WELLCELL

WellCell Holdings Co., Limited
經緯天地控股有限公司

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

Stock code 股份代號 : 02477



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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
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ABOUT THIS REPORT

Introduction

WellCell Holdings Co., Limited (the "Company") and its subsidiaries (collectively, the "Group" or "we") is a telecommunication network support and information and communication technology ("ICT") integration services provider and software developer in the People's Republic of China (the "PRC" or the "Chinese Mainland"). Our telecommunication network support services mainly include the provision of (i) wireless telecommunication network enhancement services, encompassing both routine and specific services for improving connectivity, quality and coverage of a telecommunication network and/or for troubleshooting telecommunication network issues for our customers; (ii) telecommunication network infrastructure maintenance and engineering services, involving routine maintenance and emergency restoration of the operations of base stations, and the provision of engineering and labor services in projects related to the construction of telecommunication network infrastructure. Our ICT integration services mainly involve customising our customers' computer system design for providing business-specific systems along with equipment and material procurement and installation, integration of software and hardware and implementation. Additionally, we develop software for wireless telecommunications network evaluation, optimization, and maintenance. In 2025, the Group expanded its business into the financial technology (or Fintech) business.

The various telecommunication network-related services we provide are complementary to one another, enhancing synergistic effects, diversifying our revenue streams, and further solidifying our relationship with our customers by offering them complementary services.

關於本報告

簡介

經緯天地控股有限公司(「本公司」,連同其附屬公司,統稱「本集團」或「我們」)為中華人民共和國(「中國內地」)電信網絡支援以及信息及通信技術(「ICT」)集成服務供應商以及軟件開發商。我們的電信網絡支援服務主要包括提供(i)無線電信網絡優化服務,包含常規及特定服務,旨在提升電信網絡的連接性、質量及覆蓋範圍及/或為客戶解決電信網絡問題;及(ii)電信網絡基礎設施維護及工程服務,涉及基站運營的日常維護及緊急恢復以及就電信網絡基礎設施建設相關項目提供工程及勞務服務。我們的ICT集成服務主要涉及定制客戶的計算機系統設計以便提供業務特定系統連同設備及材料採購及安裝、軟硬件集成及實施。我們亦開發電信網絡相關軟件,用於評估、優化和維護無線電信網絡。於2025年,本集團更擴展其業務至金融科技業務。

我們提供的各種電信網絡相關服務相輔相成,不僅可以增強協同效應及多元拓展收益來源,更有助鞏固與客戶的關係。

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Reporting Scope

This Report covers significant environment, social and governance ("ESG") issues and key performance indicators of the Group's four main business segments during the Reporting Period, which include: (i) wireless telecommunication network enhancement services; (ii) telecommunication network infrastructure maintenance and engineering services; (iii) ICT integration services provision; and (iv) software-related services. We believe that ESG subjects will play an important role in the Group's development. In the future, we will continue to strengthen our ESG data collection and reporting system, and progressively enhance the quality and performance of key performance indicators and the comprehensiveness of our reporting.

匯報範圍

本報告涵蓋本集團於匯報期間四項主要業務範疇在環境、社會及管治(「ESG」)方面的重要議題和關鍵績效指標,這四項業務包括:(i)無線電信網絡優化服務;(ii)電信網絡基礎設施維護及工程服務;(iii)ICT集成服務;以及(iv)軟件相關業務。我們深信ESG對本集團發展中會扮演重要的角色,未來我們將建立完善的ESG數據收集及匯報系統,並逐步提升關鍵績效指標的質量及報告的全面性。

REPORTING PRINCIPLES

We comply with the requirements set out in the Environmental, Social and Governance Reporting Code in Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the "Stock Exchange"), and hereby present the Group's third Environmental, Social and Governance Report (the "Report"), covering the period from 1 January 2025 to 31 December 2025 (the "Reporting Period").

報告原則

本集團謹此遵循香港聯合交易所有限公司(「聯交所」)主板上市規則附錄C2《環境、社會及管治報告守則》,發佈本集團的第三份環境、社會及管治報告(「報告」),涵蓋2025年1月1日至2025年12月31日期間(「匯報期間」)。

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This Report identifies and discloses the Group's material ESG issues and key performance indicators, demonstrating our commitments and practices in sustainable development and social responsibility, with the aim of enhancing stakeholders' understanding of the Group's ESG performance. The Group has complied with the "comply or explain" provisions set out in Part C of the ESG Reporting Code and prepared the Report in accordance with the four reporting principles below:

本報告透過識別和披露本集團在ESG方面的重要議題及關鍵績效指標，展示本集團在可持續發展及社會責任方面的承諾和實踐，以加強持份者對本集團ESG表現的理解。本集團已遵守ESG報告指引C部分所載的「不遵守就解釋」條文，以及根據下列四項匯報原則編製：



Materiality
重要性

This Report discloses and reports on ESG matters and issues that may have a material impact on investors and other stakeholders. In order to understand the opinions of each stakeholder on the materiality of each of the Company's issues, this Report conducted a materiality assessment, details of which can be found in the section headed "Materiality Assessment" of this Report.
本報告披露並匯報可能對投資者及其他持份者產生重大影響的環境、社會及管治（ESG）事宜及議題。為了解各持份者對本公司各議題的重要性意見，本報告進行了重要性評估，詳情請閱本報告「重要性評估」的章節。



Quantitative
量化

The relevant historical data disclosed in this Report is measurable, to access and verify the effectiveness of the Group's ESG policies and management systems. Quantitative information in the Report is accompanied by explanatory notes to enable comparison with prior years' performance, peers' performance and industry standards.
本報告所披露的相關歷史數據均可予計量，使本集團的ESG政策及管理系統的效益可被評估及驗證。報告中的量化資料均附帶說明，使表現可以與往年表現、同行及行業標準等項目進行比較。



Balance
平衡

This Report discloses the Group's performance during the Reporting Period in an objective and fair manner, ensuring the completeness and accuracy of information while avoiding any inappropriate statements or omissions that could influence readers' judgment or decision-making.
本報告以客觀公正的方式披露本集團於匯報期間的表現，確保資料的完整性及準確性，並避免任何可能影響報告讀者作出判斷或決策的不當表述或遺漏。



Consistency
一致性

The Report uses consistent disclosure statistics and will explain changes in assumptions or calculations to ensure comparability.
本報告使用一致的披露統計方法，如有更改任何假設或計算方法，將會於報告中列明，以確保可比性。

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Access To The Report

This Report is available in both Chinese and English and has been uploaded to the website of HKEXnews (www.hkexnews.hk) and the Group's official website (https://www.wellcell.com.cn/). In case of any discrepancy or inconsistency between the Chinese and English versions, the Chinese version shall prevail.

Feedback on this Report

The Group highly values stakeholder feedback. If you have any comments or suggestions regarding the Group's ESG performance, please contact us through the following channels:

Company's website: www.wellcell.com.cn

Address: 201, Building 8, Xiangzhou Chuanggang Center,No. 199, Weikang Road, Nanping Town, Xiangzhou District, Zhuhai City, Guangdong Province, PRC

獲取本報告

本報告有中英文版本，並已上載至香港交易所網站(www.hkexnews.hk)及本集團官方網站(https://www.wellcell.com.cn/)。如中英文版本有任何歧義或不一致，概以中文版本為準。

意見反映

本集團高度重視持份者意見。如閣下對本集團的ESG表現有任何意見或建議，歡迎通過以下方式與我們聯繫：

公司網址：www.wellcell.com.cn

地址：中國廣東省珠海市香洲區南屏鎮衛康路199號香州創港中心8棟201

COMMUNICATION WITH STAKEHOLDERS

The Group enhances communication with stakeholders through various means, carefully listening to their expectations and demands, and gaining an in-depth understanding of issues of concern, thereby strengthening proactive and effective investor relations management. Through this communication process, the Group not only understands the concerns of internal and external stakeholders, but also develops a holistic and balanced view of ESG issues. The following table sets out the Group's key stakeholders, communication channels and their areas of concern. The Group is committed to enhancing its stakeholder communication mechanisms and addressing stakeholder expectations and demands, using these insights as the foundation for optimizing ESG strategies and planning.

與持份者的溝通

本集團通過多種方式，增進與持份者的溝通，認真聆聽持份者的期望與訴求及深入了解所關注的議題，從而強化積極有為的投資者關係管理。在溝通過程中，我們不僅掌握內外部持份者的關注重點，同時獲得對ESG議題的全面及平衡觀點。下表列示本集團主要持份者、溝通渠道及其關注範疇。本集團致力完善持份者溝通機制，回應各方期望與訴求，並以此作為優化ESG策略及規劃的基礎。

Role of stakeholders 持份者角色	Issues of concern 關注的議題	Communication channels 溝通渠道
Internal **內部**		
 **Employees** **員工**	• Health and safety 健康及安全 • Career development and training 職業發展及培訓 • Employees' benefits and rights 員工福利及權利	• Staff appraisals and interviews 績效評估與面談 • Regular internal meetings 內部定期會議 • Training activities and seminars 培訓活動及研討會 • Internal circulars and emails 內容通告及電郵
 **Potential investors and shareholders** **潛在投資者及股東**	• Investment returns 投資回報 • Information transparency 信息透明度 • Sound risk management and corporate governance systems 健全的風險管理和公司治理制度	• Annual reports and company announcements 年報及公司公告 • Annual general meetings and extraordinary general meetings 股東週年大會及股東特別大會 • Company hotline and E-mail 公司熱線及電郵

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Role of stakeholders 持份者角色	Issues of concern 關注的議題	Communication channels 溝通渠道
External **外部**		
 **Customers** **客戶**	• Quality of services and products 服務及產品的質量 • Customer services and after-sales services 客戶服務及售後服務 • Privacy protection and consumer interests 私隱保障及消費者權益	• Customer service hotline and E-mail 客戶服務熱線和電子郵件 • After-sales services 售後服務
 **Government** **政府**	• Compliant operation and corporate governance 合規的經營及公司治理 • Legal payment of taxes 依法納稅 • Community infrastructure development 社區建設	• Regional conferences and seminars 地區會議及研討會 • Policy communication 政策溝通 • Regular visits 定期走訪
 **Suppliers** **供應商**	• Supplier policies and transparency 供應商政策及透明度 • Commercial integrity 商業誠信 • Fair trade and timely payment 公平交易與及時付款	• Supplier survey 供應商調查 • Tendering conference 招標會議 • Seminars 研討會
 **Community** **社區**	• Environmental impacts 環境的影響 • Public service activities and social welfare 公益活動及社會福利 • Social responsibilities 社會責任 • Job opportunities & community development 就業機會與社區發展	• Volunteer services and welfare services 義工服務及福利服務 • Charitable activities 慈善活動

MATERIALITY ASSESSMENT

To identify ESG issues material to the Group and use them as a reference for developing sustainability policies and measures, as well as to focus our disclosure in this Report, we conducted an internal materiality assessment during the Reporting Period. Taking into account the Group's operational conditions and stakeholder concerns, we prioritized material issues based on the assessment results. To ensure this Report accurately and objectively reflects our ESG performance during the Reporting Period, we have engaged an independent sustainability consultant to assist the Group in conducting the following materiality analysis process:

重要性評估

為識別對本集團而言重要的ESG議題，作為制定可持續發展政策及措施的參考，並於本報告中集中披露，我們於匯報期間進行內部重要性評估，因應本集團的營運狀況及持份者的關注，根據評估結果確定重要議題的重要性排序。為確保本報告能準確且客觀地反映我們於匯報期間的環境、社會和管治的表現，我們已委託獨立可持續發展顧問協助本集團進行下列重要性分析流程：

1. Identifying and Reviewing Material Issues
識別及回顧重要性議題

Building on our 2024 materiality assessment results, we reviewed whether the relevant issues and their prioritization remained applicable and effectively reflected the ESG-related risks and opportunities faced by the Group. We also considered factors including regulatory requirements, international standards, and industry trends, specifically:

- Requirements of the ESG Reporting Code issued by the Stock Exchange;
- Material issues identified by international ESG disclosure standards and rating agencies for our industry (including MSCI and SASB); and
- Material issues disclosed in ESG reports of industry peers.

我們以2024年的重要性評估結果為基礎，審視相關議題及排序是否仍然適用及能有效反映本集團面對與ESG相關的風險及機遇。我們亦參考監管機構的要求、國際標準及行業趨勢等因素，包括：

- 聯交所《ESG報告守則》的要求；
- 國際ESG披露標準及評級機構針對我們所在行業（包括MSCI及可持續發展會計準則委員會）提及的重大議題；及
- 同業於ESG報告內所披露的重要性議題。

2. Revising Issues and Adjusting Priorities
修訂議題及調整優次

The Group's management reviewed and adjusted the 2024 materiality assessment issue list and prioritization results, taking into account the considerations mentioned in the previous step.
本集團的管理層在參考上個步驟提及的考量因素後，就2024年的重要性評估議題列表及排序結果進行調整修訂。

3. Responding to Material Issues
回應重要議題

Based on this year's materiality ranking, we confirmed our sustainability governance approach and key disclosure focus areas for this Report.
根據本年度的重要性排序確認可持續發展管治方針以及本報告的披露重點。

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The following are the material ESG issues identified for this Reporting Period:

以下為本匯報期間確定的ESG重要議題：

Item 項目	ESG issues ESG議題
High Importance 高度重要性	
1 Occupational health and safety 職業健康和安全	8 Employee remuneration, benefits and rights (e.g. working hours, rest periods, working environment) 員工薪酬、福利和權利 (例如工作時間、休息時間、工作環境)
2 Prevention of child labour and forced labour 防止僱傭童工和強制勞工	9 Green procurement 綠色採購
3 Number of concluded legal cases in relation to corrupt practices (e.g. bribery, extortion, fraud, and money laundering) 關於腐敗行為的已結案法律案件數量，例如賄賂、勒索、欺詐和洗錢	10 Compliance with and protection of intellectual property rights 遵守和保護知識產權
4 Climate change 氣候變化	11 Employee diversity and equal opportunities 員工多元化和平等機會
5 Product health and safety 產品健康及安全	12 Product and service labelling 產品和服務標簽
6 Customer information and privacy protection 顧客信息和私隱保護	13 Supply chain selection and monitoring 供應鏈選擇和監察
7 Anti-corruption policy and whistleblowing procedures 反貪污政策及舉報流程	14 Staff development, training and promotion 員工發展和培訓晉升
Medium Importance 中度重要性	
15 Promotion of local employment 促進當地就業	20 Use of materials (e.g. paper, packaging, raw materials) 材料使用 (例如紙張、包裝、原材料)
16 Customer satisfaction 客戶滿意度	21 Greenhouse gas emissions 溫室氣體排放
17 Marketing and promotion (e.g. advertisements) 營銷和推廣 (例如廣告)	22 Energy use (e.g. electricity, gas, fuel) 能源使用 (例如電力、燃氣、燃料)
18 Community support (e.g. donation, volunteer services) 社區支持 (例如捐贈，志願服務)	
19 Anti-corruption training provided for Directors and staff 向董事和員工提供的反貪污培訓	
General Importance 一般重要性	
23 Water use 水資源使用	26 Air emissions 廢氣排放
24 Measures in relation to environment and natural resources protection 保護環境和天然資源的措施	27 Non-hazardous waste generation 無害廢棄物的產生
25 Hazardous waste generation 有害廢棄物的產生	

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Based on the materiality assessment results, stakeholders generally consider issues relating to social aspects as relatively important. The four issues of special focus for the year are "Occupational health and safety", "Prevention of child labour and forced labour", "Number of concluded legal cases in relation to corrupt practices (e.g. bribery, extortion, fraud, and money laundering)" and "Climate change". The above issues are the key drivers for the sustainable business development of the Group and will be further elaborated below. The Group conducts annual assessments and reviews of material issues to ensure alignment with the Company's development needs.

根據重要性評估結果，持份者普遍認為社會範疇的ESG議題更為重要，當中「職業健康和安全」、「防止僱傭童工和強制勞工」、「關於腐敗行為的已結案法律案件數量，例如賄賂、勒索、欺詐和洗錢」及「氣候變化」為本年度的重點關注事項。上述事項將成為本集團推動業務可持續發展的核心動力，有關內容將於下文詳細說明。本集團每年均會對重大議題進行評估及檢討，確保切合公司發展需求。

THE BOARD'S ESG GOVERNANCE

董事會的ESG管治

Chinese Mainland's Information and Communication Technology industry is at a crucial stage of digital transformation. With the deep integration of technologies such as 5G, Internet of Things (IoT), cloud computing, big data, and artificial intelligence, significant development opportunities have emerged for the industry. We will continue to drive technological innovation and its practical applications, broaden the development prospects of the industry, and inject strong impetus into the high-quality development of the digital economy. However, as the market becomes increasingly saturated, competition has intensified, particularly in traditional business areas such as network optimization and operations maintenance, where price competition is fierce and profit margins continue to be under pressure. Meanwhile, customers' demands for service quality, technological innovation, and personalized solutions continue to rise, placing higher requirements on enterprises' comprehensive service capabilities. Faced with these challenges, the Group fully recognises that sustainability is a fundamental cornerstone for achieving long-term and steady growth and continues to integrate sustainability principles into its strategic planning and daily operations.

中國內地的信息通信技術行業正處於數位化轉型的關鍵時期。隨著5G、物聯網、雲計算、大數據及人工智能等技術的深度融合，持續推動技術創新與場景落地，為行業開拓廣闊的發展空間，也為數字經濟高質量發展注入強勁動能。然而，市場日趨飽和，競爭更趨白熱化，特別是網路優化及運營維護等傳統業務板塊，價格戰持續升溫，利潤空間不斷受壓。與此同時，客戶對服務質量、技術創新以及個性化解決方案的需求不斷提升，這對企業的綜合服務能力提出更高要求。面對這些挑戰與機遇，本集團充分認識到可持續發展是企業實現長期穩健成長的重要基石，並持續將可持續理念融入戰略規劃與日常營運之中。

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Sustainable development is a crucial cornerstone of the Group's business development. The Group has always attached great importance to ESG and climate-related management, and has fully integrated them into corporate governance, operational processes and strategic planning to achieve long-term stability and high-quality development. As the Company's highest governing body, the Board carries the responsibility for leadership and supervision, and coordinates the management of company affairs, including oversight of ESG and climate-related matters to ensure the Company's sustainable development. The Board is responsible for formulating ESG and climate-related strategies and vision, monitoring performance and progress in various areas, while assessing related risks and opportunities. In order to better allocate resources in the development of the ESG and climate-related management approach and strategy, the Board first considers, determines and prioritises the Group's sustainability concerns based on the materiality assessment, the materiality matrix and the feedback collected from its communication with various stakeholders.

可持續發展為本集團業務發展的重要基石，本集團始終高度重視ESG及氣候相關管理，並將其全面融入公司治理、營運流程與戰略規劃之中，以實現長期穩健與高質量的發展。董事會作為本公司最高管治機構，肩負領導及監督職責，並統籌管理公司事務，當中也包括ESG及氣候相關事宜的監管，以確保公司的可持續發展。董事會負責制定ESG及氣候相關策略及願景，監察各範疇的表現和進度，同時評估相關風險與機遇。為了更好地分配制定ESG及氣候相關的管理方針及策略時的資源，董事會會先考慮、釐定並優次排列本集團的可持續發展關注重點，當中是以重要性評估、重要性議題矩陣以及與各持份者溝通時所收集到的意見為依歸。

The Group has established various ESG and climate-related policies, including the "Disclosure Policy on Environmental, Social and Governance", the "Business Sustainability Programme" and the "Policy Process for Identifying and Responding to Environmental Changes". The Board and senior management will review issues and policies related to the Group's sustainable development on an annual basis to make timely changes to the relevant policies and adjust the overall approach and strategy of the Group. For details of the Group's corporate governance system and implementation, please refer to the "Corporate Governance" section in the Annual Report.

本集團已建立多項ESG及氣候相關政策，包括《環境、社會及管治披露相關政策》、《業務可持續性計劃》及《識別和應付環境變化之政策流程》。董事會及高級管理層會每年檢討本集團可持續發展相關的議題及政策，以便及時修訂相關政策，及調整本集團的整體方針和策略。有關本集團的企業管治制度及實施情況的詳情，請參閱年報「公司治理」章節。

ENVIRONMENTAL PROTECTION

環境保護

The Group attaches great importance to green development and climate change-related issues, continuously improves the management of green development, and strengthens governance for green development. To align with international and government guidelines and directions on climate change, the Group has established the following policies, including but not limited to:

本集團高度關注綠色發展及氣候變化相關議題，持續提升綠色發展管理水平，鞏固綠色發展治理。為了配合國際及政府針對氣候變化的方針及方向，本集團制定了以下政策，當中包括但不限於：

- Environmental, Social and Governance Disclosure-Related Policies;
- Business Sustainability Programme; and
- Policy Process for Identifying and Responding to Environmental Changes;

- 《環境、社會及管治披露相關政策》；
- 《業務可持續性計劃》；及
- 《識別和應付環境變化之政策流程》。

While simultaneously ensuring business operations comply with the following legal requirements, including but not limited to:

- Environmental Protection Law of the PRC;
- Atmospheric Pollution Prevention and Control Law of the PRC;
- Water Pollution Prevention and Control Law of the PRC;
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes; and
- Law of the People's Republic of China on Environmental Impact Assessment.

Considering the nature of the Group's business, the impact on the environment is low and the major use of resources is electricity used in the office. During the Reporting Period, the Group was not aware of any material non-compliance with applicable laws and regulations relating to air emissions, greenhouse gas emissions ("GHG emissions"), discharges into water and land, and the generation of non-hazardous waste.

EMISSIONS

The Group is committed to ensuring operational activities comply with local laws and regulations, including but not limited to the Environmental Protection Law of the PRC, the Atmospheric Pollution Prevention and Control Law of the PRC, Measures for the Administration of Pollutant Discharge Permits, and the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Wastes. The Group's air emissions and greenhouse gas emissions are mainly from vehicles and electricity usage, and the waste are non-hazardous wastes generated from general office activities. The Group is not aware of any non-compliance or violations relating to emissions during the Reporting Period.

同時確保業務經營符合以下法律規範，當中包括但不限於：

- 《中華人民共和國環境保護法》；
- 《中華人民共和國大氣污染防治法》；
- 《中華人民共和國水污染防治法》；
- 《中華人民共和國固體廢物污染環境防治法》；及
- 《中華人民共和國環境影響評價法》。

考慮到本集團的業務性質，對於環境的影響較為低，主要的資源使用為辦公室電力。於匯報期間，本集團並不知悉有重大的有關大氣及溫室氣體排放（「溫室氣體排放」）、向水及土地排污以及產生無害廢棄物的重大違規個案。

排放物

本集團致力確保經營活動符合當地法律法規要求，其中包括但不限於《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《排污許可管理辦法》及《中華人民共和國固體廢物污染環境防治法》等。本集團的廢氣排放及溫室氣體排放主要來源自車輛及電力使用，廢棄物來源為一般辦公室活動所產生的無害廢棄物，在匯報期間本集團並不知悉有重大的排放不合規或違規情況存在。

Air emissions

The main air emissions generated by the Group are nitrogen oxides ("NOx"), sulphur oxides ("SOx") and particulate matter ("PM"), which are emitted from vehicles. The Group's emission data for the Reporting Period is as follows:

廢氣排放

本集團主要產生的廢氣污染物為氮氧化物(「NOx」)、硫氧化物(「SOx」)及顆粒物(「PM」),均來自車輛排放。在匯報期間,本集團的廢氣排放數據如下:

Air emissions [1] **廢氣污染物[1]**	**Unit** **單位**	**2025[2]** **2025年[2]**	2024[2] 2024年[2]
Nitrogen oxides (NOx) 氮氧化物(NOx)	kg 公斤	**38.77**	70.44
Sulphur oxides (SOx) 硫氧化物(SOx)	kg 公斤	**0.98**	1.36
Particulate matter (PM) 顆粒物(PM)	kg 公斤	**2.85**	5.48

Notes:

1. The calculation of air emissions has adopted the calculation methodology and emission factors set out in "How to prepare an ESG Report – Appendix 2: Reporting Code on Environmental KPIs" issued by the Stock Exchange.
2. In 2024 and 2025, data includes emissions from the use of self-owned and rented vehicles.

The Group's air emissions primarily come from automobile use. To reduce transport carbon emissions, the Group actively promotes green mobility by encouraging employees to choose walking or public transportation for short-distance travel, and advocates carpooling programs to reduce unnecessary vehicle use.

附註:

1. 廢氣排放的計算採用了由聯交所發表的《如何準備環境、社會及管治報告－附錄二:環境關鍵績效指標匯報指引》中列明的計算方法及排放因子。
2. 2024及2025年包括了自置車輛以及租用車輛的使用量排放。

本集團的廢氣排放主要來自車輛使用。為減少交通碳排放,本集團積極推動綠色出行,鼓勵員工選擇步行或公共交通工具作短途代步,並提倡共乘計劃,以降低不必要的車輛使用。

Waste

As the Group is mainly engaged in telecommunications network-related businesses, no significant hazardous waste is generated during its daily operations. During the Reporting Period, the Group's non-hazardous waste primarily stemmed from daily office activities, including office paper and general domestic waste. The Group has implemented green management in offices to achieve more efficient use of resources and reduction of waste, save energy and money, and help improving the working environment. To achieve waste management objectives, the Group strictly complies with national laws, regulations and standards, focusing on safe and compliant disposal requirements. Led by the development of its institutional system, the Group continuously promotes the recycling of waste, which effectively contributes to the development of a circular economy. The Group has implemented the following waste reduction measures:

- Promote paperless office operations;
- Donate waste electrical and electronic equipment (e.g. computers, printers, etc.) that need to be disposed of to charitable organisations or send them to recyclers for handling;
- Encourage employees to maximise the use of both sides of paper and reuse envelopes; and
- Implement source separation of waste and set up recycling bins in offices.

The Group's non-hazardous waste data for the Reporting Period is as follows:

廢棄物

由於本集團主要經營電信網絡相關業務，日常業務營運過程中並不產生重大的有害廢棄物。在匯報期間，本集團的無害廢棄物主要來自日常辦公活動，包括辦公用紙及一般生活垃圾等。本集團亦在辦公室推行綠化管理，以便有效地運用資源，減少製造廢物，節省能源和金錢，並改善工作環境。為實現廢物管理目標，本集團嚴格遵守國家法律法規及標準規範，聚焦安全、合規的處置要求，以制度體系建設為統領，持續推動公司廢棄物循環利用，有力促進循環經濟發展，本集團實施了以下減廢措施：

- 推動無紙化辦公；
- 把有需要棄置的廢電器電子產品（如電腦、打印機等）捐贈予慈善團體或送交回收商處理；
- 鼓勵員工盡量善用紙張兩面和重用信封；及
- 推行廢物源頭分類及於辦公室內設置回收箱。

在匯報期間，本集團產生的無害廢棄物數據如下：

Non-hazardous waste **無害廢棄物**	**Unit** **單位**	**2025** **2025年**	2024 2024年
Total amount of non-hazardous waste **無害廢棄物總量**	tonnes 噸	**2.88**	2.49
Non-hazardous waste intensity[1] 無害廢棄物密度[1]	tonnes/Number of employees 噸／員工人數	**0.03**	0.02

Notes:

1. The greenhouse gas emission intensity is calculated by the total greenhouse gas emissions divided by the number of employees, which was 102 in 2025 and 105 in 2024.

The Group will continue to implement the above energy-saving and emission reduction policies, strive to reduce paper and energy consumption, and further minimize office waste generation.

附註：

1. 無害廢棄物密度是以總溫室氣體排放除以員工人數，2025年為102名員工，2024年為105名員工。

本集團將堅持實行上述節能減排政策，致力降低紙張及能源消耗，並進一步減少辦公廢物的產生。

USE OF RESOURCES

The Group deeply understands the importance of resource utilization in business operations. We are committed to enhancing employees' energy conservation awareness and promoting energy-saving practices across all departments in daily operations to eliminate energy waste. Given the nature of our business, the Group's main resource consumption includes vehicle fuel, office electricity and water for employee use. The Group commits to strictly controlling future energy consumption increases to maintain them at reasonable levels. In relation to indirect energy use such as office electricity, given the current low consumption levels, the Group will continuously monitor resource consumption, strive to maintain its current usage level, and avoid any substantial increase. As to the energy saving measures established by the Group, please refer to the section "Climate Change – Metrics and Targets – Greenhouse Gas Emissions".

The Group's resource consumption data for the Reporting Period is as follows:

資源使用

本集團深知資源使用對業務營運的重要性，我們致力提升員工節能意識，並在日常營運中推動各部門實踐節能措施，杜絕能源浪費。基於業務性質，本集團主要消耗的資源包括車輛燃料、辦公用電及員工生活用水。本集團承諾未來將嚴格管控能源消耗增幅，確保維持在合理水平。本集團會持續監測資源用量，努力穩定現有消耗水平，避免出現大幅上升。針對辦公用電等間接能源使用，鑒於目前使用量處於較低水平，本集團將持續進行用量監測，致力維持現有用量水平，避免大幅增長。有關本集團制定的節能措施，請參閱「氣候變化－指標及目標－溫室氣體排放」部分。

匯報期間本集團的資源總耗量數據如下：

Types of resources[1] **資源種類[1]**	**Unit** **單位**	**2025** **2025年**	2024 2024年
Direct energy consumption[2] **直接能源總耗量[2]**	MWh 兆瓦時	**609.62**	844.75
– Petrol －汽油	MWh 兆瓦時	**609.62**	808.92
– Diesel －柴油	MWh 兆瓦時	**0.00[3]**	35.83
Indirect energy consumption[3] **間接能源總耗量[3]**	MWh 兆瓦時	**44.10**	19.10
Total energy consumption **能源總耗量**	MWh 兆瓦時	**653.72**	863.85
Total energy consumption intensity[4] 能源總耗量密度[4]	MWh/Number of employees 兆瓦時／員工人數	**6.41**	8.23
Water consumption **水資源使用**	m^3 立方米	**507.13**	12.58
Water consumption intensity[5] 水資源使用密度[5]	m^3/Number of employees 立方米／員工人數	**4.97**	0.12

Notes:

1. Resource consumption is collected in accordance with the "How to prepare an ESG Report – Appendix 2: Reporting Code on Environmental KPIs" issued by The Stock Exchange.
2. Direct energy consumption of the Group includes the consumption of petrol. The conversion factors for diesel and petrol adopted are based on the conversion of fuel data to MWh issued by CDP.
3. Indirect energy consumption is the power supply for offices, with 2 office premises included in 2024 and 2025.
4. The total energy consumption intensity is calculated by the total energy consumption divided by the number of employees, which was 102 in 2025 and 105 in 2024.
5. The water consumption intensity is calculated by the total water consumption divided by the number of employees, which was 102 in 2025 and 105 in 2024.

Due to the nature of our business and regional operating characteristics, the Group did not encounter any issues in sourcing water that is fit for purpose during the Reporting Period. Given the current minimal water consumption levels and marginal environmental impact, the Group has not yet set specific water efficiency targets, but commits to maintaining current low consumption levels while continuing to implement water conservation measures. To further promote water conservation, the Group has implemented the following measures to actively encourage employee participation in water conservation.

- Encourage employees to conserve water;
- Use water only when necessary; and
- Use clean water for watering flowers instead of pouring them out.

Additionally, due to our business nature, the Group's daily operations do not involve significant use of packaging materials.

附註：

1. 資源耗量的收集是根據聯交所發表的《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》。
2. 本集團的直接能源消耗包括汽油的消耗。柴油及汽油所採用的換算系數，均參照CDP發布的燃料數據轉換為兆瓦時(MWh)的換算標準。
3. 間接能源使用為辦公室的供電，2024及2025年各包含了2間辦公處所。
4. 能源總耗量密度是以能源總耗量除以員工人數，2025年為102名員工，2024年為105名員工。
5. 水資源使用密度是以水資源使用除以員工人數，2025年為102名員工，2024年為105名員工。

基於本集團的業務性質及其營運地區的特點，於匯報期間內並無在求取適用水源上可有任何問題。鑒於目前用水量處於極低水平且對環境影響輕微，本集團暫未設定具體用水效益目標，但致力將維持現有低用水量，並持續推行節水措施。為進一步推動節水工作，本集團實施以下措施，積極鼓勵員工參與節約用水：

- 鼓勵員工珍惜用水；
- 有需要時才加水；及
- 如有欲倒掉的乾淨食水，可以用作澆花用。

另外，因應業務性質，本集團的日常營運並不涉及重大的包裝物料。

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

THE ENVIRONMENT AND NATURAL RESOURCES

In September 2020, China announced at the United Nations General Assembly its commitment to reach peak carbon emissions before 2030 and achieve carbon neutrality before 2060, known as the 'dual carbon' goals. Following the announcement of these goals, government departments also actively proposed low-carbon transition policies, while the 14th Five-Year Plan emphasizes the importance of energy, electricity and other climate change-related issues.

The Group actively aligns with relevant national targets and policies. As a service provider and software developer, its business has a relatively low environmental impact and resource consumption. During the Reporting Period, the Group was not aware of any significant impact on the environment resulting from its operations. Additionally, the Group did not encounter problems regarding the use of natural resources such as water, land and energy. For details on the Group's environmental management measures and performance, please refer to the sections titled 'Emissions' and 'Use of Resources'."

環境及天然資源

中國在2020年9月在聯合國大會上作出承諾，將力爭於2030年前實現「碳達峰」、2060年前實現「碳中和」的「雙碳」目標。在宣佈目標後，各政府部門也積極提出低碳轉型的政策，而「十四五」規劃中也十分重視能源、電力等氣候變化相關議題。

本集團積極配合國家相關目標與政策，身為服務供應商及軟件開發商，業務對環境的影響及資源消耗相對較低。在匯報期間，本集團沒有發現我們的業務對環境有重大的影響。同時，本集團也沒有出現水資源、土地資源、能源等的天然資源使用問題。有關本集團的環境管理措施及表現，詳情請參閱「排放物」及「資源使用」章節。

CLIMATE CHANGE

Governance

The Board oversees climate-related risks, opportunities, and other relevant matters through regular Board meetings to ensure that such risks are appropriately integrated into the Group's strategy on an annual basis. The Board is responsible for appointing the ESG Working Group, both comprising senior management, to formulate and review climate-related strategies, coordinate climate-related initiatives, and report annually to the Board and relevant committees on material climate-related risks, opportunities, and progress against climate-related targets affecting the Group.

氣候變化

管治

董事會透過每年定期召開董事會會議，對氣候相關風險、機遇及其他相關事宜進行監督，以確保此類風險適當地納入本集團的策略之中。董事會負責委任ESG工作組（兩者均由高級管理層組成），以制定及審視氣候相關策略、協調氣候相關行動，並就影響本集團的重大氣候相關風險、機遇及氣候相關目標的進展情況，每年向董事會及相關委員會匯報。

The respective roles and responsibilities of the Board and the ESG Working Group are as follows:

董事會及ESG工作組各自的職責如下：



The Board
董事會

- Provides overall oversight of ESG and climate-related strategy, risks, and performance
- Approves ESG and climate-related policies, targets, and major initiatives
- Reviews material ESG and climate-related disclosures and progress
- 對ESG及氣候相關策略、風險及表現提供整體監督
- 審批ESG及氣候相關政策、目標及重大行動
- 審閱重大ESG及氣候相關披露及進展



ESG Working Group
高級管理層

- Implements ESG and climate initiatives at the operational level
- Collects and manages ESG and climate-related data and metrics
- Supports risk assessments, reporting, and cross-functional coordination
- 在營運層面落實ESG及氣候相關行動
- 收集及管理ESG及氣候相關數據及指標
- 支援風險評估、報告編製及跨部門協調

To ensure the Board's effectiveness in overseeing climate-related strategies, regular climate-related training is provided to enhance the Board's understanding of emerging climate risks, regulatory developments, and industry trends. Where necessary, external experts may be engaged to provide professional advice in support of material decision-making.

為確保董事會有效監督氣候相關策略，我們定期為董事會提供氣候相關培訓，以提升其對新興氣候風險、監管發展及行業趨勢的認識。如有需要，可聘請外部專家提供專業意見，以支持重大決策。

In view of the Group's business nature and operational complexity, climate-related performance metrics have not been incorporated into its remuneration policies.

鑑於本集團的業務性質及營運複雜性，氣候相關績效指標並未納入其薪酬政策。

Strategy and Risk Assessment

策略

Climate-related Risks Assessment

氣候相關風險及機遇

As a responsible company, the Group is committed to addressing climate change and recognises its relevance to its business operations. The Group acknowledges the importance of proactively managing climate-related risks while capturing opportunities arising from the transition to a low-carbon economy. The Group also remains committed to complying with increasingly stringent regulatory requirements and fulfilling its climate-related disclosure obligations.

作為一家負責任的企業，本集團致力應對氣候變化，並認識到氣候變化與其業務營運的相關性。本集團認識到在主動管理氣候相關風險的同時，把握低碳經濟轉型所帶來的機遇的重要性。本集團亦持續致力遵守日趨嚴格的監管規定，並履行其氣候相關披露義務。

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

With reference to the Hong Kong Exchanges and Clearing Limited ("HKEX") Implementation Guidance and prevailing market practice, the Group has categorised climate-related risks into short-term (2030), medium-term (2050) and long-term (2080) time horizons. As no climate-related risks or opportunities were assessed to be material during the Reporting Period, the Group has not formulated specific transition plans, investment or disposal plans, or capital deployment arrangements in this regard.

參考香港交易及結算所有限公司(「香港交易所」)實施指引及現行市場慣例,本集團將氣候相關風險劃分為短期(2030年)、中期(2050年)及長期(2080年)三個時間範圍。由於在匯報期間內未有氣候相關風險或機遇被評估為重大,本集團並未就此制定具體的轉型計劃、投資或處置計劃,或資本部署安排。

Risk and Opportunities 風險及機遇	Description 描述	Impact 影響	Response 應對措施
Physical Risk **實體風險**			
Acute risk **突發風險**	Sudden, short-term extreme weather events such as heavy rainfall, typhoons, floods, storms or wildfires may cause immediate damage to corporate assets, employees and supply chains. 突發性短期極端天氣事件(如暴雨、颱風、洪水、風暴或山火)可能對企業資產、員工及供應鏈造成即時損害。	a) Cash flow, access to finance or cost of capital 現金流、融資渠道或資金成本 Short term: Sudden decline in operating cash flows due to asset damage, production disruption and logistics interruption, coupled with increased repair costs. 短期:因資產損毀、生產中斷及物流受阻導致營運現金流驟降,同時修復成本增加。 Medium term: Higher insurance deductibles and increased cost of capital driven by higher risk premiums. 中期:保險免賠額上升及由較高風險溢價驅動的資金成本增加。 b) Business model and value chain 商業模式及價值鏈 Current impact: No material impact identified. 當前影響:未識別重大影響。 Anticipated impact: May require reconfiguration of production capacity and enhancement of supply chain contingency arrangements. 預期影響:可能需要重新調配生產能力及加強供應鏈應急安排。 Concentration: Production facilities, warehouses and key supply chain nodes located in high-risk areas. 集中度:位於高風險地區的生產設施、倉庫及主要供應鏈節點。 c) Financial position and performance 財務狀況及業績 Current impact: Exposure to asset impairment, inventory damage or insufficient insurance coverage. 當前影響:面臨資產減值、庫存損毀或保險保障不足的風險。 Anticipated impact: Without resilience investments, further downward adjustment of asset carrying values may occur; medium-term capital expenditure is required for facility reinforcement and supply chain diversification. 預期影響:若缺乏韌性投資,資產賬面值可能進一步下調;中期需要資本開支用於設施加固及供應鏈多元化。 d) Assets or business activities 資產或業務活動 Not applicable for the current year. 本年度不適用。	– Strengthen climate resilience of key facilities through flood protection, structural reinforcement and emergency response planning. – 透過防洪保護、結構加固及應急響應規劃,加強主要設施的氣候韌性。 – Enhance supply chain contingency planning by diversifying suppliers and logistics routes in high-risk regions. – 透過在高風險地區多元化供應商及物流路線,加強供應鏈應急規劃。 – Review and optimise insurance coverage for climate-related asset damage and business interruption. – 審視及優化氣候相關資產損毀及業務中斷的保險保障。

Risk and Opportunities 風險及機遇	Description 描述	Impact 影響	Response 應對措施
Transition Risk **轉型風險**			
Policy and legal risk **政策及法律風險**	Stricter regulations and policies on carbon emissions, energy efficiency and product standards may result in higher compliance costs, carbon taxes or legal liabilities. 有關碳排放、能源效益及產品標準的法規及政策收緊，可能導致更高的合規成本、碳稅或法律責任。	a) Cash flow, access to finance or cost of capital 現金流、融資渠道或資金成本 Short term: Increased compliance costs and carbon tax or carbon trading expenses. 短期：合規成本及碳稅或碳交易費用增加。 Medium term: Sustained increases in operating costs and financing costs. 中期：營運成本及融資成本持續上升。 b) Business model and value chain 商業模式及價值鏈 Current impact: Adjustment of technology pathways and production models required. 當前影響：需要調整技術路徑及生產模式。 Anticipated impact: Potential redesign of product portfolios or exit from certain high-emission businesses. 預期影響：可能需要重新設計產品組合或退出部分高排放業務。 Concentration: High-emission products and energy-intensive value chains. 集中度：高排放產品及能源密集型價值鏈。 c) Financial position and performance 財務狀況及業績 Current impact: Additional compliance-related expenditures incurred. 當前影響：產生額外合規相關支出。 Anticipated impact: Certain assets may face early retirement or impairment. 預期影響：部分資產可能面臨提前退役或減值。 d) Assets or business activities 資產或業務活動 Not applicable for the current year. 本年度不適用。	– Monitor regulatory developments and proactively align internal policies with emerging climate-related laws and standards. – 監察監管發展動態，主動使內部政策與新興氣候相關法律法規及標準保持一致。 – Implement energy efficiency and emissions reduction initiatives to mitigate exposure to carbon pricing and compliance costs. – 推行能源效益及減排措施，以降低碳定價及合規成本的影響。

Climate Resilience

We conducted scenario analysis in 2025 to assess the resilience of our business model under different climate pathways, with the following inputs and results:

氣候韌性

我們已於2025年進行與氣候相關的情景分析來評估我們的業務模式於不同氣候路徑下氣候韌性，其輸入數據及結果如下：

Scope and Boundary 範圍	
• Consistent with the reporting scope of this ESG Report 與本ESG報告之範圍一致	
Name & Description 名稱及描述	Network for Greening the Financial System ("NGFS") Current Policies (representing a pessimistic pathway) – This scenario assumes that only currently implemented policies are preserved, leading to high physical risks. 綠色金融網絡（「NGFS」）現行政策情景（代表悲觀情景）— 此情景假設僅維持現行已實施的政策，將帶來較高的實體風險 NGFS Net Zero 2050 (representing an optimistic pathway) – This scenario limits global warming to 1.5°C through stringent climate policies and innovation, reaching global net zero carbon dioxide emissions around 2050. NGFS 2050年淨零排放（代表樂觀情景）- 此情景通過嚴格的氣候政策與技術創新，將全球升溫幅 度限制在1.5 °C以 內，並 於 2050年前後實現全球二氧化碳淨零排放
Rationale 理據	• **Industry sector** – The NGFS framework is relevant across a broad spectrum of sectors, including The Group's operations **行業領域** - NGFS 框架適用於廣泛行業，涵蓋本集團之營運業務。 • **Types of risks to be assessed** – The scenarios developed take reference from NGFS, which covered the transition risk we assessed **評估風險類型** -所開發的情境參考 NGFS 框架，已涵蓋我們所評估的轉型風險。 • **Scenarios with high contrast** – The NGFS Current Policies and Net Zero 2050 scenarios are equivalent to >3 °C and <1.5 °C, respectively, as stated in the Paris Agreement **具高對比度的情境** - NGFS現行政策及NGFS 2050年淨零排放情景分別對應《巴黎協定》中升溫 >3°C 及 <1.5°C 之情境 • **Time horizons determined and alignment to latest international agreements** – The scenarios selected provide time frames (Up to 2100) that align with our strategic planning time horizon (Up to 2050) and align with the Paris Agreement (Up to 2050) **設定時間範圍並與最新國際協議接軌** - 所選情境提供之時間範圍（至 2100 年）與本集團策略規劃的時間範圍（至 2050 年）及《巴黎協定》（至 2050 年）目標一致。

Time Horizons 時間範圍			
Short-term 短期	2030 2030年	Medium-term 中期	2050 2050年

Key Assumptions 理據	• The analysis was conducted in 2025 and expected the parameters (e.g. the greenhouse gas emissions and operating costs) will remain broadly comparable over the time horizons. • 此分析於2025年進行，並預期相關參數（如溫室氣體排放及營運成本）將於時間範圍內保持大致相近。

Qualitative Description 定性描述			
Risks 風險	**Relevance and assumptions 相關性與假設**	**NGFS Net Zero 2050 NGFS 2050年淨零排放**	**NGFS Current Policies NGFS現行政策**
Increased cost of carbon pricing 碳定價成本增加	In assessing this risk, we considered the greenhouse gas emissions and operating costs for the reporting period ended 31 December, 2025 as a reference point and assumed these parameters would remain broadly comparable over the time horizon. 在評估此風險時，我們以截 2025年12月31日年報告期內的溫室氣體排放及營運成本作為參考基準，並假設這些參數於時間範圍內將保持大致相近。 The assessment is subject to uncertainties, including future policy developments, carbon market conditions and technological advancements. The potential impacts in the short term and medium term are assumed to be broadly similar. Nevertheless, we will explore ways to quantify the impacts in the future. 本評估受多項不確定因素影響，包括未來政策發展、碳市場 狀況及技術進步等。短期及中期的潛在影響假設大致相若。儘管如此，我們將探索於未來對相關影響進行量化的方法。 We will continue to monitor regulatory developments and explore opportunities to reduce greenhouse gas emissions. 我們將持續監察監管動態及探索減少溫室氣體排放的機會。	Under this scenario, global climate policies are assumed to become more stringent over time, which may lead to higher carbon pricing levels. Such developments could increase the Group's operating costs if carbon pricing mechanisms become more widely implemented or strengthened. 在此情景下，氣候政策預計將隨時間推移持續收緊，相關監管要求亦趨於嚴格，從而可能推動碳定價水平上升。一旦碳定價機制獲得更廣泛採用或進一步強化，本集團的營運成本或將因此顯著增加。	Under this scenario, climate policies are assumed to continue broadly in line with existing commitments. As a result, potential cost impacts associated with carbon pricing are expected to be comparatively more moderate, although policy developments remain uncertain. 於此情景下，氣候政策預計將大致沿現有承諾方向持續推進。因此，與碳定價相關的潛在成本影響預計將相對溫和，唯政策發展仍存在不確定性。

Risk Management

The Group integrates climate-related risks and opportunities into our overarching risk management framework to ensure they are systematically identified, assessed, managed, and monitored.

On an annual basis, the Group conducts an Enterprise Risk Assessment covering our Reporting Scope. We identify climate-related risks and opportunities by benchmarking against global sustainability trends, peer disclosures, and leading frameworks, including:

- SASB Standards and the MSCI ESG Industry Materiality Map;
- The World Economic Forum Global Risks Report 2025; and
- The Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Each identified risk is assessed based on its likelihood and potential impact, taking into account the Group's adaptive capacity and the resources required for recovery. To prioritise these risks, a quantitative scoring model developed by external consultants is applied and subsequently reviewed and refined by senior management to ensure alignment with operational realities and business context.

The Group manages prioritised risks in accordance with our established risk appetite through four primary strategies: mitigation, transfer, acceptance, and control. We periodically review our risk management processes and methodology to ensure continued effectiveness. During the Reporting Period, there were no material changes to our risk management processes compared to the previous year.

風險管理

本集團將氣候相關風險及機遇整合至我們的總體風險管理框架，以確保它們得到系統性的識別、評估、管理及監控。

本集團每年進行企業風險評估，涵蓋我們的報告範圍。我們透過對標全球可持續發展趨勢、同業披露及領先框架，識別氣候相關風險及機遇，其中包括：

- SASB準則及MSCI ESG行業重要性地圖；
- 世界經濟論壇《2025年全球風險報告》；及
- 氣候相關財務信息披露工作組（TCFD）的建議。

每項已識別的風險均根據其發生可能性及潛在影響進行評估，同時考慮本集團的適應能力及恢復所需資源為確定這些風險的優先次序，本集團採用由外部顧問開發的量化評分模型，並由高級管理層審閱及完善，以確保與營運現實和業務背景保持一致。

本集團根據既定的風險承受能力，透過四項主要策略管理優先風險：減輕、轉移、接受及控制。我們定期審視風險管理流程及方法，以確保其持續有效性。於匯報期間內，與上一年度相比，我們的風險管理流程並無重大變動。

METRICS AND TARGETS

Greenhouse Gas (GHG) Emissions

Our major source of GHG emissions are mobile vehicle use and indirect electricity consumption. Emissions are calculated according to the GHG Protocol Corporate Accounting and Reporting Standard (2004). The Group have adopted the operational control approach for our organisational boundary, as it provides the most direct access to primary data. During the Reporting Period, there have been no changes to the measurement methodology, data inputs, or underlying assumptions, and the emission data is as follows:

指標及目標

溫室氣體排放

本集團的主要排放來源包括流動的燃料及為辦公室購買的電力。排放量根據《溫室氣體核算體系：企業核算與報告準則》(2004年)計算。本集團採用營運控制法界定組織邊界，因其能最直接獲取第一手數據。匯報期間內，計量方法、數據輸入或基本假設均未有變動，排放數據如下：

Greenhouse gas emissions[1] **溫室氣體排放[1]**	**Unit** **單位**	**2025** **2025年**	2024 2024年
Direct greenhouse gas emissions (Scope 1)[2] 直接溫室氣體排放(範圍一)[2]	tonnes CO_2e 噸二氧化碳當量	**178.65**	245.79
Energy indirect greenhouse gas emissions (Scope 2 (location-based))[3] 能源間接溫室氣體排放(範圍二(基於地域))[3]	tonnes CO_2e 噸二氧化碳當量	**25.48**	10.89
Other indirect greenhouse gas emissions (Scope 3)[4] 其他間接溫室氣體排放(範圍三)[4]	tonnes CO_2e 噸二氧化碳當量	**18.28**	24.68
－Wastepaper disposed in landfills 棄置到堆填區的廢紙	tonnes CO_2e 噸二氧化碳當量	**2.34**	2.75
－Business travel by airplane 僱員乘坐飛機出外公幹	tonnes CO_2e 噸二氧化碳當量	**15.94**	21.93
Total greenhouse gas emissions 總溫室氣體排放量	tonnes CO_2e 噸二氧化碳當量	**222.40**	281.36
Greenhouse gas emission intensity[5] 溫室氣體排放密度[5]	tonnes CO_2e／Number of employees 噸二氧化碳當量／員工人數	**2.18**	2.68

Notes:

1. The calculation standards and methodologies for GHG emissions are based on "Appendix 2: Reporting Guidance on Environmental KPIs" of "How to Prepare an ESG Report" by HKEX and the Greenhouse Gas Protocol.

2. Scope 1 emissions included direct GHG emissions from Emission source: the combustion of fuels in mobile sources. The Emission Factors adopted are based on "Appendix 2: Reporting Guidance on Environmental KPIs" published by the HKEX and guidance from the U.S. Environmental Protection Agency. The Global Warming Potential ("GWP") rates from the IPCC Sixth Assessment Report (AR6).

3. Scope 2 emissions included indirect GHG emissions from the consumption of purchased electricity. The emission factor for Chinese Mainland-based operations referenced the Ministry of Ecology and Environment of the People's Republic of China.

4. Due to the complexity of Scope 3 emissions and the broad range of categories involved, current disclosure is limited to cover Category 5: Waste generated in operations (paper) and Category 6: Business travel (flight) as defined by the GHG Protocol. Emission factor referred to UK Defra and the Environmental Protection Department and the Electrical and Mechanical Services Department of the Hong Kong Special Administrative Region Government.

5. The total GHG consumption intensity is calculated by the total energy consumption divided by the number of employees, which was 102 in 2025 and 105 in 2024.

To reduce GHG emissions and electricity consumption, the Group has formulated and implemented the following energy-saving measures, requiring strict compliance by all employees:

- Encourage employees to turn off electronic devices that are not in use, set printers to energy-saving modes, and turn off air conditioning and lighting after office hours;
- Regular maintenance of equipment to ensure its efficiency and reduce energy consumption;
- Use energy-efficient lighting fixtures such as Light Emitting Diode (LED) lamps or integrated compact fluorescent lamps (CFLs);
- Maintain an average indoor temperature of our office between 24-26°C during summer time to reduce the power consumption of air-conditioners; and Keep windows and doors closed when the air conditioner is running.

備註：

1. 溫室氣體排放的計算標準及方法乃根據香港交易所發佈的《如何編備環境、社會及管治報告》之「附錄二：環境關鍵績效指標匯報指引」及《溫室氣體核算體系》計算。

2. 範圍1排放為直接溫室氣體排放，包括來自排放源：流動源燃燒燃料 。所採用的排放因子根據香港聯交所發佈的「附錄二：環境關鍵績效指標匯報指引」及美國國家環境保護局的指引。全球變暖潛能值則參考聯合國政府間氣候變化專門委員會第六次評估報告。

3. 範圍2排放包括來自消耗購入電力的間接溫室氣體排放。在中國內地業務的排放因子參考自中華人民共和國生態環境部所發佈的文件。

4. 本集團披露納入計量的範圍三溫室氣體排放類別，涵《溫室氣體核算體系》所界定的類別5：運營過程中產生的廢棄物（紙張）及類別6：差旅（航空）的排放。採用的排放因子參考自英國能源安全暨淨零排放部及香港特別行政區政府環境保護署及機電工程署。

5. 溫室氣體排放密度是以總溫室氣體排放除以員工人數，2025年為102名員工，2024年為105名員工。

為減少溫室氣體排放及電力消耗，本集團已制定並實施以下節能措施，並要求全體員工嚴格遵守：

- 鼓勵僱員關閉不使用的電子設備，將打印機設置成節能模式，在辦公時間後關閉空調和照明系統；
- 定期維護設備，確保其效率並減少能源消耗；
- 使用具有高能源效益的燈具，例如發光二極管(LED)燈或整合式緊湊型熒光燈（慳電膽）；
- 在盛夏期間將辦公室的平均室內溫度維持在攝氏24至26度之間，減少空調的耗電量；及使用空調時應保持門窗緊閉。

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

Climate-related targets



We actively respond to Hong Kong's Climate Action Blueprint 2050, encouraging employees to embrace energy conservation. During the Reporting period, the Group has set a target internally to participate in at least one climate-related activity or initiative annually. Through stakeholder collaboration, we will support energy conservation, emissions reduction, and decarbonization efforts. We will also identify environmentally impactful activities and implement improvement measures to mitigate climate-related risks. The ESG Working Group oversees progress and engages professional advisors when necessary. During the Reporting Period, we participated in the Energy Saving Charter of the Environment and Ecology Bureau of Hong Kong, demonstrating our commitment to emissions reduction and accelerating the transition to a low-carbon future.

氣候相關目標

我們積極響應香港《氣候行動藍圖2050》，鼓勵員工踐行節能減排。於匯報期間內，本集團已在內部設定目標，每年至少參與一項氣候相關活動或倡議。透過與持份者的協作，我們將支持節能、減排及脫碳工作。我們亦將識別對環境造成影響的活動，並實施改善措施以減低氣候相關風險。ESG工作小組負責監督進展，並在必要時諮詢專業顧問。於匯報期間內，我們參與了香港環境及生態局的「節能約章」，以彰顯我們對減排的承諾，並加速邁向低碳未來的轉型進程。

SOCIETY

社會

Employees

Employees are our most valuable asset and the foundation of our business success. Upholding core values of respect, professionalism, and equality, we strive to create an inclusive and diverse workplace culture. With our people-first approach, the Group maintains a comprehensive Employee Manual (《員工手冊》) that standardizes all aspects of human resource management, including recruitment, promotion, transfer, dismissal, training and education, wages and benefits, labour insurance and compensation, ensuring a safe, healthy workplace with equal development opportunities.

During the Reporting Period, the Group complied with labour-related laws and regulations, including but not limited to the Labor Law of the PRC, the Regulations on Labor Security Supervision, and the Labor Contract Law of the PRC. The Group is not aware of any non-compliance with the relevant rules and regulations that have a material impact on the Group.

僱員

員工是本集團最寶貴的資產，也是業務成功的基石。我們恪守尊重、專業和平等的核心價值觀，致力營造多元共融的職場文化。本集團以人為本，通過完善的《員工手冊》制度體系，規範包括招聘、晉升、調職、解僱、培訓及教育、工資及福利、勞工保險等各項人力資源，確保為員工提供安全健康、平等發展的工作環境。

匯報期間內，本集團遵守了與勞動相關的法律法規，包括但不限於《中華人民共和國勞動法》、《勞動保障監察條例》、《中華人民共和國勞動合同法》。本集團並未知悉有對本集團有重大影響的不遵守相關規則和條例的情況。

Policies on Employees' Compensation and Benefits

To attract and retain exceptional talents, the Group takes a comprehensive approach to recruitment based on job nature and strictly adheres to the principle of gender equality. In the process of employment termination, the Group fully implements relevant national policies to protect employees' basic rights. In respect of employee benefits, we strive to provide comprehensive employee benefits, including competitive compensation, an equitable remuneration system, a safe and comfortable work environment, and regular staff activities.

The Group provides statutory social insurance coverage, including pension, medical, unemployment, and maternity benefits, as well as housing fund contributions. We prioritize employee health and safety, requiring strict adherence to safety protocols and provide equipment operation training. Additional personal accident insurance is provided for employees in specialized positions.

The Group fully embraces diversity and equal opportunities, respects labour, knowledge, talent and creativity, and continuously advances the interests and well-being of all employees. We foster a warm and harmonious corporate culture through regular cultural, sporting, and social activities. To inspire excellence, the management organizes annual teambuilding events for high-performing teams, arranges thoughtful and heartwarming gatherings such as birthday celebrations and afternoon teas, and distributes carefully selected gifts during traditional festivals. We place special emphasis on women's rights, strictly implementing national maternal protection policies to ensure female employees receive comprehensive paid leave and supportive care during pregnancy, childbirth, and nursing periods.

僱員薪酬及福利政策

為吸引及保留優秀人才，本集團在招聘過程中會根據應職位特性作出全面考慮，並嚴格遵守性別平等原則。我們在解除勞動合同過程中，嚴格執行有關國家政策要求，保障其基本權利。在員工福利方面，我們致力提供全面的保障和關懷，包括具競爭力的薪酬體系、公平公正的薪酬制度、安全舒適的工作環境，並定期舉辦員工活動。

本集團依法為員工辦理養老、醫療、失業、生育等社會保險及住房公積金。我們高度重視僱員健康及安全，要求所有員工嚴格遵守安全指引，並接受設備使用的專業培訓。針對特殊崗位，我們額外提供人身意外傷害保險保障。

本集團充分考慮人才的多元化和機會平等，尊重勞動、尊重知識、尊重人才、尊重創造，持續增進廣大員工的利益和福祉，我們致力營造溫暖和諧的企業文化，定期組織豐富多彩的文化體育及聯誼活動。為激勵卓越表現，管理層每年安排績優團隊參與團建活動；更貼心安排生日會、下午茶聚會等溫馨活動，並於傳統節慶發放精心準備的禮品。公司特別重視女性員工權益，嚴格執行國家母嬰保障政策，確保女員工在孕期、產期及哺乳期享有完善的帶薪假期制度和人性化關懷。



Employee team-building event
員工團建活動

During the Reporting Period, the Group held team-building activities in Shaoguan to enhance team cohesion.

於匯報期間，本集團在韶關舉辦了團建活動，從而增強團隊凝聚力。

The Group takes the realisation of "internal equity" and "external competitiveness" as our fundamental principles. The Group establishes and improves its remuneration system through "three matchings", namely, the remuneration matches the value of the position, the remuneration matches the ability, and the remuneration matches the performance. The aim is to encourage continuous development of employees and reward outstanding contributions.

本集團以實現「內部公平性」和「外部競爭性」為基本原則，通過三項匹配，即「薪酬與崗位價值相匹配」、「薪酬與工作能力相匹配」和「薪酬與工作績效相匹配」等來建立與完善企業薪酬體系，鼓勵員工持續成長，獎勵卓越貢獻。

We have established a comprehensive compensation evaluation system that incorporates multiple professional criteria: the remuneration of an individual will be determined with reference to the employee's personal qualifications, educational background, length of service in relevant professional fields, actual years of experience and professional qualifications. The salary scale is assessed according to the employee's position, responsibility, obligation, value and experience.

我們建立了全面的薪資評定體系，綜合考量多項專業指標：員工定薪標準依據員工個人資歷、學歷、相關專業工作年限、實際工作年限和專業技術任職資格為參考因素，並根據員工所在崗位、承擔責任和義務、價值及經驗評定薪級。

Equal Opportunity

The Group makes appropriate arrangements during recruitment based on job requirements and firmly opposes all forms of gender discrimination. Employees making outstanding contributions are rewarded according to our performance management system. During annual position reviews, high-performing employees receive priority consideration for promotion and development opportunities.

We are committed to fostering an equitable and inclusive workplace, firmly opposing all forms of discrimination. Regardless of age, gender, ethnicity, skin colour, sexual orientation, disability, or marital status, the Group conducts recruitment based on position-specific requirements. We uphold principles of transparency, justice, and fairness, applying uniform standards and selection processes for all candidates.

To encourage excellence, we have established a comprehensive reward system recognizing outstanding performance. During annual position reviews, we give priority to outstanding internal talents, provide employees with job and grade promotions, clear career development paths, and cultivate a backbone force that supports the sustainable and healthy development of the Group.

Employee Diversity

We recruit talents openly and fairly from society at large, uphold the principles of fairness, openness and impartiality, and adopt multi-channel and diversified recruitment methods to attract outstanding talents of all kinds, including social recruitment, headhunting, internal and external referrals, aiming to attract talented individuals with diverse educational backgrounds, professional experiences, and specialized expertise. The Group analyses the diversity of its current employee structure on a regular basis to provide guidance for the follow-up recruitment, which builds a solid talent foundation for the Company's innovative development.

平等機會

本集團在招聘過程中會因應職位特性作出合適安排，並堅決反對任何形式的性別歧視。日常有傑出貢獻的員工，將根據員工獎懲辦法予以激勵。年度員工崗位評估時，優先予以優秀僱員提拔或鍛煉的機會。

我們致力打造公平共融的工作環境，堅決杜絕一切形式的歧視行為。無論員工的年齡、性別、種族、膚色、性取向、身體狀況或婚姻狀況，本集團根據崗位特點進行招聘，秉持公開、公正、公平的原則，錄用標準、甄選流程等一視同仁，原則統一。

為激勵優秀表現，公司建立了完善的獎勵制度，對工作中表現傑出的員工給予適當表彰。在年度崗位調整中，我們會優先考慮表現優異的內部人才，給予員工崗位崗級晉升，暢通職業發展路徑，培育助力企業持續、健康發展的中堅力量。

員工多元化

我們面向全社會招賢納士，堅持公平公開公正，提供多渠道、多元化的招聘方式，引入各類優秀人才。包括社會公開招聘、專業獵頭合作、內外部推薦等多種方式，致力吸引不同教育背景、職業經歷和專業特長的優秀人才加入。本集團定期分析現有僱員的結構多樣性，以優化後續招聘工作，為企業創新發展提供堅實的人才基礎。

Anti-discrimination and Anti-harassment

The Group strictly adheres to national anti-discrimination regulations, implementing equal opportunity principles throughout all employment practices. We provide equal employment opportunities. Individuals shall not be discriminated against on the basis of ethnicity, race, gender, age, region, marital status, disability or other relevant factors, so as to foster an equal employment environment. The Group also strictly adheres to relevant measures and regulations and ensures the execution is in place in various ways, including regular reviews, random checks, feedback, notification, rectification and self-inspection in each subsidiary in daily work.

The Group takes a zero-tolerance approach to discrimination and harassment and encourages employees to report behaviours that are against the regulations or incidents harmful to the Group's interests. We have established multiple reporting channels to protect employee rights. As phone numbers and emails of the Group's management and head of each department were open to employees, employees may report anonymously or in their real names at any time. Human resource and administrative personnel would collect employee opinions and suggestions through various methods, such as company-wide questionnaires and individual interviews to gather related information from our employees. During the Reporting Period, the Group was not aware of any reports of discrimination or harassment incidents. Upon receiving any relevant report or complaint, the Group will handle them strictly in accordance with laws and regulations, and continuously improve its prevention mechanisms to maintain a sound working environment.

反歧視及反騷擾

我們嚴格遵循國家反歧視法規，在用工環節貫徹平等原則。我們提供平等的就業機會，勞動者不因民族、種族、性別、年齡、地域、婚育狀、身體條件等受到歧視，創造平等用工環境。本集團亦嚴格遵守及執行相關制度規範，並在日常工作中定期審查，不定期抽查、反饋、通報、整改，各下屬公司自查等相結合的方式確保執行到位。

本集團嚴厲打擊一切歧視與騷擾行為，並鼓勵員工勇於舉報違規或損害本集團利益事件的行為。我們設立了多元化舉報渠道以保護員工權益，本集團領導及各單位負責人的電話及郵箱均對員工公開，員工可隨時採用匿名或實名的方式進行報告。人力行政人員亦會收集員工意見及建議，包括全員問卷及個別訪談等方式向員工收取相關信息。本集團於匯報期間內未收到任何歧視或騷擾事件的報告。本集團一旦接獲相關報告或投訴，將嚴格按照法律法規處理，並持續完善防範機制，以維護良好的職場環境。

Employment

The Group's workforce consists of 101 full-time employees and 1 part-time/contract employee[1]. The distribution of the workforce by gender, employee category, age and geographical region is as follows:

僱傭現況

本集團員工隊伍由101位全職員工及1位兼職／合約員工組成[1]。員工隊伍按性別、僱員類別、年齡和地理區域的分佈情況如下：

Category 類別[1]	Unit 單位	2025 2025年	2024 2024年
By gender **性別**			
—Male 男性	No. of people 人	**77**	74
—Female 女性	No. of people 人	**25**	31
By employee category **僱員類別**			
—Senior Management 高級管理層	No. of people 人	**4**	5
—Middle management 中級管理層	No. of people 人	**25**	40
—Frontline and other employees 前線及其他僱員	No. of people 人	**73**	60
By age group **年齡組別**			
—Aged under 30 30歲以下	No. of people 人	**13**	36
—Aged 31-40 31-40歲	No. of people 人	**43**	48
—Aged 41-50 41-50歲	No. of people 人	**41**	17
—Aged 51 or above 51歲或以上	No. of people 人	**5**	4
By geographical region **地理區域**			
—Chinese Mainland 中國內地	No. of people 人	**102**	104
—Hong Kong 香港	No. of people 人	**0**	1

Note:

1. The statistical methodology adopted for reporting the above total number of employees was based on "How to Prepare an ESG Report – Appendix 3: Reporting Code on Social KPIs" issued by the Stock Exchange. For details regarding the scope of employees' data, please refer to the "Reporting Scope" section.

附註：

1. 上述員工總數報告所採用的統計方法基於由聯交所發表的《如何準備環境、社會及管治報告－附錄三：社會關鍵績效指標匯報指引》。有關員工數據的統計範圍詳情，請參閱「報告範圍」章節。

Employee Turnover Rate

During the Reporting Period, the employee turnover rates by gender, age group, and geographic region are shown in the table below:

僱員流失率

於匯報期間，本集團整體員工流失率按性別、年齡組別和地理區域劃分的員工流失率如下表所示：

Category 類別	Unit 單位	**2025** **2025年**	2024 2024年
By gender **性別**			
—Male 男性	Percentage 百份比	**24.68**	27.03
—Female 女性	Percentage 百份比	**28.00**	19.35
By age group **年齡組別**			
—Aged under 30 30歲以下	Percentage 百份比	**61.54**	22.22
—Aged 31-40 31-40歲	Percentage 百份比	**20.93**	27.08
—Aged 41-50 41-50歲	Percentage 百份比	**21.95**	17.65
—Aged 51 or above 51歲或以上	Percentage 百份比	**0.00**	50.00
By geographical region **地理區域**			
—Chinese Mainland 中國內地	Percentage 百份比	**25.49**	24.04
—Hong Kong 香港	Percentage 百份比	**0.00**	100.00

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

Health and Safety

Building a positive health and safety culture is one of the Group's important priorities. A healthy workforce enhances productivity and morale, fostering a high-performing and agile organization. The Company has formulated and urged the implementation of safety production rules and regulations, as well as safety technical operating procedures. The Group provides our employees with a comfortable and safe work environment with well-equipped office hardware. The office building is spacious and clean with abundant ancillary resources, including meeting rooms and resting areas. Through these comprehensive health and safety measures, we continuously optimise the working environment and are committed to building a safe, comfortable and supportive workplace for our employees. We fully protect the physical and mental health and overall well-being of each employee, effectively safeguard their health rights and interests, and actively promote the development of a healthy enterprise.

The Group upholds the principle of "Safety Comes First, Prevention is Crucial" through comprehensive management systems encompassing employee protection policies, emergency response procedures, hazard identification, risk control, and safety standardization protocols.

Under our safety standardization system, the Safety Management Department oversees safety inspections, training, risk assessment, audit and supervision, compliance monitoring, and emergency response. The Department conducts regular safety audits, ensuring frontline units address potential hazards and occupational risks while correcting non-compliant operations. In emergency situations, the Department shall be entitled to issue orders to cease the operation (or withdraw from the site) and immediately report to the leader for investigation and treatment. To enhance the occupational health and safety awareness of our employees, the Group regularly provides safety training to its employees. Additional training is provided to employees involved in potential occupational hazards to effectively prevent occupational hazards and prevent accidents at work, and regular medical check-ups are arranged for these employees.

健康及安全

建立積極的健康安全文化是本集團的核心任務之一。健康的員工隊伍能提升生產效率與工作士氣，從而打造高績效和靈活的組織。本公司已組織制定各項安全生產規章制度，安全技術操作規程，並督促貫徹執行。本集團為員工提供舒適安全的工作環境，辦公硬件配備齊全、辦公環境寬敞整潔，員工辦公空間充足而且配套資源豐富，如會議室、休息室等。通過全方位的安全健康措施，我們持續優化工作環境，致力為員工打造安全、舒適且具支持性的職場，並全力保障每位員工的身心健康與整體福祉，切實維護職工健康權益，積極推動健康企業建設。

為了確保員工安全，本集團秉持「安全第一，預防為主」的原則，並建立完善的管理制度，包括員工保障政策、應急救援程序、危險源識別與風險控制和安全標準化制度等。

根據安全標準化制度，安全管理部門全面負責安全檢查、教育培訓、風險評估、審核監督、法規遵循及應急處置等工作。部門定期開展各類安全檢查，督促基層單位整改事故隱患和職業危害，糾正違規操作行為。遇特殊緊急情況時，該部門有權責令停止作業（或撤出現場）並立即報告領導進行調查及處理。為了提高員工的職業健康和安全意識，本集團定期為員工提供安全培訓，也為從事高風險崗位的員工提供額外專項培訓和定期體檢，有效預防職業危害。

The Group strictly complies with relevant laws and regulations, such as the Law of the PRC on the Prevention and Control of Occupational Diseases and the Occupational Safety and Health Law of the PRC (職業安全衛生法). Moreover, the Group is not aware of any violations of laws and regulations regarding employee health and safety. In the past three years, there have been no deaths or serious accidents of employees or workdays lost due to work-related injuries.

本集團嚴格遵守《中華人民共和國職業病防治法》、《職業安全衛生法》等相關法律法規。此外，本集團沒有發現有違反有關僱員健康和安全的法律和法規的情況。在過去三年中，沒有員工死亡或嚴重事故的情況發生，且因工傷造成的損失天數為零。

Mental Health

心理健康

The Group attaches importance to employees' occupational health management and safeguards their occupational safety, physical and mental health. Particular attention is paid to mental health management, and a number of measures have been implemented to continuously enhance employees' mental resilience and overall well-being.

本集團注重員工職業健康管理，保障員工的職業安全和身心健康，尤其關注心理健康管理，並已推出多項措施，持續提升員工的心理韌性與整體幸福感。

We are committed to fostering a healthy work environment and corporate culture that facilitates work-life balance. Our Employee Manual clearly stipulates working hours, break periods, and leave entitlements to safeguard employees' rights to rest and time off.

我們致力打造健康的工作環境與企業文化，協助員工實現工作生活平衡。《員工手冊》明確規定工作時間、休息時間及假期制度，以保障員工的休假權利權益。

The Group regularly organizes team-building activities to strengthen interaction between management and frontline staff while promoting cross-departmental networking. These initiatives not only boost team morale and create an inclusive workplace atmosphere but also stimulate employees' innovative thinking and inject new impetus into business development.

本集團定期舉辦團隊活動，加強管理層與基層員工的互動，促進跨部門人員交流建立聯繫。這些活動不僅提升團隊士氣，營造包容共融的職場氛圍，亦能激發員工的創新思維，為業務發展注入新動力。

Development and Training

發展及培訓

The Group prioritizes talent development through a robust training framework that provides comprehensive support for employees' professional advancement. We design customized learning pathways and diverse training initiatives based on various position levels and job requirements. Our flexible learning approach encompasses online platforms, in-house professional courses, and external training programs, enabling employees to select learning methods that best suit their needs. Additionally, we support employees in leveraging their personal interests and expertise to pursue internal mobility and cross-functional development opportunities aligned with the Group's business growth, maximizing their individual potential.

本集團高度重視人才發展，建立了完善的培訓體系，為員工職業成長提供全方位支持。我們根據不同層級和崗位特點，量身打造培訓學習地圖，開展多元化的培訓項目。培訓形式包括線上學習平台、內部專業課程和外派進修等，讓員工能靈活選擇適合的學習方式。同時，我們鼓勵員工結合個人興趣和專長，把握集團業務發展機會，實現崗位內部流動和跨領域發展，充分釋放個人潛能。

Our annual training strategy emphasizes practical application and targeted development, aligned with business objectives. Training content is systematically tailored to address specific needs across business units, professional domains, and organizational levels, ensuring employees receive development resources and opportunities proportionate to their roles. Every year, the Group formulates annual training plans according to the needs of businesses and employees and reviews the plans on a regular basis to make proper adjustments in order to ensure that learning arrangements conform to the needs of business and employee development.

本集團年度培訓計劃以實用性和針對性為核心，結合每年業務發展需要，根據不同業務板塊、專業領域和職級崗位的具體需求，量身定制系統化的培訓內容，以確保每位員工都能獲得與其職責相匹配的學習資源和發展機會。本集團根據業務及員工發展需要制定年度培訓計劃，並定期回顧調整，確保學習安排符合業務及員工成長需求。

The annual training framework particularly emphasizes continuous development for middle and senior management through specialized internal and external programs designed to address management challenges and business imperatives. These tailored training programmes help enhance the leadership capabilities of the management team, enabling them to respond more flexibly and effectively to market changes and challenges.

於年度培訓計劃中，本集團特別重視中高層管理人員的持續發展，針對其管理實務和業務挑戰，規劃專項的內外部進修計劃。這些量身定制的培訓項目，有助提升管理團隊的領導能力，使其能更靈活有效地應對市場變化與挑戰。

We maintain rigorous quality control throughout the training cycle, from preliminary needs analysis to post-training evaluation, continuously refining content and delivery methods based on participant feedback. Training communications, including program announcements, course notifications, and activity updates, are disseminated promptly through multiple internal channels to ensure transparent information flow.

我們實施全流程的培訓質量管理，在培訓前進行需求調研，培訓後進行效果評估，並根據參訓人員的反饋及時優化培訓內容和方式。為確保訊息傳達透明度，培訓相關資訊包括計劃公告、課程通知及活動報導等，均通過內部多元化渠道即時發佈。



Case study: Safety Training and Basic Activities on Front-end and Back-end Tools and Editing Review
案例：安全培訓及前後端工具與編審基礎活動

During the Reporting Period, the distribution of employees trained by gender and employee category is as follows:

在匯報期間內，僱員受訓數據按性別和員工類別的分佈情況如下：

Category [1] 類別[1]	Percentage of employees trained 受訓僱員百分比		Average training hours completed per employee 每名僱員完成受訓的平均時數	
	2025 2025年	2024 2024年	**2025 2025年**	2024 2024年
Total 總數	**37.25%**	89.52%	**1.77**	25.63
By gender 性別				
—Male 男性	**31.17%**	90.54%	**0.84**	25.97
—Female 女性	**56.00%**	87.10%	**1.02**	24.82
By employee category 僱員類別				
—Senior management 高級管理層	**100.00%**	80.00%	**3.88**	25.30
—Middle management 中級管理層	**44.00%**	77.50%	**0.96**	22.09
—Frontline and other employees 前線及其他僱員	**31.51%**	98.33%	**0.70**	28.03

Notes:

1. The statistical methodology adopted in the report on the percentage of employees who received training is based on "How to Prepare an Environmental, Social and Governance Report – Appendix III: Guidance on Social Key Performance Indicators" published by the Stock Exchange.

附註：

1. 上述受訓僱員比例報告所採用的統計方法基於由聯交所發表的《如何準備環境、社會及管治報告－附錄三：社會關鍵績效指標匯報指引》。

Looking ahead, the Group will continue to refine its talent development system, actively provide employees with diversified learning resources and development opportunities, support employees in realising their career aspirations, and facilitate the mutual growth of individuals and the enterprise.

展望未來，本集團將持續完善人才培養體系，積極為員工提供多元化的學習資源和發展機會，支持員工實現職業抱負，助力個人成長與企業共同發展。

Labour Standards

The Group strictly complies with the Labor Contract Law of the PRC, the Labor Law of the PRC, and other relevant labour regulations to ensure compliance in the working environment, employment terms, working hours, and leave policies. Labour contracts clearly specify provisions for labour protection, working conditions, and occupational hazard prevention. The Group's employment procedures are comprehensive and comply with national and local regulatory requirements. The Group continuously monitors the latest status of relevant governmental laws and regulations and makes corresponding adjustments and updates to its internal systems and procedures. and regularly reviews and optimises the existing systems.

The Group prohibits all forms of child labour and forced labour to protect fundamental human rights. As a preventive measure, the Employee Manual explicitly requires that all job applicants must be at least 18 years old. During recruitment, candidates must provide valid identification documents (such as ID cards and graduation certificates). The Human Resources Department verifies document legitimacy, followed by secondary verification from the Personnel Department or franchise store's Human Resources Administration Department to strictly ensure applicant identity authenticity and age requirements. If violations are discovered, an immediate investigation will be conducted, and employment relationships with involved parties will be instantly terminated to protect both parties' rights. In addition, relevant departments will conduct appropriate reviews and optimisation of systems according to the nature of each incident, to further strengthen our labour protection mechanisms.

According to the provisions of the Employee Manual, work shifts are arranged based on business needs after consultation and agreement with employees, with appropriate compensation provided. The Group maintains transparent management of work and rest hours, and properly arranges schedules to promote optimal work-life balance. Any negative behaviour against employees, such as physical punishment, verbal abuse, sexual harassment, physical abuse and oppression, is strictly prohibited. During the Reporting Period, the Group was not aware of any non-compliance with the laws and regulations on the prohibition of child labour that has a material impact on the Group, nor any cases of forced labour or child labour.

勞工準則

本集團嚴格遵守《中華人民共和國勞動合同法》、《中華人民共和國勞動法》等相關法律法規，確保用工環境、僱傭期限、工作時間及休假制度合法合規。勞動合同明確規定勞動保護、工作條件及職業危害防護等條款。本集團的用工程序完備，符合國家及地方法規要求。本集團持續關注政府相關法規更新，適時調整內部制度程序，並定期對現行制度進行評估優化。

本集團禁止一切形式的童工及強迫勞動，以維護基本人權。作為相關防範機制，《員工手冊》明確規定應聘員工須年滿18周歲。在招聘過程中，應聘人須提供本人真實有效證件（如身份證、畢業證等）。人力資源部門核實證件合法性，再由人事部或加盟店人事行政部覆核，嚴格把關應聘人身份真實性及年齡要求。若發現違規情況將立即進行調查，並即時終止與涉事的強制勞工或童工之勞動關係以保護雙方權益。此外，部門會視事件性質進行適當的制度檢討與優化，進一步加強我們的勞工保護機制。

按照《員工手冊》的規定，公司根據業務需要，經與員工協商並徵得同意後，統一安排工作班次，並給予相應補償。本集團透明化管理員工工作及休息時間，妥善安排員工的工作時間，促進私人生活和職業生活達到最佳平衡。本集團嚴禁任何針對員工的負面行為，如體罰、辱罵、性騷擾、身體虐待和壓迫等。在匯報期間內，本集團沒有發現違反有關禁止使用童工的法律和法規而對本集團產生重大影響的情況，也沒有強迫勞動或童工的事件。

Supply Chain Management

We attach great importance to the social and environmental impacts of the supply chain and integrate the concept of sustainable development into the entire process of supply chain management. We adhere to the establishment of a rigorous supply chain management system featuring assessment, approval and performance evaluation, so as to effectively prevent and respond to various supply chain risks and ensure the security and stability of the supply chain. When selecting suppliers, the Group would carefully inspect their contract performance and legal compliance, which serve as key criteria in our comprehensive assessment process. Through contractual agreements, the Group required that all the suppliers must comply with national and local environmental laws and regulations, including but not limited to the Environmental Protection Law of the PRC, the Atmospheric Pollution Prevention and Control Law of the PRC, and the Water Pollution Prevention and Control Law of the PRC, and the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes. The Group properly evaluated our suppliers to make sure that they complied with all the environmental and social requirements and fulfilled their environmental and social responsibilities. During the Reporting Period, the Group engaged 167 suppliers (2024: 260 suppliers), all of which were from the Chinese Mainland.

Moreover, when screening suppliers, we evaluate not only their service performance and product quality, but also take into account their environmental protection certifications as an important basis for final selection, so as to build a solid compliance barrier for the high-quality development of the Company. Additionally, the Group's labour standards also apply to its suppliers, with zero tolerance for violations such as child labour or forced labour. In this regard, we require suppliers to comply with all laws and regulations in their operating locations, and strictly prohibit suppliers from engaging in any unethical practices such as corruption and bribery. Furthermore, we actively encourage suppliers to implement sustainable practices such as environmentally friendly procurement. During the Reporting Period, we have evaluated and assessed 70 of our suppliers.

供應鏈管理

我們高度重視供應鏈對社會和環境的影響，將可持續發展理念融入供應鏈管理全過程。我們堅持建設嚴謹的評估、審批和績效評價的供應鏈管理體系，有效避免和應對各類供應鏈風險，保障供應鏈安全穩定。在挑選供應商時，我們會仔細評估其合同履約表現和合規營運情況，作為綜合考量的重要依據。聘用供應商前，所有供應商均通過品質保證及檢測程序。通過合同約定，本集團要求所有供應商必須遵循國家和地方的環境法律法規，包括但不限於《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》及《中華人民共和國固體廢物污染環境防治法》等，並對供應商作出恰當評價，以確保其遵守環境和社會方面的要求及擔負了其環境及社會責任。於匯報期間，本集團統計合作供應商數目為167間（2024年：260間），所有供應商均來自中國內地。

另外，在篩選供應商時，我們不僅評估其服務表現與產品質素，亦會將其環保相關認證納入考量，作為最終甄選的重要依據，為公司高質量發展邁出更大步伐築牢合規屏障。同時，本集團的勞工準則亦同樣適用於其供應商，絕不允許童工或強制勞工等違規情況。對此，我們要求供應商需遵守其所有運營所在地的法律法規，並且嚴禁供應商進行貪污及賄賂等任何不道德行為。除此之外，我們亦積極提倡供應商實施環保採購等可持續發展行為。在匯報期間內，我們對70間供應商進行了評估與考核。

Product Responsibility

Product quality is a core value we uphold persistently. We have established a sound quality control system, which not only ensures that products fully comply with relevant laws, regulations and industry standards, but also continuously optimises processes and standards to meet customer needs and expectations at a higher level. The Group strictly complies with laws and regulations related to product liability, including but not limited to the Law of the PRC on the Protection of Consumer Rights and Interests, the Advertising Law of the PRC and the Product Quality Law of the People's Republic of China. During the Reporting Period, the Group was not aware of any non-compliance with applicable laws and regulations concerning product and service safety, labelling, advertising and privacy matters. To strengthen quality control and management, the Group conducts random checks on the manufactured products to ensure that the quality standards are met, in accordance with the Product Quality Check Procedures (產品品質檢查程序).

Complaint Handling Procedures

We insist on prioritising customers' product experience, deepening comprehensive and proactive services, continuously optimizing product quality, and promoting the improvement of customer perception. As such, when receiving customer opinions or complaints, we are committed to responding to them in a professional, timely and courteous manner.

The Group has put in place the Customer Complaint Management Procedure (《客戶投訴管理規程》) to regulate the handling of complaints to ensure that all customer complaints are properly handled. Complaints are treated confidentially, ensuring there will be no retaliation in any form against any complainant. We assign professional teams to handle each case, ensuring investigation results are reviewed by quality control personnel.

We systematically record every comment received, with particular emphasis on issues related to product quality. Each case's investigation process, handling results, and related product information are recorded in detail. Through regular analysis of these records, we can promptly identify and resolve potential systematic issues, continuously improving product and service quality. We are pleased that during the Reporting Period, we have not received significant product complaints, motivating us to continue refining our service quality.

產品責任

產品品質是我們長期堅持的核心價值。我們建立了健全的品質管控體系，不僅確保產品全面符合相關法規與行業標準，也持續優化流程與標準，以更高水準回應客戶需求與期待。本集團嚴格遵守與產品責任相關的法律法規，包括但不限於《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》及《中華人民共和國產品質量法》。在匯報期間內，本集團沒有發現違反有關產品和服務安全、標籤、廣告和隱私事項的法律和法規的情況。為加強對產品質量的監控和管理，根據《產品品質檢查程序》規定，本集團會對生產出來的產品進行抽檢，確保其符合質量標準。

投訴處理程序

我們堅持將客戶的產品體驗感知放在首位，深化全面服務、主動服務，不斷優化產品質量，推動客戶感知提升。因此，收到客戶意見或投訴時，我們承諾以細心專業、迅速誠懇的態度妥善處理。

本集團制定了《客戶投訴管理規程》來規範處理投訴處理流程，以確保所有的客戶投訴得到妥善處理。投訴會受保密處理，保證不會對投訴人進行任何形式的報復。我們配置專業團隊處理每個案例，確保調查結果都經由品質負責人員審核。

我們對每個意見進行系統化記錄，尤其重視與產品品質相關的問題。每次的調查過程、處理結果及相關產品信息都會被詳細記錄。後續通過定期分析這些記錄，我們能及時識別並解決潛在的系統性問題，持續提升產品和服務品質。我們欣見在匯報期間內未收到重大的產品投訴，這激勵我們繼續精進服務品質。

Intellectual Property Rights

In order to implement the national intellectual property strategy and continuously strengthen the administration and protection of intellectual property rights, promote technological innovation and establish independent intellectual property rights, the Group has established the "Intellectual Property Rights Management System" (《知識產權管理制度》). As of this Reporting Period, the Group was not aware of any material legal proceeding, claims, disputes, arbitration or administrative proceedings pending or threatening against any member of our Group or any of our Directors with regard to any intellectual property rights. The Group abides by the Patent Law of the People's Republic of China and the Trademark Law of the People's Republic of China, and will regularly assess the importance of intellectual property rights to our business and implement appropriate protection measures in a timely manner.

知識產權

為貫徹落實知識權國戰略，持續化知識權管理和保護，促進技術創新及建立自主知識產權，本集團制定了《知識產權管理制度》。截至本匯報期間，本集團並不知悉有重大針對本集團任何公司成員或任何董事的涉及知識產權相關的重大法律訴訟、申索、糾紛、仲裁或行政程序(不論待決或構成威脅)。本集團持續遵守《中華人民共和國專利法》和《中華人民共和國商標法》，並將定期評估知識產權對業務的重要性，適時制定相應的保護措施。

Product Recall

Customer safety remains paramount to the Group, and the Group has established the "Non-Conforming Product Control Procedure" (《不合格品控制程序》) to ensure engineering quality meets the standards. If the Group finds that a product may not comply with the requirements, the Group will backtrack all related products as soon as possible in line with the requirements. The Group will conduct further investigations to gain a deeper understanding of the situation and thereby determine whether a recall is necessary. Once a recall is confirmed, the Customer Service Department will be responsible for initiating the recall procedure, overseeing the entire recall process, and providing affected customers with value-added services and compensation based on the extent of impact. During the Reporting Period, there was no recall of sold or shipped products due to safety and health concerns. The Group adheres to high standards of work, prioritizing the protection of safety and health, and strives to maintain the record of zero product complaints and zero product recalls. We also pursue to achieve diversified energy applications, and are committed to providing more environmentally friendly, low-carbon and sustainable products and services across the society.

產品召回

客戶安全始終是本集團的重中之重，本集團制定《不合格品控制程序》以確保工程質量達標。如果本集團發現產品可能不符合規定，本集團將按照規定儘快回溯所有受影響產品。本集團將進一步進行調查，以更好地了解情況，從而確定是否有必要進行召回。一旦確認召回，客戶服務部將負責啟動召回程式，監督整個召回過程，並向受影響的客戶提供增值服務和根據影響程度的反饋補償。匯報期間內，本集團沒有發生因安全和健康原因而召回已售或已運產品的情況。本集團堅持恪守高標準作業，並以保障安全與健康為首要原則，致力維持零產品投訴與零召回的優良紀錄，實現多元化能源應用，致力於全社會提供安全、可靠、優質的產品與服務。

Protection of Customer Privacy

The Group strives to protect the personal data and privacy rights of our customers, employees, and business partners. There are confidentiality systems and privacy practices in the Group, including but not limited to the collection, processing, use and disclosure of personal data.

The Group strictly adheres to all privacy policies and fully complies with the relevant requirements of customers, suppliers and other stakeholders. The Group has created a safe environment where we can store data in our internal system using data protection measures, where data can only be accessed by authorised staff. To prevent any accidental or unauthorised access, modification or use of data, the Group will not disclose the personal information of its staff, customers and suppliers, without prior permission from relevant parties.

The Group meticulously adheres to relevant laws and regulations governing customer data protection, including but not limited to the Personal Information Protection Law of the PRC. All business operations within the Group are required to comply with our privacy policies and adopt a zero-tolerance approach against non-compliant behaviours. During the Reporting Period, the Group was not aware of significant breaches of consumer information and privacy.

Anti-Corruption

The Group earnestly implements anti-corruption laws and regulations, and adopts a zero-tolerance attitude towards corrupt practices. Through comprehensive training mechanisms, effective communication channels, and strict accountability systems, we embed integrity principles into every level of corporate operations. To strengthen anti-corruption management, the Group has established the "Anti-fraud, Malpractice and Corruption Management System" (《反欺詐、舞弊、貪污管理制度》), which clearly defines the scope of misconduct, helps employees identify risk situations, and establishes prevention, monitoring, and handling mechanisms. Any money laundering activities using public or private bank accounts are strictly prohibited, and the Group will take relevant action against such misconduct.

客戶隱私保護

本集團竭力維護客戶、員工及業務夥伴的個人資料和私隱權益。本集團設有保密制度和隱私措施，包括但不限於個人數據的收集、處理、使用和披露。

本集團嚴格遵守各項私隱政策，並全面配合客戶、供應商及其他持份者的相關要求。我們建立具有數據保護措施的安全環境，以將這些數據存儲在內部系統中。只有獲得授權的員工才能訪問數據。為防止任何意外或未經授權的數據訪問、修改或使用，未經相關方許可，本集團不會披露其員工、客戶及供應商的個人資料。這是為了防止對這些數據的任何意外或未經授權的訪問、修改或使用。

本集團遵循保護客戶資料的相關法律法規，包括但不限於《中華人民共和國個人信息保護法》。本集團內所有的業務均需遵守私隱政策，對於違規的情況保持零容忍的態度。於匯報期間，本集團並不知悉任何重大消費者資料及私隱洩露行為。

反貪污

本集團認真執行反腐敗相關方面的法律法規，對腐敗行為持「零容忍」態度。我們通過完善的培訓機制、有效的溝通渠道及嚴格的問責制度，將廉潔理念深植於企業運營的各個層面。為強化反腐倡廉管理，本集團制定《反欺詐、舞弊、貪污管理制度》，明確界定不當行為的範疇，協助員工識別風險情況，建立預防、監測及處理機制。任何利用公共或私人銀行賬戶進行的洗錢活動也被嚴格禁止，本集團將對這些不當行為採取相關行動。

We strictly comply with anti-corruption laws and regulations, including but not limited to the Advertisement Law of the People's Republic of China, the Anti-Money Laundering Law of the People's Republic of China, the Criminal Law of the People's Republic of China and the Interim Provisions on Prohibiting Commercial Bribery. During the Reporting Period, the Group was not aware of any cases involving violations of laws and regulations relating to corruption, bribery, extortion, fraud or money laundering. No concluded cases of corrupt conduct involving the Group or its employees were identified.

我們嚴格遵守與反貪污有關的法律法規，包括但不限於《中華人民共和國廣告法》、《中華人民共和國反洗錢法》、《中華人民共和國刑法》和《關於禁止商業賄賂行為的暫行規定》。於匯報期間，本集團並不知悉有違反有關貪污、賄賂、敲詐勒索、欺詐或洗黑錢相關法律法規的案件，亦未有涉及本集團或本集團員工的貪污行為結案。

The Group requires all employees to strictly abide by professional ethical standards, proactively identify, promptly declare and properly handle all types of conflicts of interest in the course of their work, so as to ensure transparency, fairness and compliance in its operations. Meanwhile, we communicate our compliance principles in appropriate forms to societal stakeholders who have direct or indirect relationships with the enterprise, including external parties such as customers, suppliers, regulatory authorities, and shareholders.

本集團要求全體員工嚴守職業道德標準，並在工作中主動識別、及時申報並妥善處理各類利益衝突，確保本集團營運透明、公正及合規。同時，我們將合規經營理念以適當形式告知與企業直接或間接關係的社會持份者，包括外部各方，如客戶、供應商、監管機構和股東等。

Reporting and Handling

舉報及處理

In regards to our reporting mechanism, the Group has established a sound reporting system for irregularities, encouraging employees to actively report any misconduct or incidents prejudicial to the interests of the Group. To effectively protect employees' rights and interests, the Group provides multiple reporting channels. Employees may submit reports at any time, either anonymously or by identifying themselves. The identity and information of reporting parties shall be kept strictly confidential.

在舉報機制方面，本集團建立了完善的違規舉報制度，鼓勵員工積極舉報任何違規行為或損害集團利益的事件。為切實保障員工權益，本集團設置多元化舉報渠道，員工可隨時以匿名或實名方式提交舉報，相關舉報人身份及資訊將受到嚴格保密。

Upon receipt of a report involving corrupt conduct, the compliance team shall conduct a preliminary review within the specified timeframe to assess the nature and severity of the reported matter. For cases verified preliminarily as credible and supported by reasonable grounds, the Group shall immediately initiate a formal internal investigation process. A comprehensive investigation shall be conducted in accordance with applicable laws and regulations as well as internal policies of the Group, ensuring that the investigation process is objective, impartial and free from interference.

一旦收到涉及貪腐行為的舉報，合規團隊將於規定時限內啟動初步審查，評估舉報內容的性質及嚴重程度。對於經初步核實具有可信依據的案件，本集團將即時啟動正式內部調查程序，依據相關法規及集團內部政策開展全面調查，確保調查過程客觀公正、不受干預。

Upon completion of the investigation, the Group shall take appropriate disciplinary or legal action according to the seriousness of the case, including warning, suspension, termination of employment, and even referral to law enforcement authorities. The outcome of the handling shall be reported to the management or the Board of Directors in a timely manner. The Group is committed to adopting a zero-tolerance approach to all forms of corruption and continuously optimising its anti-corruption management framework to safeguard the Group's reputation and the trust of all stakeholders.

調查結束後，本集團將視乎案情輕重採取相應的紀律或法律行動，包括警告、停職、解除勞動合同乃至移交執法機構處理，並將處理結果適時向管理層或董事會匯報。本集團致力於以零容忍態度應對一切貪腐行為，持續優化反貪腐管理機制，以維護本集團聲譽及各方利益相關方的信任。

Anti-Corruption Training

To uphold the Group's ethical standards, continuously strengthen the development of an integrity culture, and foster a clean and positive operating environment, we invited Directors to participate in online seminars organised by the Hong Kong Stock Exchange and the Commercial Ethics Development Centre of the Independent Commission Against Corruption (ICAC) of Hong Kong. Through this professional program, we aim to deepen awareness of clean governance and strengthen the foundation of corporate governance.

反貪污培訓

為貫徹本集團道德標準，持續加強本集團廉潔文化建設，營造風清氣正的發展環境，我們特邀董事參與由香港聯交所及香港廉政公署商業道德發展中心主辦的網絡研討會。透過專業課程深化廉潔意識，鞏固企業管治基石。

The table below sets out data on anti-corruption training of our directors:

下表列出了董事的反貪污培訓數據：

Number of individuals who received anti-corruption training **接受反貪污培訓人數**	**Unit** **單位**	**2025** **2025年**	2024 2024年
Directors 董事	No. of people 人數	**4**	5

Community Investment

The Group upholds the spirit of corporate responsibility and actively contributes to society. It earnestly fulfils all commitments to shareholders, investors, suppliers, customers and the general public, and continuously deepens long-term cooperation and mutual benefit with all stakeholders.

We actively encourage and support employees to participate in various public welfare activities. Through concrete actions, we enhance employees' awareness of social responsibility, while demonstrating the Group's responsibility and commitment to community development and social engagement. The Group will continue to promote community service through concrete actions, working hand in hand with employees to build a harmonious society grounded in sustainable development.

社區投資

本集團秉持企業責任精神，主動回饋社會，並切實履行對股東、投資者、供應商、客戶及公眾的各項承諾，持續深化與各持份者的長期合作與互利共贏。

我們積極鼓勵並支持員工參與各類公益活動，透過具體行動深化員工的社會責任意識，同時展現企業在社區建設與社會參與中的責任與擔當。本集團將繼續以實際行動推動社區服務，攜手員工共建可持續發展的和諧社會。

"ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE" BY THE STOCK EXCHANGE OF HONG KONG LIMITED

香港聯合交易所有限公司的《環境、社會及管治報告守則》內容索引表

Subject Areas, Aspects, General Disclosures and KPIs 主要範圍、層面、一般披露及關鍵績效指標	Description 描述	Chapter/Statement 章節／聲明
Mandatory Disclosure Requirements 強制披露規定		
Governance Structure	A Statement from the board containing the following elements: (I) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer's business); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's business.	The Board's ESG Governance Materiality Assessment
管治架構	由董事會發出的聲明，當中載有下列內容： (i) 披露董事會對環境、社會及管治事宜的監管； (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及 (iii) 董事會如何按環境、社會及管治相關目標檢討進度、並解釋它們如何與發行人業務有關連。	董事會的ESG管治 重要性評估

Subject Areas, Aspects, General Disclosures and KPIs 主要範圍、層面、一般披露及關鍵績效指標	Description 描述	Chapter/Statement 章節／聲明
Reporting principles	A description of, or an explanation on, the application of the Reporting Principles (materiality, quantitative, and consistency) in the preparation of the ESG Report: Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed. Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.	Reporting Principles
匯報原則	描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則： 重要性：環境、社會及管治報告應披露： (i) 識別重要環境、社會及管治因素的過程及選擇這些因素的準則； (ii) 如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。 量化：有關匯報排放量／能源耗用（如適用）所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。 一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更（如有）或任何其他影響有意義比較的相關因素。	報告原則
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	Reporting Scope
匯報範圍	解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。	匯報範圍

Subject Areas, Aspects, General Disclosures and KPIs 主要範圍、層面、一般披露及關鍵績效指標	Description 描述	Chapter/Statement 章節／聲明
"Comply or Explain Provisions" 「不遵守就解釋」條文 A. Environment A.環境		
Aspect A1: Emissions 層面A1：排放物		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental
一般披露	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。	環境保護
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 – Air 排放物－廢氣排放
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）。	Emissions – Waste 排放物－廢棄物
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）。	Emissions – Waste 排放物－廢棄物
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。	Emissions 排放物
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。	Emissions – Waste 排放物－廢棄物
Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure	Policies on the efficient use of resources, including energy, water, and other raw materials.	Use of Resources
一般披露	有效使用資源（包括能源、水及其他原材料）的政策。	資源使用
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）。	Use of Resources 資源使用
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Use of Resources

Subject Areas, Aspects, General Disclosures and KPIs 主要範圍、層面、一般披露及關鍵績效指標	Description 描述	Chapter/Statement 章節／聲明
關鍵績效指標A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。	資源使用
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Use of Resources
關鍵績效指標A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	資源使用
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Use of Resources
關鍵績效指標A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	資源使用
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Resources
關鍵績效指標A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	資源使用
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	The Environment and Natural Resources
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	環境及天然資源
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	The Environment and Natural Resources
關鍵績效指標A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	環境及天然資源
B. Social B.社會		
Aspect B1: Employment 層面B1：僱傭		
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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employees
一般披露	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。	僱員

Subject Areas, Aspects, General Disclosures and KPIs 主要範圍、層面、一般披露及關鍵績效指標	Description 描述	Chapter/Statement 章節／聲明
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Employees
關鍵績效指標B1.1	按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	僱員
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employees
關鍵績效指標B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	僱員
Aspect B2: Health and Safety 層面B2：健康與安全		
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 providing a safe working environment and protecting employees from occupational hazards.	Health and Safety
一般披露	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。	健康與安全
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and Safety
關鍵績效指標B2.1	過去三年(包括匯報年度)每年因工亡故的人數及比率。	健康與安全
KPI B2.2	Lost days due to work injury.	Health and Safety
關鍵績效指標B2.2	因工傷損失工作日數。	健康與安全
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health and Safety
關鍵績效指標B2.3	描述所採納的職業健康與安全措施，以及相關執行的監察方法。	健康與安全
Aspect B3: Development and Training 層面B3：發展及培訓		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
一般披露	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。	發展及培訓
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training
關鍵績效指標B3.1	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。	發展及培訓
KPI B3.2	The average training hours completed per employee by gender and employee category.	Development and Training
關鍵績效指標B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	發展及培訓

Subject Areas, Aspects, General Disclosures and KPIs 主要範圍、層面、一般披露及關鍵績效指標	Description 描述	Chapter/Statement 章節／聲明
Aspect B4: Labor Standards 層面B4：勞工準則		
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 preventing child and forced labour.	Labour Standards
一般披露	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。	勞工準則
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	Labour Standards
關鍵績效指標B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	勞工準則
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards
關鍵績效指標B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	勞工準則
Aspect B5: Supply Chain Management 層面B5：供應鏈管理		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
一般披露	管理供應鏈的環境及社會風險政策。	供應鏈管理
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
關鍵績效指標B5.1	按地區劃分的供應商數目。	供應鏈管理
KPI 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.	Supply Chain Management
關鍵績效指標B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	供應鏈管理
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，以及相關執行及監察方法。	供應鏈管理

Subject Areas, Aspects, General Disclosures and KPIs 主要範圍、層面、一般披露及關鍵績效指標	Description 描述	Chapter/Statement 章節／聲明
Aspect B6: Product Responsibility 層面B6：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 Responsibility
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。	產品責任
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility – Product Recall
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。	產品責任－產品召回
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Product Responsibility – Complaint 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。	產品責任－投訴處理程序
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility – Intellectual Property Rights
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。	產品責任－知識產權
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility – Product Recall
關鍵績效指標B6.4	描述質量檢定過程及產品回收程序。	產品責任－產品召回
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility – Protection of Customer Privacy
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。	產品責任－客戶隱私保護

Subject Areas, Aspects, General Disclosures and KPIs 主要範圍、層面、一般披露及關鍵績效指標	Description 描述	Chapter/Statement 章節／聲明
Aspect B7: Anti-corruption 層面B7：反貪污		
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 bribery, extortion, fraud and money laundering.	Anti-Corruption
一般披露	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。	反貪污
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-Corruption
關鍵績效指標B7.1	於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	反貪污
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-Corruption
關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	反貪污
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-Corruption
關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓。	反貪污
Aspect B8: Community Investment B8層面：社區投資		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Investment
一般披露	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。	社區投資
KPI B8.1	Focus on areas of contribution (e.g. education, environmental issues, labor needs, health, culture, sports).	Community Investment
關鍵績效指標B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	社區投資
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment
關鍵績效指標B8.2	在專注範疇所動用資源（如金錢或時間）。	社區投資

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Governance 管治			
19(a)(i) – (iv)	Addressing Climate Change – Governance	Information regarding the governance body or individual of the Issuer responsible for overseeing climate-related risks and opportunities.	Disclosed.
	應對氣候變化－管治、董事會的ESG管治	關於發行人負責監督氣候相關風險和機遇的治理層或個人的信息。	已披露。
19(b)(i) – (ii)	Addressing Climate Change – Governance, The Board's ESG Governance	Information regarding the role of the Issuer's management in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	Disclosed.
	應對氣候變化－管治	關於發行人管理層在用於監測、管理及監督氣候相關風險和機遇的治理流程、控制及程序中所扮演角色的信息。	已披露。
Strategy 策略			
20(a) – (d)	Climate Change – Strategy and Risk Management	Information on climate-related risks and opportunities that could reasonably be expected to affect the Issuer's cash flows, access to finance or cost of capital in the short, medium or long term.	Disclosed.
	氣候變化－策略及風險管理	關於在短期、中期或長期內，可能合理預期會影響發行人現金流量、融資渠道或資本成本的氣候相關風險和機遇的信息。	已披露。
21(a) – (b)	Climate Change – Strategy and Risk Management	Information on the current and expected impacts of climate-related risks and opportunities on the Issuer's business model and value chain.	Disclosed.
	氣候變化－策略及風險管理	關於氣候相關風險和機遇對發行人業務模式及價值鏈的當前及預期影響的信息。	已披露。
22(a)(i)	Climate Change – Strategy and Risk Management	Information on current and expected changes to the Issuer's business model to address climate-related risks and opportunities.	Disclosed.
	氣候變化－策略及風險管理	關於發行人為應對氣候相關風險和機遇而對其業務模式作出的當前及預期變動的信息。	已披露。

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22(a)(ii)	Climate Change – Strategy and Risk Management 氣候變化－策略及風險管理	Information on the Issuer's current and expected climate adaptation and mitigation measures. 關於發行人當前及預期的氣候適應及緩解措施的信息。	Disclosed. 已披露。
22(a)(iii)	Climate Change – Strategy and Risk Management 氣候變化－策略及風險管理	Information on the Issuer's climate-related transition plan, or an appropriate negative statement. 關於發行人群候相關轉型計劃的信息，或提供適當的反面聲明。	The Group does not have any climate-related transition plan. 本集團未有任何氣候相關的轉型計劃。
22(a)(iv)	Climate Change – Strategy and Risk Management 氣候變化－策略及風險管理	Information on how the Issuer intends to achieve any climate-related targets set out in paragraphs 37 to 40. 關於發行人如何實現第37至40段所述的任何氣候相關目標的信息。	Disclosed. 已披露。
22(b)	Climate Change – Strategy and Risk Management 氣候變化－策略及風險管理	Information on climate-related risks and opportunities in the Issuer's strategy and decision-making. 關於發行人策略及決策中氣候相關風險和機遇的信息。	Disclosed. 已披露。
23	N/A 不適用	Information on progress against the plan disclosed in the preceding reporting period pursuant to paragraph 22(a). 關於根據第22(a)段在前述報告期內披露的計劃進展情況的信息。	The Group has not disclosed plans for responding to climate-related risks and opportunities in previous reporting periods. 本集團尚未在先前的報告期中披露應對氣候相關風險和機遇的計劃。
24(a) – (b)	N/A 不適用	Qualitative and quantitative information on how climate-related risks and opportunities have affected the Issuer's financial position, financial performance and cash flows during the reporting period, and the magnitude of material risks that could lead to material adjustments in the next annual reporting period. 關於氣候相關風險和機遇在匯報期內如何影響其財務狀況、財務表現及現金流量，以及這些因素在下一個年度報告期內可能導致重大調整的重大風險程度的定性及定量信息。	Analysis of the current and expected financial impacts of climate-related risks and opportunities is still at the data optimisation stage. We plan to disclose such information when feasible in the future to ensure accuracy. 氣候相關風險和機遇的當前及預期財務影響分析目前依然在數據優化階段，我們計劃在未來可行的情況下進行披露，以確保內容的準確性。

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25(a) – (b)	N/A	Qualitative and quantitative information on how the Issuer's financial position, financial performance and cash flows are expected to change in the short, medium and long term.	Analysis of the current and expected financial impacts of climate-related risks and opportunities is still at the data optimisation stage. We plan to disclose such information when feasible in the future to ensure accuracy.
	不適用	關於發行人的財務狀況、財務表現及現金流量在短期、中期及長期內預期將如何變化的定性及定量信息。	氣候相關風險和機遇的當前及預期財務影響分析目前依然在數據優化階段，我們計劃在未來可行的情況下進行披露，以確保內容的準確性。
26(a)(i)	Climate Change – Strategy and Risk Management, Climate Resilience	Information on the Issuer's understanding of the resilience of its strategy and business model to climate-related changes, developments and uncertainties, taking into account its identified climate-related risks and opportunities.	Disclosed.
	氣候變化－策略及風險管理、氣候韌化	關於發行人在考慮其已識別的氣候相關風險和機遇時，對其策略及業務模式應對氣候相關變化、發展及不確定性的韌性的理解的信息。	已披露。
26(a)(ii)	Climate Change – Climate Resilience	Information on the Issuer's understanding of the resilience of its strategy and business model to climate-related changes, developments and uncertainties, taking into account its identified climate-related risks and opportunities.	Disclosed.
	氣候變化－氣候韌性	關於發行人在考慮其已識別的氣候相關風險和機遇時，對其策略及業務模式應對氣候相關變化、發展及不確定性的韌性的理解的信息。	已披露。
26(a)(iii)	Climate Change – Strategy and Risk Management	Information on the Issuer's understanding of the resilience of its strategy and business model to climate-related changes, developments and uncertainties, taking into account its identified climate-related risks and opportunities.	Disclosed.
	氣候變化－策略及風險管理	關於發行人在考慮其已識別的氣候相關風險和機遇時，對其策略及業務模式應對氣候相關變化、發展及不確定性的韌性的理解的信息。	已披露。

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26(b)(i)-(iii)	Climate Change – Climate Resilience 氣候變化－氣候韌性	Information on how and when the Issuer's climate-related scenario analysis is conducted. 關於發行人氣候相關情景分析如何及何時進行的信息。	Disclosed. 已披露。
Risk Management 風險管理			
27(a) – (c)	Climate Change – Governance 氣候變化－管治	Information on the processes and relevant policies used by the Issuer to identify, prioritise and monitor climate-related risks and opportunities, and how these processes are integrated into and inform the Issuer's overall risk management processes. 關於發行人用於識別、排序及監測氣候相關風險和機遇的流程及相關政策，以及這些流程如何整合至發行人的整體風險管理流程並為之提供信息的信息。	Disclosed. 已披露。
Metrics and Targets 指標及目標			
28(a) – (c)	Climate Change – Greenhouse Gas Emissions 氣候變化－溫室氣體排放	Information on the Issuer's Scope 1, Scope 2 and Scope 3 greenhouse gas emissions generated during the reporting period. 關於發行人在報告期內產生的範圍1溫室氣體排放、範圍2溫室氣體排放及範圍3溫室氣體排放的信息。	Disclosed. 已披露。
29(a) – (d)	Climate Change – Greenhouse Gas Emissions 氣候變化－溫室氣體排放	Information on the Issuer's measurement methodologies, location-based disclosure of Scope 2 greenhouse gas emissions, and the categories covered in its Scope 3 emissions reporting. 關於發行人的計量方法、基於位置（location-based）的範圍2溫室氣體排放披露，以及其範圍3排放報告中所涵蓋類別的信息。	Disclosed. 已披露。

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ESG Code ESG守則	Chapter 章節	Description 描述	Remarks and/or Direct Explanation 備注及／或直接解釋
30	N/A	Information on the amount and percentage of assets of business activities affected by climate-related transition risks.	The amounts of assets or business activities relating to climate-related risks and opportunities are still at the data optimisation stage. We plan to disclose such information when feasible in the future to ensure the accuracy of the content.
	不適用	關於受氣候相關轉型風險影響的業務活動資產金額及百分比的信息。	氣候相關風險和機遇的資產或業務活動的金額目前依然在數據優化階段，我們計劃在未來可行的情況下進行披露，以確保內容的準確性。
31	N/A	Information on the amount and percentage of assets of business activities affected by climate-related physical risks.	The amounts of assets or business activities relating to climate-related risks and opportunities are still at the data optimisation stage. We plan to disclose such information when feasible in the future to ensure the accuracy of the content.
	不適用	關於受氣候相關物理風險影響的業務活動資產金額及百分比的信息。	氣候相關風險和機遇的資產或業務活動的金額目前依然在數據優化階段，我們計劃在未來可行的情況下進行披露，以確保內容的準確性。
32	N/A	Information on the amount and percentage of assets or business activities aligned with climate-related opportunities.	The amounts of assets or business activities relating to climate-related risks and opportunities are still at the data optimisation stage. We plan to disclose such information when feasible in the future to ensure the accuracy of the content.
	不適用	關於與氣候相關機遇相一致的資產或業務活動金額及百分比的信息。	氣候相關風險和機遇的資產或業務活動的金額目前依然在數據優化階段，我們計劃在未來可行的情況下進行披露，以確保內容的準確性。
33	N/A	Information on the amount of capital expenditure, financing or investment deployed for climate-related risks and opportunities.	The amounts of assets or business activities relating to climate-related risks and opportunities are still at the data optimisation stage. We plan to disclose such information when feasible in the future to ensure the accuracy of the content.
	不適用	關於用於氣候相關風險和機遇的資本支出、融資或投資金額的信息。	氣候相關風險和機遇的資本開支、融資或投資的金額目前依然在數據優化階段，我們計劃在未來可行的情況下進行披露，以確保內容的準確性。

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ESG Code ESG守則	Chapter 章節	Description 描述	Remarks and/or Direct Explanation 備注及／或直接解釋
34(a) – (b)	N/A	Information on whether the Issuer intends to apply carbon pricing in its decision-making, and the specific pricing used to assess the costs of its greenhouse gas emissions. If carbon pricing is not applied, the Issuer shall provide an appropriate negative statement.	The Group does not currently apply carbon pricing in our decision-making.
	不適用	關於發行人有意在決策中應用碳定價的信息，以及用於評估其溫室氣體排放成本的具體定價。若未應用碳定價，發行人需提供適當的否定聲明。	本集團目前未有在決策中應用碳定價。
35	N/A	Information on whether and how climate-related factors are incorporated into the Issuer's remuneration policy, or an appropriate negative statement.	The Group does not currently incorporate climate-related factors into our remuneration policy in decision-making.
	不適用	關於氣候相關因素可有及如何納入發行人的薪酬政策的信息，或提供適當的否定聲明。	本集團目前未有在決策中於薪酬政策中納入氣候相關因素。
36	N/A	Information on the Issuer's disclosure of industry-specific metrics relating to one or more specific business models, activities or other defining characteristics of participation in the industry.	The Group will consider enhancing its disclosure in the future based on these voluntary disclosure requirements.
	不適用	關於發行人披露與一種或多種特定業務模式、活動或其他界定參與該行業特徵相關的行業特定指標的信息。	本集團會於未來考慮按此自願披露要求增加披露內容。
37(a) – (h)	Climate Change – Metrics and Targets	Information on the Issuer's disclosure of qualitative and quantitative climate-related targets set to achieve its strategic objectives, as well as targets required to be met under laws or regulations (including any greenhouse gas emission targets).	Disclosed.
	氣候變化－指標及目標	關於發行人披露為實現其戰略目標而設定的定性及定量氣候相關目標，以及法律或法規要求其達成的目標（包括任何溫室氣體排放目標）的信息。	已披露。

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38(a)	Climate Change – Strategy and Risk Management, Metrics and Targets	Information on whether the Issuer's targets and the methodologies used to set them have been verified by a third party.	Disclosed.
	氣候變化－策略及風險管理、指標及目標	關於發行人披露目標及其設定方法是否已獲第三方驗證的信息。	已披露。
38(b)	Climate Change – Strategy and Risk Management, Metrics and Targets	Information on the Issuer's procedures for reviewing its targets.	Disclosed.
	氣候變化－策略及風險管理、指標及目標	關於發行人披露其審閱目標程序的信息。	已披露。
38(c)	Climate Change – Strategy and Risk Management, Metrics and Targets	Information on the indicators used by the Issuer to monitor progress towards meeting its targets.	Disclosed.
	氣候變化－策略及風險管理、指標及目標	關於發行人披露用於監察達標進度的指標的信息。	已披露。
38(d)	N/A	Information on any revisions to the Issuer's targets and the reasons therefor.	As the Reporting Period represents the first year that we have set quantitative targets, the relevant disclosure requirements are not applicable.
	不適用	關於發行人披露對任何修訂的目標及原因的信息。	由於匯報期間為我們首年訂立量化目標，因此相關披露要求不適用。
39	N/A	Information on the Issuer's performance against each climate-related target, and an analysis of its performance trends or changes.	As the current reporting period marks our first year of setting the target, the relevant disclosure requirements are not applicable.
	不適用	關於發行人對各項氣候相關目標的績效的資訊，以及對其績效趨勢或變化分析的信息。	由於報告期間為我們首年訂立量化目標，因此相關披露要求並不適用。
40(a) – (e)	N/A	Information on the Issuer's disclosure of greenhouse gas emission targets in accordance with paragraphs 37 to 39.	As the quantitative targets we have set are not greenhouse gas emission targets, the relevant disclosure requirements are not applicable.
	不適用	關於發行人根據第37至39段披露溫室氣體排放目標的信息。	由於我們所訂立的量化目標不是溫室氣體排放目標，因此相關披露要求不適用。


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