



2024

Environmental, Social and
Governance Report

CONTENT

02 ABOUT THIS REPORT

03 ABOUT SAMPLE TECHNOLOGY

04 STATEMENT OF THE BOARD

05 ESG SYSTEM

ESG Governance Framework
Stakeholders
Materiality Assessment
Materiality matrix

08 REPORT ON ENVIRONMENTAL ASPECTS

Aspect A1: Emissions
Aspect A2: Use of Resource
Aspect A3: Environment and Natural Resources
Aspect A4: Response to Climate Change
Target Management Outlook
Green Actions

18 REPORT ON SOCIAL ASPECTS

Employment and Labour Practices
Aspect B1: Employment
Aspect B2: Health and Safety
Aspect B3: Development and Training
Aspect B4: Labour Standards

28 OPERATING PRACTICE

Aspect B5: Supply Chain Management
Aspect B6: Product Responsibility
Aspect B7: Anti-corruption

36 COMMUNITY

Aspect B8: Community Investment

37 READER FEEDBACK FORM

38 APPENDIX

HKEX ESG Reporting Content Index





ABOUT THIS REPORT



This report is the ninth environmental, social and governance (“ESG”) report (“ESG Report” or “this Report”) issued by Nanjing Sample Technology Co., Ltd.* (“together with its subsidiaries, collectively referred as “the Group” or “Group” or “the Company” or “Company”) to demonstrate the Group’s ESG management performance and improvement measures taken in 2024 with an aim to enhancing the communication and connections with internal and external stakeholders.

Report Scope

The period covered by this Report is from 1 January 2024 to 31 December 2024 (the “Reporting Period”). For continuity of the information, this Report may contain matters beyond the period covered by it. The scope of disclosure covers the operations of the Company and its eight subsidiaries (including two subsidiaries in Hong Kong).

Report Guide

This Report is prepared in accordance with the requirements of Environmental, Social and Governance Reporting Code (“ESG Rules”) (Appendix C2 of Main Board Listing Rules) of The Stock Exchange of Hong Kong Limited (“HKEX”). Unless otherwise defined, this Report adopts the same terminology as that in the Group’s 2024 annual report. Should the data disclosed be different from the 2024 annual report, the annual report shall prevail.

Reporting Principles

This Report complies with the principles of materiality, quantitative, balance and consistency under the HKEX ESG Rules.

Materiality: The Group defines the content and scope of this Report through stakeholders engagement and materiality identification and with reference to the result of such identification.

Quantitative: This Report presents key environmental and social performance indicators (“KPIs”) through calculations and numbers, and the calculation methods, assumptions, and conversion coefficients used are specified in this Report.

Balance: This Report discloses objective and true information related to the ESG of the Group during the Reporting Period and ensures that the ESG performance is presented fairly without bias.

Consistency: Unless otherwise stated, the statistical methods and criteria as disclosed in this Report are consistent with those of previous year.

Report Access

This Report will be published on the website of HKEX (www.hkexnews.hk) and the official website of the Group (www.samples.com.cn). It is published in both Chinese and English versions. In case of difference between the two versions, the Chinese version shall prevail.

Report Feedback

If you have any questions or suggestions about this Report, please feel free to contact the Securities Department of the Company:

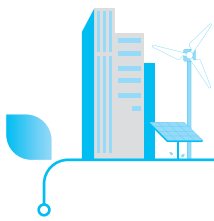
Nanjing Sample Technology Co., Ltd.

Address: No. 10, Maqun Avenue, Qixia District, Nanjing City, Jiangsu Province

Tel: +8625-84356666

Email: irm@samples.cn

Website: www.samples.com.cn

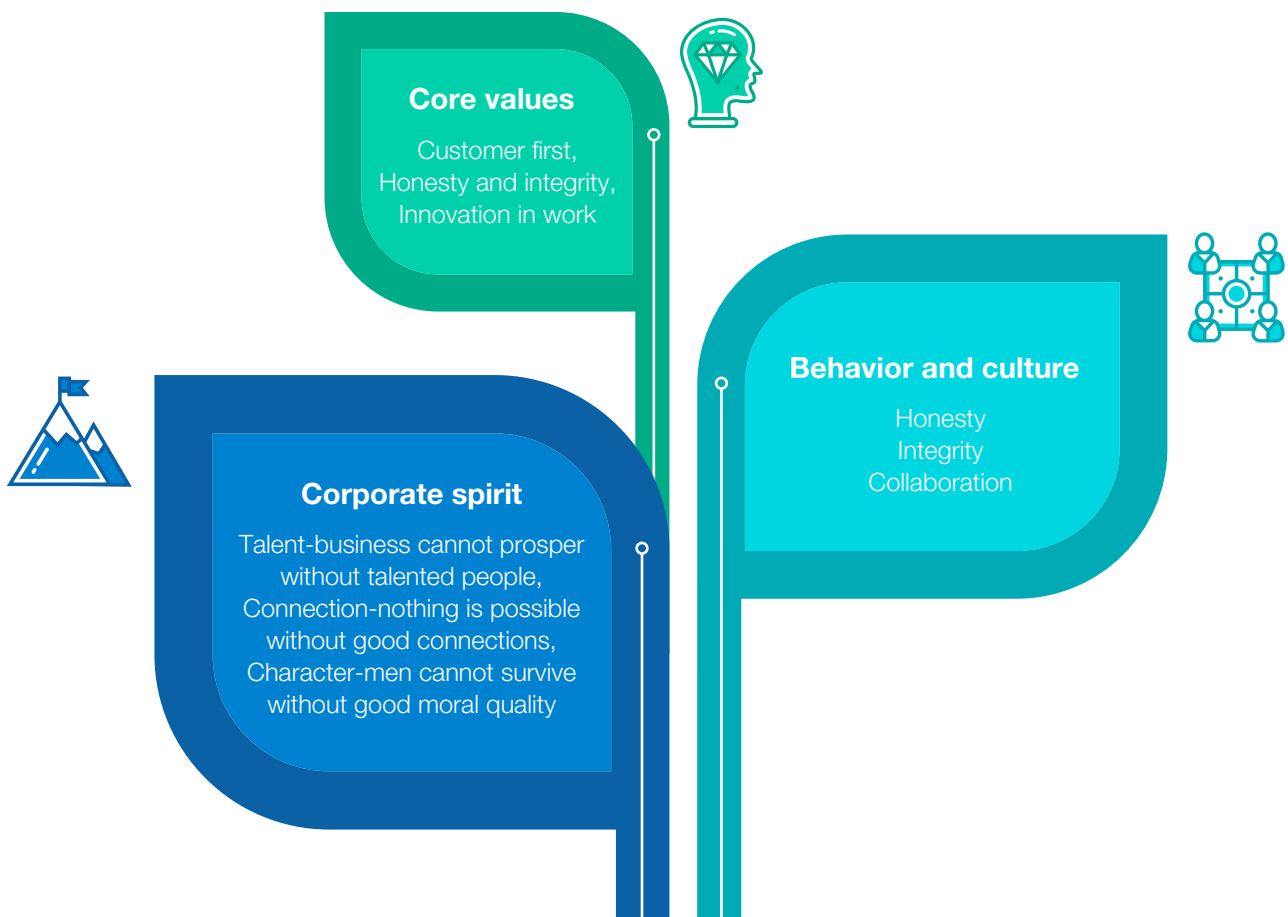


Company Overview

The Group was established through the joint-stock reform in 2000 and successfully listed on the HKEX on 9 June 2004. Leveraging advanced technologies such as radio frequency identification, video identification, and data processing, the Group specializes in delivering intelligent full-scenario services for highways, customs logistics, and smart cities. It provides customers with a comprehensive one-stop Internet of Things solution encompassing information collection, information processing, and management control. With these capabilities, the Group aims to become China's premier Internet of Things integrated service provider. While maintaining a good market share in segmented markets and professional solution businesses, the Group continues to explore the integration and development of new generation information technologies such as 5G, Internet of Things, big data, cloud computing, artificial intelligence, with smart logistics, intelligent transportation, smart cities, and urban governance businesses. Building on its existing strengths, the Group seizes opportunities to enhance industrial synergy and empowerment, actively expands the Internet of Things intelligent application market, and continuously explores new growth trajectories for the Company.

Corporate Values and Culture

Adhering to the core mission of "To create quality life with wisdom", the Group takes creating value for the society and users as its own responsibility. The Company upholds a people-oriented philosophy and values "talent, connection, and character" as its essential "Three Treasures".





STATEMENT OF THE BOARD



The board of directors (“the Board”) of the Group has reviewed and approved the ESG report for the year ended 31 December 2024 at the Board meeting held on 31 March 2025. On behalf of the Board, I am pleased to present this Report. With the most important leadership role, the Board is committed to leading and managing the Group and is continuously and comprehensively responsible for supervising, directly managing and monitoring the Group’s environmental, social and governance issues.

As a responsible corporate citizen, the Group is always committed to a healthy path of sustainable development. By optimizing corporate governance and strengthening compliance practices, it strives to build a more transparent, efficient, and robust risk management system. The Group adheres to business ethics with the goal of achieving positive corporate development, and strictly complies with the Company Law, domestic and foreign listing rules, other laws and regulations and related normative documents. It continuously improves the corporate governance system, and enhances the governance standards. The Company has established a governance structure of ‘three meetings and one level, which composed of the shareholders’ meeting, board of directors, board of supervisors, and management. The governance level are clearly defined, with responsibilities allocated distinctly, allowing for independent, efficient, and transparent decision-making. At the same time, the Company deeply implements the concept of sustainable development and actively fulfills its social responsibilities.

Looking ahead, in the face of global economic and environmental challenges, the Group will continue to uphold the concept of sustainable development, further integrating ESG principles deeply into corporate strategic planning and all aspects of production and operations. We will strengthen top-level ESG governance design, solidify management foundations, and achieve long-term sustainability. Entering 2025, we remain steadfast in our original aspirations and confident in our mission, guided by the core values of corporate culture. With the theme of “Precision Management for Steady Growth, Tackling Challenges for Advancement”, we will continue to write our story of perseverance – charging ahead with passion, soaring on the wings of conviction, and uniting our collective strength. Alongside all stakeholders, we will create a new chapter in sustainable development, working tirelessly to enhance the value we bring to shareholders, customers, society, and employees.

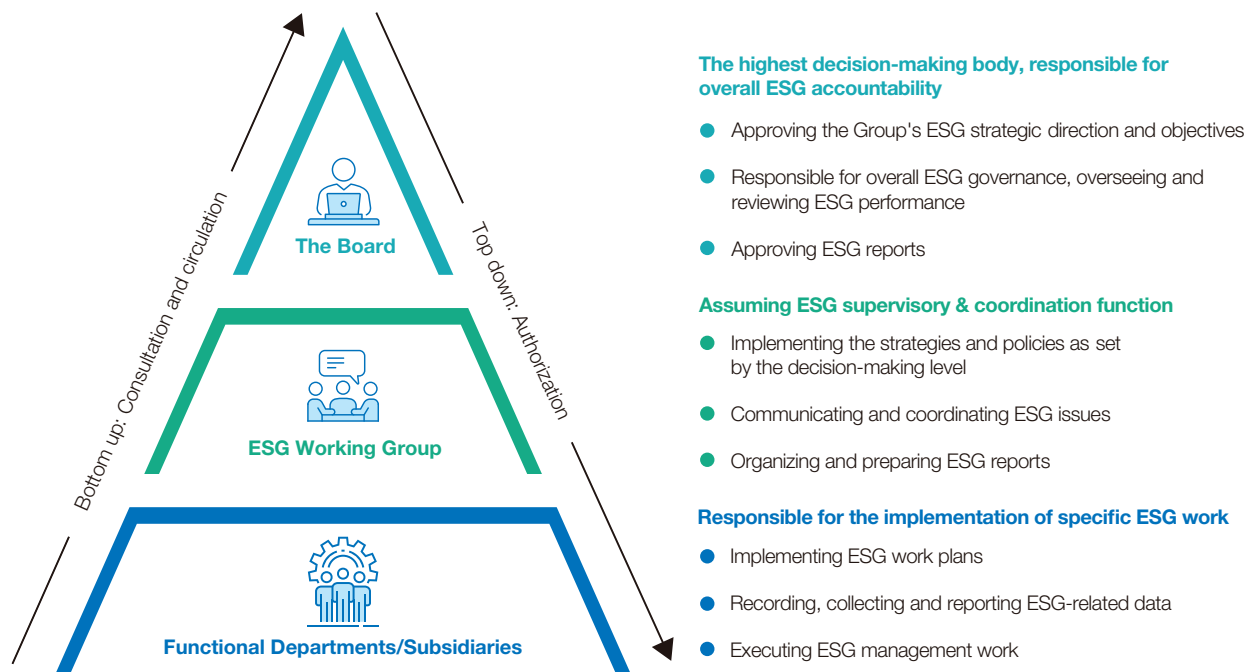
Lastly, I would like to take this opportunity to express our heartfelt gratitude to all the hardworking employees, loyal business partners, understanding shareholders, valuable customers and other stakeholders for your continuous support extended to the Group.

MR. SHA MIN
Chairman of the Board



ESG Governance Framework

The effective implementation of environmental, social, and governance policies relies on collaboration among different departments. The Group has, therefore, set up a well-defined ESG management organizational structure that spans from the highest level to the operational level. This structure consists the Board, an ESG working group, and the Company's functional departments and subsidiaries, with an aim to achieving consistent and aligned performance that meets expectations, driving progress in ESG management efforts.



During the Reporting Period, the Group further improved the ESG information reporting mechanism and the linkage mechanism with functional departments/subsidiaries, organized functional departments/subsidiaries to conduct special ESG training, and effectively improved the Group's ESG management level and ESG information disclosure level. In the future, the Board will continuously review and, based on actual needs, increase the frequency of meetings of the working group to ensure that relevant issues receive appropriate attention.



Stakeholders

The Group continuously utilizes diverse engagement methods and communication channels to consider the expectations of stakeholders. The ESG working group regularly reviews the communication channels and platforms with stakeholders, and promptly understands and responds to their major concerns.

Stakeholders	Communication Channels	Communication Goals
Customers	Daily communication, suggestion and feedback, technical seminars, product exhibitions, customer visits and survey, customer service hotline, customer satisfaction survey	Product quality, business process, technological innovation, service quality
Shareholders and Investors	Shareholders' meeting, periodic reports, corporate website, teleconferencing	Corporate operations, information disclosure, corporate governance, return on investment
Partners	Daily communication, thematic conferences, strategic cooperation, exchanges and visits	Fair competition, mutual benefit, lawful operation, mutual development
Employees	Staff activities, staff training, corporate intranet, WeChat public accounts platform, staff representative meetings and activities, regular survey, symposium, reporting channel, suggestion box	Compensation and benefits, protection of rights and interests, working environment, education and training, career development, physical & mental health and family care
Government and Regulatory Authorities	Institutional inspection, correspondence, working conference reporting, project cooperation	Compliance-oriented operation, management transparency, paying tax in accordance with laws, social performance, employment protection, resource conservation
Suppliers	Quality certification, agreement fulfillment, inspection and testing, capacity building	Long-term cooperation, supplier certification, contract fulfillment and honesty, fair procurement, quality management, capacity enhancement
Community and Public	Community activities, public welfare activities, social support projects, etc.	Community development, social welfare, environmental protection, business integrity



Materiality Assessment

In order to ensure the objectivity of the materiality assessment, the Group collects key stakeholders' concerns in accordance with the requirement of ESG Rules through surveys, phone interviews and other methods. We conduct materiality assessment to identify ESG issues that may affect stakeholders and the Company's position and operating performance. Major issues will be prioritized based on its order of importance to determine main focus areas and key topics to be reported in our ESG report.

Materiality Assessment Process

Step 1: Identification

During the Reporting Period, the Group has identified 19 sustainability issues that are believed to have an impact on the environment and society in the Group's operations, in line with the latest trends in sustainable development.

Step 2: Assessment

To determine the importance of the selected ESG issues, the Group invited important stakeholders such as employees, middle and senior management, directors, customers and suppliers to participate in the analysis and ranking of the 19 ESG issues, forming a materiality matrix.

Step 3: Confirmation

The final materiality matrix is reviewed and verified by the Board which objectively reflected the stakeholders' real concerns about the Group's ESG management. This helps the Group in developing action plans and implementing the sustainable development governance effectively.

Materiality matrix





Aspect A1: Emissions

Legality and Compliance

The business operations of the Group strictly complied with the “Environmental Protection Law of the People’s Republic of China”, the “Law of the People’s Republic of China on the Prevention and Control of Atmospheric Pollution”, the “Law of the People’s Republic of China on the Prevention and Control of Solid Waste Pollution”, the “Law of the People’s Republic of China on the Prevention and Control of Water Pollution”, the “Law of the People’s Republic of China on Energy Conservation”, and the current air pollution control regulations in Hong Kong, including the “Air Pollution Control Ordinance” (Chapter 311), the “Waste Disposal Ordinance” (Chapter 354), the “Water Pollution Control Ordinance” (Chapter 358), and other laws and regulations. Our goal is to develop economic and environmental benefits together, practice green concepts, and deeply implement energy-saving and environmental protection concepts while developing our business. We take multiple measures to continuously pursue clean, efficient, green and intelligent development.

The emissions of the Group include exhaust gas, greenhouse gas emissions, commercial wastewater and solid waste. During the Reporting Period, there were no complaints or penalties for violations related to environmental protection, and no material violations of environmental pollution incidents occurred.



REPORT ON ENVIRONMENTAL ASPECTS



Air Emissions

The Group's direct air emissions mainly come from the fuel used by the Company's business vehicles in the course of operation.

	(2022)	(2023)	(2024)
Mileage of business vehicles (ten thousand kilometres)	33.9	24.6	25.1
Gasoline consumption of business vehicles (ten thousand litres)	5.1	3.7	3.8

During the Reporting Period, the key types of the Group's air emissions and its KPIs are as follows:

Air emissions ^①	Unit	Emissions (2022)	Emissions (2023)	Emissions (2024)
Nitrogen oxides (NOx) ^②	kg	25.3	18.3	18.8
Sulfur oxides (SOx) ^③	kg	0.7	0.5	0.5
Particulate matter (PM) ^④	kg	1.8	1.4	1.4

Notes:

①The calculation method and emission factors used in calculating the corresponding air emission assessment figures are based on the "How to Prepare ESG Reports" and its appendix "Appendix 2: Reporting Guidelines on Environmental KPIs" published by the HKEX.

②The calculation formula for nitrogen oxides (NOx) emissions (grams) is: kilometers traveled multiplied by emission factor. The category of the Group's business vehicles are light-duty vehicles, and the emission factor is 0.0747 grams/kilometer.

③The calculation formula for sulfur oxides (SOx) emissions (grams) is: units of fuel consumption multiplied by emission factor. The fuel type of the Group's business vehicles is gasoline, and the emission factor is 0.0147 grams/liter.

④The calculation formula for particulate matter emissions (grams) is: kilometers traveled multiplied by emission factor. The category of the Group's business vehicles are light-duty vehicles, and the emission factor is 0.0055 grams/kilometer.



Greenhouse Gas Emission

The Group's Direct greenhouse gas emission

Indirect greenhouse gas emission

Other indirect emission

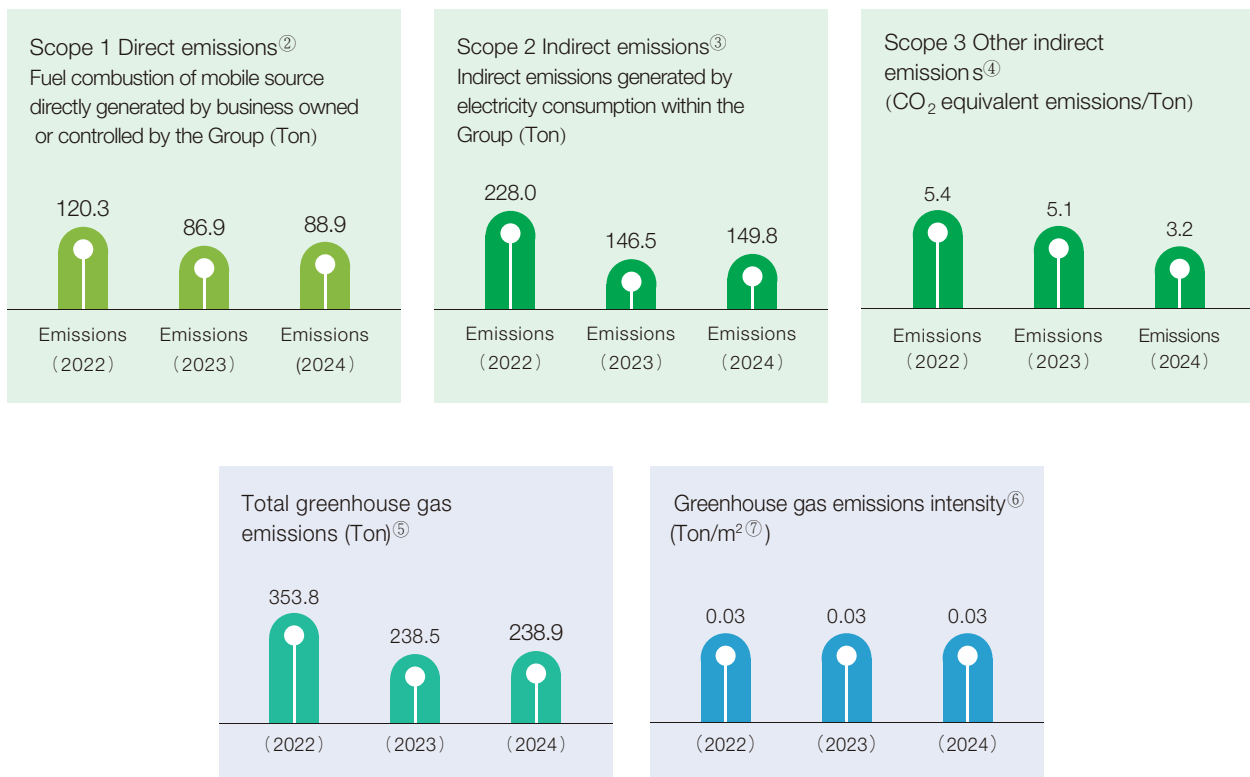
is mainly come from the fuel consumption by the Company's business vehicles and minivans;

is mainly come from the electricity consumption in office parks;

is mainly come from solid waste dumping.

During the Reporting Period, the direct and indirect total greenhouse gas emissions generated by the Group and KPIs are as follows:

Scope of greenhouse gas emission ^①



Notes:

① Indirect energy consumption includes data provided by the Hong Kong subsidiaries of the Group. The calculation method for the corresponding greenhouse gas emissions and the emission factor used in the calculation are based on the "How to Prepare ESG Reports" and its appendix "Appendix 2: Reporting Guidelines for Environmental KPIs" published by the HKEX.

② Calculation formula: Scope 1 direct CO₂ equivalent emissions = fuel consumption X emission factor; emission factor is 2.36 kg/liter.

③ Calculation formula: Scope 2 indirect CO₂ equivalent emissions = electricity consumption X emission factor; emission factor is 0.63 kg/kWh.

④ Calculation formula: Scope 3 other indirect CO₂ equivalent emissions = (opening inventory + increment during the period – recycled amount – closing inventory) X factor; factor is 4.8 kg CO₂ equivalent/kg.

⑤ Calculation formula: Total emissions = Scope 1 emissions + Scope 2 emissions + Scope 3 emissions.

⑥ Calculation formula: Emission intensity = Total emissions expressed in carbon dioxide equivalent (Ton)/area (m²).

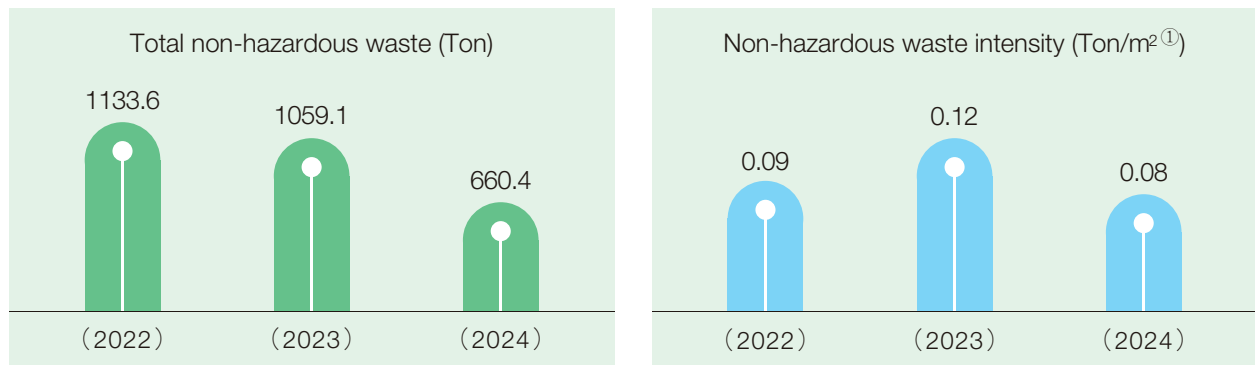
⑦ During the Reporting Period, the Group recorded an office area of approximately 8500 m² (approximately 8500 m² in 2023, approximately 12780 m² in 2022). These figures are also being used as coefficients for other intensity calculation.



Waste Management

The non-hazardous waste generated by the Group mainly comes from daily office consumables such as toner cartridges, ink cartridges, paper, kitchen waste, and green waste. The property management company commissions third-party sanitation company to handle the non-hazardous waste in accordance with relevant laws and regulations such as the “Solid Waste Pollution Prevention and Control Law of the People’s Republic of China”. The Group’s daily operations do not involve the discharge of hazardous waste. However, as our business continues to expand and if hazardous waste is generated in the future, the Group will strictly comply with all laws and regulations to ensuring all hazardous waste is disposed of in accordance with regulations.

During the Reporting Period, the Group did not receive any imposed fines, complaints, or warnings related to significant violations in this regard, and no significant violations of environmental pollution occurred. The total amount of non-hazardous waste generated and KPIs are as follows:



Note:

①During the Reporting Period, the Group recorded an office area of approximately 8500 m² (approximately 8500 m² in 2023, approximately 12780 m² in 2022). These figures are also being used as coefficients to calculate other intensity.



Aspect A2: Use of Resource

Legality and Compliance

The Group rigorously implements the “Energy Conservation Law of the People’s Republic of China”, the “Water Law of the People’s Republic of China”, the “Soil Pollution Prevention and Control Law of the People’s Republic of China”, the “Cleaner Production Promotion Law of the People’s Republic of China” and other relevant policies, regulations and standards issued by national, local and industrial authorities. Various policies are implemented for higher efficiency of use of energy and water resources for long-term sustainable development.

Energy Consumption

The resources used by the Group mainly include electricity, water, fuel for Company’s business vehicles and office paper. Based on its own business operations, the Company has set energy management goals and carbon emission reduction goals and will continue to follow up on the accomplishment of the goals.

Water Resources Management

Water used for production and operation of the Group mainly comes from municipal water supply. There are no significant use of water involved in daily operations, and there are no problems in obtaining suitable water resources.

Packaging Materials

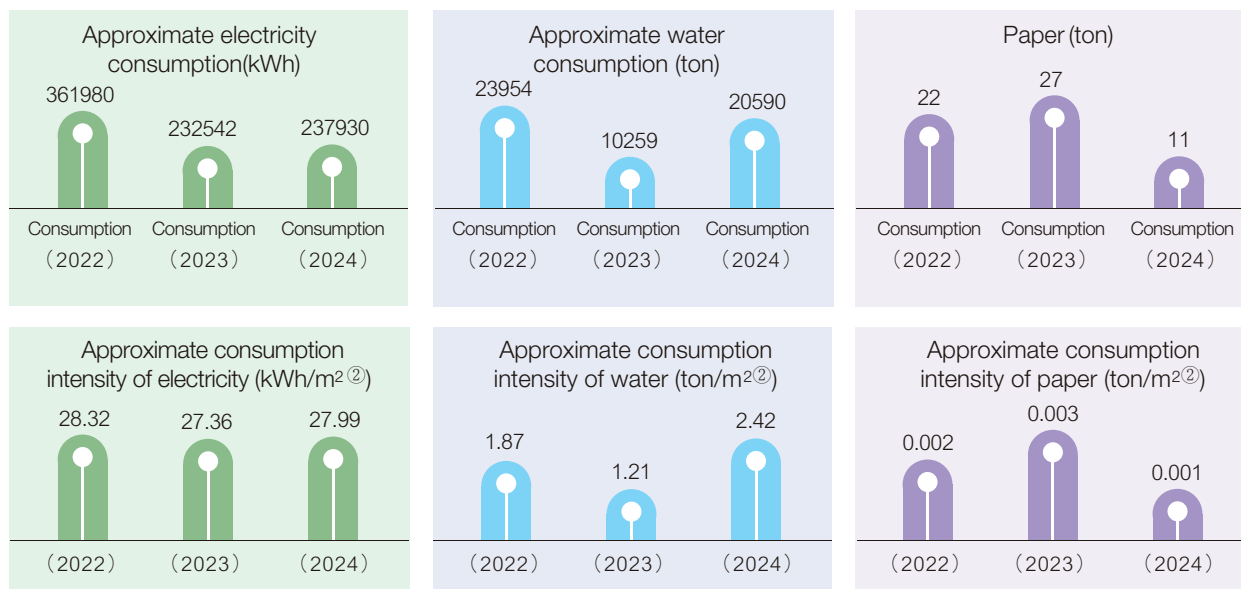
The operations and products of the Group do not involve any consumption of packaging materials.



REPORT ON ENVIRONMENTAL ASPECTS



During the Reporting Period, the total energy consumption^① and KPIs of the Group are as follows:



Notes:

①Electricity consumption includes data provided by the Hong Kong subsidiaries of the Group. The calculation method and emission factors used in the calculation of corresponding energy consumption figures are based on the “How to Prepare ESG Reports” and its appendix “Appendix 2: Reporting Guidelines for Environmental KPIs” published by the HKEX.

②During the Reporting Period, the Group recorded an office area of approximately 8500 m² (approximately 8500 m² in 2023, approximately 12780 m² in 2022).



REPORT ON ENVIRONMENTAL ASPECTS



Aspect A3: Environment and Natural Resources

The Group primarily derives its value and profit predominantly through innovation in knowledge and intellectual labour. The emissions generated are mainly limited to greenhouse gases from office electricity consumption, wastewater resulting from office water usage, domestic waste, air pollutants and greenhouse gases produced by fuel use in company vehicles. The Group basically does not generate any toxic exhaust or wastewater that would have a significant impact on the environment. The business activities will not cause direct damage or have significant impact on the environment and natural resources.

Nevertheless, the Group remains steadfast in managing and controlling the use of natural resources and actively promoting energy conservation and emission reduction measures to maintain stable metrics for electricity and water usage. The Company consistently adheres to the principle of protecting the environment and natural resources, and attaches great importance to communication with stakeholders, including suppliers, customers and all employees. The Company periodically conveys environmental protection measures in depth to key stakeholders through meetings, emails, and the distribution of relevant materials, promoting the adoption of environmentally friendly behaviors. The Company encourages all employees to participate in various resource recycling activities and contribute to the construction of a resource-saving and environmentally friendly society.





Aspect A4: Response to Climate Change

The rising temperature and extreme weather events have threatened social progress and business operations. In active response to the national policy initiatives, based on a report framework developed by Task Force on Climate-related Financial Disclosure (TCFD) which categorizes climate-related risks into two types: physical risks and transition risks. The Group has implemented a risk assessment plan and taken concrete actions to respond to various government initiatives to address climate change in order to identify and mitigate climate-related risks.



Physical risks

As the frequency and severity of extreme weather events such as typhoons, storms, heavy rains, and extreme cold or heat continue to increase, the Group has proposed emergency response plans to reduce potential risks and dangers. For emergency response work, the Company will conduct relevant emergency plan training and emergency drills. Regular safety inspections and evaluations are also carried out to identify potential safety hazards. Measures are strengthened to control secondary disaster risks caused by heavy rain, floods, and typhoons. Timely rectification actions are implemented to eliminate hidden dangers. Additionally, rescue materials are prepared in advance to reduce climate-related risks and losses.



Transition risks

To respond to the national vision of the “dual carbon” goal (carbon neutrality and carbon peak), we expect climate change to lead to changes in regulatory, technological and market patterns. To address policy and legal risks as well as reputation risks, we continuously monitor any changes in climate-related laws or regulations and global trends. We actively adopt green office operating measures to reduce unnecessary energy use and pollutant emissions, strive to reduce greenhouse gas emissions and alleviate the pressure caused by global climate change. Furthermore, the Group has formulated plans for future actions to accelerate the pace of low-carbon and clean production, support high-quality and green economic development, and expedite the introduction of energy-saving and cleaner equipment.



Target Management Outlook

The Group advocates energy saving and carbon reduction, and is committed to achieving sustainable operation. To this end, the Group refers to past data analysis, internal operation checks, industry benchmark assessments, and external environmental checks. Based on the energy use and emission data for the year 2020, we have formulated a 2025 emission reduction target plan and promise to review the emission reduction target at least every five years.

Indicator content	Total comprehensive energy consumption ^①	Total emissions of exhaust gases	Total carbon emissions	Non-hazardous waste treatment rate
Emissions reduction target of year 2025	Down 18%	Down 30%	Down 25%	100%

The Group uses the 2020 annual data as a benchmark to review the changes in various performance indicators from 2021 to 2024 and continues to strictly control emissions and resources consumption to promote sustainable development plans.

Indicator content	Total comprehensive energy consumption ^①	Emissions of exhaust gases	Carbon emissions	Non-hazardous waste treatment rate
Year-on-year rate of increase/decrease ^② (2021)	Down 16.4%	Down 31.8%	Down 21.8%	100%
Year-on-year rate of increase/decrease ^② (2022)	Down 0.3%	Down 33.9%	Down 12.5%	100%
Year-on-year rate of increase/decrease ^② (2023)	Down 36.1%	Down 52.3%	Down 41.0%	100%
Year-on-year rate of increase/decrease ^② (2024)	Down 19.1%	Down 0.28%	Down 0.23%	100%

Notes:

①The total comprehensive energy consumption of the Group includes water usage, electricity consumption, fuel consumption and paper usage during the reporting period.

②The year-on-year rate of increase/decrease is calculated as (indicator value of the current year minus indicator value of the base year) divided by the indicator value of the base year and multiplied by 100%.



REPORT ON ENVIRONMENTAL ASPECTS



Green Actions

The Group continues to uphold its management objectives from previous years, focusing on fostering a culture of energy conservation. It actively promote environmental awareness, encouraging employees to develop good habits of saving electricity, water, and protecting the environment. We actively improve and implement environmental protection and conservation management measures to effectively reduce unnecessary wasteful behavior.

Saving gasoline consumption

Based on the vehicle displacement and usage frequency, fuel card will be refilled by a fixed amount. The management of company vehicles is strengthened and unnecessary usage of company vehicles are reduced. Free shuttle buses are scheduled to take employees directly to the subway station to encourage commuting on company buses so as to promote the green travel methods.

Saving electricity

During the day time, offices and other public areas make full use of natural light to reduce electricity consumption. Security personnel patrol and inspect the building during off-work hours, weekends, and holidays to prevent leaving lights on in unoccupied areas. Offices are centralized to save space and avoid a small number of people occupying large office areas.

Saving air conditioning electricity

The temperature in the office area is controlled. Windows are required to be closed during the period of using the air conditioning. Security personnel carry out inspections regularly. Manufacturers' technicians are regularly arranged to maintain the air conditioning units in good working condition.

Saving water

The Group will continue to improve water resource utilization efficiency. Regular maintenance and inspection of water flow devices and timely replacement of aging parts will be conducted to avoid waste caused by leaks.

Saving paper

Promote paperless offices, encourage double-sided printing and copying, use electronic methods such as email, intranet platforms and scanning to transmit and store documents and purchase office paper from environmentally-friendly suppliers.

Waste sorting

Clear labeled sorting trash bins are set up and garbage sorting posters are posted. Cleaners will sort the garbage again. Environmental protection policies are promoted periodically to deepen employees' awareness of waste sorting.

Waste management

Ink refill is replaced when pens run out of ink instead of purchasing a new pen. Waste paper recycling bins are provided in prominent locations in the office area. Toner cartridges and ink cartridges are returned to the supplier for recycling. Disposable cups and other utensils are avoided.



Employment and Labour Practices

Aspect B1: Employment

Legality and Compliant

The Group strictly adheres to the laws and regulations of the People's Republic of China, including the "Labour Law", the "Labour Contract Law", the "Social Insurance Law", the "Employment Promotion Law", the "Paid Annual Leave Regulations", the "Law on the Protection of Women's Rights and Interests", the "Law on the Protection of the Rights and Interests of Disabled Persons", the "Housing Provident Fund Management Regulations", the "Social Insurance Law", as well as the "Employment Ordinance" (Chapter 57), the "Disability Discrimination Ordinance" (Chapter 487) and the "Sex Discrimination Ordinance" (Chapter 480) in Hong Kong. We also comply with the "Mandatory Provident Fund Scheme Ordinance" by paying mandatory provident fund contributions for our employees in Hong Kong.

The Group value the contributions of our employees and has included our employment policies in the "Sample Technology Employee Handbook", which covers resource planning, performance evaluation, training, compensation and termination, recruitment and promotion, working hours, rest time, equal opportunities, diversity, anti-discrimination and other benefits and welfare. We regularly review our existing policies and employment practices to ensure that we continuously improve our employment standards and industry competitiveness. During the Reporting Period, we did not find any significant non-compliance or violations of relevant employment laws and regulations.

Diversity, Equal Opportunities and Anti-Discrimination

The Group adheres to a diverse workforce principle and provide equal opportunities for all applicants, regardless of their gender, race, religion and age, to ensure employment fairness. We also focus on recruiting fresh graduates to create more employment opportunities for them. In addition, we have established various offices nationwide, which have to some extent promoted local employment.

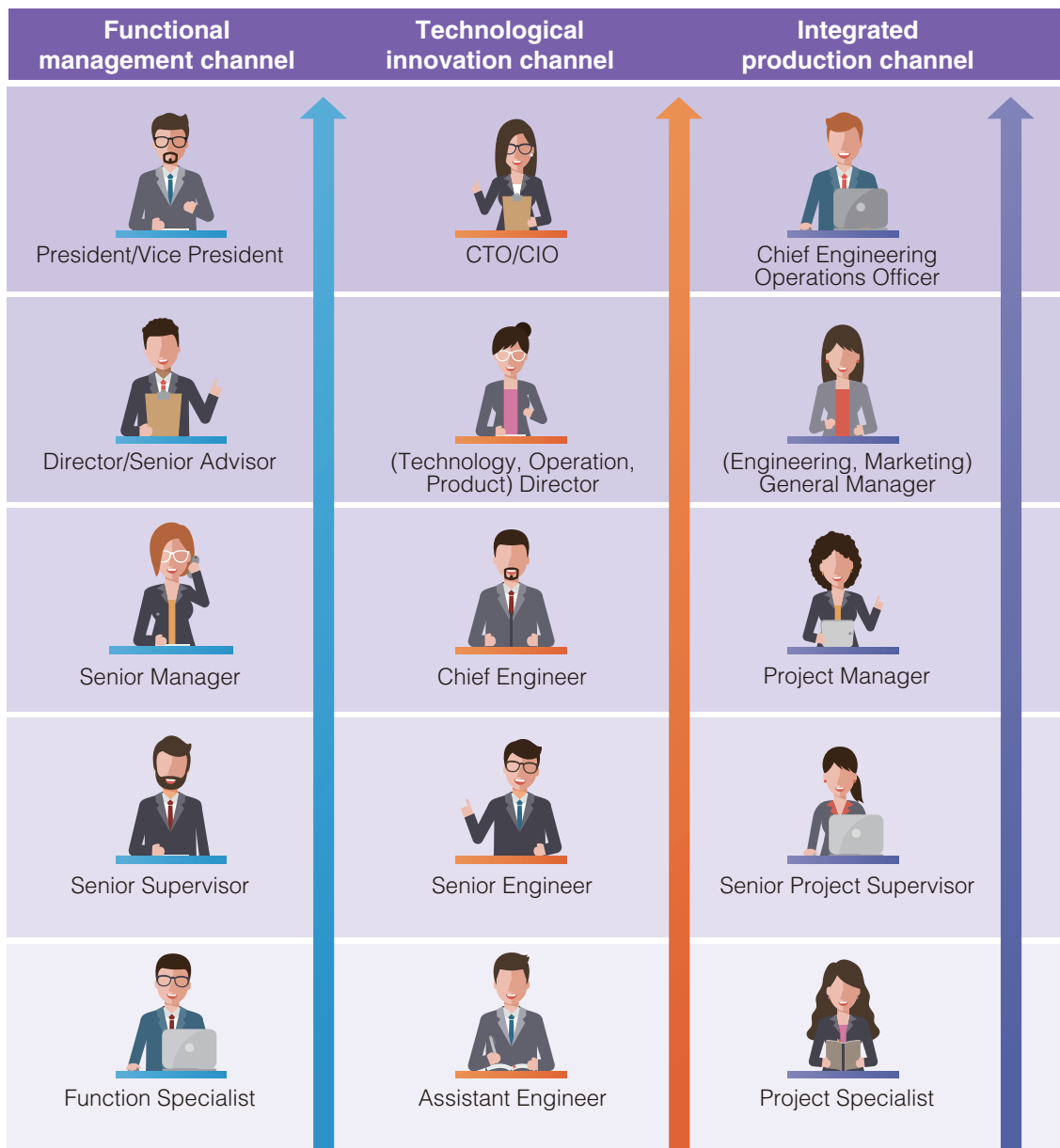
Working Hours and Rest Time

The Group has defined reasonable working hours and vacation arrangements in the "Sample Technology Employee Handbook" and employment contracts based on the "Regulations on Working Hours of the State Council" and the local labour laws and regulations. To monitor the work hours of all employees, we require them to clock in and out each day. In addition to basic paid annual leave and statutory holidays, our employees also have the right to enjoy sick leave, marriage leave, maternity leave, paternity leave, bereavement leave, study or training leave and other benefits.



Career Advancement and Planning

The Group values the career development of every employee, and works together with them to establish reasonable and scientific life and career plans that are closely linked to their personal development goals. This allows employees to have a clear understanding of their own value and direction, and to recognize their important role within the team. We implement three different career channels: functional management, technological innovation and integrated production. Employees can choose their career path based on their own self-planning combined with the Company's development.

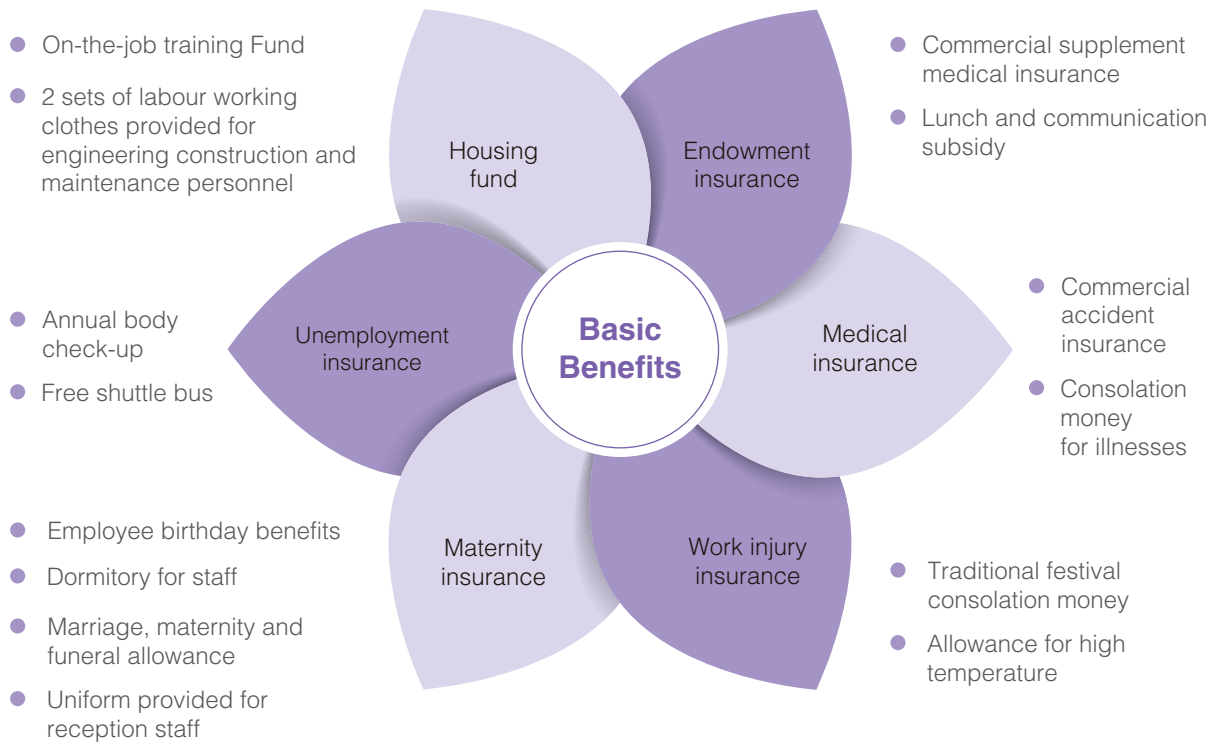




Compensation and Benefits

The Group has a comprehensive compensation and benefits system, offering highly competitive remuneration to our employees. The internal promotion, incentives, and salary adjustment mechanisms are closely linked with our employees' performance as well as their remuneration rewards and prospects to ensure that outstanding employees receive more incentives and recognition. We also adjust our salary rates and structures in a timely manner based on factors such as the local economic development level, business situation and value orientation. In addition, compensation is not only linked to employees' job performance, educational qualifications, workload, position, and duties, but also, on the basis of satisfactory compensation, provides employees with additional benefits.

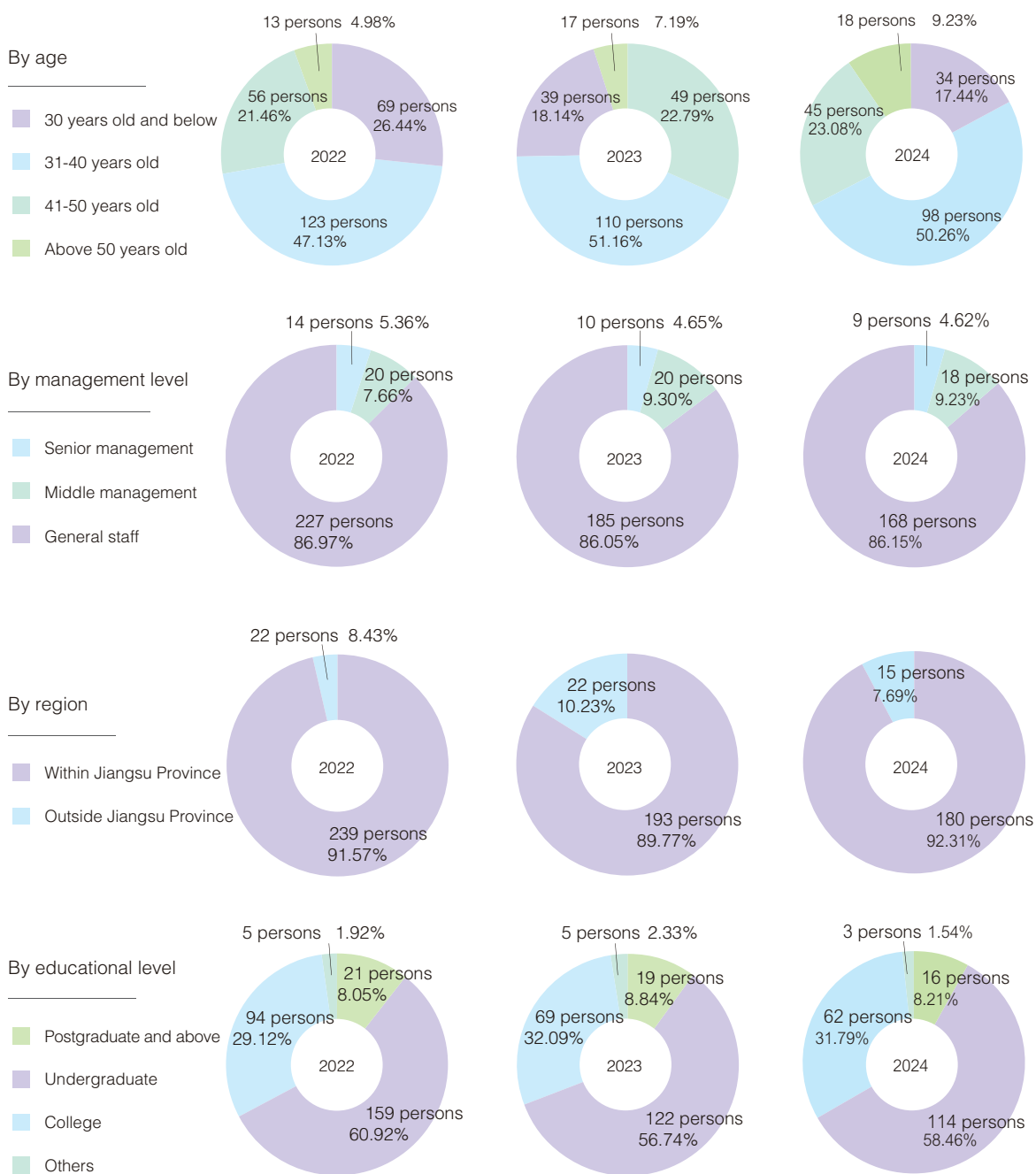
Additional Benefits





Employee Type









In the Reporting Period, the total number of employees of the Group was 195, of whom 49 were women and 146 were men.





Employee Turnover Rate

In the Reporting Period, the total number of employee turnover of the Group was 40, of which 10 were women and 30 were men. The total number of new employees was 20, of which 4 were women and 16 were men.

Overall turnover rate in the past 3 years ^①		Turnover rate (2022)	Turnover rate (2023)	Turnover rate (2024)
		12.67%	29.28%	17.02%
Employee turnover ^②	By gender			
	 Female	12.90%	23.46%	16.95%
	 Male	12.05%	31.39%	17.05%
	By age			
	 30 years old and below	15.66%	46.67%	22.73%
	 31-40 years old	10.14%	24.83%	16.95%
	 41-50 years old	17.19%	26.47%	17.86%
	 Above 50 years old	0.00%	0.00%	0.00%
	By region			
	 Within Jiangsu Province	12.46%	31.50%	16.43%
	 Outside Jiangsu Province	15.79%	9.68%	22.73%

Notes:

①Overall turnover rate: The number of employees of the same category who left the company voluntarily or due to retirement or dismissal during the reporting period divided by the total number of employees of the same category.

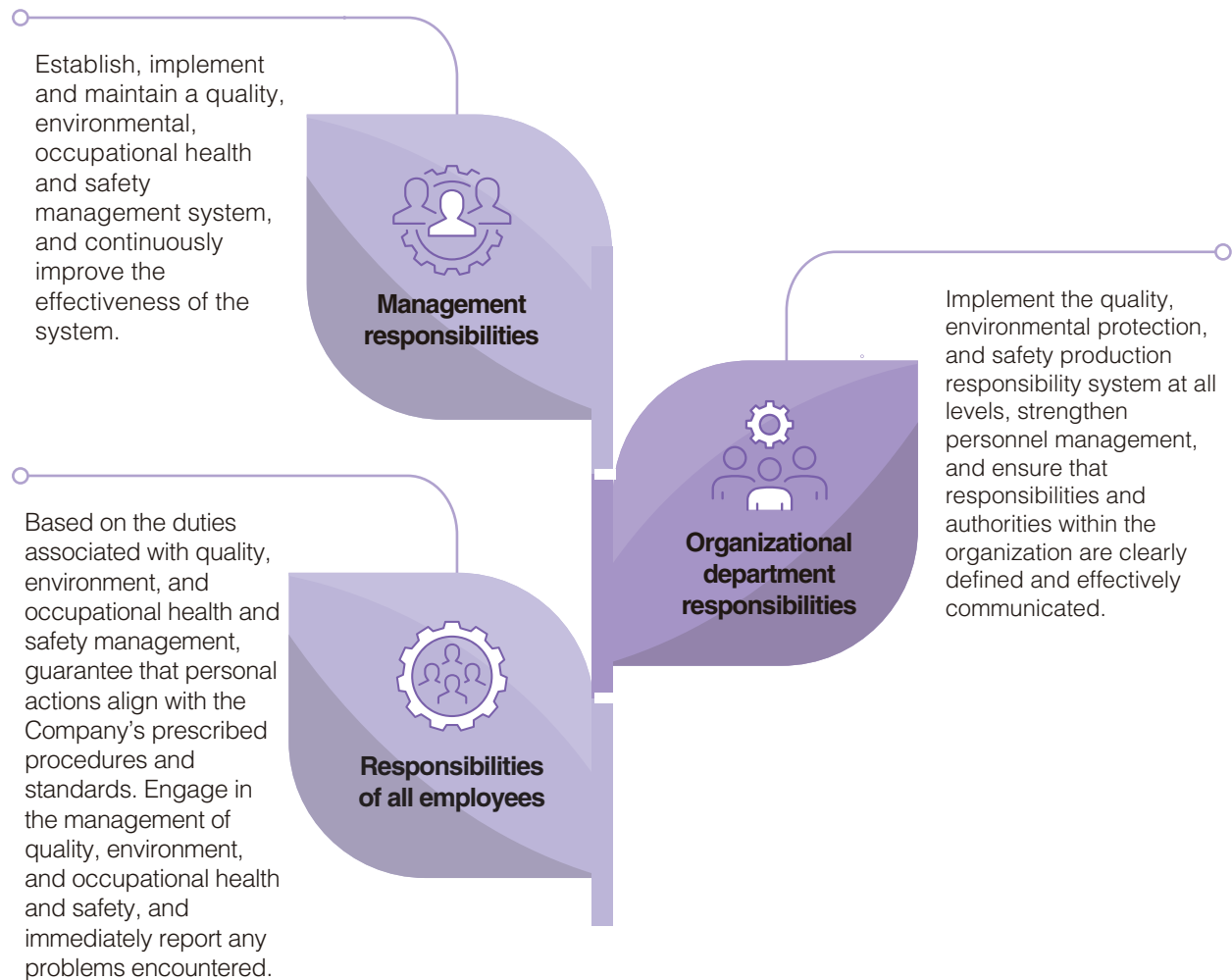
②Employee turnover rate = Number of employees of the same category who left during the period/(number of employees of the same category at the beginning of the period + number of employees of the same category added during the period) X 100%.



Aspect B2: Health and Safety

The Group strictly complies with the relevant laws and regulations, including the “People’s Republic of China Production Safety Law”, the “People’s Republic of China Fire Protection Law”, the “People’s Republic of China Law on Prevention and Control of Occupational Diseases”, the “People’s Republic of China Emergency Response Law”, as well as the Hong Kong “Occupational Safety and Health Ordinance” and “Employees’ Compensation Ordinance”. We have developed internal regulations such as the “Guiding Opinions on Production Safety” and the “Comprehensive Emergency Response Plan for Safety Incidents”, which are suitable for the Group to improve the management of health and safety measures.

During our daily operations, the Group strictly follows the requirements of the international standards for quality management systems (ISO9001:2015) and occupational health and safety management systems (ISO45001:2018), and conducts timely reviews and certifications. During the Reporting Period, the Group did not violate or fail to comply with any laws and regulations related to occupational health and safety.



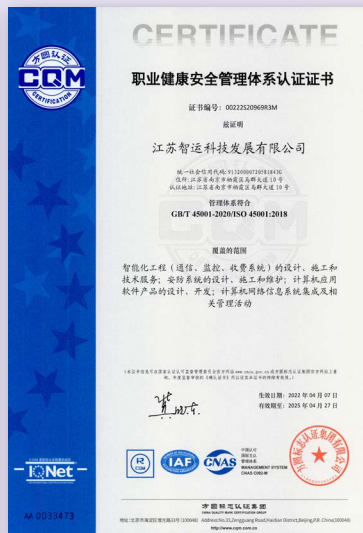


Occupational Health

To safeguard workers' occupational health, the Group consistently prioritizes employees' occupational health as a key aspect of its operations. We continuously improve indoor air and drinking water quality, increase the coverage and frequency of change of green plants in office areas, and provide heatstroke prevention and cooling care packages for employees working on the front line in high temperatures.

In addition to legally paying social insurance for employees, the Group actively purchases personal accident insurance and medical supplement insurance for all employees every year to reduce the medical costs incurred by employees due to any accidents. We organize employee health check-ups every two years and design targeted check-up items based on gender and age group. Furthermore, we require that onboarding training for all employee covers occupational safety and health content, and we hold safety production training activities regularly.

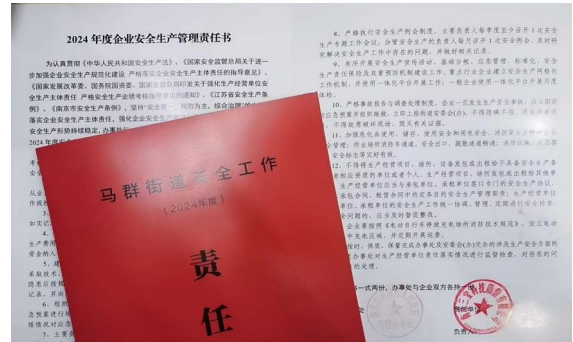
	Year 2022	Year 2023	Year 2024
Number of work-related fatalities (Person)	0	0	0
Rate of work-related fatalities	0	0	0
Lost days due to work injury (day)	0	0	0





Safety Management

In order to implement the safety production policy of “safety first, prevention-oriented and systematic governance”, the Group strictly implements the safety production responsibility system at all levels, and signs the “Annual Safety Production Target Responsibility Letter” and “Job Safety Production Commitment Letter” with subsidiary companies, functional departments, and employees at different levels every year to clearly define the main responsibility of safety production and ensure that “whoever is in charge is responsible; whoever is on the job is accountable”.



The Group is committed to constructing a dual prevention mechanism that includes hierarchical risk control and comprehensive management of potential hazards. Efforts are focused on deepening hazard investigations and enforcing “closed-loop management” in hazard rectification, ensuring measures are effectively applied. Newly identified hazards must be listed with a corresponding timetable for rectification; for hazards that have already been addressed, a “review” must be conducted to firmly prevent any recurrence.





Aspect B3: Development and Training

The employee training of the Group follows the principle of “user-oriented, diverse and flexible”, and provides comprehensive and multi-level training for all levels and categories, which provides sufficient human resources guarantee for the Company’s operation and development. The Company’s training system is divided into various types, such as onboarding training, skills training, management training and personal qualification training. The training content not only elaborates on various systems and policies such as corporate culture, personnel, finance, administration and business, but also provides specialized guidance on IT and operational skills. The training methods are diverse, including mentorship, weekly sharing, video learning, book clubs and more. We also invite senior experts from our partners to give lectures on specific topics, so as to comprehensively improve the professional and technical capabilities of our employees.

During the Reporting Period, the Group provided approximately 52 training sessions, totaling around 1,248 hours. The average training hours per participating employee^① was approximately 8.2 hours, and the average number of participants per training session was 16. (In 2023, the total number of training courses was approximately 58, with a total training time of approximately 1827 hours. The average training hours per participating employee was approximately 10.9 hours, and the average number of participants per training session was 21).

	2022		2023		2024	
By Gender	Average training hours per employee (hour)/percentage of employees received training ^② (%)					
Male	25.1	59.9%	7.1	83.7%	5.7	84.93%
Female	32.8	52.7%	25.6	61.8%	19.5	57.14%
By Employee Category						
Senior management	42.7	64.3%	21.8	80%	26.0	66.67%
Middle management	76.8	75%	52.2	75%	58.5	66.67%
General staff	12.5	90.3%	5.3	89.2%	2.5	91.07%

Notes:

①The average training hours per participating employee = total training hours during the reporting period/total number of employees who attended training.

②Percentage of trained employees = number of employees in the same category who participated in training during the reporting period/number of employees in the same category at the end of the reporting period.





Aspect B4: Labour Standards

The Group strictly complies with the “Labour Law of the People’s Republic of China”, the “Law of the People’s Republic of China on the Protection of Minors”, and the “Employment Ordinance” (Chapter 57), including the “Regulations on the Employment of Children”. During the Reporting Period, the Group did not violate any relevant laws and regulations on employment, prohibition of child labour and forced labour.

Prevention of Child Labour

During the recruitment process, the Group verifies the applicant’s actual age and background by checking their identity documents, previous work experience and other relevant records.

Prohibition of Forced Labour

The Group sets out the overtime compensation provisions in the employee handbook. The Group carefully monitors employees’ working hours and schedules to ensure that employees work voluntarily and freely.



Aspect B5: Supply Chain Management

Legality and Compliance

To build an intensive, efficient, standardized and transparent supply chain management system, the Group strictly adheres to relevant laws and regulations such as the “People’s Republic of China Tendering and Bidding Law”, the “Regulations of the People’s Republic of China for the Implementation on Tendering and Bidding Law”, the “Procurement Law of the People’s Republic of China”, the “Contract Law of the People’s Republic of China” and the “Company Law of the People’s Republic of China” and also has formulated internal regulations such as “Supplier Management Measures”, “Tendering and Bidding Management Measures”, and “Provisional Measures for Contract Management”, etc. Furthermore, the Group continuously optimizes the workflow for supplier admission review and dynamic management in order to reduce the environmental and social risks in the supply chain and build a dynamic management system for the supply chain with a virtuous cycle.



Supplier Admission

The Group establishes a qualified supplier database and adopts a supplier admission qualification certification system. The evaluation of suppliers mainly considers their qualifications (including registered capital, the relevant certification required by the industry, product testing reports, etc.), business scale, financial status, industry reputation, etc. After passing the evaluation, suppliers can be included in the “Qualified Supplier List”.



Suppliers' Contract Performance Management

The Group strictly inspects and supervises the contract performance process of the supplier and pays special attention to project management to ensuring the project progress, quality, and cost are controllable. At the same time, the Company strictly supervises suppliers, requiring them to conduct technical and safety briefings to ensure the skills and personal safety of on-site project personnel.



Supplier Annual Evaluation

Based on the cooperation between the Group and suppliers in the current year, comprehensive evaluations are conducted on aspects such as product quality compliance, price, supply cycle, after-sales service, etc., as a consideration standard for determining whether a supplier is qualified and the purchasing quantity for the next year.



Green Procurement

The Group emphasizes the integration of environmental elements into supply chain management and maintains excellent and efficient communication with our suppliers. It actively conveys various improvement requirements regarding environmental and social risks, ensuring suppliers remain competitive and their products and services are of high quality.

In daily operations, we support environmentally friendly procurement. Our procurement department prioritizes eco-efficient products, considering factors such as easy recycling, durability, low pollution emissions, non-toxicity and easy decomposition. In the transportation of project equipment, we arrange for professional and qualified transportation companies to reduce transportation emissions and promote green environmental supply chain services from the source.

The Group prioritizes local suppliers and gives preference to environmentally friendly products under equal conditions. We hope to reduce carbon footprints caused by procurement through local procurement, while supporting local economic development and creating job opportunities. In addition to environmental factors, we also take measures to monitor whether our suppliers comply with relevant social laws and regulations or meet other standards in health, safety, forced labour, and child labour.

Number of Suppliers

During the Reporting Period, all of our suppliers were located in Mainland China and were selected through a supplier admission system. The specific number of qualified suppliers we have selected are as follows:

Region	Number of suppliers (2022)	Number of suppliers (2023)	Number of suppliers (2024)
North China	24	20	22
Northeast China	0	0	1
East China	199	187	196
Central China	4	8	8
Northwest China	4	5	8
South China	28	30	33
Southwest China	20	17	23



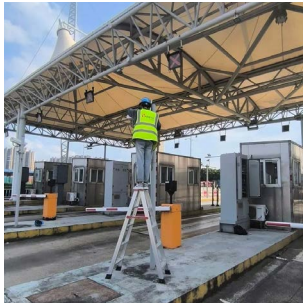
Aspect B6: Product Responsibility

The Group strictly complies with the “Product Quality Law of the People’s Republic of China” and implements a standardized, systematic and informatized quality control and management system. The Company implements safety management throughout the entire project process, cultivates the quality awareness of engineering and service personnel, and provides technical support for system upgrades and stability during operation and management. The Company highly values integrity and prioritizes customer needs. During the pandemic, it maintained customer service operations, ensuring the safe and stable functioning of project engineering, which received customer acknowledgment. Throughout the Reporting Period, the Group achieved a 100% acceptance rate for ongoing project inspections and equipment product quality. No sold or delivered products were recalled due to safety or health concerns.

Customer Service

The Group has always adhered to a customer-oriented service philosophy and has built a round-the-clock, multi-level and responsive customer service system. This system guides after-sales service personnel in a series of activities carried out in the process of maintenance and inspection, including confirming information from customers, negotiating maintenance plans, on-site inspections, fault handling and confirming results, to ensure that the service work is standardized, scientific, and traceable. Our management goal is to achieve a project revisit coverage rate of 100% and a customer satisfaction rate of 90%.

- **Standard of “7*24 hours” after-sales quality assurance service**
- **On-site operation and maintenance service system, responding quickly by 24/7**
- **ISO service philosophy and process, providing standard, complete and fast system services**
- **Remote and expert team services, exclusive value-added services and after-sales quality assurance system**



The Group verifies customer satisfaction through various methods such as customer satisfaction surveys, phone calls, and on-site customer visits, and provides comprehensive services to build a long-term friendly customer relationships. The Company has established multiple channels for complaint handling, both online and offline, and has established a customer complaint management system that records and tracks each complaint throughout the entire process. When a customer complaint occurs, the business department will collect and record it, assist in investigating the cause of the complaint, respond to the complainant with the investigation process, follow up on the handling method and results to ensure customer satisfaction, and maintain a fair, just and open complaint handling process. During the Reporting Period, the Company did not violate any laws or regulations and did not receive any complaints about its products or services.





Protection of Intellectual Property Rights

The Group highly values the protection of intellectual property rights and strictly adheres to relevant laws and regulations, such as the “Patent Law of the People’s Republic of China”, the “Trademark Law of the People’s Republic of China”, the “Advertising Law of the People’s Republic of China” and the “Copyright Law of the People’s Republic of China”. The Company has established an intellectual property management system and continuously improves its independent innovation capabilities while preventing any infringement or harm to its legitimate intellectual property rights.

The Group has always adhered to the GB/T29490-2013 intellectual property management system, establishing a comprehensive IT management framework. It uses professional encryption software to secure the Company’s internal network, ensuring effective control and complete protection of research data, products, and information, preventing the leakage of corporate confidential information and data from the source. The Company requires the application of software copyrights and related patent certificates to protect intellectual property rights, and sets up a dedicated qualification officer to keep related patent certificates, continuously improving the Company’s management capabilities in the process of acquiring, maintaining, using, and protecting intellectual property rights. There were no disputes related to infringement of intellectual property rights during the Reporting Period.





Quality Management System

In order to provide high-quality services to our customers, the Group has established a quality system in accordance with GB/T19000-ISO9000 quality control and quality assurance series standards in various operational aspects such as corporate management, product design and development, marketing services, engineering quality and supplier procurement. The “Substandard Product Control Procedure” is used to identify the root causes of potential substandard products through systematic data analysis, and corrective or preventive measures are taken to prevent non-conformity or recurrence. Control and disposal of substandard product is standardized to reduce the non-conformity rate in production so as to reduce material consumption costs.

During the Reporting Period, the Company's series of honors as awarded reflects that the Company's strict quality management model has been recognized by the authority and further demonstrates the Company's high-quality development with systematic and leading nature. It also demonstrates its ability and the advanced system level by various evaluation indicators covering strategic management, quality collaboration, innovation ability, brand influence, green achievements etc.



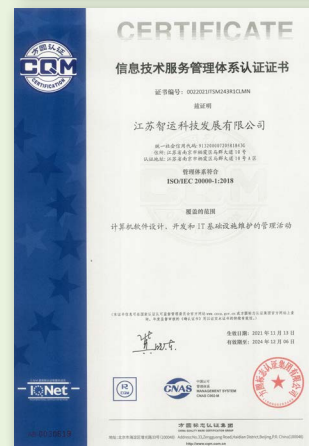
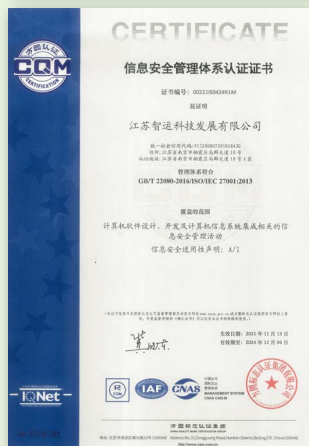


Customer Privacy Management

The Group strictly complies with relevant laws and regulations such as the “Cybersecurity Law of the People’s Republic of China”, the “Regulations on the Administration of the Graded Protection of Information Security”, and carries out data governance-related work in accordance with national departmental requirements and relevant national standards such as the “Guidelines for Big Data Security Management” and the “Implementation Guidelines for Big Data Security Risk Control”, continuously improving our ability to maintain information security, preventing and dealing with various information security risks.

In accordance with the international standard of the ISO27000 information security management system, the Group has established relevant customer information confidentiality systems, authorizing specific personnel to manage customer permissions and update customer information. We are responsible for checking the use of customer information by relevant personnel to ensure the protection of customer rights. The Company properly stores customer data, strictly prohibits the provision of customer network information and data to third parties without customer permission, prohibits copying existing customer network information and prohibits operating existing customer networks. Customer communication is done using project names as subjects, without disclosing customer names.

During the Reporting Period, the Group did not receive any complaints about customer privacy incidents.





Aspect B7: Anti-corruption

The Group is adamant in cracking down corruption and upholding integrity, implementing a zero-tolerance policy. We require all employees and management to comply with relevant laws and regulations such as the “Criminal Law of the People’s Republic of China”, “Anti-Money Laundering Law of the People’s Republic of China”, “Anti-Unfair Competition Law of the People’s Republic of China” and “Code of Conduct for Integrity and Self-Discipline of the Communist Party of China”.

The Company mainly improves the anti-corruption work mechanism and enhances the effectiveness of anti-corruption work from the following aspects:



In terms of the internal anti-corruption monitoring mechanism, the Company implements the relevant requirements of regulatory authorities on anti-corruption work, effectively plays the role of internal linkage meetings, makes full use of the Company’s internal supervision resources such as auditing, legal, financial, and risk, and continuously improves the internal anti-corruption supervision mechanism from key positions to all levels. We have clarified and implemented the anti-corruption responsibilities of personnel in each department.



Procurement and personnel involved in procurement work are responsible for their own integrity and self-discipline. Supervising the integrity and self-discipline involved in procurement work are carried out by all employees of the Company. For possible integrity risk links and blind spots in the internal control management, the Company has established a scientific investigation plan and relied on the Company’s information network platform to carry out investigations, and formulated corresponding anti-corruption measures based on the investigation results.



In terms of strengthening the education of employee integrity, the Company strives to improve employees’ awareness of abiding by professional ethics and fighting corruption, requiring employees to earnestly study the relevant anti-corruption regulations in the employee handbook, further increasing the intensity of education on integrity, and creating a clean and honest culture. Enhancing anti-corruption training for departments involved in procurement to improve their own anti-corruption awareness.

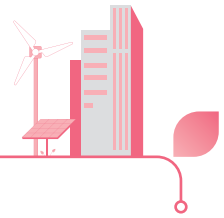


To address potential corruption incidents in economic business processes, the Company has incorporated supervisory and restrictive measures at critical points. It continuously improves the approval process for market expense reimbursements, appropriately centralizing or decentralizing authority to establish an effective checks-and-balances system, thereby preventing corruption.



The Company has set up a special complaint department to accept corruption reports from within the Company. The acceptance and investigation process of the reports are strictly kept confidential, and the personal information of the whistleblower is prohibited to be disclosed, and the Company abides by its own professional standards and ethics.

During the Reporting Period, no major risks related to corruption were identified and neither the Company nor employees were involved in any corruption, bribery, extortion, money laundering or fraudulent activities. In the future, we will continue to attach great importance to anti-corruption and uphold integrity, strengthen the supervision of anti-corruption monitoring body, expand external supervision scope, and improve our internal audit system to provide a green guarantee for the healthy development of the Company.



Aspect B8: Community Investment

The Group values the promotion of industry-wide collaboration, actively engaging with industry enterprises, associations, and academic institutions through conferences and the establishment of industry standards. We aim to share our expertise and strengths while fostering partnerships across the supply chain to create a healthier and more sustainable industry. Additionally, as an integral part of ongoing development, we are committed to social participation and contributions that empower and support the public, cultivate corporate culture, and enhance corporate citizenship awareness. Though there were no community investment activities during the Reporting Period, we are committed to identifying and pursuing impactful opportunities that contribute to both local communities and environmental projects, further strengthening our role in societal development.



READER FEEDBACK FORM



Dear Reader,

Thank you for reading the 2024 Environmental, Social and Governance' Report of Sample Technology. We attach great importance and look forward to hearing your feedback on the sustainable development of Sample Technology and this Report. Your opinions and suggestions are important references for us to improve ESG performance. You can give us feedback by mail or email, we welcome and sincerely thank you for your valuable opinions.

Name:

Unit:

Contact telephone no.

E-mail:

Your evaluation of this report:

Your evaluation of this report:	Very Good	Good	Average	Poor
Do you consider the structure of this report reasonable?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you understand the ESG philosophy and practice characteristics of Sample Technology from this report?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you consider this report easily readable?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you consider the content arrangement and layout of this report reasonable?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
What is your overall assessment of this report?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Your suggestions for the 2024 Environmental, Social and Governance Report of Sample Technology:

Your suggestions on the sustainable development of Sample Technology:

You can contact us via the following means:

Address: No. 10, Maqun Avenue, Qixia District, Nanjing City, Jiangsu Province, P.R. China

Postcode: 210049

Tel: 86-25-84356666

Email: irm@samples.cn



APPENDIX: HKEX ESG REPORTING CONTENT INDEX



Subject Areas, Aspects, General Disclosures and KPIs			Relevant Chapter
Subject Areas: A Environmental			
Aspect A1: Emissions			
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 air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.		Aspect A1: Emissions Legality and compliance
KPI	A1.1	The types of emissions and respective emissions data.	Aspect A1: Emissions Air Emissions
	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).	Aspect A1: Emissions Greenhouse gas emissions
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Aspect A1: Emissions Waste management
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Aspect A1: Emissions Waste management
	A1.5	Description of emissions target(s) set and steps taken to achieve them.	Report on Environmental Aspects Target management outlook
	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.	Aspect A1: Emissions Waste management Report on Environmental Aspects Green action



APPENDIX: HKEX ESG REPORTING CONTENT INDEX



Aspect A2: Use of Resources			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.		Aspect A2: Use of Resources Legality and compliance
KPI	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).	Aspect A2: Use of Resources Energy consumption
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Aspect A2: Use of Resources Energy consumption
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Report on Environmental Aspects Green action Target management outlook
	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.	Report on Environmental Aspects Target management outlook
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Aspect A2: Use of Resources Packaging material
Aspect A3: The Environment and Natural Resources			
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.		Aspect A1: Emissions Legality and compliance
KPI	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Aspect A3: The Environment and Natural Resources Report on Environmental Aspects Green action
Aspect A4: Climate Change			
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.		Aspect A4: Response to Climate Change Report on Environmental Aspects Green action
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.	



APPENDIX: HKEX ESG REPORTING CONTENT INDEX



Subject Areas: B Social			
Employment and Labour Practices			
Aspect B1: Employment			
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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.		Aspect B1: Employment
KPI	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Aspect B1: Employment Type of employee
	B1.2	Employee turnover rate by gender, age group and geographical region.	Aspect B1: Employment Employee turnover rate
Aspect B2: Health and Safety			
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.		Aspect B2: Health and Safety
KPI	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Aspect B2: Health and Safety
	B2.2	Lost days due to work injury.	Aspect B2: Health and Safety
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Aspect B2: Health and Safety Occupational health Safety management
Aspect B3: Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.		Aspect B3: Development and Training
KPI	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	
	B3.2	The average training hours completed per employee by gender and employee category.	



APPENDIX: HKEX ESG REPORTING CONTENT INDEX



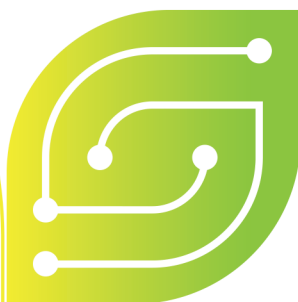
Aspect B4: Labour Standards			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.		Aspect B4: Labour Standards
KPI	B4.1	Description of measures to review employment practices to avoid child and forced labour.	
	B4.2	Description of steps taken to eliminate such practices when discovered.	
Aspect B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain.		Aspect B5: Supply Chain Management Legality and compliance
KPI	B5.1	Number of suppliers by geographical region.	Aspect B5: Supply Chain Management Number of suppliers
	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.	Aspect B5: Supply Chain Management Supplier admission Suppliers' contract performance management Supplier Annual evaluation Green procurement
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	



APPENDIX: HKEX ESG REPORTING CONTENT INDEX



Aspect B6: Product Responsibility			
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.		Aspect B6: Product Responsibility
KPI	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Aspect B6: Product Responsibility
	B6.2	Number of products and service related complaints received and how they are dealt with.	Aspect B6: Product Responsibility Customer service
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	Aspect B6: Product Responsibility Protection of intellectual property rights
	B6.4	Description of quality assurance process and recall procedures.	Aspect B6: Product Responsibility Quality management system
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Aspect B6: Product Responsibility Customer privacy management
Aspect B7: Anti-corruption			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.		Aspect B7: Anti-corruption
KPI	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	
	B7.3	Description of anti-corruption training provided to directors and staff.	
Aspect B8: Community Investment			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.		Aspect B8: Community Investment
KPI	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	
	B8.2	Resources contributed (e.g. money or time) to the focus area.	



南京三寶科技股份有限公司
NANJING SAMPLE TECHNOLOGY CO.,LTD.*
(Stock code: 1708)