CHINA WOOD
中木國際

CHINA WOOD INTERNATIONAL HOLDING CO., LIMITED
中木國際控股有限公司

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

(Stock Code 股份代號 : 1822)



2025 Environmental, Social and Governance Report
環境、社會及管治報告

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

ABOUT THIS REPORT

China Wood International Holding Co., Limited (the "**Company**"), along with its subsidiaries (collectively referred to as the "**Group**"), is pleased to present this Environmental, Social, and Governance ("**ESG**") Report (the "**Report**"). The Report aims to provide an overview of the Group's management of significant issues impacting its operations, including ESG matters.

The Group acknowledges the critical importance of integrating ESG initiatives into our business operations. Committed to responsible development as our guiding philosophy, the Group is dedicated to formulating and implementing ESG measures that create positive impacts in our community.

The Report summarizes the Group's ESG management approaches, practices, and performance during the financial year ended December 31, 2025 (the "**Reporting Period**"), unless otherwise specified. The Report should be read alongside the annual report of the Company for the Reporting Period, which provides a comprehensive review of our financial performance and corporate governance practices.

The Group primarily operated in the following business lines during the Reporting Period: (i) wood-related activities; and (ii) food and beverage. The board (the "**Board**") of directors of the Company recognizes its responsibility for monitoring and managing ESG-related risks (including climate-related risks and opportunities), as well as the effectiveness of the ESG management system. Annually, the Board reviews and discusses the goals and targets of the ESG initiatives to optimize resource efficiency and minimize the environmental impact of the Group's operations on natural resources.

關於本報告

中木國際控股有限公司(「**本公司**」)及其附屬公司(統稱「**本集團**」)欣然提呈本環境、社會及管治(「**ESG**」)報告(「**本報告**」)。本報告旨在概述本集團對影響其營運的重大問題(包括ESG事宜)的管理。

本集團深知將ESG措施融入業務運作的重要性。本集團以負責任的發展為指導理念,致力於制定和實施ESG措施,為我們的社區創造積極的影響。

除另有指明外,本報告總結了本集團截至二零二五年十二月三十一日止財政年度(「**報告期間**」)的ESG管理方法、實踐及表現。本報告應與報告期間之本公司年報一併閱讀,該年報全面回顧了本集團的財務表現及企業管治實踐。

本集團於報告期間主要經營以下業務:(i)木材相關活動;及(ii)食品及飲品。本公司董事會(「**董事會**」)確認其有責任監控及管理ESG相關風險(包括氣候相關風險和機遇)以及ESG管理系統的有效性。董事會每年檢討及討論ESG措施的目標及目的,以優化資源效率,並將本集團營運對自然資源的環境影響降至最低。

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ESG GOVERNANCE

The Board plays a primary role in overseeing the Group's ESG matters. During the Reporting Period, the Board, along with management and ESG-responsible staff, assessed the impacts of ESG-related risks on operations and developed policies to address these risks. This oversight by the Board ensures that management and the ESG team have the necessary tools and resources to effectively manage ESG issues.

To demonstrate the Group's commitment to transparency and accountability, management and ESG-responsible staff regularly review and evaluate the Group's performance on ESG issues and report their findings to the Board. To better understand the opinions and expectations of various stakeholders regarding ESG matters, a materiality assessment is conducted annually.

Senior management is responsible for evaluating and identifying the ESG risks and climate-related risks and opportunities faced by the Group, formulating the Group's ESG management policies, ensuring the effectiveness of the ESG risk management and internal control systems, and reporting these matters to the Board.

Additionally, senior management is tasked with implementing the ESG management policies approved by the Board, conducting ESG management and reporting activities, and presenting progress updates on ESG initiatives. The Group's ESG performance will be reviewed annually using key performance indicators ("**KPIs**") across various ESG aspects, including environmental and labor practices, to assess progress against ESG-related goals and targets.

The remuneration committee of the Company has noted the requirements of ESG Reporting Code (as defined below) to disclose whether and how climate-related considerations would be factored into our remuneration policy and evaluate the effectiveness of our remuneration policy from time to time.

Regular materiality assessments assist the Board in evaluating, prioritizing, and managing significant ESG-related issues. For more information, please refer to the sections titled "STAKEHOLDER ENGAGEMENT" and "MATERIALITY ASSESSMENT". During the Reporting Period, senior management held a special meeting with the ESG working group to discuss the Group's ESG management plan and progress.

ESG管治

董事會在監督本集團的ESG事務方面擔當主要角色。於報告期間，董事會與管理階層及負責ESG的員工一同評估ESG相關風險對營運的影響，並制定政策以應對該等風險。董事會的監督確保管理層與ESG團隊擁有必要的工具與資源，以有效管理ESG事宜。

為展現本集團對透明度與問責性的承諾，管理階層與ESG負責人員定期檢討及評估本集團在ESG議題上的表現，並向董事會報告其結果。為更深入了解各持份者對ESG事宜的意見及期望，本集團每年進行重要性評估。

高級管理層負責評估及識別本集團面對的ESG風險及氣候相關風險和機遇、制定本集團的ESG管理政策、確保ESG風險管理及內部控制系統的有效性，並向董事會報告該等事宜。

此外，高級管理層的任務是執行董事會批准的ESG管理政策、進行ESG管理及報告活動，以及呈報ESG措施的最新進展。本集團的ESG表現每年會使用各ESG範疇的關鍵績效指標(「**KPIs**」)(包括環境及勞工實務)進行檢討，以評估ESG相關目標及目的的進度。

本公司薪酬委員會已知悉ESG報告守則(定義見下文)的規定，即須披露氣候相關因素是否及如何納入我們的薪酬政策，並須不時評估我們的薪酬政策的有效性。

定期重要性評估協助了董事會評估、優先處理及管理重大ESG相關議題。如需詳細資訊，請參閱「持份者參與」及「重要性評估」章節。於報告期間，高級管理層與ESG工作小組舉行特別會議，討論本集團的ESG管理計劃及進度。

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REPORTING STANDARD

The Report has been prepared in accordance with the Environmental, Social and Governance Reporting Code (the "**ESG Reporting Code**") set out in Appendix C2 to the Rules (the "**Listing Rules**") Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**"). It complies with the "Mandatory Disclosure Requirements", the "comply or explain" provisions and disclosure requirements regarding climate-related risks and opportunities, as well as the reporting principles set forth in the ESG Reporting Code.

Materiality

Materiality serves as a guiding principle for ESG management by prioritizing the topics of greater significance to the Group and its stakeholders. To apply this principle, the Group conducted a materiality assessment, analyzing the results of stakeholder engagement and peer benchmarking. For further details, please refer to the sections titled "STAKEHOLDER ENGAGEMENT" and "MATERIALITY ASSESSMENT".

Quantitative

The relevant standards, methodologies, and assumptions used to prepare the quantitative information are disclosed as appropriate. Quantitative data is presented alongside narrative explanations and, where possible, comparative figures.

Consistency

Consistent methodologies are employed to prepare and present ESG data in the Report, unless otherwise stated, ensuring meaningful comparisons can be made.

Balance

Information is presented transparently, avoiding any inappropriate selections, omissions, or manipulations that could affect the reader's decision or judgment.

報告標準

本報告乃根據香港聯合交易所有限公司(「**聯交所**」)證券上市規則(「**上市規則**」)附錄C2所載《環境、社會及管治報告守則》(「**ESG報告守則**」)編製。本報告符合「強制披露規定」、「不遵守就解釋」條文及有關氣候相關風險和機遇的披露規定,以及ESG報告守則所載的報告原則。

重要性

重要性是ESG管理的指導原則,可優先處理對本集團及其持份者較為重要的議題。為應用此原則,本集團進行重要性評估,分析持份者參與及同業基準的結果。如需詳細資訊,請參閱「持份者參與」及「重要性評估」章節。

量化

用於編製量化資訊的相關標準、方法及假設均會適當披露。定量資料會與敘述說明一併呈列,並在可能的情況下提供比較數字。

一致性

除非另有說明,否則本報告採用一致的方法編製及呈列ESG資料,確保可進行有意義的比較。

平衡

資訊呈現透明,避免任何可能影響讀者決定或判斷的不當選擇、遺漏或竄改。

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STAKEHOLDER ENGAGEMENT

The Group values the expectations of all stakeholders, understands through a variety of effective channels their ESG expectations and appeals that serve as indispensable references to the development of the ESG strategies, and takes practical response measures.

持份者參與

本集團重視所有持份者的期望，通過多種有效管道了解其對ESG方面的期望和訴求，作為制定ESG策略不可或缺的參考，並採取切實可行的應對措施。

Stakeholders 持份者	Expectations and concerns 期望與關注	Communication channels 溝通渠道
Management 管理層	– R&D progress — 研發進度 – Compliance operation — 合規經營 – Financial performance — 財務表現 – Risk management mechanism — 風險管理機制 – Stakeholder communication — 持份者溝通	– Company website — 公司網站 – Social media — 社交媒體 – Training and seminars — 訓練及研討會 – Industrial seminars — 行業研討會 – Meetings — 會議
Investors and Shareholders 投資者及股東	– Investor communication — 投資者溝通 – Investment returns — 投資回報 – Risk management mechanism — 風險管理機制 – Financial performance — 財務表現 – Business innovation — 企業創新 – R&D progress — 研發進度 – Anti-corruption — 反貪污 – Compliance operation — 合規經營	– Annual general meetings — 股東週年大會 – Financial reports — 財務報告 – ESG report — ESG報告 – Press releases and announcements — 新聞稿及公告 – Company website — 公司網站 – Telephone hotline and email — 電話熱線及電子郵箱

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Stakeholders 持份者	Expectations and concerns 期望與關注	Communication channels 溝通渠道
Employees 員工	– Employee compensation and benefits — 員工薪酬及福利 – Equal employment opportunities — 平等就業機會 – Occupational health and safety — 職業健康及安全 – Employee development and training — 員工發展及訓練	– Company activities and events — 公司活動及事件 – Frequent meetings — 經常舉行會議 – Employee grievance — 員工申訴 – Employee opinion collection box — 員工意見收集箱 – Employee training interaction — 員工訓練互動 – Regular performance appraisals — 定期績效評估
Government 政府	– Compliance with laws and regulations — 遵守法律法規 – Environmental protection — 環境保護 – Industrial/production safety — 工業／生產安全 – Quality and safety of products/services — 產品／服務的品質及安全 – Equal employment opportunities — 平等就業機會 – Protection of IP rights and services — 知識產權及服務保障 – Sustainable development — 可持續發展 – Proper tax payment — 妥善繳稅	– Responsive to government policies — 回應政府政策 – Communication with ministries — 與各部門溝通 – Company website — 公司網站 – Written/electronic correspondences — 書面／電子通訊 – Routine inspections — 例行檢查 – Regular reports and taxes paid — 定期報告及支付稅項

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Stakeholders 持份者	Expectations and concerns 期望與關注	Communication channels 溝通渠道
Customers 客戶	– High quality products and services — 高品質的產品及服務 – Protect customers rights and privacy — 保護客戶權利及私隱 – Quality and safety of products/services — 產品／服務的品質及安全 – Customer satisfaction — 客戶滿意度 – Customer complaint handled promptly — 迅速處理客戶投訴 – Protection of animal rights — 動物權益保護 – Protection of IP rights — 知識產權保護 – Business integrity and ethics — 商業誠信及道德 – Responsible marketing and labelling — 負責任的行銷及標籤	– Regular customers survey — 定期客戶調查 – Email feedback — 電子郵件回饋 – Meeting with customers — 與客戶會面 – Company website — 公司網站 – Social media — 社交媒體 – Direct feedback from front-line — 前線人員的直接回饋

Stakeholders 持份者	Expectations and concerns 期望與關注	Communication channels 溝通渠道
Suppliers 供應商	– On-time payment — 準時付款 – Fair and open procurement — 公平公開採購 – Stable business relationship — 穩定的業務關係 – Close communication — 密切溝通 – Order/contract execution — 訂單／合約執行	– Supplier management meetings — 供應商管理會議 – Product/service promote events — 產品／服務推廣活動 – Tendering process — 招標程序 – Routine communication — 例行通訊 – Company website — 公司網站 – Social media — 社交媒體 – Corporate contribution — 企業貢獻 – Product quality display activities — 產品品質展示活動 – Environment responsibility lecture — 環境責任講座 – Site visits and evaluation — 現場參觀及評估 – Annual appraisals — 年度評估
Communities and the public 社區與大眾	– Environmental protection — 環境保護 – Social and public welfare — 社會及公共福利 – Timely and adequate information share — 及時充分的資訊分享 – Industry development — 產業發展 – Protection of animal rights — 動物權益保護	– Company website — 公司網站 – Social media — 社交媒體 – ESG report — ESG報告 – Press releases and announcements — 新聞稿及公告 – Community activities — 社區活動

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MATERIALITY ASSESSMENT

The Group has integrated the principle of materiality into its ESG reporting framework by pinpointing critical ESG issues that significantly impact its operations. In alignment with the ESG Reporting Code, all essential ESG issues and KPIs are comprehensively reported.

The Group recognizes that robust ESG performance is indispensable for its sustainable growth and the well-being of the broader community. It is committed to safeguarding and enhancing the ecological environment and societal welfare while minimising the environmental footprint of its activities. Throughout the materiality assessment process, the ESG working group has provided strategic support to the Board in reviewing operational practices, identifying key ESG issues, and evaluating their significance to both the Group's business and its stakeholders.

Materiality Matrix

We have conducted a survey of both internal and external stakeholders prioritizing the importance of the identified ESG topics to both the Company and its stakeholders.

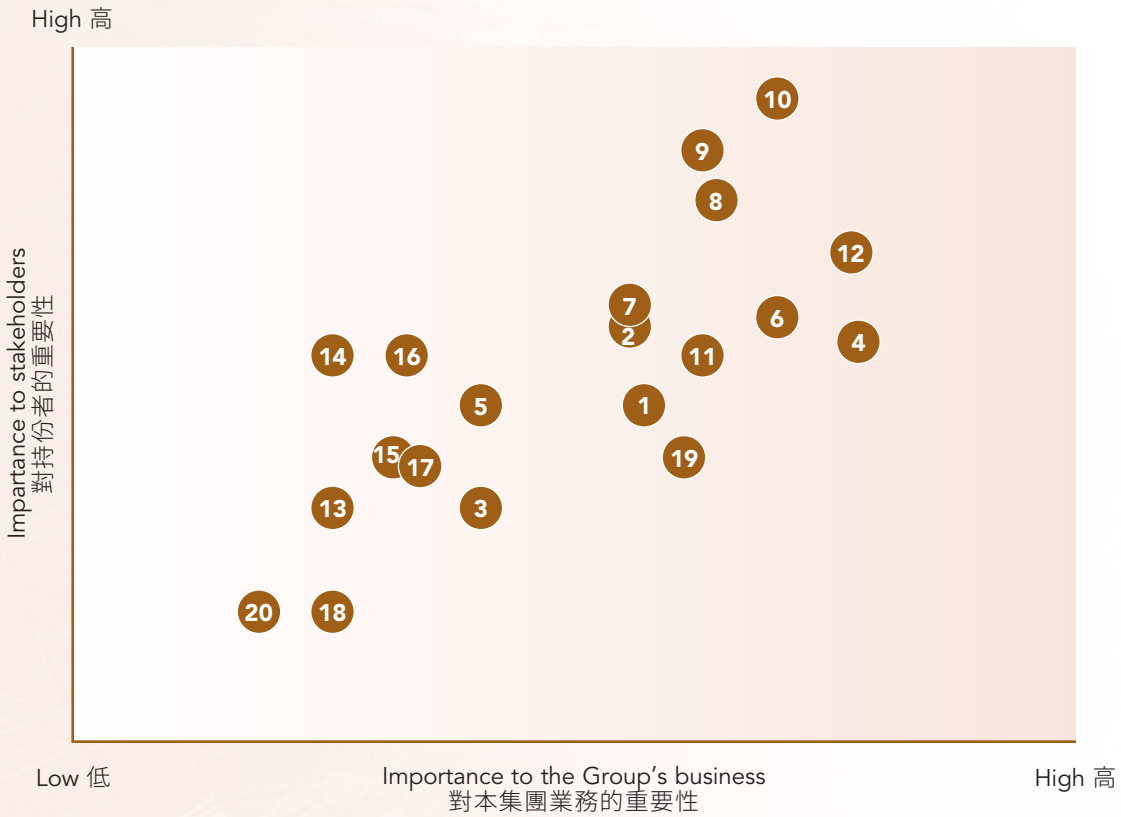
重要性評估

本集團已將重要性原則納入ESG報告架構，找出對其營運有重大影響的關鍵ESG議題。與ESG報告指引一致，所有重要的ESG議題和KPIs都會全面報告。

本集團深知，穩健的ESG表現對其可持續發展及廣大社會福祉不可或缺。本集團致力保護及改善生態環境與社會福祉，同時盡量降低經營活動對環境的影響。在整個重要性評估過程中，ESG工作小組為董事會提供策略性支援，以檢討營運實務、識別主要ESG議題，並評估其對本集團業務及持份者的重要性。

重要性矩陣

本集團已向內部及外部持份者展開調查，對所識別ESG議題對本公司及其持份者的重要性進行排序。



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Materiality Matrix 重要性矩陣			
Items **項目**	**Environmental** **環境**	**Employment** **僱傭**	**Operation** **營運**
ESG Issues ESG議題	1 Energy management and greenhouse gas emissions 能源管理及溫室氣體排放 2 Waste management 廢棄物管理 3 Use of water resources 水資源的使用 4 Responding actions to climate risks 應對氣候風險的行動	5 Employment practices and labor standard 僱傭實務與勞工標準 6 Employee compensation and benefits 員工薪酬與福利 7 Diversity, equity and inclusion 多元化、公平與共融 8 Training and career development 培訓與職業發展 9 Occupational health and safety 職業健康與安全	10 Quality and safety of products/services 產品／服務的品質與安全 11 Corporate R&D and innovation 企業研發與創新 12 Industrial/production safety 工業／生產安全 13 Protection of intellectual property 保護知識產權 14 Business integrity and ethics 商業誠信與道德 15 Privacy and information security 隱私與資訊安全

Items **項目**	**Supply Chain** **供應鏈**	**Corporate Governance** **企業管治**	**Community** **社區**
ESG Issues ESG議題	16 Fair and transparent procurement 公平公開的採購 17 Supply chain management 供應鏈管理	18 Anti-corruption 反貪污 19 Industrial development 產業發展	20 Community investment and relationships 社區投資和關係

The Group's policy advocates for environmentally responsible operations, aiming to achieve harmonious development among the Group, the environment, and society. Identifying material ESG issues is a crucial precursor to establishing the framework for the Report and formulating effective ESG management strategies.

To identify potential material topics for disclosure in the Report, the Group referenced the ESG Reporting Code and established relevant topics for assessment. All material ESG issues identified have been thoroughly disclosed in the Report, ensuring transparency and accountability in our ESG practices.

本集團的政策倡導對環境負責任的經營，致力實現本集團、環境與社會的和諧發展。識別重大ESG議題是搭建本報告框架及制定有效ESG管理策略的重要前提。

為識別本報告中可能披露的重大主題，本集團參考ESG報告守則並確立相關評估主題。所有已識別的重大ESG議題均已在本報告中徹底披露，確保我們在ESG實踐中的透明度及問責性。

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A. ENVIRONMENTAL

To ensure sustainable development and operation, the Group has established comprehensive environmental protection policies, mechanisms, and measures. These initiatives focus on enhancing the efficiency of energy and resource utilization while adhering to local environmental regulations and international best practices. By doing so, the Group aims to conserve natural resources and protect the environment, aligning its operations with global sustainability goals.

Key Initiatives

Efficiency and Resource Management: The Group prioritizes optimizing energy and resource use to minimize its ecological footprint.

Regulatory Compliance: It ensures strict adherence to local environmental regulations and international standards to maintain operational integrity.

Sustainable Practices: The Group integrates sustainable practices into its business operations.

By implementing these measures, the Group not only contributes to environmental conservation but also enhances its reputation as a responsible business leader.

A. 環境

為確保可持續發展及營運，本集團已建立全面的環保政策、機制及措施。該等措施專注於提高能源及資源利用效率，同時遵守當地環境法規及國際最佳實踐。通過該等措施，本集團旨在節約自然資源及保護環境，使其營運與全球可持續發展目標保持一致。

關鍵舉措

效率與資源管理：本集團優先優化能源及資源的使用，以盡量減少對生態環境的影響。

法規遵循：確保嚴格遵守當地環境法規及國際標準，以維持營運完整性。

永續經營：本集團將永續經營實務融入業務營運。

通過實施該等措施，本集團不僅為環境保護作出貢獻，亦提升其作為負責任企業領導者的聲譽。

Throughout the Reporting Period, the Group did not incur any environmental-related penalties or serious non-compliance issues with relevant standards, rules, and regulations. This adherence underscores the Group's commitment to maintaining operational integrity and environmental responsibility in its business operations.

於報告期間，本集團並無產生任何與環境相關的處罰或嚴重違反相關標準、規則及法規的問題。此舉突顯了本集團於業務營運中堅持誠信經營及對環境負責的承諾。

Key Compliance Highlights

Regulatory Adherence: The Group ensures that its business operations with all applicable environmental laws and regulations.

主要合規重點

遵守法規：本集團確保其業務營運符合所有適用環境法律及法規。

Environmental Compliance: No environmental penalties or significant non-compliance issues were recorded during the Reporting Period, reflecting the Group's dedication to environmental stewardship.

環境合規：於報告期間並無環境罰款或重大違規事項的記錄，反映本集團致力於環境管理。

Operational Integrity: The Group prioritizes maintaining high standards of operational compliance, ensuring that its business practices are aligned with both local and broader environmental regulations.

營運完整性：本集團以維持高標準營運合規性為優先考量，確保其業務實務符合當地及更廣泛的環境法規。

EMISSIONS

排放物

Air Pollutant Emissions

空氣污染物排放

During the Reporting Period, there was no significant emission of air pollutants in our operations given that the Group has disposed and ceased the car rental business in October 2024 which was the primary source of air pollution by vehicle emissions.

於報告期間，我們的營運並無重大空氣污染物排放，主要原因為本集團已於二零二四年十月出售及終止汽車租賃業務，而該業務為車輛排放所產生的空氣污染的主要來源。

Type of air pollutants	空氣污染物類型	Unit 單位	2025 二零二五年	2024 二零二四年
NOx	NOx	Kg 公斤	–	1,371.62
SOx	SOx	Kg 公斤	–	9.74
PM	PM	Kg 公斤	–	100.99

*Greenhouse Gas ("**GHG**") Emissions*

The primary source of carbon emissions stems from electricity consumption in the workplace. To mitigate our carbon footprint, please refer to the "USE OF RESOURCES" section below for the measures we have implemented. The Group aims to reduce or stabilize GHG emissions. During the Reporting Period, the Scope 1 emission reduced significantly due to the cessation of the Group's car rental business in October 2024 which was the primary source of GHG emission from motor vehicle. The Group is actively working towards meeting the established targets, although the primary source of carbon emissions in our workplace is electricity consumption. To mitigate this, we have implemented various measures outlined in the "USE OF RESOURCES" section. Our goal is to stabilize or reduce GHG emissions over the future years relative to the baseline year of 2021. Despite ongoing business expansion, we are working towards meeting these targets. The approximate amount of carbon dioxide ("**CO_2**") generated from our electrical usage in Hong Kong and The People's Republic of China ("**China**" or "**PRC**") regions is detailed in the table below.

*溫室氣體(「**溫室氣體**」)排放*

碳排放的主要來源為工作場所的用電。為減少碳足跡,有關我們已實施的措施,請參閱下文「資源使用」一節。本集團的目標是減少或穩定溫室氣體排放。於報告期間,由於本集團於二零二四年十月終止汽車租賃業務(該業務為機動車輛溫室氣體排放的主要來源),範圍1排放量大幅減少。本集團正積極致力達成既定目標,儘管我們工作場所的主要碳排放來源為用電。為緩解此問題,我們已實施「資源使用」一節所載多項措施。我們的目標是在未來年度,相對於二零二一年基準年穩定或減少溫室氣體排放量。儘管業務持續擴張,我們仍致力達成該等目標。我們於香港及中華人民共和國(「**中國**」)地區用電所產生的二氧化碳(「**CO_2**」)約數詳情載於下表:

Type of emissions	空氣污染物類型	Unit 單位	2025 二零二五年	2024 二零二四年
Scope 1	範圍1	tCO_2e	–	1,585.0
Scope 2	範圍2	tCO_2e	**17.9**	22.8
Total GHG emissions	溫室氣體排放總量	tCO_2e	**17.9**	1,607.8
GHG emission intensity	溫室氣體排放強度	tCO_2e/employee		
		tCO_2e/員工	**0.58**	64.31

Notes:

1. GHG emissions data is expressed in terms of carbon dioxide equivalent and is derived from various sources, including but not limited to "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" published by the World Resources Institute and the World Business Council for Sustainable Development, as well as "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange. The data also utilizes the most recent emission factors based on China's regional power grid.
2. tCO_2e is defined as tonnes of carbon dioxide equivalent.
3. We are taking initial steps to initiate a gap analysis for Scope 3 emissions reporting and actively collaborating with our value chain partners to narrow data gaps. Hence, reasonable information relief is applied as the Scope 3 emission cannot currently be obtained without undue cost or effort.
4. As of 31 December 2025, the Group had a total of 31 employees (2024: 25).

注意事項:

1. 溫室氣體排放數據以二氧化碳當量表示,來源有多種,包括但不限於世界資源研究所和世界可持續發展工商理事會發佈的《溫室氣體議定書:企業核算和報告準則》,以及聯交所發佈的《如何準備環境、社會及管治報告—附錄二:環境關鍵績效指標匯報指引》。該數據亦使用基於中國區域電網的最新排放因子。
2. tCO_2e定義為二氧化碳當量噸。
3. 我們正採取初步步驟進行範圍3排放物報告的差距分析,並積極與價值鏈合作夥伴合作以縮小數據差距。因此,鑒於目前無法在不付出過多成本或努力的情況下取得範圍3排放量,故適用合理資料寬免。
4. 於二零二五年十二月三十一日,本集團共有31名員工(二零二四年:25名)。

The Group's key strategies for reducing carbon footprint include:

本集團減少碳足跡的主要策略包括：

The Energy Efficiency Measures: Implementing energy-saving practices and technologies, such as using energy-efficient appliances and optimizing lighting systems, can significantly reduce electricity consumption.

節能措施：實施節能措施及技術，例如使用節能電器及優化照明系統，可大幅降低耗電量。

Sustainable Practices: Promoting sustainable practices among employees, such as reducing paper usage and encouraging recycling, contributes to a broader culture of environmental responsibility.

可持續實踐：在員工中推廣可持續實踐，例如減少紙張使用量及鼓勵回收，有助於建立更廣泛的環境責任文化。

Renewable Energy Consideration: Exploring opportunities to transition to renewable energy sources can help reduce dependence on fossil fuels and lower carbon emissions.

可再生能源考慮：探索過渡至可再生能源的機會，有助於減少對化石燃料的依賴及降低碳排放量。

Monitoring and Reporting: Regularly tracking and reporting GHG emissions helps identify areas for improvement and ensures accountability in meeting sustainability targets.

監控與報告：定期追蹤及報告溫室氣體排放量有助識別可改善範疇，並確保於達成可持續發展目標方面的問責性。

Waste Management

During the Reporting Period, our business activities, including the wood-related business and food and beverage business, did not generate any material hazardous waste. The non-hazardous waste primarily consisted of general waste and office waste, such as waste from daily operations and office paper consumption.

廢棄物管理

於報告期間，我們的業務活動（包括木材相關業務及食品及飲品業務）並無產生任何重大危險廢棄物。非危險廢棄物主要包括一般廢棄物及辦公室廢棄物，例如日常運作產生的廢棄物及辦公室用紙消耗。

The Group has established comprehensive environmental policies aimed at reducing and managing waste effectively. Our non-hazardous waste is handled and disposed of properly by regional waste disposal companies.

本集團已制定全面的環保政策，旨在有效減少及管理廢棄物。我們的非危險廢棄物由地區性廢棄物處理公司妥善處理。

The non-hazardous waste generated by the Group during the Reporting Period is detailed as follows:

本集團於報告期間產生的非危險廢棄物詳列如下：

Type of waste	廢棄物類型	Unit 單位	2025 二零二五年	2024 二零二四年
Non-hazardous waste	非危險廢棄物	tonnes 公噸	**0.2**	0.4
Non-hazardous waste intensity	非危險廢棄物強度	tonnes/employee 公噸／員工	**0.01**	0.02

The Group's key strategies for waste reduction are shown below.

本集團減少廢棄物的主要策略如下。

Paper Reduction Initiatives: Implementing digital documentation and reducing paper usage for office documents and job management can significantly decrease waste.

減少用紙措施：實施數位文件及減少辦公室文件及工作管理用紙量，可大幅減少廢棄物。

Recycling Programs: Establishing recycling programs for paper, cardboard, and other materials helps minimize landfill waste.

回收計劃：設立紙張、紙板及其他物料的回收計劃，有助於減少填埋廢棄物。

Proper Disposal Practices: Ensuring that all non-hazardous waste is disposed of through reputable waste management companies ensures compliance with environmental regulations.

正確的處理方式：確保所有非危險廢棄物經信譽良好的廢棄物管理公司處理，確保符合環境法規。

Employee Engagement: Encouraging employees to adopt sustainable practices, such as reducing packaging waste and promoting recycling, fosters a culture of environmental responsibility.

員工參與：鼓勵員工採用永續性的做法，例如減少包裝廢棄物及推廣回收再利用，培養對環境負責的文化。

USE OF RESOURCES

The Group's primary resource usage is comprised of electricity, water, and paper consumed at our offices.

Energy Management

Electricity consumption is a component of our daily business operations, encompassing the use of indoor lighting, air-conditioning, and the functioning of office equipment, as well as equipment related to repair and maintenance. The specific amounts of electricity consumed are detailed in the table below.

資源使用

本集團的主要資源使用量由我們辦公室所消耗的電力、水和紙張構成。

能源管理

電力消耗是我們日常業務運作的組成部分，包括室內照明、空調的使用、辦公設備的運作以及與維修和保養相關的設備。用電的具體數量詳見下表。

Type of energy	能源類型	Unit 單位	2025 二零二五年	2024 二零二四年
Direct energy consumption	直接能源消耗量	MWh	**–**	5,780.3
Indirect energy consumption	間接能源消耗量	MWh	**34.0**	26.2
Total energy consumption	總能源消耗量	MWh	**34.0**	5,806.6
Energy consumption intensity	能源消耗強度	MWh/employee MWh／員工	**1.10**	232.26

Our goal is to reduce electricity consumption over the future years relative to the baseline year of 2021. In order to enhance environmental protection and save energy consumption, the Group has established energy saving measures to encourage employees to use electricity wisely in order to minimize resource waste and lower power usage. Given the limited availability of energy, several energy-saving measures have been implemented, including:

- Educating employees to raise awareness about electricity conservation.
- Utilizing LED bulbs whenever feasible to enhance energy efficiency.
- Turning off electronic devices that are not in use or before leaving the office.

我們的目標是在未來年度，相對於二零二一年基準年減少用電量。為加強環保及節約能源消耗，本集團已制定節能措施，以鼓勵員工合理用電，盡量減少資源浪費和降低用電量。鑒於能源供應有限，已實施多項節能措施，包括：

- 教育員工提高節約用電的意識。
- 在可行的情況下使用LED燈泡，以提高能源效率。
- 關閉不使用的電子設備或在離開辦公室之前關閉電子設備。

- Conducting regular inspections of energy usage by each department to explore various methods for reducing energy consumption.
- Setting the air conditioning system to operate at a temperature of 25.5°C.
- Switching equipment to energy-saving mode whenever possible during operation.
- Adjusting computer settings to automatically power down displays after 15 minutes of inactivity.
- Continuously reviewing the production process to enhance efficiency and decrease energy usage.

Water Management

The Group is committed to enhancing water resource management, increasing water use efficiency, and taking concrete measures to protect this vital resource. To achieve these goals, the Group implements technical upgrades to equipment, optimizing water utilization and minimizing unnecessary consumption. These initiatives ensure efficient water usage across all operations.

Additionally, the Group actively promotes water conservation among employees, emphasizing the importance of responsible water use in areas such as laboratory testing, cleaning, and office activities. By fostering awareness and encouraging sustainable water practices, the Group aims to establish a culture of water conservation within its workforce.

- 定期對各部門的能源使用情況進行檢查，探索各種降低能源消耗的方法。
- 設定空調系統在25.5°C的溫度下運作。
- 在運行過程中，盡可能將設備切換到節能模式。
- 調整電腦設定，使顯示器在15分鐘未使用後自動關機。
- 持續檢討生產流程，以提高效率並降低能源使用量。

水資源管理

本集團致力於加強水資源管理，提高用水效率，並採取具體措施保護這一重要資源。為了實現這些目標，本集團對設備實施技術升級，優化水的利用率，並盡量減少不必要的消耗。這些措施確保了所有營運的用水效率。

此外，本集團積極向員工推廣節約用水，強調在實驗室測試、清潔和辦公活動等領域負責任用水的重要性。通過培養員工的節約用水意識和鼓勵可持續的用水方式，本集團希望在其員工隊伍中建立一種節約用水的文化。

Water Management

During the Reporting Period, the Group's water consumption is detailed below:

水資源管理

於報告期間，本集團的用水量詳列如下：

		Unit 單位	2025 二零二五年	2024 二零二四年
Water consumption	用水量	M^3 立方米	**60.0**	3.7
Water consumption intensity	耗水強度	M^3/employee 立方米／僱員	**1.94**	0.15

ENVIRONMENT AND NATURAL RESOURCES

The Group consistently promotes energy-saving awareness among the staff and reminds them to switch off all lighting and electronic devices after use. In terms of reducing environmental impact, we have primarily focused on reducing GHG emissions and implemented the aforementioned measures to protect the environment.

環境與自然資源

本集團持續向員工推廣節能意識，提醒他們在使用完畢後，關掉所有照明及電子設備。在減少對環境的影響方面，我們主要著重於減少溫室氣體排放，並實施上述措施以保護環境。

CLIMATE CHANGE

Awareness of climate change continues to grow and is a prominent topic among companies. The Group is no exception, increasing its awareness of the potential impacts of climate change on its business and operations.

There are two major categories of climate-related risks: physical risks and transitional risks, both of which may impact the business. Physical risks are associated with the direct impacts of climate change, such as floods and typhoons (acute risks) or long-term shifts in climate patterns like sustained high temperatures and sea level rise (chronic risks). Transitional risks relate to the shift towards a lower-carbon economy, involving policy, legal, technological, and market changes to address climate change mitigation and adaptation.

氣候變化

人們對氣候變化的意識不斷提高，並成為各公司之間的顯著話題。本集團也不例外，日益意識到氣候變化對其業務和營運的潛在影響。

氣候相關風險可分為兩大類：物理風險和過渡風險，兩者都可能對業務造成影響。物理風險與氣候變化的直接影響有關，例如洪水和颱風（急性風險）或氣候模式的長期變化，例如持續高溫和海平面上升（慢性風險）。過渡風險與邁向低碳經濟有關，涉及政策、法律、技術及市場變革，以應對氣候變遷的緩解及適應。

For physical risks, the Group has developed a contingency plan for extreme weather events. For transitional risks, the Group regularly reviews global and local government policies, regulatory updates, and market trends to identify potential climate-related risks that may affect its business operations. The Group will develop response plans as needed, such as adjusting business strategies and modifying development plans to mitigate the negative impacts of these climate-related risks.

The Group identifies and manages climate-related matters within its operations. The following summarizes climate-related risks, their potential consequences for the Group's business, and how we manage these potential business impacts.

就物理風險而言，本集團已制定應對極端天氣事件的應變計劃。就過渡性風險而言，本集團定期審閱全球及地方政府政策、法規更新及市場趨勢，以識別可能影響其業務運作的潛在氣候相關風險。本集團將根據需要制定應對方案，如調整業務策略、修改發展計劃等，以減輕這些與氣候相關的風險所帶來的負面影響。

本集團於其營運中識別並管理氣候相關事項。下文概述氣候相關風險、其對本集團業務的可能影響，以及我們如何管理該等可能的業務影響。

Climate-related Risks and Opportunities 氣候相關風險和機遇	Time 時間	Potential Impacts (Note 1) 可能影響 (附註1)	The Group's responses 本集團的應對措施
Physical Risks: **物理風險：**			
Acute Risks *急性風險*			
1) Typhoons 颱風 Hong Kong and China's coastal regions are frequently hit by typhoons. 香港及中國沿海地區經常受到颱風侵襲。	Short-term 短期	• Typhoons or heavy rains or floods may increase the potential for damage to the assets and inventory of the Group, resulting in impairment of asset and inventory 颱風、暴雨或洪水可能增加本集團資產及存貨受損的可能性，導致資產及存貨減值 • More frequent and severe disruption to business operation and supply chain, resulting in product delivery delays, cost overrun and revenue losses 業務營運及供應鏈更頻繁及嚴重中斷，導致產品交付延誤、成本超支及收益虧損	• Implement protective measures before typhoon and heavy rains to protect the Group's assets and inventory to reduce the damage 於颱風及暴雨來臨前實施防護措施，保護本集團資產及存貨以減少損失 • Closely monitor weather forecasts and warnings from the Hong Kong Observatory and the National Meteorological Center, and suspend outdoor operations to ensure staff are in safe shelter 密切關注香港天文台及國家氣象中心的天氣預報及警告，並暫停戶外營運以確保員工身處安全場所
2) Flooding 洪水 Extreme rains may trigger flooding, caused by overflowing rivers and streams. 極端暴雨可能引發由河流泛濫造成的洪水。	Short-term 短期		

Climate-related Risks and Opportunities 氣候相關風險和機遇	Time 時間	Potential Impacts (Note 1) 可能影響(附註1)	The Group's responses 本集團的應對措施
Chronic Risks *慢性風險*			
Changes in rainfall and weather patterns, rising average temperatures, and sea level rise. 降雨及天氣轉變、平均氣溫上升及海平面上升。	Long-term 長期	• Decreased labour productivity resulting in increased labour costs 勞工生產力下降導致勞工成本增加 • Increased health and safety risk to the workforce 員工健康與安全風險上升 • Shortened equipment lifespan resulting in higher repair and maintenance costs 設備使用壽命縮短導致維修及保養成本增加	• Closely monitor weather forecasts and warnings from the Hong Kong Observatory and the National Meteorological Center, and adjust work arrangement to ensure the health and safety of the employees 密切關注香港天文台及國家氣象中心的天氣預報及警告，並調整工作安排以確保員工的健康與安全
Transition Risks: **過渡風險：**			
1) Policy and Regulatory Risks 政策及監管風險 Global environmental laws and regulations are becoming increasingly comprehensive. The Stock Exchange is raising its requirements for climate-related disclosures. 全球環境法律及規例日趨全面。聯交所正提高對氣候相關披露的要求。	Short-to-medium term 短期至中期	• Increased compliance costs 合規成本增加 • Insufficient disclosure may impact listing status and reputation 披露不足可能影響上市狀態及聲譽	• Monitor significant policy developments, comply with relevant laws and regulations, and continuously disclose relevant data in accordance with the Listing Rules 關注重大政策發展，遵守相關法律及規例，並根據上市規則持續披露相關數據 • Explore the feasibility of implementing internal carbon pricing. During the Reporting Period, the Group did not apply carbon pricing in its decision-marking processes 探索實施內部碳定價的可行性。於報告期間，本集團並未在其決策過程中應用碳定價
2) Technical Risk 技術風險 Market shift toward higher-efficiency, low-emission alternatives to existing products and services. 市場轉向替代現有產品及服務的高效率、低排放替代品。	Medium-term 中期	• Invest additional capital expenditures in equipment upgrades 投放額外資本開支用於設備升級	• Closely monitor shifts in market demand and promptly adjust research and development and product direction 密切關注市場需求轉變，及時調整研發及產品方向

Climate-related Risks and Opportunities 氣候相關風險和機遇	Time 時間	Potential Impacts (Note 1) 可能影響 (附註1)	The Group's responses 本集團的應對措施
3) Market Risk and Opportunity 市場風險和機遇 Changes in industry demand and shifts in customer product requirements. 行業需求及客戶產品要求轉變。	Short-to-medium term 短期至中期	• Increased fluctuations in the costs and supply of raw materials resulting in increase in procurement costs 原材料成本及供應波動增加導致採購成本上升 • Potential revenue increase if the Group meets customer preference 若本集團能迎合客戶偏好，可能出現收益增加	• Closely monitor shifts in market demand and changes in customer needs, promptly adjusting the Company's strategic objectives and product direction 密切關注市場需求及客戶需要變化，及時調整本公司的戰略目標及產品方向

Notes:

(1) Regarding the quantification of current and expected financial impacts (including how climate-related risks and opportunities affect the Group's financial position, financial performance, and cash flows; and the amount and percentage of the Group's assets or business activities affected by physical climate-related risks and transition risks), the Group is taking preliminary steps to assess the feasibility of disclosing the financial impacts of climate-related risks and opportunities. The Group has applied Financial Effects Relief as permitted by the Stock Exchange, by providing qualitative assessments of climate impacts and quantitative financial data is currently omitted.

(2) Regarding scenario analysis, the Group is currently in the preliminary stages of exploring disclosure matters for future reporting.

The Group will continue to integrate sustainable practices into its business operations and maintain sufficient resources to manage identified climate-related risks and opportunities and study potential response measures.

附註：

(1) 關於當前及預期財務影響的量化（包括氣候相關風險及機遇如何影響本集團的財務狀況、財務表現及現金流量；以及受物理氣候相關風險及過渡風險影響的本集團資產或業務活動金額及百分比），本集團正採取初步步驟評估披露氣候相關風險及機遇的財務影響的可行性。本集團已採用聯交所允許的財務影響寬免，僅提供氣候影響的定性評估，目前暫不披露定量財務數據。

(2) 關於情景分析，本集團目前正處於探索未來報告披露事項的初級階段。

本集團將繼續在業務營運中融入可持續發展的做法，並維持充足的資源以管理已識別的氣候相關風險和機遇及研究潛在的應對措施。

B. SOCIAL

EMPLOYMENT

The Group places considerable emphasis on developing human capital and offers competitive remuneration and welfare packages. The remuneration of the employees is performance-based and linked to the Group's profitability, which includes sustainability performance and sustainable business growth. Promotion opportunities and salary adjustments are benchmarked against individual performance. Employees are entitled to benefits such as annual leave, sick leave, maternity leave, marriage leave, funeral leave, and medical coverage, all of which are provided in accordance with local regulations.

To maintain a pleasant, healthy, safe, and productive working environment, we have established comprehensive procedures and policies that encompass all facets of the Group's business operations, as outlined in our Employee Handbook and human resources policy. The Group is also committed to providing a supportive office environment for employees, with the objective of fostering a healthy work-life balance.

In our Employee Handbook, we have comprehensively outlined the Group's overarching procedures and practices pertaining to employment, compensation, and benefits. The terms, encompassing compensation, dismissal, working hours, rest periods, and other benefits and welfare provisions, are explicitly defined in our employment contracts. Furthermore, we have established a formalized reporting mechanism that enables employees to raise concerns in good faith. It is assured that all concerns are addressed in a fair and transparent manner, without fear of reprisal or any negative repercussions. During the Reporting Period, no instances of non-compliance with relevant employment laws and regulations were identified.

B. 社會

僱傭

本集團相當重視人力資本的發展，並提供具競爭力的薪酬及福利待遇。員工的薪酬以表現為基準，並與本集團的盈利能力掛鈎，當中包括可持續發展表現及可持續業務增長。晉升機會及薪酬調整均以個人表現為基準。員工享有年假、病假、產假、婚假、喪假及醫療保險等福利，所有福利均根據當地法規提供。

為了維持一個愉快、健康、安全且具生產力的工作環境，我們制定了全面的程序和政策，涵蓋本集團業務運作的各個層面，詳見我們的《員工手冊》和人力資源政策。本集團也致力於為員工提供一個支持性的辦公環境，目的是促進員工在工作與生活之間取得健康的平衡。

在我們的《員工手冊》中，我們全面概述了本集團與僱傭、報酬和福利相關的總體程序和慣例。這些條款包括報酬、解僱、工作時間、休息時間以及其他福利和社會福利規定，都在我們的僱傭合約中有明確的定義。此外，我們也建立了正式的報告機制，讓員工可以善意地提出疑慮。我們保證所有疑慮都會以公平、透明的方式處理，而無須擔心遭到報復或任何負面影響。於報告期間，未發現任何違反相關僱傭法律法規的情況

We acknowledge that the foundation to our success is our employees, the Group continues to streamline the manpower to enhance the efficiency of the Group's operations. As at 31 December 2025, the Group had a total of 31 employees. The analysis of these employees by gender, age groups, employment type, and geographical region are depicted below:

我們確認，我們成功的基礎來自我們的員工，本集團繼續精簡人事結構以提升本集團的營運效率。於二零二五年十二月三十一日，本集團共有員工31人。按性別、年齡組別、僱傭類型和地區對這些員工的分析如下：

Employee by type	員工類型	2025 二零二五年	2024 二零二四年
By gender	**按性別**		
Female	女性	**12**	7
Male	男性	**19**	18
By age group	**按年齡層**		
Below 30	30歲以下	**2**	4
31 to 50	31至50歲	**11**	19
Over 51	51歲以上	**18**	2
By geographical region	**按地理區域**		
China	中國	**16**	13
Hong Kong	香港	**15**	12
By employment type	**按就業類型分類**		
Full-time	全職	**31**	25
Part-time	兼職	**0**	0
By employee category	**按員工類別**		
Senior management	高級管理人員	**8**	9
Middle management	中層管理人員	**8**	11
General staff	一般員工	**15**	5

Employee turnover rate	員工流失率	2025 二零二五年	2024 二零二四年
By gender	**按性別**		
Female	女性	**–%**	–%
Male	男性	**3.2%**	–%
By age group	**按年齡層**		
Below 30	30歲以下	**–%**	–%
31 to 50	31至50歲	**3.2%**	–%
Over 51	51歲以上	**–%**	–%
By geographical region	**按地理區域**		
China	中國	**–%**	–%
Hong Kong	香港	**3.2%**	–%

HEALTH AND SAFETY

The Group adheres to non-discriminatory employment practices and provides a healthy and safe workplace. All employees are strictly required to adhere to operational procedures, which include, but are not limited to, the following:

(i) Identifying and immediately reporting any dangerous work situations to supervisors;

(ii) Using both hands when handling carts;

(iii) Utilising a ladder or chair to retrieve items from heights, or seeking assistance from colleagues;

(iv) Promptly cleaning slippery or oily work areas to prevent slipping;

(v) Avoiding the use of damaged machines or appliances to prevent accidents;

(vi) Maintaining a variety of tools and safety equipment; and

(vii) Strictly enforcing industry norms and professional operating standards.

健康與安全

本集團堅持一視同仁的僱傭方式，並提供健康安全的工作場所。所有員工都必須嚴格遵守作業程序，其中包括但不限於以下各項：

(i) 識別並即時向主管報告任何危險的工作狀況；

(ii) 操作推車時使用雙手；

(iii) 利用梯子或椅子從高處取回物品，或向同事尋求協助；

(iv) 及時清理濕滑或油膩的工作區域，以防止滑倒；

(v) 避免使用損壞的機器或器具，以防止意外發生；

(vi) 維護各種工具和安全設備；及

(vii) 嚴格執行業界規範和專業作業標準。

Designated staff members have been assigned to monitor the implementation of these procedures. There is no lost days due to work injury for the Reporting Period (2024: 0). No workplace fatalities for our employees was recorded in the past three years (including the Reporting Period).

已指派指定人員監督這些程序的執行。於報告期間，本集團並無因工傷損失工作日（二零二四年：0天）。過去三年（包括報告期間）本公司員工並無工作場所死亡個案記錄。

During the Reporting Period, the Group is not aware of any non-compliance with relevant health and safety laws and regulations of Hong Kong and China that have a significant impact on the Group.

於報告期間，本集團並無知悉任何對本集團有重大影響，違反香港及中國相關健康與安全法律及法規之情況。

DEVELOPMENT AND TRAINING

The Group is committed to providing on-the-job training for its employees to enhance their knowledge and skills. All employees are encouraged to seize every opportunity to improve their skills and knowledge, enabling them to perform their current roles more efficiently and effectively, as well as to prepare for potential career advancement opportunities.

發展與培訓

本集團致力於為員工提供在職培訓，以增進他們的知識和技能。我們鼓勵所有員工把握每個機會提升技能和知識，使他們能夠更有效率、更有成效地履行現有職責，並為潛在的職業晉升機會做好準備。

During the Reporting Period, quarterly training courses were offered to employees, covering topics such as the prevention of bribery, the latest market updates and changes in the legal and regulatory landscape, fire safety, handling customer complaints. Employees actively participated in these training sessions. For certain external training courses recommended by the Group, a portion of the fees is covered by the Group in accordance with the specific reimbursement guidelines outlined in the Employee Handbook.

於報告期間，每季均為員工提供培訓課程，內容包括防止賄賂、最新的市場動態以及法律和監管環境的變化、消防安全、處理顧客投訴等主題。員工積極參與這些訓練課程。對於本集團推薦的某些外部培訓課程，本集團會根據《員工手冊》中列出的具體報銷指引承擔部分費用。

		2025 二零二五年	2024 二零二四年
Percentage of employees trained:	**受訓員工百分比：**		
By gender	**按性別**		
Female	女性	**8%**	43%
Male	男性	**11%**	28%
By employee category	**按員工類別**		
Senior management	高級管理人員	**13%**	33%
Middle management	中層管理人員	**13%**	27%
General staff	一般員工	**7%**	40%
Average training hours of employees:	**員工平均受訓時數：**		
By gender	**按性別**		
Female	女性	**5.00 hours** **5.00小時**	6.96 hours 6.96小時
Male	男性	**3.32 hours** **3.32小時**	4.51 hours 4.51小時
By employee category	**按員工類別**		
Senior management	高級管理人員	**7.50 hours** **7.50小時**	5.42 hours 5.42小時
Middle management	中層管理人員	**7.50 hours** **7.50小時**	4.43 hours 4.43小時
General staff	一般員工	**0.20 hours** **0.20小時**	6.50 hours 6.50小時

LABOUR STANDARDS

Child and forced labor are strictly prohibited during the recruitment process, as defined by applicable laws and regulations. The Group is committed to full compliance with local laws and prohibits any employment of child or forced labor. The human resources and administration department is responsible for monitoring and ensuring adherence to the latest relevant laws and regulations against child and forced labor. This includes careful verification of identity documents. In the event of a violation, actions will be taken based on the specific circumstances.

勞工標準

根據適用法律法規的規定，招聘過程中嚴禁使用童工和強迫勞動。本集團致力於全面遵守當地法律，禁止任何僱用童工或強迫勞動的行為。人力資源與行政部門負責監控並確保遵守禁止使用童工和強迫勞動相關的最新法律法規。這包括仔細核實身份證明文件。如有違反，將根據具體情況採取行動。

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations related to child and forced labor that would have a significant impact on the Group. Such laws and regulations include, but are not limited to, the Employment Ordinance (Chapter 57 of the laws of Hong Kong). The Group adheres to relevant laws and regulations, including the《中華人民共和國勞動法》(Labour Law of the PRC*),《中華人民共和國勞動合同法》(Law of the PRC on Employment Contracts*), and other related labor laws.

於報告期間，本集團並無發現任何重大不遵守與童工及強迫勞動有關的法律及法規而對本集團造成重大影響的情況。該等法律法規包括（但不限於）《僱傭條例》（香港法例第57章）。本集團遵守相關法律法規，包括《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及其他相關勞動法律。

The Group strictly complies with all applicable labor laws and regulations in Hong Kong and China. Management is committed to ensuring that all human resource management practices adhere to the Group's policies in all material aspects. These policies include, but are not limited to, the following:

本集團嚴格遵守香港及中國所有適用的勞工法例及規例。管理層致力於確保所有人力資源管理實務在所有重要方面均遵守本集團的政策。這些政策包括但不限於以下各項：

(i) All applicants must provide valid identification.

(i) 所有申請人必須提供有效的身份證明。

(ii) All employees must be at least 18 years old.

(ii) 所有員工必須年滿18歲。

(iii) A background check for criminal records is required.

(iii) 需要進行犯罪記錄背景調查。

(iv) Appropriate work visas or permits are necessary for employment in Hong Kong.

(iv) 在香港工作必須持有適當的工作簽證或許可證。

(v) Verification of information is mandatory.

(v) 必須驗證資訊。

* English name for identification purposes only

SUPPLY CHAIN MANAGEMENT

The Group acknowledges the critical importance of effective supply chain management, which allows us to reduce costs while enhancing the quality and delivery of our services. To achieve this, we closely monitor our supply chain and have implemented sustainable procurement practices, along with a supplier code of conduct. All suppliers are reviewed and evaluated using a marking system established by the Group.

We regularly review and evaluate our suppliers to ensure that the quality of our products and quality control procedures meet the Group's requirements and our customers' expectations. In the future, we plan to incorporate sustainability considerations into our sourcing practices, including the procurement of office equipment. We will also engage with suppliers regarding their environmental and social responsibilities to identify opportunities for improving their current practices.

During the Reporting Period, the Group had a total of 14 suppliers of which all located in China (2024: total 27 suppliers of which all located in China). All of them have undergone the supplier engagement and review process.

PRODUCT RESPONSIBILITY

A high priority for the Group is ensuring customer satisfaction regarding our products and services. We make strenuous efforts to comply with laws and regulations related to health and safety, advertising, labeling, and privacy in the jurisdictions where we operate. Employees are required to adhere to applicable governmental and regulatory laws, rules, codes, and regulations. A background assessment and product quality check were performed by the Group before any supplier was admitted as qualified.

During the Reporting Period, there was no product returned or recalled for safety and health reasons (2024: nil) and the Group did not received any significant complaints for our products and services (2024: nil).

供應鏈管理

本集團認同有效的供應鏈管理極為重要，可讓我們降低成本，同時提升服務品質與交付效率。為了達到這個目標，我們密切監控供應鏈，並實施了可持續採購實務以及供應商行為守則。所有供應商均使用本集團建立的標記系統進行審查和評估。

我們定期審查和評估供應商，以確保產品品質和品質控制程序符合本集團的要求和客戶的期望。未來，我們計劃將可持續發展的考量納入採購作業，包括辦公室設備的採購。我們也將與供應商就其環境與社會責任進行接觸，以找出改善其現行做法的機會。

於報告期間，本集團共有14家供應商，全部位於中國（2024年：共有27家供應商，全部位於中國）。所有供應商均已完成供應商參與及審查程序。

產品責任

本集團的首要任務是確保客戶對我們的產品和服務感到滿意。我們竭盡所能遵守我們營運所在司法管轄區內與健康和安全、廣告、標籤和隱私相關的法律和法規。我們要求員工遵守適用的政府和監管法律、規則、守則和法規。在任何供應商被認定為合格供應商前，本集團均會進行背景評估和產品質量檢查。

於報告期間，沒有產品因安全和健康原因而退回或召回（2024年：無），本集團亦未接獲任何針對產品和服務的重大投訴（2024年：無）。

Intellectual Property Rights

The Group regularly reviews its internal policies and systems to ensure that intellectual property rights are observed and protected. We also respect third parties' intellectual property. The Group confirms all hardware and software purchased or installed are licensed to ensure that our daily operation does not violate any intellectual property provisions.

Consumer Data Protection

The Group regularly reviews its internal policies and systems to ensure that consumer data privacy is protected and that our existing infrastructure remains robust. The Group strictly complies with all relevant laws and regulations and there was no non-compliance regarding the consumer data protection and privacy.

ANTI-CORRUPTION

The Group upholds the highest standards of transparency, integrity, and accountability across all operations. We expect all employees to adhere to the highest ethical, personal, and professional conduct standards. Corruption, bribery, extortion, money laundering, and other fraudulent activities are strictly prohibited in any aspect of our operations. Our commitment to ethical business practices ensures compliance with relevant laws and regulations, fostering a culture of trust and responsibility among our stakeholders.

Corruption, bribery, extortion, fraud, and money laundering in any form are strictly prohibited within our organization. Our anti-corruption policies establish rigorous standards of conduct that all employees must adhere to, fostering an environment of integrity and transparency in the workplace. Employees are prohibited from offering or accepting any form of advantage, including but not limited to monetary benefits, gifts, loans, rewards, contracts, services, or entertainment, under the guise of work- related activities or authority granted by the organization. This commitment underscores our dedication to ethical business practices and compliance with relevant laws and regulations.

知識產權

本集團定期檢討內部政策與制度，以確保知識產權受到遵守與保護。我們亦尊重第三方的知識產權。本集團確認所有購置或安裝的硬件及軟件均已取得授權，以確保日常營運不會違反任何知識產權規定。

消費者資料保護

本集團定期檢討其內部政策和系統，以確保消費者資料隱私受到保護，以及我們現有的資訊基建保持穩健。本集團嚴格遵守所有相關法律法規，且在消費者資料保護及隱私方面並無違規情形。

反貪污

本集團在所有營運活動中均秉持最高標準的透明度、誠信和責任感。我們期望所有員工都能遵守最高的道德、個人和專業行為標準。貪污、賄賂、勒索、洗錢及其他詐騙活動在我們營運的任何方面都是嚴格禁止的。我們對道德業務實務的承諾，可確保遵守相關法律法規，在持份者之間培養信任和負責任的文化。

我們的組織內嚴禁任何形式的貪污、賄賂、勒索、欺詐和洗錢行為。我們的反貪污政策制定了所有員工都必須遵守的嚴格行為標準，在工作場所營造了一個誠信透明的環境。員工不得以工作相關活動或組織授予的權力為名，提供或接受任何形式的利益，包括但不限於金錢利益、禮物、貸款、獎勵、合約、服務或娛樂。本承諾強調我們致力於符合道德的商業實務，並遵守相關法律法規。

During the Reporting Period, the Group was not aware of any breaches of relevant laws and regulations concerning bribery, extortion, fraud, or money laundering. Furthermore, there were no concluded legal cases related to corrupt practices brought against the Group or its employees. The Group continues to uphold the highest standards of transparency and integrity, ensuring a robust compliance framework that supports ethical business practices. We also are committed to providing ongoing training on anti-corruption and business ethics to directors and staff.

於報告期間，本集團並無發現任何違反有關賄賂、勒索、欺詐或洗錢的相關法律及法規的情況。此外，本集團或其員工並無任何與貪腐行為有關的已審結法律案件。本集團繼續堅持最高標準的透明度和誠信，確保建立一個健全的合規框架，以支持合乎道德的商業行為。我們亦致力於為董事及員工提供有關反貪腐及商業道德的持續培訓。

Whistle-blowing Mechanism

The Group have formulated fraud detection and whistleblowing policy that provides a dedicated confidential reporting channel for all staff members to report both observed and suspected noncompliance and questionable practices. No matter if the allegations are proven, employees will not be at risk of suffering from any form of retaliation.

舉報機制

本集團已制定詐欺偵查與舉報政策，為所有員工提供專屬的保密舉報管道，以舉報所發現或懷疑的違規行為與可疑作法。無論指控是否成立，員工都不會遭受任何形式的報復。

COMMUNITY INVESTMENT

As a socially responsible corporation, we conduct thorough assessments of local needs and actively promote community engagement to enhance the well-being of the communities we serve. We firmly believe that our business success is deeply intertwined with the sustainability of these communities. To foster this connection, we encourage and support our employees in volunteering activities that benefit local communities. Looking ahead, the Group remains committed to promoting and supporting long-term community investments, ensuring a positive and lasting impact on the regions where we operate.

社區投資

身為一家對社會負責任的企業，我們對當地需求進行徹底評估，並積極推動社區參與，以提升我們所服務社區的福祉。我們深信，我們企業的成功與這些社區的永續發展息息相關。為了促進這種聯繫，我們鼓勵和支持我們的員工參與有益於當地社區的志願活動。展望未來，本集團將繼續致力於推動和支持長期的社區投資，以確保對我們經營所在的地區產生積極而持久的影響。

ESG REPORTING INDEX 環境、社會及管治報告索引

ESG Indicator ESG指標	Description 概述	Section 章節
ENVIRONMENT **環境**		
Aspect A1: Emissions **層面A1：排放物**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	Emissions 排放物 • Air Pollutant Emissions 空氣污染物排放 • GHG Emissions 溫室氣體排放 • Waste Management 廢棄物管理
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions 排放物 • Air Pollutant Emissions 空氣污染物排放 • GHG Emissions 溫室氣體排放
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）。	During the Reporting Period, the Group does not produce any material hazardous waste from its operations. 於報告期間，本集團的營運並無產生任何重大有害廢棄物。

ESG Indicator ESG指標	Description 概述	Section 章節
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 排放物 • Waste Management 廢棄物管理
KPI A1.5 關鍵績效指標 A1.5	Description of emission 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 • GHG Emissions 溫室氣體排放
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, 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 排放物 • Waste Management 廢棄物管理

ESG Indicator ESG指標	Description 概述	Section 章節
Aspect A2: Use of Resources **層面A2：資源使用**		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Use of Resources 資源使用 • Energy Management 能源管理 • Water Management 水資源管理
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	Use of Resources 資源使用 • Energy Management 能源管理
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	Use of Resources 資源使用 • Water Management 水資源管理
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Use of Resources 資源使用 • Energy Management 能源管理
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	During the Reporting Period, there was no issue in sourcing water for our operations. 於報告期間，營運於求取水源方面並無問題。

ESG Indicator ESG指標	Description 概述	Section 章節
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量 (以噸計算) 及 (如適用) 每生產單位佔量。	The issue of packaging materials is considered not material in our operations. 包裝材料的問題被認為對我們的營運不具重大影響。
Aspect A3: The Environment and Natural Resources **層面A3：環境及天然資源**		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environment and Natural Resources 環境與自然資源
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environment and Natural Resources 環境與自然資源

ESG Indicator ESG指標	Description 概述	Section 章節
SOCIAL **社會**		
Employment and Labour Practices **僱傭及勞工常規** **Aspect B1: Employment** **層面B1：僱傭**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	Employment 僱傭
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Employment 僱傭
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment 僱傭

ESG Indicator ESG指標	Description 概述	Section 章節
Aspect B2: Health and Safety **層面B2：健康與安全**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	Health and Safety 健康與安全
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Health and Safety 健康與安全
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康與安全
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康與安全

ESG Indicator ESG指標	Description 概述	Section 章節
Aspect B3: Development and Training **層面B3：發展及培訓**		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training 發展與培訓
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	Development and Training 發展與培訓
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展與培訓
Aspect B4: Labour Standards **層面B4：勞工準則**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	Labour Standards 勞工標準

ESG Indicator ESG指標	Description 概述	Section 章節
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour Standards 勞工標準
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Labour Standards 勞工標準
Operating Practices **營運慣例**		
Aspect B5: Supply Chain Management **層面B5：供應鏈管理**		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 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。	Supply Chain Management 供應鏈管理
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 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。	Supply Chain Management 供應鏈管理

ESG Indicator ESG指標	Description 概述	Section 章節
Aspect B6: Product Responsibility **層面B6：產品責任**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 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。	Product Responsibility 產品責任
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	During the Reporting Period, there were no products sold or shipped subject to recalls for safety and health reasons. 於報告期間，並無因安全和健康原因而被退回或召回的已銷售或已出貨產品。
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	During the Reporting Period, the Group did not receive any significant complaints related to products and services. 於報告期間，本集團並未接獲任何與產品和服務相關的重大投訴。
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility 產品責任 • Intellectual Property Rights 知識產權

ESG Indicator ESG指標	Description 概述	Section 章節
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility 產品責任
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 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。	Product Responsibility 產品責任 • Consumer Data Protection 消費者資料保護
Aspect B7: Anti-corruption **層面B7：反貪污**		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例 的資料。	Anti-corruption 反貪污
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	During the Reporting Period, there was no concluded legal case regarding corrupt practices brought against the Group or its employees. 於報告期間，本集團或其員工並無涉及貪污行為的已審結法律案件。

ESG Indicator ESG指標	Description 概述	Section 章節
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption 反貪污 • Whistle-blowing Mechanism 舉報機制
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反貪污
Community 社區		
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Investment 社區投資
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源 (如金錢或時間)。	Community Investment 社區投資

CHINA WOOD
中木國際

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中木國際控股有限公司

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

(Stock Code 股份代號 : 1822)