



CHINA WOOD INTERNATIONAL HOLDING CO., LIMITED

中木國際控股有限公司

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

(Stock Code 股份代號 : 1822)

2024

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



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ABOUT THIS REPORT

China Wood International Holding Co., Limited (the “**Company**”), along with its subsidiaries (collectively referred to as the “**Group**”), is pleased to present this Environmental, Social, and Governance (“**ESG**”) Report (the “**Report**”). The Report aims to provide an overview of the Group’s management of significant issues impacting its operations, including environmental, social, and governance matters.

The Group acknowledges the critical importance of integrating ESG initiatives into our business operations. Committed to responsible development as our guiding philosophy, the Group is dedicated to formulating and implementing ESG measures that create positive impacts in our community.

The Report summarizes the Group’s ESG management approaches, practices, and performance during the financial year ended December 31, 2024 (the “**Reporting Period**” or the “**Year**”), unless otherwise specified. The Report should be read alongside the annual report of the Company for the year ended 31 December 2024, which provides a comprehensive review of our financial performance and corporate governance practices.

The Group primarily operated in the following business lines during the Reporting Period: (i) wood-related activities; (ii) car rental services (up to 28 October 2024); (iii) financial services and investment; and (iv) food and beverage. The board of Directors (the “**Board**”) recognizes its responsibility for monitoring and managing ESG-related risks, as well as the effectiveness of the ESG management system. Annually, the Board reviews and discusses the goals and targets of the ESG initiatives to optimize resource efficiency and minimize the environmental impact of the Group’s operations on natural resources.

關於本報告

中木國際控股有限公司（「**本公司**」）及其附屬公司（統稱「**本集團**」）欣然提呈本環境、社會及管治（「**ESG**」）報告（「**本報告**」）。本報告旨在概述本集團對影響其營運的重大問題（包括環境、社會及管治事宜）的管理。

本集團深知將ESG措施融入業務運作的重要性。本集團以負責任的發展為指導理念，致力於制定和實施ESG措施，為我們的社區創造積極的影響。

本報告總結了本集團截至2024年12月31日止財政年度（「**報告期間**」或「**本年度**」）的ESG管理方法、實踐和表現。本報告應與本公司截至2024年12月31日的年報（全面回顧了本集團的財務表現和企業管治實踐）一併閱讀。

本集團於報告期間主要曾經營以下業務：(i)木材相關活動；(ii)汽車租賃服務（至2024年10月28日）；(iii)金融服務及投資；及(iv)食品及飲料。董事會（「**董事會**」）確認其有責任監控和管理ESG相關風險，以及ESG管理系統的有效性。董事會每年會檢討和討論ESG措施的目標和目的，以優化資源效率，並將集團營運對自然資源的環境影響降至最低。

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ESG GOVERNANCE

The Board plays a primary role in overseeing the Group's ESG matters. During the Year, the Board, along with management and ESG-responsible staff, assessed the impacts of ESG-related risks on operations and developed policies to address these risks. This oversight by the Board ensures that management and the ESG team have the necessary tools and resources to effectively manage ESG issues.

To demonstrate the Group's commitment to transparency and accountability, management and ESG-responsible staff regularly review and evaluate the Group's performance on ESG issues and report their findings to the Board. To better understand the opinions and expectations of various stakeholders regarding ESG matters, a materiality assessment is conducted annually.

Senior management is responsible for evaluating and identifying the ESG risks faced by the Group, formulating the Group's ESG management policies, ensuring the effectiveness of the ESG risk management and internal control systems, and reporting these matters to the Board.

Additionally, senior management is tasked with implementing the ESG management policies approved by the Board, conducting ESG management and reporting activities, and presenting progress updates on ESG initiatives. The Group's ESG performance will be reviewed annually using key performance indicators ("KPIs") across various ESG aspects, including environmental and labor practices, to assess progress against ESG-related goals and targets.

Regular materiality assessments assist the Board in evaluating, prioritizing, and managing significant ESG-related issues. For more information, please refer to the sections titled "STAKEHOLDER ENGAGEMENT" and "MATERIALITY ASSESSMENT". During the Reporting Period, senior management held a special meeting with the ESG working group to discuss the Group's ESG management plan and progress.

ESG管治

董事會在監督本集團的ESG事務方面擔當主要角色。於本年度，董事會與管理階層及負責ESG的員工一同評估ESG相關風險對營運的影響，並制定政策以因應這些風險。董事會的監督確保管理層與ESG團隊擁有必要的工具與資源，以有效管理ESG事宜。

為了展現本集團對透明度與問責性的承諾，管理階層與ESG負責人員會定期檢討與評估本集團在ESG議題上的表現，並向董事會報告其結果。為了更好地瞭解各利益相關者對ESG事項的意見和期望，每年都會進行重要性評估。

高級管理層負責評估和確定本集團面對的ESG風險、制定本集團的ESG管理政策、確保ESG風險管理和內部控制系統的有效性，並向董事會報告這些事宜。

此外，高級管理層的任务是執行董事會批准的ESG管理政策、進行ESG管理和報告活動，以及呈報ESG措施的最新進展。本集團的ESG績效每年都會使用各ESG範疇的關鍵績效指標（「KPIs」）（包括環境和勞工實務）進行檢討，以評估ESG相關目標和目的的進度。

定期的重要性評估可協助董事會評估、優先處理及管理重大的ESG相關議題。如需詳細資訊，請參閱標題為「持份者參與」及「重要性評估」的章節。於報告期間，高級管理層與ESG工作小組舉行特別會議，討論本集團的ESG管理計劃及進度。

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REPORTING STANDARD

The Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) set out in Appendix C2 to the Rules (the “**Listing Rules**”) Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). It complies with the “Mandatory Disclosure Requirements” and the “comply or explain” provisions, as well as the reporting principles set forth in the ESG Reporting Guide.

MATERIALITY

Materiality serves as a guiding principle for ESG management by prioritizing the topics of greater significance to the Group and its stakeholders. To apply this principle, the Group conducted a materiality assessment, analyzing the results of stakeholder engagement and peer benchmarking. For further details, please refer to the sections titled “Stakeholder Engagement” and “Materiality Assessment”.

QUANTITATIVE

The relevant standards, methodologies, and assumptions used to prepare the quantitative information are disclosed as appropriate. Quantitative data is presented alongside narrative explanations and, where possible, comparative figures.

CONSISTENCY

Consistent methodologies are employed to prepare and present ESG data in the Report, unless otherwise stated, ensuring meaningful comparisons can be made.

BALANCE

Information is presented transparently, avoiding any inappropriate selections, omissions, or manipulations that could affect the reader's decision or judgment.

報告標準

本報告乃根據《香港聯合交易所有限公司（「**聯交所**」）證券上市規則》（「**上市規則**」）附錄C2所載的《環境、社會及管治報告指引》（「**ESG報告指引**」）編製。本報告符合「強制性披露規定」及「遵守或解釋」條文，以及ESG報告指引所載的報告原則。

重要性

重要性是ESG管理的指導原則，可優先處理對本集團及其持份者較為重要的議題。為了應用此原則，本集團進行了重要性評估，分析持份者參與和同業基準的結果。如需詳細資訊，請參閱「持份者參與」及「重要性評估」兩節。

量化

用於編製量化資訊的相關標準、方法和假設均會適當披露。定量資料會與敘述說明一同呈列，並在可能的情況下提供比較數字。

一致性

除非另有說明，否則本報告中會採用一致的方法來準備和呈現ESG資料，以確保可進行有意義的比較。

平衡

資訊呈現透明，避免任何可能影響讀者決定或判斷的不當選擇、遺漏或竄改。

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STAKEHOLDER ENGAGEMENT

The Group values the expectations of all stakeholders, understands through a variety of effective channels their ESG expectations and appeals that serve as indispensable references to the development of the ESG strategies, and takes practical response measures.

持份者參與

本集團重視所有持份者的期望，通過多種有效管道了解其對ESG方面的期望和訴求，作為制定ESG策略不可或缺的參考，並採取切實可行的應對措施。

Stakeholders 持份者	Expectations and concerns 期望與關注	Communication Channels 溝通渠道
Management 管理層	- R&D progress - 研發進度 - Compliance operation - 合規作業 - Financial performance - 財務績效 - Risk management mechanism - 風險管理機制 - Stakeholder communication - 持份者溝通	- Company website - 公司網站 - Social media - 社交媒體 - Training and seminars - 訓練與研討會 - Industrial seminars - 工業研討會 - Meetings - 會議
Investors and Shareholders 投資人和股東	- Investor communication - 投資者溝通 - Investment returns - 投資回報 - Risk management mechanism - 風險管理機制 - Financial performance - 財務績效 - Business innovation - 企業創新 - R&D progress - 研發進度 - Anti-corruption - 反貪污 - Compliance operation - 合規作業	- Annual general meetings - 股東週年 - Financial reports - 財務報告 - ESG report - ESG報告 - Press releases & announcements - 新聞稿與公告 - Company website - 公司網站 - Telephone hotline and email - 電話熱線和電子郵件

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Employees 員工	- Employee compensation & benefits - 員工薪酬與福利 - Equal employment opportunities - 平等就業機會 - Occupational health and safety - 職業健康與安全 - Employee development & training - 員工發展與訓練	- Company activities and events - 公司活動與事件 - Frequent meetings - 經常舉行會議 - Employee grievance - 員工申訴 - Employee opinion collection box - 員工意見收集箱 - Employee training interaction - 員工訓練互動 - Regular performance appraisals - 定期績效評估
Government 政府	- Compliance with laws & regulations - 遵守法律法規 - Environmental protection - 環境保護 - Industrial/Production safety - 工業／生產安全 - Quality & safety of products/services - 產品／服務的品質與安全 - Equal employment opportunities - 平等就業機會 - Protection of IP rights and services - 保護知識產權與服務 - Sustainable development - 可持續發展 - Proper tax payment - 妥善繳稅	- Responsive to government policy - 回應政府政策 - Communication with ministries - 與各部門溝通 - Company website - 公司網站 - Written/electronic correspondences - 書面／電子通訊 - Routine inspections - 例行檢查 - Regular reports and taxes paid - 定期報告和支付稅項

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Stakeholders 持份者	Expectations and concerns 期望與關注	Communication Channels 溝通渠道
Customers 客戶	- High quality products and services - 高品質的產品與服務 - Protect customers rights and privacy - 保護客戶權利和隱私 - Quality & safety of products/services - 產品／服務的品質與安全 - Customer satisfaction - 客戶滿意度 - Customer complaint handled promptly - 迅速處理客戶投訴 - Protection of animal rights - 保護動物權益 - Protection of IP rights - 保護知識產權 - Business integrity and ethics - 商業誠信與道德 - Responsible marketing & labelling - 負責任的行銷與標籤	- Regular customers survey - 定期客戶調查 - Email feedback - 電子郵件回饋 - Meeting with customers - 與客戶會面 - Website - 網站 - Social media - 社交媒體 - Direct feedback from front-line - 前線人員的直接回饋

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Stakeholders 持份者	Expectations and concerns 期望與關注	Communication Channels 溝通渠道
Suppliers 供應商	- On-time payment - 準時付款 - Fair and open procurement - 公平公開的採購 - Stable business relationship - 穩定的業務關係 - Close communication - 密切溝通 - Order/contract execution - 訂單／合約執行	- Supplier management meetings - 供應商管理會議 - Product/service promote events - 產品／服務推廣活動 - Tendering process - 招標程序 - Routine communication - 例行通訊 - Company website - 公司網站 - Social media - 社交媒體 - Corporate contribution - 企業貢獻 - Product quality display activities - 產品品質展示活動 - Environment responsibility lecture - 環境責任講座 - Site Visits and evaluation - 現場參觀與評估 - Annual appraisals - 年度評估
Communities and the public 社區與大眾	- Environmental protection - 環境保護 - Social and public welfare - 社會和公共福利 - Timely & adequate information share - 及時與充分的資訊分享 - Industry development - 產業發展 - Protection of animal rights - 保護動物權益	- Company website - 公司網站 - Social media - 社交媒體 - ESG reporting - ESG報告 - Press releases & announcement - 新聞稿與公告 - Community activities - 社區活動

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MATERIALITY ASSESSMENT

The Group has integrated the principle of materiality into its ESG reporting framework by pinpointing critical ESG issues that significantly impact its operations. In alignment with the ESG Reporting Guide, all essential ESG issues and KPIs are comprehensively reported.

The Group recognises that robust ESG performance is indispensable for its sustainable growth and the well-being of the broader community. It is committed to safeguarding and enhancing the ecological environment and societal welfare while minimising the environmental footprint of its activities. Throughout the materiality assessment process, the ESG committee of the Company has provided strategic support to the Board in reviewing operational practices, identifying key ESG issues, and evaluating their significance to both the Group's business and its stakeholders.

The Group's policy advocates for environmentally responsible operations, aiming to achieve harmonious development among the Group, the environment, and society. Identifying material ESG issues is a crucial precursor to establishing the framework for the Report and formulating effective ESG management strategies.

To identify potential material topics for disclosure in the Report, the Group referenced the ESG Reporting Guide and established relevant topics for assessment. All material ESG issues identified have been thoroughly disclosed in the Report, ensuring transparency and accountability in our ESG practices.

重要性評估

本集團已將重要性原則納入其ESG報告架構中，找出對其營運有重大影響的關鍵ESG議題。與ESG報告指引一致，所有重要的ESG議題和KPIs都會全面報告。

本集團深知，穩健的ESG表現對其可持續發展和廣大社會的福祉不可或缺。本集團致力於保護和提升生態環境和社會福祉，同時盡量減少其活動對環境造成的影響。在整個重要性評估過程中，本公司ESG委員會為董事會提供策略性支援，以檢討營運實務、識別主要的ESG議題，並評估其對集團業務及其持份者的重要性。

本集團的政策倡導對環境負責任的經營，旨在實現本集團、環境和社會的和諧發展。識別重要的ESG議題是建立本報告框架和制定有效ESG管理策略的重要前提。

為識別本報告中可能披露的重大主題，本集團參考了ESG報告指引並確立了相關的評估主題。所有已識別的重大ESG議題均已在本報告中徹底披露，以確保我們在ESG實踐中的透明度和問責性。

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A. ENVIRONMENTAL

The Group's car rental business, disposed on 28 October 2024, was intricately linked with environmental protection and the responsible use of natural resources. To ensure sustainable development and operation, the Group has established comprehensive environmental protection policies, mechanisms, and measures. These initiatives focus on enhancing the efficiency of energy and resource utilization while adhering to local environmental regulations and international best practices. By doing so, the Group aims to conserve natural resources and protect the environment, aligning its operations with global sustainability goals.

Key Initiatives:

Efficiency and Resource Management: The Group prioritizes optimizing energy and resource use to minimize its ecological footprint.

Regulatory Compliance: It ensures strict adherence to local environmental regulations and international standards to maintain operational integrity.

Sustainable Practices: The Group integrates sustainable practices into its car rental operations, such as transitioning to eco-friendly fleets and promoting green transportation options.

A. 環境

本集團的汽車租賃業務（已於2024年10月28日出售）與環境保護及負責任地使用自然資源息息相關。為確保可持續發展及營運，本集團已建立全面的環保政策、機制及措施。這些措施的重點在於提高能源和資源的利用效率，同時遵守當地的環保法規和國際最佳實踐。通過這些措施，本集團旨在節約自然資源和保護環境，使其運營與全球可持續發展目標保持一致。

關鍵舉措：

效率與資源管理：本集團優先優化能源和資源的使用，以盡量減少對生態環境的影響。

法規遵循：可確保嚴格遵守當地環保法規及國際標準，以維持營運的完整性。

永續經營：本集團將永續經營實務融入租車業務，例如轉型為環保車隊，並推廣綠色交通選擇。

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By implementing these measures, the Group not only contributes to environmental conservation but also enhances its reputation as a responsible business leader in the car rental industry.

The Group's car rental subsidiary in Beijing strictly complied with the "Beijing Municipal Regulations on the Temporary Management of Car Rental Vehicle Quotas" as stipulated by the Beijing Transportation Bureau in the People's Republic of China (the "PRC" or "China"). Throughout the Reporting Period, the Group did not incur any environmental-related penalties or serious non-compliance issues with relevant standards, rules, and regulations. This adherence underscores the Group's commitment to maintaining operational integrity and environmental responsibility in its car rental operations.

Key Compliance Highlights:

Regulatory Adherence: The Group ensures that its car rental subsidiary aligns with all applicable regulations set by the Beijing Transportation Bureau.

Environmental Compliance: No environmental penalties or significant non-compliance issues were recorded during the Reporting Period, reflecting the Group's dedication to environmental stewardship.

Operational Integrity: The Group prioritizes maintaining high standards of operational compliance, ensuring that its business practices are aligned with both local and broader environmental regulations.

通過實施這些措施，本集團不僅為環境保護做出了貢獻，還提升了其作為汽車租賃行業負責任企業領導者的聲譽。

本集團位於北京的汽車租賃附屬公司嚴格遵守中華人民共和國（「中國」）北京市交通局制定的《北京市出租汽車配額管理暫行辦法》。於報告期間，本集團未發生任何與環境相關的處罰或嚴重違反相關標準、規則及法規的問題。此舉突顯了本集團在汽車租賃業務中堅持誠信經營及對環境負責的承諾。

主要合規重點：

遵守法規：本集團確保其汽車租賃子公司符合北京市交通局制定的所有適用法規。

環境合規：於報告期間並無環境罰款或重大違規事項，反映本集團致力於環境管理。

營運完整性：本集團以維持高標準的營運合規性為優先考量，確保其業務實務符合當地及更廣泛的環保法規。

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A1. EMISSIONS

Air Pollutant Emissions

The primary source of air emissions in our car rental business was from private vehicles. The amounts of air emissions were detailed in the table below.

The Group has identified vehicle emissions as a critical issue in air pollution, given their detrimental impact on public health. Consequently, the Group actively pursues strategies to reduce gasoline consumption and protect the environment by prioritising the purchase and use of electric vehicles (“EVs”). On 28 October 2024, the Group had disposed its car rental business.

In addition, the Group conducted regular and high-quality car maintenance to ensure all vehicles operate at optimal levels. We believe that routine and superior vehicle maintenance can maintain vehicles in top operating conditions, thereby reducing pollutant emissions. The quantities of air emissions were detailed in the table below:

Type of air pollutants	空氣污染物類型	Unit 單位	2024 二零二四年	2023 二零二三年	2022 二零二二年
NOx	NOx	Kg 公斤	1,360.50	1,371.62	708.59
SOx	SOx	Kg 公斤	9.60	9.74	7.80
PM	PM	Kg 公斤	100.97	100.99	52.17

A1. 排放物

空氣污染物排放

我們租車業務的主要空氣排放來源是私家車。空氣排放量詳見下表。

鑑於汽車廢氣對公眾健康的不利影響，本集團認為汽車廢氣是空氣污染的關鍵問題。因此，本集團積極推行減少汽油消耗及保護環境的策略，優先購買及使用電動汽車（「EV」）。於2024年10月28日，本集團已出售汽車租賃業務。

此外，本集團定期進行優質的汽車維護保養，以確保所有車輛以最佳狀態運行。我們相信，例行和優質的車輛維護可以使車輛保持最佳運行狀態，從而減少污染物排放。空氣排放的數量詳列於下表：

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Greenhouse Gas ("GHG") Emissions

The primary source of carbon emissions stems from electricity consumption in the workplace. To mitigate our carbon footprint, please refer to the "A2 Use of Resources" section below for the measures we have implemented. The Group aims to reduce or stabilize GHG emissions. During the Year, the Group is actively working towards meeting the established targets, although the primary source of carbon emissions in our workplace is electricity consumption. To mitigate this, we have implemented various measures outlined in the "A2 Use of Resources" section. Our goal is to stabilize or reduce GHG emissions over the future years relative to the baseline year of 2021. Despite ongoing business expansion, we are working towards meeting these targets. The approximate amount of carbon dioxide ("CO₂") generated from our electrical usage in the Hong Kong and China regions is detailed in the table below.

溫室氣體(「溫室氣體」)排放

碳排放的主要來源源自於工作場所的用電量。為了減少碳足跡，請參閱下文「A2資源使用」一節，瞭解我們已實施的措施。本集團的目標是減少或穩定溫室氣體排放。於本年度，本集團正積極努力達成既定目標，儘管我們工作場所的主要碳排放來源是用電。為了減緩這一問題，我們實施了「A2資源使用」一節中概述的各種措施。我們的目標是在未來年度內穩定或減少溫室氣體排放量，並以2021年為基準年。儘管業務持續擴張，我們仍在努力實現這些目標。我們在香港和中國地區使用電力所產生的二氧化碳(「CO₂」)約數詳列於下表。

Type of air pollutants	空氣污染物類型	Unit 單位	2024 二零二四年	2023 二零二三年	2022 二零二二年
Scope 1	範圍1	tCO ₂ e	1,585.02	1,767.28	1,411.37
Scope 2	範圍2	tCO ₂ e	22.77	26.50	19.03
Total GHG emissions	溫室氣體排放總量	tCO ₂ e	1,607.79	1,793.77	1,430.40
GHG emissions intensity	溫室氣體排放強度	tCO ₂ e/ employee tCO ₂ e/ 員工	64.31	36.61	22.35

Notes:

- GHG emissions data is expressed in terms of carbon dioxide equivalent and is derived from various sources, including but not limited to "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" published by the World Resources Institute and the World Business Council for Sustainable Development, as well as "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange. The data also utilizes the most recent emission factors based on China's regional power grid.
- tCO₂e is defined as tonnes of carbon dioxide equivalent.
- As of 31 December 2024, the Group had a total of 25 employees (2023: 49 employees).

注意事項：

- 溫室氣體排放數據以二氧化碳當量表示，來源有多種，包括但不限於世界資源協會和世界可持續發展工理事會出版的《溫室氣體議定書》；世界資源協會和世界可持續發展工理事會發佈的《溫室氣體議定書：企業會計和報告準則》，以及聯交所發佈的《如何編制ESG報告—附錄2：聯交所發佈的「如何編製環境、社會及管治報告—附錄2」：環境KPI報告指引》。該數據還使用了基於中國區域電網的最新排放因子。
- tCO₂e定義為二氧化碳當量噸。
- 於二零二四年十二月三十一日，本集團共有25名員工(二零二三年：49名員工)。

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Key Strategies for Reducing Carbon Footprint:

Energy Efficiency Measures: Implementing energy-saving practices and technologies, such as using energy-efficient appliances and optimizing lighting systems, can significantly reduce electricity consumption.

Sustainable Practices: Promoting sustainable practices among employees, such as reducing paper usage and encouraging recycling, contributes to a broader culture of environmental responsibility.

Renewable Energy Consideration: Exploring opportunities to transition to renewable energy sources can help reduce dependence on fossil fuels and lower carbon emissions.

Monitoring and Reporting: Regularly tracking and reporting GHG emissions helps identify areas for improvement and ensures accountability in meeting sustainability targets.

Hazardous and Non-hazardous Wastes

During the Reporting Period, our business activities, including the trading of electronic materials, did not generate any hazardous waste. The non-hazardous waste primarily consisted of regular office waste, such as trash from daily operations, office paper consumption, and packaging materials. The majority of land waste was attributed to paper used for job management and office documents.

The Group has established comprehensive environmental policies aimed at reducing and managing waste effectively. Our non-hazardous waste is handled and disposed of properly by regional waste disposal companies.

減少碳足跡的主要策略：

節能措施：實施節能措施和技術，例如使用節能電器和優化照明系統，可以大幅降低耗電量。

可持續實踐：在員工中推廣可持續實踐，例如減少紙張使用量和鼓勵回收，有助於建立更廣泛的環境責任文化。

可再生能源考慮：探索過渡至可再生能源的機會，有助於減少對化石燃料的依賴，並降低碳排放量。

監控與報告：定期追蹤和報告溫室氣體排放量有助於找出需要改進的地方，並確保在實現可持續發展目標方面的問責性。

危險與非危險廢棄物

報告期間內，我們的業務活動（包括電子材料貿易）未產生任何有害廢棄物。無害廢棄物主要為一般辦公室廢棄物，例如日常運作產生的垃圾、辦公室用紙消耗及包裝材料。大部分陸上廢棄物是用於工作管理和辦公室文件的紙張。

本集團已制定全面的環保政策，旨在有效減少及管理廢物。我們的無害廢棄物由地區性廢棄物處理公司妥善處理。

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Waste Management Objectives:

Achievement of Targets: During the Year, the Group successfully met its waste management targets and will continue to maintain or reduce waste levels moving forward.

Non-Hazardous Waste Details:

The non-hazardous waste generated by the Group during the Reporting Period is detailed as follows:

Type of Waste	廢物類型	Unit 單位	2024 二零二四年	2023 二零二三年	2022 二零二二年
Non-hazardous waste	非危險性廢棄物	tonnes 公噸	0.37	0.99	1.31
Non-hazardous waste intensity	非危險廢棄物強度	tonnes/ employee 噸／員工	0.02	0.02	0.02

Key Strategies for Waste Reduction:

Paper Reduction Initiatives: Implementing digital documentation and reducing paper usage for office documents and job management can significantly decrease waste.

Recycling Programs: Establishing recycling programs for paper, cardboard, and other materials helps minimize landfill waste.

Proper Disposal Practices: Ensuring that all non-hazardous waste is disposed of through reputable waste management companies ensures compliance with environmental regulations.

Employee Engagement: Encouraging employees to adopt sustainable practices, such as reducing packaging waste and promoting recycling, fosters a culture of environmental responsibility.

廢棄物管理目標：

實現目標：本年度內，本集團成功達成其廢棄物管理目標，並將繼續維持或減少廢棄物水平。

非危險廢棄物詳情：

本集團於報告期間產生的非危險廢棄物詳列如下：

減少廢棄物的主要策略：

減少用紙措施：實施數位文件，減少辦公室文件和工作管理的用紙量，可以大幅減少浪費。

回收計劃：建立紙張、紙板和其他材料的回收計畫，有助於減少填埋廢棄物。

正確的處理方式：確保所有非危險性廢棄物都透過信譽良好的廢棄物管理公司處理，以確保符合環保法規。

員工參與：鼓勵員工採用永續性的做法，例如減少包裝廢棄物、推廣回收再利用等，培養出對環境負責的文化。

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A2. USE OF RESOURCES

The Group's primary resource usage is comprised of electricity, water, and paper consumed at our offices. Electricity consumption is a significant component of our daily business operations, encompassing the use of indoor lighting, air-conditioning, and the functioning of office equipment, as well as equipment related to repair and maintenance. The specific amounts of electricity consumed are detailed in the table below.

Key Areas of Resource Consumption:

Electricity Usage: This includes lighting, air-conditioning, and office equipment such as computers and printers. Electricity is a major contributor to our operational energy footprint.

Water Consumption: Although not as significant as electricity, water usage is still an important aspect of our office operations, primarily for general office needs.

Paper Consumption: Paper is used extensively for office documents, printing, and administrative purposes. Reducing paper usage is a key strategy for minimizing waste and environmental impact.

A2. 資源運用

本集團的主要資源使用量由我們辦公室所消耗的電力、水和紙張構成。電力消耗是我們日常業務運作的重要組成部分，包括室內照明、空調的使用、辦公設備的運作以及與維修和保養相關的設備。用電的具體數量詳見下表。

資源消耗的主要領域：

用電量：這包括照明、空調以及電腦和印表機等辦公室設備。電力是我們營運能源足跡的主要來源。

用水量：用水量雖然不如用電那麼重要，但仍是我們辦公室運作的重要一環，主要用於一般辦公室需求。

紙張消耗：紙張廣泛用於辦公室文件、列印及行政用途。減少紙張使用量是降低廢棄物和環境影響的重要策略。

Type of energy	能源類型	Unit 單位	2024 二零二四年	2023 二零二三年	2022 二零二二年
Direct energy consumption	直接能源消耗	MWh	5,780.32	6,418.33	5,142.31
Indirect energy consumption	間接能源消耗量	MWh	26.23	30.01	22.45
Total energy consumption	總能源消耗	MWh	5,806.55	6,448.34	5,164.77
Energy consumption intensity	能源消耗強度	MWh/ employee MWh／員工	232.26	131.60	80.70

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In order to enhance the environment protection and save energy consumption, the Group has established energy saving measures:

The primary source of the Group's energy consumption is electricity purchases. The Group encourages employees to use electricity wisely in order to minimize resource waste and lower power usage. Given the limited availability of energy, several energy-saving measures have been implemented, including:

- Educating employees to raise awareness about electricity conservation.
- Utilizing LED bulbs whenever feasible to enhance energy efficiency.
- Turning off electronic devices that are not in use or before leaving the office.
- Conducting regular inspections of energy usage by each department to explore various methods for reducing energy consumption.
- Setting the air conditioning system to operate at a temperature of 25.5°C.
- Switching equipment to energy-saving mode whenever possible during operation.

為加強環保及節約能源消耗，本集團已制定節能措施：

本集團能源消耗的主要來源是電力採購。本集團鼓勵員工合理用電，以盡量減少資源浪費和降低用電量。鑑於能源供應有限，已實施多項節能措施，包括：

- 教育員工提高節約用電的意識。
- 在可行的情況下使用LED燈泡，以提高能源效率。
- 關閉不使用的電子設備或在離開辦公室之前。
- 定期對各部門的能源使用情況進行檢查，探索各種降低能源消耗的方法。
- 設定空調系統在25.5°C的溫度下運作。
- 在運行過程中，盡可能將設備切換到節能模式。

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- Adjusting computer settings to automatically power down displays after 15 minutes of inactivity.
- Continuously reviewing the production process to enhance efficiency and decrease energy usage.

Water

The Group is committed to enhancing water resource management, increasing water use efficiency, and taking concrete measures to protect this vital resource. To achieve these goals, the Group implements technical upgrades to equipment, optimizing water utilization and minimizing unnecessary consumption. These initiatives ensure efficient water usage across all operations.

Additionally, the Group actively promotes water conservation among employees, emphasizing the importance of responsible water use in areas such as laboratory testing, cleaning, and office activities. By fostering awareness and encouraging sustainable water practices, the Group aims to establish a culture of water conservation within its workforce.

- 調整電腦設定，使顯示器在15分鐘未使用後自動關機。
- 持續檢討生產流程，以提高效率並降低能源使用量。

耗水

本集團致力於加強水資源管理，提高用水效率，並採取具體措施保護這一重要資源。為了實現這些目標，本集團對設備實施技術升級，優化水的利用率，並盡量減少不必要的消耗。這些措施確保了所有營運的用水效率。

此外，本集團積極向員工推廣節約用水，強調在實驗室測試、清潔和辦公活動等領域負責任用水的重要性。通過培養員工的節約用水意識和鼓勵可持續的用水方式，本集團希望在其員工隊伍中建立一種節約用水的文化。

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During the Reporting Period, the Group's water consumption is detailed below:

於報告期間，本集團的用水量詳列如下：

Type of energy	能源類型	Unit 單位單位	2024 二零二四年	2023 二零二三年	2022 二零二二年
Total water consumption	總用水量	M ³	3.72	3.36	4.08
Water consumption intensity	耗水強度	m ³ /employee 立方米／員工	0.15	0.07	0.06

A3. ENVIRONMENT AND NATURAL RESOURCES

The Group consistently promotes energy-saving awareness among the staff and reminding them to switch off all lighting and electronic devices after use.

In terms of reducing environmental impact, we have primarily focused on reducing vehicle emissions and implemented the aforementioned measures to protect the environment.

A3. 環境與自然資源

本集團持續向員工推廣節能意識，提醒他們在使用完畢後，關掉所有照明及電子設備。

在減少對環境的影響方面，我們主要著重於減少車輛廢氣排放，並實施上述保護環境的措施。

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A4. CLIMATE CHANGE

Awareness of climate change continues to grow and is a prominent topic among companies. The Group is no exception, increasing its awareness of the potential impacts of climate change on its business and operations.

In line with the reporting framework developed by the Task Force on Climate-related Financial Disclosures, there are two major categories of climate-related risks: physical risks and transitional risks, both of which may impact the business. Physical risks are associated with the direct impacts of climate change, such as floods and typhoons (acute risks) or long-term shifts in climate patterns like sustained high temperatures and sea level rise (chronic risks). Transitional risks relate to the shift towards a lower-carbon economy, involving policy, legal, technological, and market changes to address climate change mitigation and adaptation.

For physical risks, the Group has developed a contingency plan for extreme weather events. For transitional risks, the Group regularly reviews global and local government policies, regulatory updates, and market trends to identify potential climate-related risks that may affect its business operations. The Group will develop response plans as needed, such as adjusting business strategies and modifying development plans to mitigate the negative impacts of these climate-related risks.

The Group will continue to integrate sustainable practices into its business operations and maintain sufficient resources to manage identified climate-related risks and study potential remediation measures.

During the Year, there were no climate-related risks, including physical and transitional risks, that had a significant impact on the Group.

A4. 氣候變化

人們對氣候變化的意識不斷提高，並成為各公司之間的顯著話題。本集團也不例外，日益意識到氣候變化對其業務和營運的潛在影響。

根據「氣候相關財務披露工作小組」所制定的報告框架，氣候相關風險可分為兩大類：實質風險和過渡風險，兩者都可能對業務造成影響。實質風險與氣候變化的直接影響有關，例如洪水和颱風（急性風險）或氣候模式的長期變化，例如持續高溫和海平面上升（慢性風險）。過渡風險與邁向低碳經濟有關，涉及政策、法律、技術及市場變革，以應對氣候變遷的緩解及適應。

就實質風險而言，本集團已制定應對極端天氣事件的應變計劃。就過渡性風險而言，本集團定期審閱全球及地方政府政策、法規更新及市場趨勢，以識別可能影響其業務運作的潛在氣候相關風險。本集團將根據需要制定應對方案，如調整業務策略、修改發展計劃等，以減輕這些與氣候相關的風險所帶來的負面影響。

本集團將繼續在業務營運中融入可持續發展的做法，並維持充足的資源以管理已識別的氣候相關風險及研究潛在的補救措施。

本年度內，並無任何與氣候相關的風險（包括實質及過渡風險）對本集團造成重大影響。

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B. SOCIAL

B1. EMPLOYMENT

The Group places considerable emphasis on developing human capital and offers competitive remuneration and welfare packages. Promotion opportunities and salary adjustments are benchmarked against individual performance. Employees are entitled to benefits such as annual leave, sick leave, maternity leave, marriage leave, funeral leave, and medical coverage, all of which are provided in accordance with local regulations.

To maintain a pleasant, healthy, safe, and productive working environment, we have established comprehensive procedures and policies that encompass all facets of the Group's business operations, as outlined in our Employee Handbook and human resources policy. The Group is also committed to providing a supportive office environment for employees, with the objective of fostering a healthy work-life balance.

In our Employee Handbook, we have comprehensively outlined the Group's overarching procedures and practices pertaining to employment, compensation, and benefits. The terms, encompassing compensation, dismissal, working hours, rest periods, and other benefits and welfare provisions, are explicitly defined in our employment contracts. Furthermore, we have established a formalized reporting mechanism that enables employees to raise concerns in good faith. It is assured that all concerns are addressed in a fair and transparent manner, without fear of reprisal or any negative repercussions. During the Reporting Period, no instances of non-compliance with relevant employment laws and regulations were identified.

B. 社會

B1. 僱傭

本集團相當重視人力資本的發展，並提供具競爭力的薪酬及福利待遇。晉升機會及薪酬調整均以個人表現為基準。員工享有年假、病假、產假、婚假、喪假及醫療保險等福利，所有福利均根據當地法規提供。

為了維持一個愉快、健康、安全且具生產力的工作環境，我們制定了全面的程序和政策，涵蓋本集團業務運作的各個層面，詳見我們的《員工手冊》和人力資源政策。本集團也致力於為員工提供一個支持性的辦公環境，目的是促進員工在工作與生活之間取得健康的平衡。

在我們的《員工手冊》中，我們全面概述了本集團與雇用、報酬和福利相關的總體程序和慣例。這些條款包括報酬、解僱、工作時間、休息時間以及其他福利和社會福利規定，都在我們的僱傭合約中有明確的定義。此外，我們也建立了正式的報告機制，讓員工可以善意地提出疑慮。我們保證所有疑慮都會以公平、透明的方式處理，而不會擔心遭到報復或任何負面影響。於報告期間，未發現任何違反相關僱傭法律法規的情況。

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We acknowledge that the foundation to our success is our employees, the Group continues to streamline the manpower to enhance the efficiency of the Group's operations. As at 31 December 2024, the Group had a total of 25 employees. The analysis of these employees by gender, age groups, employment type, and geographical region are depicted below:

我們確認，我們成功的基礎來自我們的員工，本集團繼續精簡人事結構以提升本集團的營運效率。於二零二四年十二月三十一日，本集團共有員工25人。按性別、年齡組別、僱傭類型和地區對這些員工的分析如下：

Type	類型	2024 二零二四年	2023 二零二三年	2022 二零二二年
Number of employees	員工人數	25	49	64
Number and percentage of employees	員工人數及百分比			
By gender	依性別			
Female	女性	7	10	16
Male	男性	18	39	48
By age group	依年齡層			
Below 30	低於30	4	23	37
31 to 40	31至40	9	10	13
41 to 50	41至50	10	10	4
Over 51	超過51	2	6	10
By geographical region	依地理區域			
China	中國	13	39	56
Hong Kong	香港	12	10	8
By employment type	依就業類型分類			
Full-time	全職	25	30	61
Part-time	兼職	0	19	1
By employee category	依員工類別			
Senior management	高級管理人員	9	16	16
Middle management	中層管理人員	11	12	13
General staff	一般員工	5	21	35

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B2. HEALTH & SAFETY

The Group adheres to non-discriminatory employment practices and provides a healthy and safe workplace. All employees are strictly required to adhere to operational procedures, which include, but are not limited to, the following:

- (i) Identifying and immediately reporting any dangerous work situations to supervisors;
- (ii) Using both hands when handling carts;
- (iii) Utilising a ladder or chair to retrieve items from heights, or seeking assistance from colleagues;
- (iv) Promptly cleaning slippery or oily work areas to prevent slipping;
- (v) Avoiding the use of damaged machines or appliances to prevent accidents;
- (vi) Maintaining a variety of tools and safety equipment; and
- (vii) Strictly enforcing industry norms and professional operating standards.

Designated staff members have been assigned to monitor the implementation of these procedures.

The Group did not violate any health and safety laws and regulations of Hong Kong during the Reporting Period.

B2. 健康與安全

本集團堅持一視同仁的雇用方式，並提供健康安全的工作場所。所有員工都必須嚴格遵守作業程序，其中包括但不限於以下各項：

- (i) 識別並即時向主管報告任何危險的工作狀況；
- (ii) 操作推車時使用雙手；
- (iii) 利用梯子或椅子從高處取回物品，或向同事尋求協助；
- (iv) 及時清理濕滑或油膩的工作區域，以防止滑倒；
- (v) 避免使用損壞的機器或器具，以防止意外發生；
- (vi) 維護各種工具和安全設備；以及
- (vii) 嚴格執行業界規範和專業作業標準。

已指派指定人員監督這些程序的執行。

於報告期間，本集團並無違反任何香港健康及安全法律及法規。

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B3. DEVELOPMENT AND TRAINING

The Group is committed to providing on-the-job training for its employees to enhance their knowledge and skills. All employees are encouraged to seize every opportunity to improve their skills and knowledge, enabling them to perform their current roles more efficiently and effectively, as well as to prepare for potential career advancement opportunities.

During the Year, quarterly training courses were offered to employees, covering topics such as the prevention of bribery, the latest market updates and changes in the legal and regulatory landscape, fire safety, handling customer complaints. Employees actively participated in these training sessions. For certain external training courses recommended by the Group, a portion of the fees is covered by the Group in accordance with the specific reimbursement guidelines outlined in the Employee Handbook.

B3. 發展和培訓

本集團致力於為員工提供在職培訓，以增進他們的知識和技能。我們鼓勵所有員工把握每個機會提升技能和知識，使他們能夠更有效率、更有成效地履行現有職責，並為潛在的職業晉升機會做好準備。

本年度內，每季均為員工提供培訓課程，內容包括防止賄賂、最新的市場動態以及法律和監管環境的變化、消防安全、處理顧客投訴等。員工積極參與這些訓練課程。對於本集團推薦的某些外部培訓課程，本集團會根據《員工手冊》中列出的具體報銷指引承擔部分費用。

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The percentage of employees trained by gender		2024 二零二四年	2023 二零二三年	2022 二零二二年
Male	男性	28%	25%	76%
Female	女性	43%	75%	24%
The percentage of employees trained by employment category				
General	一般	40%	75%	50%
Middle management	中層管理人員	27%	–	22%
Senior management	高級管理層	33%	25%	28%
Average training hours for employees by gender				
Male	男性	4.51hrs 4.51小時	2.05hrs 2.05小時	6.08 hrs 6.08小時
Female	女性	6.96hrs 6.96小時	7.00hrs 7.00小時	4.13hrs 4.13小時
Average training hours for employees by employment category				
Senior management	高級管理層	5.42hrs 5.42小時	5.00hrs 5.00小時	3.00hrs 3.00小時
Middle management	中層管理人員	4.43hrs 4.43小時	–	5.00hrs 5.00小時
General staff	一般員工	6.50hrs 6.50小時	3.33hrs 3.33小時	7.00hrs 7.00小時

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B4. LABOUR STANDARDS

Child and forced labor are strictly prohibited during the recruitment process, as defined by applicable laws and regulations. The Group is committed to full compliance with local laws and prohibits any employment of child or forced labor. The human resources and administration department is responsible for monitoring and ensuring adherence to the latest relevant laws and regulations against child and forced labor. This includes careful verification of identity documents. In the event of a violation, actions will be taken based on the specific circumstances.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations related to child and forced labor that would have a significant impact on the Group. Such laws and regulations include, but are not limited to, the Employment Ordinance (Chapter 57 of the laws of Hong Kong). The Group adheres to relevant laws and regulations, including the 《中華人民共和國勞動法》(Labour Law of the PRC*), 《中華人民共和國勞動合同法》(Law of the PRC on Employment Contracts*), and other related labor laws.

The Group strictly complies with all applicable labor laws and regulations in Hong Kong. Management is committed to ensuring that all human resource management practices adhere to the Group's policies in all material aspects. These policies include, but are not limited to, the following:

- All applicants must provide valid identification.
- All employees must be at least 18 years old.

B4. 勞工標準

根據適用法律法規的規定，招聘過程中嚴禁使用童工和強迫勞動。本集團致力於全面遵守當地法律，禁止任何僱用童工或強迫勞動的行為。人力資源與行政部門負責監控並確保遵守最新的相關法律法規，禁止使用童工和強迫勞動。這包括仔細核實身份證明文件。如有違反，將根據具體情況採取行動。

於報告期間，本集團並無發現任何重大不遵守與童工及強迫勞動有關的法律及法規而對本集團造成重大影響的情況。該等法律法規包括(但不限於)《僱傭條例》(香港法例第57章)。本集團遵守相關法律法規，包括《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及其他相關勞動法律。

本集團嚴格遵守香港所有適用的勞工法例及規例。管理層致力於確保所有人力資源管理實務在所有重要方面均遵守本集團的政策。這些政策包括但不限於以下各項：

- 所有申請人必須提供有效的身份證明。
- 所有員工必須年滿18歲。

* English name for identification purposes only

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- A background check for criminal records is required.
- Appropriate work visas or permits are necessary for employment in Hong Kong.
- Verification of information is mandatory.
- 需要進行犯罪記錄背景調查。
- 在香港工作必須持有適當的工作簽證或許可證。
- 必須驗證資訊。

B5. SUPPLY CHAIN MANAGEMENT

The Group acknowledges the critical importance of effective supply chain management, which allows us to reduce costs while enhancing the quality and delivery of our services. To achieve this, we closely monitor our supply chain and have implemented sustainable procurement practices, along with a supplier code of conduct. All suppliers are reviewed and evaluated using a marking system established by the Group.

We regularly review and evaluate our suppliers to ensure that the quality of our products and quality control procedures meet the Group's requirements and our customers' expectations. In the future, we plan to incorporate sustainability considerations into our sourcing practices, including the procurement of office equipment. We will also engage with suppliers regarding their environmental and social responsibilities to identify opportunities for improving their current practices.

During the Reporting Period, the Group had a total of 27 suppliers in China.

B5. 供應鏈管理

本集團認同有效的供應鏈管理極為重要，可讓我們降低成本，同時提升服務品質與交付。為了達到這個目標，我們密切監控供應鏈，並實施了可持續採購實務以及供應商行為守則。所有供應商均使用本集團建立的標記系統進行審查和評估。

我們定期審查和評估供應商，以確保產品品質和品質控制程序符合本集團的要求和客戶的期望。未來，我們計劃將可持續發展的考量納入採購作業，包括辦公室設備的採購。我們也將與供應商就其環境與社會責任進行接觸，以找出改善其現行做法的機會。

於報告期間，本集團在中國共有 27 家供應商。

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B6. PRODUCT RESPONSIBILITY

A high priority for the Group is ensuring customer satisfaction regarding our products and services. We make strenuous efforts to comply with laws and regulations related to health and safety, advertising, labeling, and privacy in the jurisdictions where we operate. Employees are required to adhere to applicable governmental and regulatory laws, rules, codes, and regulations. Before leasing to customers, we ensure that all vehicles are in good condition and have completed the vehicle quality check label registry under the Beijing Transportation Bureau (“北京市交通委員會運輸管理局”). A background assessment and product quality check were performed by the Group before any supplier was admitted as qualified. For the Year, the Group had no recalls due to quality issues.

B7. ANTI-CORRUPTION

The Group upholds the highest standards of transparency, integrity, and accountability across all operations. We expect all employees to adhere to the highest ethical, personal, and professional conduct standards. Corruption, bribery, extortion, money laundering, and other fraudulent activities are strictly prohibited in any aspect of our operations. Our commitment to ethical business practices ensures compliance with relevant laws and regulations, fostering a culture of trust and responsibility among our stakeholders.

B6. 產品責任

本集團的首要任務是確保客戶對我們的產品和服務感到滿意。我們竭盡所能遵守我們營運所在司法管轄區內與健康和 safety、廣告、標籤和隱私相關的法律和法規。我們要求員工遵守適用的政府和監管法律、規則、守則和法規。在租賃給客戶之前，我們確保所有車輛狀況良好，並已完成北京市交通委員會運輸管理局（「北京市交通委員會運輸管理局」）的車輛品質檢查標誌登記。在任何供應商被認定為合格供應商前，本集團已進行背景評估和產品質量檢查。於本年度，本集團並無因質量問題而召回產品。

B7. 反貪污

本集團在所有營運活動中均秉持最高標準的透明度、誠信和責任感。我們期望所有員工都能遵守最高的道德、個人和專業行為標準。貪污、賄賂、勒索、洗錢及其他詐騙活動在我們營運的任何方面都是嚴格禁止的。我們對道德業務實務的承諾，可確保遵守相關法律法規，在持份者之間培養信任和負責任的文化。

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Corruption, bribery, extortion, fraud, and money laundering in any form are strictly prohibited within our organization. Our anti-corruption policies establish rigorous standards of conduct that all employees must adhere to, fostering an environment of integrity and transparency in the workplace. Employees are prohibited from offering or accepting any form of advantage, including but not limited to monetary benefits, gifts, loans, rewards, contracts, services, or entertainment, under the guise of work-related activities or authority granted by the organization. This commitment underscores our dedication to ethical business practices and compliance with relevant laws and regulations.

During the Reporting Period, the Group was not aware of any breaches of relevant laws and regulations concerning bribery, extortion, fraud, or money laundering. Furthermore, there were no concluded legal cases related to corrupt practices brought against the Group or its employees. The Group continues to uphold the highest standards of transparency and integrity, ensuring a robust compliance framework that supports ethical business practices.

Whistle-blowing Mechanism

The Group have formulated fraud detection and whistleblowing policy that provide a dedicated confidential reporting channel for all staff members to report both observed and suspected noncompliance and questionable practices. No matter the allegations are being proven, employee will not be at risk of suffering from any form of retaliation.

我們的組織內嚴禁任何形式的貪污、賄賂、勒索、欺詐和洗錢行為。我們的反貪污政策制定了所有員工都必須遵守的嚴格行為標準，在工作場所營造了一個誠信透明的環境。員工不得以工作相關活動或組織授予的權力為名，提供或接受任何形式的利益，包括但不限於金錢利益、禮物、貸款、獎勵、合約、服務或娛樂。本承諾強調我們致力於符合道德的商業實務，並遵守相關法律法規。

於報告期間，本集團並無發現任何違反有關賄賂、勒索、欺詐或洗錢的相關法律及法規的情況。此外，本集團或其員工並無任何與貪腐行為有關的已審結法律案件。本集團繼續堅持最高標準的透明度和誠信，確保建立一個健全的合規框架，以支持合乎道德的商業行為。

舉報機制

本集團已制定詐欺偵查與舉報政策，為所有員工提供專屬的保密舉報管道，以舉報所發現或懷疑的違規行為與可疑作法。無論指控是否成立，員工都不會遭受任何形式的報復。

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B8. COMMUNITY INVESTMENT

As a socially responsible corporation, we conduct thorough assessments of local needs and actively promote community engagement to enhance the well-being of the communities we serve. We firmly believe that our business success is deeply intertwined with the sustainability of these communities. To foster this connection, we encourage and support our employees in volunteering activities that benefit local communities. Looking ahead, the Group remains committed to promoting and supporting long-term community investments, ensuring a positive and lasting impact on the regions where we operate.

B8. 社區投資

身為一家對社會負責任的企業，我們對當地需求進行徹底評估，並積極推動社區參與，以提升我們所服務社區的福祉。我們深信，我們企業的成功與這些社區的永續發展息息相關。為了促進這種聯繫，我們鼓勵和支持我們的員工參與有益於當地社區的志願活動。展望未來，本集團將繼續致力於推動和支持長期的社區投資，以確保對我們經營所在的地區產生積極而持久的影響。

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX

環境、社會及管治報告索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般揭露及KPIs	Reference Section/Remarks 參考章節／備註	Page Number 頁面編號
Governance Structure		
管治架構		
General Disclosure	A statement from the board containing the following elements:	2
一般披露	包含下列內容的董事會聲明： (i) a disclosure of the board's oversight of ESG issues; (i) 揭露董事會對ESG議題的監督； (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer's businesses); and (ii) 董事會的ESG管理方法和策略，包括用於評估、優先處理和管理重大ESG相關問題（包括發行人業務的風險）的程序；以及 (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.	

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- (iii) 董事會如何檢視ESG相關目標及指標的進度，並解釋這些目標及指標與發行人業務的關聯。

Reporting Principles

匯報原則

General disclosure	A description of, or an explanation on, the application of the following reporting principles in the preparation of the ESG report:	3
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一般披露 說明或解釋在編製ESG報告時，如何應用下列「匯報原則」：

- (a) Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.
- (a) 重要性：ESG報告應揭露：(i)識別重要ESG因素的程序及選擇標準；(ii)若持份者參與，應說明所識別的重要持份者，以及發行人與持份者參與的程序及結果。
- (b) 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 disclosed.

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- (b) 量化：應披露報告排放量／能源消耗(如適用)所使用的標準、方法、假設和／或計算工具，以及所使用的換算因子來源等資訊。
- (c) 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.
- (c) 一致性：發行人應在ESG報告中披露所使用的方法或KPI的任何變更，或影響有意義比較的任何其他相關因素。

3

Reporting Boundary

匯報範圍

General disclosure 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.

1

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一般披露 敘述ESG報告的匯報範圍，並說明用於確定哪些實體或業務包含在ESG報告中的程序。若範圍有變更，發行人應說明變更的差異與原因。

A. Environmental

A.環境

Aspect A1: Emissions

層面A1:排放

General Disclosure 一般披露	Information on: 相關資訊： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. (b) 是否遵守對發行人有重大影響的相關法律法規與空氣和溫室氣體排放、水和土地排放以及有害和非有害廢棄物的產生有關。	Environmental Protection 環境保護 The Group is not aware of any material non-compliance with relevant standards, rules and regulations related to air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous wastes during the Reporting Period. 本集團於報告期間並無發現任何重大不遵守有關空氣及溫室氣體排放、向水及土地排放、產生危險及非危險廢物的相關標準、規則及法規的情況。	9-10
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KPI A1.1	The types of emissions and respective emissions data.	Environmental Protection	11
KPI A1.1	排放類型和各自的排放數據。	環境保護	
KPI 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).	Environmental Protection	12
KPI A1.2	直接(範圍1)和能源間接(範圍2)溫室氣體排放量(以噸計)，以及在適當情況下的強度(例如單位產量、每個設施)。	環境保護	
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	The Group does not produce any material hazardous waste from its operations.	13
KPI A1.3	產生的危險廢棄物總量(以噸計)，以及適當的強度(例如每單位產量、每個設施)。	本集團的營運不產生任何有害物質廢棄物。	
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Protection	14
KPI A1.4	產生的非危險性廢棄物總量(以噸計)，以及適當的強度(例如單位產量、每個設施)。	環境保護	
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Environmental Protection	13-14
KPI A1.5	說明設定的排放目標和為實現這些目標所採取的步驟。	環境保護	

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KPI 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.	Environmental Protection	13-14
KPI A1.6	說明如何處理危險和非危險廢棄物，並說明設定減量目標和為達成目標所採取的步驟。	環境保護	
Aspect A2: Use of Resources			
層面A2：資源運用			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Environmental Protection	15
一般披露	有效利用資源的政策，包括能源、水和其他原材料。	環境保護	
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).	Environmental Protection	15
KPI A2.1	直接和／或間接能源消耗，按類型（如電、瓦斯或油）分類，總消耗量（千瓦時，以'000s為單位）和強度（如每單位生產量、每個設施）。	環境保護	
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Environmental Protection	18
KPI A2.2	總用水量和用水強度（如每單位生產量、每個設施）。	環境保護	
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Protection	15-17
KPI A2.3	說明設定的能源使用效率目標，以及為達成目標所採取的步驟。	環境保護	

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KPI 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.	Environmental Protection	17-18
KPI A2.4	說明在採購符合目的的水源方面是否存在任何問題、所設定的用水效率目標，以及為達成這些目標所採取的步驟。	環境保護	
KPI A2.5	Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Environmental Protection	Not Applicable
KPI A2.5	製成品使用的包裝材料總量(以噸計)，若適用，則參照每單位生產量。	環境保護	不適用
Aspect A3: The Environment and Natural Resources			
層面A3:環境與自然資源			
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Environmental Protection	18
一般披露	將發行人對環境和天然資源的重大影響降至最低的政策。	環境保護	
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Protection	18
KPI A3.1	說明活動對環境和天然資源的重大影響，以及為管理這些影響所採取的行動。	環境保護	
Aspect A4: Climate Change			
層面A4:氣候改變			
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Environmental Protection	19

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一般披露	有關識別及緩解已影響或可能影響發行人的重大氣候相關問題的政策。	環境保護	
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.	Environmental Protection	19
KPI A4.1	說明已影響及可能影響發行人的重大氣候相關問題，以及為管理這些問題所採取的行動。	環境保護	
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: 有關以下方面的資訊 (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. (b) 遵守對發行人有重大影響的相關法律法規的情況有關賠償和解僱、招募和升遷、工作時間、休息時間、平等機會、多樣性、反歧視，以及其他福利和福利。	Caring for Employees 關懷員工 The Group is not aware of any material non-compliance with relevant standards, rules and regulations on compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity and other benefits and welfare during the Reporting Period. 本集團於報告期間並無發現任何重大違反有關賠償及解僱、招聘及晉升、工作時數、休息時間、平等機會、多元化及其他福利及福利的相關標準、規則及法規的情況。	20

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KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Caring for Employees	21
KPI B1.1	按性別、就業類型、年齡組別和地理區域劃分的勞動人口總數。	關懷員工	
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Caring for Employees	21
KPI B1.2	按性別、年齡組別和地理區域劃分的員工流失率。	關懷員工	
Aspect B2: Health and Safety			
層面B2：健康與安全			
General Disclosure 一般披露	Information on: 有關以下方面的資訊 (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. (b) 遵守對發行人有重大影響的相關法律法規的情況與提供安全的工作環境及保護員工免受職業危害有關。	Occupational Health and Safety 職業健康及安全 The Group is not aware of any material non-compliance with relevant standards, rules and regulations on providing a safe working environment and protecting its employees from occupational hazards during the Reporting Period. 本集團於報告期間並無發現任何重大違反有關提供安全工作環境及保護員工免受職業危害的相關標準、規則及法規的情況。	22

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KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Occupational Health and Safety	Not Applicable
KPI B2.1	過去三年(包括報告年度)每年發生的工作相關死亡事故的數目和比率。	職業健康與安全	不適用
KPI B2.2	Lost days due to work injury.	During the Reporting Period, Our Group's overall lost days due to work injury is 0 day.	Not Applicable
KPI B2.2	因工傷而損失的天數。	於報告期間，本集團整體工傷損失天數為0天。	不適用
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Occupational Health and Safety	22
KPI B2.3	說明所採取的職業健康與安全措施，以及如何執行和監控這些措施。	職業健康與安全	
Aspect B3: Development and Training			
層面B3:發展與培訓			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Caring for Employees	23

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一般披露	提高員工履行工作職責的知識和技能的政策。訓練活動說明。	關懷員工	
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Caring for Employees	24
KPI B3.1	按性別和員工類別(如高級管理階層、中級管理階層)劃分的受訓員工百分比。	關懷員工	
KPI B3.2	The average training hours completed per employee by gender and employee category.	Caring for Employees	24
KPI B3.2	按性別和員工類別劃分的每位員工完成的平均訓練時數。	關懷員工	
Aspect B4: Labour Standards			
層面B4: 勞工標準			
General Disclosure	Information on:	The Group adopts a policy of zero tolerance for any form of child labour or forced labour.	25-26
一般披露	有關以下方面的資訊	本集團對任何形式的童工或強迫勞工採取零容忍政策。	
	(a) the policies; and	The Group is not aware of any non-compliance with relevant standards, rules and regulations on preventing child or forced labour.	
	(a) 政策；及		
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.		
	(b) 是否遵守對發行人有重大影響的有關防止童工和強迫勞工的相關法律和法規。	本集團未發現任何不遵守有關防止童工或強迫勞工的相關標準、規則及法規的情況。	

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KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	The Group regularly reviews its employment practice to ensure that we are in full compliance with the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and other regulations related to child labour and forced labour.	25-26
KPI B4.1	說明為避免童工和強迫勞工而檢討僱用方式的措施。	本集團定期檢討其僱傭實務，以確保完全符合《僱傭條例》(香港法例第57章)及其他與童工及強迫勞工相關的法規。	
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	No such incidents were reported during the Reporting Period.	Not Applicable
KPI B4.2	說明發現此類做法時為消除此類做法所採取的步驟。	於報告期間並無發生此類事件。	不適用
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. 管理供應鏈環境和社會風險的政策。	Supply Chain Management & Green Procurement 供應鏈管理與綠色採購	26
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management & Green Procurement	26
KPI B5.1	按地理區域劃分的供應商數目。	供應鏈管理與綠色採購	
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supply Chain Management & Green Procurement	26

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KPI B5.2	說明與吸引供應商參與相關的作法、實施作法的 供應商數量、如何實施及監控這些作法。	供應鏈管理與綠色採購	
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management & Green Procurement	26
KPI B5.3	描述用於識別供應鏈上的環境和社會風險的做 法，以及如何實施和監控這些做法。	供應鏈管理與綠色採購	
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management & Green Procurement	26
KPI B5.4	描述在選擇供應商時用於推廣環境優選產品和服 務的做法，以及如何實施和監控這些做法。	供應鏈管理與綠色採購	
Aspect B6: Product Responsibility			
層面B6：產品責任			
General Disclosure 一般披露	Information on: 有關以下方面的資訊 (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	The Group is not aware of any material non-compliance with relevant standards, rules and regulations on health and safety, advertising, labelling and privacy matters related to products and services provided during the Reporting Period.	27

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	(b) 遵守對發行人有重大影響的相關法律法規的情況與健康和 safety、廣告、標籤和隱私相關的產品和服務事宜，以及糾正方法。	本集團並無發現任何重大不遵守報告期內所提供產品及服務相關的健康與安全、廣告、標籤及隱私事項的相關標準、規則及法規的情況。	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	There was no product returned or recalled for safety and health reason during the Reporting Period.	Not Applicable
KPI B6.1	因安全 and 健康原因而召回的產品佔總銷售或出貨量的百分比。	於報告期間，沒有產品因安全 and 健康原因而退回或召回。	不適用
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	The Group does not find any significant complaints related to products and services during the Reporting Period.	Not Applicable
KPI B6.2	收到的產品和服務相關投訴的數量以及處理方式。	於報告期間，本集團未發現任何與產品和服務相關的重大投訴。	不適用
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	The Group regularly reviews its internal policies and systems to ensure that intellectual property rights are observed and protected.	Not Applicable

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KPI B6.3	說明有關遵守和保護智慧財產權的做法。	本集團定期檢討內部政策與制度，以確保知識產權受到遵守與保護。	不適用
KPI B6.4	Description of quality assurance process and recall procedures.	The Group does not have issues with recall during the Reporting Period.	27
KPI B6.4	品質保證流程和召回程序的說明。	於報告期間，本集團沒有發生回收事故。	
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Data Privacy Policy 資料隱私權政策	27
		The Group regularly reviews its internal policies and systems to ensure that consumer data privacy is protected and that our existing infrastructures remain robust.	
KPI B6.5	說明消費者資料保護和隱私權政策，及如何執行和監控這些政策。	本集團定期檢討其內部政策和系統，以確保消費者資料隱私受到保護，以及我們現有的基礎結構保持穩健。	
Aspect B7: Anti-corruption			
層面B7：反貪污			
General Disclosure 一般披露	Information on: 有關以下方面的資訊 (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption and Anti-fraud 反貪污和反詐欺 Our well-designed organizational structures and policies are in place to uphold a high standard of corporate governance and maintain an ethical corporate culture.	27

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	(b) 遵守相關法律及對發行人有重大影響的賄賂、勒索、欺詐及洗錢相關法規。	我們設計完善的組織架構和政策，以維護高水準的企業管治，並維持道德標準企業文化。	
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.	During the Reporting Period, there was no concluded legal case regarding corrupt practices brought against the Group or its employees.	Not Applicable
KPI B7.1	報告期內針對發行人或其員工貪污行為的已審結法律案件數目及案件結果。	於報告期間，本集團或其員工並無涉及貪污行為的已審結法律案件。	不適用
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Anti-corruption and Anti-fraud	28
KPI B7.2	說明預防措施和舉報程序，以及如何執行和監控。	反貪污和反詐騙	
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption and Anti-fraud	28
KPI B7.3	說明提供給主管與員工的反貪污訓練。	反貪污和反詐騙	
C. Community			
C. 社區			
Aspect B8: Community Investment			
層面B8: 社區投資			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Involvement	29
一般披露	有關社區參與的政策，以瞭解發行人營運所在社區的需求，並確保其活動顧及社區利益。	社區參與	
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Community Involvement	29
KPI B8.1	貢獻的重點領域(例如：教育、環境問題、勞工需求、健康、文化、體育)。	社區參與	
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Involvement	29
KPI B8.2	為重點領域貢獻的資源(如金錢或時間)。	社區參與	



CHINA WOOD INTERNATIONAL HOLDING CO., LIMITED

中木國際控股有限公司

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

(Stock Code 股份代號 : 1822)

