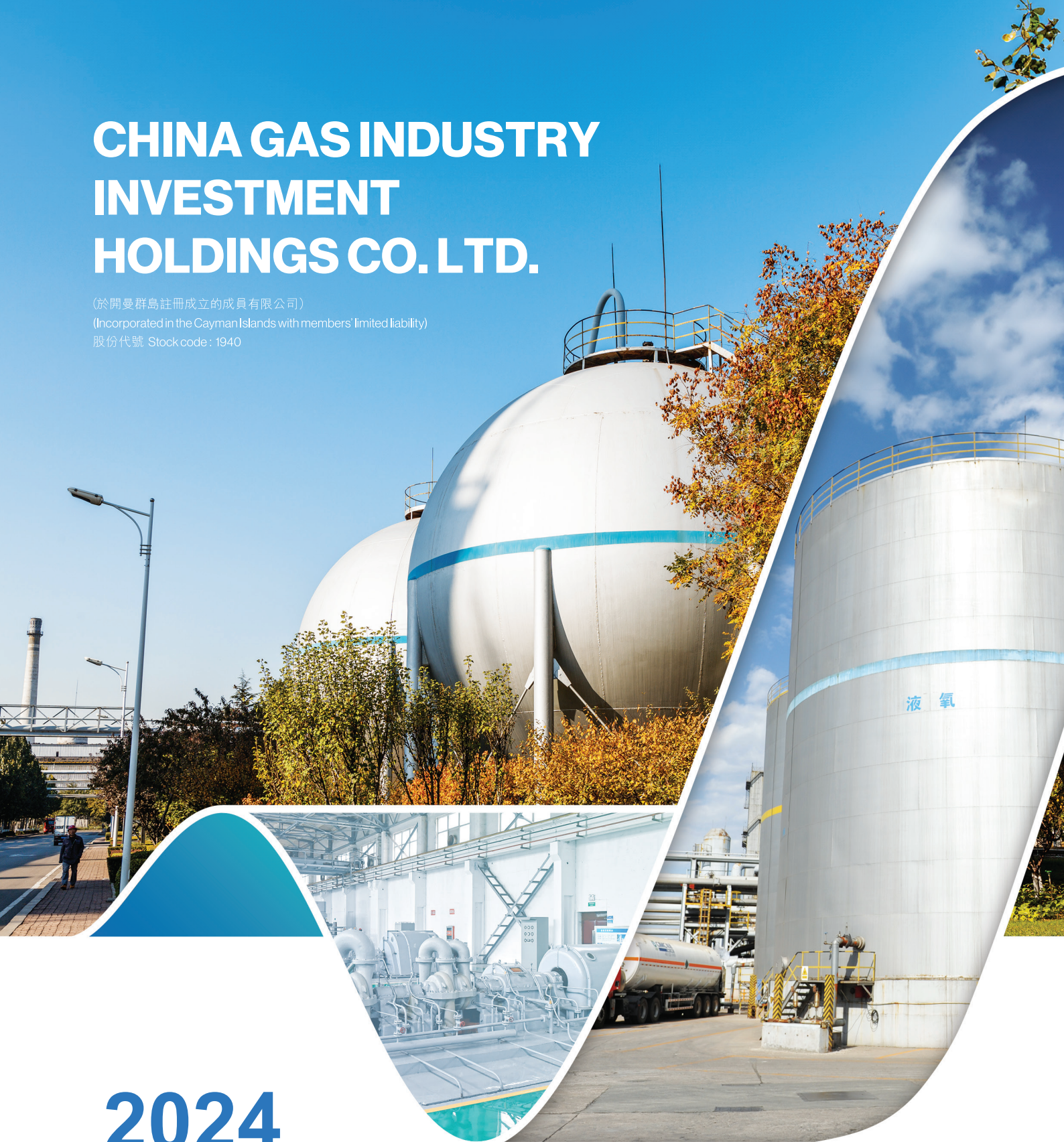


CHINA GAS INDUSTRY INVESTMENT HOLDINGS CO. LTD.

(於開曼群島註冊成立的成員有限公司)

(Incorporated in the Cayman Islands with members' limited liability)

股份代號 Stock code : 1940



2024

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告

環境、社會及管治報告 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

關於本報告

報告簡介

本環境、社會及管治報告（「**環境、社會及管治報告**」或「**報告**」）概述China Gas Industry Investment Holdings Co. Ltd（「**本集團**」或「**我們**」）的環境、社會及管治舉措、計劃和表現，並展示我們對可持續發展的承諾。本集團堅持按照環境、社會及管治管理原則進行可持續發展，以令本公司能夠持續不斷為持份者創造價值，並有效和負責任地處理本集團的環境、社會及管治事宜，將其作為業務戰略的核心部分，因為我們相信這是未來取得持續成功的關鍵。

報告期間

環境、社會及管治報告詳述本集團於截至2024年12月31日止年度（「**報告期間**」）環境、社會及管治方面的活動、挑戰和採取的措施。

報告範圍

本集團主要透過其全資附屬公司唐山唐鋼氣體有限公司（「**唐鋼氣體**」）經營生產專業氣體。

ABOUT THE REPORT

Introduction

This Environmental, Social, and Governance (ESG) report (the “**ESG Report**” or the “**Report**”) outlines the ESG initiatives, plans, and performance of China Gas Industry Investment Holdings Co. Ltd (referred to as “**the Group**” or “**we**”). It shows our commitment to sustainability. The group follows ESG management principles to ensure we continuously create value for stakeholders and effectively and responsibly manage our environmental, social, and governance issues as a core part of our business strategy, believing this is key to future success.

Reporting Period

The ESG Report detailed the Group’s activities, challenges and measures taken in environmental, social and governance aspects for the year ended 31 December 2024 (the “**Reporting Period**”).

Reporting Scope

The Group mainly operated the production of specialty gases through its wholly-owned subsidiary Tangshan Tangsteel Gases Co., Ltd.（唐山唐鋼氣體有限公司）（“**TTG**”）.



環境、社會及管治報告 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

唐鋼氣體是於2007年2月8日由唐山鋼鐵股份有限公司與本公司共同投資創立的河北省第一家中外合資氣體生產企業。唐鋼氣體設立安全部、生產設備部、技術品質部、財務部、銷售部及綜合部等六個管理部門，以及煉鋼分公司、玉田分公司、樂亭分公司、不銹鋼分公司、煉鐵分公司等5間分公司及灤縣唐鋼氣體、東新村、新區唐鋼氣體總部(前稱中氣投(唐山))等3間廠房。本集團堅持以市場為導向，與時俱進並創新發展。本集團堅持以質量求存，不斷提高服務質量。始終堅持質量第一，用戶至上，誠信經營，為用戶提供全方位服務，為社會奉獻最優質產品的經營理念，在可持續發展的道路，時刻把質量、安全、環保、節能作為企業的靈魂，以增強顧客滿意度。同時，本集團會按照新型工業化道路的要求，期望唐鋼氣體能成為華北第一及國內外知名的「GGG唐鋼氣體」品牌。

唐鋼氣體是本集團於2024年度的年報重點關注範疇，亦是本集團之主營業務，故其對環境、社會及管治相關性較高。

報告框架

環境、社會及管治報告根據香港聯合交易所有限公司(「聯交所」)上市規則附錄C2所載的《環境、社會及管治報告指引》編製。並已遵循所有「強制披露規定」及「不遵守就解釋」條文，以及重要性、量化、平衡及一致性匯報原則。於編製環境、社會及管治報告時，本集團已採納聯交所發佈的有關環境、社會及管治的指引材料所載的國際標準及排放系數，以計算有關關鍵績效指標(「關鍵績效指標」)，編製環境、社會及管治報告的方式較去年並無變動。對重要性的應用詳述於本環境、社會及管治報告「重要性評估」一節。

TTG is the first sino-foreign equity joint venture gas production enterprise in Hebei Province, which was jointly invested and established by Tangshan Steel Company Limited (唐山鋼鐵股份有限公司) and the Company on 8 February 2007. TTG has set up six departments including the safety department, the production facilities department, the technology quality department, the finance department, sales department, and the general department, five branches which include steelmaking branch, Yutian branch, Laoting branch, stainless steel branch and ironmaking branch, and three plants, such as Luanxian Tangsteel Gases, Dongxin Village and New District TGG headquarter (formerly known as Zhongqi Investment (Tangshan) plant). The Group is committed to a market-oriented approach, and strives to keep pace with the times and develop with innovation. The Group prides itself on its excellence of quality and continuously improves its service quality. In particular, the Group has always stood by the philosophy of taking quality and customer as the first priority and management with integrity to provide users with all-round services and the society with the best quality products. In pursuing sustainable development, the Group always regarded quality, safety, environmental protection and energy conservation as the core values of the enterprise, aiming to enhance customer satisfaction. In addition, the Group, aligning with requirements of the “new path of industrialisation”, aspires to develop TTG as the number one provider in North China and a nationally and internationally well-known “GGG TTG” brand.

TTG is the Group's key area of focus in the annual report for 2024, as it is the Group's main business. Therefore, it is of high relevance to the Group's ESG matters.

Reporting Framework

The ESG Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide as set out in Appendix C2 to the Listing Rules of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”), all “mandatory disclosure” requirements and “comply or explain” provisions, and materiality, quantitative, balance and consistency reporting principles. In preparing the ESG report, the Group has adopted the international standards and emission coefficient as set out in ESG guiding materials published by the Stock Exchange, to calculate relevant key performance indicators (“**Key Performance Indicators**”). The way of preparing the ESG report remains the same as adopted last year. Application to materiality is detailed in the section headed “Materiality Assessment” of the ESG Report.

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

報告編寫遵循聯交所《環境、社會及管治報告指引》中的匯報原則：「重要性」、「量化」、「平衡」以及「一致性」。

重要性：於報告期內，本集團進行重要性評估以識別重要議題，以確定重要議題作為環境、社會及管治報告的編寫重點。這些議題的重要性均由環境、社會及管治委員會審閱和確認。更多詳情請參考「持份者溝通」及「重要性評估」章節。

量化：環境、社會及管治報告中所披露量化數據已附加補充說明，以解釋在計算排放量和能源消耗量時使用的任何標準、方法和轉換系數的來源。

平衡：本報告旨在對本集團的可持續發展表現提供全面和公平的看法，並沒有遺漏任何與重大環境、社會及管治主題相關的信息。

一致性：本環境、社會及管治報告的編製方法與上年度基本一致，並已就披露範圍和計算方法有變的數據提供解釋。

數據來源及責任聲明

環境、社會及管治報告所披露的資料來自本集團內部文件、統計報告及有關公開材料。本集團承諾環境、社會及管治報告不存在任何虛假資料、誤導性陳述或者重大遺漏，並對其內容的真實性、準確性及完整性承擔責任。

The Report has been compiled in compliance with the reporting principles of “materiality”, “quantitative”, “balance” and “consistency” as described in the ESG Reporting Guide.

Materiality: During the Reporting Period, the Group performed materiality assessment to identify material issues primarily to be disclosed in the ESG Report. The materiality of such issues have been reviewed and confirmed by the ESG committee. For more details, please refer to the sections headed “Communication with Stakeholders” and “Materiality Assessment”.

Quantitative: The quantitative data disclosed in the ESG Report has been affixed a supplementary statement to illustrate the source of any standard, methodology and conversion factors used in calculating amount of discharge and energy consumption.

Balance: The Report aims to provide a comprehensive and fair view on the sustainable development performance of the Group, without missing any information in relation to material environmental, social and governance issues.

Consistency: The ESG Report has been prepared adopting the same method as in last year and has offer explanation on any change in scope of disclosure and calculations.

Source of Data and Responsibility Statement

The information disclosed in the ESG Report sources from the Group's internal documents, statistic reports and relevant public information. The Group undertakes that the ESG Report does not contain any false information, misleading statement or material omission, and assumes responsibility for the truthfulness, accuracy and completeness of contents therein.



環境、社會及管治報告 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

前瞻性陳述

本報告包含前瞻性陳述，其乃基於本集團對其及其附屬公司經營的業務和市場的當前預期、估計、預測、理念和假設。這些前瞻性陳述不是對未來業績的保證，並受市場風險、不確定性和本集團無法控制的因素所影響。因此，實際結果及回報可能與本報告所載假設及陳述有重大差異。

聯繫我們

本集團高度重視讀者的寶貴意見。倘閣下對環境、社會及管治報告有任何疑問或建議，請通過以下方式聯繫本集團：

電郵：ir@cgiihdgs.com

Forward-looking Statements

This ESG report contains forward-looking statements which are based on the current expectations, estimations, projections, beliefs, and assumptions of the Group about the businesses and the markets in which it operates of the Group and its subsidiaries. These forward-looking statements are not guarantees of future performance and are subject to market risks, uncertainties, and factors beyond the control of the Group. Therefore, actual results and returns may differ from the assumptions made and the statements contained in this ESG report.

CONTACT US

The Group attaches high importance to readers' valuable opinions. If you have any doubt or suggestion on the ESG Report, please contact the Group by below:

E-mail: ir@cgiihdgs.com

環境、社會及管治治理架構

董事會聲明

董事會就集團的環境、社會及管治策略承擔整體責任，監察制訂行政管理、執行及相關匯報事宜。董事會評估集團在環境、社會及管治目標方面取得的進展，並檢討可持續發展目標、氣候風險和機會、客戶體驗和員工情緒等關鍵主題。董事會獲定期提供有關環境、社會及管治事項的最新具體資訊，範疇包括能源政策、持份者權利及員工福祉。董事會成員接受環境、社會及管治相關培訓作為其入職及持續發展的一部分，並尋求更多機會建立此範疇的技能及經驗。

ESG GOVERNANCE STRUCTURE

Board Statement

The Board assumes overall responsibility for the Group's environmental, social and governance strategies, and overseeing the formulation of matters regarding administrative management, execution and reporting. The Board assessed progress in achieving ESG goals and reviewed key issues including sustainable development strategies, climate risk and opportunities, customer experience and employee emotion. The Board is provided the latest concrete information on ESG matters on a regular basis, covering energy policies, stakeholder rights and employee benefits. The Board members take ESG related training, as a part of onboarding requirement and sustainable development, and seek for more opportunities to enhance skills and experience in this area.

環境、社會及管治報告

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環境、社會及管治工作小組

本集團已制定ESG治理架構，以確保ESG治理與我們的業務策略保持一致，並將ESG管理融入至我們的業務營運及決策過程當中，本集團進一步完善其可持續發展管治架構：於董事會下設立環境、社會及管治工作小組（「工作小組」），由本集團的財務總監擔任主席，負責本集團環境、社會及管治事務的各部門主管作為主要成員，務求更有效地將可持續發展的考慮納入本公司決策過程之中。

在管治架構中，董事會集體肩負起本集團環境、社會及管治事宜的全部責任，其需至少每年一次集體討論ESG相關事宜，為本集團的可持續發展戰略給予方向性指導，確保風險管理及內部監控系統的有效性，審批環境、社會及管治報告，及監督可持續發展工作的進展。董事會成員具備監督本集團環境、社會及管治事宜所需的適當技能、經驗、知識及觀點。在日常營運中，工作小組負責搜集我們在ESG方面的相關資料及數據以編製本ESG報告。工作小組每年舉行會議向董事會匯報，協助辨識本集團的ESG風險以及評估本集團ESG內部控制機制的有效性。工作小組亦會檢查和評估我們在環境、健康與安全、勞工標準、產品責任等不同方面的表現。工作小組至少每年一次向董事會進行匯報，在必要時給出建議。董事會將討論重要的環境、社會及管治議題以及本集團的管理策略及方針，以求不斷改善本集團的可持續發展表現。

ESG Working Group

The Group has established an ESG governance framework to ensure the consistency between the ESG governance and our business strategy and to incorporate the ESG management into our business operation and decision-making process. In order to further improve its sustainable development governance structure, the Group has established the ESG Working Group (the “Working Group”) under the Board. The Chief Finance Officer of the Company serves as the chairman of the Working Group, and its key members comprise the heads of departments responsible for ESG affairs of the Group, in order to more effectively incorporate sustainable development considerations into the decision-making process of the Company.

In the governance structure, the Board takes overall responsibility for ESG matters of the Group, and conduct collective discussions on ESG-related matters at least once a year to provide directional guidance for the sustainable development strategy of the Group. The Board is also responsible for ensuring the effectiveness of risk management and internal control systems, examining and approving the ESG Report, and monitoring the progress of sustainable development work. Members of the Board have appropriate skills, experience, knowledge and insights to oversee the ESG matters of the Group. In ordinary operations, the Working Group is responsible for collecting relevant information and data on ESG aspects for the preparation of the ESG reports. The Working Group meets annually to report to the Board, assists in identifying the Group’s ESG risks, and assesses the effectiveness of the Group’s ESG internal control mechanism. The Working Group also examines and evaluates the performance in different aspects such as environment, health and safety, labour standards, and product responsibility. The Working Group reports to the Board at least once a year and makes recommendations when necessary. The Board will discuss material ESG issues as well as management strategies and policies of the Group, so as to continuously enhance the sustainable development performance of the Group.

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

持份者溝通

本集團亦非常重視對持份者，包括但不限於客戶及僱員，以及非政府組織而言攸關重要的事宜。本集團積極尋求每個機會，以了解及與持份者溝通，確保可改善產品及服務。本集團深信持份者對業務持續取得成功而言擔當重要角色。

Communication With Stakeholders

The Group also values highly matters that are significant to stakeholders, including but not limited to customers and employees and non-governmental organisations. The Group actively seeks for every opportunity to understand and communicate with stakeholders to ensure improvement of products and services. The Group firmly believes that stakeholders play an important role in sustained success of its business.

主要持份者

Key stakeholders

參與渠道

Engagement Channels

股東及投資者

Shareholders and investors

- 股東週年大會
- Annual general meetings
- 財務報告
- Financial reports
- 公告及通函
- Announcements and circulars
- 公司網站
- Company website

客戶

Customers

- 客戶服務熱線
- Customer service hotline
- 客戶投訴機制
- Customer compliant mechanism
- 社交媒體
- Social media
- 滿意度問卷
- Satisfaction questionnaire

員工

Employees

- 培訓、研討會及簡報會
- Training sessions, seminars and briefings
- 績效檢討
- Performance review
- 員工投訴機制
- Employee complaint mechanism
- 內部溝通
- Internal communication

環境、社會及管治報告

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主要持份者 Key stakeholders	參與渠道 Engagement Channels
供應商 Suppliers	<ul style="list-style-type: none">• 供應商評估會議• Supplier evaluation meetings• 供應商審核• Supplier audits• 招標選擇• Tender selection• 定期溝通• Regular communication
社區 Community	<ul style="list-style-type: none">• 社區活動• Community activities• 義工活動• Volunteer activities• 贊助與捐贈• Sponsorships and donations
媒體及公眾 Media and the public	<ul style="list-style-type: none">• 環境、社會及管治報告• ESG reports• 公司網站• Company website• 社交媒體平台• Social media platforms
政府及監管機構 Governments and regulators	<ul style="list-style-type: none">• 書面或電子通信• Written or electronic communications• 定期匯報表現• Regular performance reporting• 信息披露• Information disclosures

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

重要性評估

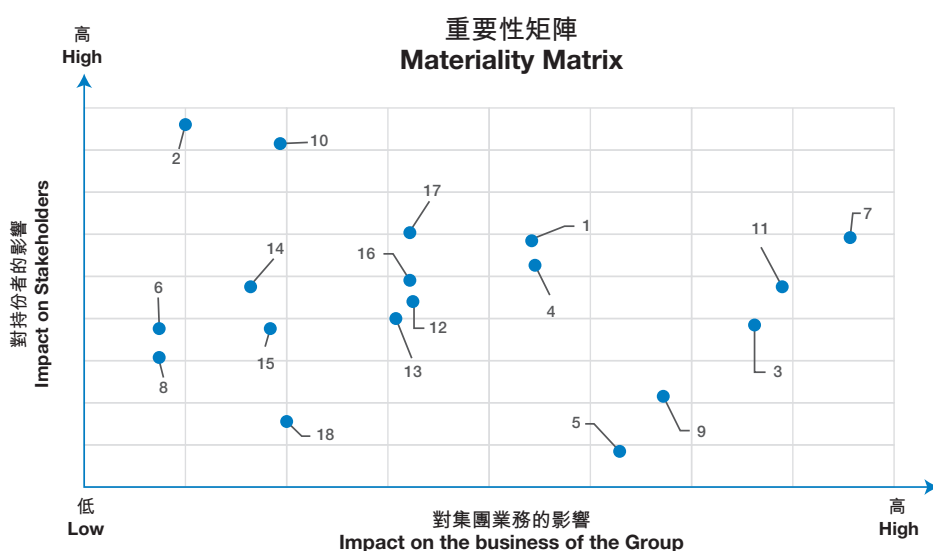
為更好地了解不同持份者對環境、社會及管治事宜的意見及期望，本集團每年進行重要性評估。本集團確保使用各種平台及溝通渠道來接觸、聆聽及回應其主要持份者。通過與持份者進行全面溝通，本集團得以了解其持份者的期望及關注。所獲得的反饋意見使本集團能夠作出更明智的決策，並更好地評估及管理該等商業決策產生的影響。

下表總結對已識別的環境、社會及管治事宜進行重要性評估的結果：

MATERIALITY ASSESSMENT

To better understand stakeholders' opinions and expectations on ESG matters, the Group performs materiality assessment on annual basis. The Group ensures the use of various platforms and communication channels to reach, listen and respond to its major stakeholders. Through comprehensive communication with stakeholders, the Group may have an understanding of expectations and concerns of its stakeholders. The obtained feedback opinions enable the Group to make informed decision-making and better assess and manage the impacts arising from these business decision-makings.

The table below summaries the results of the materiality assessment performed on identified ESG matters:



- | | | |
|--|---|--|
| 1. 溫室氣體排放
GHG emission | 2. 廢棄物管理
Waste management | 3. 使用天然資源
Use of natural resources |
| 4. 能源消耗及耗水
Energy and water consumption | 5. 氣候變化
Climate change | 6. 勞工準則
Labour standards |
| 7. 職業健康及安全
Occupational health and safety | 8. 培訓與發展
Training and development | 9. 吸引及挽留人才
Talent attraction and retention |
| 10. 可持續供應鏈
Sustainable supply chain | 11. 供應鏈風險管理
Supply chain risk management | 12. 產品質素及安全
Product quality and safety |
| 13. 顧客關係
Customer relationship | 14. 網路安全
Cyber security | 15. 客戶數據私隱
Customer data privacy |
| 16. 知識產權
Intellectual property | 17. 反貪污
Anti-corruption | 18. 社區投資及當地社區參與
Community investment and local community engagement |

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

A. 環境

為堅守本集團可持續發展的承諾及目標，以及遵守環境保護相關法律法規的規定，本集團致力減少經營活動對環境的影響。

於報告期間，本集團已嚴格遵守並且沒有違反對其有重大影響的所有相關環保法律及法規，包括但不限於中國大陸的《中華人民共和國環境保護法》及《中華人民共和國水污染防治法》。

環境目標

為了將綠色低碳經濟轉型的步伐繼續貫徹落實至公司的日常運營以及管理方針中，同時為全球應對氣候變化做出努力，堅決實現「2030年前碳達峰、2060年前碳中和」，並促進評估集團減緩氣候變化影響的策略和措施的有效性，集團在各層面設定了環境目標，如下文所示：

A. ENVIRONMENT

To maintain the Group's sustainable development commitments and goals, and comply with the provisions of laws and regulations on environmental protection, the Group strives to reduce the impacts of its business activities on the environment.

During the Reporting Period, the Group has strictly complied with all and did not violate any relevant environmental laws and regulations that have a significant impact on it, including but not limited to the Law of the People's Republic of China on Environmental Protection (《中華人民共和國環境保護法》), and the Law of the People's Republic of China on Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》).

Environmental Targets

To continue implementing the transformation toward a green and low carbon economy into the Company's daily operations and management policies, while contributing to global efforts to address climate change, and resolutely achieving "peak carbon by 2030 and carbon neutrality by 2060", the Group has established environmental objectives at all levels to promote the evaluation of effectiveness of its strategies and measures in mitigating the impacts of climate change, which are shown as follows:

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目標到2025年降低強度，以2020年為基準年：

Reduction of intensity by 2025, taking 2020 as the baseline year

層面	2020年 (基準年)	2025年目標 (與基準年比較)	2024年 (結果)
Levels	2020 (Baseline year)	Target for 2025 (Compared with baseline year)	2024 (Results)
能源消耗密度(千瓦時／生產總量) Energy consumption intensity (kWh/total production)	283.5	↓5%	257.6 達標 Achieved
用水量密度(立方米／生產總量) Water consumption intensity (m ³ /total production)	7.7	↓5%	0.52 達標 Achieved
無害廢物密度(公斤／生產總量) Non-hazardous waste intensity (kg/total production)	0.0082*	↓5%	0.0064 達標 Achieved
溫室氣體排放密度(噸二氧化碳當量／生產總量) GHG emission intensity (tonnes CO ₂ e/total production)	0.21	↓5%	0.14 達標 Achieved

透過設定該等目標，為集團業務策略提供指引。達到這些目標所採取的步驟，將在下文詳列。

These targets are set for providing guidance on the Group's business strategies. Measure taken to achieve these goals will be set out below.

* 由於更新了計算模型，數據已重新陳述。

* Data have been restated as a result of updating the calculation model.

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A1. 排放物

廢氣排放

由於集團的數據收集系統逐步完善，因此今年統計了本集團的車輛使用情況。本集團的車輛主要為重型車輛，其使用的燃料主要為柴油以及天然氣。於報告期間，車輛燃料消耗的排放數據如下：

指標	Indicator	單位 Unit	2024年 2024	2023年 2023
硫氧化物(SO _x)	Sulphur oxides (SO _x)	公斤 kg	1,124.61	少於 Less than 0.01
氮氧化物(NO _x)	Nitrogen oxides (NO _x)	公斤 kg	0.88	少於 Less than 0.01
顆粒物(PM)	Particulate matters (PM)	公斤 kg	80.86	0

溫室氣體排放

集團持續開展溫室氣體盤查工作，盤查範圍包括燃燒汽油引起的直接溫室氣體排放(範圍一)、外購電力產生間接溫室氣體排放(範圍二)以及消耗的廢紙及用水產生的其他間接溫室氣體排放(範圍三)。本集團在營運過程中，能源消耗是溫室氣體排放的主要部份。本集團高度重視提高能源效率及減少能源消耗。集團意識到能源的選擇和使用對溫室氣體排放的影響巨大，因此會努力尋找可再生能源和能效改進等措施，以減少間接排放並提升可持續性。

A1. Emission

Air Emission

Due to the gradual improvement of the Group's data collection system, information on the use of the Group's vehicles have been compiled this year. The Group's vehicles are predominantly heavy-duty and are fuelled mainly by diesel and natural gas. The emission data from vehicle fuel consumption during the Reporting Period is set out below:

GHG emission

The Group continues to conduct greenhouse gas (GHG) verification. The scope of the inventory includes direct GHG emissions (scope 1) from gasoline combustion, indirect GHG emissions (scope 2) from purchased electricity, and other indirect GHG emissions (scope 3) generated from waste paper and water consumption. In the Group's operations, energy consumption constitutes the primary source of GHG emissions. The Group places high importance on improving energy efficiency and reducing energy use. Recognizing the significant impact of energy choices and consumption on GHG emissions, the Group is committed to exploring measures such as renewable energy adoption and energy efficiency improvements to reduce indirect emissions and enhance sustainability.

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於報告期間，溫室氣體排放詳情載於下表：

GHG emission during the Reporting Period is detailed in the table below:

指標 ¹	Indicator ¹	單位 Unit	2024年 2024	2023年* 2023*
直接溫室氣體排放(範圍一)	Direct GHG emissions (Scope 1)	噸二氧化碳當量 tonnes CO ₂ e	582	不適用 N/A
間接溫室氣體排放(範圍二)	Indirect GHG emissions (Scope 2)	噸二氧化碳當量 tonnes CO ₂ e	699,282	772,435
其他間接溫室氣體排放(範圍三)	Other indirect GHG emissions (Scope 3)	噸二氧化碳當量 tonnes CO ₂ e	1,217	不適用 N/A
溫室氣體排放總量(範圍一&範圍二&範圍三)	Total GHG emission (Scope 1 & Scope 2 & Scope 3)	噸二氧化碳當量 tonnes CO ₂ e	701,081	772,435
溫室氣體排放密度	GHG emission intensity	噸二氧化碳當量／ 生產總量 ² tonnes CO ₂ e/ total production ²	0.14	0.15

附註：

1. 溫室氣體排放數據乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、香港交易所發佈的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》、中華人民共和國生態環境部發佈2024年12月發佈的2022年電力二氧化碳排放因子公告、及港燈電力投資的《2023年可持續發展報告》。

2. 截至2024年12月31日，本集團的生產總量為5,109,796噸(2023: 5,326,677)。此數據亦會用作計算其他密度數據。

* 由於更新了計算模型，數據已重新陳述。

Note:

1. GHG emissions data are presented in terms of carbon dioxide equivalent with reference to, including but not limited to, the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard published by the World Resources Institute and the World Business Council for Sustainable Development, the How to Prepare an Environmental, Social, and Governance Report – Appendix 2: Reporting Guidance on Environmental KPIs issued by the Hong Kong Stock Exchange, the 2022 Announcement on Carbon Dioxide Emission Factors in Power Sector released by the Ministry of Ecology and Environment of the People's Republic of China in December 2024, and the 2023 Sustainability Report of HK Electric Investments.

2. As of 31 December 2024, the Group's total production was 5,109,796 tonnes (2023: 5,326,677). This data is also used to calculate other intensity metrics.

* Data have been restated as a result of updating the calculation model.

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廢物管理

有害廢棄物

本集團已制定並執行《固體廢棄物管理制度》，通過對生產和本土固體廢棄物的分類、收集及處理，確保本集團所產出的廢棄物不會對環境造成污染，並符合本集團環境方針、《中華人民共和國環境保護法》、以及當地之法律法規。有害廢棄物和不可回收的工業廢棄物由管理層委託國家認可及有相關資質的廢棄物處理機構處理。

本集團要求其附屬公司按照《一般工業固體廢物貯存、處置場污染控制標準》及《危險廢物貯存污染控制標準》等法規之要求管理及監察處置固體廢棄物。固體廢棄物主要包括有害固體廢棄物、可回收固體廢棄物，以及不可回收固體廢棄物如辦公與生活垃圾。本集團分別設置固體廢棄物及有害廢棄物貯存設施。生產設備部委託有資質認證單位處理可回收的固體廢棄物、不可回收的固體廢棄物及有害廢棄物。本年度處置有害廢棄物的認證單位為樂亭縣海暢環保科技有限公司，本集團於選擇該認證單位時進行了資質驗證，包括查閱該認證單位的背景資料及《河北省危險廢物經營許可證》，以確保能按照中華人民共和國（「中國」）及安全環保部門規定安全處理有害廢棄物。

Waste Management

Hazardous waste

The Group has formulated and implemented the “Solid Waste Management System” (《固體廢棄物管理制度》), which aims to ensure that the wastes produced by the Group will not pollute the environment and will comply with the Group’s environmental policy as well as local laws and regulations by sorting, collecting, and treating solid wastes generated from production and local operation. Hazardous wastes and non-recyclable industrial wastes will be treated by state accredited and qualified waste disposal organisations which are commissioned by the management.

The Group requires its subsidiaries to manage and supervise their disposal of solid waste in accordance with the provisions of the General Industrial Solid Waste Storage and Pollution Control Standards for External Sites (《一般工業固體廢物貯存、處置場污染控制標準》) and the Pollution Control Standards for Hazardous Waste Storage (《危險廢物貯存污染控制標準》) and other regulations. Solid waste mainly includes hazardous solid waste, recyclable solid waste, and non-recyclable solid waste such as office and domestic waste. The Group has set up storage facilities for solid waste and hazardous waste. The production facilities department engages qualified organisations for the disposal of recyclable solid waste, non-recyclable solid waste, and hazardous waste. This year, the qualified organisation for the disposal of hazardous waste is Hai Chang HB Co., Ltd. (樂亭縣海暢環保科技有限公司). The Group had carried out qualification verification during the selection process for the qualified organisation, including review of its background information and the certificate of hazardous waste management license in Hebei to ensure compliance with the People’s Republic of China (“China”) and the safe disposal of hazardous waste as regulated by the safety and environmental protection department.

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無害廢棄物

辦公室的一般垃圾，包括廢紙以及其他一般食品包裝與飲料瓶罐的棄置，是無害廢棄物的主要來源，該等廢棄物每天獲妥當處理以維持工作場所的衛生。儘管如此，本集團倡導綠色及可持續工作環境理念，並採用「4R」原則（減少、再利用、循環及回收）以盡量減少廢棄物的產生。

Non-hazardous waste

General office waste, including discarded paper, general food packaging and beverage containers, constitutes the primary source of non-hazardous waste. Such waste is properly disposed of daily to maintain workplace hygiene. Nonetheless, the Group advocates for a green and sustainable working environment and adheres to the “4R” (Reduce, Reuse, Recycle, and Replace) principle to minimise waste generation.

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於報告期間，本集團有害及無害廢棄物排放情況如下所示，有害廢棄物總量較去年大幅度增加是正常現象，因本集團有一個廠房的「填料」每幾年更換一次。

During the Reporting Period, the Group's hazardous and non-hazardous waste discharges were as shown below. The significant increase in the total hazardous waste as compared to last year is normal as the Group has a plant where the “filler” is replaced every few years.

指標	Indicator	單位 Unit	2024年 2024	2023年 2023
有害廢棄物總量	Total hazardous waste	公斤 kg	17,343	5,134
有害廢棄物密度(有害廢棄物總量／生產總量)	Hazardous waste intensity (total hazardous waste/total production)	公斤／噸 kg/tonnes	0.00339	0.00095
無害廢棄物總量	Total non-hazardous waste	公斤 kg	32,705.66	32,604.72*
無害廢棄物密度(無害廢棄物總量／生產總量)	Non-hazardous waste intensity (total non-hazardous waste/total production)	公斤／噸 kg/tonnes	0.0064	0.0061*

* 由於更新了計算模型，數據已重新陳述。

* Data have been restated as a result of updating the calculation model.

A2. 資源使用

能源管理

本集團已制定並執行《能源資源管理辦法》，以管理本集團生產及生活過程中對能源的使用，以達到提高能源、資源使用率，節能降耗的目的。本集團安排能源管理員專項負責能源管理的各項工作，並對能源消耗數據進行統計與分析，以便改進技術及工藝，降低能源消耗。

A2. Use of Resources

Energy management

The Group has formulated and implemented the “Energy and Resources Management Measures” (《能源資源管理辦法》) to manage the use of energy in the production and daily operation of the Group with the purpose of improving the utilisation rate of energy and resources, energy conservation, and reducing energy consumption. The Group has designated an energy specialist responsible for tasking energy management and conducting statistics and analysis of energy consumption data in order to improve technology and processes, and to reduce energy consumption.



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本集團不僅嚴格遵守《中華人民共和國節約能源法》，更從日常工作中培養僱員節約資源、循環再用的習慣。為保護自然資源、提高營運效率，本集團密切留意資源使用，確保資源利用最大化，杜絕浪費。本集團各部門定期向生產設備部匯報資源使用狀況，並針對問題及時作出改善行動。

財務部負責制定能源成本指標計劃，定期召開能源管理工作會議，對前期能源工作進行總結，並計劃下一期的能源成本指標計劃，制訂節能降耗的具體方案。人力資源部負責制定生活區域及辦公區域的用電器具的節約能源方案及資源控制，例如向僱員宣傳下班後必須關閉電燈及空調等，以避免待機耗電造成能源浪費。隨著唐鋼區位調整，各生產區域匹配生產，為進一步節能降耗，通過對各生產區域生產設備調整，減少生產用水及生產用蒸汽等輔助能源消耗量。本集團

The Group not only strictly abides by the Energy Conservation Law of the People's Republic of China (《中華人民共和國節約能源法》), but also encourages its employees to foster resource conservation and recycling habits in daily work. To protect natural resources and increase operation efficiency, the Group closely monitors the use of resources to ensure full use of resources and avoid waste. Each department of the Group must regularly report on the use of resources to the production facilities department and take corrective actions for issues arisen in a timely manner.

The finance department is responsible for formulating index plan of energy cost, convening energy management meetings regularly to summarise the initial performance of energy-saving. In such meetings, they also formulate a new plan index plan of energy cost for the upcoming fixed term and specify a detailed resolution on reducing energy consumption and energy-saving. The human resources department is responsible for formulating plans to save energy for the use of electrical appliances in living areas and offices, as well as implementing resource control, for example, encouraging employees to turn off lights and air-conditioners after work, which can avoid energy consumption due to appliances remaining on standby mode. With the location adjustment in TTG plants, flexible production has been realised amongst all production plants for further energy conservation and consumption reduction.

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於2024年度，採用一系列的節能減排措施，其具體內容及相關成效評估如下：

In 2024, the Group implemented a series of energy-saving and emission reduction measures, the specifics and related effectiveness evaluations of which are as follows:

節能減排措施

Energy-Saving and

Emission Reduction Measures

措施內容及相關成效評估

Content and Related Effectiveness Evaluations

照明用電管理及

安裝發光二極管(LED)

Lighting electricity management and installation of light-emitting diodes (LEDs)

設備廠房、空分塔、辦公室及其他公共區域的部分照明已採用發光二極管取代白熾燈及汞燈，並充分利用自然光，在光度滿足的情況下不用電燈，以降低電源使用量。

Partial lighting in equipment workshops, air separation towers, offices, and other public areas has been replaced with LEDs, substituting incandescent and mercury lamps. Natural light is utilised to the fullest extent, and electric lights are turned off sufficient ambient light is available to reduce electricity consumption.

用水及設施管理

Water and facility management

生產設備部負責監察用水設備正常運行，防止漏水等情況造成浪費，並教育僱員建立節水意識，要求僱員於用水完畢後關閉水龍頭，以免造成浪費。

The production facilities department is responsible for monitoring the normal operation of water-using equipment to prevent leaks and other forms of waste. Employees are educated on water conservation awareness and required to turn off taps after use to avoid water wastage.

無害廢棄物

Non-hazardous waste

設備廠房產生的可回收一般廢棄物包括廢鐵、廢鋼、廢銅、鋁、含鐵量高的淤泥、廢皮帶及廢輪胎。本集團生產設備部委託有資質認證單位處理可回收的固體廢棄物，以此盡最大努力減低對環境的影響。

Recyclable general waste generated in equipment workshops includes scrap iron, steel, copper, aluminum, sludge with high iron content, discarded belts, and tires. The Group's production facilities department entrusts certified units to handle recyclable solid waste, thereby making every effort to reduce environmental impact.

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本集團的能源消耗表現概述如下：

An overview of the Group's energy consumption performance is as follows:

能源種類	Type of Energy Consumption	單位 Unit	2024年 2024	2023年 2023
直接能源消耗	Direct energy consumption	千瓦時 kWh	2,636,991	不適用 N/A
間接能源消耗－外購電力	Indirect energy consumption – purchased electricity	千瓦時 kWh	1,386,374,476	1,354,436,374
能源總消耗量	Total energy consumption	千瓦時 kWh	1,305,808,267	1,354,436,374
能源總消耗密度	Total energy consumption intensity	千瓦時／生產總量 ² kWh/total production ²	257.6	251.3

用水管理

Water Management

本集團並無求取水源方面的任何問題，且現時水供應能滿足其日常營運需要。本集團水資源消耗極少，主要用於基本清潔及衛生。為減少水浪費，本集團積極促進僱員的節水意識，全面提高用水效益。本集團已實施下列措施節約用水措施：

The Group has encountered no issues in sourcing water, and the current water supply meets its daily operational needs. The Group's water consumption is minimal, primarily used for basic cleaning and sanitation. To reduce water wastage, the Group actively promotes water conservation awareness among employees and strives to improve overall water efficiency. The following water-saving measures have been implemented:

- 及時修復辦公室內的水管、水龍頭或馬桶等設備的漏水問題，避免不必要的水損失。
- 通過內部宣傳和培訓，提高員工對節約用水的意識，鼓勵他們在日常工作中採取節水措施。
- 合理使用水源設備，充分利用其容量，減少不必要的用水。
- Promptly repairing leaks in office plumbing, taps, or toilets to avoid water loss.
- Enhancing employees' awareness of water conservation through internal campaigns and training, encouraging them to adopt water-saving practices in their daily work.
- Using water facilities reasonably and maximizing their capacity to reduce unnecessary water usage.

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於報告期間，本集團的用水量如下：

During the Reporting Period, the Group's water consumption was as follows:

指標	Indicator	單位 Unit	2024年 2024	2023年* 2023*
用水量	water consumption	立方米 m ³	2,680,080	2,909,902
用水量密度	water consumption intensity	立方米／生產總量 ² m ³ /total production ²	0.52	0.55

* 由於更新了計算模型，數據已重新陳述。

* Data have been restated as a result of updating the calculation model.

包裝材料

由於本集團核心業務活動並不涉及使用包裝材料，故並無這方面的數據。

Packaging Materials

Since the Group's core business activities do not involve the use of packaging materials, no data is available in this respect.

A3. 環境及天然資源

為嚴格遵守法律法規包括《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法(2021修正)》、《中華人民共和國環境影響評價法(2018修正)》及相關法規，本集團制定了《管理手冊》及建立了符合GB/T24001-2016 (ISO14001)標準的環境管理體系，能有效減少了生產及經營活動帶來的污染物排放和資源消耗。公司業務活動過程中會產生噪音，為減低對周邊環境的影響，公司設置了消音設施，最大限度減少噪音影響。

A3. Environment and Natural Resources

In strict compliance with laws and regulations including 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 (Amended in 2021) (《中華人民共和國大氣污染防治法(2021修正)》), the Law of the People's Republic of China on Environmental Impact Assessment (Amended in 2018) (《中華人民共和國環境影響評價法(2018修正)》) and related regulations, the Group has formulated its Management Handbook 《管理手冊》and established its environmental management system which conforms to GB/T 24001-2016 (ISO 14001) standards, thereby effectively reducing pollutant discharge and resource consumption resulting from production and operation. To reduce the impact on the surrounding environment, the Group has installed noise-cancelling facilities to minimise the impact of inevitable noise generated during its operations.

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A4. 氣候變化

大眾對氣候變化的意識不斷提高，氣候變化亦為公司之間其中一個最常探討的話題。本集團亦不例外，日益提高氣候變化對本集團業務及營運的潛在影響的意識。本集團在進行風險評估的同時，每年審查並識別與氣候相關風險。其中包括實體風險（例如極端天氣情況）及過渡風險（例如環境事宜的監管變化），並總結如下：

A4. Climate change

The public awareness of climate change is rising, and climate change is also one of the most frequently discussed issues in the world. The Group is no exception in raising its awareness over the potential impact from climate change on the Group's business and operation. The Group reviews and identifies climate-related risks on an annual basis in conjunction with its risk assessment, which include physical risks (e.g. extreme weather conditions) and transition risks (e.g. regulatory changes in environmental matters) and are summarised below:

風險類別 Risk type	風險以及潛在的財務影響 Risks and potential financial impacts	緩解策略 Mitigation strategy
實體風險 Physical risks	<ul style="list-style-type: none"> 極端天氣情況，如洪水及颱風發生頻率增加，可能造成公司設備損壞，運營成本增加 Extreme weather conditions, such as increased frequency of flooding and typhoon, may cause damage to the Company's equipment and increase operating costs 極端天氣還有引發災害，可能對人身安全造成威脅，保險成本增加 Extreme weather also causes disasters, which may threaten personal safety and increase insurance costs 氣溫變冷或者變熱會導致對冷氣或者暖氣的使用增加，導致成本上升 Cooler or warmer temperatures lead to increased use of air conditioning or heating, resulting in higher costs 	<ul style="list-style-type: none"> 將辦公室設在一線城市 Locate offices in top-tier cities 做好極端天氣預警，定期對運營設備進行檢查 Apply extreme weather warnings and regularly inspect operating equipment 制定惡劣天氣情況應對政策 Establish adverse weather condition policy 採取節能措施 Adopt energy conservation measures
轉型風險 Transition risks	<ul style="list-style-type: none"> 國務院發佈的「碳達峰碳中和」的政策體系已逐漸完善，企業的綠色發展要求更高 The policy system of "Carbon Peaking and Carbon Neutrality" issued by the State Council has been gradually improved, and enterprises have higher requirements for green development 國家政策要求徵收環保相關稅項 The national policy requires the collection of environmental protection-related taxes 市場更加偏向環保經營的企業 The market prefers environmentally friendly enterprises more 	<ul style="list-style-type: none"> 繼續監察監管環境，以確保本集團符合監管機構預期並遵守與環境有關的法律法規。 Continue to monitor the regulatory environment to ensure that the Group meets the expectations of regulatory authority and complies with the environmental-related laws and regulations. 將集團的運營理念和國家發佈的《2030年前碳達峰行動方案》相結合，不斷完善「雙碳」工作約束機制。 Combine the Group's business philosophy with the "Action Plan for Carbon Peaking by 2030" (《2030年前碳達峰行動方案》) issued by the State, and continuously improve the "dual carbon" work constraint mechanism.

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B. 社會

本集團深信與僱員保持良好關係是企業成功的關鍵之一。為了提升僱員滿意度，本集團為僱員提供具有競爭力的薪酬福利及完善的培訓計劃，鼓勵僱員發揮潛力並一展所長。本集團每年舉辦僱員團建活動如運動比賽及步行活動等，有助提升僱員歸屬感，打造一個友好和諧的工作環境。

報告期間內，本集團並無發現任何有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的重大不遵守相關法律法規的情況而對本集團產生重大影響。包括但不限於中國大陸的《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國安全生產法》以及香港法例第57章《僱傭條例》。

B1. 僱傭

僱傭慣例

本集團已根據相關勞工法律和法規制定了內部政策，涵蓋了補償和解僱、招聘和晉升、工時、假期、平等機會、多元性、反歧視、其他利益和福利、僱傭發展和培訓以及童工和強制勞工等方面。為確保員工清晰且一致地了解和貫徹本集團的主要政策，我們設有「員工手冊」，其中詳細列出了員工的權利，例如工時、可享有的假期、其他利益和福利。所有員工都可以索取「員工手冊」，以便參考和了解他們的權益。本集團致力於建立一個公平、透明和支持員工發展的工作環境，以確保員工的權益得到充分尊重和保護。

B. SOCIAL

The Group believes that maintaining a good relationship with its employees is one of the key factors which leads to success of an enterprise. To enhance employee satisfaction, the Group provides a competitive remuneration and benefit and comprehensive training plan for employees to unleash their potential. Team-building activities, such as sport competitions and walking events, annually organised by the Group, promote a sense of belonging among the employees and build a harmonious working environment.

During the Reporting Period, the Group was not aware of any material violation of the relevant laws and regulations having significant impacts on the Group in relation to remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination and other treatment and benefits, including but not limited to the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》) in Mainland China and the Employment Ordinance (《僱傭條例》) (Chapter 57 of the Laws of Hong Kong).

B1. Employment

Employment practices

The Group has formulated internal policies in accordance with relevant labour laws and regulations, covering areas such as compensation and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination, other benefits and welfare, employment development and training, and child and forced labour. To ensure that employees clearly and consistently understand and implement the Group's key policies, we have formulated an "Employee Handbook", which details the rights of employees, such as working hours, leave entitlements, other benefits and welfare. "Employee Handbook" is available to all employees upon request for referring and understanding their rights and interests. The Group is committed to establishing a fair, transparent and supportive working environment to ensure that employees' rights and interests are fully respected and protected.



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福利及利益

本集團為僱員提供良好福利，為了提高僱員對公司的歸屬感、對工作的投入感及參與感，本集團在崗僱員每兩年可進行一次身體檢查，全部費用由本集團承擔，而且根據崗位特殊要求，本集團亦會安排專項身體檢查，以保障僱員健康。

本集團根據《中華人民共和國工會法》及《中華人民共和國民法通則》之規定設有工會，以加強與僱員之間的溝通，並為僱員安排多項有意義及娛樂性的團建活動，當中包括運動比賽、僱員技術比賽及休閒活動等。

平等機會、多元化及反歧視

本集團一直致力於為員工提供公平的工作環境，確保他們受到公平待遇並獲得充分尊重。對所有員工的評估和薪酬制度都基於他們的技能和能力，而不論他們的種族、宗教、性別、年齡或殘疾狀況。

本集團提供平等就業機會，保障僱員不因年齡、民族、種族、性別及宗教信仰不同而遭受歧視，並致力營造平等、尊重、多元化及互助友愛的企業文化與工作氛圍。本集團提供不少於相關政府法例及法規的休息時間及假期，並同時保障僱員權益及致力建立和諧的勞工關係。

Welfare and Benefits

The Group offers attractive benefits to its employees. To enhance the employees' sense of belonging to the Company, devotion to their jobs and enthusiasm for work, our employees are entitled to a medical examination every two years, with all costs covered by the Group. Additionally, based on specific job requirements, the Group will arrange specialised health checks to ensure employee well-being.

The Group has established a labour union in accordance with the Labour Union Law of the People's Republic of China (《中華人民共和國工會法》) and the General Principles of the Civil Law of the People's Republic of China (《中華人民共和國民法通則》) with aims to strengthen communication with employees and through which the Group can organise various meaningful and joyful team-building activities for employees, including sports games, employee technical skill competitions and leisure activities, etc.

Equal Opportunities, Diversity and Anti-Discrimination

The Group always endeavours to provide a fair working environment where employees are treated equally and respectfully. All employees are assessed and remunerated based on their skills and abilities, regardless of their race, religion, gender, age or disability.

Equal employment opportunities are offered employees to protect them against discrimination based on age, ethnicity, race, gender and religion. The Group also strives to create an equal, respectful, diversified, friendly corporate culture and working atmosphere. The Group offers rest times and holidays no less than those specified by relevant laws and regulations, meanwhile, protects employees' interests and endeavours to establish harmonious labour relationships.

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截至2024年12月31日，本集團總共有324名僱員(2023年：323名僱員)，這些員工按性別、年齡組別及地區劃分的明細如下：

As at 31 December 2024, the Group had a total of 324 employees (2023: 323 employees), a breakdown of these employees by gender, age group and geographical region is set out below:

類別	Category	2024年 2024	2023年 2023
按性別	By gender	324	323
男性	Male	296	300
女性	Female	28	23
按僱傭類別	By employment category		
高級管理層	Senior management	9	9
中級管理層	Middle management	20	20
初級僱員	Junior employees	295	294
按年齡組別	By age group		
<30	Below 30	10	7
30-50	30 to 50	155	160
>50	Above 50	159	156
按地區劃分	By geographical region		
香港	Hong Kong	2	2
中國	Mainland China	322	321



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吸引及保留人才

我們極其重視吸引及保留人才，採用多種招聘渠道，以具競爭力的薪酬及多項福利招募最優秀的人才。我們會根據個人的整體貢獻和市場狀況定期審查員工的表現和薪酬，以確保我們能夠以符合我們文化和價值觀的方式激勵同事。我們的目標是提供公正和良好的工作條件，包括合理工作時數、公平工作條件和報酬。

本集團已制定並執行《員工手冊》、《人力資源管理考核辦法》、《崗位績效薪級工資制規範運行實施細則》及《員工各種保險及企業年金管理規定》等為全面規範本集團全體僱員的行為，以達現代化企業需求。本集團除遵守中國之《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《工傷保險條例》外，並就招聘、晉升、解僱、工作時數、假期、薪酬、福利及退休等方面作出管理規定。本集團為僱員提供了具有競爭力的薪資及福利待遇，並根據勞動市場變動及時調整薪資及待遇水平，以吸引及保留人才，並激勵僱員。

Talent attraction and retention

We give priority to attracting and retaining talents and use a variety of recruitment channels to recruit the best talents at competitive salaries and with a wide range of benefits. We regularly review the performance and compensation of our employees based on their overall individual contribution and market conditions to ensure that we motivate our colleagues in a way that is consistent with our culture and values. We aim to provide fair and favorable working conditions, including reasonable working hours, fair working conditions and compensation.

The Group has fully specified the behaviours of all employees of the Group by formulating and implementing its Staff Handbook (《員工手冊》), the Measures for Human Resources Management and Assessment (《人力資源管理考核辦法》), the Rules for Standardising Operation and Implementation of Post Performance Salary Mechanism (《崗位績效薪級工資制規範運行實施細則》) and the Measures on Management of Employees' Insurance and Corporate Annual Pension (《員工各種保險及企業年金管理規定》) to modernise the Group. Apart from abiding by the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and the Regulation on Work-Related Injury Insurances (《工傷保險條例》), the Group has also stipulated provisions in respect of recruitment, promotion, dismissal, working hours, holidays, remunerations, benefits and retirement. The Group offers competitive salaries and benefits to employees and adjusts these based on changes in the labour market to attract and retain talent, as well as to motivate employees.

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此外，我們鼓勵內部晉升，為員工提供額外機會，充分發揮他們的潛力。集團的方針將有助同事釐清對表現的期望、發掘發展機會及獲取所需資源。於報告期間，我們的員工流失率為8.64%。

本集團按性別、年齡及地區劃分的流失比率詳細分佈如下：

In addition, we encourage internal promotion to provide staff with additional opportunities to realise their full potential, which will help our colleagues to clarify their performance expectations, explore development opportunities and access the resources they need. During the Reporting Period, our staff turnover rate was 8.64%.

During the Reporting Period, the detailed distribution of the Group's turnover rate by gender, age and region was as follows:

類別	Category	2024年 2024	2023年 2023
指標	Indicator	員工離職百分比 ³ (%) Employee turnover rate ³ (%)	員工離職百分比 ³ (%) Employee turnover rate ³ (%)
按性別分類	By gender		
男性	Male	7.09%	4.67%
女性	Female	25.00%	26%
按年齡組別分類	By age group		
<30	Below 30	—	—
30-50	30 to 50	5.16%	4.38%
>50	Above 50	12.58%	8%
按地區分類	By geographical region		
香港	Hong Kong	—	—
中國	Mainland China	8.70%	6.23%

附註：

3. 用於計算員工離職百分比的公式為：該類別僱員的離職人數／該類別僱員總數*100%

Note:

3. Formula used to calculate the employee turnover rate: number of departed employees of the specific category/total number of employees of the category * 100%



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B2. 健康與安全

安全生產和職業健康安全是本集團的關注事項之一，本集團已採取措施確保遵守有關健康與安全的適用法律及法規。報告期間內，本集團並無發現任何有關健康和安全的重大不遵守法律法規的行為而對本集團產生重大影響。本集團遵守各種有關勞動、安全和工作相關事故的中國法律和法規，如《中華人民共和國職業病防治法》、《中華人民共和國消防法》、《危險化學品安全管理條例》、《中華人民共和國安全生產法》、《安全工作許可證條例》、《危險化學品經營許可證管理辦法》及《危險化學品登記管理辦法》。

本集團的工業氣體生產廠房設有專職人員，負責監管勞工、衛生及安全狀況。此外本集團透過分發安全指導手冊、培訓研討會及定期安全知識以及響應測試，為僱員提供入職及定期安全教育計劃。由於僱員透過電腦化營運控制室控制及監察生產設施的日常營運，因此本集團承受的健康與安全風險極低。

集團鼓勵員工積極參與安全管理，提供意見和建議，共同促進工作場所的安全性和健康性。

B2. Health and Safety

Production safety and occupational health and safety are the key matters of concern for the Group. The Group has taken measures to ensure compliance with applicable laws and regulations in respect to health and safety. During the Reporting Period, the Group was not aware of any material violation of the relevant laws and regulations having significant impacts on the Group in relation to health and safety. The Group complies with various laws and regulations of the People's Republic of China in connection with labour, safety and work-related accidents, such as the Law on the Prevention and Control of Occupational Diseases of the People's Republic of China (《中華人民共和國職業病防治法》), the Fire Control Law of the People's Republic of China (《中華人民共和國消防法》), the Regulations on the Safety Management of Hazardous Chemicals (《危險化學品安全管理條例》), the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》), the Regulations on Safe Work Permits (《安全工作許可證條例》), the Measures for the Administration of Hazardous Chemicals Business Licenses (《危險化學品經營許可證管理辦法》) and the Measures for the Administration of Registration of Hazardous Chemicals (《危險化學品登記管理辦法》).

The Group has designated personnel, who are responsible for supervising its labour, hygiene and safety conditions, for its industrial gas production plants. In addition, the Group provides induction and regular safety education programs for its employees through distribution of safety instruction manuals, training seminars and regular safety knowledge and response testing. As the personnels control and monitor the daily operation of the production facilities from computerised operation control rooms, the Group's exposure to health and safety risks is minimal.

The Group encourages employees to actively participate in safety management, provide opinions and suggestions, and jointly promote the safety and health of the workplace.

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於報告期間，本集團發生一起因公傷亡事件。一名員工因身體不適，突發疾病不幸去世。對此，集團深表遺憾，並將進一步加強員工健康與安全管理，以防止類似事件的發生。

During the Reporting Period, the Group experienced a work-related incident resulting in a fatality. One employee sadly passed away due to sudden illness. The Group deeply regrets this and will strengthen health and safety management to prevent similar incidents in the future.

健康與安全指標	Health and Safety Indicators	單位 Unit	2024財政年度 FY2024	2023財政年度 FY2023	2022財政年度 FY2022
因工死亡	Work-related fatalities	案例(件) Case(s)	1	0	0
死亡率	Fatality rate	%	0.3	0	0
因工傷損失工作日	Lost days due to work injury	天 Days	0	0	0

為了加強對職業病防治工作的管理，提高職業病防治及控制的水準，切實保障勞動者在勞動過程中的職業健康與安全，實現本集團所制定的職業健康安全目標，促進企業的經濟發展，本集團採納及執行以下相關制度：

In order to strengthen the management for and enhance the quality of the prevention and control of occupational diseases, effectively secure the labourers' occupational health and safety during their work, reach the target for occupational health and safety set by the Group, and facilitate corporate economic development, the Group has adopted and implemented relevant systems as set out below:

- 《質量、環境及職業健康安全管理体系管理手冊》；
- 《環境、職業健康安全績效測量與監視管理程序》；
- 《安全教育培訓制度》；
- Management Manuals for Quality, Environmental and Occupational Health and Safety Management System (《質量、環境及職業健康安全管理体系管理手冊》)；
- Management Processes for Performance Assessment and Supervision of Environmental and Occupational Health and Safety (《環境、職業健康安全績效測量與監視管理程序》)；
- Safety Education and Training System (《安全教育培訓制度》)；



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- 《危險源及較大風險場所、設備和設施安全管理制度》；
- 《安全檢查及隱患整改制度》；
- 《重大危險源安全管理制度》；及
- 《應急準備與響應管理程序》。
- Management System for the Safety of Hazard Installations and Site, Equipment and Facilities with Higher Risks (《危險源及較大風險場所、設備和設施安全管理制度》)；
- Safety Inspection and Correction of Defects System (《安全檢查及隱患整改制度》)；
- Safety Management Policy for Major Hazard Installations (《重大危險源安全管理制度》)； and
- Emergency Preparedness and Response Management Procedures (《應急準備與響應管理程序》)。

安全培訓

安全部負責組織及制定年度安全教育培訓計劃、實施及執行，並需要對本集團整體的安全教育培训工作進行監督管理。其他部門職責包括組織各部門崗位危險有害因素辨識及製作培訓教材，確保相關培訓包含所需的專項技術訓練及安全教育。各部門協助安全部實施年度安全教育培訓計劃，並負責對各部門新進僱員進行安全教育及崗前訓練。所有新進僱員必須接受安全培訓，各僱員之培訓時間不得少於72小時，未經獲取安全培訓合格的僱員不予允許上崗作業。培訓工作重點包括職業衛生基礎知識及防護、應急知識及事故案例分析、安全用電常識、消防知識培訓及特殊作業安全知識等。

Safety Training

The safety department is responsible for preparing, deciding, and implementing annual safety education training, as well as monitoring and managing the overall work on safety education trainings of the Group. It is the responsibility of the other departments to organise dangerous and hazardous factors identification training and prepare training materials to ensure the necessary special technology training and safety education are included in relevant training. All departments shall provide assistance to the safety department to implement annual training plan of safety education and conduct safety education and pre-job training for the new employees. All new employees must receive the safety training with training hours no less than 72 hours per person, and must not begin working until the safety training test has been passed. The training focuses on basic knowledge and prevention of occupational health, emergency knowledge and analysis of accident cases, common knowledge on safe use of electricity, training of fire control and specialised operation safety, etc.

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安全培訓涵蓋安全、職業衛生及消防3個範疇。此外，安全部需安排從業人員每年進行再培訓，並且培訓時間不得少於20小時，培訓內容包括：有關危險化學品安全生產新推行的法律、法規、標準及規範；有關危險化學品生產新材料、新技術、新工藝、新設備安全技術要求及典型事故案例與討論等。

B3. 發展及培訓

本集團的發展圍繞著以人為本的理念，高度重視員工的個人發展。通過投資員工的培訓，可以提升員工的工作滿意度和忠誠度。公司內部提供多種不同類型的培訓，旨在增加員工的知識並提高他們的能力。

本集團按照《中華人民共和國安全生產法》、國家安全生產監督管理總局安監號[2006]3號《生產經營單位安全培訓規定》以及河北省冀政[2006]69號《落實生產經營單位安全生產主體責任暫行規定》，制定、採納及執行《安全教育培訓制度》，以貫徹本集團「安全第一，預防為主，綜合治理」的安全生產方針，提高全體僱員的安全技術素質，確保僱員掌握崗位工作安全、品質、效率、成本及環保等基本要求和具備實踐能力。

Safety training covers 3 aspects, including safety, occupational health and fire control. In addition, the safety department is supposed to arrange re-training for the workers annually with not less than 20 hours per employee. The training includes new laws, regulations, standards, and requirements related to safe production of hazardous chemicals, new materials, technology, processes, safety technique requirements of new equipment, and discussion on typical accident cases related to hazardous chemicals production.

B3. Development and Training

The development of the Group revolves around the people-oriented concept and the Group attaches great importance to the personal development of employees. By investing in employees through training, employees' job satisfaction and loyalty can be enhanced. Different types of in-house training are provided by the Company with the aim of improving employees' knowledge and abilities.

The Group has formulated, adopted and implemented the Safety Education and Training System according to the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》), the Provisions on Safety Training for Production and Operation Entities (State Administration of Work Safety An Jian No. [2006]3) (國家安全生產監督管理總局安監號[2006]3號《生產經營單位安全培訓規定》) and the Provisional Provisions on the Implementation of the Principal Responsibility of Production and Operation Units for Safety Production (Hebei Yi Zheng No. [2006]69) (河北省冀政[2006]69號《落實生產經營單位安全生產主體責任暫行規定》). With full implementation of the Group's work safety policy of "Safety first, prevention is key and comprehensive governance", it can improve all employees' abilities to deal with safety issues and ensure that each employee understands the basic requirements of work safety, quality, efficiency, cost and environmental friendly, etc., and could practice it.

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通過為員工提供培訓和發展機會，我們希望激發他們的潛力，並為他們提供成長和晉升的途徑。我們重視員工的個人發展，並建立一個學習型組織，鼓勵員工不斷學習、成長和創新。通過這種方式，我們相信員工將能夠更好地應對工作挑戰，並取得個人和職業上的成功。

於報告期間，本集團按性別及僱員類別劃分的僱員受訓百分比明細如下：

如下圖所示：

By providing training and development opportunities to employees, we hope to unleash their potential and provide them with approaches for growth and promotion. We cherish the personal development of employees and have established a learning organization to encourage continuous learning, growth and innovation of employees. In this way, we believe that employees will be able to better cope with job challenges and achieve personal and occupational success.

During the Reporting Period, the breakdown of the percentage of employees trained by gender and employee category of the Group was as follows:

It's as shown in the following table:

指標	Indicator	2024年 2024 受訓員工明細 ⁴ (%) Breakdown of employees trained ⁴ (%)	2023年 2023 受訓員工明細 ⁴ (%) Breakdown of employees trained ⁴ (%)
受訓僱員百分比	Percentage of employees receiving training	100%	100%
按性別分類	By gender		
— 男性	— Male	95%	93%
— 女性	— Female	5%	7%
按僱員類別分類	By employee category		
— 管理層	— Management	3%	3%
— 中層員工	— Middle-level employees	7%	6%
— 初級員工	— Junior employees	90%	91%

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於報告期間，本集團員工培訓率為89.5%，本集團按性別及僱員類別劃分的僱員受訓平均時數明細如下：

During the Reporting Period, the Group's employee training rate was 89.5%. The breakdown of the average training hours of employees of the Group by gender and employee category is set out below:

指標	Indicator	2024年 2024 員工平均受訓 ⁵ 時數 (小時) Average training hours of employees ⁵ (hours)	2023年 2023 員工平均受訓 ⁵ 時數 (小時) Average training hours of employees ⁵ (hours)
每名僱員完成受訓平均時數	Average training hours completed per employee	89	75
按性別分類	By gender		
— 男性	— Male	93	75
— 女性	— Female	50	80
按僱員類別分類	By employee category		
— 管理層	— Management	22	72
— 中層員工	— Middle-level employees	25	108
— 初級員工	— Junior employees	96	138

附註：

4. 受訓員工明細計算公式 = $\frac{x \text{ 類僱員受訓人數}}{\text{總受訓僱員}} \times 100\%$

5. 員工平均受訓時數計算公式 = $\frac{\text{總受訓時數}}{\text{僱員總人數}}$

Notes :

4. Formula for calculating the breakdown of employees trained = $\frac{\text{number of employees trained under x category}}{\text{total number of employees trained}} \times 100\%$

5. Formula for calculating average training hours of employees = $\frac{\text{total training hours}}{\text{total number of employees}}$



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B4. 勞工準則

防止童工及強制勞工

本集團深知僱用童工及強制勞工是嚴重違反普世價值觀，因此承擔責任以竭力反對一切僱用童工及強迫勞動的行為，嚴格遵守所有針對禁止僱用童工及強制勞工之法律法規。本集團制定並執行《招聘管理制度》及《員工手冊》，嚴格履行勞動合同制度，所有入職僱員被正式錄用時會與本集團簽訂勞動合同或聘用協定，在正式入職時本集團會檢查僱員的相關及有效證照。

如發現童工或強制勞工的情況，本集團將會立即與其解除勞動合同，並追責該責任人。

我們致力於確保招聘過程的合規性和透明度，並嚴格遵守法律和法規的要求，重視員工的權益和福祉，並努力為他們提供公正和平等的就業機會。集團將繼續加強內部審閱程式，確保招聘過程的準確性和合法性，並持續提升招聘標準，以確保每一位員工都能在公平和透明的環境中獲得就業機會。

報告期間內，本集團並無發現任何有關防止童工或強制勞工的重大不遵守法律法規的行為而對本集團產生重大影響。本集團嚴格遵守與勞工準則有關的地方法律法規，如《中華人民共和國勞動法》、《中華人民共和國未成年人保護法》及《禁止使用童工規定》。

B4. Labour Standards

Preventing Child and Forced Labour

The Group is profoundly aware that the employment of child and forced labour is a serious breach of universal values and is therefore committed to the prevention of child labour and forced labour and is in strict compliance with all laws and regulations relating to the prohibition of child and forced labour employment. The Group has adopted and enforced the Recruitment Management System (《招聘管理制度》) and the Staff Handbook (《員工手冊》) and has strictly complied with the labour contract system. All new employees will sign a labour contract or employment agreement with the Group when they accept their job offers, and the Group will check the relevant and valid certificate(s) of the employees when they officially commence work.

If instances of child labour or forced labour are discovered, the labour contract will be terminated immediately, and the responsible person will be held accountable.

We are committed to ensuring the compliance and transparency of the recruitment process, and strictly comply with the requirements of laws and regulations, value the rights and well-being of employees, and strive to provide them with fair and equal employment opportunities. The Group will continue to strengthen the internal review process to ensure the accuracy and legality of the recruitment process, and continuously improve the recruitment standards to ensure that every employee can obtain employment opportunities in a fair and transparent environment.

During the Reporting Period, the Group was not aware of any material non-compliance with child and forced labour-related laws and regulations, that would have a significant impact on the Group. The Group strictly complied with local laws and regulations relating to labour standards, such as the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Law on Protection of Minors of the People's Republic of China (《中華人民共和國未成年人保護法》) and the Provisions on Prohibition of Child Labour (《禁止使用童工規定》).

B5. 供應鏈管理

本集團主要採購的物資包括材料、設備備件、油品、危險化學品及勞動保護用品等。由於涉及採購危險化學品，因此本集團已制定並執行《採購控制程序》，以確保採購物資符合質量、環境及職業健康安全的要求。於報告期內，集團共與12家（2023年：12家）供應商展開了合作，我們建立了良好的合作關係，通過定期溝通和合作，共同解決問題、改進流程，確保供應鏈的穩定性和可靠性。

本集團對於選擇供應商會因應採購產品的分類而採用相應的評價方式，評價內容主要為：(i) 產品質量是否滿足本集團要求；(ii) 供應商能否履行合同；及(iii) 供應商能否滿足本集團環境及安全衛生要求。對危險化學品供應商及勞工保護用品供應商，本集團要求供應商提供生產許可證、製造安全許可證、經營許可證、運輸許可證及產品合格證等，以確保合乎本集團的環境及社會要求。相關供應商准入評價會由本集團綜合部門負責，並需由綜合部門主管審批後編製《合格供方名單》，並且由本集團生產設備部每年對相關供應商進行年度評估，以確保相關供應商持續滿足本集團在採購上對質量、環境及職業健康安全的要求。

B5. Supply Chain Management

Resources purchased by the Group mainly include materials, equipment spare parts, oil products, hazardous chemicals, and labour protection products, etc. In respect of the purchase of hazardous chemicals, the Group has formulated and implemented the “Procurement Control Procedures” to ensure that the purchased resources meet the requirements on quality, environmental and occupational health and safety. During the Reporting Period, the Group cooperated with a total of 12 (2023:12) suppliers. We have established a good working relationship, and through regular communication and cooperation, we work together to solve problems and improve processes to ensure the stability and reliability of the supply chain.

In terms of supplier selection, the Group has adopted appropriate evaluation methods accordingly based on the different types of products to be purchased, with the main criteria as follows: (i) whether the product quality can satisfy the Group's requirements; (ii) whether the suppliers can perform the contracts; and (iii) whether the suppliers can meet the Group's environmental, safety and sanitation requirements. For suppliers of hazardous chemicals and labour protection products, the Group requires them to provide the production licence, the manufacturing safety licence, the operation permit, the transportation permit, the product qualification certificate, and others, to ensure that the relevant suppliers can fulfil the environment and social requirements of the Group. The initial assessment of suppliers will be undertaken by the general department of the Group and approved by the director of the general department, who will then prepare the list of qualified suppliers. Moreover, the production facilities department of the Group conducts annual assessment on relevant suppliers to ensure they consistently meet the Group's procurement requirements on quality, environmental and occupational health and safety.



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綠色採購

綠色採購是一種重要的商業實踐，旨在促進可持續發展和環境保護，透過選擇和使用符合環境友好標準的產品和服務，可以對環境產生積極的影響。集團在採購過程中，會將環境因素納入考慮，努力與提供符合環境標準的產品的綠色供應商合作，優先考慮那些具有環境認證的產品，例如能源效率高、可再生能源使用、低碳排放、無毒無害、可回收和可循環利用的產品。綠色採購不僅有助於減少環境衝擊，還可以促進創新和可持續發展。通過支持環境友好的供應鏈，可以推動綠色技術和產品的發展，並為集團的業務和社區創造更可持續的價值。

Green Procurement

Green procurement is an important business practice that promotes sustainable development and environmental protection and can have a positive impact on the environment by selecting and using environmentally friendly products and services. In the procurement process, the Group will consider environmental factors and strive to cooperate with green suppliers who provide products that meet environmental standards, and give priority to products with environmental certifications, such as products with high energy efficiency, use of renewable energy, low carbon emissions, and those which are non-toxic and harmless, recyclable and reusable. Green procurement not only helps reduce environmental impact, but also promotes innovation and sustainable development. Supporting an environmentally friendly supply chain can promote the development of green technologies and products and create more sustainable value for the Group's business and community.

B6. 產品責任

質量保證

本集團於管道工業氣體客戶的生產現場或附近生產工業氣體。因此，本集團通常與管道工業氣體客戶簽訂長期工業氣體供應合約，合約期限為15至30年。本集團需按照供應合約的規定，提供合乎規格的氣體產品，包括但不限於純度、壓力水平、溫度和保證正常供應量。而本集團的液化工業氣體客戶一般位於本集團的工業氣體生產廠房半徑250至300公里範圍內，液化工業氣體客戶包括於多種行業經營業務的獨立第三方，涉及醫療、航運、工程、光伏、食品及汽車等。本集團與具有穩定常規液化氣體產品需求的客戶訂立液化氣體供應合約，確保液化工業氣體產品應符合國家標準化管理委員會訂明的國家標準。倘產品質量不符合特定國家標準，客戶可在12小時內通知本集團，並可於產品交付後24小時內拒絕接收貨物。本集團收到通知後，倘核實確認有關缺陷，本集團會向相關客戶退款。

B6. Product Responsibility

Quality Assurance

As the Group's production of industrial gas is conducted on, or in close proximity to, the production sites of its pipeline industrial gas customers, the Group generally enters into long-term industrial gas supply contracts for a term ranging from 15 to 30 years with its pipeline industrial gas customers. The Group shall, in accordance with the requirements of the supply contracts, provide the gas products which meet the specifications, including but not limited to purity, pressure level, temperature and guaranteed normal quantity of supply. The Group's liquefied industrial gas customers are usually located within a radius of 250km to 300km from its industrial gas production plants, and customers of its liquefied industrial gas include independent third parties which operate in a wide range of industries, including medical, shipping, engineering, photovoltaic, food and automotive. The Group enters into liquefied gas supply contracts with customers that have a stable and regular demand for liquefied gas products to ensure that the liquefied industrial gas products comply with the national standards prescribed by the Standardisation Administration of the People's Republic of China. If the quality of the products does not satisfy the specified national standards, customers may inform the Group within 12 hours and refuse to accept the goods within 24 hours upon delivery. Upon notice, the Group shall refund its customers if such defect is verified and confirmed by the Group.

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本集團為確保有能力滿足客戶對產品的要求，於各生產廠房設有專職質量控制技術人員，負責透過先進質量控制系統監察產品的質量。此外，本集團透過使用技術設備及先進線上分析系統以分析、檢查及報告任何質量缺陷(如純度及壓力水平問題)，以控制工業氣體產品的質量，從而確保氣體供應符合國家標準及滿足客戶需求。

唐鋼氣體已取得《藥品生產許可證》，許可醫用氣體液態醫用氧氣，有效期由2022年8月16日至2027年8月17日。

To ensure the products can meet customers' requirements, the Group has designated quality control technicians in each of its production plants responsible for monitoring the quality of the products through the quality control systems. In addition, the Group controls the quality of its industrial gas products by technical equipment and advanced online analysis systems which can analyse, detect and report any quality defects, such as purity and pressure level issues, to ensure its gas supplies comply with national standards and meet customers' requirements.

TTG has obtained the Drug Manufacturing Certificate which allows TTG to manufacture medical-use gas and medical-use liquefied oxygen, for a term from 16 August 2022 to 17 August 2027.



唐鋼氣體已取得《安全生產許可證》許可生產壓縮及液化氣體，如氧、氮、氬氣、有效期由2023年12月3日至2026年12月2日。

TTG has obtained the production safety license which allows it to produce compressed and liquefied gas, such as oxygen, nitrogen, argon, and hydrogen, for a term commencing from 3 December 2023 and ending on 2 December 2026.

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本集團嚴格遵守《中華人民共和國產品質量法(2018修正)》，為其生產的產品質量負責。根據《中華人民共和國藥品管理法實施條例(2019修訂)》，無證的藥品不得在中國生產。於頒發許可證前，政府相關部門會對藥品生產商的生產設施進行檢查，並確定設施內的衛生條件、質量保證體系、管理結構和設備是否達到所要求的標準。

The Group strictly complies with the Product Quality Law of the People's Republic of China (Amended in 2018) (《中華人民共和國產品質量法(2018修正)》) and takes responsibility for the quality of the products it produces. According to the Implementation of the Drug Administration Law of the People's Republic of China (Amended in 2019) (《中華人民共和國藥品管理法實施條例(2019修訂)》), drugs without the certificate cannot be manufactured in China. Prior to the issuance of the certificate, the relevant government departments will inspect the pharmaceutical manufacturer's production facilities and determine whether the sanitary conditions, quality assurance systems, management structures and equipment in the facilities meet the required standards.



本集團嚴格遵守並沒有違反對其有重大影響的有關產品責任的相關法律及法規，包括但不限於中國大陸的《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》、《中華人民共和國民法典》。

The Group has strictly complied with and has not violated the relevant laws and regulations on product liability that have a significant impact on it, including but not limited to the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》), the Law of the People's Republic of China on Protection of Consumer Rights and Interests (《中華人民共和國消費者權益保護法》) and the Civil Law of the People's Republic of China (《中華人民共和國民法典》) in Mainland China.

於報告期間，本集團並無已售出或已運送產品因安全或健康理由而需收回。

During the Reporting Period, there were no products sold or shipped subject to recalls for safety or health reasons.



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投訴處理程序

本集團歡迎客戶提出意見及建議。本集團提供多種溝通渠道，例如社交媒體、會員頻道、電話熱線、電子郵件及網頁。本集團會定期設立溝通渠道及反饋系統，以便從客戶收集滿意度資料及改進建議。

本集團綜合及全面分析客戶的反饋意見，並監察客戶對其業務的滿意程度。我們將採取跟進行動，包括內部評估及修改僱員培訓計劃、制定改進方案及完善現有管理程序，以解決已識別的問題。本集團將及時向客戶提供反饋。

Complaint Handling Procedures

The Group welcomes comments and suggestions from its customers. The Group provides a variety of communication channels, for instance, social media, membership channel, phone hotline, emails, and websites. Regular communication channels and feedback systems are in place to gather information on satisfaction and suggestions for improvement from its customers.

The Group consolidates and comprehensively analyses the customers' feedback and monitors the level of customer satisfaction in its business. Follow-up actions, including internal evaluation and modification of training programs for employees, formulation of improvement plan and refining the existing management procedures will be taken to address the identified issues. Feedback will be provided to the customers in a timely manner.

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個人資料私隱

本集團重視個人資料的隱私保護，在收集、使用和存儲客戶個人資料時遵守適用的隱私法律和法規。為建立客戶信任及忠誠，本集團已推行措施，減低僱員向外界洩漏機密資料的風險，保護客戶個人資料的機密性和完整性。除客戶合約列明的用途外，本集團嚴禁將客戶的個人資料用作任何用途。倘若任何僱員被發現不當使用客戶的個人資料，本集團將對該名僱員作出紀律處分，並保留追究其法律責任的權利。此外，本集團所有僱員均簽署保密協議，確保知悉保護本集團機密資料所受法律約束的責任。另外，本集團維持高安全系數的資訊科技系統，防止未經授權獲取機密資料。我們將繼續加強資料保護措施，定期審查和更新隱私政策，定期升級營運系統、安全項目及硬件，從而讓客戶資料免受駭客侵害。

知識產權

本集團重視生產所需的技術，以進一步鞏固領先地位及增強競爭力。本集團設有專責研發團隊，由約20名於工業氣體生產設施設計、建築及經營方面擁有豐富行業經驗的工程師組成，研發團隊負責開發工程解決方案，以改善生產流程。

Personal Data Privacy

The Group attaches importance to the protection of the privacy of personal data and complies with applicable privacy laws and regulations in the collection, use and storage of customers' personal data. In order to build customer trust and loyalty, the Group has implemented measures to minimise the risk of employees leaking confidential information to the outside and to protect the confidentiality and integrity of customers' personal data. The Group strictly prohibits the use of customers' personal data for any purpose other than those specified in the customer contracts. If any employee is found to have misused customers' personal data, the Group will take disciplinary action against the employee and reserves the right to pursue legal liability. In addition, all employees of the Group have signed confidentiality agreements to ensure that they are aware of their legally binding obligations to protect the Group's confidential information. In addition, the Group maintains a high-security information technology system to prevent unauthorised access to confidential information. We will continue to strengthen our data protection measures by regularly reviewing and updating our privacy policy, and upgrading our operating systems, security programmes and hardware on a regular basis to keep our customers' data safe from hackers.

Intellectual Property Rights

The Group places emphasis on the technologies required for production to further consolidate its leading position and enhance its competitiveness. The Group has a dedicated research and development (R&D) team consisting of approximately 20 engineers with extensive industry experience in the design, construction and operation of industrial gas production facilities. The R&D team is responsible for developing engineering solutions to improve production processes.

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研發團隊其中一項主要研發成果為與北京科技大學合作有關鋼鐵公司供氧系統的改良及創新的項目。此研究項目已經開發出多個技術解決方案，稱為「近零釋放」，可減少釋放鋼鐵廠生產過程中未使用的氣體，從而將現場客戶的工業氣體消耗量減至最少。上述研發成果亦曾獲多個獎項，包括唐山市科技進步一等獎、河北省科學技術獎三等獎及冶金科學技術獎一等獎。本集團擬於未來繼續開發及實施更先進、可靠及低成本的生產程序及技術。

本集團附屬公司唐鋼氣體及灤縣唐鋼氣體有限公司於2022年獲批准為高新技術企業。

One of the key R&D achievements of the R&D team is a joint research project with Beijing University of Science and Technology on the improvement and innovation of oxygen supply system for iron and steel companies. This research project has developed several technical solutions, which are known as “near-zero emission” to reduce the release of unutilised gas in the production process of iron and steel plant and thus minimise the industrial gas consumption for on-site customers. It has been awarded various prizes, including the first prize of Tangshan Science and Technology Progress Award (唐山市科技進步一等獎), the third prize of Hebei Province Science and Technology Award (河北省科學技術獎三等獎) and the first prize of Metallurgical Science and Technology Award (冶金科學技術獎一等獎). The Group intends to continue to focus on the development and implementation of more advanced, reliable and lower cost production processes and technologies.

TTG and Luanxian Tangsteel Gases Co., Ltd. (灤縣唐鋼氣體有限公司), subsidiaries of the Group, were approved as High and New Technology Enterprise in China in 2022.



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本集團致力遵守知識產權的相關法例及規例，並透過重續專利及商標，尊重及保障其知識產權（「知識產權」）。為確保客戶產品的知識產權，於外判予供應商的程序中獲得適當的保護，於聘請前必須簽署有關知識產權的保密協議。本集團與其僱員訂立標準的僱傭合約，當中載列有關知識產權及保密性的規定。於報告期間，本集團遵守並沒有違反對其有重大影響的與知識產權有關的法律及法規，包括但不限於中國大陸的《中華人民共和國商標法》、《中華人民共和國著作權法》以及香港法例第528章《版權條例》。

B7. 反貪污

本集團非常注重反貪污工作。《員工手冊》及《廠紀條例》詳細列明瞭所有僱員須遵守的行為標準。如員工徇私舞弊，損害公司利益，本集團會按照國家法律法規處理。

一旦發現違規情況，員工可透過書面方式或親身進行舉報。本集團會對舉報者的身份予以保密，本集團會將所有指控列為敏感及保密處理。未經舉報人同意，不會披露其身分。

本集團為鼓勵員工遵守有關制度，實行企業獎懲制度，制定了《員工違紀處理細則》，並由綜合部、安全部、生產設備部及技術質量部等部門之成員組成檢查小組，負責監督及檢查全體員工紀律，對違紀員工進行懲處。

The Group is committed to compliance with relevant laws and regulations in relation to intellectual property (“IP”) right by valuing and protecting its intellectual properties through renewals of patent and trademark. To ensure that the IP rights of the customer's products are properly protected during the processes outsourced to suppliers, a confidentiality agreement regarding IP rights must be signed with the supplier before engagement. The Group enters into standard employment contracts with its employees which contain provisions on IP rights and confidentiality. During the Reporting Period, the Group complied with and did not violate any laws and regulations related to intellectual property rights that have a significant impact on the Group, including but not limited to the Trademark Law of the People's Republic of China (《中華人民共和國商標法》) and the Copyright Law of the People's Republic of China (《中華人民共和國著作權法》) in Mainland China and the Copyright Ordinance (Chapter 528 of the Laws of Hong Kong).

B7. Anti-corruption

The Group places great importance on anti-corruption work. The Staff Handbook and Factory Rules and Regulations (《廠紀條例》) set out in detail the standards of conduct that all employees are required to follow. If any of the employees engages in malpractices for personal gain and infringes the interests of the Company, the Group will take action in accordance with the relevant national laws and regulations.

Once any violation is discovered, employees should report it in writing or in person. The Group will keep the identity of the whistleblower confidential and will handle all allegations in a sensitive and confidential manner. Without the whistle-blower's consent, his/her identity will not be divulged.

To encourage employees to comply with related regulations, the Group has implemented the reward and punishment system and developed the “Disciplinary Action Policy” (《員工違紀處理細則》). Moreover, an inspection team consisting of members of the general department, the safety department, the production facilities department and the technology and quality department has been established, and is responsible for supervising and inspecting the compliance of staff discipline by all employees, as well as taking disciplinary action against the employees who violate the regulations.



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於報告期間，本集團嚴格遵守並沒有違反有關防止賄賂、勒索、欺詐及洗錢的所有相關法律及法規，包括但不限於中國大陸的《中華人民共和國刑法》及《中華人民共和國反洗錢法》以及香港的香港法例第201章《防止賄賂條例》、香港法例第405章《販毒(追討得益)條例》、香港法例第455章《有組織及嚴重罪行條例》。

舉報機制

本集團堅決反對任何形式的腐敗行為，並致力於建立廉潔和誠信的企業文化。我們鼓勵員工積極參與反腐敗工作，認識到舉報的重要性，並保證舉報者的保密和安全。本集團制定了「反腐敗管理制度」及「舉報政策」，清晰載列舉報貪污及欺詐個案的程序，鼓勵員工舉報任何可疑的欺詐活動，舉報潛在個案後，本集團將審慎進行調查，並將編製調查報告及呈交予董事會，任何欺詐個案一經證實，將根據政策予以處罰。本集團有責任保護舉報人不受潛在報復的影響，在整個調查過程中，舉報人身份是匿名的，並受到保護。此外，舉報人不應該被置於與就業有關的任何不利地位。因此，根據本程序善意舉報的僱員應確保得到保護，不被不公平地解僱或受害，即使後來證明舉報沒有得到證實。

於報告期間，本集團並無任何已知悉或匯報針對本集團或其僱員提出並已審理的貪污及洗錢個案。

During the Reporting Period, the Group strictly complied with and did not violate all of the laws and regulations related to prevention of bribery, extortion, fraud and money laundering, including but not limited to the Criminal Law of the People's Republic of China (《中華人民共和國刑法》) and Anti-money Laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》) in Mainland China, and the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong), Drug Trafficking (Recovery of Proceeds) Ordinance (Chapter 405 of the Laws of Hong Kong) and Organised and Serious Crimes Ordinance (Chapter 455 of the Laws of Hong Kong) in Hong Kong.

Whistleblowing Mechanism

The Group is firmly opposed to corruption in any form and is committed to building a corporate culture of integrity and honesty. We encourage our employees to actively participate in anti-corruption efforts by recognising the importance of reporting and ensuring the confidentiality and safety of those who do so. The Group has established an "Anti-Corruption Management System (反腐敗管理制度)" and a "Whistleblowing Policy (舉報政策)", which clearly set out the procedures for reporting corruption and fraudulent cases and encourages staff to report any suspected fraudulent activities. Upon reporting of a potential case, the Group will carry out an investigation in a prudent manner and an investigation report will be compiled and submitted to the Board, and any fraudulent case, once substantiated, will be penalised in accordance with the policy. The Group has a responsibility to protect whistleblowers from potential retaliation, and the identity of whistleblowers is anonymous and protected throughout the investigation process. In addition, whistleblowers should not be placed at any disadvantage in relation to their employment. Employees who report in good faith under this procedure shall therefore be assured of protection against unfair dismissal or victimisation, even if the report subsequently proves to be unsubstantiated.

During the Reporting Period, no corruption and money laundering cases against the Group or its employees were noted or reported that have been brought to trial.

B8. 社區投資

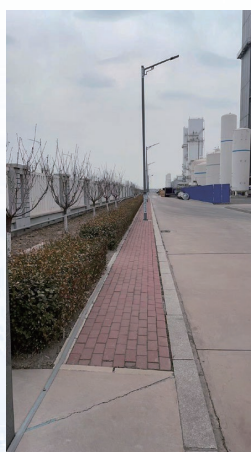
本集團努力尋求成為營運所處社區之正面力量，並一直與社區維持密切溝通及互動以不時為社區發展作出貢獻。於報告期間，本集團於2023年在中國河北省樂亭經濟開發區院內栽種86棵樹木並於2024年栽種14棵樹木。本集團的目標是透過增加綠化覆蓋率，為環境保護、增強生物多樣性和減輕氣候變遷的影響做出貢獻。本集團確保所種植樹木的長期永續性和維護，以最大限度地發揮其對社區和生態系統的正向影響。



本集團將在日後繼續展開社會公益及慈善活動，積極承擔社會責任，為建立美好社會貢獻出自己的力量。

B8. Community Investment

The Group strives to become a positive force in the community where its operations are located. It has always been in close touch and periodically interacting with the community to contribute to community development. During the Reporting Period, the Group planted 86 trees in 2023 and 14 trees in 2024 in Laoting Economic Development Zone, Hebei Province, China. The Group aims to contribute to environmental conservation, enhancing biodiversity, and mitigating the effects of climate change by increasing the green cover. The Group ensures the long-term sustainability and maintenance of the planted trees in order to maximise their positive impact on the community and ecosystem.



The Group will continue to carry out social welfare and charitable activities in the future, and actively undertake social responsibilities to contribute to the building of a better society.

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THE STOCK EXCHANGE ESG REPORTING GUIDE CONTENT INDEX

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Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)	Description	Section/Statement
層面 A1：排放物 Aspect A1: Emissions	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to Exhaust Gas and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	排放物 Emissions
KPI A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	排放物 Emissions
KPI A1.2	直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及密度(如適用)。 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, intensity, where appropriate.	排放物－溫室氣體排放 Emissions – GHG Emission
KPI A1.3	所產生有害廢棄物總量(以噸計算)及密度。 Total hazardous waste produced (in tonnes) and intensity.	排放物－廢物管理 Emissions – Waste Management
KPI A1.4	所產生無害廢棄物總量(以噸計算)及密度。 Total non-hazardous waste produced (in tonnes) and intensity.	排放物－廢物管理 Emissions – Waste Management

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KPI A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of emission target(s) set and steps taken to achieve them.	排放物：環境目標 Emissions; Environmental Targets
KPI A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	排放物－廢物管理 Emissions – Waste Management
層面A2：使用資源 Aspect A2: Use of Resources		
一般披露 General Disclosure	有效使用資源(包括能源、水及其他原材料)的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	資源使用 Use of Resources
KPI A2.1	按類型劃分的直接及／或間接能源總耗量及密度。 Direct and/or indirect energy consumption by type in total and intensity.	資源使用－能源管理 Use of Resources – Energy Management
KPI A2.2	總耗水量及密度。 Water consumption in total and intensity.	資源使用－用水管理 Use of Resources – Water Management
KPI A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy use efficiency target(s) set and steps taken to achieve them.	資源使用－能源管理：環境目標 Use of Resources –Energy Management; Environmental Targets
KPI A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 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.	資源使用－用水管理 Use of Resources – Water Management
KPI A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	資源使用－包裝材料 Use of Resources – Packaging Materials

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Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)	Description	Section/Statement
層面A3：環境及天然資源		
Aspect A3: The Environment and Natural Resources		
一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimising the issuer's significant impacts on the environment and natural resources.	環境及天然資源 Environment and Natural Resources
KPI A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	環境及天然資源 Environment and Natural Resources
層面A4：氣候變化		
Aspect A4: Climate Change		
一般披露 General Disclosure	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 Policies on identification and mitigation of significant climate related issues which have impacted, and those which may impact, the issuer.	氣候變化 Climate Change
KPI A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	氣候變化 Climate Change
層面B1：僱傭		
Aspect B1: Employment		
一般披露 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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.	僱傭 Employment

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KPI B1.1	按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的員工總數。 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	僱傭－平等機會、多元化及反歧視 Employment – Equal Opportunity, Diversity and Anti-discrimination
KPI B1.2	按性別、年齡組別及地區劃分的員工流失比率。 Employee turnover rate by gender, age group and geographical region.	僱傭－平等機會、多元化及反歧視 Employment – Equal Opportunity, Diversity and Anti-discrimination
層面B2：健康及安全 Aspect B2: Health and Safety		
一般披露 General Disclosure	有關提供安全工作環境及保障員工避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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.	健康與安全 Health and Safety
KPI B2.1	過去三年(包括匯報年度)每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	健康與安全 Health and Safety
KPI B2.2	因工傷損失工作日數。 Lost days due to work injury.	健康與安全 Health and Safety
KPI B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	健康與安全 Health and Safety

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層面B3：發展及培訓		
Aspect B3: Development and Training		
一般披露 General Disclosure	有關提升員工履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	發展及培訓 Development and Training
KPI B3.1	按性別及員工類別(如高級管理層、中級管理層)劃分的受訓員工百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	發展及培訓 Development and Training
KPI B3.2	按性別及員工類別劃分，每名員工完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	發展及培訓 Development and Training
層面B4：勞工準則		
Aspect B4: Labour Standards		
一般披露 General Disclosure	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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.	勞工準則 Labour Standards
KPI B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labour.	勞工準則－防止童工及強制勞工 Labour Standards – Preventing Child and Forced Labour
KPI B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered.	勞工準則－防止童工及強制勞工 Labour Standards – Preventing Child and Forced Labour

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層面B5：供應鏈管理		
Aspect B5: Supply Chain Management		
一般披露 General Disclosure	已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	供應鏈管理 Supply Chain Management
KPI B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	供應鏈管理 Supply Chain Management
KPI B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	供應鏈管理－公開公平採購 Supply Chain Management – Open and Fair Procurement
KPI B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	供應鏈管理－綠色採購 Supply Chain Management – Green Procurement
KPI B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	供應鏈管理 Supply Chain Management

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層面 B6：產品責任		
Aspect B6: Product Responsibility		
一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	產品責任 Product Responsibility
KPI B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	產品責任－質量保證 Product Responsibility – Quality Assurance
KPI B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with.	產品責任－投訴處理程序 Product Responsibility – Complaints Handling Procedures
KPI B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	產品責任－知識產權 Product Responsibility – Intellectual Property Rights
KPI B6.4	描述質量檢定過程及產品回收程式。 Description of quality assurance process and recall procedures.	產品責任－質量保證 Product Responsibility – Quality Assurance
KPI B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	產品責任－個人資料私隱 Product Responsibility – Personal Data Privacy

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層面 B7：反貪污		
Aspect B7: Anti-corruption		
一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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.	反貪污 Anti-corruption
KPI B7.1	於匯報期內對發行人或其員工提出並已審結的貪污訴訟案件的數目及訴訟結果。 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.	反貪污 Anti-corruption
KPI B7.2	描述防範措施及舉報程式，以及相關執行及監察方法。 Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored.	反貪污－舉報機制 Anti-corruption – Whistleblowing Mechanism
KPI B7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and staff.	反貪污 Anti-corruption

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B8：社區投資		
Aspect B8: Community Investment		
一般披露 General Disclosure	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 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.	社區投資 Community Investment
KPI B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	社區投資 Community Investment
KPI B8.2	在專注範疇所動用的資源(如金錢或時間)。 Resources contributed (e.g. money or time) to the focus area.	社區投資 Community Investment

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