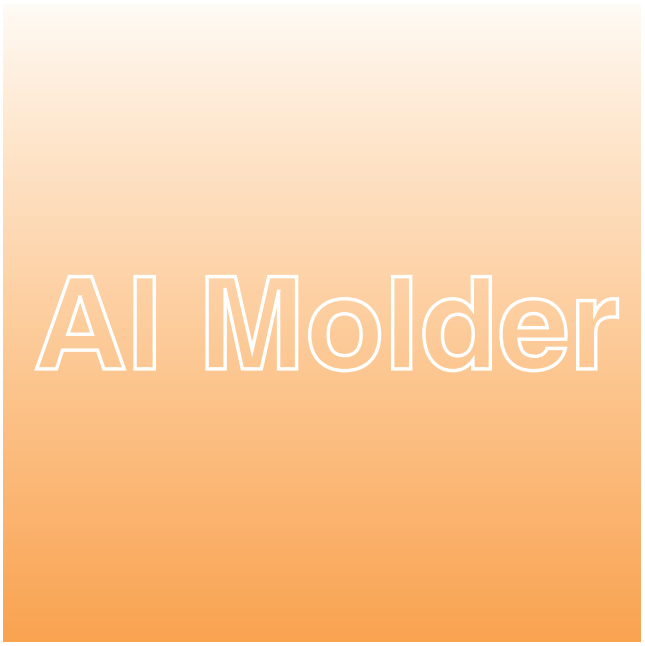
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

2024/25









震雄集團有限公司

CHEN HSONG HOLDINGS LIMITED

(於百慕達註冊成立之有限公司)
(Incorporated in Bermuda with limited liability)

(股份代號 Stock Code: 00057)

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一、關於本報告
I. About This Report

概述

震雄集團有限公司(「本公司」)董事局(「董事局」)欣然發表本公司及其附屬公司(統稱「本集團」)截至二零二五年三月三十一日止年度(「本報告期」)之環境、社會及管治報告(「本報告」)。本報告總結了本集團業務在環境、社會及管治(「ESG」)範疇所實行的政策、可持續發展策略、管理方針及措施,以及本集團在這範疇之表現。本報告設英文及中文版本,並在本公司網站www.chenhsong.com及香港聯合交易所有限公司(「聯交所」)網站www.hkexnews.hk上刊載。

報告範圍與基準

本報告涵蓋了本集團的製造及銷售注塑機及有關產品業務,並披露載於香港聯合交易所有限公司證券上市規則附錄C2的《環境、社會及管治報告指引》之「不遵守就解釋」條文所規定之資料。有關條文及詳情載於本報告的結尾。於本報告期內,本報告範圍並沒有重大改變。有關本集團遵守企業管治規定的詳情,請參閱本公司年報2024/25之企業管治報告書。

匯報原則

本集團遵循以下匯報原則,作為編製本報告的基礎。

1. **重要性**:當董事局釐定有關ESG事宜會對本集團的投資者及其他持份者產生重要影響時,本集團就應作出匯報,有關詳細內容已於下文「持份者參與」及「重要性評估」部分披露。

2. **量化**:本報告中披露經量化的環境及社會關鍵績效指標,讓本集團的持份者全面瞭解本集團於ESG方面的表現。信息附有敘述,以解釋其目的和影響。

Overview

The board of directors (the "Board") of Chen Hsong Holdings Limited (the "Company") is pleased to present the Environmental, Social and Governance Report (the "Report") of the Company and its subsidiaries (collectively as the "Group") for the year ended 31 March 2025 (the "Reporting Period"). The Report outlines the policies, sustainability strategies, management approach and initiatives implemented by the Group and the performance of the Group in environmental, social and governance ("ESG") aspects of its business. The Report has been prepared in both English and Chinese and published on the websites of the Company at www.chenhsong.com and The Stock Exchange of Hong Kong Limited ("HKEX") at www.hkexnews.hk.

Reporting Scope and Basis

The Report covers the Group's businesses in the manufacture and sale of plastic injection moulding machines and related products, and discloses the required information under the "comply or explain" provisions of the ESG Reporting Guide set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. The relevant provisions and details are listed out at the end of the Report. During the Reporting Period, there were no significant changes to the reporting scope. For details regarding the Group's compliance with the requirement for corporate governance, please refer to the Corporate Governance Report of the Annual Report 2024/25 of the Company.

Reporting Principles

The Group adheres to the following reporting principles as the basis for the preparation of the Report.

1. **Materiality:** The threshold at which ESG issues determined by the Board are sufficiently important to investors and other stakeholders of the Group that they should be reported, details of which are set out in the sections headed "Stakeholders' Engagement" and "Materiality Assessment" below.

2. **Quantification:** The quantified environmental and social key performance indicators ("KPIs") are disclosed in the Report to give stakeholders of the Group a comprehensive picture of the Group's ESG performance. The information is accompanied by a narrative, explaining its purposes and impacts.

一、關於本報告
I. About This Report

3. **平衡**：本報告已儘量不偏不倚地反映本集團於ESG方面的各項工作表現，並避免可能會不恰當地影響本報告讀者的決策或判斷的選擇、遺漏或報告格式。

4. **一致性**：本集團已在合理可行的情況下儘量使用一致的披露統計方法，使ESG數據日後可作有意義的比較。

3. **Balance:** Every effort has been made in the Report to reflect the performance of the Group's ESG activities impartially and avoid selection, omission or presentation format that might inappropriately influence the decision or judgment of the readers of the Report.

4. **Consistency:** As far as is reasonably practicable, the Group has used consistent methodologies to allow for meaningful comparisons of ESG data over time.

二、環境、社會及管治的管理
II. Management of Environmental, Social and Governance

董事局聲明

董事局承擔對ESG事宜及將其融入本集團管理方針與策略的責任，它指導與本集團相關之ESG議題的管理及監察，以及檢討ESG相關目標進展。

董事局報告

本集團一直心繫企業社會責任，矢志兼顧環境、社會及經濟效益，希望平衡本集團的業務拓展和主要持份者的利益，全面以可持續發展的方式營運業務。為實現此願景，本集團設定可持續發展框架，此框架聚焦於環境保護、資源管理、員工與社會福祉，並指引本集團致力推動可持續發展，確保將可持續發展元素融入各個營運環節和所有業務決策中。

氣候變化是世界各國政府關注的主要議題，中國政府設定碳達峰與碳中和(簡稱「雙碳」)目標，制定更嚴謹的環境法律法規，本集團以中國政府的環保政策及環境管理體系作為發展藍圖，堅持綠色發展及清潔生產的方針，把環境管理思想置入營運活動的核心，並投入資源優化處理廢氣、廢水、固體廢物等設施，積極參與各種由政府生態環境局組織的環境及污染防治培訓。



The Board Statement

The Board takes overall responsibility for ESG matters and their integration into the Group's management approach and strategies. It guides the management and monitoring of ESG matters that have been identified as relevant to the Group, and reviews the progress made against ESG-related goals and targets.

Report of the Board

The Group is committed to corporate social responsibility and balancing environmental, social and economic benefits. It also aims to balance its business development with the interests of its key stakeholders and operates its business in a sustainable manner. To achieve this vision, the Group has set a sustainability framework that focuses on environmental protection, resource management, employee and community well-being and guides its sustainability efforts to ensure that sustainability elements are integrated into every business process and all business decisions.

Climate change is a major concern of different countries worldwide. The Chinese government has set carbon dioxide peaking and carbon-neutrality (referred to as "dual carbon") goals and developed more stringent environmental laws and regulations. The Group takes the environmental protection policy of the Chinese government and environmental management system as the development blueprint; aligns with the strategy of green development and clean production; instils the concept of environmental management into the core of its operating activities; and invests resources to optimize the exhaust air emissions, wastewater, solid waste treatment facilities, etc.; actively participate in various environmental and pollution prevention training organized by the government's Bureau of Ecology and Environment.

二、環境、社會及管治的管理
II. Management of Environmental, Social and Governance

本集團持續採取積極措施，包括加強ESG相關風險與機會的審查流程，適應外部環境引致的變化，繼續推動本集團業務振興的措施。除此之外，本集團始終關注員工的薪酬福利、職業發展機會，提供安全的工作環境予員工，堅守承擔企業社會責任的最初目標，積極參與公益事務，持續投入資源優化處理各類排放物的設施，在綠色層面，積極響應中國政府「雙碳」目標，提升環保技術，製造高節能產品，在新能源汽車領域、綠色環保包裝領域及高端醫療用品領域與環保領域持續發力，為全球氣候帶來正面改變。在智能及先進層面，本集團的智能平台及核心專利技術奠定了本集團產品在生產效率和生產效益優勢，為客戶提升生產效益及加強競爭力。同時，本集團持續評估氣候風險，研究調適方法，協助應對潛在挑戰。

The Group continues to take proactive steps, including strengthening of its review process on ESG-related risks and opportunities, adapting to changes caused by the external environment and continuing to promote measures to revitalize the business of the Group. Aside from this, the Group pays attention to the employee remuneration and benefits, provides career development opportunities and safe working environment to employees, keeps the initial aim of embracing corporate social responsibility, actively participates in public welfare undertakings, continues to allocate resources to optimize various emission treatment facilities. On the green side, the Group supports the "dual carbon" goals of the Chinese government, enhances environmental protection technology and manufacture high energy-saving products, and continues our efforts in the areas of electric vehicles, green packaging, high-end medical supplies and environmental friendly industries to contribute positively to the global climate change. On the intelligent and advanced sides, the intelligent platform and core patented technologies of the Group have established the advantages of the Group products in production efficiencies, improving the production efficiency and strengthening competitiveness for customers. At the same time, the Group continues to assess climate risks and study various adaptation methods to help coping with potential challenges.

為了實現上述願景，本集團已設定多項環境及社會關鍵績效指標，採取自上而下的方式，將關鍵績效指標分解至各職能部門，並促使本集團在多方面作出改變，如減少溫室氣體排放、善用資源、改善員工福祉。本集團透過持份者溝通活動，跟進持份者重視的ESG相關議題（詳細資料請參考下文「持份者參與」部分）。同時，管理團隊及全體員工積極配合本集團的可持續發展策略與目標，本集團已取得一定的成果，關於此等環境及社會關鍵績效指標所涵蓋的領域、進展及成果，將於本報告內文披露。

To achieve the abovementioned vision, the Group has set a number of environmental and social KPIs and taken a top-down approach to disintegrate the KPIs into the functional departments and urged us to make changes in different areas, such as reducing greenhouse gas emissions, making good use of resources and improving the well-being of employees. ESG matters that the stakeholders of the Group rate as priorities are tracked through the stakeholders' engagement exercise (Please refer to the section headed "Stakeholders' Engagement" below for details). At the same time, the management team and all the employees actively support the Group's sustainable development strategies and objectives; and has made some achievements. The scope, progress and achievements relating to the environmental and social KPIs will be disclosed in the Report.

二、環境、社會及管治的管理
II. Management of Environmental, Social and Governance

本集團以成為一家受尊敬的百年企業為目標，與每位員工同心協力，互惠互利，期望以完美品質和先進科技為全球客戶創造最高價值，不斷創新，永遠走在注塑業的前方。本集團同時希望透過實踐可持續發展策略及積極培養企業文化，提升業務表現，為企業及持份者創造更多更有意義的長遠價值。

The Group aspires to become a respectable and centennial enterprise; working together with every employee for mutual benefit, and keeps to stand at the forefront of the plastic injection moulding industry and create the greatest value for global customers through perfect quality, advanced technologies and relentless pursuit of innovation. Going forward, the Group serves to enhance its business performance through implementation of sustainable development strategies and active cultivation of corporate culture, and to generate more meaningful long- term value for the enterprise and its stakeholders.

管治架構

董事局相信完善的ESG策略能增加本集團的投資價值，並為持份者帶來長遠回報。建立適當的管治框架，對本集團成功實施環境、社會及管治方面的可持續發展策略至關重要。因此，本集團建立了ESG治理架構，並制定明確的職責和責任。董事局針對所有可持續發展事宜制定長遠方針及策略，每年審視ESG相關工作的執行情況與進展，並匯報相關工作表現。管理團隊還會通過內部會議識別、審核、評估就本集團企業責任、可持續發展及氣候變化應對提出建議。管理團隊向董事局進行匯報，以協助董事局評估及釐定公司的內部監控系統是否合適及有效地控制ESG風險。於營運層面方面，各職能部門負責確保將可持續發展策略和實務融入本集團的業務營運中，同時探討新的行動計劃或措施。

Governance Structure

The Board believes that sound ESG strategies can create investment value for the Group and deliver long-term returns to its stakeholders. The establishment of an appropriate governance framework is critical to successful implementation of the ESG sustainability strategies of the Group. Therefore, the Group sets up the ESG governance structure with clear duties and responsibilities. The Board sets long-term policies and strategies for all sustainability matters, and reviews the implementation status and progress of ESG work annually and reports on its performance. The management team also identifies, reviews and evaluates the corporate responsibility, sustainability and climate change response of the Group through internal meetings. The management team reports to the Board to assist the Board in assessing and determining whether the Company has established an appropriate and effective internal control system to contain the ESG risks. At the operational level, functional units are responsible for ensuring the integration of sustainability strategies and practices into the Group's business operations and at the same time, exploring new action plans or initiatives.

董事局已委聘獨立顧問公司向本集團的ESG事宜提供專業意見，協助進行數據和資料收集，作出多項分析工作，並就ESG績效表現提供改善建議。本集團於日常運作中收集和分析主要持份者對ESG事宜的意見，並進行重要性評估以識別本集團的重要ESG議題，有關詳細內容已於下文「持份者參與」及「重要性評估」部分披露。為有效地領導本集團的ESG進程，董事局持續監察各部門的工作，確保各部門之間緊密合作，共同達至合規營運和肩負社會責任的可持續發展目標。

The Board has appointed an independent consultant to provide professional advice on the ESG matters of the Group and assist in collecting data and information for conducting various analysis and providing improvement recommendations on ESG performance. The Group has also collected the views of key stakeholders on ESG matters during daily operations and conducted a materiality assessment to identify important ESG issues for the Group, details of which are disclosed in the sections headed "Stakeholders' Engagement" and "Materiality Assessment" below. To effectively lead the ESG process of the Group, the Board monitors the work of all departments to ensure that they work closely together to achieve the sustainable development goals of operational compliance and social responsibility.

二、環境、社會及管治的管理
II. Management of Environmental, Social and Governance

持份者參與

本集團透過建設性之交流致力平衡各持份者的意見及利益，從而確立本集團的可持續發展方向。本集團評估及釐定ESG風險，確保相關風險管理及內部控制制度妥善及有效執行。有關持份者的期望與要求、溝通管道及本集團管理層的相關回應見下表：

Stakeholders' Engagement

The Group strives to balance the opinions and interests of stakeholders through constructive communications in order to determine the directions of its sustainable development. The Group assesses and determines its ESG risks, and ensures that the relevant risk management measures and internal control systems are operating effectively. The following table shows the means of communication with the stakeholders and the management responses to the stakeholders' expectations and concerns:

持份者 Stakeholders	期望與要求 Expectations and concerns	溝通管道 Means of communication	管理層回應 Management response
政府／監管組織	➢ 遵守法律法規 ➢ 履行稅務義務 ➢ 綠色營運 ➢ 安全生產	➢ 定期報告或公告 ➢ 往來函件 ➢ 會議或實地調研 ➢ 透過政府政務網站或應用程序辦理公務	➢ 秉持誠信及合規之營運 ➢ 按時繳稅 ➢ 建立全面有效的內部控制體系 ➢ 推行清潔生產 ➢ 全面推行安全生產責任制 ➢ 積極推行各種清潔生產的措施
Government/ regulatory organizations	➢ Compliance with laws and regulations ➢ Fulfil tax obligations ➢ Green operation ➢ Safety production	➢ Periodic report or announcement ➢ Correspondence ➢ Meetings or field investigation ➢ Handle official business through government affairs website or application	➢ Uphold integrity and compliance in operations ➢ Pay tax on time ➢ Establish comprehensive and effective internal control system ➢ Promote clean production ➢ Fully implement safety production responsibility system ➢ Actively implement various clean production measures
股東／投資者	➢ 投資回報 ➢ 資訊透明度 ➢ 企業管治制度 ➢ 經營風險管理	➢ 於本公司及聯交所網站披露之資訊 ➢ 官方微信號 ➢ 股東大會及其他股東大會 ➢ 會議展覽	➢ 管理層具有相關經驗和專業知識，確保業務的可持續性 ➢ 透過於本公司及聯交所網站定期發放資訊，確保透明度及有效溝通 ➢ 持續加強內部監控及聚焦風險管理
Shareholders/ investors	➢ Return on investment ➢ Information transparency ➢ Corporate governance system ➢ Operational risk management	➢ Information disclosed on the websites of the Company and HKEX ➢ Official WeChat ID ➢ Annual general meeting and other shareholders' meetings ➢ Conventions and exhibitions	➢ Management possesses relevant experience and professional knowledge in business sustainability ➢ Ensure transparency and efficient communications published on the websites of the Company and HKEX ➢ Continuous improvement to internal control and focus on risk management

二、環境、社會及管治的管理
II. Management of Environmental, Social and Governance

持份者 Stakeholders	期望與要求 Expectations and concerns	溝通管道 Means of communication	管理層回應 Management response
員工	➢ 勞工權益 ➢ 事業發展 ➢ 待遇和福利 ➢ 健康及安全 ➢ 性別平等	➢ 員工活動 ➢ 員工手冊 ➢ 員工績效考核 ➢ 入職與在職培訓 ➢ 內部會議及通告 ➢ 通過面談、電子郵件、電話及溝通應用程式聯絡	➢ 制定合約義務以保護勞工權益 ➢ 鼓勵員工參與持續教育及專業培訓 ➢ 建立公平、合理和具競爭力的薪酬體系 ➢ 注重職業健康及安全 ➢ 合理排班及輪班工作 ➢ 制定及執行防止性別歧視及性騷擾指引
Employees	➢ Labour rights ➢ Career development ➢ Compensation and welfare ➢ Health and safety ➢ Gender equality	➢ Staff activities ➢ Employee handbook ➢ Employee performance assessment ➢ Induction and on the job training ➢ Internal meetings and announcements ➢ Contact via face-to-face meetings, emails, phone and communication applications	➢ Set up contractual obligations to protect labour rights ➢ Encourage employees to participate in continuous education and professional trainings ➢ Establish a fair, reasonable and competitive remuneration scheme ➢ Focus on occupational health and safety ➢ Reasonable scheduling and shift work ➢ Establish sex discrimination and sexual harassment prevention guidelines
客戶	➢ 優質與環保產品 ➢ 優質服務 ➢ 及時交貨 ➢ 合理價格	➢ 商務拜訪 ➢ 通過電子郵件及電話聯絡 ➢ 會議展覽 ➢ 官方微信號 ➢ 客戶滿意度調查 ➢ 二十四小時客戶服務熱線	➢ 持續提高產品與服務的質素 ➢ 建立及不斷完善售前、售中、售後服務制度 ➢ 建立高效用及效率的綠色供應鏈系統 ➢ 制定全面的質量保證流程和召回程序 ➢ 確保履行合約義務
Customers	➢ High quality and environmentally friendly products ➢ High quality services ➢ Timely delivery ➢ Reasonable price	➢ Business visit ➢ Contact via email and phone call ➢ Convention and exhibition ➢ Official WeChat ID ➢ Customer satisfaction survey ➢ 24-hour customer service hotline	➢ Improve the quality of products and services continuously ➢ Establish and improve the pre-sale, in-sale and after-sales service system continuously ➢ Establish an effective, efficient and green supply chain system ➢ Formulate comprehensive quality assurance process and recall procedures ➢ Ensure fulfilment of contractual obligations

二、環境、社會及管治的管理
II. Management of Environmental, Social and Governance

持份者 Stakeholders	期望與要求 Expectations and concerns	溝通管道 Means of communication	管理層回應 Management response
供應商	➢ 需求穩定 ➢ 與公司保持良好關係 ➢ 企業信譽	➢ 商務拜訪 ➢ 通過電子郵件及電話聯絡 ➢ 供應商表現評估與審核	➢ 確保履行合約義務 ➢ 制定供應鏈管理的政策和程序 ➢ 與供應商保持穩固與長期的合作關係 ➢ 嚴謹篩選供應商
Suppliers	➢ Stable demand ➢ Good relationship with the Company ➢ Corporate reputation	➢ Business visit ➢ Contact via email and phone call ➢ Supplier performance evaluation and audit	➢ Ensure fulfilment of contractual obligations ➢ Establish policy and procedures in supply chain management ➢ Establish and maintain strong and long-term relationship with suppliers ➢ Select suppliers with due care
社區	➢ 環境保護 ➢ 氣候變化 ➢ 減少溫室氣體的排放 ➢ 減少廢物的產生 ➢ 有效地利用資源 ➢ 經濟發展與社區貢獻	➢ 本公司網站、官方微信號及政府部門資訊公示網站發布公司訊息 ➢ 參與社區活動	➢ 關注氣候變化並積極採取各項清潔生產措施 ➢ 持續於環境保護方面投入資源 ➢ 積極創新環保技術及研發環保產品 ➢ 加強節能減排管理 ➢ 向員工灌輸環保知識 ➢ 鼓勵員工積極參與慈善活動和志願服務 ➢ 確保良好的財務業績和業務增長
Communities	➢ Environmental protection ➢ Climate change ➢ Reduce greenhouse gas emissions ➢ Reduce waste generation ➢ Effective resource utilization ➢ Economic development and community contribution	➢ The website of the Company, official WeChat ID and information publicity website of government department ➢ Community activities	➢ Pay attention to the problem of climate change and actively take various clean production measures ➢ Continue to invest resources in environmental protection ➢ Actively innovate environmental protection technology and develop environmentally friendly products ➢ Strengthen energy saving and emission reduction management ➢ Instill environmental protection knowledge into employees ➢ Encourage employees to actively participate in charitable activities and voluntary services ➢ Maintain good financial performance and business growth

二、環境、社會及管治的管理
II. Management of Environmental, Social and Governance

重要性評估

為了釐定ESG報告範圍，主要管理層會進行內部討論，列出本集團所關心的ESG項目，職能部門於日常業務營運中與主要持份者溝通，瞭解持份者所關心的ESG項目及對各項目的重視程度，從而識別出相對重要的ESG議題。對於重要性評估，本集團已採取以下三個流程：

Materiality Assessment

In order to determine the scope of ESG report, key management conducts internal discussions to identify the ESG items of interest to the Group. Functional departments communicate with key stakeholders in daily business operations to understand the ESG items that are of interest to stakeholders and the level of concern for each of the items so as to identify the relatively important ESG issues. For the materiality assessment, the Group has adopted the following three processes:

識別 Identification	▪ 透過多元渠道及內部討論 Through diverse channels and internal discussions ▪ 檢視及採納過往持份者參與活動時所關注的ESG議題 Examines and adopts the ESG issues of concern in the past stakeholders' engagement ▪ 注意新興的ESG議題 Draws attention to emerging ESG issues
訂立優先次序 Prioritization	▪ 綜合、分析及評估各方意見，以辨識潛在重要性議題，並為此等議題訂立優先次序 Synthesizes, analyzes and evaluates the views of all parties to identify and prioritize potential and important issues ▪ 根據議題對本集團及主要持份者的重要程度編製重要性矩陣圖 Develops materiality matrix based on the importance of the issue to the Group and its key stakeholders
驗證 Validation	▪ 與管理團隊互動，以驗證重要性評估結果，確保這些議題與本集團尋求的可持續發展方向一致 Interacts with the management team to validate the materiality assessment and ensure that these issues are aligned with the sustainable development direction sought by the Group ▪ 將重要性評估結果向董事局匯報，並於ESG報告中披露 Reports the materiality assessment to the Board and makes the required disclosures in the ESG report

二、環境、社會及管治的管理
II. Management of Environmental, Social and Governance

重要性矩陣

重要性評估有助本集團確保經營目標和發展方向能夠滿足持份者的期望與要求，本集團和持份者所關心的事項均列載於以下的重要性矩陣圖內：

Materiality Matrix

Materiality assessment helps the Group ensure that its business objectives and development direction are in line with the expectations and requirements of its stakeholders. The matters of concern of the Group and stakeholders are presented in the following materiality matrix:

重要性矩陣
Materiality Matrix

對持份者的重要性 Importance to Stakeholders	低 Low	中 Medium	高 High
高 High	◆ 反歧視 ◆ 保障勞工權益	◆ 人才管理 ◆ 員工培訓與晉升機會 ◆ 員工報酬與福利	➢ 客戶滿意度 ➢ 產品質量與安全 ➢ 服務質素 ➢ 供應商管理 ➢ 營運合規 ◆ 職業健康與安全
高 High	◆ Anti-discrimination ◆ Labour rights protection	◆ Talent management ◆ Staff training and promotion opportunities ◆ Staff compensation and welfare	➢ Customers' satisfaction ➢ Product quality and safety ➢ Service quality ➢ Suppliers' management ➢ Operational compliance ◆ Occupational health and safety
中 Medium	➢ 社會參與 ◆ 預防童工及強制勞工的措施	➢ 反貪污 ➢ 知識產權 ✧ 溫室氣體排放量 ✧ 能源使用 ✧ 氣候變化	➢ 保護客戶私隱措施 ✧ 清潔生產 ✧ 有害廢棄物產生量
中 Medium	➢ Community contribution ◆ Preventive measures for child and forced labour	➢ Anti-corruption ➢ Intellectual property rights ✧ Greenhouse gas emissions ✧ Use of energy ✧ Climate change	➢ Measures for protection of customers' privacy ✧ Clean production ✧ Generation of hazardous wastes amount
低 Low	➢ 產品標籤	✧ 水資源使用量 ✧ 無害廢物產生量	✧ 原材料使用 ✧ 廢氣排放量 ✧ 廢水排放量
低 Low	➢ Product labelling	✧ Water resources utilization ✧ Generation of non-hazardous wastes amount	✧ Use of raw materials ✧ Exhaust air emission amount ✧ Sewage discharge amount

對本集團的重要性
Importance to the Group

✧ 環境方面 / ✧ Environmental

◆ 員工方面 / ◆ Employee

➢ 營運方面 / ➢ Operation

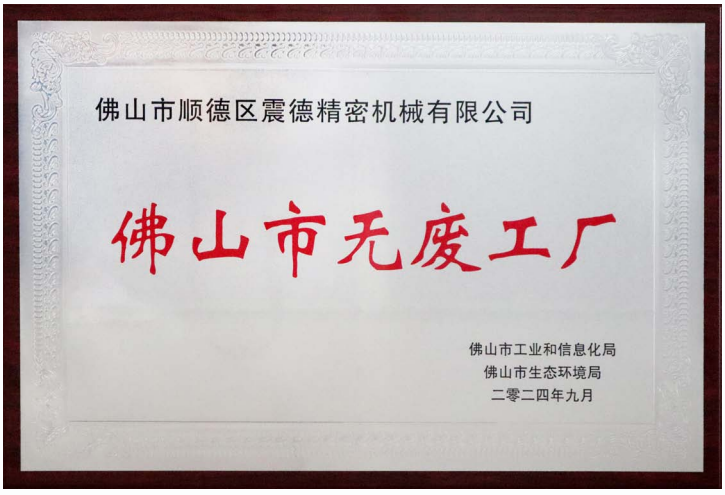
三、環境保護
III. Environmental Protection

1. 排放物的管理

本集團所產生的排放物主要來自中國內地及台灣的生產廠房。為了嚴格遵守營運地點的環境保護的法律法規，包括中國內地的《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》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國環境噪聲污染防治法》、《中華人民共和國節約能源法》、台灣的《環境基本法》及其他當地的法律法規，本集團依照相關的環保法律法規與ISO 14001環境管理體系的標準作為藍本，並因應各生產廠房所在地的政府政策、環境因素、經營環境、架構、生產能力及人力資源等制定一套獨有的環境管理系統，以及訂定各類污染物的管理規定及指導書，以規範營運及生產過程中所產生的廢氣、廢水、噪音及各種固體廢物，台灣廠房更持有ISO 14001環境體系認證。本集團會評審環境管理工作，以確保環境管理體系的合規性、有效性及持續性。

1. Management of Emissions

The emissions of the Group are mainly generated by its production plants in Mainland China and Taiwan. In order to strictly comply with the laws and regulations on environmental protection at operating locations, including the "Law of the People's Republic of China on Environmental Protection", the "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution", the "Law of the People's Republic of China on the Prevention and Control of Water Pollution", the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste", the "Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution", the "Energy Conservation Law of the People's Republic of China" of Mainland China, the "Basic Environment Act" of Taiwan and other local laws and regulations, the Group based on the applicable laws and regulations on environmental protection and the ISO 14001 environmental management system standards as blueprint, and made reference to the local government policies, specific environmental conditions, operating environment, structure, production capabilities and human resources, etc. applicable to each production plant to develop a unique environmental management system and established regulations and guidelines on pollutant management to regulate waste gases, wastewater, noise and different types of solid wastes generated in operation and production. Furthermore, the Taiwan plant also holds ISO 14001 environmental system certification. The Group reviews environmental management work to ensure the full compliance, effectiveness and sustainability of the environmental management system.



三、環境保護
III. Environmental Protection

廢氣及溫室氣體排放的管理

本集團於營運過程中所產生的廢氣主要包括粉塵、甲苯、二甲苯、非甲烷總烴、揮發性有機化合物、有機廢氣，以及使用汽油、柴油、電力、天然氣、石油氣等能源時所產生的廢氣與溫室氣體。本集團各部門各司其職，互相配合監控各個控制點，確保工業廢氣的排放符合國家標準。生產部主管督促生產部員工遵循生產工作指引、環保與生產設備的操作規程，確保環保與生產設備能同時有效地運作；生產部對各污染源進行技術改造的分析及處理，並提出整改方案；安全環保小組、工程部門及生產部門共同負責環保與生產設備的維護及保養工作，如發現任何隱患，必須立即向管理層匯報。

各地政府對大氣污染日漸嚴謹的整治政策對本集團營運帶來一定的影響，因此本集團以改善大氣環境為目標，堅持從源頭解決問題，持續優化各生產廠房的能源結構、環保設施及廢氣排放管理工作，例如：廢氣以獨立的排氣管道輸送至環保設施，經過多重淨化處理後，於國家規定的排放高度十五米排放；設置半密閉式的氣罩及強力抽風機，收集作業時產生的粉末並委託合資格的單位合規處理；員工需遵循工作指引，確保鈑金噴粉工序準確性，減少二次噴粉及廢氣的產生；採用環保型汽油與柴油、高純度的焊接與氣割氣體；改造噴漆廢氣治理設施，提高漆霧的收集處理效率，將油性噴漆線改造為水性噴漆線，以減少揮發性有機化合物、廢氣及溫室氣體的排放；以高效水噴淋塔取代普通水噴淋塔，從以改善廢氣處理效果。

Management of Exhaust and Greenhouse Gas Emissions

The waste gases generated by the Group during its operation mainly include the dust, toluene, xylene, non-methane total hydrocarbons, the volatile organic compounds, organic waste gases, and the waste gases and greenhouse gas generated when use of gasoline, diesel, electricity, natural gas, petroleum gas and other energy resources. The various departments of the Group perform their duties and cooperate with each other to monitor various control points to ensure that the discharge of industrial waste gases meets the national standards. To ensure that environmental protection and production equipment can operate effectively at the same time, the head of production department monitors the production staff to follow the working guidelines of production and the operating procedures of environmental protection and production equipment. The production department performs technical analysis on each source of pollution and proposes remediation plan. The safety and environmental protection team, the engineering department and the production department are jointly responsible for the repairs and maintenance of the environmental protection and production equipment. Whenever there is hidden hazard found, instant report to the management is required.

The increasingly stringent rectification policy on air pollution of local governments has had impact on the operation of the Group. Therefore, the Group aims at improving the atmospheric environment; insists on solving problems at source; and continues to optimize the energy structure, environmental protection facilities and air emission management of each production plant. For example, the waste gas generated in the electroplating process is discharged to the environmental protection facility through designated exhaust pipe at a height of 15 metres after rounds of purification treatments according to the national requirement. A semi-closed air hood and a powerful exhaust fan are set up to collect the powder generated during operation and entrusted a qualified unit to handle it in compliance. The employees are required to follow working guidelines; so as to ensure the accuracy in sheet metal powder spraying process, and reduce repeated powder spraying and the generation of waste gas. Environmentally friendly gasoline and diesel, high-purity welding and gas cutting gases are used. Spray painting exhaust gas treatment facilities are upgraded to improve the efficiency of paint mist collection and treatment. Water-based spray paint instead of oil-based is used to reduce the emission of volatile organic compounds, waste gases and greenhouse gas. High-efficiency water spray towers are added to replace ordinary water spray towers so as to improve the exhaust gas treatment effect.

三、環境保護
III. Environmental Protection

台灣廠房一直持有廢氣排放許可證，而部分中國內地廠房按照當地生態環境局的要求，委託專業檢測機構檢測生產部門排出的廢氣，檢測內容包括苯、甲苯、二甲苯、揮發性有機化合物、非甲烷總烴、顆粒物等，於本報告期內的檢測結果均符合國家的《大氣污染物排放標準》及當地的排放標準。

Taiwan plant has been holding a waste gas emission permit, and some of the plants located in Mainland China have entrusted professional testing company according to the requirements of the local Bureau of Ecology and Environment to inspect the waste gases emitted by the production department. The testing contents include benzene, toluene, xylene, volatile organic compounds, non-methane total hydrocarbons, particulate matters, etc.. The test results obtained during the Reporting Period are in line with the national "Emission Standard of Air Pollutants" and local emission standards.

廢水排放的管理

本集團之安全環保小組負責工業廢水的處理、監察各生產部門的排污情況及減排措施的有效性、掌握和評估環境質量等工作。各廠房均設有污水處理站，處理除蠟廢水、酸洗廢水、磷化廢水等，這些有害廢水經過酸鹼中和、沉澱、反覆過濾等工序轉為無害廢水並以符合國家排放標準排放。中意廠房於總裝與熱處理工序所產生的廢水，經過氣浮、沉澱、生化處理後，用於洗手間與清洗道路，以減少耗水及廢水的產生。而其他無害廢水包括辦公室及食堂的生活污水，經過主要管道直接排放到地方污水處理廠。部分廠房於污水排放口安裝污染物含量在線監測設備，當地生態環境局皆能透過資訊發布平台，隨時監察廠房的氨氮排放量和化學需氧量的數據；中國內地廠房亦按照當地生態環境局的要求，定期委託專業機構檢測廠房內各排放口的廢水，檢測內容主要包括酸鹼值、懸浮物、化學需氧量、氨氮等，於本報告期內的檢測結果均符合國家及其他營運地點的排放標準。

Management of Disposal of Wastewater

The safety and environmental protection team of the Group is responsible for the treatment of industrial wastewater, monitoring the pollution discharge of various production departments and the effectiveness of emission reduction measures, and mastering and evaluation of the environmental situation. Each plant is equipped with a sewage treatment station to handle the wastewater from wax removal and pickling, phosphating sewage, etc.. Hazardous sewage becomes hazard-free after acid-alkali neutralization, sedimentation and rounds of filtration, and is discharged when the national emission standard is met. Intra-Italia plant has reused the wastewater generated in the final assembly and heat treatment after the air flotation, sedimentation and biochemical treatment process for toilets and road cleaning; so as to reduce water consumption and wastewater produced. Other non-hazardous sewage, including domestic sewage produced in offices and canteens, will be discharged directly to local sewage treatment plants through major pipelines. Some plants have installed online pollutants monitoring equipment at the sewage outlets. The local Bureau of Ecology and Environment can monitor the data of ammonia nitrogen emissions and chemical oxygen demand of the plants at any time through the information publishing platform. The plants in Mainland China also follow the requirements of the local Bureau of Ecology and Environment to entrust a professional organization to regularly inspect the wastewater at each discharge outlet in the plant. The test contents mainly include pH value, suspended particles, chemical oxygen demand, ammonia nitrogen, etc.. The test results obtained during the Reporting Period are in line with the national and other operating locations' emission standards.

三、環境保護
III. Environmental Protection

由於本集團未有配置廢油無毒化的設備，因此委託持有危險廢物經營許可證的公司，回收廢切削油、廢潤滑油、廢液壓油、廢乳化液等有害廢液。危險廢物倉庫需按照生態環境局的要求而設置二十四小時監控系統、排氣扇、防腐牆及地面、安全告示牌等。順德廠房的廢切削油經低溫蒸發系統處理後，以減少廢切削油的產生量；設置過濾裝置，循環使用液壓油。深圳廠房將油桶置於防漏卡板上，減少廢油的產生量及減少使用抹布；監控更換切削油的頻率，希望可有效地延遲更換時間；對清洗線進行評估，降低用水量的同時增加回用率，減少廢水排放；更新回收桶的標籤及危險廢物倉庫的安全告示牌。於報告期內，因應生態環境局的要求，深圳廠房於二零二四年八月改造噴淋塔，以改善廢氣處理效果，改造前須排放噴淋塔內的噴漆廢水，加上本年度的鈑金件生產量增加，增加了清洗鈑金件的數量，因此，噴漆廢水及含鹼廢水的產生量增加。順德廠房因應生態環境局的要求，噴淋塔廢水更換週期由每月兩次改為每月四次。綜合上述原因，以及本集團整體生產量增加，本集團的有害廢水較上年度增加約141.09噸或33.58%，共產生有害廢水約561.23噸。於本報告期內，本集團產生無害廢水約103,355.58噸，較上年度輕微增加約3,873.42噸或3.89%。

As the Group has not installed hazard-free equipment to handle the waste oil, the Group entrusted recyclers holding the "Permit for Hazardous Waste Operation" to recycle waste cutting oil, waste lubricating oil, waste hydraulic oil, waste emulsion and other hazardous waste liquid. Hazardous waste warehouses must be equipped with 24-hour surveillance system, exhaust fans, anti-corrosion walls and floors, safety notice boards, etc. in accordance with the requirements of the Bureau of Ecology and Environment. Shunde plant handled the waste cutting oil by a low-temperature vacuum distillation and condensation equipment to reduce waste cutting oil; set up filter device to recycle hydraulic oil. Shenzhen plant placed oil drums on leak-proof pallets to reduce waste oil and the use of rags; monitored the frequency of cutting oil replacement, hoping to effectively delay the replacement time; made assessment on the cleaning line to reduce water consumption while increasing the re-use rate and reduced discharge of wastewater; updated the labels on the recycling barrels and safety notice boards. During the Reporting Period, in response to the requirements of the Bureau of Ecology and Environment, Shenzhen plant modified the spray tower in August 2024 to improve the effectiveness of waste gas treatment. Before the modification, it was necessary to discharge the paint spraying wastewater in the spray tower, coupled with the increase in the production volume of sheet metal parts this year, which increased the number of sheet metal parts to be cleaned, the generation of paint spraying wastewater and alkaline wastewater increased as a result. At the Shunde plant, in response to the requirements of the Bureau of Ecology and Environment, the replacement cycle of spray tower wastewater was changed from twice a month to four times a month. Taking into account the abovementioned reasons and the increase in overall production volume of the Group, the Group's hazardous wastewater increased by approximately 141.09 tonnes or 33.58% as compared with that of the previous year, resulting in a total of 561.23 tonnes of hazardous wastewater generated. During the Reporting Period, the Group generated approximately 103,355.58 tonnes of non-hazardous wastewater, representing a slight increase of 3,873.42 tonnes or 3.89% as compared with the previous year.

三、環境保護
III. Environmental Protection

本集團於本報告期初訂立目標，與上年度比較，將本年度的有害廢水產生量密度持平，以及無害廢水產生量密度減少3%，本年度已達成目標。有關數據請參閱下表及「環境數據表現摘要」一節。

At the beginning of the Reporting Period, the Group set targets to keep the production intensity of hazardous wastewater at the same level as last year, and to reduce the production intensity of non-hazardous wastewater by 3%. This year's targets have been achieved. Please refer to the below table and the section headed "Environmental Performance Data Summary" for the relevant data.

於本報告期內，本集團的有害及無害廢水的產生情況如下表：

During the Reporting Period, the Group's emissions of hazardous and non-hazardous wastewater are as follows:

		2024/2025年度 2024/2025 (噸) (Tonnes)	2023/2024年度[3] 2023/2024[3] (噸) (Tonnes)
有害廢水	**Hazardous Wastewater**		
總量	Total	**561.23**	420.14
密度[1]	Intensity[1]	**0.01**	0.01
無害廢水[2]	**Non-hazardous Wastewater[2]**		
總量	Total	**103,355.58**	99,482.16
密度[1]	Intensity[1]	**2.20**	3.10

附註：

1 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，因此將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的有害及無害廢水排放量的密度是以每個約當產量單位計算。

2 「無害廢水」主要來自辦公室、廠房、員工宿舍、食堂等的生活污水，以及廠房內污水處理站處理後的無害廢水。由於部分廠房沒有為生活污水的排放量作出統計，因此此等生活污水的排放量是以每位員工的估算生活用水量計算。

3 上年度部分數據需重列作為比較用途。

Notes:

1 Due to the differences on the types, sizes, time and cost of production of the injection moulding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units, i.e. equivalent production unit. This equivalent production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of hazardous and non-hazardous wastewater discharged from the Group's operations.

2 "Non-hazardous wastewater" mainly comes from domestic wastewater in offices, plants, staff dormitories, canteens, etc., as well as non-hazardous wastewater treated by sewage treatment stations in plants. Since some plants did not keep statistical data relating to emission of domestic wastewater, so these domestic wastewater emissions are calculated based on the estimated domestic water use of each employee.

3 Part of last year's comparative figures are restated to conform with the current year's presentation.

三、環境保護
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固體廢物處置的管理

本集團制定了內部管理制度，規管營運中所產生的危險、有害及無害固體廢物，為收集、分類、標識、儲存、處置與記錄流程設置明確的分工及工作指引。本集團還鼓勵員工儘量回收再利用不同物資(如卡板、容器、紙張等)，並積極採取不同措施，以減少產生固體廢物。

有害固體廢物

危險或有害固體廢物是指被列入當地政府危險廢物名錄中的項目，本集團產生的有害固體廢物主要包括污泥、廢油漆、廢抹布、廢活性碳、廢容器等。根據《危險廢物儲存污染控制標準》，本集團於各類盛載有害固體廢物的容器上貼上明顯的標籤，按不同類別與要求，將有害廢物儲存於危險廢物暫存倉庫，並採取防揚散、防流失、防滲漏措施。本集團按照《危險廢物轉移管理辦法》，實時上報有害危險廢物的轉移情況，建立相關的資訊管理記錄，並委託持有危險廢物經營許可證的回收公司處理。生態環境局不定期巡查危險廢物暫存倉庫。此外，本集團還實施多項措施，減少有害固體廢物的產生，例如：於污水處理站設置壓污泥機，將水份壓出，減少污泥重量；提高油漆使用率，杜絕油漆桶開封不密封而發生固化、油漆殘留等浪費現象，從而減少廢油漆桶及油漆渣；改造噴漆廢氣處理設施，提高漆霧的收集處理效率，從而減少噴漆漆渣。於本報告期內，本集團產生有害固體廢物約228.52噸[附註2]，較上年度增加約57.96噸或33.98%，主要是由於生產量增加。

Management of Disposal of Solid Wastes

The Group has formulated an internal management system to monitor the harmful, hazardous and non-hazardous solid wastes generated in operation, and established clear procedures and guidelines for division of labour in collection, classification, identification, storage, disposal and record keeping. The Group also encourages employees to recycle and reuse different materials (such as cardboard, containers, paper, etc.) as much as possible, and actively adopts different measures to reduce the generation of solid wastes.

Hazardous Solid Wastes

Hazardous or harmful solid wastes refer to items listed on the local government's hazardous waste list. The hazardous solid wastes that the Group produced mainly include sludge, waste paint, waste rag, waste activated carbon, waste container, etc.. In accordance with the "Standard for Pollution Control on Hazardous Waste Storage", the Group has affixed labels on the containers loaded with hazardous solid wastes and stored the hazardous wastes in hazardous waste temporary warehouse according to different categories and requirements, and takes anti-scattering, anti-loss and anti-leakage prevention measures. The Group reports the transfer of hazardous wastes in real time in accordance with the "Hazardous Wastes Transfer Management Measures", sets up relevant information management records and entrusts recycling company holding the "Permit of Hazardous Waste Operation" to handle hazardous wastes. The Bureau of Ecology and Environment irregularly inspects hazardous waste temporary warehouse. Besides, the Group implements various measures to reduce hazardous solid wastes. For example, a sludge press is installed in the sewage treatment station to press out the water to reduce the weight of sludge; improves the paint utilization rate, eliminates the phenomenon of paint curing and residue when the bucket is opened and unsealed, so as to reduce waste paint bucket and paint residue; upgrades spray painting exhaust gas treatment facilities to improve the efficiency of paint mist collection and treatment, so as to reduce spray paint residue. During the Reporting Period, the Group generated approximately 228.52 tonnes[Note 2] of hazardous solid wastes, representing an increase of approximately 57.96 tonnes or 33.98% as compared with the previous year, which was mainly due to the increase in production volume.

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本集團於本報告期初訂立目標，與上年度比較，將本年度的有害固體廢物產生量密度持平，本年度已達成目標。有關數據請參閱下表及「環境數據表現摘要」一節。

At the beginning of the Reporting Period, the Group set a target to keep the production intensity of hazardous solid wastes at the same level as last year, and this year's target has been achieved. Please refer to the below table and the section headed "Environmental Performance Data Summary" below for the relevant data.

無害固體廢物

為了達到節約資源和控制環境污染之目的，本集團積極推行「循環利用」的廢物處理方針，實施廢物資源化和減量化的政策，例如：將可循環使用的廢料出售予合適的回收商或供應商；循環使用廢木材；規管食堂員工準備食物時的數量，以減少廚餘。此外，中國內地廠房加強生活垃圾分類制度，委託合資格的公司處理生活垃圾，建立台帳，作為制定減廢措施的依據，以及監察減廢措施的實施情況。

Non-hazardous Solid Wastes

In order to achieve the objectives of resources saving and environmental pollution control, the Group actively promotes "Recycling" in waste treatment. The Group implements waste resources recycling and reduction policies. For example, sells recyclable waste materials to suitable recyclers or suppliers; recycles waste timber; regulates the food quantity prepared by canteen staff to reduce food waste. Besides, plants in the Mainland China enhance their domestic waste classification systems, entrust qualified companies to dispose of domestic waste and keep clear record as the basis for formulating waste reduction measures and monitor the implementation progress.

於熔煉、鈑金、氣割及零件加工工序中所產生的廢爐渣、廢鐵、廢鐵絲及邊角料佔整體無害固體廢物的比例較重，因此本集團實施不同的減廢措施，例如：儘量將大塊的邊角料及廢鐵屑重用於生產工序中；要求供應商改善工藝提高來料的品質以減少鑄造時廢爐渣的產生；在零件加工工序中使用定制尺料以減少廢料的產生；引進精準度高的設備以減少廢鐵絲的產生；更換銑床的零件，提高半成品的合格率，減少次品和邊角料的產生量。本集團亦透過各類培訓加強員工的節約意識及其生產技術，在提高產品質量的同時，減少固體廢物的產生。於報告期內，本集團產生無害固體廢物約7,724.24噸，較上年度增加約1,224.90噸或18.85%，主要是由於深圳廠房的生產量增加，以致爐渣、爐灰、鐵絲、木材等無害固體廢物增加。

The waste slag, scrap iron, scrap wire, and other scraps generated in the smelting, metal working, gas cutting and parts processing processes account for a relatively large proportion of the overall non-hazardous solid wastes. Therefore, the Group implements different waste reduction measures. For example, reuses large pieces of scrap material and scrap iron in the production process; requests suppliers to enhance their production process to raise the quality of raw materials so as to reduce the production of waste slag generated in casting; promotes the use of customized materials in parts processing to reduce wastes; introduces high-precision level equipment to reduce scrap iron wire; replaces the parts of the milling machine and raises the qualified rate of the semi-finished products to reduce defective products and scraps. The Group also enhanced employees' awareness of saving and production skills through various trainings to improve product quality and reduce the generation of solid wastes. During the Reporting Period, the Group generated approximately 7,724.24 tonnes of non-hazardous solid wastes, representing an increase of approximately 1,224.90 tonnes or 18.85% as compared with the previous year, which was mainly due to the increase in production volume of Shenzhen plant, resulting in an increase of non-hazardous solid wastes such as slag, ash, wire and wood.

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本集團於本報告期初訂立目標，與上年度比較，將本年度的無害固體廢物產生量密度減少3%，本年度已達成目標，有關數據請參閱下表及「環境數據表現摘要」一節。

At the beginning of the Reporting Period, the Group set a target to reduce the production intensity of non-hazardous solid waste by 3% as compared with the previous year, and this year's target has been achieved. Please refer to the below table and the section headed "Environmental Performance Data Summary" for the relevant data.

於本報告期內，本集團的有害及無害固體廢物的產生情況如下表：

During the Reporting Period, the Group's generation of hazardous and non-hazardous solid wastes are as follows:

		2024/2025年度[2] 2024/2025[2] （噸） (Tonnes)	2023/2024年度 2023/2024 （噸） (Tonnes)
有害固體廢物	**Hazardous Solid Waste**		
總量	Total	**228.52**	170.56
密度[1]	Intensity[1]	**0.005**	0.005
無害固體廢物	**Non-hazardous Solid Waste**		
總量	Total	**7,724.24**	6,499.34
密度[1]	Intensity[1]	**0.16**	0.20

附註：

1 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，因此將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的有害及無害固體廢物產生量的密度是以每個約當產量單位計算。

2 部分數據已除去順德廠房本年度一次性或新措施所帶來的影響。

Notes:

1 Due to the differences on the types, sizes, time and cost of production of the injection moulding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units, i.e. equivalent production unit. This equivalent production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of hazardous and non-hazardous solid wastes from the Group's operations.

2 Part of the data has excluded the effect of one-off and new measures of Shunde plant.

合規性

於本報告期內，本集團的業務皆嚴格遵守各地方政府的環境法律法規，沒有涉及任何與排放相關並對本集團有重大影響的已確認違法、違規事件。

Compliance

During the Reporting Period, the Group's business operation strictly abides by the environmental laws and regulations of local governments and there was no confirmed violations or non-compliance incident relating to emissions that had significant impact on the Group.

2. 資源使用的管理

為了嚴格遵守《中華人民共和國節約能源法》、《中華人民共和國水法》及其他地方的法律法規，以及建立一個「低碳低耗」的營運環境，本集團為員工提供不同的環保培訓，獎勵員工提出有效的節能方案，並推行多項節約措施，改善員工使用能源的習慣，全力推廣節約概念。

能源使用的管理

節約使用汽油、柴油及各種氣體

汽油及柴油主要用於汽車、貨車、叉車等；而二氧化碳、石油氣、天然氣、液化天然氣等氣體主要用於焊接、切割、烘烤等生產工序及食堂煮食。本集團設有多項節約措施，如合理地規劃行車路線、停車熄匙規定、按需使用叉車、生產量少時改用手拉車、定期維修與檢查車輛與叉車、減少出差次數、鼓勵員工使用公共交通工具、各種氣體按需領取、改用大旋風自動化噴粉裝置及使用保溫棉修復天然氣管道，以減少天然氣使用、改善生產程序以減少氣體使用、柴油倉庫上鎖、增加電叉車以減少柴油叉車使用等，以減少燃油與氣體使用量，從而減少廢氣及溫室氣體的排放。順德廠房及台灣廠房因配合業務需要，已報廢或出售多輛汽油汽車，本集團於本報告期內的汽油使用量較上年度減少約7.94%，共使用汽油約106,917.09公升。由於生產量增加，本集團於本報告期內的柴油及天然氣的使用量較上年度分別增加約13.74%及20.37%，共使用柴油及天然氣分別約106,098.80公升及141,254.00立方米。

2. Management of Resources Utilization

In order to comply with the "Law of the People's Republic of China on Energy Conservation", the "Water Law of the People's Republic of China" and the local laws and regulations, and build a "low-carbon and low-consumption" operating environment, the Group provides employees with a variety of environmental protection training; rewards employees for proposing effective energy-saving solutions; implements various saving measures; improves employees' habits in use of energy and promotes the concept of conservation.

Management of Energy Utilization

Conservation of Gasoline, Diesel and Various Gases

Gasoline and diesel are mainly used in vehicles, trucks, forklifts, etc. Carbon dioxide, petroleum gas, natural gas and liquefied natural gas are mainly used in production processes such as welding, cutting, baking, and canteen cooking. The Group has implemented a number of conservation measures such as reasonable route plan, idling prohibition, use of forklift as needed, switch to trolleys when the production volume is small, regular repairs and inspection of vehicles and forklifts, reduction of the number of business trips, encouraging employees to use public transportation, various gases to be consumed when needed, switch to large cyclone automated powder spraying equipment and use insulation cotton to repair natural gas pipelines to reduce natural gas consumption, enhancing the production process to reduce gas consumption, locking diesel warehouse, adding electric forklift to reduce the use of diesel forklift, etc. so as to reduce fuel and gas consumption, and reduce the emission of waste gases and greenhouse gas accordingly. Shunde and Taiwan plants have scrapped or sold a number of gasoline vehicles to meet business needs. The Group's gasoline consumption during the Reporting Period decreased by approximately 7.94% as compared with the previous year, and a total of approximately 106,917.09 litres of gasoline consumed. As the production volume increased, the Group's diesel and natural gas consumption during the Reporting Period increased by approximately 13.74% and 20.37% respectively as compared with the previous year, and a total of approximately 106,098.80 litres of diesel and 141,254.00 cubic metres of natural gas consumption.

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本集團於本報告期初訂立目標，與上年度比較，將本年度的汽油、柴油及天然氣使用量密度，以及相關溫室氣體排放量密度減少約3%，本年度已達成目標。有關數據請參閱下表及「環境數據表現摘要」一節。

At the beginning of the Reporting Period, the Group set targets to reduce the gasoline, diesel and natural gas consumption, and the related greenhouse gas emission intensity by 3% as compared with the previous year, and this year's targets have been achieved. Please refer to the below table and the section headed "Environmental Performance Data Summary" for the relevant data.

於本報告期內，本集團使用能源及所排放的範圍一[1]溫室氣體的情況如下表：

During the Reporting Period, the Group's use of energy and Scope 1[1] greenhouse gas emitted are as follows:

		2024/2025年度 2024/2025		2023/2024年度 2023/2024	
		使用量 Consumption	**二氧化碳當量排放量 CO_2 equivalent emissions（噸）(Tonnes)**	使用量 Consumption	二氧化碳當量排放量 CO_2 equivalent emissions（噸）(Tonnes)
汽油	Gasoline	**106,917.09 公升 Litre**	**289.46**	116,134.34 公升 Litre	314.42
柴油	Diesel	**106,098.80 公升 Litre**	**272.82**	93,284.43 公升 Litre	236.94
二氧化碳	Carbon Dioxide	**1,974.00 公斤 Kilogram**	**1.97**	1,998.00 公斤 Kilogram	1.99
液化石油氣	Liquefied Petroleum Gas	**37,155.00 公斤 Kilogram**	**112.10**	35,922.00 公斤 Kilogram	108.38
天然氣	Natural Gas	**141,254.00 立方米 m^3**	**258.70**	117,347.00 立方米 m^3	214.92
液化天然氣	Liquefied Natural Gas	**2,800.00 公斤 Kilogram**	**8.45**	2,750.00 公斤 Kilogram	8.30
製冷劑	Refrigerants	**13.00 公斤 Kilogram**	**23.53**	13.00 公斤 Kilogram	23.53
集團排放總量	**Group's Total Emission**		**967.03**		908.48
集團排放量密度[2]	**Group's Emission Intensity[2]**		**0.021**		0.028

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附註：

1 範圍一是指本集團業務直接產生的溫室氣體排放，包括燃燒汽油、柴油、二氧化碳、液化石油氣、天然氣、液化天然氣、製冷劑等。

2 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，故將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的溫室氣體排放量的密度是以每個約當產量單位計算。

Notes:

1 Scope 1 refers to the greenhouse gas emissions directly generated by the Group's business, including burning gasoline, diesel, carbon dioxide, liquefied petroleum gas, natural gas, liquefied natural gas, refrigerants, so on.

2 Due to the differences on the types, sizes, time and cost of production of the injection moulding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units, i.e. equivalent production unit. This equivalent production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of greenhouse gas emissions from the Group's operations.

節約用電

本集團主要透過日常管理，積極採取技術上可行與經濟上合理的措施，更有效地及合理地使用電力，例如：逐步將舊燈具更換為LED燈具；為個別生產設備配置小型空壓機；於部分空壓機加裝變頻控制裝置，減少空壓機功率；淘汰用電量高但效率低的舊機器；部分廠房使用光伏用電；於非生產用電區域加裝電錶，每月進行統計與分析用電量；為照明系統加裝定時裝置及感應式開關；合理地安排生產班次，加強設備使用效率；於午休時間及下班後關掉不使用的照明燈、空調機、電腦等用電設備；按季節及氣溫變化情況限時使用空調機，合理地調節溫度等。於本報告期內，本集團使用電力約46,064.40兆瓦時，較上年度增加約11,635.83兆瓦時或33.80%，主要是由於生產量增加。

本集團於報告期初訂立目標，與上年度比較，將本年度的用電量密度，以及相關溫室氣體排放量密度減少3%，本年度已達成目標。有關數據請參閱「環境數據表現摘要」一節。

Conservation of Electricity

The Group mainly controls the use of electricity through daily management and actively takes technically feasible and economically reasonable measures to use electricity more efficiently and reasonably. For example, replace the old lights with LED; configure small air compressors for selected production equipment; install frequency conversion control devices on selected air compressors to reduce machine power; retire old machines with high power consumption but low efficiency; some plants use photovoltaic electricity; install electricity meters at the non-manufacturing sites; analyze statistically the energy consumption every month; install timer switch and inductive switch for lighting system; arrange production shifts reasonably to increase productivity; switch off lights, air-conditioners, computers and other electrical appliances that are not in use during lunch hour and after work; limit the use of air conditioners according to seasonal and temperature changes and adjust the temperature reasonably. During the Reporting Period, the Group consumed approximately 46,064.40 megawatt hours ("MWh") of electricity, representing an increase of approximately 11,635.83 MWh or 33.80% as compared with the previous year, which was mainly attributable to the increase in production volume.

At the beginning of the Reporting Period, the Group set targets to reduce the electricity consumption intensity, and the related greenhouse gas emission intensity by 3% as compared with the previous year, and this year's target has been achieved. Please refer to the section headed "Environmental Performance Data Summary" for the relevant data.

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於本報告期內，本集團使用電力及所排放的範圍二[1]溫室氣體的情況如下表：

During the Reporting Period, the Group's use of electricity and the Scope 2[1] greenhouse gas emitted are as follows:

		2024/2025年度 2024/2025		2023/2024年度 2023/2024	
		使用量 Consumption (兆瓦時) (MWh)	**二氧化碳當量排放量 CO_2 equivalent emissions (噸) (Tonnes)**	使用量 Consumption (兆瓦時) (MWh)	二氧化碳當量排放量 CO_2 equivalent emissions (噸) (Tonnes)
電力	Electricity	**46,064.40**	**27,993.66**	34,428.57	20,917.49
集團排放總量	**Group's Total Emission**		**27,993.66**		20,917.49
集團排放量密度[2]	**Group's Emission Intensity[2]**		**0.60**		0.65

附註：

1 範圍二是指本集團業務內部消耗購回來的電力所引致的「間接能源」溫室氣體排放。

2 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，故將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的溫室氣體排放量的密度是以每個約當產量單位計算。

Notes:

1 Scope 2 refers to the "indirect energy" greenhouse gas emissions caused by the consumption of purchased electricity within the Group's business.

2 Due to the differences on the types, sizes, time and cost of production of the injection moulding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units, i.e. equivalent production unit. This equivalent production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of greenhouse gas emissions from the Group's operations.

三、環境保護
III. Environmental Protection

節約用水

本集團是使用政府供應的水源，主要用於生產及員工的日常生活。於本報告期內，本集團雖然沒有就取得適用水源上遇到任何問題，但本集團清楚知道水資源是一種寶貴、共用及有限的資源，因此本集團積極實施不同的節約用水措施，改善生產流程與辦公室日常營運時的用水情況，並教育員工正確的用水觀念，例如：使用循環用水系統，更換舊用水設備；減少更換車間清洗機裡清洗水的次數；增加清洗水的回用次數；生活廢水於儲存槽沉澱雜質，然後送至污水處理廠轉為灌溉用水；定期記錄與分析廠房內各用水點的耗水情況；加強用水設備、管道、閥門等的日常維修與保養、安裝節水水龍頭等。於本報告期內，本集團使用水資源約254,200.00立方米，較上年度輕微減少約3,705.86立方米或1.44%。

本集團於報告期初訂立目標，與上年度比較，將本年度的用水量密度減少3%，本年度已達成目標。有關數據請參閱下表及「環境數據表現摘要」一節。

Conservation of Water

The Group uses government-supplied water sources for production and employees' daily living. During the Reporting Period, although the Group does not encounter any problem in obtaining applicable water resources, however, the Group knows that water resources is a precious, shared and limited resource. Therefore, the Group actively implemented different water conservation measures to improve the production workflow and to control water use in office daily operations, and to educate employees good habits in water usage such as use of recycling water system and replace old water equipment; reduce the frequency of drain and fill wash water in the washer inside the plant; increase the reuse rate of wash water, precipitates impurities in domestic wastewater using storage tank, and treated by the sewage treatment facilities into irrigation water; regularly record and analyze the water consumption data of each water usage point in the plant; strengthen the daily repair and maintenance of water equipment, pipes, valves, install water-saving faucets, etc.. During the Reporting Period, the Group consumed approximately 254,200.00 cubic metres of water resources, representing a slight decrease of 3,705.86 cubic metres or 1.44% as compared with the previous year.

At the beginning of the Reporting Period, the Group set a target to reduce the water consumption intensity by 3% as compared with the previous year, and this year's target has been achieved. Please refer to the below table and the section headed "Environmental Performance Data Summary" for the relevant data.

三、環境保護
III. Environmental Protection

於本報告期內，本集團水資源的使用情況如下表：

During the Reporting Period, the Group's use of water resources is as follows:

		2024/2025年度 2024/2025 （立方米） (Cubic metres)	2023/2024年度[2] 2023/2024[2] （立方米） (Cubic metres)
水資源	Water Resources		
總量	**Total**	**254,200.00**	257,905.86
密度[1]	**Intensity[1]**	**5.42**	8.03

附註：

1 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，因此將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的用水量的密度是以每個約當產量單位計算。

2 於2023/2024年度ESG報告，數據是除去深圳及順德廠房該年度一次性或新措施所帶來的影響。

Notes:

1 Due to the differences on the types, sizes, time and cost of production of the injection moulding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units, i.e. equivalent production unit. This equivalent production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of the water consumption from the Group's operations.

2 In the 2023/2024 ESG report, the data has excluded the effect of one-off or new measures of Shenzhen and Shunde plants.

三、環境保護
III. Environmental Protection

3. 環境及天然資源

本集團專注於環境保護工作，與各持份者保持緊密溝通，討論他們所關注的事宜，制定環保目標與政策，定期評估其適切性。本集團響應中國政府「雙碳」目標，積極聚焦於綠色製造和綠色材料；在節能減排、環保塑膠、節能工序方面取得重大進展，加快本集團走向循環經濟的步伐。各地方廠房實施清潔生產，如採用環保的原、輔材料，繼續增加環保項目的投資，重新辨識營運中產生廢物的源頭，增加及改善環保設施與配套設備。本集團從源頭著手，降低電力、水、汽油、柴油、多種氣體及其他資源的消耗，並遵循減少使用、物盡其用、替代使用、修復再用、重新思考的原則。本集團透過日常管理及加強教育與宣傳，強化能源節約與效能提升理念，積極採取技術上可行與經濟上合理的措施，於降低營運成本之餘，減少營運時產生的碳排放及廢物，積極探索低碳發展新模式。

3. The Environment and Natural Resources

The Group has always been focusing on environmental protection, keeping close communication with its stakeholders and discussing about the issues of their concern, setting environmental objectives and policies, and periodically assessing their appropriateness. In response to the "dual carbon" goals of the Chinese government, the Group actively focuses on green manufacturing and green materials. It has achieved significant progress in energy-saving, emission reduction, eco-friendly plastics, and energy-efficient processes, speeding up the Group's pace towards the circular economy. Plants at different locations implement clean production, such as use of environmentally friendly raw and auxiliary materials; continuously increase the investment on various environmental protection projects; re-identify the source of wastes generated during operation; and increase and enhance the environmental protection facilities and ancillaries. The Group reduces the consumption of electricity, water, gasoline, diesel, various gases and other resources from the source and adheres to the principle of "Use Less, Fully Exploit, Seek Alternatives, Fix and Reuse, Rethink". The Group strengthens the idea in energy saving and energy efficiency improvement through daily management and education and publicity enhancement; actively takes technically feasible and economically reasonable measures; so as to reduce operating costs, reduce carbon emissions and waste in operation, and actively explore new models of low-carbon development.

4. 氣候變化

氣候變化使各種極端天氣變得更頻繁，情況更為惡劣，經常造成災難性的損失；氣候變化還正在改變溫度、降水和其他天氣現象的季節性和年度模式，增加暴雨、潮位上升和洪水災害的風險，可能對建築物、倉庫和儲存貨物等資產造成嚴重破壞，從而造成經濟損失。長遠而言，氣候變化可能導致海平面上升、慢性熱浪的氣候模式的長期變化，如持續較高的溫度、強降雨、頻繁的颱風等，可能影響員工上班和材料運輸，從而影響生產進度及營運。另一方面，這些氣候模式的變化可能增加某些設備(如降溫設備等)的需求，從而增加塑料，以及本集團產品的需求，因此，本集團通過瞭解這些趨勢與自身業務的關連，有助本集團作好準備，分析可能出現的風險和機遇，長遠而言有助把握機遇的潛在得益及建立本集團的應對能力。

氣候變化是世界各國政府關注的主要問題，各國政府可能改變相關政策、法律法規以應對氣候變化，本集團因而需改變內部政策及措施，增加面對相關法律法規的風險，這可能增加營運成本及影響產品需求。企業與社會皆著重節能減排。因此，本集團已投放大量資源，研發新技術和新產品，優化其節能效果，希望透過使用本集團的產品而善用能源，以實現企業、社會及環境的協調發展。此外，本集團的ESG目標為每年檢討溫室氣體減排和能源轉型進展提供參考的基準和未來的發展方向，並激勵採取更有效率的應對氣候變化的行動。

4. Climate Change

Climate change is expected to worsen the frequency and severity of extreme weather events and cause catastrophic damage. Climate change is also changing seasonal and annual patterns of temperature, precipitation and other weather phenomena, increasing risk of heavy rains, rising tides and flooding that can cause serious damage to assets such as buildings, warehouses and inventories, resulting in economic losses. In the long term, climate change may lead to a rise in the sea level, long-term changes in climate patterns of chronic heat waves such as persistent higher temperature, heavy rainfall, frequent typhoon, etc.. It may affect employees to go to work and material transportation, thereby affecting production progress and operation. On the other hand, these changes in climate patterns may increase the demand for certain equipment (such as cooling equipment, etc.), thereby increasing the demand for plastics, and the products of the Group. Therefore, the Group understands these trends and the relationship with its businesses so as to help the Group prepare, analyze possible risks and opportunities, seize the opportunities of potential benefits and establish the response capacity of the Group in the long run.

Climate change is a major concern of governments around the world. Governments may change the related policies, laws and regulations to deal with climate change. Therefore, the Group needs to change internal policies and measures, increasing the risk of facing relevant laws and regulations, which may increase operating costs and affect product demand. Both enterprise and society focus on energy conservation and emission reduction. Therefore, the Group has invested a lot of resources to develop new technologies and new products to optimize their energy-saving performance, hoping to use energy efficiently through the use of the Group's products; so as to achieve coordinated development among the enterprise, the society and the environment. Besides, the ESG targets of the Group provide benchmarks and future directions for the annual review of progress in greenhouse gas reduction and energy transition, and motivate more efficient actions to address climate change.

四、僱傭及勞工常規
IV. Employment and Labour Practices

本集團一直視員工為最寶貴的資產，堅持公平競爭與用人唯才的管治理念及文化，建立完善的人才管理機制，配合可持續發展方針，吸納及保留合適的人才。本集團致力締造非歧視、平等、和諧及安全的工作環境，並以互相尊重及與員工建立良好的關係為目標。本集團嚴格遵守中國內地、香港及台灣有關僱傭及勞工的法律法規，包括中國內地的《中華人民共和國憲法》、《中華人民共和國勞動法》、《中華人民共和國未成年人保護法》、《未成年工特殊保護規定》、《禁止使用童工規定》、《中華人民共和國婦女權益保障法》、《中華人民共和國保險法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》、《工傷保險條例》、《中華人民共和國工會法》、《中華人民共和國就業促進法》、《中華人民共和國勞動爭議調解仲裁法》、《中華人民共和國殘疾人保障法》、《中華人民共和國個人所得稅法》、《中華人民共和國勞動合同法實施條例》、《中華人民共和國職業病防治法》、《中華人民共和國安全生產法》、香港的《僱傭條例》、《僱員補償條例》、《強制性公積金計劃條例》、《最低工資條例》、《性別歧視條例》、《殘疾歧視條例》、《家庭崗位歧視條例》、《種族歧視條例》、《職業安全及健康條例》，以及台灣的《勞動基準法》、《反族群歧視法》、《勞工退休金條例》、《職業安全衛生法》及其他當地政府的要求與標準。有關資料將於下文「僱傭」、「健康和安全」及「勞工準則」部分中詳細描述。

Employees are the Group's valuable assets. The Group adheres to the fair and talent-oriented principle in its governance culture. A set of comprehensive talent management mechanism has been established to attract and retain competent talents for sustainable development. The Group is devoted to create a non-discriminatory, equal, harmonious and safe workplace and build up a mutual respect relationship with its employees. The Group has strictly complied with the relevant laws and regulations on employment and labour of Mainland China, Hong Kong and Taiwan, including the "Constitution of the People's Republic of China", the "Labour Law of the People's Republic of China", the "Law of the People's Republic of China on Protection of Minors", the "Provisions on the Special Protection on Minor Workers", the "Provisions on the Prohibition of Using Child Labour", the "Law of the People's Republic of China on the Protection of Rights and Interests of Women", the "Insurance Law of the People's Republic of China", the "Labour Contract Law of the People's Republic of China", the "Social Insurance Law of the People's Republic of China", the "Regulations on Work-Related Injury Insurances", the "Trade Union Law of the People's Republic of China", the "Employment Promotion Law of the People's Republic of China", the "Labour Dispute Mediation and Arbitration Law of the People's Republic of China", the "Law of the People's Republic of China on the Protection of Disabled Persons", the "Individual Income Tax Law of the People's Republic of China", the "Regulations on Implementation of the Labour Contract Law of the People's Republic of China", the "Prevention and Control of Occupational Diseases Law of the People's Republic of China" and the "Law of the People's Republic of China on Work Safety" of Mainland China, the "Employment Ordinance", the "Employees' Compensation Ordinance", the "Mandatory Provident Fund Schemes Ordinance", the "Minimum Wage Ordinance", the "Sex Discrimination Ordinance", the "Disability Discrimination Ordinance", the "Family Status Discrimination Ordinance", the "Race Discrimination Ordinance", the "Occupational Safety and Health Ordinance" of Hong Kong, and the "Labour Standards Act", the "Anti-racial Discrimination Act", the "Labour Pension Act", the "Occupational Safety and Healthy Act" of Taiwan, and other local government requirements and standards. Relevant information will be described in detail in the sections headed "Employment", "Health and Safety" and "Labour Standards" below.

四、僱傭及勞工常規
IV. Employment and Labour Practices

1. 僱傭

本集團制定了內部管理制度，對招聘、晉升、解僱、工作時數、假期、薪酬、福利及其他待遇等方面作出明確要求。

招聘、晉升、解僱、平等機會、多元化及反歧視

本集團已採取可促進反歧視、平等機會和多樣性的人力資源措施。本集團遵循多管道選拔人才的原則，並制定了招聘工作指引，以品格、學識、能力及崗位要求為僱用標準，為不同年齡、性別、種族、階級、婚姻狀況、容貌、語言、出生地、宗教或國籍的人士提供平等的僱用機會。此等政策適用於不同階段的僱傭關係，包括但不限於招聘、晉升、績效考核、培訓、個人發展及終止聘用。如解僱員工或因此而需要作出賠償，本集團會按照當地的法律法規處理。

於本報告期末，本集團員工(不包括本公司的高級管理人員)的性別比例為81.35%男性及18.65%女性，本公司高級管理人員的性別比例為50.00%男性及50.00%女性。鑑於本集團營運性質需要大量技術人員及勞動力，因此本集團相信員工性別比率在合理範圍內。本集團將根據實際情況不時檢討該等措施與實踐的效用，並會在必要時採納新的政策。特別是本集團將持續監控性別比例，並致力於在僱用本集團內所有職位時實現更佳的性別多元化。

1. Employment

The Group has established internal management system which specifies the requirements for recruitment, promotion, dismissal, working hours, rest periods, compensation, welfare and other benefits.

Recruitment, Promotion, Dismissal, Equal Opportunity, Diversity and Anti-discrimination

The Group has adopted human resources measures and practices to promote anti-discrimination, equal opportunity and diversity. The Group has established recruitment guidelines and recruitment is based on their moral character, knowledge, abilities and job requirements, and regardless of their age, gender, race, social status, marital status, appearance, language, birth place, religion, or nationality. The policy applies to all phases of the employment relationship, including but not limited to: hiring, promotion, performance appraisal, training, personal development and termination. The Group handles dismissal and compensation in accordance with the local laws and regulations.

At the end of the Reporting Period, the gender ratio in the workforce (excluding the senior management of the Company) of the Group comprised 81.35% male and 18.65% female. The gender ratio in the senior management of the Company comprised 50.00% male and 50.00% female. As the Group's nature of operation requires significant technicians and manual labour, the Group believes that the gender ratio of the workforce is within a reasonable range. The Group will from time to time review the effectiveness of the measures and practices according to the actual circumstances of the Group and will adopt new policies when considered necessary. In particular, the Group will continue to monitor the gender ratio aiming at achieving a greater gender diversity in hiring all positions across the Group.

四、僱傭及勞工常規
IV. Employment and Labour Practices

於本報告期末，本集團的僱員人數約為2,700名（2023/2024：2,400名），其分布情況如下表：

At the end of the Reporting Period, the Group had approximately 2,700 (2023/2024: 2,400) employees and the distribution is as follows:

		2024/2025年度 2024/2025	2023/2024年度 2023/2024
性別	**Gender**		
男性	Male	**81.33%**	80.37%
女性	Female	**18.67%**	19.63%
僱傭類別	**Employment Type**		
全職	Full-time	**99.67%**	99.63%
兼職	Part-time	**0.33%**	0.37%
年齡組別	**Age Group**		
18–30	18-30	**18.15%**	16.76%
31–45	31-45	**49.45%**	50.01%
46–60	46-60	**31.44%**	32.40%
>60	>60	**0.96%**	0.83%
地區	**Geographical Region**		
中國內地	Mainland China	**92.73%**	92.14%
香港	Hong Kong	**1.59%**	1.83%
台灣	Taiwan	**3.87%**	4.20%
其他	Others	**1.81%**	1.83%

於本報告期內，本集團僱員平均每月流失率如下表：

During the Reporting Period, the Group's average monthly employee turnover rate is as follows:

		2024/2025年度 2024/2025	2023/2024年度 2023/2024
性別	**Gender**		
男性	Male	**2.37%**	1.80%
女性	Female	**1.71%**	1.24%
年齡組別	**Age Group**		
18–30	18-30	**3.90%**	3.29%
31–45	31-45	**2.73%**	1.58%
46–60	46-60	**0.55%**	0.99%
>60	>60	**2.01%**	4.10%
地區	**Geographical Region**		
中國內地	Mainland China	**2.30%**	1.54%
香港	Hong Kong	**3.05%**	2.89%
台灣	Taiwan	**0.57%**	3.90%

四、僱傭及勞工常規
IV. Employment and Labour Practices

薪酬、福利及其他待遇

本集團透過人力市場調查結果，瞭解行業勞工市場薪酬情況，建立公平、合理、極具競爭力的薪酬體系，以吸引和保留高質素員工。員工的薪酬是按照職位要求的知識技能、經驗和教育程度等因素而釐定，他們的待遇基本包括基本工資、加班費、酌情花紅及／或年終獎金等。其他福利包括員工宿舍、節日禮品、各類津貼、保險、特殊工種員工身體檢查、社會保險／退休福利等。

Compensation, Welfare and Other Benefits

The Group attracts and retains outstanding talents with competitive remuneration packages and refers to the results of the labour market survey for better understanding of the prevailing salary levels of the industry in order to establish a fair, reasonable and competitive remuneration scheme. Staff salary levels are decided based on one's knowledge, skills, experiences and education background relevant to their work requirements. Their remuneration package includes basic salary, overtime pay, discretionary bonus and/or year-end bonus and so on. Other benefits include staff quarters, festive gifts, various allowances, insurance, medical checks for employees of special work type, social insurance/retirement benefits, etc..

工作時數及假期

本集團重視員工的健康，鼓勵大家維持工作與生活平衡，並依照當地的勞動法訂立員工工作時數，所有員工均享有休息日及法定假日。

Working Hours and Rest Periods

The Group pays attention to its employees' health and encourages work-life balance. Employees' work hours and their rights of rest days and holidays are based on the local labour laws.





2. 健康與安全

本集團制定安全生產責任制度，建立安全生產委會和安全管理組織架構，有關員工必須按照相關法律法規簽訂安全生產責任書並嚴格履行安全職責。本集團向員工講解企業「安全第一、預防為主、綜合治理」的安全生產方針，制定全面的安全培訓計劃，內容涵蓋生產部門的工作流程和指引、各種生產設備、裝置與消防設施的操作技術、防護裝備與急救器具的使用方法、生產部門安全教育與班組安全教育活動等，以及於廠房內張貼安全事故案例、安全警示標語以提升員工的安全意識。

本集團建立生產安全事故應急預案，提高員工應對風險和防範事故的應對能力，保障員工與公眾的安全。安全部門定期對每個生產車間進行安全隱患排查，生產部門負責機器的安全檢查，並由合資格的維修公司進行定期檢查，如發現安全隱患，需立刻進行整改。於本報告期內，深圳廠房設置一些安全措施，包括在氣體危險倉庫安裝警報裝置、在高空作業的生產車間安裝護欄、在部分裝配區重新建造調氣房間以減少廢氣等。

2. Health and Safety

The Group establishes policies and procedures in production safety and sets up production safety committee and safety management organization structure. The relevant staff have to sign safety responsibility statement and strictly perform the safety requirements according to the relevant laws and regulations. The Group explains to its employees about the production safety policy of "Safety and Prevention First, Integrated Management", and sets up comprehensive safety training plan which covers the workflow and guideline of production department, operation techniques of different types production equipment, installed facilities and fire prevention facilities, use of protective equipment and first aids tools, safety education of production departments and teams, etc., and posts safety accident cases and safety warning slogan in the plants, so as to enhance the safety awareness of employees.

The Group formulated a production safety emergency plan to enhance the ability to respond to risks and prevent accidents to protect employees' safety and health, and public safety. The safety department regularly conducts inspections at each production workshop to identify potential safety hazards. The production department is responsible for equipment safety inspection, and qualified external maintenance companies are engaged to conduct regular check-up. If safety hazards are found, remediation is required immediately. During the Reporting Period, Shenzhen plant set up some safety measures, including installing alarm devices in hazardous gas warehouses, installing guardrails for production workshops with high aerial work, re-building air conditioning rooms in some assembly areas to reduce waste gas, etc..

四、僱傭及勞工常規
IV. Employment and Labour Practices

本集團建立了職工身體檢查管理規定，安排特殊工種員工進行定期健康檢查。深圳廠房及順德廠房還制定了管理制度，適當地安排女性職工的工作範圍，維護女性職工的合法權益，以及減少和解決女性職工在勞動和工作中因生理特點造成的困難。於本報告期內，部分中國內地廠房委託專業檢測機構檢測各個工作崗位的職業病危害因素，檢測內容包括粉塵、有害化學物質、噪音、高溫、紫外輻射、個人防護用品配置與使用情況，以及職業病防護設施設置情況等。當發現未達標情況，生產廠房會進行整改，包括為員工提供適當的防護用品，加強監督員工正確使用防護用品，以符合國家及當地的職業衛生標準。

The Group has established staff health check management system, and arranges employees of special types of work to have regular health checks. Shenzhen and Shunde plants have also established management system to assign appropriate job duties for female workers; so as to protect the legitimate rights of female workers, and to reduce and resolve the difficulties of female workers due to their physiological characteristics. During the Reporting Period, some of the plants located in Mainland China have entrusted professional testing company to inspect the occupational hazards by job position. The inspection covers dust, hazardous chemicals, noise, high temperature, ultraviolet radiation, the provision and use of personal protective equipment, and the setting of occupational disease protection facilities, etc.. When it is found that the standards are not met, the production plant will take remediation action, including the provision of protective equipment to employees and strengthening the supervision of employees' correct use of protective equipment to meet the national and local occupational health standards.

於本報告期內，本集團員工因工傷損失工作日數極少。本集團於過去三年(包括本報告期內)沒有員工因工亡故。

During the Reporting Period, the number of lost days due to work injury is minimal. There was no work-related fatality occurred in each of the past three years (including the Reporting Period) within the Group.

四、僱傭及勞工常規
IV. Employment and Labour Practices

3. 發展及培訓

本集團訂立培訓管理制度，結合各部門的人力資源需求，由人力資源部門編製培訓計劃，以提高員工的知識與管理水準，提升員工履行職責的能力，改善工作表現及增加工作效率。為了配合企業可持續發展策略，本集團推行「新員工百日融入計劃」，集團會安排帶導夥伴予每一位新員工，使員工熟悉企業內部系統、資源與流程，以及瞭解企業的價值觀、團隊氛圍、工作方式和未來發展策略。集團亦希望此計劃能幫助新員工快速地熟悉業務、發揮自身價值，讓員工更快地建立緊密的人際關係，增強新員工對企業的認同感與歸屬感，員工可反饋意見，使本公司瞭解員工的需要。於本報告期內，本集團組織了多項內部與外部培訓活動，如產品知識、生產管理、人事制度及規章制度、公司簡介與企業文化、與香港聯交所上市規則的相關培訓、財務知識、ERP生產系統操作、注塑機知識、品質管制體系、品質方針與品質意識、採購管理、銷售政策與知識、安全及環境保護、職業健康知識、7S管理、安全防護裝備使用、消防應急演習等，以確保員工具足夠的知識和技能安全地履行工作。

3. Development and Training

The Group sets up staff training policies with reference to the departmental human resources needs. The human resources department established staff training plan to enhance the staff's knowledge and management capabilities and improve their work ability, performance and efficiency. In order to align with the corporate sustainable development strategy, the Group implemented the "100-day integration plan for new employees". The Group assigns a mentor to each new hire to facilitate new employees to familiar with the enterprise's internal systems, resources and workflow and understand the enterprise's values, team atmosphere, working methods and the future development strategies. The Group also hopes that this plan helps the new employees quickly familiarize themselves with the business and exert their own value; allows employees to establish close interpersonal relationships faster; and enhances new employees' sense of identity and belonging to the enterprise. The staff can give feedback so that the Company understands their needs. During the Reporting Period, the Group organized various internal and external training activities such as product knowledge, production management, human resources system and rules and regulations, company profile and corporate culture, trainings related to HKEX, finance knowledge, operation of ERP production system, injection moulding machine knowledge, quality control system, quality policy and quality awareness, procurement management, sales policy and knowledge, safety and environmental protection, occupational health knowledge, 7S management, use of safety protective equipment, fire emergency drills, etc. to ensure that employees have adequate knowledge and skills to perform their work safely.



四、僱傭及勞工常規
IV. Employment and Labour Practices

於本報告期內，本集團的受訓員工百分比[1]如下表：

During the Reporting Period, the percentage of the Group's employees trained[1] is as follows:

		2024/2025年度 2024/2025	2023/2024年度 2023/2024
性別	**Gender**		
男性	Male	**82.38%**	87.71%
女性	Female	**83.80%**	90.93%
職級組別	**Employee Category**		
上層管理層	Upper Management	**75.32%**	72.73%
中級管理層	Middle Management	**80.54%**	84.89%
普通員工	Ordinary Staff	**82.92%**	88.88%

於本報告期內，本集團僱員的平均受訓時數[2]如下表：

During the Reporting Period, the average training hours[2] per the Group's employee are as follows:

		2024/2025年度 2024/2025	2023/2024年度 2023/2024
性別	**Gender**		
男性	Male	**13.29**	12.18
女性	Female	**12.15**	9.70
職級組別	**Employee Category**		
上層管理層	Upper Management	**36.81**	19.27
中級管理層	Middle Management	**32.19**	13.51
普通員工	Ordinary Staff	**11.60**	11.43

附註：

1 「受訓員工百分比」是指本集團於本報告期內受訓員工人數除以本集團於本報告期末員工人數及於本報告期內離職員工人數總和。

2 「平均受訓時數」是指本集團於本報告期內為員工提供培訓的總時數除以本集團於本報告期末員工人數及於本報告期內離職員工人數總和。

Notes:

1 "The percentage of the Group's employees trained" refers to the number of the Group's employees trained within the Reporting Period divided by the sum of the Group's number of employees at the end of the Reporting Period and the number of departing employees within the Reporting Period.

2 "The average training hours" refers to the number of training hours provided by the Group to its employees within the Reporting Period divided by the sum of the Group's number of employees at the end of the Reporting Period and the number of departing employees within the Reporting Period.

4. 勞工準則

本集團重視人權及保護勞工權益，嚴格禁止童工及強制勞工。本集團之人力資源部在招聘過程中核對應聘者的身份證明文件，以防止聘請童工。此外，本集團還嚴格執行各種措施，以防止任何形式的強制勞工，包括囚工、契約勞工、抵債勞工，例如：在平等自願的基礎上與員工簽訂勞動合同；嚴禁以暴力、威脅或非法限制人身自由等手段強迫員工勞動；任何加班安排必須獲得員工同意，並按照適用法律法規給予員工補償。如發現任何可能的違規情況，本集團將採取應對措施進行整改，消除違規情況，確保合規經營。

合規性

於本報告期內，本集團沒有涉及與僱傭、健康與安全及勞工準則相關並對本集團有重大影響的已確認違法、違規事件。

4. Labour Standards

The Group cherishes human rights and protects labour rights, and strictly forbids child and forced labour. The human resources department of the Group reviews the identity documents of the candidates in the hiring process to prevent employment of child labour. Besides, the Group also strictly implements various measures to prevent any form of forced labour, including prisoner, indentured servitude, bonded labour; for example, labour contract is signed by the employee on a fair and voluntary basis; forcing an employee to work by means of violence, threat or unlawful restriction of personal freedom is all forbidden; employees' consent for work overtime is required and the employees are compensated as appropriate in accordance with the applicable labour laws and regulations. In case any possible violation is noted, the Group will take countermeasures to rectify and eliminate such issues, so as to ensure full operational compliance.

Compliance

During the Reporting Period, the Group did not have any confirmed cases of non-compliance incidents relating to employment, health and safety, and labour standards that have significant impact on the Group.

五、營運慣例
V. Operating Practices

1. 供應鏈管理

本集團堅持與主要供應商訂立合約之前，根據不同標準評估供應商的質素及道德標準，包括對環境及社會事宜的態度，因此本集團制訂了嚴謹的供應商評審制度。品質管理部、技術研發科、工藝工程部與採購部，對潛在供應商進行現場驗廠或作出間接評審，評審標準包括供應商的資格、產品質素、管理系統、生產規模、生產能力、生產設備、生產現場環境、生產週期、ISO認證、價格等各方面；同時要求供應商提供試用產品，經過一段時間的測試及試用合格後，最終選擇最優質的供應商合作。從簽訂合約到驗收的操作和監督，本集團皆有嚴格分工規定，務求供應商具認可資格、有良好的內部管理制度、準時交貨、合法合規、具應有專業技術等，確保供應商能提供優質的物品和服務。採購部定期評價現有合作的供應商，並依據評審結果制定供應商管理調整方案，務求能長期保持供應鏈的質素。本集團會按照內部規定，對所有供應商嚴格執行相關聘用慣例。

1. Supply Chain Management

The Group adheres to assessing the quality and ethical standards of suppliers based on a number of criteria, including their attitudes towards environmental and social issues, prior to entering into contracts. Therefore, the Group has established strict suppliers' evaluation system. The quality management department, the technical and research and development department, the process engineering department and the procurement department conduct either on-site inspections or indirect evaluation on potential suppliers; and the evaluation criteria include the supplier's qualification, product quality, management system, production scale, production capacity, production equipment, production site environment, production cycle, ISO certification, price and other aspects; and at the same time, the Group requests for provision of samples from suppliers for trial over certain period of time. The Group will select the best suppliers whom are competent to pass all qualification tests for cooperation. The Group also has strict measures to operate and monitor from signing contracts to undertaking inspection of goods and services; so as to ensure that the suppliers possess competent qualification, good internal control system, on-time delivery, rules and regulations compliance and the required professional skills and quality, and the goods and services provided by the suppliers are of high quality. The procurement department regularly evaluates existing suppliers and revises the supplier management plans based on the results of the reviews, so as to maintain the quality of the supply chain on long term basis. The Group strictly implements the relevant practices to engage all suppliers in accordance with the internal regulations.

於本報告期內，本集團的認可供應商及與本集團有業務往來的供應商數量及地理分布如下表：

During the Reporting Period, the number and geographical distribution of the approved suppliers and the suppliers that have business with the Group are as follows:

		2024/2025年度 2024/2025 認可供應商 Approved Suppliers	2023/2024年度 2023/2024	**2024/2025年度 2024/2025 與本集團有業務往來的主要供應商 Main suppliers that have business with the Group**	2023/2024年度 2023/2024
中國內地	Mainland China	**1,472**	1,466	**726**	807
台灣	Taiwan	**508**	501	**257**	222
其他	Others	**3**	6	**3**	5

2. 產品責任

產品質量檢定

「客人所要的，就是我們要做的」是本集團的客戶服務宗旨。本集團自2011年起與日本三菱達成全球戰略合作夥伴關係，逐步引進日本最尖端的生產及品質管理模式（如精益生產TPS、三菱品質系統M System等），讓產品品質於技術水平得到飛躍的進步。本集團實施有效的品質管理，深圳、順德、中意及台灣廠房獲得ISO 9001:2015質量管理體系認證，規範產品組裝前的進料檢驗、生產流程檢驗及組裝完成後的功能檢查、可靠性測試及外觀檢查等；所有檢驗程序均由經驗豐富及受過專業訓練的檢驗員進行。如發現原材料、零件或產品品質出現異常情況，他們必須按照不合格品管理程序處理；品質管理部必須詳細記錄檢驗結果，以便於追溯。本集團成立智能產業事業部，推出「iChen Smart Family」，包括「iChen Cloud」、「iChen Smart Factory」和「iChen AI Molder」，進一步提升了震雄智能產業，已經成功幫多個客戶工廠成功上線智能化配套整套生產線及大數據管理，大大減輕客戶生產管理上的難度。

客戶投訴及產品回收

本集團建立嚴謹的客戶投訴或諮詢處理流程，以確保客戶的問題得以迅速處理，並能及時分析成因及提出可行的糾正和預防措施，客戶可透過各地辦事處、經銷商、客戶服務電話熱線提出投訴或諮詢。由於本集團產品是大型機器，本公司會提供諮詢、技術及維修服務，為客戶解決問題，而不會提供產品更換。於本報告期內，本集團沒有回收任何產品，而接獲關於產品及服務的投訴數目亦極少。

2. Product Responsibility

Product Quality Assurance

"Our Customers' Need is Our Command" is the Group's customer service tenet. Since 2011, the Group has reached a global strategic partnership with Mitsubishi, Japan, and gradually introduced the most cutting-edge production and quality management models in Japan (such as lean production TPS, Mitsubishi quality system M System, etc.) so that the product quality and technical level have leapfrogged progress. The Group implements effective quality management system. Shenzhen, Shunde, Intra-Italia and Taiwan plants obtain the ISO 9001:2015 quality management system to standardize the incoming materials quality control prior to product assembly, quality control in production process, and testing on functionality, and reliability, and visual inspection after assembly is completed. The whole inspection procedures are carried out by experienced and professionally trained inspectors. If abnormalities in raw materials, parts or product quality are found, they must follow the unqualified product management procedures; the quality management department must record the inspection results in detail for easy traceability. The Group established the Smart Industry Business Unit and launched the "iChen Smart Family", including "iChen Cloud", "iChen Smart Factory" and "iChen AI Molder", which further enhanced Chen Hsong's smart industry and has successfully helped various customer plants to successfully launch a complete set of smart production lines and big data management, greatly alleviated customers' production management difficulties.

Customers' Complaints and Recall of Products

The Group has established strict customers' complaints or enquiry handling procedures to ensure that the customers' complaints can be handled promptly and allows timely analysis of the causes and suggests corrective and preventive measures. Customers can lodge complaints or enquiries through local offices, distributors and customer service hotlines. Since the Group's products are large-scale machines, the Company will provide consulting, technical and maintenance services to solve problems for customers, and currently product replacement is not an option. During the Reporting Period, the Group did not recall any products, and the number of products and services related complaints received by the Group is minimal.

五、營運慣例
V. Operating Practices

產品推廣

本集團的產品推廣活動主要分為線上及線下兩類，線上的產品推廣包括於行業協會及雜誌網站刊登廣告、於集團的官方微信號、抖音視頻號刊發產品介紹等；而線下的產品推廣則包括參加展覽會等。產品推廣的內容主要涉及注塑機特徵、功能、參數及其他資訊，由技術中心描述說明，確保內容正確。

Advertising of Product

The Group's product promotion activities are mainly divided into online and offline categories. Online product promotion includes advertisements on industry associations and magazine websites; and published articles about product details on the Group's official WeChat account and Douyin account. While offline product promotion includes participation in exhibitions, etc.. The content of product promotion mainly involves the characteristics, functionalities, parameters and other information relating to the injection moulding machine, which are described and explained by the technical centre to ensure accurate representation.

標籤管理

本集團嚴格遵守《中華人民共和國產品品質法》及相關的產品責任法律法規。為了更有效地保護消費者的合法權益，監管各種認證標誌的使用，本集團嚴格禁止將認證標誌貼於未通過產品認證程序或不合格的產品上，亦不可將相關產品對外銷售，藉此規管所有產品的品質及保障消費者利益。

Management of Labelling

The Group strictly complies with the "Product Quality Law of the People's Republic of China" and the applicable laws and regulations in product responsibility. In order to protect the legitimate rights and interests of consumers more effectively, the Group monitors the use of various certification labels, attaching certification labels on products that have not gone through the product certification process or sub-standard products are strictly forbidden; and such products should not be put on sale, thereby regulating the quality of all products and protecting consumer interests.

客戶資料保障及私隱政策

本集團嚴謹地處理透過業務關係而獲取的客戶資料，除非是擁有法律或專業權限或職責需要，在未獲得適當授權下，員工不應向第三方披露任何資料。部分涉及敏感與機密資料的員工（如技術中心人員、採購員）需簽署保密協議書，以確定相關員工保守本公司商業秘密的責任與義務。

Customer Data Protection and Privacy Policies

The Group carefully handles customers information obtained through business relationships diligently. All employees are strictly prohibited to disclose any such information to third parties without proper authority unless there is a legal or professional right or duty to do so. For those employees who have access to sensitive and confidential information (such as technical centre staff, purchasers) need to sign confidentiality agreements to ascertain the employees involved are clear about their responsibilities and obligations to keep the Company's business secrets.

維護及保障知識產權

本集團尊重知識產權，未經版權擁有者的允許，員工不得擁有或使用受版權保護的材料。

Maintenance and Protection Intellectual Property Rights

The Group respects intellectual property rights, and employees are not allowed to own or use copyrighted material without the permission of the copyright holder.

合規性

於本報告期內，本集團沒有涉及與產品及服務責任相關並對本集團有重大影響之已確認違法、違規事件，亦沒有收到關於違反客戶私隱、遺失客戶資料與侵犯知識產權的投訴。

3. 反貪污

為了符合中國內地的《中華人民共和國刑法》、《中華人民共和國刑事訴訟法》、香港的《防止賄賂條例》、台灣的《中華民國刑法》、《貪污治罪條例》和其他地方的相關法律法規，本集團制定了「反貪污政策」、「反貪污管理制度」、「舉報政策」(經修訂)及「震雄集團「風清氣正」員工行為規範」，嚴格規範員工的行為。本集團向所有員工(包括董事及員工)提供在職的反貪污培訓，中國內地公司為員工提供反貪污培訓、員工廉潔承諾培訓、震雄集團「風清氣正」員工行為規範學習；香港公司為員工提供外部培訓，如反貪污計劃 — 上市公司指南等，務求所有員工均能做到誠實守信、廉潔自律。部分員工需簽署「員工廉潔承諾書」。本集團將紀律檢查的監察工作深入業務過程中，舉報人可透過舉報機制，在保密的情況下，以郵寄、電郵、電話、內聯網或書面等舉報渠道向本集團匯報有關利用職務謀取個人私利、賄賂、勒索、欺詐及洗黑錢等違紀、違規或違法的個案。本集團以持續優化舉報機制為目標，堅決反腐倡廉，為建造清廉的社會環境盡力。部分員工需於入職前接受有關職業操守的培訓。對於違反本公司守則的員工，均有嚴厲的紀律處分為懲罰。本集團部分公司更定期與所有認可供應商簽訂「陽光協議」，避免出現損害各方合法利益的行為。於本報告期內，並無涉及指控本集團或本集團員工貪污的訴訟案件。

Compliance

During the Reporting Period, there was no confirmed violation or non-compliance incident relating to product and service responsibility that had significant impact on the Group and no complaints about violations of customer privacy, loss of customer information and infringement of intellectual property rights was received.

3. Anti-corruption

To comply with the "Criminal Law of the People's Republic of China" and the "Criminal Procedure Law of the Peoples's Republic of China" of Mainland China, the "Prevention of Bribery Ordinance" of Hong Kong, the "Criminal Code of the Republic of China" and the "Anti-Corruption Act" of Taiwan, and applicable laws and regulations of other jurisdictions, the Group established "Anti-corruption Policy", "Anti-corruption Management Policy", "Whistleblowing Policy (as revised)" and "Chen Hsong Group code of conduct 'Clean and Righteous' for employees" to strictly regulate the behaviour of employees. The Group provides on-the-job anti-corruption training to all employees (including directors and employees). The Mainland China companies provided employees with anti-corruption training, employee integrity commitment training, study of Chen Hsong Group code of conduct "Clean and Righteous" for employees; the Hong Kong company provided external training to employees such as Anti-corruption Programme — A Guide for Listed Companies, etc. so as to make sure that all employees can act honestly with integrity and be self-disciplined. Employees of certain companies are required to sign the "Employee Integrity Undertaking". The Group incorporates discipline inspection and supervision work in business operations. Whistleblowers can report through reporting channels such as mailing, email, telephone, intranet or written reports to the Group through whistleblowing system in strict confidence about cases of obtaining personal interests in carrying out one's job duties, briberies, extortion, frauds, money laundering in breach of policies, regulations and laws. The Group keeps on improving its whistleblowing system and is determined in combating corruption and contributes to building a clean society. Certain employees are required to attend training in business ethics before they are on board. Disciplinary actions will be taken against those employees who are in breach of the Company's code of conduct. Some of the Group's companies also sign prevention of commercial bribery agreements with all approved suppliers on a regular basis to avoid behaviour that harms the legitimate interests of all parties. During the Reporting Period, there was no legal action against the Group or its employees for corruption.

六、社區投資
VI. Community Investment

本集團一直以關懷社區為目標，透過支持社區機構以回饋社會，例如：捐款人民幣7萬元及新台幣1萬元予不同類型的社區機構；響應社區獻血活動，共獻血約1.71萬毫升。此外，本集團向來依法經營納稅，不遺餘力地協助解決當地的就業壓力。本集團一直保持良好的生產經營、積極推行綠色環保理念及營造良好的發展秩序，在保持社會穩定及建設和諧社區方面，有一定的貢獻。

The Group has always aimed at caring for the community and contributing to the society by supporting community organizations. For example, donation of approximately RMB70,000 and NTD10,000 to different types of community organizations; responding to community blood donation activities and donating a total of 17,100 ml of blood. Besides, the Group is a responsible taxpayer and spares no effort to help solving the local employment pressure. The Group has always maintained good production operation, actively promoted environmental protection and achieved good development order, and contributed to social stability and built a harmonious community.

七、環境數據表現摘要
VII. Environmental Performance Data Summary

	單位 Unit	2024/2025年度 2024/2025	2023/2024年度[7] 2023/2024[7]
溫室氣體排放[3] **Greenhouse Gas ("GHG") Emissions[3]**			
範圍一[1]: Scope 1[1]:			
總量 Total	噸 Tonne	**967.03**	908.48
密度[4] Intensity[4]	噸 Tonne	**0.021**	0.028
範圍二[2]: Scope 2[2]:			
總量 Total	噸 Tonne	**27,993.66**	20,917.49
密度[4] Intensity[4]	噸 Tonne	**0.60**	0.65
廢氣總排放量[3] **Air Emissions[3]**			
氮氧化物 Nitrogen Oxides	公斤 Kilogram	**2,835.89**	2,433.96
硫氧化物 Sulphur Oxides	公斤 Kilogram	**3.24**	3.13
顆粒物 Particulate Matters	公斤 Kilogram	**200.26**	173.91

七、環境數據表現摘要
VII. Environmental Performance Data Summary

	單位 Unit	2024/2025年度 2024/2025	2023/2024年度[7] 2023/2024[7]
有害廢物 **Hazardous Wastes**			
廢水排放量： Wastewater Discharged:			
總量 Total	噸 Tonne	**561.23**	420.14
密度[4] Intensity[4]	噸 Tonne	**0.01**	0.01
固體廢物產生量： Solid Waste Generated:			
總量 Total	噸 Tonne	**228.52**	170.56
密度[4] Intensity[4]	噸 Tonne	**0.005**	0.005
無害廢物 **Non-hazardous Wastes**			
廢水排放量： Wastewater Discharged:			
總量 Total	噸 Tonne	**103,355.58**	99,482.16
密度[4] Intensity[4]	噸 Tonne	**2.20**	3.10
固體廢物產生量： Solid Waste Generated:			
總量 Total	噸 Tonne	**7,724.24**	6,499.34
密度[4] Intensity[4]	噸 Tonne	**0.16**	0.20
製成品所用包裝材料 **Packaging Materials Used for Finished Goods**			
總量 Total	噸 Tonne	**735.86**	682.26
密度[4] Intensity[4]	噸 Tonne	**0.02**	0.02

七、環境數據表現摘要
VII. Environmental Performance Data Summary

	單位 Unit	2024/2025年度 2024/2025	2023/2024年度[7] 2023/2024[7]
能源及水資源消耗 **Energy and Water Consumption**			
電力： Electricity:			
總量 Total	兆瓦時 MWh	**46,064.40**	34,428.57
密度[4] Intensity[4]	兆瓦時 MWh	**0.98**	1.07
汽油： Gasoline:			
總量 Total	公升 Litre	**106,917.09**	116,134.34
密度[4] Intensity[4]	公升 Litre	**2.28**	3.62
柴油： Diesel:			
總量 Total	公升 Litre	**106,098.80**	93,284.43
密度[4] Intensity[4]	公升 Litre	**2.26**	2.90
二氧化碳： Carbon Dioxide:			
總量 Total	公斤 Kilogram	**1,974.00**	1,998.00
密度[4] Intensity[4]	公斤 Kilogram	**0.04**	0.06

七、環境數據表現摘要
VII. Environmental Performance Data Summary

	單位 Unit	**2024/2025年度** **2024/2025**	2023/2024年度[7] 2023/2024[7]
液化石油氣： Liquefied Petroleum Gas:			
總量 Total	公斤 Kilogram	**37,155.00**	35,922.00
密度[4] Intensity[4]	公斤 Kilogram	**0.79**	1.12
天然氣： Natural Gas:			
總量 Total	立方米 Cubic metre	**141,254.00**	117,347.00
密度[4] Intensity[4]	立方米 Cubic metre	**3.01**	3.65
液化天然氣： Liquefied Natural Gas:			
總量 Total	公斤 Kilogram	**2,800.00**	2,750.00
密度[4] Intensity[4]	公斤 Kilogram	**0.06**	0.09
製冷劑： Refrigerants:			
總量 Total	公斤 Kilogram	**13.00**	13.00
密度[4] Intensity[4]	公斤 Kilogram	**0.0003**	0.0004
水資源： Water:			
總量 Total	立方米 Cubic metre	**254,200.00**	257,905.86
密度[4] Intensity[4]	立方米 Cubic metre	**5.42**	8.03

七、環境數據表現摘要
VII. Environmental Performance Data Summary

附註：

1 範圍一是指本集團業務直接產生的溫室氣體排放，包括燃燒汽油、柴油、二氧化碳、液化石油氣、天然氣、液化天然氣、製冷劑等。

2 範圍二是指本集團業務內部消耗購回來的電力所引致的「間接能源」溫室氣體排放。

3 碳排放之計算參照電力供應商發布的排放系數、中國生態環境部應對氣候變化司公布之《中國區域電網基準線排放因子》及聯交所發布的《環境關鍵績效指標匯報指引》。

4 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，故將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的各項環境數據表現排放量／產生量／消耗量的密度是以每個約當產量單位計算。

5 部分數據是除去順德廠房該年度一次性或新措施所帶來的影響。

6 上年度部分數據需重列作為比較用途。

7 於2023/2024年度ESG報告，部分數據是除去深圳及順德廠房該年度一次性或新措施所帶來的影響。

Notes:

1 Scope 1 refers to the Group's business direct GHG emission, including combustion of gasoline, diesel, carbon dioxide, liquefied petroleum gas, natural gas, liquefied natural gas, refrigerants and so on.

2 Scope 2 refers to the "indirect energy" GHG emissions caused by the consumption of purchased electricity within the Group's business.

3 The carbon emissions are calculated with reference to the emission factors published by the electricity suppliers, the "China Regional Grid Baseline Emission Factors" issued by the Climate Change Department of the Ministry of Ecology and Environment of the People's Republic of China and the "Reporting Guidance on Environmental Key Performance Indicators" issued by HKEX.

4 Due to the differences on the types, sizes, time and cost of production of the injection moulding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units, i.e. equivalent production unit. This equivalent production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the emission/production/consumption intensity of the above environmental performance data from the Group's operations.

5 Part of the data has excluded the effect of one-off or new measures of Shunde plant.

6 Part of last year's comparative figures are restated to conform with the current year's presentation.

7 In the 2023/2024 ESG report, part of the data has excluded the effect of one-off or new measures of Shenzhen and Shunde plants.

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一般披露／關鍵績效指標 General Disclosure/KPIs	報告指引 Reporting Guideline	頁數 Page
	A. 環境 A. Environmental	
層面A1 Aspect A1	**排放物 Emissions**	
一般披露	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。 *註：* *廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。* *有害廢棄物指國家規例所界定者。*	12–19
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. *Note:* *Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations.* *Hazardous wastes are those defined by national regulations.*	
關鍵績效指標A1.1 KPI A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	16, 19, 42–43
關鍵績效指標A1.2 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（如適用）密度（如以每產量單位、每項設施計算）。 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).	21, 23, 42
關鍵績效指標 A1.3 KPI A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	16, 19, 43
關鍵績效指標A1.4 KPI A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	16, 19, 43
關鍵績效指標A1.5 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 emissions target(s) set and steps taken to achieve them.	13–19
關鍵績效指標A1.6 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.	14–19

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一般披露／關鍵績效指標 General Disclosure/KPIs	報告指引 Reporting Guideline	頁數 Page
層面A2 **Aspect A2**	**資源使用** **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。 *註： 源可用於生產、儲存、運輸、樓宇、電子設備等。* Policies on the efficient use of resources, including energy, water and other raw materials. *Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.*	20–25
關鍵績效指標A2.1 KPI A2.1	按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以兆瓦時計算)及密度(如以每產量單位、每項設施計算)。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (MWh) and intensity (e.g. per unit of production volume, per facility)	21, 23, 44–45
關鍵績效指標A2.2 KPI A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	25, 45
關鍵績效指標A2.3 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.	20, 22
關鍵績效指標A2.4 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.	24
關鍵績效指標A2.5 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.	43
層面A3 **Aspect A3**	**環境及天然資源** **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 minimizing the issuer's significant impact on the environment and natural resources	26
關鍵績效指標A3.1 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.	26

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一般披露／關鍵績效指標 General Disclosure/KPIs	報告指引 Reporting Guideline	頁數 Page
層面A4 **Aspect A4**	**氣候變化** **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.	27
關鍵績效指標A4.1 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.	27
	B. 社會 **B. Social**	
層面B1 **Aspect B1**	**僱傭** **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.	28–31
關鍵績效指標B1.1 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僱員總數。 Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	30
關鍵績效指標B1.2 KPI B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	30

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層面B2 **Aspect B2**	**健康與安全** **Health and Safety**	
一般披露 General Disclosure	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 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.	28, 32–33
關鍵績效指標B2.1 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.	33
關鍵績效指標B2.2 KPI B2.2	因工傷損失工作日數。 Lost days due to work injury.	33
關鍵績效指標B2.3 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.	32–33
層面B3 **Aspect B3**	**發展及培訓** **Development and Training**	
一般披露 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 *註： 培訓指職業培訓，可包括由僱主付費的內外部課程。* Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. *Note: Training refers to vocational training. It may include internal and external courses paid by the employer.*	34–35
關鍵績效指標B3.1 KPI B3.1	按性別及僱員類別(如上層管理層、中級管理層)劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. upper management, middle management).	35
關鍵績效指標B3.2 KPI B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	35

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層面B4 **Aspect B4**	**勞工準則** **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.	28, 36
關鍵績效指標B4.1 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.	36
關鍵績效指標B4.2 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.	36
層面B5 **Aspect B5**	**供應鏈管理** **Supply Chain Management**	
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.	37
關鍵績效指標B5.1 KPI B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	37
關鍵績效指標B5.2 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.	37
關鍵績效指標B5.3 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.	37
關鍵績效指標B5.4 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.	37

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層面B6 **Aspect B6**	**產品責任** **Product Responsibility**	
一般披露 General Disclosure	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	38–40
關鍵績效指標B6.1 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.	38
關鍵績效指標B6.2 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 services related complaints received and how they are dealt with.	38
關鍵績效指標B6.3 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.	39
關鍵績效指標B6.4 KPI B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	38
關鍵績效指標B6.5 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.	39

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層面B7 **Aspect B7**	**反貪污** **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.	40
關鍵績效指標B7.1 KPI B7.1	於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 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.	40
關鍵績效指標B7.2 KPI B7.2	描述防範措施及舉報程序，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.	40
關鍵績效指標B7.3 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.	40
層面B8 **Aspect B8**	**社區投資** **Community Investment**	
一般披露 General Disclosure	有關以社區參與來瞭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.	41
關鍵績效指標B8.1 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).	41
關鍵績效指標B8.2 KPI B8.2	在專注範疇所動用資源（如金錢或時間）。 Resources contributed (e.g. money or time) to the focus area.	41

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