BOER 博耳电力 BOER POWER

BOER POWER HOLDINGS LIMITED
博耳電力控股有限公司

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)
股份代號 Stock Code: 1685



2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
環境、社會及管治報告

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ABOUT THIS REPORT
關於此報告

The Board of directors (the "Board") of Boer Power Holdings Limited (the "Company") is pleased to present the Environmental, Social and Governance (hereinafter called "ESG") Report (the "Report") of the Company and its subsidiaries (collectively, the "Group" or "we"). This Report summarises the Group's policies, sustainability strategies, management approaches, initiatives and performance in respect of environmental and social aspects of its operations.

博耳電力控股有限公司(「本公司」)董事會(「董事會」)欣然發表本公司及其附屬公司(統稱「本集團」或「我們」)之環境、社會及管治報告(「本報告」)。本報告總結本集團就其業務的環境及社會方面的政策、可持續發展策略、管理方法、措施及表現。

In order to comply with the disclosure obligations under the "comply or explain" provisions, this Report outlines the overall performance of the Group in environmental protection, human resources, operating practices and community involvement for the year ended 31 December 2025 (the "Reporting Period"). The guide for the Report is provided on pages 35 to 40 for cross-reference.

為了遵守「遵守或解釋」規定的披露義務，本報告概述了截至二零二五年十二月三十一日止年度(「報告期內」)本集團在環境保護、人力資源、運營實踐和社區參與方面的整體表現。本報告指南於第35頁至40頁中提供以供交叉參考。

This Report is available on the website of The Stock Exchange of Hong Kong Limited ("the Stock Exchange") at http://www.hkexnews.hk and on the Company's website at http://www.boerpower.com. We welcome any feedback or suggestions regarding this Report and our sustainability performance. Shareholders of the Company may at any time send their enquiries, concerns and contact details via email to esg@boerpower.com, by fax to (852) 2545 8083, or by mail to the Company's principal place of business at Unit 1004, 10/F, International Enterprise Centre 1, 11 Chai Wan Kok Street, Tsuen Wan, Hong Kong.

本報告可於香港聯合交易所有限公司(「聯交所」)網站http://www.hkexnews.hk及本公司網站http://www.boerpower.com查閱及下載。我們歡迎就本報告及我們可持續發展方面的表現提出任何意見或建議。本公司股東可以隨時將其查詢和關注以及其聯繫方式通過電子郵件發送至esg@boerpower.com，或傳真至(852) 2545 8083，或通過郵件發送至本公司主要營業地點香港荃灣柴灣角街11號國際企業中心一期10樓1004室。

REPORTING BOUNDARY

This Report covers the Group's (i) office in Hong Kong, and (ii) manufacturing plants engaged in the production of electrical distribution equipment located in Wuxi City and Yixing City, Jiangsu Province, during the Reporting Period. This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide set out in Appendix C2 to the Rules Governing the Listing of Securities (the "Listing Rules") on the Stock Exchange.

匯報範圍

本報告涵蓋報告期內本集團(i)位於香港的辦事處、及(ii)位於江蘇省無錫市及宜興市製造配電設備之生產廠房。本報告按照聯交所證券上市規則(「上市規則」)附錄C2所載之《環境、社會及管治報告守則》編製而成。

BOARD STATEMENT
董事會聲明

The Board recognises that climate change and other ESG issues may have significant or potential impacts on the Group's business model, cost structure, supply chain stability and customer demand. Accordingly, the Board assumes ultimate responsibility for overseeing all ESG-related risks and opportunities, including climate-related issues. The Group has adopted an integrated management approach to address all ESG and climate-related risks, avoiding fragmented disclosures across different topics, and recognising climate issues as an integral part of environmental and operational risks.

董事會深明氣候變化及其他環境、社會及管治議題，對本集團的營運模式、成本結構、供應鏈穩定性及客戶需求均可能帶來重大或潛在影響，因此董事會對所有環境、社會及管治相關風險與機遇(包括氣候相關議題)承擔最終監督責任。本集團已採用集中管理模式處理所有環境、社會及管治及氣候相關風險，避免不同議題重複分拆披露，並將氣候議題視為環境與營運風險的重要組成部分。

To ensure the effective operation of the governance structure, the Board has established an ESG working group comprising representatives from key functions, including finance, procurement, research and development, operations, production and administration. The ESG working group is responsible for coordinating the Group's day-to-day ESG and climate risk management activities, including greenhouse gas inventory, energy management, risk assessment and the implementation of mitigation measures. The working group reports to the Board on an annual basis, covering emissions data, energy consumption, significant environmental incidents, policy updates and risk assessment outcomes, thereby enabling the Board to effectively discharge its oversight responsibilities.

為確保管治架構有效運作，董事會已設立環境、社會及管治小組，成員涵蓋財務、採購、研發、營運、生產及行政等核心職能，由環境、社會及管治小組負責統籌日常環境、社會及管治及氣候風險管理工作，包括溫室氣體盤查、能源管理、風險評估與減緩措施的執行，並每年向董事會匯報排放數據、能源使用、重大環境事件、政策更新及風險評估結果，確保董事會獲得完整資訊，從而有效履行監督職能。

The Board reviews the Group's ESG and climate-related performance on an annual basis, including key areas such as waste management, greenhouse gas emissions, energy efficiency, employee welfare and supply chain resilience, and incorporates these considerations into the Group's overall strategy and risk management framework. When approving major investments, equipment upgrades, capacity planning and supply chain strategies, the Board takes into account climate-related physical risks, transition risks, as well as policy and market developments, and requires management to propose corresponding risk mitigation measures and resource requirements.

董事會每年審閱本集團的環境、社會及管治與氣候相關表現，包括廢棄物管理、溫室氣體排放、能源效率、員工權益及供應鏈韌性等重點議題，並將相關議題納入企業策略與風險管理架構。董事會在審批重大投資、設備升級、產能規劃及供應鏈策略時，將氣候物理風險、轉型風險、政策及市場變化納入考慮，並要求管理層提交相應的風險緩解措施及資源需求。

The Group has also established a systematic emissions management framework with reference to ISO 14064, the GHG Protocol and relevant Chinese industry methodologies. Under the leadership of the ESG working group, management teams and site managers jointly identify climate risks, monitor energy consumption and emissions data, implement energy-saving initiatives and promote emissions reduction measures. The ESG working group is also responsible for ensuring data accuracy, including reviewing activity data sources, consistency of emission factors, data quality and internal verification processes, in order to support informed decision-making by the Board.

本集團同時參考ISO 14064、GHG Protocol及中國行業核算方法建立系統化的排放管理機制，由環境、社會及管治小組帶領管理團隊及廠區負責人共同識別氣候風險、監察能源與排放數據、執行節能專案及推動減排措施。環境、社會及管治小組亦需要確保數據準確性，包括檢視活動水平數據來源、排放因子一致性、數據質量及內部審核流程，以支援董事會決策。

The Board also reviews the Group's ESG and climate-related targets, including those relating to energy efficiency, air emissions, greenhouse gas emissions intensity, water consumption, generation of hazardous and non-hazardous waste, recycled materials and the proportion of renewable energy usage, and monitors progress against these targets and their impact on the business. Where performance falls short of expectations, the ESG working group is required to propose corrective actions, such as technological improvements, equipment upgrades, process redesign or collaborative emissions reduction initiatives with suppliers. ESG and climate-related performance is not currently linked to management remuneration, but this may be considered in future years.

董事會亦審閱本集團的環境、社會及管治及氣候相關目標(包括能源效率、廢氣排放及溫室氣體排放強度、水耗、有害或無害廢棄物產生量、循環物料及再生能源使用比例等)，並監督實際表現與目標的進度及對業務的影響。若進度未達預期，環境、社會及管治小組需提交糾正策略，例如技術改善、設備更新、流程再設計或供應鏈協同減排方案。本年度管理層績效指標尚未與環境與氣候績效掛鈎，但不排除於未來年度實施。

In summary, the Group adopts an integrated ESG and climate governance framework, enabling the Board to oversee all ESG and climate-related matters under a unified structure, avoiding unnecessary duplication of disclosures, while ensuring alignment between climate-related risks, corporate strategy, operational planning and long-term sustainable development objectives. This Report has been reviewed and approved by the Board.

綜上所述，本集團的環境、社會及管治與氣候管治採一體化架構，使董事會能在統一框架下監督所有環境、社會及管治與氣候議題，避免不必要的重複披露，同時確保氣候相關風險與企業策略、營運計劃及長期可持續發展方向保持一致。本報告經董事會審閱及批准。

STAKEHOLDERS OF THE GROUP
本集團持份者

The Group actively seeks opportunities to engage with stakeholders in order to better understand their expectations and enhance its products and services. The Group firmly believes that stakeholders play a crucial role in sustaining its business success.

本集團正在積極尋找每一個機會以了解和吸引持份者，以確保可以實施產品和服務的改進。本集團堅信，持份者在維持業務成功中起著至關重要的作用。

Stakeholders 持份者	Areas of concern 關注的領域	Communication and responses 溝通與回應
Stock Exchange 聯交所	Compliance with the Listing Rules, timely and accurate announcements. 遵守上市規則、及時準確的公告。	Meetings, training, workshops, website updates and announcements. 會議、培訓、講習班、網站更新和公告。
Government 政府	Compliance with laws and regulations, preventing tax evasion and social welfare. 遵守法律法規、防止偷稅漏稅及社會福利。	Interaction and visits, government inspections, tax returns and other information. 互動和訪問、政府檢查、納稅申報表和其他信息。
Suppliers 供應商	Payment schedule and stable demand. 付款時間表和穩定的需求。	Site visits. 實地考察。
Shareholders and Investors 股東及投資者	Corporate governance, business strategies and performance and investment returns. 公司治理、業務戰略和績效以及投資回報。	Interviews, shareholders' meetings, financial reports or operational reports for investors, media and analysts. 訪談、股東會議、為投資者、媒體和分析師提供財務報告或營運報告。
Media & Public 媒體與公眾	Corporate governance, environmental protection and human rights. 公司治理、環境保護和人權。	The Company's announcements, interim and annual reports. 本公司的公告、中期和年度報告。
Customers 客戶	Product and service quality, delivery schedule, reasonable prices, service value and personal data protection. 產品和服務質量、交貨時間表、合理的價格、服務價值和個人數據保護。	After-sales services. 售後服務。
Employees 員工	Rights and benefits, employees' compensation, training and development, working hours, working environment, labour protection and work safety. 權利和福利、員工的薪酬、培訓和發展、工作時間、工作環境、員工保護和工作安全。	Trainings, interviews with employees, internal memoranda, and employees' suggestion boxes. 培訓、與員工的訪談、內部備忘錄和員工的建議箱。
Community 社區	Community environment, employment and community development, and social welfare. 社區環境、就業和社區發展以及社會福利。	Community activities, employee voluntary activities and community welfare subsidies and donations. 社區活動、員工志願活動以及社區福利補貼和捐贈。

REPORTING PRINCIPLES
報告原則

MATERIALITY

Prioritising issues based on their significance to the Group's environmental, social and economic impacts is essential for developing an effective sustainability strategy. The first step is to identify potential material topics and gather feedback from various stakeholders regarding their concerns and expectations. These topics are then prioritised based on their significance to both the Group and its stakeholders in terms of environmental and social impacts.

The following section sets out the ESG issues identified as material to the Group during the Reporting Period, based on the assessment conducted by the Board.

重要性

優先考慮本集團對環境、社會及經濟影響的重要性，對於制定有效的可持續發展戰略至關重要。第一步需要確定潛在的重要主題，並從我們的各個持份者那裡獲得關於他們的擔憂和期望的反饋。之後，根據這些反饋對本集團及其持份者的環境和社會影響，對這些反饋進行優先排序。

下列章節載列根據董事會進行的評估於報告期內對本集團而言屬重要的環境、社會及管治議題。

QUANTITATIVE

To adhere to the principle of quantitative reporting, measurable environmental and social key performance indicators ("KPIs") have been disclosed in the respective performance tables, enabling stakeholders to gain a deeper understanding of the Group's ESG performance.

量化

為貫徹量化的報告原則，環境及社會可衡量的關鍵績效指標(「關鍵績效指標」)已於於相應的績效表中披露，以確保持份者可以加深對本集團環境、社會及管治績效的了解。

BALANCE

This Report adheres to the principle of balance by presenting an objective view of the Group's ESG performance and management approach.

平衡

本報告遵循平衡原則，客觀呈現本集團的環境、社會及管治表現及管理現狀。

CONSISTENCY

Compared with the Group's ESG reports in previous years, there have been no significant changes to the scope of disclosure in this Report, and consistent methodologies have been applied in the preparation of the disclosures.

一致性

與本公司往年環境、社會及管治報告相比，本報告未對披露範圍進行重大調整，且採用一致的統計方法進行披露。

ENVIRONMENTAL
環境

OVERVIEW

The Group places great importance on the impact of its business activities on the environment and natural resources. During the Reporting Period, the Group fully complied with all applicable requirements set out in relevant laws and regulations relating to air emissions and greenhouse gas emissions, including but not limited to the "Environmental Protection Law of the People's Republic of China", the "Law on the Prevention and Control of Water Pollution", the "Law on the Prevention and Control of Atmospheric Pollution", the "Law on the Prevention and Control of Environmental Pollution by Solid Waste", the "Energy Conservation Law", the "Environmental Protection Tax Law" and the "Boiler Air Pollutant Emission Standard". The Group has established, based on ISO 14001, an "Environmental and Safety Management Manual", "Procedures for the Identification, Assessment and Updating of Environmental Aspects and Hazard Sources", "Environmental and Safety Record Control Procedures", "Noise Management Procedures", "Solid Waste Management Procedures" and "Wastewater Management Procedures", in order to support the Group's environmental objectives and promote the importance of waste reduction.

To minimise air emissions to the greatest extent, production processes in the factories are conducted in a semi-enclosed manner through the use of exhaust systems. Pollutants such as greenhouse gases and fumes are required to pass through filtration equipment prior to discharge. Employees are required to wear protective equipment such as masks to avoid inhaling fumes that may cause occupational hazards. In addition to the above measures, the Group will continue to introduce environmentally friendly facilities and production processes to reduce air emissions.

概述

本集團非常重視商業活動對環境和自然資源的影響。於報告期內，本集團已完全遵守有關空氣和溫室氣體排放的法律法規所規定的所有適用要求，包括但不限於《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》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國節約能源法》、《中華人民共和國環境保護稅法》和《鍋爐大氣污染物排放標準》。本集團以ISO 14001為基礎制定了《環境／安全管理手冊》、《環境因素／危險源的識別、評估和更新程序》、《安全／環境記錄控制程序》、《噪聲管理程序》、《固體廢物管理程序》和《廢水管理程序》，以促進本集團的環保目標和減少廢物的重要性。

為了最大程度地減少廢氣排放，工廠的生產過程通過排氣裝置以半封閉方式進行。溫室氣體和煙霧等污染物必須在排放之前穿過設備進行過濾。員工必須佩戴諸如口罩之類的防護設備，以避免吸入可能引起職業傷害的煙霧。除上述措施外，本集團期待引進環保設施和生產過程以減少廢氣排放。

EMISSIONS

In the Group's daily operations, motor vehicles and the use of natural gas for heating are the primary sources of air pollutant emissions. During the Reporting Period, the Group operated 29 vehicles (2024: 29 vehicles). The following table sets out the air emissions data generated from vehicle use and natural gas consumption:

排放物

在本集團的日常經營中，汽車和取暖過程中使用天然氣是產生空氣污染物的主要因素。於報告期內，我們擁有二十九輛汽車(二零二四年：二十九輛)，關於汽車排放和使用天然氣產生的廢氣排放數據如下：

Exhaust Air Emission 廢氣排放	Unit 單位	2025 二零二五年	2024 二零二四年
NO_x emission 氮氧化物	tonnes 噸	**0.97**	0.93
SO_x emission 硫氧化物	tonnes 噸	**0.03**	0.03
PM emission 顆粒物排放	tonnes 噸	**0.02**	0.07

ENERGY CONSUMPTION AND EFFICIENCY

The Group places great importance on electricity consumption. The chart below illustrates a comparison of electricity consumption between the Reporting Period and the previous reporting period:

能源消耗與效率

本集團珍惜用電。下圖顯示了本報告期內與以前報告期內之間的用電量比較數字：

Energy Consumption and Intensity 能源消耗及密度	Unit 單位	2025 二零二五年	2024 二零二四年
Electricity consumption 能源消耗	MWh 兆瓦時	**3,822.83**	3,636.14
Intensity 密度	MWh/IEM Solutions revenue (RMB'000) 兆瓦／IEM方案收入(人民幣千元)	**0.009**	0.007

During the Reporting Period, total electricity consumption increased by 5.1%, mainly due to a decrease in production output, which led to higher energy consumption per unit of output, as well as the need to maintain the basic operation of certain production equipment and plant facilities.

於報告期內，總用電量上升5.1%，主要是由於產量下降導致單位產出能耗上升，以及部分生產設備及廠房設施仍需維持基本運行所致。

ENVIRONMENTAL
環境

By implementing various measures set out in the "Energy and Resource Management Procedures", the Group is committed to achieving electricity savings under the principles of conservation, efficiency and recycling.

- Priority is given to electronic equipment with Grade 1 energy labels when making procurement applications;
- Frequent switching on and off of production equipment is prohibited to reduce energy consumption associated with restart processes;
- Smart sensor lighting systems are utilised; and
- Natural lighting is prioritised for daily operations, and unused lighting, air-conditioning and computers must be switched off during lunch breaks and after working hours.

The above measures effectively promote employees' awareness of energy conservation and enhance their awareness of resource conservation and environmental protection. In addition to the above long-term measures to reduce electricity consumption, the Group will continue to reduce air emissions and greenhouse gas emissions through the following initiatives:

- Adoption of solar power systems;
- Reduction of unnecessary business travel through increased use of digital technologies;
- Priority use of public transportation (e.g. high-speed rail) for short-distance business travel;
- Replacement of old vehicles with electric vehicles; and
- Maximisation of production efficiency to reduce energy consumption.

通過實施《能源和資源管理程序》中規定的各種措施，本集團致力於在節約，淨化和循環利用的原則下實現節電。

- 進行採購申請時優先選擇具有1級能源標籤的電子設備；
- 禁止頻繁打開和關閉生產設備以減少重新啟動時的能量消耗；
- 使用智能感應燈；及
- 自然光是日常工作的首選，午餐時間和下班後必須關閉未使用的照明燈、空調和電腦。

上述措施可以有效地促進員工的節能觀念，增強員工的資源節約和環境保護意識。除上述長遠減少用電量的措施外，本集團未來還將通過以下行動努力減少廢氣排放及溫室氣體排放：

- 使用太陽能發電板；
- 通過更多利用數碼技術減少不必要的商務行程；
- 短途商務行程中優先選擇大眾交通工具(例如高鐵)；
- 以電動汽車取代老舊汽車；及
- 最大化生產效率以減少能源消耗。

As at 31 December 2025, the Group had installed solar power systems at its manufacturing plants located in Wuxi City and Yixing City, Jiangsu Province, with installed capacities of 1,500 kW and 498.12 kW, respectively. During the Reporting Period, these systems generated approximately 1,309.73 MWh and 555.13 MWh of renewable electricity, respectively, thereby reducing the Group's reliance on purchased electricity.

於二零二五年十二月三十一日，本集團位於江蘇省無錫市及宜興市之生產廠房已建成太陽能發電系統，裝機容量分別為1,500千瓦及498.12千瓦。於報告期內，相關系統分別產生約1,309.73兆瓦時及555.13兆瓦時的可再生能源電力，相應減少外購電力消耗。

Emissions and energy consumption performance indicators have not been identified as material issues for the Group and therefore no quantitative reduction targets have been set. The Group will continue to comply with relevant laws and regulations in managing emissions and energy use, and will monitor regulatory developments and update its disclosures as necessary in the future.

排放量及能源消耗績效指標未被識別為本集團的重要議題，所以未有量化的減少目標。我們將繼續遵守相關法規去管理排放及節能，以及觀察監管變動以於日後必要時更新任何披露資料。

WATER MANAGEMENT

The Group has complied with the "Law on the Prevention and Control of Water Pollution" with the aim of preventing and controlling water pollution, protecting and improving the environment, and ensuring the safety of drinking water. During the Reporting Period, the Group's water consumption is set out below:

用水管理

本集團已遵守《水污染防治法》，旨在預防和控制水污染，保護及改善環境並確保飲用水安全。於報告期內，用水情況如下：

Water Consumption and Intensity 耗水量及密度	Unit 單位	2025 二零二五年	2024 二零二四年
Water Consumption 耗水量	m^3 立方米	**27,732.00**	30,083.00
Intensity 密度	m^3/IEM Solutions revenue (RMB'000) 立方米／IEM方案收入（人民幣千元）	**0.07**	0.06

During the Reporting Period, water consumption decreased by 7.8% compared to 2024.

於報告期內，耗水量較二零二四年減少7.8%。

WATER EFFICIENCY

The Group regards water as a valuable resource. The Group does not face any issues in sourcing water, and the existing water supply is sufficient to meet its daily operational and manufacturing needs. The Group's water consumption is mainly used for manufacturing, cleaning and sanitation purposes. By implementing various measures set out in the "Energy and Resource Management Procedures", the Group is committed to achieving water conservation under the principles of conservation, purification and recycling:

- Any form of water wastage is strictly prohibited;
- Regular inspections are conducted to check for leakage, breakage or other potential damage to water pipes;
- Meter readings are regularly monitored to identify any potential water leakage; and
- Ongoing training is provided to employees to promote water conservation awareness.

The Group will continue to enhance its water use efficiency through the implementation of the above measures. In the long term, these measures are expected to effectively raise employees' awareness of water conservation initiatives and reduce water consumption. In addition to the above measures, the Group will further strive to minimise water wastage and improve water efficiency through employee education and environmental practices.

Water efficiency performance indicators have not been identified as material issues for the Group and therefore no quantitative reduction targets have been set. The Group will continue to comply with relevant laws and regulations in managing water use, and will monitor regulatory developments and update its disclosures as necessary in the future.

用水效率

本集團視水為珍貴資源。本集團在水源的供應方面沒有任何問題，現有的用水供應可滿足日常營運和製造需求。本集團的耗水量主要用於製造、清潔和衛生。通過實施《能源和資源管理程序》中確立的各種措施，本集團致力於在節約、淨化和循環利用的原則下實現節水：

- 禁止任何浪費用水現象；
- 定期檢查水管有否漏水，破裂或其他潛在損壞；
- 定期檢查儀表讀數以發現是否存在任何漏水現象；及
- 持續培訓我們員工的節水理念。

本集團將繼續努力通過實施上述措施提高其水資源利用效率，從長遠來看，將有效提高員工對節水舉措的認識並減少用水量。除上述措施外，本集團還將通過員工教育和環境實踐，努力減少用水浪費並提高用水效率。

用水效率績效指標未被識別為本集團的重要議題，所以未有量化的減少目標。我們將繼續遵守相關法規去管理用水及觀察監管變動以於日後必要時更新任何披露資料。

WASTE MANAGEMENT

During the Reporting Period, the Group fully complied with all applicable requirements under relevant laws and regulations governing the generation of hazardous and non-hazardous waste, including but not limited to the "Environmental Protection Law of the People's Republic of China" and the "Law on the Prevention and Control of Environmental Pollution by Solid Waste".

In accordance with the "Law on the Prevention and Control of Environmental Pollution by Solid Waste" and the "Standard for Pollution Control on Hazardous Waste Storage", the Group has established the "Solid Waste Management Procedures" and the "Wastewater Management Procedures". The Group strictly prohibits the improper disposal of waste. The Group's hazardous waste is mainly generated during the steel washing process and includes sludge, phosphating wastewater, titanium-based wastewater, waste insulating oil, waste lubricating oil, waste batteries, waste toner, waste activated carbon, waste fluorescent lamps and waste displays. Non-hazardous waste mainly consists of domestic waste, such as waste paper, food residues and waste generated from septic tank cleaning. Hazardous waste is labelled, collected, classified and stored in designated containers according to its nature. The Group has also established a hazardous waste disposal plan and has engaged licensed waste collectors holding the "Hazardous Waste Operation Permit" to handle such hazardous waste in accordance with the "National Regulations on the Construction of Hazardous Waste and Medical Waste Disposal Facilities".

廢棄物管理

於報告期內，本集團已完全遵守法律法規對產生有害廢棄物和無害廢棄物的所有適用要求，包括但不限於《中華人民共和國環境保護法》和《中華人民共和國固體廢物污染環境防治法》。

根據《中華人民共和國固體廢物污染環境防治法》、《危險廢物儲存污染控制標準》，本集團制定了《固體廢物管理程序》和《廢水管理程序》。本集團禁止任意傾倒廢物。本集團的有害廢棄物主要在鋼水沖洗過程中產生。它們包括污泥、磷化廢水、鈦化廢水、廢絕緣油、廢潤滑油、廢電池、廢碳粉、廢活性炭、廢熒光燈和廢顯示器。無害廢棄物主要是生活垃圾，例如廢紙、食物殘渣和清潔化糞池產生的廢物。有害廢棄物按其性質進行標記、收集、分類並存儲在收集箱中。本集團還制定了有害廢棄物處置計劃，並與擁有《危險廢物經營許可證》的廢物收集公司簽約，以按照《全國危險廢物和醫療廢物處置設施建設規則》處理這些有害廢棄物。

Waste Produced and Intensity 廢棄物產生總量及密度	Unit 單位	2025 二零二五年	2024 二零二四年
Total Hazardous Waste Produced 產生有害廢棄物總量	Tonnes 噸	**3.48**	2.65
Total Non-hazardous Waste Produced[v] 產生無害廢棄物總量	Tonnes 噸	**13.23**	14.25
Intensity of Hazardous Waste Produced 產生有害廢棄物密度	KG/IEM Solutions revenue (RMB'000) 公斤／IEM方案收入（人民幣千元）	**0.008**	0.005
Intensity of Non-hazardous Waste Produced 產生無害廢棄物密度	KG/IEM Solutions revenue (RMB'000) 公斤／IEM方案收入（人民幣千元）	**0.032**	0.028

During the Reporting Period, hazardous waste increased by 31.5% compared with 2024, while non-hazardous waste decreased by 7.2% compared with 2024. The changes were mainly attributable to adjustments in production processes and material usage structure, whereby certain processes generated more hazardous waste, while the generation of general waste decreased accordingly. Approximately 92.8% of hazardous waste was handled by qualified third parties for recycling or compliant disposal to ensure adherence to relevant environmental regulations. In the long term, the Group will continue to reduce waste by adopting more environmentally friendly production processes and measures, and by implementing waste paper classification and recycling programmes.

於報告期內，有害廢棄物比二零二四年增加31.5%，無害廢棄物較二零二四年減少7.2%，主要是由於生產工序及物料使用結構變動，部分工序產生較多有害廢物，而一般廢物產生量相應下降所致。約92.8%的有害廢棄物已交由具資質的第三方進行回收或合規處置，以確保符合相關環保法規要求。本集團長遠將通過採用更多的環保生產程序和措施，實施廢紙分類回收計劃，努力減少廢物。

Waste management performance indicators have not been identified as material issues for the Group and therefore no quantitative reduction targets have been set. The Group will continue to comply with relevant laws and regulations in managing waste, and will monitor regulatory developments and update its disclosures as necessary in the future.

廢棄物管理績效指標未被識別為本集團的重要議題，所以未有量化的減少目標。我們將繼續遵守相關法規去管理廢棄物及觀察監管變動以於日後必要時更新任何披露資料。

NOISE MANAGEMENT

In order to comply with the "Law of the People's Republic of China on the Prevention and Control of Noise Pollution" and to meet the requirements of local environmental protection and labour authorities, the Group has established the "Noise Management Procedures" to strictly manage and control noise generated from production and daily operations, with a view to ensuring a good working and living environment for employees and surrounding communities. Noise is mainly generated from the operation of production equipment (such as air compressors and jet mills) and vehicles. Employees are required to wear earplugs when operating production equipment to reduce occupational exposure. To further reduce noise levels within the factories, doors and windows in workshops are required to remain closed, and the use of vehicle horns within the factory premises is strictly prohibited. In order to comply with the "Emission Standard for Industrial Enterprises Noise at Boundary", noise levels at the factory sites are subject to ongoing monitoring.

噪音管理

為了遵守《中華人民共和國噪聲污染防治法》，並符合當地環境保護部門和勞動部門的要求，本集團已建立《噪音管理程序》，以嚴格管理和控制生產和生活中產生的噪音，以確保我們的員工和社區居民擁有良好的工作和生活環境。噪音主要來自生產設備(例如空氣壓縮機、噴氣式磨機等)和車輛的運行。員工在操作生產設備時必須戴上耳塞，以減少職業危害水平。為了降低工廠的噪音水平，我們規定車間內的門窗必須保持關閉狀態；車輛嚴禁在工廠區域內鳴笛。為了滿足《工業企業廠界環境噪聲排放標準》的要求，將對工廠區域的噪聲水平進行持續監控。

PACKAGING MATERIALS

Packaging materials mainly consist of paper-based and plastic packaging materials. Due to specific quality and safety requirements, packaging is specially designed according to the type of final products. The following table sets out the usage of major packaging materials during the Reporting Period:

包裝物料

包裝物料主要是紙質及塑料包裝物料。由於特定的質量和安全要求，包裝是根據最終產品的類型專門設計的。以下是報告期內主要包裝物料的使用情況：

Packaging Material and Intensity 包裝物料及密度	Unit 單位	2025 二零二五年	2024 二零二四年
Total Packaging Material Used 包裝物料使用總數	tonnes 噸	**14.06**	17.22
Intensity 密度	KG/IEM Solutions revenue (RMB'000) 公斤／IEM方案收入（人民幣千元）	**0.03**	0.03

The Group strongly promotes the 4R principles of reduce, reuse, recycle and replace. All waste paper is recycled. Recyclable waste paper is separated from other waste at source to facilitate collection and recycling by contractors. To reduce paper consumption, the following measures have been adopted in daily operations:

本集團大力倡導減少、再利用、回收和替換的4R原則。所有廢紙都被回收。我們將所有可回收的廢紙與廢物源分開，可以更便於承包商進行回收。為減少用紙量，以下是我們日常運營中採取的措施：

- Double-sided printing is set as the default mode on computers, and single-sided printing must be manually selected;
- 雙面打印被設置為電腦的默認設置，單面打印必須手動選擇；
- Paper that has been used for single-sided printing is reused where there is no confidential information on the printed side; and
- 對於用於單面打印的任何紙張，如果紙張的打印面上沒有機密信息，則應重新使用它們；及
- Employees are encouraged to send documents electronically, such as via email or encrypted USB drives.
- 鼓勵員工通過電子郵件或加密的隨身碟等電子方式發送文件。

ENVIRONMENT AND NATURAL RESOURCES

The Group believes that its intelligent power distribution system solutions and equipment can help reduce energy consumption. As the Group does not involve significant consumption of natural resources in its operations, its activities have no material impact on the environment. Nevertheless, the Group actively exchanges technology and expertise with leading multinational electrical companies to explore innovative solutions. In addition, the Group contributes to environmental sustainability through the application of artificial intelligence technologies, advancing towards its goal of "Smart Technology for Better Living".

環境及天然資源

我們相信我們的智能配電系統解決方案和設備可以減少能耗。由於沒有大量消耗自然資源，本集團的活動對環境沒有任何重大影響。儘管如此，我們仍積極與領先的跨國電氣公司交換技術和知識以尋求革命性的想法。此外，本集團通過應用人工智能技術為環境做出貢獻，朝著「智能改變生活」的目標邁進。

CLIMATE
氣候

GREENHOUSE GAS EMISSIONS

Greenhouse gases generated from human activities are one of the key contributors to global warming, which affects the lives of both present and future generations. Therefore, the Group places strong emphasis on monitoring and reducing greenhouse gas emissions arising from the manufacturing of power distribution equipment. As mentioned above, fuel combustion in vehicles and natural gas consumption are the primary sources of direct emissions from operations. In addition, indirect greenhouse gas emissions mainly arise from electricity consumption, procurement of raw materials and employees' business travel. The following sets out the direct and indirect emissions of carbon dioxide (CO_2), methane (CH_4) and nitrous oxide (N_2O) generated from natural gas consumption, vehicle use, electricity consumption, certain major raw material procurement and employees' business travel, expressed in tonnes of carbon dioxide equivalent (tCO_2e):

溫室氣體排放

人類活動產生的溫室氣體是全球變暖的重要因素之一，全球變暖影響了今世及後代的生活。因此，本集團高度關注於製造配電設備過程中監測和減少溫室氣體排放的重要性。如前所述，車輛燃料燃燒和天然氣燃燒是從營運中產生直接排放的主要活動。此外，間接溫室氣體排放主要是由於用電、原材料採購和員工商務行程。以下分別是天然氣燃燒、汽車、用電、若干主要原材料採購以及員工商務行程所產生的二氧化碳(CO_2)、甲烷(CH_4)及一氧化二氮(N_2O)，以噸二氧化碳當量為單位的直接排放及間接排放量：

Scope of Greenhouse Gas Emissions 溫室氣體排放範圍	Unit 單位	2025 二零二五年	2024 二零二四年
Scope 1 **範圍1**			
Direct Emission ("Natural Gas Combustion") 直接排放(「天然氣燃燒」)	Tonnes CO_2e 噸二氧化碳當量	**273.45**	281.23
Direct Emission ("Motor Vehicles") 直接排放(「汽車」)	Tonnes CO_2e 噸二氧化碳當量	**94.46**	88.63
Scope 2 **範圍2**			
Indirect Emission ("Electricity Purchase") 間接排放(「用電」)	Tonnes CO_2e 噸二氧化碳當量	**2,179.02**	1,934.47
Scope 3 **範圍3**			
Other Indirect Emission ("Purchase of Raw Materials") 其他間接排放(「原材料採購」)	Tonnes CO_2e 噸二氧化碳當量	**10,092.29**	10,811.77
Other Indirect Emission ("Business Travel by Employees") 其他間接排放(「員工的商務行程」)	Tonnes CO_2e 噸二氧化碳當量	**18.82**	9.28
Total Greenhouse Gas Emissions (Scopes 1, 2 and 3) 溫室氣體排放總量(範圍1、2及3)	Tonnes CO_2e 噸二氧化碳當量	**12,657.98**	13,125.38

Greenhouse gas emissions arising from the transportation of raw material procurement and product distribution are not currently quantified, as such emissions involve third-party logistics providers whose transportation services are not dedicated exclusively to the Group, and therefore the relevant data cannot be fully obtained or reasonably allocated. In addition, emissions associated with the use of the Group's power distribution equipment sold have not been included in the calculation, as such equipment is primarily designed to help customers improve energy efficiency and reduce energy consumption.

原材料進貨及成品發貨於運輸途中所產生的溫室氣體排放，因涉及第三方物流公司且其運輸服務並非專為本集團提供，相關排放資料無法完整取得或合理分攤，故目前難以準確量化。此外，本集團所銷售的配電設備使用並未納入相關排放計算，原因是該等設備主要用於協助客戶提升能源效率及減少能源消耗。

During the Reporting Period, total greenhouse gas emissions decreased by 3.6%, mainly due to a decrease in production and sales, which led to reduced procurement of raw materials and, in turn, a decline in Scope 3 emissions. Despite an increase in emissions associated with electricity consumption, primarily due to higher energy consumption per unit of output resulting from lower production levels and the need to maintain the basic operation of certain equipment, the Group recorded an overall decrease in total emissions.

於報告期內，溫室氣體排放總量下跌3.6%，主要是由於產出及銷售下降，導致原材料採購量減少，從而令範疇三(Scope 3)排放下降所致。儘管用電相關排放有所上升，主要由於產量下降導致單位能耗上升及部分設備維持基本運行，本集團整體排放仍錄得下降。

CLIMATE CHANGE

The Group regards climate-related risks and opportunities as an integral part of its corporate strategy. It conducts systematic assessments of the impacts of different climate scenarios aligned with the latest international agreement on climate change on its operations, supply chain, cost structure and market demand, in particular at the Group's plants in Wuxi and Yixing, and incorporates these considerations into strategic planning and resource allocation. Management continuously reviews the potential impacts of factors such as extreme weather events, changes in carbon policies, energy prices and green market demand on the Group's medium- to long-term development during annual strategic reviews and quarterly operational meetings, and formulates corresponding response strategies accordingly.

氣候變化

本集團將氣候風險與機遇視為企業策略的重要組成部分，並就不同氣候情境(該等情境與最新國際氣候變化協議保持一致)對營運、供應鏈、成本構成及市場需求的影響進行系統性評估，尤其針對本集團位於無錫及宜興的生產廠房，將其納入策略規劃及資源配置考量。管理層於年度策略研討及季度營運會議中，持續檢視極端天氣、碳政策變化、能源價格及綠色市場需求等因素對集團中長期發展的影響，並據此制定相應的應對策略。

During the Reporting Period, the Group's production bases in Wuxi and Yixing were successfully recognised as "Green Factories", reflecting the Group's high standards in energy management, resource efficiency and green manufacturing, and supporting the Group's overall strategy in addressing climate change and reducing emissions.

於報告期內，本集團位於無錫及宜興的生產基地成功獲評為「綠色工廠」，反映本集團在能源管理、資源利用效率及綠色製造方面已達到較高水平，並支持本集團在氣候變化應對及減排方面的整體策略。

CLIMATE
氣候

In terms of physical risks, extreme weather events such as heavy rainfall, high temperatures and flooding may affect the operation of equipment, storage safety and transportation arrangements at the Group's plants in Wuxi and Yixing, thereby increasing the risks of operational disruptions and asset losses. The Group has continuously assessed the drainage systems, flood prevention capacity and emergency response mechanisms of its facilities, and has completed necessary enhancement works following such assessments. At the same time, the Group has strengthened supply chain resilience and the management of critical raw material inventories to mitigate the impact of climate events on production. High temperatures may also increase the demand for process cooling and air-conditioning. The Group is promoting upgrades to energy-efficient equipment and the adoption of smart energy management systems, with a target to reduce energy intensity by approximately 20% by 2030. Climate-related risks and opportunities may affect the Group's business model and value chain, including its manufacturing operations, procurement of raw materials and product delivery processes. These impacts are primarily concentrated in the Group's manufacturing facilities located in Wuxi and Yixing, Jiangsu Province.

在物理風險方面，極端降雨、高溫及洪水等天氣事件可能影響無錫及宜興廠房的設備運行、倉儲安全及運輸安排，增加營運中斷與資產損耗的風險。本集團已就廠區排水、防洪能力及緊急應變機制持續進行評估，並於評估後完成必要的強化工程。同時，本集團已加強供應鏈備援及關鍵原材料庫存管理，減少氣候事件對生產的衝擊。高溫天氣可能推高製程冷卻及空調負荷，本集團正推動節能設備升級及智慧能源管理系統，預期可於二零三零年降低能耗強度約20%。氣候相關風險與機遇可能影響本集團的業務模式及價值鏈，包括生產營運、原材料採購及產品交付流程等環節。有關影響主要集中於本集團位於江蘇省無錫市及宜興市的生產設施。

In terms of transition risks, tightening carbon emission regulations, changes in energy structure and increasing low-carbon requirements within the industry may affect the Group's cost structure and capital investment plans. The Group closely monitors developments in carbon pricing, emission reduction policies, energy efficiency standards and local environmental regulations, and has incorporated potential carbon costs and fluctuations in energy prices into its financial projections. To mitigate transition risks, the Group is planning to increase the proportion of renewable energy usage by evaluating options such as distributed solar photovoltaic systems, green electricity procurement and the purchase of renewable energy certificates, with a target to achieve 70% renewable energy usage by 2030. The Group also continues to optimise its production processes, adopt high-efficiency equipment and explore the use of low-carbon materials to reduce the carbon footprint across the product life cycle.

在轉型風險方面，碳排放監管收緊、能源結構變動及行業低碳要求可能影響成本及設備投資安排。本集團密切關注碳定價、減排政策、能效標準及地方環保規定，並已將潛在碳成本和能源價格變化納入財務預測。為降低轉型風險，本集團正計劃提升再生能源使用比例，評估分佈式光伏、綠電交易或綠證購買等方案，預計於二零三零年達至再生能源佔比70%。本集團亦持續優化生產工藝、採用高效設備及尋求低碳材料，以減少產品生命週期的碳足跡。

Climate-related opportunities are also a key strategic focus for the Group. Demand for energy-efficient equipment, intelligent power distribution systems and green industrial solutions continues to grow in both domestic and international markets. The Group plans to continue increasing its investment in research and development before 2030, focusing on new energy applications, smart grid technologies, efficient power control and green manufacturing technologies, while strengthening its technological capabilities and product portfolio in these areas. The implementation of climate strategies is also expected to enhance the Group's brand image, enable access to government incentives and improve market competitiveness.

氣候相關機遇亦為本集團的策略重點之一。節能設備、智能配電系統及綠色工業解決方案在國內外市場的需求持續上升。本集團計劃於二零三零年前持續提升研發投入，聚焦新能源應用、智能電網、高效電力控制及綠色製造技術，並加強在相關產業的技術儲備與產品佈局。氣候策略的實施亦有助提升品牌形象、獲取政府激勵政策及增強市場競爭力。

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The Group has established a structured climate risk management framework and has integrated climate-related factors into its enterprise risk management processes. Management, together with the ESG working group, regularly identifies, assesses and monitors the potential impacts of climate change on operations, supply chain, financial costs and market demand, and incorporates such risks into the annual risk assessment and departmental operational plans. The assessment covers short-term (within one year), medium-term (one to five years) and long-term (over five years) horizons, and takes into account both acute and chronic physical risks, policy and regulatory changes, technological developments, energy transition and shifts in market preferences.

本集團已建立制度化的氣候風險管理架構，將氣候因素納入企業風險管理流程。管理層與環境、社會及管治小組定期識別、評估及監察氣候變化可能對生產營運、供應鏈、財務成本及市場需求造成的影響，並將相關風險納入年度風險評估及各部門的營運計劃中。評估涵蓋短期(一年內)、中期(一至五年)及長期(五年以上)三個時段，並同時考慮急性與慢性物理風險、政策與監管變化、技術發展、能源結構轉型以及市場偏好的變化。

The Group has conducted climate-related scenario analysis during the Reporting Period to assess its resilience under different climate conditions. The scenarios selected are considered relevant to the Group's operations, taking into account its manufacturing activities in Wuxi and Yixing, and are based on reasonable and supportable information available at the reporting date without undue cost or effort.

本集團已於報告期內進行氣候相關情境分析，以評估在不同氣候條件下的營運韌性。所選情境已考慮本集團於無錫及宜興的製造業務，並基於於報告日可取得且毋須付出過度成本或努力的合理及可靠資料進行分析。

Scenario 情境	Description 描述	Key Assumptions 主要假設	Risk Type 風險類型	Potential Impact on the Group 對本集團的潛在影響	Time Horizon 時間範圍
Low-carbon transition scenario (aligned with the latest international agreement on climate change, including the Paris Agreement) 低碳轉型情境(與最新國際氣候協議(包括《巴黎協定》)一致)	A scenario in which governments implement stringent carbon reduction policies and accelerate the transition towards renewable energy 各國政府實施嚴格減碳政策並加速向再生能源轉型的情境	Tightened carbon regulations, increased carbon pricing, rapid adoption of renewable energy and energy-efficient technologies 碳排放監管收緊、碳定價上升、再生能源及節能技術快速發展	Transition risk 轉型風險	Increased compliance costs, higher capital expenditure on low-carbon equipment and technology upgrades, as well as increased demand for energy-efficient power distribution solutions 合規成本上升、低碳設備及技術升級的資本開支增加，以及對節能配電設備需求上升	Medium to long term 中長期

Scenario 情境	Description 描述	Key Assumptions 主要假設	Risk Type 風險類型	Potential Impact on the Group 對本集團的潛在影響	Time Horizon 時間範圍
High-emission scenario 高排放情境	A scenario in which global climate policies remain limited and greenhouse gas emissions continue to rise 全球氣候政策干預有限，溫室氣體排放持續上升的情境	Continued reliance on fossil fuels, limited regulatory intervention, rising global temperatures 持續依賴化石能源、監管措施有限、全球氣溫上升	Physical risk 物理風險	Increased frequency of extreme weather events (such as flooding and heatwaves), potential disruptions to production, logistics and supply chain operations, and increased maintenance and cooling costs 極端天氣(如洪水及高溫)發生頻率增加，可能影響生產、物流及供應鏈運作，並增加設備維護及冷卻成本	Medium to long term 中長期

In terms of risk identification, the Group conducts annual risk assessments, taking into account meteorological data at the locations of its plants, supply chain distribution, energy consumption patterns and policy developments, to identify climate-related factors that may affect its operations. The analysis primarily covers the Group's major operating locations, including its manufacturing facilities in Wuxi and Yixing, Jiangsu Province. For example, extreme rainfall and flooding pose risks to facility safety and logistics arrangements at the Group's plants in Wuxi and Yixing; high temperatures increase process cooling demand; and low-carbon policies, energy efficiency standards and carbon pricing mechanisms may exert pressure on energy costs and emissions management. The above risks are consolidated by the ESG working group and submitted to management for review. The key assumptions and potential impacts under different climate scenarios are summarised in the table above.

在風險識別方面，本集團透過年度風險評估，結合廠房所在地的氣象數據、供應鏈分佈、能源使用模式及政策動向，識別可能影響營運的氣候相關因素。相關分析主要涵蓋本集團的主要營運地點，包括位於江蘇省無錫市及宜興市的生產設施。例如，極端降雨及洪水可能對無錫及宜興廠房的設施安全及物流安排構成風險；高溫天氣會增加製程冷卻需求；而低碳政策、能效標準及碳定價機制則可能對能源成本及排放管理帶來壓力。上述風險由環境、社會及管治小組統籌整理並提交管理層審閱。不同氣候情境下的主要假設及潛在影響已於上表概述。

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In terms of risk assessment, the Group adopts a combination of qualitative and quantitative analysis to evaluate the likelihood and potential impact of each climate-related risk. Risks are categorised based on their areas of impact, including operational disruptions, asset losses, changes in energy costs, supply chain delays, fluctuations in product demand and increased compliance costs. Management utilises emissions and energy consumption data, equipment operation records, supply chain information and financial projections to assess the Group's exposure under different scenarios. Risks with higher impact or those requiring cross-functional coordination are included in the Group-level risk register, with each department responsible for quarterly tracking and reporting updates to the ESG working group.

在風險評估方面，本集團採用定性與定量結合的分析方法，以評估每項氣候風險的可能性及潛在影響程度，並按影響範疇分類，包括營運中斷、資產損耗、能源成本變化、供應鏈延誤、產品需求波動及合規成本上升等。管理層會利用排放及能耗數據、設備運行記錄、供應鏈資訊及財務預測，判斷不同情境下的業務暴露程度。對於影響程度較高或需跨部門協調的風險，將會列入集團級風險清單，由各部門按季度追蹤並向環境、社會及管治小組匯報最新狀況。

In terms of risk management, the Group formulates mitigation measures based on the results of risk assessments, including the development of flood prevention and drainage improvement plans, optimisation of equipment maintenance strategies, adjustment of energy structure, enhancement of supplier diversification, increase in safety stock levels, strengthening of information technology system protection, and implementation of energy-saving and emissions reduction initiatives. For strategic measures involving significant capital expenditure, management is required to submit feasibility studies and cost-benefit analyses for review and approval by the Board.

在風險管理方面，本集團會根據風險評估結果制定風險應對措施，包括制定防洪與排水改善計劃、優化設備維護策略、調整能源結構、提升備援供應商比例、增加安全庫存、加強資訊科技系統保護及開展節能減排項目。對於涉及重大資本開支的策略措施，管理層需提交可行性研究及成本效益分析，並由董事會審閱。

The Group has integrated climate-related risk management processes into its enterprise risk management system, enabling climate risks to be managed alongside operational, financial and supply chain risks, and ensuring that all departments can promptly identify risks and implement appropriate response measures. At the same time, management regularly reviews the effectiveness of the risk management framework and updates it in response to the latest policy developments, industry trends and changes in the energy market, thereby enhancing the Group's resilience to climate change.

本集團已將氣候相關風險管理流程整合至企業風險管理系統，使氣候風險與營運風險、財務風險及供應鏈風險一併管理，確保各部門能及時識別風險並採取應對行動。同時，管理層會定期檢視風險管理流程的有效性，並根據最新政策、行業趨勢及能源市場變化進行更新，以提升集團應對氣候變化的韌性。

The Group has established a comprehensive set of climate-related performance indicators, including greenhouse gas emissions, energy consumption, the proportion of renewable energy usage, water consumption and relevant intensity indicators, and monitors and reviews the progress of these targets on an annual basis. The ESG working group is responsible for coordinating data collection, internal verification and communication with management, ensuring the consistency and reliability of all climate-related information and supporting the Board's decision-making process.

本集團已建立完整的氣候相關績效指標體系，包括溫室氣體排放、能源使用、再生能源佔比、水資源消耗及相關強度指標，並按年度監測及審視各項目標的實施進度。環境、社會及管治小組負責統籌數據收集、內部審核及與管理層的溝通，確保所有氣候相關資訊具備一致性與可靠性，並支持董事會作出決策。

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In terms of greenhouse gas emissions, the Group calculates Scope 1 (fuel consumption and direct emissions), Scope 2 (indirect emissions from purchased electricity) and certain Scope 3 emissions (including those related to the supply chain and employees' business travel) in accordance with internationally recognised methodologies. Emissions data for 2025 have been disclosed in the preceding section. The Group will use these as a baseline for setting future emission reduction targets and will continue to refine its emissions management strategies in line with changes in its operations.

在溫室氣體排放方面，本集團根據國際通行的方法計算範圍1(燃料與直接排放)、範圍2(購電產生的間接排放)及部分範圍3(供應鏈及員工商務行程相關排放)。二零二五年的排放數據於前面章節披露。本集團將此作為未來減排目標的基準，並根據營運變化持續調整排放管理策略。

In terms of energy use, the Group tracks total consumption and energy intensity indicators of major energy sources, including electricity, natural gas, diesel and petrol, to reflect the energy efficiency of its production processes. The Group plans to further reduce energy intensity in the coming years through measures such as upgrading to energy-efficient equipment, adopting smart energy management systems and optimising production processes. The use of renewable energy is also one of the key indicators. The Group is evaluating options such as green electricity procurement and the purchase of renewable energy certificates, while increasing investment in photovoltaic power generation facilities. In 2025, the proportion of renewable energy usage was 40% and will be progressively increased.

在能源使用方面，本集團追蹤電力、天然氣、柴油及汽油等主要能源的總消耗量及能源強度指標，以反映生產過程的能源效率。本集團計劃透過節能設備升級、智慧能源管理系統及工藝優化措施，在未來數年進一步降低能源強度。再生能源使用亦為重要指標之一，本集團正評估綠電採購及綠證購買等方案，加大光伏發電設備投入，二零二五年再生能源使用比例為40%，並將逐步提高。

In terms of water resource management, the Group monitors total water consumption, recycled water volume and water intensity to ensure efficient use of water and to reduce the impact of operations on water resources. Multiple water-saving and recycling measures have been implemented at the Wuxi and Yixing plants, and the Group will continue to optimise its water management practices in line with future production scale.

在水資源管理方面，本集團監測總用水量、回收水量及水耗強度，以確保用水效率並降低營運對水資源的壓力。無錫及宜興廠區已推行多項節水及循環利用措施，並將根據未來生產規模持續優化水資源管理。

To support the transition to a low-carbon economy, the Group has established short-, medium- and long-term climate-related targets, including: improving energy efficiency by 10% by 2026 compared with 2025; increasing the proportion of renewable energy usage to 70% by 2030; reducing combined Scope 1 and Scope 2 emissions by 50% by 2030 compared with the baseline year; and achieving carbon neutrality for Scope 1 and Scope 2 emissions at the operational level by 2035. At the same time, the Group will continue to monitor changes in Scope 3 emissions and explore emission reduction opportunities in collaboration with suppliers, with a view to progressively enhancing the low-carbon capability of its overall value chain. The climate-related targets have been developed with reference to industry practices and general decarbonisation trends. The target-setting methodology has not been validated by an independent third party.

為支持低碳轉型，本集團制訂了短、中及長期氣候相關目標，包括：二零二六年能源效率較二零二五年提升10%；二零三零年再生能源使用比例提升至70%；二零三零年範圍1及範圍2合計排放較基準年減少50%；二零三五年於營運層面實現範圍1及範圍2碳中和。同時，本集團亦將持續關注範圍3排放變化，並探索與供應商合作的減排機會，以逐步提升整體價值鏈的低碳能力。氣候相關目標乃參考行業慣例及整體減碳趨勢制定，相關目標設定方法尚未經獨立第三方驗證。

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The Group will review the progress of the above indicators and targets on an annual basis, and will adjust its decarbonisation pathway in response to policy updates, changes in the energy market and production requirements, so as to ensure alignment between its climate strategy and operational development and to drive long-term sustainable business growth.

本集團會按年度審視上述指標及目標的進度，並根據政策更新、能源市場變化及生產需求調整減排路徑，以確保集團氣候策略與營運發展保持一致，並推動長期可持續的業務增長。

This is the first year in which the Group has reported climate-related metrics and targets in accordance with the updated disclosure requirements. Accordingly, there are no climate-related targets or plans established in prior years available for comparison or review.

本年度為本集團首次按更新後的披露要求匯報氣候相關指標及目標。因此，本年度並無先前年度所訂立之氣候相關目標或計劃可供進度比較或回顧。

During the Reporting Period, the Group has established, for the first time, a systematic framework of climate-related targets and indicators, including greenhouse gas emissions, energy efficiency, renewable energy usage, water resource management and other operational performance indicators. In future years, the Group will report annually on the progress of these targets and provide appropriate explanations for any variances between actual performance and planned targets.

本集團已於本年度首次建立系統化的氣候相關目標及指標，包括溫室氣體排放、能源效率、再生能源使用、水資源管理及其他與營運相關的績效指標。未來年度，本集團將按既定目標的推行情況作出年度進度匯報，並就實際結果與計劃之間的差異提供適當解釋。

Climate change and related policy trends are gradually affecting the Group's cost structure, capital expenditure planning, operational arrangements and medium- to long-term financial projections. The Group has assessed the financial impacts of climate-related factors across six key dimensions, namely operating expenses, capital expenditure, supply chain costs, energy costs, compliance costs and market demand, and has, for the first time during the year, established a medium- to long-term financial sensitivity analysis framework to evaluate financial resilience under different climate scenarios. One of the climate scenarios considered is broadly aligned with the objectives of the "Paris Agreement" to limit global temperature rise. The selected scenarios reflect a range of potential climate outcomes, including both lower and higher emission pathways.

氣候變化及相關政策趨勢正逐步影響本集團的成本結構、資本開支安排、營運規劃以及中長期財務預測。本集團已從營運開支、資本開支、供應鏈成本、能源成本、合規成本及市場需求六個主要維度檢視氣候相關因素對財務狀況的影響，並於本年度首次建立中、長期財務敏感性分析框架，以評估不同氣候情境下的財務韌性。所採用的其中一項氣候情境大致符合《巴黎協定》有關限制全球氣溫上升的目標。所採用的其中一項氣候情境大致符合《巴黎協定》有關限制全球氣溫上升的目標。

In terms of operating expenses, extreme weather events caused by climate change, such as high temperatures, heavy rainfall and flooding, may increase costs associated with equipment maintenance, cooling system demand and temporary production interruptions. During the year, higher temperatures resulted in a certain degree of increase in energy costs. If the frequency and severity of extreme weather events continue to rise, the related operating expenses are expected to show an upward trend.

在營運開支方面，氣候變化導致的極端高溫、暴雨及洪澇風險，可能增加廠房設備維護、冷卻系統負荷及臨時停產安排所引致的成本。本年度因高溫天氣使能源成本出現一定程度的上升。若極端天氣持續增加，相關營運開支預期亦會呈上升趨勢。

In terms of capital expenditure, the Group has commenced the procurement of more energy-efficient production equipment and energy-saving systems to reduce energy intensity and greenhouse gas emissions. Such investments include high-efficiency motors, upgrades to compressed air systems, smart energy management platforms and the development of distributed photovoltaic systems. The Group expects capital expenditure on energy-saving and low-carbon initiatives to increase progressively in the coming years. These investments will help reduce long-term energy costs and enhance the Group's competitiveness in a low-carbon transition environment.

在資本開支方面，本集團已開始採購更高效率的生產設備及節能系統，以降低能源強度及溫室氣體排放。相關投資包括高效電機、空壓系統更新、智慧能源管理平台及分佈式光伏建設等，本集團預期未來年度在節能與低碳相關項目的資本開支將逐步增加。此類投資有助減少長期能源成本，並提升集團在低碳轉型環境下的競爭力。

In terms of compliance costs, carbon emission management requirements at both national and local levels are becoming increasingly stringent, including adjustments to energy efficiency standards, carbon management frameworks and measurement, reporting and verification requirements. Carbon trading or carbon pricing mechanisms may be introduced in the future. If the Group maintains its current energy structure, carbon costs are expected to reach approximately RMB150 per tonne per year by 2030. The Group is gradually increasing the proportion of renewable energy usage to reduce uncertainty in future carbon costs.

在合規成本方面，國家及地方層面的碳排放管理要求持續收緊，包括能效標準調整、碳排放管理制度及測報核查需求。未來可能引入碳交易或碳費用制度，若本集團保持現有能源結構，碳成本預期將於二零三零年達到每年約150元／噸。本集團正逐步提高再生能源使用比例，以降低未來碳成本的不確定性。

In terms of the supply chain, rising energy costs and compliance requirements for upstream suppliers may affect material prices; however, overall procurement costs remained relatively stable during the year. The Group has strengthened collaboration with suppliers to promote green procurement and enhance transparency in carbon emissions data, thereby reducing supply chain risks.

供應鏈方面，上游供應商的能源成本及合規要求可能影響材料價格，但本年度整體採購成本維持相對穩定。本集團已加強與供應商合作，推動綠色採購與碳排放資料透明化，以降低供應鏈風險。

At the market level, growing demand for low-carbon products presents new revenue opportunities for the Group. Market demand for smart grids, power distribution equipment, energy-efficient products and new energy-related businesses continues to increase, which is expected to create new growth drivers for the Group. As customers place greater emphasis on suppliers' carbon management, the Group's capabilities in carbon management and energy efficiency will further enhance its market competitiveness.

在市場層面，低碳產品需求的增長為本集團帶來新的收入機遇。智能電網、配電設備、節能產品及新能源相關業務的市場需求持續上升，有望為本集團創造新的增長動能。隨著客戶對供應商碳排放管理的要求提升，本集團在碳管理和能源效率方面的能力亦有助增強市場競爭力。

CLIMATE
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Overall, climate change presents both cost pressures and opportunities for the Group, including potential increases in operating costs as well as returns from energy-saving investments and expansion in green markets. The Group will continue to enhance its financial resilience by updating its energy management strategies, optimising equipment investment plans, strengthening supply chain collaboration and promoting the adoption of renewable energy. The Board and management will continue to monitor policy developments and market dynamics in the coming years, and will adjust financial planning and investment priorities where necessary to ensure that the Group maintains stable financial performance during the low-carbon transition.

綜合而言，氣候變化對本集團的財務影響既包含成本上升的壓力，亦帶來節能投資回報及綠色市場擴張的機遇。本集團將持續更新能源管理策略、優化設備投資計劃、強化供應鏈協同及推動再生能源採用，以提高財務韌性。董事會及管理層將於未來年度持續監察政策變化與市場動態，並在必要時調整財務規劃及投資優先順序，使本集團在低碳轉型環境中持續保持穩健的財務表現。

Overall, climate change presents both cost pressures and opportunities for the Group, including potential increases in operating costs as well as returns from energy-saving investments and expansion in green markets. The Group will continue to enhance its financial resilience by updating its energy management strategies, optimising equipment investment plans, strengthening supply chain collaboration and promoting the adoption of renewable energy. The Board and management will continue to monitor policy developments and market dynamics in the coming years, and will adjust financial planning and investment priorities where necessary to ensure that the Group maintains stable financial performance during the low-carbon transition.

本集團持續提升在不同氣候情境下的營運韌性，並已於本年度建立情境分析框架，以評估極端天氣、能源轉型、政策變化及供應鏈波動等因素對營運、財務及設備投資的影響。分析結果顯示，本集團具備一定承受能力，並將在未來持續更新分析以反映最新政策、科技及市場變化。

The Group has identified and assessed transition risks, physical risks and climate-related opportunities arising from climate change, and has made disclosures based on information that can be obtained with reasonable cost and effort. Given the current limitations in obtaining reliable quantitative data, the Group has adopted a qualitative approach to disclosure at this stage and will progressively enhance quantitative disclosures as its internal data management capabilities improve.

本集團已識別及評估氣候變化帶來的轉型風險、物理風險及氣候相關機遇，並在可於合理成本及努力範圍內取得的資料基礎上進行披露。鑒於目前難以取得可靠定量資料，本集團現階段以定性方式披露，未來將按內部數據管理能力提升逐步增加量化披露。

The Group has assessed the potential financial impacts of climate-related risks and opportunities on a qualitative basis. At this stage, quantitative information regarding the anticipated financial effects, such as the amount or proportion of assets and business activities exposed to climate-related risks and opportunities, or capital allocation towards climate-related initiatives, is not disclosed due to limitations in data availability and the evolving nature of the Group's internal assessment methodologies. The Group will continue to enhance its data collection processes and analytical capabilities, and aims to progressively improve the level of quantitative disclosure in future reporting periods.

本集團已就氣候相關風險及機遇對財務的潛在影響進行定性評估。現階段，由於數據可得性有限及相關評估方法仍在持續發展中，未能披露有關預期財務影響的量化資料(例如受氣候風險及機遇影響的資產或業務活動比例，以及相關資本配置等)。本集團將持續完善數據收集機制及分析能力，並計劃於未來報告期逐步提升量化披露的程度。

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To address climate-related risks and capture opportunities arising from the low-carbon transition, the Group has continued to invest during the year in areas such as upgrading energy-efficient equipment, compressed air system optimisation, energy-efficient lighting and photovoltaic development. As these initiatives serve multiple purposes, the Group is currently unable to reliably isolate and quantify the climate-related portion of such investments, and will progressively enhance its disclosures in the future.

為應對氣候相關風險及把握低碳轉型帶來的機遇，本集團於本年度持續在節能設備升級、空壓系統更新、照明節能及光伏建設等方面進行投入。由於上述項目同時具備多重目的，本集團目前尚無法可靠地將與氣候相關的部分獨立量化，並將於未來逐步完善披露。

With respect to internal carbon pricing, the Group does not currently apply a carbon price in its investment decisions or internal pricing mechanisms, and therefore provides a negative statement in this regard. The Group will assess the feasibility of adopting internal carbon pricing in the future, taking into account national policies and cost-benefit considerations.

就內部碳定價方面，本集團目前尚未在投資決策或內部定價中使用碳價格，故提供否定聲明，未來將視國家政策及成本效益評估其可行性。

In terms of remuneration, climate-related factors are not currently incorporated into the Group's remuneration policies, and a negative statement is therefore provided. The Group will consider the feasibility of introducing such arrangements in the future based on management needs.

薪酬方面，本集團目前未將氣候相關因素納入薪酬政策，故提供否定聲明；未來將視管理需要研究相關安排之可行性。

In disclosing climate-related information, the Group has made reference to relevant cross-industry and manufacturing sector metrics, including energy intensity, emissions intensity and the proportion of renewable energy usage, and has selected the most relevant indicators based on the characteristics of its products and operations. Following its assessment, the Group considers that both cross-industry and manufacturing sector metrics are applicable, and these have been disclosed in the environmental performance section of this Report.

本集團在披露氣候資訊時，已參考相關跨行業及製造業行業指標，包括能源強度、排放強度及再生能源使用率等指標，並依據本集團產品與營運特性選取最具相關性的指標。經本集團評估，上述跨行業指標及製造業行業指標均適用，並已於本報告環境績效章節中披露。

With respect to climate-related targets, the Group has disclosed in the preceding sections its medium- to long-term mitigation and adaptation targets, including those relating to energy efficiency, the proportion of renewable energy usage, and the reduction of Scope 1 and Scope 2 emissions, as well as long-term net-zero arrangements. These targets cover major greenhouse gases, including carbon dioxide, methane and nitrous oxide, and include both absolute emission reduction targets and long-term carbon neutrality arrangements. The Group does not currently rely on carbon credits to offset emissions, nor has it established plans to achieve net-zero through the use of carbon credits. Should such mechanisms be adopted in the future, the Group will disclose the type, extent of reliance and environmental integrity of such carbon credits in accordance with international standards. The Group does not currently apply industry decarbonisation pathways in setting its emission targets, and will assess their adoption as such methodologies mature.

就氣候相關目標方面，本集團已於前述章節披露中長期減緩及適應氣候變化的主要目標，包括能源效率、再生能源使用比例以及範圍1及範圍2的排放減量與長期淨零排放安排。上述目標涵蓋二氧化碳、甲烷及一氧化二氮等主要溫室氣體，並包括絕對減排及長期碳中和安排。本集團目前不依賴碳信用抵銷排放，亦未制定使用碳信用實現淨零的計劃；若未來使用，將按國際標準披露碳信用類型、依賴程度及其環境完整性。本集團目前未採用行業脫碳路徑方法設定排放目標，未來將視行業方法成熟度再行評估。

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The Group's climate targets are formulated under the leadership of the ESG working group and are reviewed and approved by the Board. As this is the first year of reporting under the new framework, historical data is not yet sufficient to support trend analysis. The Group has established baseline data and data management processes, and will progressively disclose annual progress, reasons for variances and any necessary revisions in the future.

本集團的氣候目標由環境、社會及管治小組主導制定，並由董事會審核及批准。本年度為首次按新框架匯報，歷史資料尚未足以進行趨勢分析。本集團已建立基準年資料及數據管理流程，未來將逐步披露年度進展、差異原因及必要修訂。

SOCIAL
社會

EMPLOYMENT

The Group has made significant efforts to ensure strict compliance with a range of labour laws and regulations in the People's Republic of China, including but not limited to the "Labour Contract Law of the People's Republic of China" and the "Labour Law of the People's Republic of China". In accordance with these laws and regulations, the Group has established an "Employment Policy" to ensure employment protection in areas such as remuneration, dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare. The Group offers competitive remuneration packages, including year-end bonuses, free meals, annual leave, festive gifts, fuel allowances, mobile phone allowances, staff dormitories and marriage gifts.

As at 31 December 2025, the Group had a total of 321 employees (2024: 324 employees) across its office in Hong Kong and its manufacturing plants engaged in the production of power distribution equipment in Wuxi City and Yixing City, Jiangsu Province. All employees were full-time employees (2024: all). Details are set out below:

僱傭

本集團已作出大量努力，以確保本集團嚴格遵守中華人民共和國的一系列勞工法，包括但不限於《中華人民共和國勞動合同法》和《中華人民共和國勞動法》。根據這些法律法規，本集團制定了《就業政策》，以確保在薪酬、解僱、招聘及晉升、工作時數、假期、平等機會、多元性、反歧視以及其他待遇福利方面的就業保護。我們提供有競爭力的薪酬待遇，包括年終獎金、免費工作餐和年假、節日禮物、燃油津貼、電話費津貼、員工宿舍和結婚禮物等。

於二零二五年十二月三十一日，本集團位於香港的辦事處、及位於江蘇省無錫市及宜興市製造配電設備之生產廠房擁有321名僱員(二零二四年：324名)，所有員工均為全職員工(二零二四年：全部)，詳細情況如下：

Employees by Gender 按性別劃分的僱員	2025 二零二五年 Number of staff 僱員數目	2025 二零二五年 Turnover ratio 流失比率	2024 二零二四年 Number of staff 僱員數目	2024 二零二四年 Turnover ratio 流失比率
Male 男性	**226**	**1.9%**	211	1.3%
Female 女性	**95**	**2.2%**	113	2.3%

Employees by Age 按年齡劃分的僱員	2025 二零二五年 Number of staff 僱員數目	2025 二零二五年 Turnover ratio 流失比率	2024 二零二四年 Number of staff 僱員數目	2024 二零二四年 Turnover ratio 流失比率
Below 30 30歲以下	**63**	**5.9%**	73	1.5%
30-49 30-49歲	**173**	**1.0%**	194	1.9%
50 and above 50歲及以上	**85**	**1.1%**	57	0.8%

Employees by Geographical Region 按地區劃分的僱員	2025 二零二五年 Number of staff 僱員數目	2025 二零二五年 Turnover ratio 流失比率	2024 二零二四年 Number of staff 僱員數目	2024 二零二四年 Turnover ratio 流失比率
Mainland China 中國內地	**318**	**2.0%**	321	1.6%
Hong Kong 香港	**3**	**0.0%**	3	0.0%

HEALTH AND SAFETY

During the Reporting Period, the Group complied with relevant laws and regulations in the People's Republic of China, including but not limited to the "Production Safety Law of the People's Republic of China", the "Labour Law of the People's Republic of China", the "Labour Contract Law of the People's Republic of China", the "Law on the Prevention and Control of Occupational Diseases of the People's Republic of China" and other applicable laws and regulations, which set out requirements for maintaining safe production conditions and protecting employees' occupational health. The Group conducts regular health examinations for employees exposed to potential occupational hazards and provides occupational health and safety training to prevent workplace accidents and reduce occupational risks. To strengthen occupational safety, improve working conditions and protect employees' interests, the Group has established the "Fire and Safety Management Procedures".

The Group has implemented safety measures at production sites and established work safety and occupational health guidelines, including fire safety, warehouse safety, electrical safety, work-related injury prevention, and emergency and evacuation procedures, to minimise the risk of employee injuries. The Group provides employees with appropriate personal protective equipment (such as safety helmets, insulating gloves, insulating footwear, protective goggles and reflective clothing). The Group has also installed appropriate fire safety equipment, conducts regular fire drills and provides fire safety training to employees. In addition, accident prevention and management training is provided to production staff. In terms of occupational health and safety in the working environment, the Group has obtained certification under the OHSAS 18001 Occupational Health and Safety Management System.

The Group has also established the "Labour Protection Policy for Female and Minor Employees". Female and minor employees are prohibited from engaging in labour-intensive work, work involving toxic and hazardous substances, earthwork, pneumatic drilling, welding operations and other high-risk activities.

健康與安全

於報告期內，本集團已遵守《中華人民共和國生產法》、《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國職業病防治法》和其他有關法律法規，其中規定了維持安全生產條件和保護員工職業健康的要求。本集團一直對有面對潛在職業危害的僱員進行定期健康檢查，對僱員進行職業安全與衛生教育，預防工作中的事故並減少職業危害。為加強本集團的職業安全，改善工作條件並保護員工的個人利益，本集團制定了《消防和安全管理程序》。

本集團已在生產現場實施安全措施，並制定了工作安全和職業健康安全指南，包括消防安全、倉庫安全、電力安全、與工作有關的傷害以及緊急和疏散程序，以最大程度地降低員工受傷的風險。本集團為員工提供防護裝備(例如安全帽、絕緣手套、絕緣鞋、防護眼鏡、反光服等)。本集團還安裝了適當的消防安全設備並定期進行消防演習，並向我們的員工提供防火培訓。本集團還為生產人員進行事故預防和管理培訓。在工作環境的職業健康和安全方面，本集團已獲得OHSAS 18001的職業健康和安全管理系統認證。

本集團還制定了《婦女和未成年工勞動保護政策》。禁止女性和未成年僱員從事勞動密集型工作、有毒有害氣體作業、土方工程、風鑽、焊接作業等。

	2025 二零二五年	2024 二零二四年	2023 二零二三年
Number of work-related fatalities 因工亡故的人數	**–**	–	–
Number of lost days due to work injury 因工傷損失工作日數	**11**	60	15

DEVELOPMENT AND TRAINING

The Group provides a range of training programmes for employees, including induction training and training centre programmes, to support both personal development and job requirements. Induction training covers corporate culture, an introduction to environmental protection and workplace safety training. The Group's training centre organises various programmes related to business operations, human resources and production, such as quality inspection methods, effective execution training, middle management skills training, quality control methods and applications, lean production training and train-the-trainer programmes. In addition, specialised training is designed for technical staff to enhance their professional knowledge and skills. Employees are required to pass relevant assessments before being authorised to perform their duties. These regular training programmes are essential for preventing operational accidents, reducing defective products that may lead to waste, and ensuring product quality to enhance customer satisfaction.

發展及培訓

本集團為員工提供一系列培訓，分為入職培訓，培訓中心計劃，每項培訓均能滿足員工的個人成長和工作要求。入職培訓包括企業文化，環境保護簡介以及工作安全培訓。我們的培訓中心組織了與業務、人力資源和生產相關的各種計劃，例如質量檢查方法、有效執行培訓、中級管理人員技能培訓、質量控制方法和應用、精益生產培訓、培訓師培訓。我們還為技術人員設計專門的培訓，以增強他們的專業知識和技能。我們的員工需要通過評估才能獲得工作許可。這些定期培訓對於防止發生操作事故，減少導致浪費的不合格產品以及確保最終產品的質量以提高客戶滿意度至關重要。

During the Reporting Period, the percentage of employees trained by gender and employee category, and the average training hours completed per employee by gender and employee category are set out below:

於報告期內，按性別及僱員類別劃分的受訓僱員百分比，及按性別及僱員類別劃分，每名僱員完成受訓的平均時數的情況如下：

Gender 性別	2025 二零二五年 Percentage 百分比	2025 二零二五年 Hour 小時	2024 二零二四年 Percentage 百分比	2024 二零二四年 Hour 小時
Male 男性	**57.0%**	**8.0**	66.6%	14.5
Female 女性	**43.0%**	**6.0**	33.4%	11.6

Employee category 僱員類別	2025 二零二五年 Percentage 百分比	2025 二零二五年 Hour 小時	2024 二零二四年 Percentage 百分比	2024 二零二四年 Hour 小時
Production workers 生產員工	**71.6%**	**10.0**	66.5%	14.6
Executive management 行政管理人員	**15.9%**	**6.0**	24.5%	10.8
R&D staff 研發員工	**5.9%**	**8.0**	5.2%	12.0
Sale personnel 銷售員工	**6.6%**	**6.0**	3.8%	4.0

LABOUR STANDARDS

During the Reporting Period, the Group strictly complied with a range of labour laws and regulations in the People's Republic of China and Hong Kong, including but not limited to the "Labour Contract Law of the People's Republic of China", the "Labour Law of the People's Republic of China" and the "Employment Ordinance" (Chapter 57 of the Laws of Hong Kong).

To protect children, the Group prohibits the employment of child labour in inappropriate or physically demanding work, and safeguards labour rights and employees' interests. Upon receipt of job applications, the Human Resources Department conducts thorough background checks to verify the authenticity of the personal information provided by applicants. During the interview process, the Group carefully inspects and verifies the original identity documents of applicants and conducts detailed enquiries to ensure that no child labour or forced labour is employed.

The Group strictly prohibits the use of forced labour and child labour. If any instances of child labour or forced labour are identified, the Group will immediately terminate the employment contract, investigate the root causes and hold the relevant recruitment personnel accountable. During the Reporting Period, the Group did not employ any child labour or forced labour.

SUPPLY CHAIN MANAGEMENT

The Group pays close attention to potential environmental issues faced by its suppliers and business partners and expects them to adopt practices similar to those of the Group. The Group has established the "Procurement Management Policy" to closely monitor suppliers' performance and ensure the quality of raw materials. Prior to engaging new suppliers, the Group assesses their suitability as business partners based on factors including their environmental and social impacts, qualifications, compliance with laws and regulations, and product quality. Accordingly, the Group has established an "Approved Supplier List". The Group also conducts regular reviews of suppliers' performance and obtains relevant licences from suppliers to better control and ensure the quality of their products and services. During the Reporting Period, the Group had a total of 348 suppliers (2024: 352), all of which were located in China.

勞工準則

於報告期內，本集團嚴格遵守中華人民共和國及香港的一系列勞動法，包括但不限於《中華人民共和國勞動合同法》、《中華人民共和國勞動法》及《僱傭條例》(香港法例第57章)。

為了保護兒童，本集團禁止僱用兒童進行不適當的體力勞動，並保護勞工權利和僱員權益。收到求職者的簡歷後，人力資源部門將進行徹底的背景調查，以確保申請表上所述的個人資料是否真實。在面試期間，本集團會仔細檢查並核實求職者的身份證正本，並向求職者進行詳細查詢，以確保本集團不會僱用童工和強制勞工。

本集團嚴格禁止使用強制勞工和童工。如果管理層發現聘請了童工或強制勞工，本集團將立即終止合同，查明原因以及追究相關招聘人員的責任。於報告期內，本集團未僱用童工和強制勞工。

供應鏈管理

本集團關注其供應商和業務合作夥伴所面臨的潛在環境問題，並期望他們採取與集團類似的做法。本集團制定了《採購管理規定》，對供應商的表現進行密切監控，以確保原材料的質量。在接受新的供應商之前，我們會根據其對環境和社會的影響、資格、法律法規的遵守情況和商品質量，評估作為其商業夥伴的質量和道德標準。因此，我們建立了一個《合格供應商名單》。本集團亦定期檢討供應商的表現並取得其相關牌照，以更好地控制及保證其產品及服務的質量。於報告期內，我們共有348家供應商(二零二四年：352家)，其全部位於中國。

PRODUCT AND SERVICE RESPONSIBILITY

The Group strictly complies with relevant laws and regulations that have a significant impact on its products, including but not limited to the "Regulations on the Administration of Compulsory Product Certification", the "Product Quality Law of the People's Republic of China", the "Law of the People's Republic of China on the Protection of Consumer Rights and Interests" and the "Civil Code of the People's Republic of China". The Group has obtained certification under the ISO 9001 Quality Management System to ensure that its product quality meets international standards.

During the Reporting Period, the Group was not aware of any non-compliance with relevant laws and regulations relating to health and safety, advertising, labelling and privacy matters in connection with the products and services provided.

QUALITY ASSURANCE

The Group strives to enhance its brand reputation by ensuring the quality of its products and services. To minimise product liability risks, the Group has established the "Product Quality Assurance Procedures" in accordance with the "Administrative Requirements for the Use of Compulsory Product Certification Marks" to ensure strict compliance with internal quality standards. In cases where product defects are identified for reasons other than improper use, the Group will deploy maintenance teams to provide on-site support and repair services. In addition, the Group provides value-added services to customers, including product warranties and after-sales services. During the Reporting Period, no power distribution equipment (2024: nil) was subject to recall for safety and health reasons.

產品和服務責任

本集團嚴格遵守對產品產生重大影響的有關法律法規，包括但不限於《強制性產品認證管理規定》、《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》及《中華人民共和國民法典》。本集團獲得ISO 9001質量管理體系認證，以保證我們的產品質量達到國際標準。

於報告期內，本集團未發現與其所提供產品和服務有關的健康、安全、廣告、標籤和隱私等有關法律法規的任何違規情況。

質量保證

本集團期望通過確保產品和服務的質量來提高其品牌聲譽。為了最大程度地降低產品責任風險，本集團根據國家《強制性產品認證標誌管理要求》建立了《產品質量保證程序》，以確保產品嚴格遵守內部質量標準。當產品因使用不當以外原因發現故障，本集團會派遣維修團隊到現場並提供現場維護。此外，本集團還為客戶提供其他增值服務，包括產品保修和售後服務。於報告期內，並無配電設備(二零二四年：無)因安全與健康理由而須回收。

COMPLAINTS HANDLING PROCEDURE

Customer opinions and feedback are essential in driving the Group's continuous development and its pursuit of excellence. The Group has established various communication channels, such as its website and customer service hotline, to better address customer enquiries and concerns.

The Group makes every effort to promptly investigate and resolve all disputes and complaints raised by customers. The Group has established the "Customer Complaint Handling Procedures" to ensure that all customer complaints are properly managed. All complaints received are handled by the after-sales service department. Upon receipt of a complaint, the responsible personnel will conduct an investigation and take appropriate actions in a timely manner. During the Reporting Period, the Group did not receive any complaints relating to its power distribution equipment and services.

投訴處理流程

客戶的意見和反饋有助於推動本集團的持續發展及對追求卓越至關重要。我們建立了各種溝通渠道(例如通過網站及客戶服務熱線),旨在更好地解決客戶的疑慮。

本集團盡一切努力迅速調查和解決客戶提出的所有糾紛和投訴。我們建立了《客訴問題處理流程》,以確保可以正確處理所有客戶投訴。收到的所有投訴均由售後服務部門處理。收到投訴後,負責人員將對此事進行調查,並將及時採取適當行動。於報告期內,我們並無接獲客戶關於配電設備及服務的投訴。

INTELLECTUAL PROPERTIES

The Group has established a management system for handling patents and intellectual property and strictly complies with relevant laws and regulations, including the "Patent Law of the People's Republic of China", the "Implementing Regulations of the Patent Law of the People's Republic of China" and the "Regulations of Jiangsu Province on the Promotion of Patents". The Group has also entered into strict confidentiality agreements with its employees. In addition, the Group maintains a professional legal team to actively protect its intellectual property rights from infringement. During the Reporting Period, the Group obtained 8 new patents (2024: 6).

知識產權

本集團已建立處理專利及智識產權的管理系統,嚴格執行《中華人民共和國專利法》、《中華人民共和國專利法實施細則》、《江蘇省專利促進條例》等法律法規的規定。我們亦與員工簽訂嚴格的保密協定,此外,我們有一個專業的法律團隊,積極保護我們的知識產權不受侵犯。於報告期內,我們新增8項(二零二四年:6項)專利。

PROTECTION OF CUSTOMER'S DATA

To build customer trust and loyalty, the Group has implemented measures to reduce the risk of employees disclosing confidential information to external parties. The Group strictly prohibits the use of customers' personal data for purposes not specified in customer contracts. If any employee is found to have misused customers' personal data, the Group will take disciplinary action against the employee concerned and reserves the right to pursue legal action.

In addition, all employees of the Group are required to sign confidentiality agreements to ensure that they understand the legal obligations relating to the protection of the Group's confidential information.

客戶資料保護

為了建立客戶的信任和忠誠度,本集團已制定措施以減少員工向外部洩露機密信息的風險。本集團嚴格禁止將客戶的個人資料用於客戶合同中未有註明的目的。如果發現任何員工盜用客戶的私人資料,本集團將對有關員工採取紀律處分,並保留對其提起訴訟的權利。

此外,本集團所有員工均簽署了保密協議,以確保他們了解保護本集團機密資料的法律約束力。

ANTI-CORRUPTION

In accordance with the "Criminal Law of the People's Republic of China", the "Prevention of Bribery Ordinance" (Chapter 201 of the Laws of Hong Kong) enforced by the Independent Commission Against Corruption, and other applicable laws and regulations, the Group has established the "Anti-Fraud Management Procedures" and a whistleblowing policy to strengthen corporate governance and internal controls, prevent fraud, mitigate risks, standardise business practices, and safeguard the legitimate interests of the enterprise and its shareholders. All new employees are required to receive training on the Company's Code of Conduct (the "Code of Conduct"). Employees who violate the Code of Conduct will be subject to disciplinary actions or dismissal. In accordance with the "Criminal Law of the People's Republic of China", the "Prevention of Bribery Ordinance" (Chapter 201 of the Laws of Hong Kong) enforced by the Independent Commission Against Corruption, and other applicable laws and regulations, the Group has established the "Anti-Fraud Management Procedures" and a whistleblowing policy to strengthen corporate governance and internal controls, prevent fraud, mitigate risks, standardise business practices, and safeguard the legitimate interests of the enterprise and its shareholders. All new employees are required to receive training on the Company's Code of Conduct (the "Code of Conduct"). Employees who violate the Code of Conduct will be subject to disciplinary actions or dismissal.

反貪污

根據《中華人民共和國刑法》，香港廉政公署執行的《防止賄賂條例(香港法例第201章)》及其他適用法律法規，本集團制定了《反舞弊管理程序》和舉報政策，以加強公司治理和內部控制、防止欺詐、降低風險、規範經營方式，並維護企業和本公司股東的合法權益。所有新員工都必須接受公司定立的員工《行為準則》培訓(「《行為準則》」)。對於違反《行為準則》的員工，將處以紀律處分或解僱。我們將紀律檢查監察工作深入業務過程中，確保在絕對保密的情況下可經不同管道通報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。我們持續優化舉報機制，並表明堅決反腐倡廉的決心，為建造清廉的社會環境盡一分力。於報告期內，並無涉及指控本集團或本集團員工貪污的訴訟案件。

COMMUNITY INVESTMENT

The Group recognises the importance of giving back to the community and actively responds to public health emergencies, fulfilling its corporate social responsibility through employee volunteer services, charitable activities and community services. During the Reporting Period, the Group made donations totalling RMB30,000 (2024: RMB42,000) to various charitable organisations.

社區投資

本集團深知回饋社會的重要性，本集團積極應對突發公共衛生事件，透過員工義工服務、慈善活動及社區服務履行企業社會責任。於報告期內，本集團向不同慈善機構捐款共人民幣30,000元(二零二四年：人民幣42,000元)。

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Aspect 層面	Description 描述	Section 章節
A. Environmental環境		
A1 Emissions排放物		
General Disclosure **一般披露**	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣排放、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。	Overview 概述
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 排放物
KPI A1.3 **關鍵績效指標A1.3**	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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)。	Waste Management 廢棄物管理
KPI A1.4 **關鍵績效指標A1.4**	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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)。	Waste Management 廢棄物管理
KPI A1.5 **關鍵績效指標A1.5**	Description of emissions target(s) set and steps taken to achieve them. 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。	Energy Consumption and Efficiency 能源消耗與效率
KPI A1.6 **關鍵績效指標A1.6**	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 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。	Waste Management 廢棄物管理

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Aspect 層面	Description 描述	Section 章節
A2 Use of Resources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。	Energy Consumption and Efficiency, Water Efficiency 能源消耗與效率，用水效率
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Energy Consumption and Efficiency 能源消耗與效率
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Water Management 用水管理
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用目標及為達到這些目標所採取的步驟。	Energy Consumption and Efficiency 能源消耗與效率
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 target(s) set and steps taken to achieve them. 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。	Water Management 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, if applicable, with reference to per unit produced. 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。	Packaging materials 包裝材料
A3 The Environment and Natural Resources環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts 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。	

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Aspect 層面	Description 描述	Section 章節
B. Social社會		
B1 Employment and Labour Practices僱傭及勞工常規		
General Disclosure **一般披露**	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. 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。	Employment 僱傭
KPI B1.1 **關鍵績效指標 B1.1**	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 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。	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
B2 Health and Safety健康與安全		
General Disclosure **一般披露**	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. 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。	Health and Safety 健康與安全
KPI B2.1 **關鍵績效指標 B2.1**	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	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, and 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

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Aspect 層面	Description 描述	Section 章節
B3 Development and Training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 發展及培訓
KPI B3.1 **關鍵績效指標 B3.1**	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Development and Training 發展及培訓
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 發展及培訓
B4 Labour Standards勞工準則		
General Disclosure **一般披露**	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. 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。	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
B5 Supply Chain Management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, and 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

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Aspect 層面	Description 描述	Section 章節
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
關鍵績效指標 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。	供應鏈管理
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management
關鍵績效指標 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，以及有關慣例的執行及監察方法。	供應鏈管理
B6 Product and Service Responsibility產品責任		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product and Service Responsibility; Quality Assurance; Complaints Handling Procedures; Protection of Customers' Data
一般披露	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。	產品和服務責任；質量保證；投訴處理流程；客戶資料保護
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Quality Assurance
關鍵績效指標 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。	質量保證
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Complaints Handling Procedures
關鍵績效指標 B6.2	接獲關於產品及服務的投訴數目以及應對方法。	投訴處理流程
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Properties
關鍵績效指標 B6.3	描述與維護及保障知識產權有關的慣例。	知識產權
KPI B6.4	Description of quality assurance process and recall procedures.	Quality Assurance
關鍵績效指標 B6.4	描述質量檢定過程及產品回收程序。	質量保證
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Protection of Customers' Data
關鍵績效指標 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。	客戶資料保護

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Aspect 層面	Description 描述	Section 章節
B7 Anti-corruption反貪污		
General Disclosure **一般披露**	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. 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。	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 cases. 於匯報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。	Anti-corruption 反貪污
KPI B7.2 **關鍵績效指標 B7.2**	Description of preventive measures and whistle-blowing procedures, and 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
KPI B7.3 **關鍵績效指標 B7.3**	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-Corruption 反貪污
B8 Community Investment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. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	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
LPI 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