高地股份有限公司
Gaodi Holdings Limited

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

Stock Code 股份代號：1676

2025

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

INTRODUCTION, ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICIES

序言和環境、社會及管治方針

This Environmental, Social and Governance Report (the "ESG Report") summarizes the environmental, social and governance ("ESG") initiatives, plans and performances of Gaodi Holdings Limied (the "Company") together with its subsidiaries, (the "Group" or "we") and demonstrates its commitment to sustainability development.

本環境、社會及管治報告（「本報告」）總結高地股份有限公司（「本公司」），連同其附屬公司，（「本集團」或「我們」）在環境、社會及管治（「環境、社會及管治」）上的倡議、計劃及績效，並展示其在可持續發展方面的承諾。

As a seller of food products and service provider of food and beverage services, the Group adheres to the ESG management principles of sustainable development and implements the concept of sustainable development in its business strategy. We are committed to addressing the ESG issues of the Group effectively and responsibly as a core part of our business strategy, as we believe this is the key to our continued success in the future. In order to constantly promote business growth and achieve sustainability, we have taken into account various factors, including business related challenges, work ethics, global trends, laws and regulations, etc.

作為食品銷售商及餐飲服務提供者，本集團秉承可持續發展的環境、社會及管治的管理方針，在其業務策略中貫徹可持續發展理念。我們承諾有效及負責任地處理本集團的環境、社會及管治事務，並以此作為我們商業戰略的一個核心部分，因為我們相信這是讓我們在未來繼續取得成功的關鍵。為促進業務不斷增長及實現可持續發展，我們已考慮多種因素，包括業務相關挑戰、職業操守、全球趨勢、法律及法規等。

For the sake of striking a balance among business needs, social demands and environmental impacts, we are committed to understanding and addressing the ESG risks and their impact on our customers, the communities and the environment. To implement sustainability strategies to all levels of the Group, a top-down approach is adopted for the following sustainability strategies:

為平衡業務需要、社會需求及環境影響，我們致力瞭解及解決環境、社會及管治風險以及該等風險對客戶、社區及環境的影響。為於本集團所有層面實施可持續發展策略，已自上而下地採納以下可持續發展策略：

- To achieve environmental sustainability
- To respect human rights and social culture
- To engage with stakeholders
- To support our employees
- To maintain relationships with local communities

- 實現環境可持續發展
- 尊重人權及社會文化
- 與利益相關者溝通
- 為僱員提供支持
- 維持與地方社區的關係

About Gaodi

Business

The Group's principal operation activity are packaging and sales of food products and food and beverage business in the Mainland China. The Group has a comprehensive food product portfolio. The Group seeks to differentiate itself from its competitors by providing a broad and convenient choice of safe and quality products, which creates additional opportunities to drive the overall sales.

關於高地

業務

本集團的主要業務活動為於中國包裝及銷售食品及餐飲業務。本集團擁有全面食品產品組合。本集團尋求透過提供豐富多樣及便利的安全優質產品，創造促進整體銷售的更多機會，從競爭對手中脫穎而出。

Vision

To become a remarkable leading brand of food products and food and beverage business.

願景

成為卓越的食品及餐飲業務領導品牌。

Mission
To deliver quality food products and food and beverage services to mass consumers.

使命
向廣大消費者提供優質食品及餐飲服務。

Board of Directors (the "Board")
As at the date of this report, the Board consists of:

董事會（「董事會」）
於本報告日期，董事會成員包括：

Executive Directors 執行董事	**Independent Non-executive Directors** 獨立非執行董事
Ms. Wang Wana 王娃娜女士	Mr. Shum Ching Hei 岑政熹先生
Mr. Huang Jingsheng 黃經勝先生	Mr. Yang Minda 楊敏達先生
Mr. Hong Jixiang 洪吉翔先生	Ms. Gui Chenghui 桂誠慧女士
Ms. Chen Chun 陳純女士	

The ESG Governance Structure

The Group has appointed employees from different departments to form the ESG Taskforce (the "Taskforce"), and is responsible to collecting relevant information on our ESG aspects for preparing the ESG Report. The Taskforce reports to the Board, assists in identifying and evaluating the Group's ESG risks and the effectiveness of the internal control mechanisms. The Taskforce also examines and evaluates our performances in different ESG aspects such as environment, health and safety, labour standards and product responsibilities. The Board sets up a general direction for the Group's ESG strategies, ensuring the effectiveness in the control of ESG risks and internal control mechanisms.

環境、社會及管治治理結構

本集團已委派不同部門的員工組成環境、社會及管治工作小組（簡稱「工作小組」），並負責搜集我們在環境、社會及管治方面的相關資料以編制本報告。工作小組會向董事會彙報，協助辨識和評估本集團的環境、社會及管治風險及內部控制機制的有效性。工作小組亦會檢查和評估我們在環境、社會及管治範疇內環境、健康與安全、勞工標準、產品責任等不同方面的表現。董事會則會設定本集團環境、社會及管治戰略上的大方向，並確保環境、社會及管治風險控制及內部控制機制的有效性。

SCOPE OF REPORTING

報告範圍

This ESG report covers the core business of Group's in the Mainland China. Unless specified otherwise, we obtain ESG key performance indicator ("KPI") data through the operational control mechanisms of the Group. The data and information used in the ESG Report are quoted from self-archiving documents, records, statistical data and research.

本報告主要集中於本集團在中國大陸的核心業務。除了特別列明以外，我們通過本集團的營運控制機制取得環境、社會及管治關鍵績效指標（「關鍵績效指標」）資料。本報告所用數據及資料引述自歸檔文件、記錄、統計數據及研究。

REPORTING FRAMEWORK

This ESG Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") under Appendix 27 of the Main Board Listing Rules of the Stock Exchange of Hong Kong Limited.

報告框架

本報告依照香港聯合交易所有限公司主板上市規則附錄 27 環境、社會及管治報告指引（「環境、社會及管治報告指引」）所編製編寫。

REPORTING PERIOD

The ESG Report describes the ESG activities, challenges and measures being taken during the year ended 30 June 2025 (the "Reporting Period" or "2025").

報告期間

本報告詳述本集團於截至二零二五年六月三十日止年度（「報告期間」或「二零二五年」）取得的環境、社會及管治方面的活動、挑戰和採取的措施。

STAKEHOLDERS ENGAGEMENT

Stakeholder engagement is an indispensable part of the Group's continuous improvement in its sustainability performance. The Group understands that its responsibility to all stakeholders and recognizes that understanding the needs and expectations of stakeholders is the key to success of the Group. Therefore, the Group values the views of different stakeholders and their opinions on our business and ESG matters.

持份者參與

持份者參與是本集團持續提升可持續發展表現不可或缺的一環。本集團深知其對全體持份者承擔的責任，並瞭解持份者的需求及期望乃是本集團成功的關鍵。因此，本集團重視不同持份者及他們對我們經營及環境、社會及管治事務上的意見。

To fully understand, respond and address the major concerns of different stakeholders, we communicate closely with different stakeholders, including but not limited to the Hong Kong Stock Exchange ("HKEx"), the Government, suppliers, shareholders or investors, the media and the public, customers, employees and the community with different channels. The Group's major stakeholders' potential related issues and the Group's communication channels with them are as follows:

為全面瞭解、回應及處理不同持份者的核心關注點，我們與不同的持份者，包括但不限於香港聯交所（「香港聯交所」）、政府、供應商、股東或投資者、媒體及公眾、客戶、僱員及社區以不同管道緊密溝通。本集團主要持份者的潛在相關事宜及本集團與他們之聯繫管道如下：

Key Stakeholder 主要持份者	Possible Concerned Issues 潛在相關事宜	Communication Channels 溝通管道
HKEx 香港聯交所	Compliance with the Listing Rules 遵守上市規則 Timely and accurately release announcements 及時而準確地刊發公佈	Meetings 會議 Trainings 培訓 Roadshows 路演 Workshops 工作坊 Programs 計劃 Website Updates 網站更新 Announcements 公佈

Key Stakeholder 主要持份者	Possible Concerned Issues 潛在相關事宜	Communication Channels 溝通渠道
Government 政府	Compliance with laws and regulations 遵守法律法規 Prevention of tax evasion 防止避稅 Social welfare 社會福利	Activities and visits 活動及拜訪 Government inspections 政府視察 Tax declaration 納稅申報
Suppliers 供應商	Payment schedule 付款時間表 Stable demand 穩定需求	Site visits 實地拜訪
Shareholders or investors 股東或投資者	Corporate governance system 企業管治制度 Business strategies and performance 業務策略及表現 Investment returns 投資回報	Financial reports and operation reports 財務報告及營運報告 Organizing and participating in seminars for investors, media and analysts 組織及參與為投資者、媒體及分析師舉辦的研討會 Shareholders' meetings 股東大會 Interviews 訪談
Media and Public 媒體及公眾	Corporate governance 企業管治 Environmental protection 環保 Human right 人權	Issue of newsletters on the Group's website 於網站刊發新聞稿
Customers 客戶	Product quality 產品質素 Delivery times 交付時間 Reasonable prices 合理的價格 Service value 服務價值 Labour protection and work safety 勞工保護及工作安全	Site visits 實地拜訪 After-sales services 售後服務
Employees 僱員	Rights and benefits 權利及福利 Employee compensation 僱員報酬 Training and development 培訓與發展 Working hours 工作時段 Working environment 工作環境	Union activities and trainings 工會活動、培訓 Interviews with employees 與僱員進行面談 Issuing employee handbooks 刊發僱員手冊 Internal memos 存置內部備忘錄 Setting up employee suggestions boxes 設立僱員意見箱

Key Stakeholder 主要持份者	Possible Concerned Issues 潛在相關事宜	Communication Channels 溝通渠道
Community 社區	Community environment 社區環境	Developing community activities 開展社區活動
	Employee and community development 僱員與社區發展	Employee voluntary activities 僱員自願活動
	Social welfare 社會福利	Social welfare subsidies and donations 社區福利補貼及捐贈

We are committed to working with our stakeholders to improve the Group's ESG performance and continue to create greater value for our country and society.

我們致力於與我們的持份者合作以改善本集團在環境、社會及管治方面的表現，並為我們的國家和社會持續創造更大的價值。

MATERIALITY ASSESSMENT

重要範疇評估

We value the opinions of our stakeholders, and identify and assess material issues that will be included in the ESG Report through the feedback from relevant stakeholders. During the Reporting Period, significant ESG issues are matters that have or may have a significant impact on:

我們重視持份者的意見，並通過相關持份者的回饋來識別和厘定會包含在本報告內的重要議題。於報告期間，重大環境、社會及管治事宜為對以下各項產生或可能產生重大影響的事宜：

- China's business;
- China's food products and food and beverage market;
- Current or future environment or society;
- Our financial performance or operations; and/or
- Stakeholder assessments, decisions and actions.

- 中國的業務；
- 中國的食品及餐飲市場；
- 目前或未來的環境或社會；
- 我們的財務表現或營運；及／或
- 利益相關者的評估、決策及行動。

The Group has adopted the principle of materiality in the ESG reporting by understanding the key ESG issues that are important to the business of the Group. All the key ESG issues and key performance indicators (KPIs) are reported in the Report according to recommendations of the ESG Reporting Guide (Appendix 27 of the Listing Rules) and the GRI Guidelines.

本集團通過了解對本集團業務而言屬重要的關鍵環境、社會及管治事宜，於環境、社會及管治報告中採用重要性原則。根據環境、社會及管治報告指引（上市規則附錄 27）及全球報告倡議組織指引的建議，本報告就所有關鍵環境、社會及管治事宜及關鍵績效指標作出匯報。

The Group has evaluated the materiality and importance in ESG aspects through the following steps:

本集團已透過以下步驟評估環境、社會及管治方面的重大性及重要性：

Step 1: Identification – Industry Benchmarking
• Relevant ESG areas were identified through the review of relevant ESG reports of the local and international industry peers.

步驟一：識別 - 行業基準
•透過審查當地及國際同業的相關環境、社會及管治報告，確定相關的環境、社會及管治範疇。

• The materiality of each ESG areas was determined based on the important of each ESG area to the Group through internal discussion of the management and the recommendation of ESG Reporting Guide (Appendix 27 of the Listing Rules).

• 根據各個環境、社會及管治範疇對本集團的重要性，透過管理層的內部討論及環境、社會及管治報告指引（上市規則附錄 27）的建議，釐定各個環境、社會及管治範疇的重要性。

Step 2: Prioritisation – Stakeholder Engagement
• The Group discussed with key stakeholders on key ESG areas identified above to ensure all the key aspects were covered.

步驟二：排序 - 持份者的參與
• 本集團已就上述識別出的關鍵環境、社會及管治範疇與主要持份者進行討論，以確保涵蓋所有關鍵方面。

Step 3: Validation – Determining Material Issues
• Based on the discussion with key stakeholders and internal discussion among the management, the Group's management ensured that all the key and material ESG areas, which were important to the business development, were reported and in compliance with ESG Reporting Guide.

步驟三：確認 - 釐定重大議題
• 根據與主要持份者的討論以及管理層之間的內部討論，本集團的管理層確保所有對業務發展至關重要的關鍵及重大環境、社會及管治範疇已予報告並遵守環境、社會及管治報告指引。

We have identified the important ESG issues of the Group in respect of the above matters presented as below:

我們就以上各項事宜已識別有關本集團重要環境、社會及管治的議題，如下所示：

The ESG Reporting Guide **報告指引**	**Material ESG aspects of the Group** **本集團環境、社會及管治重要範疇**	
A. Environmental **A. 環境**		
A1. Emissions 排放物	Exhaust Gas Emissions 廢氣排放	P. 10
	Greenhouse Gas ("GHG") Emissions 溫室氣體(「溫室氣體」)排放	P. 11
	Sewage Discharge 污水排放	P. 12
	Waste Management 廢棄物管理	P. 12
A2. Use of Resources 資源使用	Energy Management 能源管理	P. 14
	Water Management 用水管理	P. 15
	Use of Packaging Materials 包裝材料使用	P. 15
A3. The Environment and Natural Resources 環境及天然資源	Indoor Air Quality Management 室內空氣質素管理	P. 16
A4. Climate Change 氣候變化	Governance 治理	P. 16
	Strategy 策略	P. 17
	Risk Management 風險管理	P. 18
	Significant Climate-related Issues 重大氣候相關事宜	P. 19
	Metrics and Targets 指標及目標	P. 24

The ESG Reporting Guide 報告指引	Material ESG aspects of the Group 本集團環境、社會及管治重要範疇	
B. Social B. 社會		
B1. Employment 僱傭	Recruitment and Dismissal 招聘及解僱	P. 25
	Remuneration and Benefits 薪酬福利	P. 26
	Work-life Balance 工作與生活平衡	P. 26
	Communication with Employees 僱員溝通	P. 27
	Equal Opportunities 平等機會	P. 27
B2. Health and Safety 健康與安全	Health and Safety Management System 健康與安全管理制度	P. 28
	Health and Safety Education and Training 健康與安全教育及培訓	P. 29
B3. Development and Trainings 發展及培訓	Development and Training 發展及培訓	P. 29
B4. Labour Standard 勞工準則	Prevention of Child and Forced Labour 防止童工及強制勞工	P. 30
B5. Supply Chain Management 供應鏈管理	Supply Chain Management 供應鏈管理	P. 31
	Environmental and Social Responsibility of Suppliers 供應商之環境及社會責任	P. 31
B6. Product Responsibility 產品責任	Quality Management 品質管理	P. 32
	Customer Service 客戶服務	P. 32
	Privacy Protection 隱私保護	P. 33
	Intellectual Property Rights 知識產權	P. 33
B7. Anti-corruption 反貪污	Anti-corruption 反貪污	P. 33
	Whistleblowing Mechanism 舉報機制	P. 34
B8. Community Investment 社區投資	Corporate Social Responsibility 企業社會責任	P. 35

BOARD'S OVERSIGHT OF ESG ISSUES

董事會對環境、社會及管治事宜的監督

Board's overall vision and strategy in managing ESG issues

The board of directors ("Board") has a primary role in overseeing the management of the Group's sustainability issues. During the year, the Board spent significant time in evaluating the impact of ESG-related risks on our operation and formulating relevant policy in dealing with the risks. The oversight of the Board is to ensure the management to have all the right tools and resources to oversee the ESG issues in the context of strategy and long-term value creation.

董事會在管理環境、社會及管治事宜方面的整體願景及戰略

董事會（「董事會」）在督導本集團的可持續發展事宜管理方面充當主要角色。於年內，董事會耗費大量時間評估環境、社會及管治相關風險對營運的影響，並制定相關政策以處理相關風險。董事會的督導確保於戰略及長期價值創造下，管理層擁有一切合適的工具及資源，以便督導環境、社會及管治事宜。

ESG Working Group

The Group attaches great importance to ESG work. Under the leadership of the Board of the Company, each subsidiary has set up a dedicated safety and environmental protection department ("ESG Working Group") to implement specific safety and environmental protection work, so as to comply with government requirements, implement the concept of "safety and environmental protection" in its operation and fulfil its social responsibilities.

環境、社會及管治工作小組

本集團十分重視環境、社會及管治工作。在本公司董事會的領導下，各附屬公司都設立專責安全環保部門（「環境、社會及管治工作小組」）專責落實安全及環保具體工作，以配合政府要求，在經營中貫徹落實「安全環保」理念，履行社會責任。

The ESG Working Group is primarily responsible for reviewing and supervising the ESG process, and risk management of the Group. Different ESG issues were reviewed by the Working Group at the meeting, which holds once per year. During the reporting period, the ESG Working Group and the management reviewed the ESG governance and different ESG issues. The ESG Working Group consisted of Executive Directors, Chief Executive Officer, Officer of the Office of the General Manager and operation managers.

環境、社會及管治工作小組主要負責檢討及監督本集團的環境、社會及管治流程以及風險管理。在每年舉行一次的會議上，工作小組會對不同環境、社會及管治事宜進行檢討。於報告期間，環境、社會及管治工作小組及管理層已檢討環境、社會及管治的治理情況及不同環境、社會及管治事宜。環境、社會及管治工作小組包括執行董事、行政總裁、總經理辦公室主管及運營經理。

Board's ESG management approach and strategy for material ESG-related issues

In order to better understand the opinions and expectations of different stakeholders on our ESG issues, materiality assessment is conducted each year. We ensure various platforms and channels of communication are used to reach, listen and respond to our key stakeholders. Through general communication with stakeholders, the Group understands the expectations and concerns from stakeholders. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the resulting impact.

董事會就重大環境、社會及管治相關事宜的環境、社會及管治管理方針及戰略

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

CONTACT US

For details of our financial performance and corporate governance, please visit our website http://www.gaodiholdings.com and the Annual Report. The Group welcomes stakeholders to provide their opinions and suggestions. You can send feedback and other inquiries regarding sustainable development to our headquarter in China (email address: investors@chinashenghaigroup.com).

與我們聯絡

有關我們財務表現及企業管治的詳情，請瀏覽我們的網站http://www.gaodiholdings.com及年報。本集團亦歡迎持份者提供意見及建議。 閣下可以將反饋意見及其他可持續發展方面的查詢寄送至我們的中國總部（電郵地址：investors@chinashenghaigroup.com）。

A. ENVIRONMENTAL

A1. Emissions

General Disclosures and KPIs

The Group aims at providing its customers with quality food products and food and beverage services, while sustaining the business model without depleting natural resources in the long run. As one of our guiding principles, we strive to minimize the adverse environmental impacts brought by our operations. The Group's every operating unit widely adopts the culture of environmental protection.

The Group strictly complies with the "Environmental Protection Law of the People's Republic of China", "Water Pollution Prevention and Control Law of the People's Republic of China", "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution", "Law of the People's Republic of China on Prevention and Control of Pollution From Environmental Noise", "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste" , and other related environmental laws and regulations, etc. We have established an environmental protection responsibility system and actively adopted environmental protection measures to reduce the environmental pollution generated during the operation process.

During the Reporting Period, the Group did not have any violation of relevant environmental laws and regulations in relation to exhaust gas and GHG emissions, water and land discharge, and the generation of hazardous and non-hazardous wastes that have a significant impact on the Group.

Exhaust Gas Emissions

The Group's business operations do not involve gaseous fuel consumption, and the main exhaust gas emissions are from the vehicles that we employ to distribute the products. For emission sources, we take the following mitigation measures:

- Fully utilized the capacity of the vehicle, so as to ensure the transportation of products is completed with the least travelling frequency;
- Optimized transportation routes; and
- Conducted regular inspection and maintenance of the vehicle to effectively reduce fuel consumption, thereby reducing carbon emissions and exhaust gas emissions.

The Group's total exhaust gas emissions has decreased by approximately 21.8% from approximately 2,434 kg in the year ended 30 June 2024 ("2024") to approximately 1,903 kg during the Reporting Period.

A. 環境

A1. 排放物

一般披露和關鍵績效指標

本集團矢志向其客戶提供優質的食品及餐飲服務，並長期維持不使天然資源枯竭的業務模式。作為我們的指導原則之一，我們力求盡量降低業務帶來的不利環境影響。本集團的各個業務單位廣泛採納環境保護的文化。

本集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》、《中華人民共和國大氣污染防治法》、《中華人民共和國環境雜訊污染防治法》、《中華人民共和國固體廢物污染環境防治法》及其他有關中國環境保護的法律法規。我們建立了環境保護責任制度，對於經營過程中產生的環境污染在營運過程中積極採取環境保護措施。

於報告期間，本集團並無任何就空氣及溫室氣體排放、水及土地的排污以及有害及無害廢棄物產生，對本集團有重大影響的當地相關環境法律法規之違規事件。

廢氣排放

本集團的業務營運不涉及氣體燃料消耗，而主要廢氣來自我們用於分發產品的車輛。針對排放源，我們採取下列減排措施：

- 充分利用車輛空間，確保以最低行車頻率運輸產品；
- 優化運輸路線；及
- 對所屬車輛進行定期檢修，以有效地降低燃料燒耗，從而減少碳排放及廢氣排放。

本集團的廢氣排放總量由截至二零二四年六月三十日止年度（「二零二四年」）的約 2,434 公斤下降了約 21.8%至報告期間的約 1,903 公斤。

The Group's emission performance is as follows:

本集團廢氣排放表現如下：

Type of exhaust gas 廢氣種類	Total emissions (kg) 排放總量（公斤） 2025 二零二五年	 2024 二零二四年
Sulphur Oxides (SOx) 硫氧化硫	1.20	2.01
Nitrogen Oxides (NOx) 氮氧化物	1,843.90	2,320.70
Particulate Matter (PM) 顆粒物	57.43	111.29

GHG Emissions

As a socially responsible corporate, reducing GHG emissions is our top concern. The Group's principal GHG emissions are from gasoline and diesel consumed by transportation (Scope 1), purchased electricity (Scope 2), and fresh water and sewage treatment and waste paper treatment (Scope 3).

溫室氣體排放

作為一間有社會責任感的企業，減少溫室氣體排放是我們最關注的問題。本集團的主要溫室氣體排放來源於交通運輸所消耗的汽油和柴油（範圍一）、外購電力（範圍二）以及淡水及污水處理和廢紙處理（範圍三）。

The Group actively adopts energy and electricity saving measures to reduce GHG emissions, including:

本集團積極採取節電和節能措施，以減少溫室氣體排放，包括：

- Reduces carbon emissions resulted from exhaust gas emission of vehicles, detailed measures have been described in the above section headed "Exhaust Gas Emissions"; and
- Actively adopts environmental protection, energy conservation and water conservation measures. The measures are described in Aspect A2 "Energy Management" and "Water Management".

- 減少汽車尾氣導致的碳排放，詳細措施已經在上面「廢氣排放」一節說明；及
- 積極採取環保、節能及節水措施。有關措施於層面 A2「能源管理」及「用水管理」中說明。

The Group's GHG emissions has increased by approximately 39% from about 431.09 tCO_2e in 2024 to about 602.71 tCO_2e during the Reporting Period. The Group's GHG emissions performance is summarized as follows:

本集團的溫室氣體排放由二零二四年的約 431.09 噸二氧化碳當量上升了約 39%至報告期間的約 602.71 噸二氧化碳當量。本集團的溫室氣體排放表現概述如下：

Indicator[1] 指標 [1]	Source of Emissions 排放來源	2025 (tCO_2e) 二零二五年 （噸二氧化碳當量）	2024 (tCO_2e) 二零二四年 （噸二氧化碳當量）
Scope 1 範圍一	Emissions from fossil fuel consumption 來自化石燃料消耗的排放	483.25	346.05
Scope 2 範圍二	Emissions from electricity consumption 來自電力消耗的排放	106.04	75.46
Scope 3 範圍三	Emissions from disposal of paper waste 來自廢紙處理的排放	13.42	9.58
Total GHG emissions (Scope 1, 2 and 3) 溫室氣體排放總量（範圍一、二及三）		602.71	431.09

Note:

1. *Greenhouse gas emissions data are presented in terms of carbon dioxide equivalent and are based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Bank Institute and the World Business Council for Sustainable Development, the latest released emission factors of China's regional power grid basis, "How to prepare an ESG report? – Appendix II: Reporting Guidance on Environmental KPIs" issued by the Hong Kong Stock Exchange, and the "Global Warming Potential Values" from the IPCC Fifth Assessment Report, 2015 (AR5).*

2. *The emission factor of freshwater and sewage treatment in the Mainland China is 0.60 kg per cubic meter.*

Sewage Discharge

The Group regularly monitors the production, office and domestic sewage so to comply with relevant laws and regulations and meet local government sewage discharge standards. The Group mainly discharges sewage in daily production and operation process, and the sewage will be discharged into the urban sewage pipe network after being purified by the underground sewage treatment plant.

The Group's sewage discharge has increased from about 3,019 cubic meters in 2024 to about 4,032 cubic meters in the Reporting Period.

Waste Management

The Group adheres to the principle of waste management, and is committed to properly handling and disposing all waste generated by our business activities. All of our waste management practices comply with relevant environmental laws and regulations.

Hazardous Waste

The Group's principal activities include processing raw materials into finished products, packaging finished products and selling the packaged products under our own brands. Based on the business nature, the Group does not generate any significant hazardous waste during its operations, including but not limited to chemical waste and hazardous chemicals.

備註:

1. *溫室氣體排放資料乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世 界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、最新發佈的中國區域電網基線排放因子、香港交易所發佈的《如何準備環境、社會及管治報告？ - 附錄二：環境關鍵績效指標彙報指引》、以及政府間氣候變化專門委員會發佈的《第五次評估報告》的全球升溫潛能值。*

2. *內地淡水及污水處理的排放係數為每立方米 0.60 公斤。*

污水排放

本集團定時監控生產、辦公室和生活產生的污水，以遵守相關的法律法規和達到當地政府的污水排放標準。本集團主要在日常生產及營運過程中排放污水，排放的污水會經地下污水處理裝置淨化後排入城市污水管網。

本集團的污水排放量由二零二四年的約 3,019 立方米上升至報告期間的約 4,032 立方米。

廢棄物管理

本集團堅守廢物管理原則，致力適當處理及處置由我們業務活動產生的所有廢棄物。我們的所有廢棄物管理慣例均符合相關環保法律及規例。

有害廢棄物

本集團的主要業務包括將原材料加工成成品、包裝成品及銷售自家品牌的包裝產品。基於業務性質，本集團在營運過程中不會產生任何重大有害廢棄物，包括但不限於化學廢物及危險化學品。

Non-hazardous Waste

The non-hazardous wastes generated by the Group's business activities are mainly paper and general waste. After collecting and sorting, such wastes will eventually be collected and disposed of by general waste service providers, recyclable wastes (such as paper) will be recycled and reused. We will disseminate waste reduction knowledge to employees through internal publicity and other forms of publicity to raise the awareness of environmental protection. We will also provide appropriate facilities in the office to encourage employee to classify waste sources and recycle waste, so to achieve the goal of waste reduction, reuse and recycle in the course of operation. The Group maintains high standards in waste reduction and teaches our employee the importance of sustainable development and provides relevant support, so to develop their skills and knowledge for sustainable development. Through these waste reduction measures, employees' awareness of waste reduction has increased.

無害廢棄物

本集團業務活動產生的無害廢棄物主要為紙張和一般垃圾。經收集及分類後，該類廢物最終會統一由一般廢物服務供應商收集及處理，可循環再造的廢物（如紙張等）則會得到回收以再利用。我們會通過內部宣傳向員工發文等形式向公眾宣傳減廢知識，提高環境保護意識。我們亦會於辦公室提供適當設施，鼓勵員工分類廢物來源及循環再用廢物，力求於營運過程中達致減廢、再用及再造的目標。本集團在減廢方面維持高標準，並教導員工可持續發展的重要性及提供相關支援，培養他們實行可持續發展的技能和知識。透過該等減廢措施，員工的減廢意識得以提高。

During the Reporting Period, the Group's non-hazardous wastes discharge were as follows:

於報告期間，本集團無害廢棄物排放表現如下：

Type of waste 廢物類別	Total amount (tonnes) 總量（噸）
Paper (including recycled paper) 紙張（範圍一、二及三）	1.84
General waste 一般垃圾	25.22
Total 總計	27.06

A2. Use of Resources

General Disclosures and KPIs

The Group is committed to becoming a resource-saving and environment-friendly enterprise to promote environmental protection. We actively promote the efficient use of resources, monitor the potential impact of business operations on the environment, promote a green operating environment, and minimize the environmental impact brought by the Group's operations.

Energy Management

The electricity consumed by the Group's offices is one of the largest contributors to the GHG emissions. To reduce the Group's carbon and energy footprints, the Group has implemented relevant energy efficiency plans so to achieve the goal of saving electricity and efficient energy use. The relevant specific measures are as follows:

- Use appliances with energy labels;
- Upgrade hardware to improve energy efficiency;
- Post memos to remind employees to unplug devices when they are not in use; and
- Encourage employees to turn off the idle lightings and air-conditioning to increase energy efficiency, and utilize sunlight instead of lightings.

Furthermore, the Group posts energy-saving slogan in prominent positions in offices with the aim to penetrating energy saving awareness into the work and life of each employee.

The Group's electricity consumption increased by 73% during the Reporting Period compared with 2024. During the Reporting Period, the total energy consumption was approximately 206.41 MWh, the energy consumption intensity has increased by approximately 47% from approximately 0.32 kWh per million RMB revenue in 2024 to approximately 0.47 kWh per million RMB revenue during the Reporting Period.

A2. 資源使用

一般披露和關鍵績效指標

本集團致力成為資源節約及環保的企業，以促進環境保護。我們以積極推動有效使用資源為宗旨，監察業務營運對環境帶來的潛在影響，推廣綠色營運環境，將本集團營運對環境的影響減至最低。

能源管理

本集團辦公室消耗的電力為溫室氣體排放量的主要來源之一。為減少本集團的碳足跡和能源足跡，本集團已落實相關能源使用效益計劃以達到節約用電及有效使用電力的目標，相關具體措施如下：

- 使用有節能標籤的電器；
- 升級硬件以提升節能效率；
- 張貼備忘錄提醒僱員在不使用設備時拔掉設備；及
- 鼓勵僱員關閉閒置照明設備及空調、提高生產效率及利用陽光代替照明。

另外，本集團在辦公室當眼位置張貼節電標語，將節能環保意識滲透到每位員工的工作和生活中。

本集團於報告期間的電力消耗較二零二四年增加了 73%。於報告期間，能源消耗總量約為 206.41 兆瓦時，能源使用密度亦由二零二四年的每百萬人民幣收入消耗約 0.32 千瓦時增加約 47% 至報告期間每百萬人民幣收入消耗約 0.47 千瓦時。

	Total consumption (MWh) 消耗總量（兆瓦時）	
Resource Type 資源種類	**2025** 二零二五年	**2024** 二零二四年
Electricity 電力	206.41	119.63

Water Management

Saving precious water resources is the most important goal of the Group. The Group's water use is mainly water use for factories. To improve the Group's water efficiency, we have taken the following measures:

- Use water-saving facilities;
- Close the water tap after use to prevent long-flowing water and the leakage of water; and
- Inform relevant departments to prevent water waste if any abnormal conditions are found.

The Group has also been strengthening water conservation promotion, and guide employees to use water reasonably by posting water-saving slogans. The Group also has a management system to control water conservation on production and employee's use of water to reduce water bills, and effectively improve employees' awareness of water conservation. Based on our production model and the location of plants and offices, we do not have any issue relating to accessing to appropriate water sources.

The total water consumption during the Reporting Period is as follows:

用水管理

節約珍貴的水資源是本集團最重要的目標。本集團的用水主要是廠房用水。為提升本集團的用水效益，我們採取以下措施：

- 用水設施儘量採用節水型器具；
- 用水後應及時關閉水龍頭，防止長流水和跑、冒、滴、漏現象；及
- 如發現有異常狀況，應及時通知相關部門處理，以防止浪費水資源。

本集團亦一直加強節水宣傳，並透過張貼節水標語，引導員工合理用水。本集團亦有管理制度控制生產節約用水及員工生活用水，減少水費支出，並有效提高員工節約用水意識。基於我們的生產模式及廠房與辦公室的地理位置，我們沒有任何求取適用水源上的問題。

於報告期間的水消耗總量如下：

	Total consumption (cubic meter) 消耗總量（立方米）	
Resource Type 資源種類	**2025** 二零二五年	**2024** 二零二四年
Water 水	3,903	2,912

Use of Packaging Materials

The packaging materials used by the Group are mainly cartons and plastics. We have utilized every type of packaging material by packing more products in larger boxes in order to avoid excessive packaging. However, the products produced has decreased, the total packaging materials used during the Reporting Period has decreased compared to 2024. We strive to reduce the amount of packaging materials, the amount of packaging materials per million Renminbi of revenue has decreased by about 50%.

包裝材料使用

本集團使用的包裝材料主要為紙盒及塑料。我們透過使用更大的紙盒包裝更多產品，充分利用每種包裝材料，以避免過分包裝。但由於所生產的產品減少，報告期間所使用的總包裝材料較 2024 年增加。我們努力減少包裝材料用量，每人民幣百萬元收益的包裝材料用量減少了約 50%。

During the Reporting Period, the Group's packaging materials used are as follows:

於報告期間，本集團包裝材料使用表現如下：

	Total amount (tonnes) 總量（噸）	
Packaging materials 包裝材料	**2025** 二零二五年	**2024** 二零二四年
Total 總計	168	275

A3. Environment and Natural Resources

General Disclosure and KPIs

The Group pursues the best practices with the environment and focuses on the impact of the business on the environment and natural resources. We believe that corporate development should not be at the expense of the environment. Therefore, we have adopted environmental practices in all aspects to reduce emissions and increase efficiency, thereby reducing resource consumption.

A3. 環境及天然資源

一般披露和關鍵績效指標

本集團追求與環境的最佳實務，著重業務對環境及天然資源的影響。我們深信企業發展不應以犧牲環境為代價。因此，我們於各方面採納環保做法，以減少排放及提高效率，從而減少資源消耗。

Indoor Air Quality Management

Apart from paying attention to and controlling the processing stage, the Group also pays attention to indoor air quality. The Group has strict control over air quality management, in particular smoking. The Group prohibits anyone from smoking in the office, and has designated the entire production area as non-smoking area and kept the indoor air fresh. The Group has also installed air fresheners or other odor absorbing devices to maintain air ventilation and sustain an environment with good indoor air quality.

室內空氣質素管理

除了對加工過程有所留意並加以控制外，本集團亦對室內空氣質素加以注意。本集團對於空氣質素管理，尤其是對吸煙有嚴格的控制。本集團禁止任何人士在辦公室內抽煙，並把整個生產區域定為禁煙區，亦保持室內空氣清新。本集團亦安裝了空氣清新機或其他吸除異味的裝置，保持空氣流通，維持良好的室內空氣環境。

A4. Climate Change

Governance

Our Group addresses climate-related risks based on the nature of the risk to our operations. The physical impacts of climate change, including extreme weather events, or damage to facilities have immediate operational impacts and are treated as operational risks. Long-term challenges, such as emerging ESG issues and climate-related risks and opportunities, may be discussed by the Group's ESG Working Group.

A4. 氣候變化

治理

本集團根據業務風險對我們營運而言的性質處理氣候相關風險。氣候變化的物理影響，包括極端天氣事件或對設施的損壞會即時造成營運影響，並被視為營運風險。本集團的環境、社會及管治工作小組可能會討論長期挑戰，如新出現的環境、社會及管治事宜以及氣候相關風險及機遇。

Supported by our ESG Working Group, our Board oversees climate-related issues and risks regularly during board meetings and ensures that they are incorporated into our strategy.

在環境、社會及管治工作小組的支持下，董事會在董事會會議期間定期監督氣候相關事宜及風險，並確保將其納入我們的戰略。

To ensure our Board to keep up with the latest trend of climate-related issues, climate competence training will be provided to ensure it has the necessary expertise and skills to oversee the management of climate-related issues. Our Board also seeks professional advice from external experts when necessary to better support the decision-making process.

為確保董事會跟上氣候相關事宜的最新趨勢，其將獲提供氣候方面的勝任能力培訓，以確保擁有必要的專業知識及技能，可監督氣候相關事宜的管理。董事會亦在必要時尋求外部專家的專業意見，以更好地促進決策過程。

Strategy

Climate change risk forms part of our overall risk profile through its role in increasing the frequency and intensity of certain diseases, and the health and mortality impacts resulting from natural disasters. We assess the overall level of risk by taking into consideration a range of diverse risk factors across the many categories in our services range. This diversity of risk is combined with our business strategy and broad geographic footprint helps us mitigate risk and provide protection against the impacts of short-term climate change effects.

策略

氣候變化風險會增加部分疾病的患病率及嚴重程度，並加劇自然災害對健康和生命的影響，是我們整體風險的一部分。於評估整體風險水平時，我們會考慮旗下多個服務類別所涉及的各項不同的風險因素。風險的多樣性已融入我們的業務策略，而廣泛的地理分佈有助我們減低風險，避免遭受短期氣候變化造成的影響。

Our products and services continue to provide protection for people in our communities against weather and heat-related disease. Besides, we continue to explore opportunities to engage our business partners and encourage them to develop climate resilience and reduce their operational carbon footprint by taking into consideration of different climate-related scenarios, including a "2°C or lower scenario" through the following steps:

我們的產品及服務持續為我們所處社區的大眾提供保護，幫助他們對抗天氣和暑熱疾病。此外，我們不斷探尋機會，致力攜手及鼓勵我們的業務夥伴合作，透過以下步驟考慮各種氣候相關情境（包括「2°C 或以下情境」），提升氣候應對能力及減少營運中的碳排放足跡：

Step 1: Set Future Images Assuming Climate Change Effects

As climate change measures proceeds, there is a possibility that the industry will be exposed to substantial changes, such as stricter policies including the introduction of and increases in carbon pricing, as well as advances in technology and changes in customer awareness.

第一步：設定氣候變化影響可能造成的未來情境

隨著氣候變化應對措施的推行，行業可能面臨重大變化，例如推出和上調碳定價等更嚴厲的政策，以及技術進步和客戶意識的變化。

In light of these climate change effects, based on the International Energy Agency ("IEA") scenarios and others, we developed multiple future images as the external environment that will surround our Group. With regard to the IEA scenarios, we put focus on the 2℃ scenario (2DS) and pictured future images in case where climate change measures do not progress and where such measures progress further "Beyond 2℃ scenario".

因應這些氣候變化的影響，我們基於國際能源署（「IEA」）發佈的情景及其他情景，設定了本集團將會面對的外部環境的多種未來情境。對於 IEA 情景，我們重點關注於 2℃情景(2DS)，並分別製作在氣候變化應對措施並無進展及該等措施進一步落實「2℃情景以外」兩種情況下的未來情境。

Step 2: Consider the Impacts

We considered the impacts on our Group for each of the future images developed in Step 1. We believe that in such a society, it will be possible to expand carbon dioxide reduction effects.

第二步：考慮影響

我們已考慮第一步所設定的各種未來情境對本集團造成的影響。我們認為在該社會環境中，可能須加大二氧化碳減排力度。

With regard to effects on raw material procurement and production, introduction of and increases in carbon pricing is anticipated in accordance with the global advance of climate change measures, leading to the possibility of higher raw material procurement and production costs.

就對原材料採購及生產的影響方面，隨著全球加強氣候變化應對措施，預計將推出及上調碳定價，進而可能推高原材料採購和生產成本。

On the other hand, in the case where climate change measures are not adequate throughout society, production interruptions and supply chain disruptions are likely to increase as a result of higher frequency and intensification of natural disasters such as flooding.

另一方面，當整個社會的氣候變化應對措施不足時，因洪水等自然災害發生的頻率變高且程度加劇而導致生產停頓和供應鏈中斷的可能性將會增加。

Step 3: Respond to the Strategies
Our Group will begin promoting the reduction of nonrenewable energy in our daily operation. This strategy will allow for flexible and strategic responses to each demand for the regions where the emission factors of purchased electricity consumptions are high. By promoting real carbon emissions reductions throughout the world through comprehensive energy-saving policies and introduction of renewable energy, we are working to achieve zero carbon emission in our business.

第三步：應對策略
本集團將開始在日常營運中推廣減少不可再生能源的使用。該策略可以靈活及策略性地應對外購用電的排放係數較高地區的需求。通過全面的節能政策及引入可再生能源，我們在全球範圍內推動實質的碳減排，努力實現業務達致零碳排放。

We minimize carbon emissions through comprehensive energy-saving and introduction of renewable energy. With respect to renewable energy in particular, we have set a new target, achieve a reduction rate for purchased electricity in coming few years.

我們通過全面節能及引入可再生能源，致力減少碳排放。具體而言，於可再生能源方面，我們已設定於未來數年減少外購電力的新目標。

With regard to the ongoing confirmation of the suitability and progress of the Group's strategies, we believe that we will have opportunities for stable funding and sustainable increases in corporate value through appropriate information disclosure, dialogue with institutional investors and other stakeholders.

對於持續確認本集團策略的適切性和進展，我們相信通過適當的資料披露、與機構投資者及其他持份者的溝通，我們將有機會獲得穩定資金及實現企業價值的可持續增長。

Risk Management
Our Group identifies the climate change related risks or to test the existing risk management strategies under climate change with the aid of risk assessment. Hence, the areas where new strategies are needed could be identified.

風險管理
本集團會識別氣候變化相關風險或借助風險評估測試在氣候變化下現有的風險管理策略。因此能夠發現需要實施新策略的領域。

The risk assessment takes a standard risk-based approach using national data, local information and expert knowledge, which can identify how climate change may compound existing risks or create new ones. The risk assessment is conducted through the following steps:

風險評估採用基於風險的標準方法，並利用國家數據、本地資料及專家知識，能夠識別氣候變化如何加劇現有風險或產生新風險。有關風險評估透過以下步驟進行：

Step 1: Establish the context
• Objective/goal
• Scale
• Time frame
• Climate change scenario for most climate variables and sea level

第一步：建立背景
• 目標／願景
• 規模
• 時間表
• 根據多數氣候可變因素及海平面設定的氣候變化情景

Step 2: Identify existing risk (past and current)
• Identify the record of occurrence of climatic hazard in the past in the area
• Risk management strategies in place to tackle future occurrence of the hazard

第二步：識別現有風險（過去及現在）
• 搜集本地區過去發生氣候災害的記錄
• 現有應對未來災害的風險管理策略

Step 3: Identify future risk and opportunities
• Explore climate change projections for the selected time frame(s) and emission scenario(s) • Identify potential hazards
• Investigate whether any existing risk from Step 2 may get worse under future projected changes
• Identify new risks that can emerge under future projected changes

第三步：確定未來的風險及機遇
• 探索選定時間範圍內及排放情景下的氣候變化預測
• 識別潛在危害
• 根據未來預測變化分析第二步的任何現有風險是否可能加劇
• 識別未來預測變化中可能出現的新風險

Step 4: Analyse and evaluate risk
• Identify a set of decision areas or systems (i.e., geographical areas, business operation, assets, ecosystems, etc.) that has the potential to be at risk in future

第四步：分析及評估風險
• 確定一組未來可能存在風險的決策領域或系統（如地區、業務運營、資產、生態系統等）

As outlined within the Governance section above, the Group has robust risk management and business planning processes that are overseen by the board of directors in order to identify, assess and manage climate-related risks. The Group engages with government and other appropriate organizations in order to keep abreast of expected and potential regulatory and/or fiscal changes.

誠如上文管治一節所述，本集團擁有穩健有效的風險管理及業務規劃流程，有關流程受董事會監督，以識別、評估及管理氣候相關風險。本集團將與政府及其他合適的機構合作，與時俱進，掌握預期及可能作出的監管及／或財政政策變動。

We continue to raise awareness of climate change in regard to monitoring of carbon and energy footprint in our daily operation. However, there remains gaps in understanding how such climate risks and opportunities may impact our operations, assets and profits. Our Group assesses how the business addresses climate change risks and opportunities and takes the initiative to monitor and reduce their environmental footprint.

我們不斷加強有關氣候變化的意識，於日常營運中監控碳及能源足跡。然而，在理解該等氣候風險及機遇可能如何影響我們的營運、資產及溢利方面仍存在不足之處。本集團評估業務如何應對氣候變化的風險及機遇，並採取措施以監控並減少其環境影響。

Significant Climate-related Issues
During the reporting period, the significant climate-related physical risks and transition risks, which have impacted and/or may impact our Group's business and strategy in (i) operations, products and services, (ii) supply chain and value chain, (iii) adaptation and mitigation activities, (iv) investment in research and development, and (v) financial planning, as well as the steps taken to manage these risks, are as follows:

重大氣候相關事宜
於報告期內，已經及／或可能對本集團業務及(i)營運、產品及服務、(ii)供應鏈及價值鏈、(iii)適應及紓緩活動、(iv)研發投資及(v)財務規劃方面的策略產生影響的氣候相關的重大實體風險及過渡風險，以及為管理該等風險而採取的措施載列如下：

Climate-related risks description 氣候相關風險的描述	Financial Impact 財務影響	Steps taken to manage the risks 為管理該等風險而採取的措施
Physical Risk 實際風險 Acute physical risks 急性實際風險		
• Increased severity and frequency of extreme weather events such as cyclones and floods. These have the potential to cause both idiosyncratic and systemic risks, resulting in potential damage to machinery and equipment. 極端天氣事件（如龍捲風及洪水）的嚴重性和頻率上升。有關情況均可能導致個別及系統性的風險，從而可能損壞機器及設備。	• Operating cost and repairing expense increase 營運成本及維修開支增加	• Planned to establish a natural disasters emergency plan. 計劃設立自然災害應急方案。 • Planned to devise an action plan to articulate the goals and targets of the reductions in GHG emission and energy consumption. Outlined the plan to achieving those targets and defined responsibilities. 計劃制訂行動規劃，以說明減少溫室氣體排放及能源消耗的目標和願景。就達成有關目標和願景以及界定責任作出計劃綱要。
Chronic physical risks 慢性實際風險		
• Changes in precipitation patterns and extreme variability in weather patterns. Frequent extreme weather events and rising in sea levels are likely to pose disruptions to communities across the region over the long term, affecting economic output and business productivity. 降雨模式改變及天氣模式極度反覆。頻密的極端天氣事件及海平面上升，長遠而言可能對區內的社區造成干擾，影響經濟生產力及業務效率。	• Revenue reduces 收益減少 • Operating cost increases 營運成本增加	• Planned improvements, retrofits, relocations, or other changes to facilities that may reduce their vulnerability to climate impacts, and increases climate resilience in long term. 計劃對設施進行裝修、加裝、重置或其他改建，以修補有關氣候影響的漏洞，並長遠加強對抗氣候變化的能力。
• Governments that have been pushing for new regulation to reduce GHG emission will pose a threat to financial performance of a business and increase regulatory risk. 政府推動新規例減低溫室氣體排放，將對企業的財務表現構成威脅，並增加監管風險。		• Record the energy consumption to identify peaks in usage, thus significant savings could be determined. 記錄能源消耗量以識別用量高峰期，務求大幅節省能源。 • Engaged with local or national governments and local stakeholders on local resilience. 與當地或國家政府及當地持份者合作，對抗當地風險。

Transitional Risk 過渡風險 Policy risk 政策風險 • As a result of energy efficiency requirements, the carbonpricing mechanisms by the PRC Government, which increase the price of fossil fuels. 中國政府能源效益規定及碳定價 機制，導致化石能源價格上升。	• Operating cost increases 營運成本增加 • Monitor the updates of the relevant environmental laws and regulations against existing products and services, to avoid the unnecessary increase in cost and expenditure due to non-compliance. 就現有產品及服務監察相關環境法例及規例的更新情況，以避免因不合規而不必要地增加成本及開支。	• Planned to conduct a carbon footprint survey, in order to work out the company's footprint, to prioritize energy and waste reductions. 計劃進行碳足跡調查，以計算公司的碳足跡，務求制定節能減廢的優先次序。
Legal risk 法律風險 • Exposure to litigation risk. We have to adapt the tightened law and regulations imposed by the government due to climate change, as well as bear the risk of potential litigation once we fail to obligate the new regulations. 訴訟風險。我們須適應政府因應氣候變化而收緊法例及規例，一旦未能遵守新規則，則會面臨訴訟風險。 • Enhanced air pollutant emissions-reporting obligations for local government, and we may have to spend more time on fulfilling the ESG reporting standards to comply with the Hong Kong Listing Rules. 當地政府加強空氣污染排放報告的責任。我們可能需要花費更多時間滿足環境、社會及管治報告準則，以遵守香港上市規則。	• Operating cost increases 營運成本增加	• Monitored the updates of environmental laws and regulations and implemented GHG emissions calculations in advance. 監察環境法例及規例的更新情況，提前進行溫室氣體排放的 計算。 • Continued monitoring of the ESG reporting standards of the Hong Kong Listing Rules. 持續監察香港上市規則的環境、社會及管治報告準則。

Technology risk 技術風險 • Low-carbon, energy-saving technologies are launched. Lagging behind of technology advancement may weaken our competitive edges. 已推出低碳、節能技術。技術進展滯後可能會削弱我們的競爭優勢。	• Capital investment increases 資本投資增加 • Research and Development (R&D) expense increases 研究及開發（研發）開支增加	• Planned to invest in the innovations of energy saving products. 計劃投資節能產品的創新。 • Examined the feasibility and benefits of applying the latest low-carbon and energy-saving technologies into our operation. 審視在我們的營運中應用最新低碳、節能技術的可行性及裨益。
Market risk 市場風險 • More customers are concerned about climate-related risks and opportunities, which may lead to changes in customer preference. 更多客戶關注氣候相關風險及機遇，可能令客戶偏好有所改變。 • Inability to attract co-financiers and/or investors due to uncertain risks related to the climate. 因氣候相關的不確定風險而導致無法吸引融資合作夥伴及／或投資者。	• Revenue decreases 收益減少 • Operating cost increases 營運成本增加 • Production cost increases 生產成本增加	• Fulfilled the climate-related regulations by the government. 符合政府的氣候相關規例。 • Prioritize the climate change as a high concern in the market decisions to show to the clients that the company is concerned about the problem of climate change. 作出市場決策時將氣候變化優先列為高度關注事項，讓客戶了解到公司對氣候變化問題的關注。
Reputational risk 信譽風險 • Risk of stigmatization of our business sector, as there will be more stakeholder concern or negative stakeholder feedback on our Group. 本集團業務領域污名化的風險，將會招致更多持份者關注或負面意見。 • Negative press coverage related to support of our Group's business projects or activities with negative impacts on the climate (e.g., GHG emissions and energy conservation), which may affect our reputation and image. 有關本集團商業項目或活動支援對氣候有負面影響（如溫室氣體排放及節省能源）的負面新聞報道，可能會影響我們的信譽及形象。	• Revenue decreases 收益減少 • Operating costs increases 營運成本增加	• Fulfilled the social responsibility by organizing more public relation activities to show how our Group places importance on climate change. 組織更多公關活動展示本集團對氣候變化的重視，以履行社會責任。 • Reviewed the business projects to ensure the production and the projects are environmental friendly. 審視商業項目，確保製作過程及有關項目均屬環保。

During the reporting period, the primary climate-related opportunities and the corresponding financial impacts were as follows:

於報告期內，氣候相關的主要機遇及相應財務影響如下：

Detailed description of climate-related opportunities 氣候相關機遇的詳細描述	Financial Impact 財務影響
Resource efficiency 資源效率 • Use of more efficient modes of transport 使用更有效率的交通工具 • Use of more efficient production and distribution processes 使用更有效率的製作及分銷流程 • Use of recycling 循環再用 • Reduce water consumption 減少用水	• Operating cost reduces through efficiency gains and cost reductions 透過加強效率及節省成本降低營運成本
Energy source 能源 • Use of lower-emission sources of energy 使用低排放能源 • Use of supportive policy incentives 使用支援政策獎勵措施 • Use of new technologies 使用新技術 • Shift toward decentralized energy generation 過渡至分散能源的時代	• Operating cost reduces through use of lowest cost abatement 透過使用最低成本減排降低營運成本 • Returns on investment in low-emission technology increases 增加低排放技術的投資回報
Products and services 產品及服務 • Development of climate adaptation and insurance risk solutions 制定氣候適應及保險風險解決方案 • Ability to diversify business activities 多元化業務活動的能力 • Development of new products or services through R&D and innovation 透過研發及創新技術開發新產品或服務	• Revenue increases through new solutions to adaptation needs, such as insurance risk transfer of products and services 透過適應氣候變化所需的新解決方案（如產品及服務的保險風險轉移）提升收益
Markets 市場 • Access to new markets 進入新市場	• Revenue increases through access to new and emerging markets 透過進入新興市場增加收益
Resilience 適應力 • Participation in renewable energy programs and adoption of energy-efficiency measures 參與可再生能源計劃及採取節能措施 • Resource substitution or diversification 資源替代或多元化	• Market valuation increases through resilience planning, such as planning of the research in the use of electric vehicles 透過彈性規劃（如規劃研究使用電動車）增加市場估值 • Reliability of supply chain and ability to operate under various condition increases 增強供應鏈的可靠性及在各種條件下的營運能力

• Revenue increases through new products and services related to ensuring resiliency
透過與適應力相關的新產品及服務增加收益

Metrics and Targets
Our Group adopts the key metrics to assess and manage climate-related risks and opportunities. The energy consumption and greenhouse gas (GHG) emissions indicators are the key metrics used to assess and manage relevant climate-related risks where we consider such information is material and crucial for evaluating the impact of our operation on global climate change during the year. Our Group regularly tracks our energy consumption and GHG emissions indicators to assess the effectiveness of emission reduction initiatives, as well as set targets to contribute our effort to have minimal impact on global warming.

指標及目標
本集團採納關鍵指標以評估及管理氣候相關風險及機遇。倘我們認為有關資料就評估我們業務於年內對全球氣候變化的影響而言屬重大及關鍵，則使用能源消耗及溫室氣體排放指標為關鍵指標，以評估及管理有關氣候相關風險。本集團定期追蹤能源消耗及溫室氣體排放指標，以評估減排措施的效益，並為盡量減低對全球暖化的影響作出貢獻而設定目標。

The details of time frames over which the target applies and base year from which progress is measured are described in the section A1: "Emissions" and section A2: "Use of Resources" of this Report. Our Group adopts absolute target to manage climate-related risks, opportunities and performance

有關目標適用的時限以及衡量各項進展的基準年詳情載述於本報告A1：「排放」及A2：「資源使用」分節。本集團採納硬性目標以管理氣候相關的風險、機遇及表現。

B. SOCIAL

B1. Employment

General Disclosure

Our staffs are always our most valuable assets. Our Group's success is contributed by every single effort made by our staffs. Their job satisfaction, well-being and development are all crucial to us. The Group respects and protects the legitimate rights and interests of every employee, regulates labour employment management, protects employees' occupational health and safety, strengthens democratic management, safeguards the vital interests of employees, fully respects and values employees' enthusiasm, initiative and creativity, and is committed to building a harmonious labour relationship.

The Group actively complies with the laws and regulations, such as the "Labour Law of the People's Republic of China", the "Labour Contract Law of the People's Republic of China" and the "Regulation on Work-Related Injury Insurances". The Group has established the operating mechanism and archives of the relevant administrative and human resources systems such as the "Recruitment Procedure" and the "Employee Handbook" to provide employees with a healthy, sunny and optimistic working atmosphere, guiding employees to actively integrate their personal pursuit into the long-term development of the Group.

During the Reporting Period, the Group did not aware any material non-compliance of laws and regulations in respect to human resources.

Our Employees

We employed 229 employees during the Reporting Period (2024: 405).

Recruitment and Dismissal

The Group has actively implemented the strategy of strengthening talents, and constantly established and improved the recruitment and selection system. We recruiting talents through external networks, universities and institutes, labour markets and talent markets, and other means. In the recruitment process, the recruitment process and principles are standardized, adhering to the principle of hiring based on their merit, knowledge, ability, experience and physique for all positions, and the principles of fairness, reasonableness, equality and openness are upheld, so to attract outstanding talents. We have a comprehensive "Human Resources Management Operation Process" detailing recruitment applications, recruitment procedures, prohibitions and responsibilities.

B. 社會

B1. 僱傭

一般披露

員工永遠是我們最寶貴的資產。本集團的成功歸功每名員工的竭誠努力。彼等的工作滿意度、福利及發展均對我們至關重要。本集團尊重和保障每一位員工的合法權益，規範勞動僱傭管理，保障員工職業健康安全，加強民主管理，維護員工切身利益，充分尊重和重視激發員工積極性、能動性和創造力，致力於構建和諧的勞動關係。

本集團積極遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》和《工傷保險條例》等法律法規的規定。本集團制定了《招聘程序》和《員工手冊》等相關行政及人力資源制度的運行機制和檔案，為員工提供健康、陽光和向上的工作氛圍，引導員工積極將個人追求融入到本集團長遠發展之中。

於報告期間，本集團並未發現任何違反有關人力資源的法例和法規的重大事宜。

我們的僱員

我們於報告期間僱 229 名僱員(二零二四年：405)。

招聘及解僱

本集團積極實施人才強企戰略，不斷建立和完善人才招聘選拔制度。我們透過外部網路、各大院校、勞動力市場和人才市場及其他方式招聘人才。在招聘過程中規範錄用流程和招聘原則，堅持品德優秀、學識、能力、經驗和體格適合於所任崗位的聘任原則，堅持公正、公平、平等及公開原則，從而不斷吸引和招攬優秀人才。我們有完善的《人力資源管理操作流程》詳細列明招聘申請、招聘程式，禁止事項和責任。

The Group has a clear basis and procedure for managing employee promotion, and standardized the resigning process. Each department manager and joint administrative manager will conduct performance appraisal and evaluation of department employees annually, fill out the "Annual Performance Appraisal Form", and evaluate the annual performance of employees. The employee with excellent performance can propose salary increases and promotion requirements.

本集團對員工有明確人員晉升管理的依據及流程，規範離職流程。各部門經理聯合行政經理會每年對部門員工進行績效考核評估，填寫《年度績效考核表》，考察員工一年表現情況，表現優異的員工可以提出加薪及晉升要求。

When the employee resigns, he or she must go to the Human Resource and Administrative Department to get the application form and fill in the reasons for leaving, and seek approval and signatures from the department manager and the administrative manager. After the approval of the application, the resigned employee shall go through the procedures for resignation, and after the handover with the relevant departments, the manager of the handover department shall sign and confirm.

員工離職須到人事行政部領取申請填寫原因，並經部門經理及行政經理簽批。審批通過後，離職員工需辦理離職手續，與相關部門交接後，由辦理交接部門的經辦人簽字確認。

Remuneration and Benefits

The Group provides attractive welfare packages to all talented employees. We have established a fair, just, reasonable and competitive remuneration system that pays employees based on fairness, competition, incentives, rationality and legal principles. We review and evaluate their performance for salary increases and promotions annually.

薪酬福利

本集團為所有有才華的員工提供具吸引力的僱員福利待遇。我們建立了一套公平、公正、合理且有競爭力的薪酬體系，基於公平、競爭、激勵、合理及合法原則，為員工發放薪酬。我們每年均會檢討及評估彼等的表現，以進行加薪及晉升。

Our assessment criteria are fair to all employees, including but not limited to abilities, contributions to the Group and recognition of senior management. All employees will join the social security scheme and pay the housing provident fund in the first month of employment. They will also buy insurance to prevent any accident or illness.

我們的評估標準對所有僱員屬公平公開，包括但不限於能力、對本集團的貢獻及高級管理層的認可。所有僱員於其獲僱用首月將會加入社會保障計劃及繳納住房公積金，亦會投購保險，以防發生任何意外或疾病。

Work-life Balance

We understand that every employee has his or her own personal goals and interests. In accordance with the requirements of national and local laws and regulations such as the "Labour Law of the People's Republic of China", the Group also protects the legitimate rights and interests of employees, respects the rights of employees to take rest and vacations, and regulates the working hours of employees and their right to take various rest periods and holiday.

工作與生活平衡

我們明白每名員工都有自己的個人目標及興趣。本集團亦按照《中華人民共和國勞動法》等國家和地方法律法規的要求，切實保障勞動者合法權益，尊重員工的休息和休假的權利，規範員工的工作時間及其享有的各類休息時間和假期的權利。

We promote work-life balance for our employees by offering 8 working hours per day. Overtime compensation hours and pays are in line with the local laws and regulations. As we understand that a long working day can be tiring and frustrating, therefore we offer one and a half hour long lunch break for employees. We believe improving employees' welfare is critical for running a sustainable and successful business.

我們通過每日 8 小時工作制促進員工的工作與生活平衡。超時工作補償及支薪符合當地法律法規。由於我們了解漫長的工作日會使人感到疲勞及沮喪，故我們為員工提供一個半小時的午休時間。我們相信，提高員工的福利對經營一個可持續及成功的企業至關重要。

Communication with Employees

We value the opinions and feedback of our employees. We encourage employees to express their thoughts and issues. Employees can raise out their concerns to their supervisor or general manager directly. Both verbal and written communication are accepted in order to establish a harmonious relationship with employees.

僱員溝通

我們重視僱員的意見及反饋。我們鼓勵僱員說出自己的想法及問題。僱員可以直接向其主管或總經理提出問題。口頭及書面的溝通方式均會獲接受，以便與僱員建立和諧的關係。

Equal Opportunities

A harmonious and inclusive work environment is indispensable for building employee sense of belonging and job satisfaction. We are committed to creating a harmonious workplace where there is no harassment or discrimination. The Group strictly complies with the national and local government regulations, adopts a fair, just and open recruitment process, and has developed relevant institutional documents to prevent discrimination in the recruitment process, prohibiting discrimination against any employee regardless of race, gender, skin color, age, family background, ethnicity, tradition, religion, physical fitness and nationality, allowing employees to enjoy fair treatment at all stages of recruitment, remuneration, training and promotion, in an effort to bring professionals with different backgrounds to join the Group.

平等機會

和諧及包容的工作環境對建立員工的歸屬感及工作滿意度不可或缺。我們致力於營造一個不存在任何騷擾及歧視的和諧工作場所。本集團嚴格遵守國家及地方政府各項法規，採取公平、公正、公開的招聘流程，制定了相關制度文件以杜絕招聘過程中的歧視現象，不因種族、性別、膚色、年齡、家庭背景、民族傳統、宗教、身體素質和國籍等因素歧視任何一位員工，讓員工在招聘、薪酬、培訓和晉升等各個階段享受公平待遇，以盡力羅致不同背景的專才加入本集團。

The employee composition breakdown by gender, age group, employment category and geographical region at the end of the reporting period is shown as follow:

於報告期末，僱員組成按性別、年齡組別、僱傭類別及地理區域劃分的明細如下：

Employee compositions	僱傭組成	2025 二零二五年	2024 二零二四年
By gender	按性別劃分		
• Male	• 男性	**162**	289
• Female	• 女性	**67**	116
By age group	按年齡組別劃分		
• Age 30 or below	• 三十歲或以下	**102**	22
• Age 31–40	• 三十一至四十歲	**98**	239
• Age 41–50	• 四十一至五十歲	**20**	133
• Age 51 or above	• 五十一歲或以上	**9**	11
By geographical region	按地理區域劃分		
• PRC	• 中國	**223**	399
• Hong Kong	• 香港	**6**	6
By employment category	按僱傭類別劃分		
• Management	• 管理層	**25**	21
• General	• 普通員工	**204**	384
• Contract/short term staff	• 合同員工／臨時員工	**-**	-
By employment mode	按僱傭模式劃分		
• Full-time	• 全職	**229**	405
• Contract/short term	• 合同／臨時	**-**	-

B2. Health and Safety
General Disclosure
The Group is not only committed to meeting the minimum occupational health and safety standards required by laws, but is also committed to providing a safe working environment for its employees. We strictly enforce relevant laws and regulations including but not limited to the "Labour Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases" and the "Fire Protection Regulation of the People's Republic of China".

B2. 健康與安全
一般披露
本集團的目標並不止於達到法律規定的最低職業健康及安全標準，更致力於為其僱員提供安全的工作環境。我們嚴格執行《中華人民共和國勞動法》、《中華人民共和國職業病防治法》、《中華人民共和國消防法》等相關法律法規。

During the Reporting Period, the Group did not record any accidents that result in death or serious physical injury, and no claims or compensation were paid to our employees due to such events. No material non-compliance of laws and regulations relevant to health and safety of employees were found.

於報告期間，本集團並無錄得任何導致死亡或嚴重肢體受傷的意外事件、並無因該等事件而向本集團的僱員支付索償或補償以及並未發現任何違反雇員健康與安全相關的法律法規的重大事宜。

Health and Safety Management System
In order to adhere to the Group's "safety first, prevention-oriented" business policy, enhance the legal concept of safety, safeguard the safety and health of employees, and ensure the safety and economic operation of the company, the Group has formulated the "Employee Safety Handbook" and circulated it among employees to improve the safety awareness of all employees and standardize the Group's occupational health and safety management.

健康與安全管理制度
為堅持貫徹本集團「安全第一，預防為主」的經營方針，提高安全法制觀念，保障職工的安全和健康，保證公司安全、經濟運營，本集團制定《員工安全手冊》，並在員工中傳閱，以提高全體員工的安全意識及規範公司的職業健康與安全管理工作。

Safety management implements the principle of combining hierarchical management with leadership responsibility. The general manager is the first responsible person of the Group's safety work, and has full responsibility for workplace safety. All departments must establish a sound safety responsibility system. While performing the Group's business responsibilities, all departments must also be responsible for managing workplace safety, putting safety in the first place while planning, arranging, inspecting, summarizing, and appraising work to prevent and reduce accidents and ensure employee safety.

安全管理實行分級管理與領導責任制相結合的原則。總經理是公司安全工作的第一責任者，對安全工作負全面的領導責任。各部門都必須建立完善的安全責任制。在履行公司經營職責的時候，各部門必須同時負責管理安全工作，做到在計劃、佈置、檢查、總結、評比工作同時，把安全放在首位，以防止和減少事故發生，保障員工安全。

The Group has established the Safety Committee, which is responsible for the ensuring the appropriate policies, procedures and safeguards are put into practice in order to create a good working environment and safety condition for employees. In addition, the Safety Committee bears the responsibility of preparing and checking the first aid kit and fire extinguisher on a regular basis to ensure fire safety in the workplace and prevent any injuries or emergencies.

本集團亦成立安全委員會，以負責確保適當的政策、程序及保障措施付諸實施，為員工創造良好的工作環境和安全條件。此外，安全委員會有責任定期準備及檢查急救包及滅火器，以保障工作環境內的消防安全，防發生任何受傷或緊急情況。

Health and Safety Education and Training

The Group has adopted health and safety education, training and assessment to enhance employees' awareness of health and safety in the workplace to protect them from any occupational hazards.

健康與安全教育及培訓

本集團已採取健康與安全教育、培訓及評估，以提高僱員對工作場所健康及安全的意識，並保護彼等免受任何職業危害。

Through the above practices, we did not lose any working days due to work-related injuries and there was no incident for death or permanent disability during the Reporting Period.

透過上述做法，我們並無因工傷損失任何工作日數，且於報告期間並無發生死亡或永久性喪失勞動能力的事故。

B3. Development and Training

General Disclosure

Development and Training

The Group puts emphasis on internal management training. We meet the needs of our employees through a variety of training courses, improve the skills of our employees, and work together to achieve the Group's sustainable development, while enhancing our employees' personal growth and development.

B3. 發展及培訓

一般披露

發展及培訓

本集團注重企業內部管理培訓。我們通過多元化培訓課程滿足各員工的需要，提升員工技能，協力本集團的可持續發展，同時助力員工個人成長及發展。

During the reporting period, the details of the percentage of employees received training in each employee type is as follows:

於報告期間，受訓僱員於各僱傭類別的百分比詳情如下：

Employee compositions	僱傭組成	2025 二零二五年	2024 二零二四年
By gender	按性別劃分		
• Male	• 男性	**68%**	60%
• Female	• 女性	**70%**	72%
By employment category	按僱傭類別劃分		
• Management	• 管理層	**100%**	100%
• General	• 普通員工	**65%**	61%
• Contract/short term staff	• 合同員工/臨時員工	**-**	-
Overall	總計	**66%**	63%

During the reporting period, the breakdown of trained employees by gender and employment category was as follows:

於報告期間，受訓僱員按性別及僱傭類別劃分的明細如下：

Employee compositions	僱傭組成	2025 二零二五年	2024 二零二四年
By gender	按性別劃分		
• Male	• 男性	**110**	172
• Female	• 女性	**47**	83
By employment category	按僱傭類別劃分		
• Management	• 管理層	**21**	21
• General	• 普通員工	**136**	234
• Contract/short term staff	• 合同員工/臨時員工		-

During the Reporting Period, the average training hours completed per employee by gender and employee category is as follows:

於報告期間，按性別及僱傭類別劃分的每名僱員已完成的平均培訓時數如下：

Employee compositions	僱傭組成	2025 二零二五年	2024 二零二四年
By gender	按性別劃分		
• Male	• 男性	**3**	3
• Female	• 女性	**3**	3
By employment category	按僱傭類別劃分		
• Management	• 管理層	**3**	3
• General	• 普通員工	**3**	3
• Contract/short term staff	• 合同員工／臨時員工	**-**	-

B4. Labour Standards
General Disclosure
Prevention of Child and Forced Labour

B4. 勞工準則
一般披露
防止童工及強制勞工

Respecting human rights has been an integral part of the Group's approach to sustainability. The Group fully complies with labour laws and other relevant legislations that prohibit child and forced labour. The Group does not employ any person below the age of eighteen at our workplace. The Group requires new employees to provide true and accurate personal information when they join the Group. Recruiters strictly review the employment information including medical certificate, academic certificate, ID card, household registration, etc.

尊重人權是本集團可持續發展方針不可或缺的組成部分。本集團全面遵守禁止童工及強制勞工的勞動法規或其他有關法律。本集團不會僱用任何十八歲以下的人士為我們工作。本集團要求新員工入職時提供真實準確的個人資料。招聘人員嚴格審查入職資料包括體檢合證明、學歷證明、身份證、戶口等資料。

In addition, the Group will not detain any employee's personal documents or wages, and prohibits punitive measures, management methods and behaviors such as abusive, physical punishment, violence, mental stress, sexual harassment (including inappropriate language, posture and physical contact) for any reason. The Group ensures that no employees are forced to work in violation with their own wishes or in the form of forced labour, or receive any type of punishment or coercion from work.

此外，本集團不會扣留任何僱員的個人文件或工資，禁止以任何理由對員工進行辱罵、體罰、暴力、精神壓迫、性騷擾（包括不恰當語言、姿勢和身體的接觸）等懲罰性措施、管理方法和行為。本集團確保並無僱員被迫違反自身意願，或以強制勞工的形式進行工作，或因工作而受到任何類型的體罰或強迫。

The Group has complied with laws and regulations related to the prevention of child labor and forced labor, including but not limited to the "Labour Law of the People's Republic of China", the "Special Protection Regulations for Juvenile Workers", and the "Prohibition of Child Labor". During the Reporting Period, the Group did not record any material non-compliance issues that violated laws and regulations related to child labour and forced labour.

本集團已遵守防止童工及強制勞工相關的法律法規，包括但不限於《中華人民共和國勞動法》、《未成年工特殊保護規定》、《禁止使用童工規定》等。於報告期間，本集團並無錄得任何違反童工及強制勞工相關的法律法規的重大事宜。

B5. Supply Chain Management
General Disclosure
As a food enterprise and food and beverage services provider, the Group recognizes the importance of supply chain management in providing customers with safe and green food. We place great emphasis on the management of potential environmental and social risks in the supply chain. The Group has established a rigorous and standardized procurement system and supplier selection process, and has imposed environmental and social risk control requirements on suppliers.

During the Reporting Period, we cooperated with approximately 100 suppliers in the Mainland China.

Supply Chain Management
The Group has established a rigorous supplier selection system. In the process of selecting suppliers, we not only require access to the basic information of the suppliers, but will also research the capital structure of the suppliers to ensure their financial sustainability. Our Purchasing Department is responsible for field assessments to test and observe the supplier's production and management and its safety equipment and compliance issues.

The Group has kept a list of licensed suppliers and strictly monitors the quality of its suppliers. Our Purchasing Department is responsible for monitoring the performance of suppliers and conducting annual assessments of suppliers, and will remove underperforming suppliers from our list of licensed suppliers.

Environmental and Social Responsibility of Suppliers
In view of the growing social concern about environmental issues, the Group is aware of the importance of managing the environmental and social risks of its supply chain. The Group has incorporated environmental and social considerations into the supplier selection process, and selected suppliers based on specific business operations, customer requirements and the environmental and social risks. The Group will continue to monitor its supply chain in terms of environmental and social standards.

B5. 供應鏈管理
一般披露
作為一個食品企業及餐飲服務提供者，本集團深知供應鏈管理對為客戶提供安全綠色食品的重要性。我們高度重視供應鏈中潛在環境和社會風險的管理。本集團建立了嚴格而規範的採購體系及供應商甄選流程，並對供應商提出了環境及社會風險控制方面的要求。

於報告期間，我們於中國內地與約 100 名供應商合作。

供應鏈管理
本集團建立了嚴謹的供應商挑選制度。於挑選供應商過程中，我們不僅要求獲得供應商的基本資料，而且會對供應商的資本架構進行研究，以確保其財務可持續性。我們的採購部負責實地評估，以測試及觀察供應商的生產及管理和其安全設備及合規事宜。

本集團會備存一份許可供應商名單，並嚴格地持續監察供應商之質素。我們的採購部負責監控供應商的表現及對供應商進行年度評估，並會把表現不佳的供應商從我們的許可供應商名單中除名。

供應商之環境及社會責任
鑑於社會日益關注環境問題，本集團意識到管理其供應鏈之環境及社會風險之重要性。本集團已於供應商甄選過程中加入環境及社會考慮因素，並根據具體業務、客戶要求以及環境及社會風險甄選供應商。本集團將繼續在環境及社會標準方面監察其供應鏈。

B6. Product Responsibility
General Disclosure
The Group actively controls the quality of its services through internal controls, and maintains communication with customers to ensure understanding and fulfilling customers' needs and expectations, and hopes to understand customer satisfaction and continuously improve the quality of the Group's services. The Group strictly complies with the relevant laws and regulations such as the "Law of the People's Republic of China on Consumer Rights Protection", the "Advertising Law of the People's Republic of China", and the "Patent Law of the People's Republic of China".

During the Reporting Period, the Group was not aware of any material non-compliance with relevant laws and regulations that have a significant impact on the Group in terms of health and safety, advertising, labeling and privacy matters related to the provision of products and services and methods of redress.

Quality Management
The Group is committed to being a leading green food brand, so we have established stringent quality control measures. After obtaining the food samples, our Quality Assurance Department will conduct a quality testing process. We also engage external quality assurance service providers to conduct sample testing of the quality of our raw materials and products. With the collaboration of our Quality Assurance Department and external quality assurance service providers, we are confident to continue providing quality food to our customers.

Customer Service
The Group believes that customer opinions and suggestions are a good opportunity to get feedback from the community and customers, so as to determine the need to improve services and policies. We have set up different channels for our customers to express their opinions and suggestions. Customers can easily find our contact number, fax number and email address in the packaging of the product. Our Sales Department will handle all customer feedback.

B6. 產品責任
一般披露
本集團積極透過內部監控確保服務質素，亦一直保持與顧客的溝通，確保理解和滿足顧客的需求和期望，並希望瞭解客戶的滿意情況，以對本集團的服務品質不斷作出改進。本集團極遵守《中華人民共和國消費者權益保護法》、《中華人民共和國廣告法》、《中華人民共和國專利法》等相關法律法規的規定。

於報告期間，在健康及安全、廣告、標籤及提供產品與服務相關隱私事宜以及賠償方法方面，本集團並無知悉任何對本集團有重大影響的不遵守相關法律法規事宜。

品質管理
本集團致力成為卓越的綠色食品領導品牌，因此我們設立了嚴苛的質量控制措施。在取得食品樣品後，我們的質保部將會展開質量測試流程。我們亦委聘外部質保服務提供商對我們原材料及產品的質量進行樣品測試。藉助負責我們的質保部及外部質保服務提供商的共同協作，我們有信心繼續為客戶提供優質食品。

客戶服務
本集團認為客戶意見及建議是從社區及客戶取得反饋的大好良機，從而能確定改進服務及政策的必要性。我們設立不同渠道供客戶表達其意見及建議。客戶可於產品的包裝材料中輕易找到我們的聯絡號碼、傳真號碼及電郵地址。我們的銷售部會處理所有的客戶反饋。

Privacy Protection

The Group recognizes that protecting the privacy rights of customers and business partners is a key factor in our success. Protecting customer privacy has always been a top priority for the Group. The Group has established security measures to provide adequate protection and confidentiality for data and information, and to protect and maintain data confidentiality during the operation. At the same time, we also require employees to sign confidentiality and non-competition agreements in order to bear the confidentiality obligations. In addition, the Group has established strict policies regarding the collection and use of personal data.

隱私保護

本集團認識到保護客戶及和合作夥伴的隱私權利是取得成功之關鍵影響因素。保障客戶隱私一直為本集團之首要任務。本集團制定了保安措施，為數據及資料提供充份保障及保密，於營運過程中保護及維持資料保密。同時，我們亦要求員工簽署保密及不競爭協議，以此承擔保密義務。此外，本集團已就收集及使用個人數據制定嚴格政策。

Intellectual Property Rights

In order to effectively manage the intellectual property rights of the Group, we have set up relevant management procedures. When we find that others have intellectual property infringements against the Group, lawyers will be consulted and protect the intellectual property rights of the Group under their guidance. For those who infringe on intellectual property rights, we will file a lawsuit in accordance with the "Article 213 of the Criminal Law of the People's Republic of China" to protect the legitimate rights and interests of intellectual property held by the Group. In addition, we also avoid infringement of the intellectual property rights of others. When using words, graphics or a combination of similar or identical trademarks, we will conduct patent searches to avoid intellectual property infringement.

知識產權

為有效管理本集團的知識產權，我們設有相關管理程序，當我們發現有他人對本集團知識產權侵權行為時會諮詢律師意見，在其指導下對本集團的知識產權實施保護。對侵犯知識產權者，我們會根據《中華人民共和國刑法》第二百一十三條到法院提起訴訟，以維護本集團所持有的知識產權合法權益。此外，我們亦避免侵犯他人知識產權。使用與注冊商標近似或相同的文字、圖形或其組合時，我們會進行專利查新，以規避知識產權侵犯。

Advertising and Labelling

Based on the business nature of the Group, the Group only conducts limited publicity activities. Therefore, the Group's business operations do not involve significant advertising and label related risks.

廣告及標籤

基於本集團的業務性質，本集團僅進行有限的宣傳活動。因此，本集團業務營運過程中，並不涉及重大廣告及標籤相關風險。

B7. Anti-corruption

General Disclosure

Anti-corruption

The Group believes that a clean corporate culture is the key to the Group's continued success. Therefore, the Group attaches great importance to anti-corruption work, policies and systems and is committed to building a clean and transparent corporate culture.

B7. 反貪污

一般披露

反貪污

本集團相信廉潔的企業文化是本集團持續成功的關鍵，因此，本集團極為重視反腐倡廉的工作、政策及制度，致力於建設廉潔公開透明的企業文化。

To promote a good and ethical corporate culture, we conduct regular anti-corruption training for our employees. The training covers relevant laws and regulations, past cases and methods of dealing with corruption. To educate employees about corruption, bribery and conflicts of interest, and appropriate methods of dealing with such situations, we have developed specific policies and circulated them among employees. The policy also states the whistle-blowing procedure so employees can report any suspected cases in a timely manner.

為促進良好及合乎道德的企業文化，我們對僱員進行常規反貪污培訓。培訓涵蓋相關法律及法規、過往案件及處理貪污的方法。為教育僱員有關貪污、受賄及權益衝突以及處理該等情況的適當方法，我們已制定具體政策並在員工之間互相傳閱。該政策亦載有舉報程序，因此僱員可及時報告任何涉嫌案件。

The Group has complied with laws and regulations regarding the prevention of bribery, extortion, fraud and money laundering, including the "Company Law of the People's Republic of China". During the Reporting Period, no corruption litigation against the Group and its employees occurred.

本集團遵守有關防止賄賂、勒索、欺詐及洗黑錢的法律法規，包括《中華人民共和國公司法》等。於報告期間，本集團或其僱員並無遭提出已審結的貪污訴訟案件，本集團亦未發現任何違反有關防止賄賂、勒索、欺詐及洗黑錢的法律法規的重大事宜。

Whistleblowing Mechanism

The Group is highly cautious about any misconduct related to bribery and corruption. The Group has established and formulated internal whistleblowing procedures and encourages employees to report any suspected misconduct or malpractice within the Group through various confidential reporting channels (including but not limited to letter, email and telephone). Employees can also contact the administrative manager directly to report corruption cases. The safety and confidentiality of the reporting channels are also our top concerns, only senior management and authorized employees have access to such reports.

舉報機制

本集團對任何有關受賄及貪污的不當行為十分謹慎。本集團已設立及制定內部舉報程序，並鼓勵僱員透過各種保密報告渠道（包括但不限於寫信、郵件及電話）舉報本集團內的任何涉嫌不當或不法行為。僱員亦可直接聯繫行政經理報告貪污案件。報告渠道的安全性及保密性亦為我們最關注的事宜，只有高層管理人員及獲授權員工可接觸該等報告資料。

The Group will also investigate any suspected or illegal conduct to ensure that all relevant information is complete and documented thoroughly. If any violations are found, the Group will take disciplinary action and bring it to the court when any illegal activity is discovered.

本集團亦將對任何可疑或違法的行為進行調查，確保所有相關資料完整無缺及徹底記錄。如發現如何違規，本集團將作紀律處分，並在發現任何非法活動時將其繩之於法。

B8. Community Investment
General Disclosure
Corporate Social Responsibility

The Group bears the responsibility of giving back to society. As a responsible corporate citizen, the Group actively fulfills its social responsibilities and has been committed to supporting various public welfare and community activities. The Group hopes to foster employees' sense of social responsibility and therefore encourages employees to participate in social welfare activities during their work and private time. We believe that by participating in the activities of giving back to the community, civic awareness and correct values of our employees can be enhanced and establish. We also demonstrate our strong sense of social responsibility by providing quality green and healthy seafood continuously.

B8. 社區投資
一般披露
企業社會責任

本集團肩負回報社會的責任。作為負責任的企業公民，本集團積極履行社會責任，一直致力支援各項公益及社區活動。本集團希望培養員工的社會責任感，因此一直鼓勵員工於工作期間及私人時間參與社會公益活動。我們相信借著親身參與回饋社會的活動，可以令員工的公民意識得以提升，以樹立正確的價值觀。我們亦透過持續提供優質的綠色康海產品彰顯我們強烈的社會責任感。

THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED 香港聯合交易所有限公司的《環境、社會及管治報告指引》內容索引表

Subject Areas, Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	**Description** 描述	**Section/Declaration** 章節/聲明
Aspect A1: Emissions 層面 **A1**：排放物		
General Disclosure 一般披露	Information on: 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) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to Exhaust Gas and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 遵守對發行人有重大影響的相關法律及規例的資料。	Emissions 排放物
KPI A1.1 關鍵績效指標 **A1.1**	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions – Exhaust Gas Emissions, GHG Emissions 排放物 – 廢氣排放、溫室氣體排放
KPI A1.2 關鍵績效指標 **A1.2**	GHG emissions in total (in tonnes) and intensity. 溫室氣體總排放量（以噸計算）及密度。	Emissions – GHG Emissions 排放物 –溫室氣體排放
KPI A1.3 關鍵績效指標 **A1.3**	Total hazardous waste produced (in tonnes) and intensity. 所產生有害廢棄物總量（以噸計算）及密度。	Emissions – Waste Management 排放物 –廢棄物管理 (Not Applicable – Explained) (不適用 – 已解釋)
KPI A1.4 關鍵績效指標 **A1.4**	Total non-hazardous waste produced (in tonnes) and intensity. 所產生無害廢棄物總量（以噸計算）及密度。	Emissions – Waste Management 排放物 – 廢棄物管理
KPI A1.5 關鍵績效指標 **A1.5**	Description of reduction initiatives and results achieved. 描述減低排放量的措施及所得成果。	Emissions – Exhaust Gas Emissions, GHG Emissions 排放物 – 廢氣排放、溫室氣體排放
KPI A1.6 關鍵績效指標 **A1.6**	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	Emissions – Waste Management 排放物 – 廢棄物管理
Aspect A2: Use of Resources 層面 **A2**：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Use of Resources 資源使用
KPI A2.1 關鍵績效指標 **A2.1**	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及/或間接能源總耗量及密度。	Use of Resources – Energy Management 資源使用 – 能源管理

KPI A2.2 關鍵績效指標 **A2.2**	Water consumption in total and intensity. 總耗水量及密度。	Use of Resources – Water Resources Management 資源使用 – 水資源管理
KPI A2.3 關鍵績效指標 **A2.3**	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	Use of Resources –Energy Management 資源使用 – 能源管理
KPI A2.4 關鍵績效指標 **A2.4**	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Use of Resources –Water Resources Management 資源使用 – 用水管理
KPI A2.5 關鍵績效指標 **A2.5**	Total packaging material used for finished products (in tonnes) and with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及每生產單位佔量。	Use of Resources – Use of Packaging Materials 資源使用 – 包裝材料使用
Aspect A3: The Environment and Natural Resources 層面 **A3**：環境及天然資源		
General Disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 環境及天然資源
KPI A3.1 關鍵績效指標 **A3.1**	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 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。	The Environment and Natural Resources – Natural Resource Management 環境及天然資源 –天然資源管理
Aspect B1: Employment 層面 **B1**：僱傭		
General Disclosure 一般披露	Information on: 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) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare. 遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭
KPI B1.1 關鍵績效指標 **B1.1**	Total workforce by gender, employment type, age group and geographical region 按性別、僱傭類型、年齡組別及地區劃分的僱員總數	Employment 僱傭
KPI B1.2 關鍵績效指標 **B1.2**	Employee turnover rate by gender, age group and geographical region 按性別、年齡組別及地區劃分的僱員流失比率	Employment 僱傭
Aspect B2: Health and Safety 層面 **B2**：健康與安全		
General Disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的：	Health and Safety 健康與安全

	(a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 遵守對發行人有重大影響的相關法律及規例的資料。	
KPI B2.1 關鍵績效指標 **B2.1**	Number and rate of work-related fatalities 因工作關係而死亡的人數及比率	Health and Safety 健康與安全
KPI B2.2 關鍵績效指標 **B2.2**	Lost days due to work injury 因工傷損失工作日數	Health and Safety 健康與安全
KPI B2.3 關鍵績效指標 **B2.3**	Description of occupational health and safety measures adopted, how they are implemented and monitored 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	Health and Safety 健康與安全
Aspect B3: Development and Training 層面 **B3**：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training 發展與培訓
KPI B3.1 關鍵績效指標 **B3.1**	The percentage of employee trained by gender and employee category 按性別及僱員類別劃分的受訓僱員百分比	Development and Training 發展與培訓
KPI B3.2 關鍵績效指標 **B3.2**	The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成 受訓的平均時數	Development and Training 發展與培訓
Aspect B4: Labour Standards 層面 **B4**：勞工準則		
General Disclosure 一般披露	Information on: 有關防止童工或強制勞工的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 遵守對發行人有重大影響的相關法律及規例的資料。	Labour Standards 勞工準則
KPI B4.1 關鍵績效指標 **B4.1**	Description of measures to review employment practices to avoid child and forced labour 描述檢討招聘慣例的措施以避免童工及強制勞工	Labour Standards 勞工準則
KPI B4.2 關鍵績效指標 **B4.2**	Description of steps taken to eliminate such practices when discovered 描述在發現違規情況時消除有關情況所採取的步驟	Labour Standards 勞工準則
Aspect B5: Supply Chain Management 層面 **B5**：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理

KPI B5.1 關鍵績效指標 **B5.1**	Number of suppliers by geographical region 按地區劃分的供應商數目	Supply Chain Management 供應鏈管理
KPI B5.2 關鍵績效指標 **B5.2**	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored 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、以及有關慣例的執行及監察方法	Supply Chain Management 供應鏈管理
Aspect B6: Product Responsibility 層面 **B6**：產品責任		
General Disclosure 一般披露	Information on: 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) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任
KPI B6.1 關鍵績效指標 **B6.1**	Percentage of total products sold or shipped subject to recalls for safety and health reasons 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	Not Applicable 不適用
KPI B6.2 關鍵績效指標 **B6.2**	Number of products and service related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法	Not Applicable 不適用
KPI B6.3 關鍵績效指標 **B6.3**	Description of practices relating to observing and protecting intellectual property rights 描述與維護及保護知識產權有關的慣例	Product Responsibility 產品責任
KPI B6.4 關鍵績效指標 **B6.4**	Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序	Product Responsibility 產品責任
KPI B6.5 關鍵績效指標 **B6.5**	Description of consumer data protection and privacy policies, how they are implemented and monitored 描述消費者資料保障及隱私政策，以及相關執行及監察方法	Product Responsibility 產品責任
Aspect B7: Anti-corruption 層面 **B7**：反貪污		
General Disclosure 一般披露	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反貪污

KPI B7.1 關鍵績效指標 **B7.1**	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the case 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	Not Applicable 不適用
KPI B7.2 關鍵績效指標 **B7.2**	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored 描述防範措施及舉報程序，以及相關執行及監察方法	Anti-corruption 反貪污
Aspect B8: Community Investment 層面 **B8**：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來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。	Community Investment 社區投資
KPI B8.1 關鍵績效指標 **B8.1**	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport) 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）	Community Investment 社區投資
KPI B8.2 關鍵績效指標 **B8.2**	Resources contributed (e.g. money or time) to the focus area 在專注範疇所動用資源（如金錢或時間）	Community Investment 社區投資

