style="list-style-type: none"> 完成2024年「種植50棵新樹」的承諾
	自2022年起，確保年度溫室氣體排放強度不高於2019年基準年	已完成	<ul style="list-style-type: none"> 在車間安裝水幕通風機 安裝的空調總數較少 將中央空調更換為獨立空調 採用路燈定時開關
	到2024年，透過在適用區域為員工提供接駁車服務來減少私家車的使用	未完成	<ul style="list-style-type: none"> 提供當地員工宿舍 公司大多數員工使用電動車和新能源汽車 購買了1輛混合動力汽車以減少排放

Building on our ongoing commitment to climate action, we are pleased to announce our newly established environmental targets, which outline both quantitative and qualitative objectives for reducing GHG emissions. First, we aim to achieve a 15 percent reduction in absolute GHG emissions (covering Scope 1, 2, and 3) by 2027, using 2024 as our baseline year. Second, we plan to expand green initiatives by planting an additional 90 trees through direct efforts or partnerships in ecological projects. These targets reinforce our dedication to sustainable growth, align with global climate goals, and demonstrate our proactive approach to minimizing environmental impact while fostering long-term ecological resilience.

China Partytime's multifaceted green initiatives, encompassing tree planting, innovative ventilation, optimized climate control, energy-efficient lighting, and hybrid vehicle adoption, are forging a tangible path towards enhanced local greenery and a sustainable operational model, which directly enriching the community. This holistic approach, driven by proactive measures and collaborative spirit, underscores the company's commitment to fostering a healthier, more sustainable future for all.

基於我們對氣候行動的一貫承諾，我們欣然宣布最新制定的環境目標，其中包含減少溫室氣體(GHG)排放的定量與定性目標。首先，我們計劃到2027年實現溫室氣體(涵蓋範圍1、2和3)絕對排放量較2024基準年減少15%。其次，我們將通過自主種植或參與生態項目合作，在2027年累計新增種植90棵樹木以擴大綠色行動。這些目標強化了我們對可持續發展的承諾，與全球氣候目標保持一致，同時展現我們積極減少環境影響、促進長期生態韌性的決心。

派對文化的多方面綠色倡議，包括植樹、創新通風、優化氣候控制、節能照明和混合動力車輛的採用，正在為增強當地綠化和可持續運營模式鋪平道路，直接豐富了社區。這種由主動措施和合作精神驅動的整體方法，強調了公司致力於為所有人創造更健康、更可持續的未來的承諾。

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Climate-related Impacts and Adaptation

China Partytime acknowledges the importance and urgency of enhancing climate adaptability and resilience across its supply chain. The Group focuses on the identification, assessment, and mitigation of climate-related risks, ensuring compliance with local and international environmental standards. We regularly assess climate-related risks and take steps to mitigate them. Physical risks and transition risks may have varying degrees of impact on the Group's business operations and long-term development, which is summarized in the following table:

氣候相關影響和適應

派對文化認識到增強供應鏈氣候適應性和韌性的必要性和緊迫性。集團專注於識別、評估和減少氣候相關風險，確保遵守當地和國際環境標準。我們定期評估氣候相關風險並採取措施減少這些風險。物理風險和過渡風險可能對集團的業務運營和長期發展產生不同程度的影響，總結如下表：

Type of Risk 風險類別	Name of Risk 風險名稱	Measures 舉措
Material Physical Risks	Acute <ul style="list-style-type: none"> Extreme precipitation Typhoons Heat waves Thunderstorms 	<ul style="list-style-type: none"> Publish and implement the "Policy and Measures to Cope with Natural Disasters"
重要實體風險	急性 <ul style="list-style-type: none"> 極端降水 颱風 熱浪 雷暴 	<ul style="list-style-type: none"> 頒布實施《因應自然災害政策措施》
Material Transition Risks	Policies and Regulations <ul style="list-style-type: none"> Strengthen carbon disclosure requirement Price control against fossil fuels Technology <ul style="list-style-type: none"> Replacement of traditional materials Replacement of production technology 	<ul style="list-style-type: none"> Improve the carbon disclosure quality every year Conduct external materiality assessment to understand stakeholders' opinions Use solar power systems to replace fossil fuel-generated electricity
重要轉型風險	政策法規 <ul style="list-style-type: none"> 加強碳排放揭露要求 針對化石燃料的價格管制 科技 <ul style="list-style-type: none"> 替代傳統材料 替代生產技術 	<ul style="list-style-type: none"> 逐年提高碳排放揭露質量 進行外部重要性評估，了解持份者的意見 使用太陽能發電系統取代化石燃料發電

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Moreover, Jiangxi Partytime has achieved ISO 14001 certification for their environmental management system. This certification demonstrates the Company's commitment to minimizing environmental impact by identifying and controlling environmental aspects, complying with environmental regulations, and continuously improving its environmental performance.

此外，江西派對已獲得ISO 14001環境管理體系認證。這一認證展示了公司通過識別和控制環境方面、遵守環境法規並持續改進其環境績效來將環境影響降至最低的承諾。



In the future, China Partytime plans to enhance its climate action by exploring additional renewable energy options, and adopting new technologies to further reduce the environmental impact of its manufacturing processes. The Company's approach is centered around continuous improvement in environmental performance, which will contribute to a greener, more sustainable future.

未來，派對文化計劃通過探索更多可再生能源選項和採用新技術來進一步減少其製造過程對環境的影響。公司的方法以持續改進環境績效為中心，這將有助於實現更綠色、更可持續的未來。

Waste Management

At China Partytime, we are committed to minimizing our environmental impact throughout our entire production process. As a leading cosplay manufacturer, we recognize the importance of responsible waste management. This commitment is manifested through a multifaceted approach, encompassing the following key areas: (i) the meticulous management of chemical usage and discharge, ensuring compliance with all relevant environmental regulations and minimizing the release of harmful substances; (ii) the smart consumption of packaging materials through innovative design, efficient logistics, and the utilization of eco-friendly alternatives whenever possible; and (iii) the effective management of non-hazardous waste, including proper segregation, recycling, and responsible disposal to prevent pollution and maximize resource efficiency.

Management of Chemical Usage and Discharge

China Partytime recognizes the importance of managing chemical usage and discharge to protect the environment and ensure operational safety. The Company's hazardous waste primarily includes oil drums and lubricating white oil used for facility maintenance. Used lubricating white oil is collected by suppliers, and oil drum disposal is entrusted to a licensed third-party waste management company.

To ensure safe handling and disposal of hazardous waste, the Company has established a "Hazardous Waste Disposal Agreement" in compliance with the "Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste", "Technical Policy for Prevention and Control of Hazardous Waste Pollution", and "Regulations on the Prevention and Control of Environmental Pollution by Solid Waste in Jiangxi Province". This agreement, updated during the Reporting Period, outlines procedures for the safe handling, storage, transportation, and disposal of hazardous waste. Importantly, this agreement mandates that hazardous waste be transported to designated disposal sites by licensed professional agencies. These agencies are required to implement stringent safety measures to prevent spillage, leakage, or environmental contamination during transportation. Prior to transferring the waste, external agencies need to conduct on-site hazardous waste sampling to ensure there's no significant change between tested samples and received waste. At the same time, China Partytime ensures that hazardous waste is categorized, clearly labeled, and securely packaged.

廢棄物管理

在派對文化，我們致力於在整個生產過程中將環境影響降至最低。作為領先的角色扮演製造商，我們認識到負責任的廢棄物管理的重要性。這一承諾通過多方面的方法體現，包括以下關鍵領域：(i)精細管理化學品的使用和排放，確保遵守所有相關環境法規並將有害物質的釋放降至最低；(ii)通過創新設計、高效物流和盡可能使用環保替代品來智能消耗包裝材料；(iii)有效管理無害廢棄物，包括適當的分類、回收和負責任的處置，以防止污染並最大化資源效率。

化學品使用和排放管理

派對文化認識到管理化學品使用和排放的重要性，以保護環境並確保運營安全。公司的危險廢棄物主要包括用於設施維護的油桶和潤滑白油。使用過的潤滑白油由供應商回收，油桶處置則委託給有許可的第三方廢物管理公司。

為確保危險廢棄物的安全處理和處置，公司根據《中華人民共和國固體廢棄物污染環境防治法》、《危險廢棄物污染防治技術政策》、《江西省固體廢棄物污染環境防治條例》等規定，制定了《危險廢棄物處置協議》。該協議於報告期間內更新，概述了安全處理、儲存、運輸和處置危險廢棄物的程序。重要的是，該協議規定危險廢棄物必須由有執照的專業機構運送至指定的處置場所。這些機構必須實施嚴格的安全措施，以防止運輸過程中發生溢出、洩漏或環境污染。在轉移廢棄物之前，外部機構需要進行現場危險廢棄物採樣，以確保測試樣本和收到的廢棄物之間沒有顯著變化。同時，派對文化確保危險廢棄物進行分類、清晰標記並安全包裝。

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To further safeguard against environmental risks, the Company has implemented rapid testing procedures to detect potential leaks or spills during storage and transport. Moreover, we conduct regular inspections of hazardous waste storage areas to identify and address any potential hazards. Employees involved in hazardous waste handling are provided with comprehensive training to ensure safe and compliant operations. These proactive measures have proven effective, as no violations related to chemical discharge, GHG emissions, or hazardous waste generation were reported during the Reporting Period.

By properly managing chemical usage and discharge, China Partytime contributes significantly to environmental protection, public health, and ecological safety. These efforts support sustainable economic, social, and environmental development, reinforcing the Company's commitment to corporate responsibility and environmental stewardship.

Smart Consumption of Packaging Materials

The China Textile Industry Federation's 2021 "Outline of the Development of the Textile Industry in the 14th Five Year Plan" provides clear direction for Chinese manufacturers, emphasizing the need to prioritize circular economy principles and embrace digital transformation technologies. China Partytime is dedicated to optimizing the use of packaging materials to support sustainable operations. The Group primarily consumes paper and plastic for daily operations and the packaging of finished products, such as wigs and costumes. In office operations, the Group has implemented a "Purchasing and Recycling Log" to meticulously track paper consumption. By promoting paperless practices and reusing materials, the Group achieved significant reductions in office paper disposal, with a decrease of approximately 22 percent as compared to 2023.

For packaging materials, China Partytime continuously strives for efficiency by reusing packaging boxes and minimizing the consumption of plastic and paper materials. The Company has also incorporated innovative packaging solutions by purchasing biodegradable non-woven fabrics, focusing on reducing hazardous waste and promoting environmental protection. Moving forward, China Partytime plans to expand the use of non-toxic, harmless, and eco-friendly materials across its product lines, further reinforcing its commitment to sustainable practices.

為進一步防範環境風險，公司實施了快速測試程序，以檢測存儲和運輸過程中的潛在洩漏或溢出。此外，我們定期檢查危險廢棄物存儲區，以識別和解決任何潛在危害。參與危險廢棄物處理的員工接受全面培訓，以確保安全和合規操作。這些主動措施已被證明是有效的，因為在報告期內未報告與化學品排放、溫室氣體排放或危險廢棄物生成相關的違規情況。

通過妥善管理化學品的使用和排放，派對文化對環境保護、公共健康和生態安全做出了重大貢獻。這些努力支持可持續的經濟、社會和環境發展，加強了公司對企業責任和環境管理的承諾。

善用包裝材料

中國紡織工業聯合會2021年《紡織工業發展「十四五」規劃綱要》為中國製造商提供了明確的方向，強調需要優先考慮循環經濟原則並採用數字化轉型技術。派對文化致力於優化包裝材料的使用，以支持可持續運營。集團主要消耗紙張和塑料，用於日常運營和成品（如假髮和服裝）的包裝。在辦公運營中，集團實施了《採購和回收日誌》，以精確追蹤紙張消耗。通過推廣無紙化實踐和重複使用材料，集團在辦公紙張處置方面實現了顯著減少，與2023年相比減少了約22%。

在包裝材料方面，派對文化不斷努力提高效率，通過重複使用包裝盒和減少塑料和紙張材料的消耗。公司還通過購買可生物降解的無紡布，採用了創新的包裝解決方案，重點減少有害廢棄物並促進環境保護。展望未來，派對文化計劃在其產品線中擴大使用無毒、無害和環保的材料，進一步加強其對可持續實踐的承諾。

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Non-hazardous Waste Management

Effective non-hazardous waste management contributes to minimizing environmental impacts and promoting sustainability. The Group's non-hazardous waste primarily consists of general waste, paper, plastic, and fabric offcuts. General waste is managed by professional waste disposal companies, while paper waste, including used paper and cardboard, is collected and recycled by specialized recycling firms. Similarly, plastic waste, such as plastic bags, synthetic hair, and fabric offcuts are also collected for recycling. During the Reporting Period, all non-hazardous waste is recycled by third-party companies, demonstrating our commitment to responsible resource circularity.

China Partytime has been continuously monitoring its waste emissions, wastewater, and noise pollution. According to the "2024 Environmental Monitoring Report", all wastewater and noise levels meet the national standards outlined in the "Comprehensive Wastewater Discharge Standard" (GB18918-2002) and the "Environmental Noise Emission Standard for Industrial Enterprises" (GB12348-2008). The Group monitors factors such as pH, chemical oxygen demand, ammonia nitrogen, and oils, ensuring that all measurement levels are within regulatory limits.

In line with our waste reduction goals (see table below), we have maintained the consumption intensity of plastic and paper packaging materials below 0.02 kg per product since 2022. Starting in 2023, fabric bags were introduced in workshops to further reduce plastic use. Additionally, all waste disposal points in Jiangxi Partytime facilities were upgraded to waste classification stations by 2021.

無害廢棄物管理

有效的無害廢棄物管理有助於將環境影響降至最低並促進可持續性。集團的無害廢棄物主要包括一般廢棄物、紙張、塑料和布料邊角料。一般廢棄物由專業廢棄物處理公司管理，而紙張廢棄物，包括使用過的紙張和紙板，由專門的回收公司收集和回收。同樣，塑料廢棄物，如塑料袋、合成髮料和布料邊角料也被收集回收。在報告期內，所有無害廢棄物均由第三方公司回收，展示了我們對負責任資源循環的承諾。

派對文化一直在持續監測其廢棄物排放、廢水和噪音污染。根據《2024年環境監測報告》，所有廢水和噪音水平均符合《綜合廢水排放標準》(GB18918-2002)和《工業企業環境噪聲排放標準》(GB12348-2008)中的國家標準。集團監測酸鹼值、化學需氧量、氨氮和油類等因素，確保所有測量水平在法規限值內。

根據我們的減廢目標（見下表），自2022年以來，我們將塑料和紙張包裝材料的消耗強度保持在每件產品0.02公斤以下。從2023年開始，車間引入了布袋，以進一步減少塑料使用。此外，江西派對設施的所有廢棄物處理點在2021年升級為廢棄物分類站。

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Aspect 方面	Targets 目標	Progress 進展	Achievements till the end of the Reporting Period 截至報告期末的進展
Wastewater and Solid Waste	From 2022 onwards, conduct annual waste monitoring upon exhaust gas, wastewater and noise	Achieved	<ul style="list-style-type: none"> Conducted related waste monitoring every year
	From 2022 onwards, maintain consumption intensity of plastic and paper packaging materials no more than 0.02 kg/product	Achieved	<ul style="list-style-type: none"> Reused raw material packaging boxes
	By 2024, replace all waste dumps in Jiangxi Partytime to waste sorting stations	Achieved	<ul style="list-style-type: none"> All waste dumps were replaced in 2021
廢水和固體廢棄物	自2022年起，每年對廢氣、廢水和噪音進行廢棄物監測	已完成	<ul style="list-style-type: none"> 每年進行相關廢棄物監測
	自2022年起，維持塑膠和紙包裝材料消耗強度不超過0.02公斤／件	已完成	<ul style="list-style-type: none"> 重複使用原料包裝盒
	2024年，江西派對所有垃圾掩埋場將改為垃圾分類站	已完成	<ul style="list-style-type: none"> 2021年所有垃圾場已更換

Through these policies and initiatives, China Partytime continues to advance its commitment to environmental stewardship by minimizing non-hazardous waste and promoting sustainable resource use. Looking ahead, we are committed to actively advancing garment circularity and achieving waste minimization. By 2027, we aim to reduce our waste generation intensity (by full-time employees) by 15 percent compared to 2024 base year. This target will drive us to reduce waste both internally and externally, supporting the development of a circular economy and promoting sustainability in the apparel industry.

Resources and Raw Materials

We understand that sustainable production practices extend beyond the factory floor. Our commitment to environmental stewardship begins with the responsible sourcing of raw materials and efficient utilization of essential natural resources. This section details our strategies for sustainable raw material sourcing and resource optimization through smart water and electricity consumption practices.

通過這些政策和舉措，派對文化繼續推進其環境管理承諾，通過最少化無害廢棄物和促進可持續資源使用來實現。通過這些政策和舉措，派對文化繼續推進其環境管理承諾，通過最小化非危險廢棄物和促進可持續資源使用來實現。展望未來，我們立志於積極推動服裝的可循環性，實現廢棄物最少化。同時，我們目標在2027年，將廢棄物產生強度（按全職員工數）較2024基準年下降15%。這一目標的設定將積極推動我們在內部和外部同時減少廢棄物，支持循環經濟的發展，推動服裝行業的可持續性。

資源和原材料

我們理解，可持續生產實踐不僅限於工廠車間。我們對環境管理的承諾始於負責任的原材料採購和高效利用基本自然資源。本節詳細介紹了我們通過智能水電消耗實踐實現可持續原材料採購和資源優化的策略。

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Responsible Raw Material Procurement

China Partytime places great emphasis on responsible raw material procurement to minimize environmental impact and ensure the sustainability of its operations. The Group's approach focuses on selecting suppliers that meet strict environmental, social, and quality standards, ensuring that all raw materials are sourced ethically and sustainably, which is detailed in the "Supply Chain Management" subsection within the "Products and Businesses" section. This includes rigorous supplier assessments, regular audits, and the promotion of green production practices. The Group works closely with suppliers to improve their environmental awareness and adherence to ethical standards, including the use of eco-friendly materials and compliance with national environmental regulations.

Furthermore, China Partytime actively seeks to reduce its dependence on hazardous materials by investing in sustainable alternatives and fostering innovation in raw material sourcing. By prioritizing suppliers that demonstrate strong environmental performance and social responsibility, the Group not only ensures the integrity of its products but also contributes to the broader goal of sustainable development.

Smart Consumption of Water and Electricity

As a cosplay costume manufacturer, our operations involve various processes that consume water and electricity. Water is primarily used for garment pressing and employee sanitation, while electricity powers our production machinery, lighting, and operational systems. Excessive water and electricity consumption can have significant environmental impacts. Water pollution from dyes and chemicals can contaminate rivers and lakes, harming aquatic life and ecosystems. Over-reliance on fossil fuels for electricity generation releases pollutants into the air, contributes to GHG emissions and exacerbates climate change.

負責任的原材料採購

派對文化非常重視負責任的原材料採購，以將環境影響降至最低並確保其運營的可持續性。集團的方法側重於選擇符合嚴格環境、社會和質量標準的供應商，確保所有原材料均以道德和可持續的方式採購，這在「產品和業務」部分的「供應鏈管理」子部分中有詳細說明。這包括嚴格的供應商評估、定期審計和推廣綠色生產實踐。集團與供應商密切合作，提高他們的環保意識和遵守道德標準，包括使用環保材料和遵守國家環境法規。

此外，派對文化積極尋求減少對有害材料的依賴，通過投資可持續替代品並促進原材料採購創新。通過優先選擇環境績效和社會責任表現良好的供應商，集團不僅確保其產品的完整性，還為實現可持續發展的更廣泛目標做出貢獻。

節約用水及用電

作為角色扮演服裝製造商，我們的運營涉及各種消耗水和電的過程。水主要用於整燙衣服和員工衛生，而電力則為我們的生產機械、照明和運營系統提供動力。過度的水電消耗可能對環境產生重大影響。染料和化學品造成的水污染可能會污染河流和湖泊，危害水生生物和生態系統。過度依賴化石燃料發電會向空氣中釋放污染物，增加溫室氣體排放並加劇氣候變化。

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To address these concerns, China Partytime has previously set goals (see table below) and implemented corresponding measures to promote the smart consumption of water and electricity:

為了解決這些問題，派對文化在過去設定了目標（見下表）並實施了相應的措施，以促進智能水電消耗：

Aspect 方面	Targets 目標	Progress 進展	Achievements till the end of the Reporting Period 截至報告期末的進展
Energy	By 2024, increase the proportion of power generation by solar power system to 20%	Incomplete	• Plan to expand investment in solar energy
	From 2022 onwards, maintain annual energy consumption intensity of no more than 0.05 MWh/m ²	Incomplete	• Displayed energy-saving posters and promoted 'green slogans' to embrace in public places
	By 2024, include at least one investment in energy-saving issues for community investment or charity donation events	Achieved	• Donated to relevant charities every year
能源	到2024年，太陽能發電佔比提升至20%	未完成	• 計劃擴大對太陽能的投資
	自2022年起，維持年度能耗強度不超過0.05兆瓦時／平方米	未完成	• 在公共場所張貼節能海報，宣傳「綠色口號」
	到2024年，在社區投資或慈善捐贈活動中至少納入一項節能議題投資	已完成	• 每年向相關慈善機構捐款
Water	From 2022 onwards, maintain annual water consumption intensity to no more than 1.00 m ³ /m ²	Achieved	• Advocated employees to save water in public places
	From 2022 onwards, all newly installed water taps in the living areas of Jiangxi Partytime shall be sensor-activated	Achieved	• Installed all taps with sensor activation
水	自2022年起，維持年度用水強度不超過1.00立方米／平方米	已完成	• 倡導員工在公共場所節約用水
	自2022年起，江西派對生活區新安裝的水龍頭全部採用感應式	已完成	• 所有水龍頭均安裝有感應器

China Partytime prioritizes responsible water management through a multi-faceted approach. We strictly adhere to wastewater discharge regulations, conducting regular monitoring of chemical oxygen demand and suspended solids, reinforced by third-party inspections to ensure environmental compliance. Our well-defined rainwater and sewage system, complete with diligent operation and maintenance procedures, including regular inspections, oil separator cleaning, and septic tank washing, minimizes contamination risks. Furthermore, we actively promote water-saving practices among employees through awareness campaigns and reminders, fostering a culture of conservation.

Recognizing that purchased electricity is a primary source of our greenhouse gas emissions, China Partytime has implemented robust electricity conservation measures. We've developed our solar power generation system, which reduces our reliance on grid electricity. Additionally, we prioritize energy-efficient machinery and optimize production schedules, including the suspension of unnecessary equipment, to minimize electricity consumption throughout our operations. Looking ahead, we will take concrete action to lead the industry's green transformation in energy usage and actively deliver on our low-carbon transport commitments. We hereby announce our ambitious new targets: By 2027, we will phase out 70% of traditional fuel-powered vehicles, transitioning to a fully upgraded new-energy fleet. Concurrently, we will expand our solar power generation capacity to 300 MWh, achieving a growth in clean energy self-sufficiency. Furthermore, by 2026, we will pioneer the establishment of Green Fleet Management Standards, ensuring all operational vehicles prioritise electric mobility. These targets not only align with global net-zero carbon trends but also demonstrates our systematic decarbonisation commitment – from energy supply to last-mile logistics – setting a new benchmark for sustainable fashion.

Through rigorous wastewater management, rainwater control, and employee awareness, coupled with solar integration and energy-efficient operations, China Partytime demonstrates a commitment to smart water and electricity consumption, minimizing its environmental impact. In the future, China Partytime will further strengthen our water stewardship strategy, committing to establish a comprehensive "Water Risk Map" by 2026. This plan will systematically identify high water-consumption hotspots across our supply chain through a data-driven assessment framework, pinpointing potential environmental and operational risks. We are confident that the accomplishment of this target will not only enhance our water resilience but also drive collaborative transformation with supplier partners, driving tangible progress towards sustainable water use in industrial operations.

派對文化通過多方面的方法優先考慮負責任的水管理。我們嚴格遵守廢水排放法規，定期監測化學需氧量和懸浮固體，並通過第三方檢查確保環境合規。我們完善的雨水和污水系統，配有勤勉的運營和維護程序，包括定期檢查、油水分離器清洗和化糞池清洗，將污染風險降至最低。此外，我們通過宣傳活動和提醒積極推廣員工節水實踐，培養節約文化。

認識到購電是我們溫室氣體排放的主要來源，派對文化實施了強有力的節電措施。我們開發了太陽能發電系統，減少對電網電力的依賴。此外，我們優先考慮節能機械並優化生產計劃，包括暫停不必要的設備，以將整個運營過程中的電力消耗降至最低。展望未來，派對文化將以實際行動引領產業能源使用的綠色轉型，積極落實低碳運輸承諾。我們鄭重宣布：至2027年，將分階段淘汰70%傳統燃油車輛，全面升級為新能源車隊；同期提升太陽能發電規模至300兆瓦時，實現清潔能源自給率增長。同時在2026年前，我們將建立綠色車隊管理標準，優先採用充電出行模式。此舉不僅呼應全球淨零破排趨勢，更展現我們從能源供給到末端運輸的系統性減碳決心，為可持續時尚樹立新標竿。

通過嚴格的廢水管理、雨水控制和員工意識，加上太陽能整合和節能運營，派對文化展示了對智能水電消耗的承諾，將其環境影響降至最低。在未來，派對文化將進一步深化水資源管理策略，致力於在2026年前完成水資源風險地圖的構建工作。此項計劃將系統性識別供應鏈中的高耗水熱點區域，透過數據驅動的評估框架，精準定位潛在的環境與營運風險。我們相信，這個目標的完成不僅能強化企業的水資源韌性，更能協同供應商夥伴推動產業轉型，促進行業運營中可持續水資源使用的實質進展。

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LAWS AND REGULATIONS

China Partytime is committed to operating business with the highest ethical standards. The Group not only aims to pursue profits, but also actively shoulders responsibilities towards all stakeholder groups, the surrounding environment and the community it operates in. We guarantee commitment and dedication to our services, while strictly complying with regulatory requirements regarding production and operation, employment and recruitment, and environment and resources. The following table lists the relevant laws and regulations that the Group has complied with during the Reporting Period. Laws and regulations with a significant impact to the Group have been reiterated in relevant sections above.

法律法規

派對文化致力於以最高道德標準經營業務。集團不僅追求利潤，還積極承擔對所有持份者群體、周圍環境和所在社區的責任。我們保證對服務的承諾和奉獻，同時嚴格遵守有關生產和運營、僱傭和招聘以及環境和資源的法規要求。下表列出了集團在報告期內遵守的相關法律法規。對集團有重大影響的法律法規已在上文相關部分中重申。

Section 章節	Laws and Regulations (edition) 法律與法規(版本年份)
Products and Businesses	<ul style="list-style-type: none">• Production Safety Law of the People's Republic of China (2021)• Fire Control Law of the People's Republic of China (2021)• Instructions for Use of Products of Consumer Interest – Part 4: Textiles and Apparel GB/T5296.4-2012 (2012)• National General Safety Technical Code for Textile Products GB18401-2010 (2010)• Code of Practice for Selection of Personal Protective Equipment GB/T11651-2008 (2008)• Product Quality Law of the People's Republic of China (2018)• Anti-Money Laundering Law of the People's Republic of China (2007)• Anti-unfair Competition Law of the People's Republic of China (2019)• Patent Law of the People's Republic of China (2020)• Copyright Law of the People's Republic of China (2020)• Advertising Law of the People's Republic of China (2021)• Trademark Law of the People's Republic of China (2019)• Regulations on the Administration of Commercial Franchise (2007)• Consumer Rights and Interests Protection Law of the People's Republic of China (2013)• Standardisation Law of the People's Republic of China (2022)• Enterprise Intellectual Property Management Specification GB/T29490-2013 (2013)
產品和業務	<ul style="list-style-type: none">• 《中華人民共和國安全生產法》(2021)• 《中華人民共和國消防法》(2021)• 《消費類產品使用說明書第四部分—紡織品和服裝》GB/T5296.4-2012 (2012)• 《國家紡織產品基本安全技術規範》GB18401-2010 (2010)• 《個體防護裝備選用規範》GB/T 11651-2008 (2008)• 《中華人民共和國產品質量法》(2018)• 《中華人民共和國反洗錢法》(2007)• 《中華人民共和國反不正當競爭法》(2019)• 《中華人民共和國專利法》(2020)• 《中華人民共和國著作權法》(2020)• 《中華人民共和國廣告法》(2021)• 《中華人民共和國商標法》(2019)• 《商業特許經營管理條例》(2007年)• 《中華人民共和國消費者權益保護法》(2013年)• 《中華人民共和國標準化法》(2022)• 《企業知識產權管理規範》GB/T29490-2013 (2013)

Section 章節	Laws and Regulations (edition) 法律與法規(版本年份)
People and Community	<ul style="list-style-type: none"> • Labor Law of the People's Republic of China (2018) • Labor Contract Law of the People's Republic of China (2021) • Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018) • Provisions on the Administration of Occupational Health at Workplaces (2021) • Social Insurance Law of the People's Republic of China (2018) • Regulation on Work-Related Injury Insurances (2010) • Regulation on Paid Annual Leave for Employees (2007) • Regulation on Public Holidays for National Annual Festivals and Memorial Days (2024) • Law of the People's Republic of China on the Protection of Rights and Interests of Women (2018) • Law of the People's Republic of China on the Protection of Minors (2020) • Provisions on the Prohibition of Using Child Labour (2002) • Special Regulations on Labour Protection for Female Employees (2012)
人文和社區	<ul style="list-style-type: none"> • 《中華人民共和國勞動法》(2018) • 《中華人民共和國勞動合同法》(2021) • 《中華人民共和國職業病防治法》(2018) • 《工作場所職業衛生管理規定》(2021) • 《中華人民共和國社會保險法》(2018) • 《工傷保險條例》(2010) • 《職工帶薪年休假條例》(2007) • 《全國年節及紀念日放假辦法》(2024) • 《中華人民共和國婦女權益保障法》(2018) • 《中華人民共和國未成年人保護法》(2020) • 《禁止使用童工規定》(2002) • 《女職工勞動保護特別規定》(2012)
Environment and Resources	<ul style="list-style-type: none"> • Environmental Protection Law of the People's Republic of China (2014) • Energy Conservation Law of the People's Republic of China (2018) • Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes (2020) • Law of the People's Republic of China on Environmental Impact Assessment (2018) • The Integrated Wastewater Discharge Standard GB8978-1996 (1996) • The Emissions Standard for Industrial Enterprises Noise at the Boundary GB12348-2008 (2008) • Technical Policy for Prevention and Control of Hazardous Waste Pollution (2001) • Law of the People's Republic of China on Water and Soil Conservation (2010) • Law of the People's Republic of China on the Prevention and Control of Water Pollution (2008)
環境與資源	<ul style="list-style-type: none"> • 《中華人民共和國環境保護法》(2014) • 《中華人民共和國節約能源法》(2018) • 《中華人民共和國固體廢物污染環境防治法》(2020) • 《中華人民共和國環境影響評價法》(2018) • 《污水綜合排放標準》GB8978-1996 (1996) • 《工業企業廠界環境噪聲排放標準》GB12348-2008 (2008) • 《危險廢物污染防治技術政策》(2001) • 《中華人民共和國水土保持法》(2010) • 《中華人民共和國水污染防治法》(2008)

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KPIs SUMMARY

關鍵績效指標總匯

Environmental KPIs¹ 環境關鍵績效指標¹

Unit 單位

2023

2024

Emissions²

排放物²

Nitrogen Oxides (NO _x) 氮氧化物	kg 千克	111.96	108.01
Sulphur Oxides (SO _x) 硫氧化物	kg 千克	0.04	0.06
Particulate Matter (PM) 顆粒物	kg 千克	10.98	10.58
Wastewater Discharged 廢水排放	tonne 噸	1,700.00	1,500.00
Chemical Oxygen Demand in Wastewater ³ 廢水化學需氧量 ³	mg/litre 毫克／升	25.40–26.80	26.10–26.50
Suspended Matter in Wastewater ⁴ 廢水懸浮物含量 ⁴	mg/litre 毫克／升	34.20–36.80	34.30–36.50
Ammonia Nitrogen in Wastewater ⁵ 廢水氨氮含量 ⁵	mg/litre 毫克／升	0.155–0.185	0.153–0.182
Animal and Vegetable Oil in Wastewater ⁶ 廢水動植物油含量 ⁶	mg/litre 毫克／升	0.094–0.126	0.098–0.125
pH of Wastewater ⁷ 廢水酸鹼度 ⁷	pH 酸鹼度	7.19–7.32	7.18–7.30

¹ As all figures are rounded to two decimal places, there might be slight discrepancies when summing up.

² The emission factors used to calculate exhaust air emissions are derived from the Hong Kong Environmental Protection Department's Vehicle Emission Calculation Model (EMFAC-HK Vehicle Emission Calculation) and the United States Environmental Protection Agency's Vehicle Emission Modelling Software-MOBILE6.1, as well as the *Emission Factors for Greenhouse Gas Inventories (2023)* of the United States Environmental Protection Agency.

³ The data was monitored by Yichun Environmental Monitoring Station entrusted by China Partytime Culture Holdings Ltd. The executive standard value is 500, and the conclusion is up to standard.

⁴ The data was monitored by Yichun Environmental Monitoring Station entrusted by China Partytime Culture Holdings Ltd. The executive standard value is 400, and the conclusion is up to standard.

⁵ The data was monitored by Yichun Environmental Monitoring Station entrusted by China Partytime Culture Holdings Ltd. The executive standard value is 25, and the conclusion is up to standard.

⁶ The data was monitored by Yichun Environmental Monitoring Station entrusted by China Partytime Culture Holdings Ltd. The executive standard value is 100, and the conclusion is up to standard.

⁷ The data was monitored by Yichun Environmental Monitoring Station entrusted by China Partytime Culture Holdings Ltd. The executive standard value is 6–9, and the conclusion is up to standard.

¹ 由於所有數字均已四捨五入至小數點後兩位，因此相加時可能會存在細微差異。

² 用於計算廢氣排放的排放因子乃按照香港環境保護署汽車排放計算模型(EMFAC-HK Vehicle Emission Calculation)及美國環境保護署的汽車排放模型軟件(Vehicle Emission Modelling Software-MOBILE6.1)而得出。

³ 該數據由派對文化集團有限公司委託宜春市環境監測站進行監測。執行標準值為500，結論為達標。

⁴ 該數據由派對文化集團有限公司委託宜春市環境監測站進行監測。執行標準值為400，結論為達標。

⁵ 該數據由派對文化集團有限公司委託宜春市環境監測站進行監測。執行標準值為25，結論為達標。

⁶ 該數據由派對文化集團有限公司委託宜春市環境監測站進行監測。執行標準值為100，結論為達標。

⁷ 該數據由派對文化集團有限公司委託宜春市環境監測站進行監測。執行標準值為6–9，結論為達標。

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Environmental KPIs ¹ 環境關鍵績效指標 ¹	Unit 單位	2023	2024
GHG⁸ 溫室氣體⁸			
Scope 1 Emissions 範圍一排放	tCO ₂ e- 噸二氧化碳當量	18.85	17.71
Scope 2 Emissions ⁹ 範圍二排放 ⁹	tCO ₂ e- 噸二氧化碳當量	2,020.47	2,096.96
Scope 3 Emissions ¹⁰ 範圍三排放 ¹⁰	tCO ₂ e- 噸二氧化碳當量	1.54	1.30
Total GHG Emissions (Scope 1, 2, 3) 總溫室氣體排放	tCO ₂ e- 噸二氧化碳當量	2,040.87	2,115.97
Total Number of Trees Planted Since Operation 自運營起累計樹木栽植總數	item 棵	75	80
Total GHG Emissions Intensity (by Gross Floor Area, ("GFA")) 總溫室氣體排放密度(按總樓面面積計)	tCO ₂ e-/m ² 噸二氧化碳當量／平方米	0.03	0.04
Total GHG Emissions Intensity (by Full Time Employee, ("FTE")) 總溫室氣體排放密度(按全職員工數計)	tCO ₂ e-/person 噸二氧化碳當量／人	7.19	7.37
Total GHG Emissions Intensity (by Production Volume) 總溫室氣體排放密度(按產品數計)	tCO ₂ e-/item 噸二氧化碳當量／件	0.00	0.00

⁸ The quantification method of GHG is based on the *Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals from Buildings (Commercial, Residential or Institutional Purposes)* in Hong Kong published by the Hong Kong Electrical and Mechanical Services Department and the Environmental Protection Department.

⁹ The emission factors for GHG Scope 2 emissions are derived from the 2023 China Regional Power Grid Baseline Emission Factors published by the Climate Change Department of the National Development and Reform Commission of China.

¹⁰ The emission factors for GHG Scope 3 emissions are based on the ICAO Carbon Emissions Calculator of the International Civil Aviation Organisation.

⁸ 溫室氣體的量化方法乃依據香港機電工程署及環境保護署刊發的《香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的核算和報告指引》。

⁹ 溫室氣體範圍二的排放因子乃按照中國國家發展和改革委員會應對氣候變化司公佈的《2023年中國區域電網基準線排放因子》而得出。

¹⁰ 溫室氣體範圍三的排放因子乃根據國際民用航空組織(「國際民航組織」)的國際民航組織碳排放計算器(ICAO Carbon Emissions Calculator)。

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Environmental KPIs ¹ 環境關鍵績效指標 ¹	Unit 單位	2023	2024
Hazardous Waste Generation			
有害廢棄物產生			
Solid Hazardous Waste Generation (oil drums) 固體有害廢棄物產生(油桶)	barrel 桶	8.00	8.00
Liquid Hazardous Waste Generation (lubricating white oil) 液體有害廢棄物產生(潤滑白油)	tonne 噸	0.10	0.09
Total Hazardous Waste Generation 有害廢棄物產生總量	tonne 噸	0.10	0.09
Hazardous Waste Intensity (by GFA) 有害廢棄物密度(按總樓面面積計)	kg/m ² 千克／平方米	0.00	0.00
Hazardous Waste Intensity (by FTE) 有害廢棄物密度(按全職員工數計)	kg/person 千克／人	0.36	0.32
Hazardous Waste Intensity (by Production Volume) 有害廢棄物密度(按產品數計)	kg/item 千克／件	0.00	0.00
Non-hazardous Waste Generation			
無害廢棄物產生			
Domestic Waste Generation 生活垃圾產生	tonne 噸	70.20	70.20
Carton Waste Generation 廢紙箱產生	tonne 噸	4.41	3.47
Plastic Waste Generation 塑料產生	tonne 噸	3.68	2.83
Fabric Waste Generation 邊角布料產生	tonne 噸	3.65	3.04
Total Non-hazardous Waste Generation 無害廢棄物產生總量	tonne 噸	81.94	79.53
Non-hazardous Waste Intensity (by GFA) 無害廢棄物密度(按總樓面面積計)	kg/m ² 千克／平方米	1.36	1.32
Non-hazardous Waste Intensity (by FTE) 無害廢棄物密度(按全職員工數計)	kg/person 千克／人	288.51	277.11
Non-hazardous Waste Intensity (by Production Volume) 無害廢棄物密度(按產品數計)	kg/item 千克／件	0.02	0.03

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Environmental KPIs ¹ 環境關鍵績效指標 ¹	Unit 單位	2023	2024
Energy Consumption			
能源用量			
Total Electricity Generation ¹¹ 電力生產總量 ¹¹	MWh 兆瓦時	278.50	285.50
Total Purchased Electricity 外購電力總量	MWh 兆瓦時	3,279.98	3,404.16
Total Electricity Consumption 電力消耗總量	MWh 兆瓦時	3,558.48	3,689.66
Total Petroleum Consumption 汽油消耗總量	MWh 兆瓦時	19.49	18.51
Total Diesel Consumption 柴油消耗總量	MWh 兆瓦時	22.82	21.02
Total LPG Consumption 液化石油氣消耗總量	MWh 兆瓦時	37.20	34.27
Total Energy Consumption 能源消耗總量	MWh 兆瓦時	3,637.99	3,763.46
Energy Consumption Intensity (by GFA) 能源消耗密度(按總樓面面積計)	MWh/m ² 兆瓦時／平方米	0.06	0.06
Energy Consumption Intensity (by FTE) 能源消耗密度(按全職員工數計)	MWh/person 兆瓦時／人	12.81	13.11
Energy Consumption Intensity (by Production Volume) 能源消耗密度(按產品數計)	MWh/item 兆瓦時／件	0.00	0.00
Water Consumption			
用水量			
Total Water Consumption 用水總量	m ³ 立方米	60,065.00	45,261.00
Water Consumption Intensity (by GFA) 用水密度(按總樓面面積計)	m ³ /m ² 立方米／平方米	1.00	0.75
Water Consumption Intensity (by FTE) 用水密度(按全職員工數計)	m ³ /person 立方米／人	211.50	157.70
Water Consumption Intensity (by Production Volume) 用水密度(按產品數計)	m ³ /item 立方米／件	0.02	0.02

¹¹ Electricity is generated by Jiangxi Partytime's solar power generation system and used for daily operations.

¹¹ 此部分電力通過江西派對的太陽能發電系統產生並用於日常營運。

Environmental, Social and Governance Report

環境、社會及管治報告

Environmental KPIs¹

環境關鍵績效指標¹

Unit

單位

2023

2024

Packaging Material Consumption

包裝材料用量

Total Packaging Material Consumption

tonne

12.14

8.74

包裝材料總用量

噸

Plastic Material Consumption

tonne

4.04

3.66

塑料包裝材料用量

噸

Paper Material Consumption

tonne

8.10

5.09

紙包裝材料用量

噸

Plastic Material Consumption Intensity (by Production Volume)

kg/item

0.00

0.00

塑料包裝材料用量密度(按產品數計)

千克/件

Paper Material Consumption Intensity (by Production Volume)

kg/item

0.00

0.00

紙包裝材料用量密度(按產品數計)

千克/件

Office Paper Consumption¹²

辦公紙用量¹²

Office Paper Consumption

tonne

N/A

0.37

辦公紙張處置量

噸

Office Paper Recycling

tonne

0.23

0.16

辦公紙張回收量

噸

Office Paper Consumption Intensity (by GFA)

kg/m²

N/A

0.01

辦公紙張處置量密度(按總樓面面積計)

千克/平方米

Office Paper Consumption Intensity (by FTE)

kg/person

N/A

1.29

辦公紙張處置量密度(按全職員工數計)

千克/人

Office Paper Consumption Intensity (by Production Volume)

kg/item

N/A

0.00

辦公紙張處置量密度(按產品數計)

千克/件

¹² Office Paper Consumption was not reported in 2023 due to incomplete data availability. In 2024, improved data collection enabled the measurement of paper consumption, allowing for the inclusion of this KPI.

¹² 由於數據不完整，2023年未披露「辦公紙用量」。2024年，改善的數據收集結果使得能夠測量紙張的用量，因此新增此項關鍵績效指標。

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環境、社會及管治報告

Social KPIs 社會關鍵績效指標	Unit 單位	2023	2024
Workforce 勞動力			
Total Number of Employees 員工總數	person 人	284	287
By Gender 按性別分			
Male 男	person 人	102	106
Female 女	person 人	182	181
By Employee Category 按僱傭類型分			
C-level Management 董事會成員	person 人	3	3
Senior Management 高層管理	person 人	3	3
Middle Management 中層管理	person 人	91	85
General Staff 普通僱員	person 人	187	196
By Age Group 按年齡組分			
<30	person 人	95	98
30–40	person 人	121	126
41–50	person 人	40	38
>50	person 人	28	25
By Geographical Region 按地區分			
Jiangxi Province, the PRC 中國江西省	person 人	284	287

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環境、社會及管治報告

Social KPIs 社會關鍵績效指標	Unit 單位	2023	2024
Turnover Rate 流失比率			
Total Turnover Rate 總流失比率	% %	15.36	12.26
By Gender 按性別分			
Male 男	% %	5.83	4.81
Female 女	% %	21.34	16.53
By Age Group 按年齡組分			
<30	% %	3.39	10.36
30–40	% %	22.94	3.24
41–50	% %	11.76	15.38
>50	% %	29.63	56.60
Health and Safety 健康與安全			
Work-related Fatality 因工亡故人數	person 人	0	0
Work-related Injury 因工受傷人數	person 人	0	0
Lost Day due to Work-related Injury 因工傷損失工作日數	day 日	0	0
Training and Development 培訓及發展			
Total Percentage of Employees Trained 受訓員工總百分比	% %	64.79	100
Average Training Hours Completed per Employee 每位受訓員工平均時數	hour 小時	2.85	3.45
The Percentage of Employees Trained by Gender 按性別分的受訓員工百分比			
Male 男	% %	39.13	36.93
Female 女	% %	60.87	63.07

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Social KPIs 社會關鍵績效指標	Unit 單位	2023	2024
The Percentage of Employees Trained by Employee Category 按僱傭類型分的受訓員工百分比			
C-level Management 董事會成員	% %	1.63	1.05
Senior Management 高層管理	% %	1.63	1.05
Middle Management 中層管理	% %	44.57	29.62
General Staff 普通僱員	% %	52.17	68.29
The Average Training Hours Completed per Employee by Gender 按性別分的每位受訓員工平均時數			
Male 男	hour 小時	3.53	2.55
Female 女	hour 小時	2.46	3.98
The Average Training Hours Completed by Employee Category 按僱傭類型分的每位受訓員工平均時數			
C-level Management 董事會成員	hour 小時	5.00	6.00
Senior Management 高層管理	hour 小時	5.00	6.00
Middle Management 中層管理	hour 小時	5.00	2.00
General Staff 普通僱員	hour 小時	1.73	4.00
Anti-corruption 反貪污			
Concluded Legal Cases regarding Corrupt Practices 對本集團或其員工提出並已審結的貪污訴訟案件的數目	case 宗	0	0
Community Investment 社區投資			
Resources Contributed to the Focus Area 在專注範疇所動用的資源	RMB 人民幣	100,000.00	100,000.00

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Social KPIs 社會關鍵績效指標	Unit 單位	2023	2024
Supply Chain			
供應鏈			
Total Number of Suppliers 供應商總數	quantity 間	38	46
Number of Suppliers by Geographical Region			
按地區分的供應商數目			
Zhejiang Province, the PRC 中國浙江省	quantity 間	21	28
Fujian Province, the PRC 中國福建省	quantity 間	3	5
Guangdong Province, the PRC 中國廣東省	quantity 間	4	3
Hebei Province, the PRC 中國河北省	quantity 間	1	1
Jiangxi Province, the PRC 中國江西省	quantity 間	4	5
Jiangsu Province, the PRC 中國江蘇省	quantity 間	4	4
Sichuan Province, the PRC 中國四川省	quantity 間	1	0
Shanghai, the PRC 中國上海市	quantity 間	0	0
Hunan Province, the PRC 中國湖南省	quantity 間	0	0
Product and Services			
產品與服務			
Total Number of Sold and Shipped Products 已售及已運送產品總數	item 件	3,908,897	2,880,142
Product Recall Rate for Safety and Health Reasons 因安全與健康理由回收的產品百分比	% %	0.00	0.00
Products and Service-related Complaints 產品及服務相關的投訴數目	case 宗	0	0

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環境、社會及管治報告

ESG REPORTING GUIDE CONTENT INDEX

環境、社會及管治報告指引內容索引

Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
Mandatory Disclosure Requirements 強制披露規定		
Governance Structure 管治架構	A statement from the board containing the following elements:	Chairman's Statement About this Report Sustainability Governance
	<ul style="list-style-type: none"> i. a disclosure of the board's oversight of ESG issues; ii. the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and iii. how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. <p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> i. 披露董事會對環境、社會及管治事宜的監管； ii. 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及 iii. 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。 	<ul style="list-style-type: none"> — Materiality Assessment — ESG Strategy 主席聲明 關於本報告 可持續管治 <ul style="list-style-type: none"> — 重要性評估 — ESG策略

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Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
Reporting Principles 匯報原則	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG Report:</p> <p>Materiality: The ESG report should disclose:</p> <ol style="list-style-type: none"> the process to identify and the criteria for the selection of material ESG factors; if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be discussed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p> <p>描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則：</p> <p>重要性：環境、社會及管治報告應披露：</p> <ol style="list-style-type: none"> 識別重要環境、社會及管治因素的過程及選擇這些因素的準則； 如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。 <p>量化：有關匯報排放量/能源耗用(如適用)所用的標準、方法、假設及/或計算工具的資料，以及所使用的轉換因素的來源應予披露。</p> <p>一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更(如有)或任何其他影響有意義比較的相關因素。</p>	<p>About this Report</p> <p>Sustainability Governance</p> <ul style="list-style-type: none"> Stakeholder Engagement Materiality Assessment <p>KPIs Summary</p>

**關於本報告
可持續管治**

- 持份者參與
- 重要性評估

關鍵績效指標匯總

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環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
Reporting Boundary 匯報範圍	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p> <p>解釋環境、社會及管治報告的匯報範圍，描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。</p>	<p>About this Report</p> <p>關於本報告</p>
<p>“Comply or explain” Provisions 「不遵守就解釋」條文</p> <p>A. Environmental A. 環境</p> <p>Aspect A1: Emissions 層面A1：排放物</p> <p>General Disclosure</p>	<p>Information on:</p> <p>(a) the policies; and</p> <p>(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.</p> <p>有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Environment and Resources</p> <p>— Climate Change</p> <p>Laws and Regulations</p> <p>環境與資源</p> <p>— 氣候變化</p> <p>法律法規</p>
一般披露		
KPI A1.1	The types of emissions and respective emissions data.	<p>Environment and Resources</p> <p>— Climate Change</p> <p>KPIs Summary</p> <p>環境與資源</p> <p>— 氣候變化</p> <p>關鍵績效指標匯總</p>
關鍵績效指標A1.1	排放物種類及相關排放數據。	

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環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍一)及能源間接(範圍二)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environment and Resources — Climate Change KPIs Summary 環境與資源 — 氣候變化 關鍵績效指標匯總
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environment and Resources — Waste Management KPIs Summary 環境與資源 — 廢棄物管理 關鍵績效指標匯總
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environment and Resources — Waste Management KPIs Summary 環境與資源 — 廢棄物管理 關鍵績效指標匯總
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Environment and Resources — Climate Change 環境與資源 — 氣候變化
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Environment and Resources — Waste Management 環境與資源 — 廢棄物管理

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Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Environment and Resources — Resources and Raw Materials 環境與資源 — 資源和原材料
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Environment and Resources — Resources and Raw Materials KPIs Summary 環境與資源 — 資源和原材料 關鍵績效指標匯總
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Environment and Resources — Resources and Raw Materials KPIs Summary 環境與資源 — 資源和原材料 關鍵績效指標匯總
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Environment and Resources — Resources and Raw Materials 環境與資源 — 資源和原材料
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步驟。	Environment and Resources — Resources and Raw Materials 環境與資源 — 資源和原材料
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	KPIs Summary 關鍵績效指標匯總

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Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
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 minimising the issuer's significant impacts 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。	Environment and Resources — Climate Change — Waste Management — Resources and Raw Materials 環境與資源 — 氣候變化 — 廢棄物管理 — 資源和原材料
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environment and Resources — Climate Change — Waste Management — Resources and Raw Materials 環境與資源
關鍵績效指標A3.1	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。	環境與資源 — 氣候變化 — 廢棄物管理 — 資源和原材料
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。	Environment and Resources — Climate Change 環境與資源 — 氣候變化
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Environment and Resources — Climate Change 環境與資源
關鍵績效指標A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	環境與資源 — 氣候變化

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Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
B. Social B. 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。	People and Community – Employee Benefits and Remuneration Laws and Regulations 人文與社區 – 員工福利薪酬 法律法規
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（如全職或兼職）、年齡組別及地區劃分的僱員總數。	KPIs Summary 關鍵績效指標總匯
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。	KPIs Summary 關鍵績效指標總匯

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Description 描述

Relevant Chapter or Explanation 相關章節或解釋

Aspect B2: Health and Safety 層面B2：健康與安全

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 providing a safe working environment and protecting employees from occupational hazards.

Products and Businesses

- Product Responsibility and Operational Risk Management

People and Community

- Occupational Health and Safety

Laws and Regulations

產品與業務

- 產品責任和運營風險管理

人文與社區

- 職業健康與安全

法律法規

一般披露

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。

KPI B2.1

Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.

People and Community

- Occupational Health and Safety

KPIs Summary

人文與社區

- 職業健康與安全

關鍵績效指標匯總

關鍵績效指標 B2.1

過去三年(包括匯報年度)每年因工亡故的人數及比率。

KPI B2.2

Lost days due to work injury.

People and Community

- Occupational Health and Safety

KPIs Summary

人文與社區

- 職業健康與安全

關鍵績效指標匯總

關鍵績效指標 B2.2

因工傷損失工作日數。

KPI B2.3

Description of occupational health and safety measures adopted, and how they are implemented and monitored.

People and Community

- Occupational Health and Safety

人文與社區

- 職業健康與安全

關鍵績效指標 B2.3

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。

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Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
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。描述培訓活動。	People and Community — Training and Development 人文與社區 — 培訓與發展
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	KPIs Summary 關鍵績效指標總匯
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。	KPIs Summary 關鍵績效指標總匯
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 and 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。	People and Community — Prevention of Child Labor and Forced Labor Laws and Regulations 人文與社區 — 防止童工和強迫勞動 法律法規
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。	People and Community — Prevention of Child Labor and Forced Labor 人文與社區 — 防止童工和強迫勞動

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Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	People and Community – Prevention of Child Labor and Forced Labor
關鍵績效指標B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	人文與社區 – 防止童工和強迫勞動
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. 管理供應鏈的環境及社會風險政策。	Products and Businesses – Supply Chain Management 產品與業務 – 供應鏈管理
KPI B5.1	Number of suppliers by geographical region.	Products and Businesses – Supply Chain Management
關鍵績效指標B5.1	按地區劃分的供應商數目。	KPIs Summary 產品與業務 – 供應鏈管理 關鍵績效指標匯總
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Products and Businesses – Supply Chain Management
關鍵績效指標B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	產品與業務 – 供應鏈管理
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Products and Businesses – Supply Chain Management
關鍵績效指標B5.3	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。	產品與業務 – 供應鏈管理

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Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Environment and Resources – Resources and Raw Materials Products and Businesses – Supply Chain Management
關鍵績效指標B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	環境與資源 – 資源和原材料 產品與業務 – 供應鏈管理
Aspect B6: Product Responsibility		
層面B6：產品責任		
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 health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Products and Businesses – Production Responsibility and Operational Risk Management Laws and Regulations
一般披露	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) 遵守對發行人有重大影響的相關法律及規例的資料。	產品與業務 – 產品責任和運營風險管理 法律法規
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Products and Businesses – Product Responsibility and Operational Risk Management
關鍵績效指標B6.1	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。	KPIs Summary 產品與業務 – 產品責任和運營風險管理 關鍵績效指標匯總

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KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Products and Businesses – Privacy Protection and Customer Communication
關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及應對方法。	KPIs Summary 產品與業務 – 隱私保護和客戶溝通 關鍵績效指標匯總
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Products and Businesses – Product Responsibility and Operational Risk Management
關鍵績效指標B6.3	描述與維護及保障知識產權有關的慣例。	產品與業務 – 產品責任和運營風險管理
KPI B6.4	Description of quality assurance process and recall procedures.	Products and Businesses – Product Responsibility and Operational Risk Management
關鍵績效指標B6.4	描述質量檢定過程及產品回收程序。	產品與業務 – 產品責任和運營風險管理
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Products and Businesses – Privacy Protection and Customer Communication
關鍵績效指標B6.5	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。	產品與業務 – 隱私保護和客戶溝通

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Aspect B7: Anti-corruption 層面B7：反貪污		
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 bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (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。	Products and Businesses — Business Image and Corporate Ethics Laws and Regulations 產品與業務 — 企業形象和企業道德 法律法規
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Products and Businesses — Business Image and Corporate Ethics KPIs Summary 產品與業務 — 企業形象和企業道德 關鍵績效指標匯總
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Products and Businesses — Business Image and Corporate Ethics 產品與業務 — 企業形象和企業道德
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Products and Businesses — Business Image and Corporate Ethics 產品與業務 — 企業形象和企業道德

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Community 社區		
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	People and Community — Community Development and Contribution 人文與社區 — 社區發展與貢獻
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	People and Community — Community Development and Contribution 人文與社區 — 社區發展與貢獻
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	People and Community — Community Development and Contribution KPIs Summary 人文與社區 — 社區發展與貢獻 關鍵績效指標匯總

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