CARRY WEALTH HOLDINGS LIMITED
恒富控股有限公司

(Incorporated in Bermuda with limited liability)
(於百慕達註冊成立之有限公司)
Stock Code 股份代號: 643

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

We **Carry** quality apparel with a **Wealth** of Human Resources



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ABOUT THIS REPORT

Introduction to the Report

This Environmental, Social and Governance Report (the "Report" or the "ESG Report") provides an overview of the initiatives, plans and performance of Carrywealth Holdings Limited (the "Company", the "Group" or "We", together with its subsidiaries) in Environmental, Social and Governance ("ESG") and demonstrates its commitment to sustainable development.

Reporting Period

This Report describes the ESG activities, challenges and measures taken by the Group during the year ended 31 December 2025 (the "Reporting Period", "Year", "2025").

Reporting Scope

This Report outlines the Group's business operations in Hong Kong and the PRC, which are organised into two primary sectors: (i) garment manufacturing and (ii) trading.

- Garment Manufacturing and Trading – encompassing the manufacture of garments for branded apparel companies, including related sourcing, production, quality management, and logistics activities.

- Investment Holding and Securities Operations – covering the Group's activities in managing investments and securities.

Reporting Framework

This Report has been prepared in accordance with the ESG Reporting Code as set out in Appendix C2 to the Rules Governing the Listing of Securities on Main Board of The Stock Exchange of Hong Kong Limited (the "Stock Exchange").

關於本報告

報告簡介

本環境、社會及管治報告(「本報告」或「環境、社會及管治報告」)載述恒富控股有限公司(「本公司」、「本集團」或「我們」,連同其附屬公司)在環境、社會及管治方面的各項舉措、計劃及表現,並體現其對可持續發展的承諾。

報告期間

本報告闡述本集團於截至二零二五年十二月三十一日止年度(「報告期間」、「本年度」、「二零二五年」)開展的環境、社會及管治相關活動、面對的挑戰以及採取的應對措施。

報告範圍

本報告涵蓋本集團在香港及中國內地的業務營運,其業務主要分為兩大板塊:(i)成衣製造;及(ii)貿易。

- 成衣製造及貿易－包括為品牌服裝企業進行成衣生產,以及相關的採購、製造、品質管理及物流相關活動。

- 投資控股及證券業務－包括本集團的投資管理及證券相關營運活動。

報告框架

本報告依據香港聯合交易所有限公司(「聯交所」)主板證券上市規則附錄C2所載的環境、社會及管治報告守則編製。

Reporting Principles

During the preparation of this ESG Report, the Group has applied the reporting principles stipulated in the ESG Reporting Guide as follows:

- "*Materiality*" – A materiality assessment was conducted to identify material issues during the Reporting Period, thereby adopting the confirmed material issues as the focus for the preparation of this ESG Report. The materiality of issues was reviewed and confirmed by the Board. Please refer to the sections headed "Engaging Stakeholders" for further details.

- "*Quantitative*" – Supplementary notes are added along with quantitative data disclosed in this ESG Report to explain any standards, methodologies, and source of conversion factors used during the calculation of environmental KPI.

- "*Balance*" – This Report aims to provide a holistic and fair view of the sustainability performance of the Group and has not omitted any information related to material ESG topics.

- "*Consistency*"- The approach adopted for the preparation of this ESG Report was substantially consistent with the previous year, and explanations were provided regarding data with changes in the scope of disclosure and calculation methodologies.

Forward-Looking Statements

This ESG Report contains forward-looking statements which are based on the current expectations, estimations, projections, beliefs, and assumptions of the Group about the businesses and the markets in which it operates. These forward-looking statements are not guarantees of future performance and are subject to market risks, uncertainties, and factors beyond the control of the Group. Therefore, actual outcomes may differ from the assumptions made and the statements contained in this ESG Report.

Confirmation and Approval

This Report was endorsed by the ESG management team and approved by the Board in March 2026.

報告原則

於編製本環境、社會及管治報告時，本集團已應用環境、社會及管治報告指引所訂明的報告原則如下：

- 「*重要性*」－於報告期間進行了重要性評估，以識別重要議題，從而採納已確認的重要議題作為編製本環境、社會及管治報告的重點。董事會已審閱及確認議題的重要性。有關進一步詳情，請參閱「持份者參與」一節。

- 「*量化*」－於本環境、社會及管治報告中披露定量資料的同時，亦增加補充說明，以解釋計算環境關鍵績效指標時所用的任何標準、方法及轉換系數的來源。

- 「*平衡*」－本報告旨在對本集團的可持續發展表現提供全面和公平的看法，並沒有遺漏任何與重大環境、社會及管治主題相關的信息。

- 「*一致性*」－編製本環境、社會及管治報告所採納的方法與去年基本一致，並已就披露範圍及計算方法發生變動的數據作出解釋。

前瞻性陳述

本環境、社會及管治報告載有前瞻性陳述，其基於本集團對其營運所在地業務及市場之現時預期、估計、預測、理念及假設而作出。該等前瞻性陳述並不保證未來表現，且受市場風險、不確定因素以及本集團控制以外的因素所影響。因此，實際結果可能與本環境、社會及管治報告所載假設及陳述有差異。

確認及批准

本報告已獲環境、社會及管治管理團隊認可，並於二零二六年三月獲董事會批准。

Contact Us

Your feedback is valuable to our continuous improvement, and we welcome any comments and suggestions you may have on this Report or our future ESG strategy in general. Please share any comments or suggestions regarding the Group's ESG performance at admin.cwh@carrywealth.com.

聯絡我們

閣下的反饋對我們持續進步十分有價值，我們歡迎　閣下對本報告或對我們未來環境、社會及管治策略提出任何的意見和建議。如有關於本集團環境、社會及管治表現的任何意見或建議，可聯絡admin.cwh@carrywealth.com。

ESG GOVERNANCE STRUCTURE

環境、社會及管治的管治架構

Board Statement

The Board of Directors (the "Board") holds the ultimate responsibility for monitoring the Group's ESG issues, which include the ESG management approach, strategy, and policies. To better manage the Group's ESG performance and identify potential risks, the Board conducts materiality assessments where necessary, with the assistance of the ESG Committee to evaluate and prioritise material ESG related issues with reference to the opinions of our stakeholders. The Board is responsible for setting up a general direction for the Group's ESG strategies, ensuring the effectiveness in the control of ESG risks and internal control mechanisms and oversight of climate-related risks and opportunities.

董事會聲明

董事會(「董事會」)對監察本集團的環境、社會及管治事宜承擔最終責任，該等事宜包括環境、社會及管治管理方法、策略及政策。為更妥善管理本集團的環境、社會及管治表現並識別潛在風險，董事會會在必要時進行重要性評估，並在環境、社會及管治委員會的協助下，參考持份者的意見對重大的環境、社會及管治相關議題進行評估及優先排序。董事會負責制訂本集團環境、社會及管治策略的整體方向，確保環境、社會及管治風險的管控及內部監控機制的有效性，並監察氣候相關風險及機遇。

ESG Management Team

To support the Board in fulfilling its ESG responsibilities, the Group has established an ESG Management Team comprising representatives from major departments. The Committee coordinates the Group's ESG efforts, including data collection, performance monitoring and implementation of ESG-related initiatives. It also assists in identifying and assessing ESG risks and opportunities – such as climate-related impacts, environmental performance, workplace safety, labour practices and product responsibility.

The Management Team reports to the Board on a regular basis, providing updates on ESG commitments, key performance indicators ("KPIs"), and progress toward ESG goals and targets. Through ongoing materiality assessments, the Committee supports the Board in prioritising and managing material ESG topics that are most relevant to the Group and its stakeholders.

環境、社會及管治管理團隊

為協助董事會履行其環境、社會及管治相關職責，本集團成立了由主要部門代表組成的環境、社會及管治管理團隊。該委員會協調本集團的各項環境、社會及管治工作，包括數據收集、表現監察以及落實環境、社會及管治相關舉措。同時，其亦協助識別及評估環境、社會及管治相關風險與機遇－包括氣候相關影響、環境表現、工作場所安全、勞工常規及產品責任。

環境、社會及管治管理團隊會定期向董事會匯報，提供有關環境、社會及管治承諾、關鍵績效指標以及環境、社會及管治目標進展的最新情況。透過持續進行的重要性評估，該委員會協助董事會對與本集團及其持份者最相關的重大環境、社會及管治議題進行優先排序及管理。

ESG Management Approach

The Group has established a well defined governance structure to support its long term sustainable development and to ensure that its operations generate positive value for both society and the environment. The Board provides overall leadership and strategic direction, drawing on a balanced mix of skills and experience. The Chairman and the Managing Director are responsible for formulating and approving the Group's development plans, business strategies, policies, annual budget and major business initiatives.

Day to day operations are carried out by the senior management team, which is responsible for effectively implementing the strategies and initiatives endorsed by the Board. This includes oversight of operational performance, financial management, environmental protection measures and social responsibility practices. Through close collaboration between the Board and senior management, the Group ensures that sustainability considerations are fully integrated into its business decision making and operational processes.

環境、社會及管治管理方法

本集團已建立清晰制訂的管治架構，以支持其長遠可持續發展，並確保其營運為社會及環境創造正面價值。董事會憑藉多元且均衡的專業能力及經驗，承擔整體領導職責並制訂策略方向。主席及董事總經理負責制訂及批准本集團的發展計劃、業務策略、政策、年度預算及重大業務舉措。

日常營運由高階管理層團隊負責執行，該團隊須有效落實董事會認可的各項策略及舉措，包括監察營運表現、財務管理、環境保護措施及社會責任常規。透過董事會與高階管理層的緊密合作，本集團確保可持續發展考量全面融入其業務決策及營運流程中。

STAKEHOLDER ENGAGEMENT

Moving forward, the Group will make great efforts to facilitate its business sustainability, adopt various effective ESG-related initiatives, and establish strong connections with all its stakeholders. Starting from the coming financial year, the Group plans to actively participate in ESG-related programs to continuously improve its ESG performance and satisfy stakeholder needs.

持份者參與

展望未來，本集團將竭力推動其業務可持續發展，推行各項有效的環境、社會及管治相關舉措，並與所有持份者建立緊密聯繫。自下一財政年度起，本集團計劃積極參與環境、社會及管治相關計劃，持續提升其環境、社會及管治表現，以滿足持份者的需求。

Major Stakeholders 主要持份者	Communication Channels 溝通渠道	Needs and Expectations 需求及期望
Stakeholders 持份者	• Annual general meeting • 股東週年大會 • Interim/annual reports and announcements • 中期／年度報告及公佈 • Direct communication • 直接溝通 • Corporate website • 公司網站	• Stable investment return • 穩定投資回報 • Corporate transparency • 公司透明度 • Business sustainability • 業務可持續發展 • Corporate social responsibility • 企業社會責任
Regulators 監管機構	• Meetings • 會議 • Reports • 報告	• Compliance with laws and regulations • 遵守法律及法規
Customers 客戶	• Direct communication with frontline staff • 與前線員工之直接溝通 • Factory visits and audits • 工廠參觀與審核 • Corporate website • 公司網站	• Quality products and timely delivery • 優質產品和及時交付 • Product responsibility • 產品責任 • Factory and labor conditions • 工廠及勞工狀況

Major Stakeholders 主要持份者	Communication Channels 溝通渠道	Needs and Expectations 需求及期望
Suppliers 供應商	• Direct communications and meetings • 直接溝通及會議 • Site visits and reviews • 現場參觀與審查 • Vendor acceptance and management process • 供應商接納及管理流程	• Fair and open purchasing process • 公平公開之採購過程 • Punctual performance of contractual payment • 準時履行合約付款
Employees 僱員	• Training and development • 培訓與發展 • Work life balance activities • 工作與生活之平衡活動 • Remuneration and welfare • 薪酬與福利 • Communication with labor union • 與工會溝通 • Internal and corporate websites • 內部及公司網站	• Health and safety • 健康及安全 • Policy communication • 政策溝通 • Career development • 職業發展
Community 社區	• Involvement in social services and activities • 參與社會服務及活動 • Corporate website • 公司網站	• Contribution to community development • 對社區發展之貢獻 • Participation in community activities • 參與社區活動

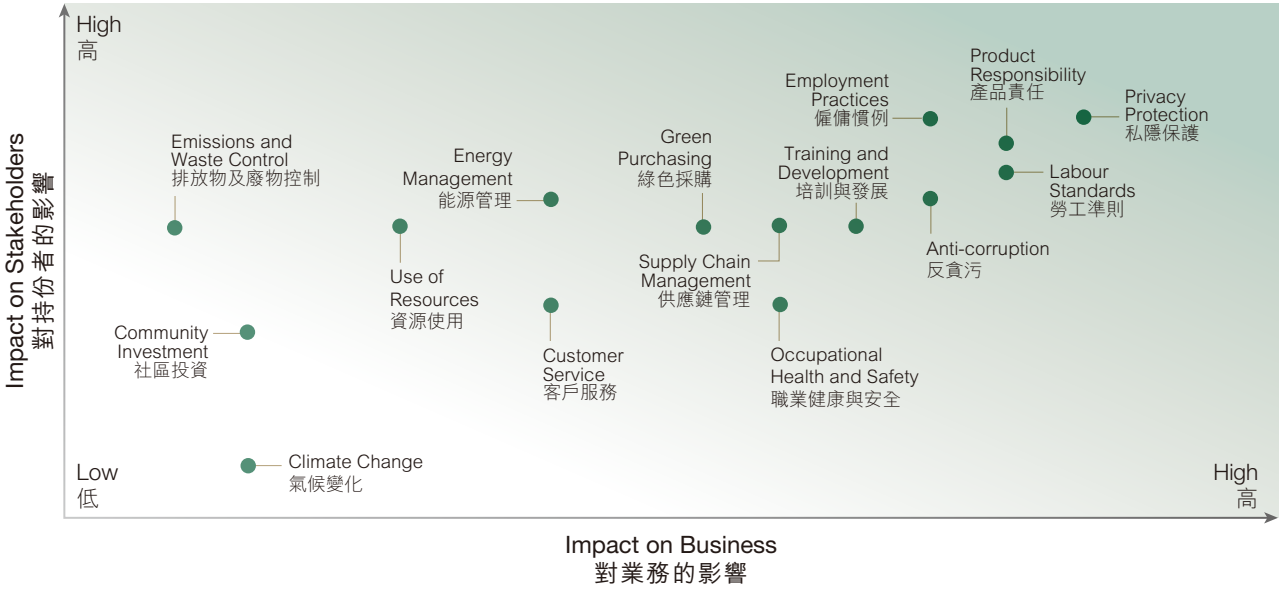
MATERIALITY ASSESSMENT

Material issues in this report refer to what may have a significant impact on the Group's business operations or have an actual impact on stakeholders. To identify and prioritise these issues, the Group conducts a materiality assessment survey every year, presenting the findings below.

重要性評估

本報告中的重要議題指可能對本集團業務營運產生重大影響或對持份者產生實際影響的事項。為確定該等議題並安排優先次序，本集團每年進行重要性評估調查，調查結果如下列所示。

Materiality Matrix of the Group
重要性矩陣



CLIMATE RELATED DISCLOSURES

Governance

The Board considers a broad spectrum of climate-related risks and opportunities in setting the Group's strategic direction, and ensures these factors are fully integrated into its oversight of strategy, major transactions, and policies. ESG considerations and stakeholder expectations are fully embedded in decision making by regularly assessing whether proposed transactions, and controls and mitigation measures align with the Group's climate commitments. The Board balances short-term financial implications with long-term resilience to support informed, forward-looking decisions that enable sustainable performance.

The Board further oversees the development of climate-related targets, ensuring they are grounded in credible data, aligned with strategic priorities, and supported by clear execution plans. It reviews progress against these targets on a regular basis and raises queries where gaps or delays arise. Although climate-related performance indicators are not yet incorporated into remuneration policies, the Group's commitment to achieving its climate objectives remains fully intact.

Internal controls and review mechanisms are integrated into the operations of business units. These include periodic climate-related risks assessments, as well as cross-functional reviews of regulatory and market developments.

All the Directors and senior personnel in the ESG committee have received sustainability training. The Board is kept informed of emerging ESG developments, including energy policies, regulatory updates and evolving market best practices. ESG training is embedded in the ongoing development of Directors and senior management.

氣候相關披露

管治

董事會在制訂本集團策略方向時，會考量各類氣候相關風險及機遇，並確保該等因素全面融入其對策略、重大交易及政策的監察工作中。透過定期評估擬進行的交易、控制及緩解措施是否符合本集團的氣候承諾，環境、社會及管治相關考量及持份者期望已全面納入決策過程。董事會在短期財務影響與長期抗風險能力之間取得平衡，以支持明智、具前瞻性的決策，從而實現可持續表現。

董事會進一步監察氣候相關目標的制訂，確保該等目標以可信數據為基礎、與策略重點一致，並有清晰的執行計劃支持。董事會會定期檢討該等目標的進展，並在出現差距或延誤時提出查詢。儘管氣候相關表現指標尚未納入薪酬政策，但本集團實現其氣候目標的承諾仍然完全不變。

內部監控及檢討機制已融入業務單位的營運中，包括定期進行氣候相關風險評估，以及跨職能檢討監管及市場發展。

所有董事及環境、社會及管治委員會的高級人員均已接受可持續發展培訓。董事會會持續獲悉環境、社會及管治領域的新發展，包括能源政策、監管更新及不斷演變的市場最佳常規。環境、社會及管治培訓已納入董事及高階管理層的持續發展計劃中。

Strategy

We have defined clear time horizons to guide the effective implementation of our strategy and to track our progress throughout the journey. Each period represents a deliberate phase of action, allowing us to build momentum in a structured and measurable way. By defining the purpose of each period, we ensure that our efforts remain focused, coordinated, and aligned with our overarching ambition.

Short Term (1–5 years): Our near-term priorities centre on strengthening operational efficiency, ensuring full compliance, and building the data and governance foundations needed to support our broader ESG strategy.

Medium Term (6–10 years): Over the medium term, we will make meaningful progress on our ESG targets that embed sustainable practices across our operations. These goals are designed to deliver measurable improvements on our material topics and align with our corporate strategic planning.

Long Term (10+ years): Our long-range ambitions focus on transformational outcomes that contribute to wider societal and environmental goals, including climate action and the transition to a circular economy. These aspirations position us to play a leading role in shaping a sustainable future.

Managing Climate-related Risks and Opportunities

Climate change presents both risks and opportunities. We take a balanced approach that considers potential positive and negative impacts, enabling us to maximise value while minimising adverse effects on our business.

策略

我們已制訂明確的時間範圍，以指導策略的有效實施，並追蹤整個過程的進展。每個階段均代表一個經深思熟慮的行動階段，使我們能夠以結構化及可衡量的方式積累動力。透過明確每個階段的目的，我們確保各項努力保持重點突出、協調一致，並與整體抱負相符。

短期（1–5年）：我們近期的重點在於加強營運效率、確保全面合規，以及建立支持更廣泛環境、社會及管治策略所需的數據及管治基礎。

中期（6–10年）：在中期階段，我們將在環境、社會及管治目標方面取得實質性進展，將可持續常規融入各項營運中。該等目標旨在就重大議題帶來可衡量的改善，並與企業策略規劃保持一致。

長期（10年以上）：我們的長遠抱負側重於帶來變革性成果，為更廣泛的社會及環境目標作出貢獻，包括氣候行動及向循環經濟轉型。該等願景使我們能夠在塑造可持續未來方面發揮領導作用。

管理氣候相關風險及機遇

氣候變化既帶來風險，亦帶來機遇。我們採取平衡的方法，考量潛在的正面及負面影響，以期在實現價值最大化的同時，將對業務的不利影響降至最低。

Physical Risks, Transition Risks and Opportunities

We categorise climate-related impacts into physical risks, transition risks and opportunities that are reasonably expected to affect our cash flows, access to finance, or cost of capital.

Physical risks: These include acute events – such as extreme heat, rainfall, storms and other natural disasters – that may disrupt our supply chain and infrastructure, as well as chronic changes like shifting climate patterns that could affect long term business viability.

Transition risks: They stem from the global shift toward a low carbon economy, including more stringent laws and regulations on environmental protection, carbon emission and waste generation. Technological developments and changing market preferences for green companies may require adjustments to our business model and operations. These changes may lead to increased risks of regulatory non-compliance resulting in legal, technological, market and reputational risks.

Opportunities: The transition to a low-carbon business model may bring us opportunities. Growing ESG awareness among consumers gradually shapes the market as preferences shift toward more responsible businesses. Efforts to improve energy efficiency and reduce waste are not only lower operating costs in the short-term but also help streamline and optimise operations over the medium term. Emerging low-carbon markets are expected to mature within the next three to ten years, creating new opportunities for growth and innovation. By actively disclosing ESG performance and taking concrete action, we can enhance our reputation, attracting new capital and customers.

實體風險、轉型風險及機遇

我們將氣候相關影響分類為實體風險、轉型風險及機遇，該等因素合理預期會影響我們的現金流、融資渠道或資金成本。

實體風險：包括突發事件(如極端高溫、降雨、風暴及其他自然災害)，該等事件可能中斷我們的供應鏈及基礎設施；亦包括長期變化(如氣候模式改變)，可能影響業務的長期可行性。

轉型風險：源於全球向低碳經濟轉型的趨勢，包括有關環境保護、碳排放及廢物產生的更嚴格法律及法規。技術發展及市場對環保企業的偏好轉變，可能要求我們調整業務模式及營運。該等變化可能導致違反監管規定的風險增加，進而引發法律、技術、市場及聲譽風險。

機遇：向低碳業務模式轉型可能為我們帶來機遇。消費者對環境、社會及管治的意識不斷提高，逐漸影響市場格局，偏好轉向更具責任感的企業。提高能源效率及減少浪費的努力不僅在短期內降低營運成本，亦有助於在中期內簡化及優化營運。預計新興低碳市場將在未來3至10年內成熟，帶來新的增長及創新機遇。透過積極披露環境、社會及管治表現並採取具體行動，我們可提升聲譽，吸引新的資本及客戶。

Effects of Climate-related Risks and Opportunities

The Group has identified the following risks and opportunities on its business model and value chain:

氣候相關風險及機遇的影響

本集團已識別其對業務模式及價值鏈的以下風險及機遇：

Risk Type 風險類型	Description 描述	Effects on Business Model 對業務模式的影響	Impacts on Value Chain 對價值鏈的影響
Physical Risks **實體風險**			
Acute Risk **急性風險**	• Increased severity of extreme weather • 極端天氣的嚴重程度增加 • Extreme heat Rainfall/ flooding • 極端高溫、降雨／水災 • Tropical cyclones • 熱帶氣旋	• Damages property and assets in areas affected by extreme weather • 對受極端天氣影響地區的物業及資產造成損害 • Increases in need for air-conditioning and energy use • 增加空調使用需求及能源消耗 • Affects employee health and safety • 影響僱員健康及安全 • Disrupts utilities supply • 中斷公用事業供應 • Increases maintenance costs and insurance premiums • 增加維護成本及保險費 • Reduces short-term revenue • 減少短期收入 • Impact asset values • 影響資產價值	• Interrupts supply chains • 中斷供應鏈 • Reduces availability of insurance on assets in risks exposed areas • 降低高風險地區資產的保險可獲得性 • Lowers sales/output due to business disruption • 因業務中斷導致銷售／產量下降 • Affects costs and availability of utilities • 影響公用事業的成本及供應狀況 • Affect seafood and ingredient variety • 影響海鮮及原料種類供應

Risk Type 風險類型	Description 描述	Effects on Business Model 對業務模式的影響	Effects on Value Chain 對價值鏈的影響
Transition Risks **轉型風險**			
Regulatory Risks **監管風險**	• Increased carbon pricing • 碳定價提高 • Mandatory reporting obligations • 強制性申報義務 • Regulation of existing products and services • 對現有產品及服務的監管 • Exposure to litigation • 面臨訴訟風險	• Increases regulatory requirements on carbon pricing • 增加有關碳定價的監管要求 • Retires existing assets early due to policy changes • 因政策變動提前淘汰現有資產 • Changes in energy efficiency standards • 能源效率標準變更 • Increases costs on adopting new processes for compliance • 為遵守規定而採用新流程的成本增加	• Induces structural changes in compliance throughout the value chain • 引發整個價值鏈在合規方面的結構性變動 • Increases risks from non-compliance of suppliers or partners • 增加供應商或合作夥伴違反合規規定的風險 • Reduces demand for high-emissions products and services • 降低對高排放產品及服務的需求 • Lowers profit margin due to upstream compliance costs • 因上游合規成本導致利潤率下降

Risk Type 風險類型	Description 描述	Effects on Business Model 對業務模式的影響	Effects on Value Chain 對價值鏈的影響
Market Risks **市場風險**	• Changing consumer behaviour • 消費者行為改變 • Unpredictable market demand • 市場需求難以預測 • Changes in competitive landscape • 競爭格局變動	• Changes input prices (e.g legal and compliance expenses) • 投入成本變動(如法律及合規開支) • Increases output requirements (e.g. on waste treatment and emission control) • 產出要求提高(如廢物處理及排放控制方面)	• Disrupts existing upstream and downstream partnerships as procurement shifts toward greener alternatives • 隨著採購轉向更環保的替代方案，中斷現有上下游合作關係
Reputational Risks **聲譽風險**	• Criticism of industry sector • 行業領域遭受批評 • Negative stakeholder feedback • 持份者負面反饋	• Increases the difficulty of talent retention and workforce planning • 增加人才挽留及人力規劃的難度 • Lowers ability to attract capital • 降低吸引資本的能力	• Reduces demand of goods and services throughout the value chain • 整個價值鏈對貨品及服務的需求下降

Opportunity Type 機遇類型	Description 描述	Effects on Business Model 對業務模式的影響	Effects on Value Chain 對價值鏈的影響
Efficiency Gains **效率提升**	• More efficient and diverse service offerings • 提供更高效及多元化的服務 • Savings from optimising resources • 透過優化資源實現節省 • Energy and water efficiency • 能源及用水效率提升 • Use of new technologies • 新技術應用	• Improves efficiency from flexible work arrangements during extreme weather • 極端天氣期間透過靈活工作安排提高效率 • Improves profit margins • 提升利潤率 • Benefits employee health, satisfaction, and productivity • 有益於僱員健康、滿意度及生產力 • Reduces exposure to fossil fuel price increases • 降低受化石燃料價格上漲的影響 • Increases capital availability • 增加資本可獲得性	• Increases capacity and resource utilisation throughout the value chain • 提高整個價值鏈的產能及資源利用率 • Reduces operational costs due to upstream improvements • 因上游改善而降低營運成本
Market Opportunities **市場機遇**	• Access to new markets • 進入新市場 • Opportunity to expand geographically • 地理擴張機遇	• Increases revenue source from new markets • 增加來自新市場的收入來源 • Diversifies geographically • 實現地理多元化	• Fosters maturity of the entire value chain via expanded product and service offerings • 透過擴充產品及服務供應，推動整個價值鏈成熟發展
Consumer Preference **消費者偏好**	• Changes in consumer behaviour and expectations • 消費者行為及期望改變	• Opens up new revenue streams • 開闢新的收入來源 • Increases market share of green companies • 提高環保企業的市場份額	• Incentivises sustainable innovation throughout the value chain, driven by downstream demands • 在下游需求推動下，激勵整個價值鏈的可持續創新

Climate Scenario Analysis

To assess the potential impacts of climate change on our operations, supply chain, and business model, we have conducted a climate scenario analysis in FY2025. Two externally recognised climate pathways were chosen after considering the scenarios of Intergovernmental Panel on Climate Change ("IPCC"), and the Network for Greening the Financial System ("NGFS").

The analysis evaluates physical risks, transition risks and opportunities across short-, medium-, and long-term horizons. The results provide insights on how these risks and opportunities could influence our strategy, resource allocation, and overall capacity to adapt under different climate scenarios. Despite thorough consideration, we also recognise significant uncertainties, including future policy directions, technology adoption rates, and the severity of climate impacts.

Scenario Selection: The two chosen climate pathways are widely used and take reference to the scenarios presented by the IPCC. They will help us assess the level of exposure from risks and opportunities, and support our future strategic planning.

Methodology: For each scenario, we assess the potential operational and financial implications of identified climate-related risk and opportunity factors. While full quantitative modelling is still in progress, we remain committed to strengthening our data systems and analytical capabilities to support more detailed and quantitative scenario assessments in the future (The "ESG Code" provided Reasonable information relief and Capabilities relief applied).

氣候情景分析

為評估氣候變化對我們營運、供應鏈及業務模式的潛在影響，我們已在二零二五財年進行氣候情景分析。在考慮政府間氣候變化專門委員會(「IPCC」)及綠色金融系統網絡(「NGFS」)的情景後，選定了兩項外部公認的氣候路徑。

該分析評估了短期、中期及長期內的實體風險、轉型風險及機遇。分析結果為了解該等風險及機遇在不同氣候情景下如何影響我們的策略、資源分配及整體適應能力提供了見解。儘管經過詳細考慮，我們亦承認存在重大不確定性，包括未來政策方向、技術採用率及氣候影響的嚴重程度。

情景選擇：所選兩項氣候路徑被廣泛採用，並參考了IPCC提出的情景。該等情景將幫助我們評估風險及機遇的影響程度，並支持我們未來的策略規劃。

方法：針對每種情景，我們評估已識別的氣候相關風險和機會因素可能帶來的營運和財務影響。雖然完整的定量建模仍在進行中，但我們仍致力於加強數據系統和分析能力，以便未來進行更詳細、更量化的情境評估(已應用《ESG守則》提供寬免合理資料寬免和能力寬免)。

Scenarios[1] 情景[1]	Key Assumptions 主要假設
<2ºC scenario **低於2ºC情景** **Warming limited to less than 2°C (above pre-industrial levels) before 2100** **（二一零零年前升溫限制在工業化前水平以上低於2ºC）**	• ≤ 2ºC policy ambition • 溫控政策目標≤ 2ºC • Immediate policy reaction • 政策即時回應 • Fast technological change • 技術快速變革 • Rapid grid decarbonisation • 電網脱碳加速 • Rising customer expectations • 客戶期望提高 • Low local exposure to hazards • 當地災害影響程度低
>4ºC scenario **高於4ºC情景** **Warming exceeds 4ºC (above pre-industrial levels) before 2100** **（二一零零年前升溫超過工業化前水平以上4ºC）**	• ≥ 4ºC policy ambition • 溫控政策目標≥ 4ºC • Delayed policy reaction • 政策回應延遲 • Slow technological change • 技術變革緩慢 • Gradual grid decarbonisation • 電網脱碳逐步推進 • Mild shift in customer expectations • 客戶期望輕微轉變 • High local exposure to hazards • 當地災害影響程度高

Scope and Time Horizons: The analysis covers our major operating locations in Hong Kong and PRC. Impacts were evaluated across short term (1–5 years), medium term (6-10 years), and long term (10+ years) horizons, consistent with our time horizons outlined in the Strategy section.

範圍及時間範圍：該分析涵蓋我們在香港及中國內地的主要營運地點。影響評估涵蓋短期(1–5年)、中期(6–10年)及長期(10年以上)，與策略部分所述的時間範圍一致。

Note:

1. Source of the two scenarios: Shared Socioeconomic Pathways ("SSP") from the IPCC's Sixth Assessment Report, SSP1-2.6 and SSP5-8.5. SSP1-2.6 represents a relatively low emissions scenario, while SSP5-8.5 denotes a high emissions scenario.

附註：

1. 兩項情景來源：IPCC第六次評估報告中的共享社會經濟路徑(「SSP」)，即SSP1-2.6及SSP5-8.5。其中SSP1-2.6代表相對低排放情景，而SSP5-8.5代表高排放情景。

Methodology: For each scenario, we assess the potential operational and financial implications of identified climate-related risk and opportunity factors. While full quantitative modelling is still in progress, we remain committed to strengthening our data systems and analytical capabilities to support more detailed and quantitative scenario assessments in the future (Reasonable information relief and Capabilities relief applied).

方法論：針對每項情景，我們評估了已識別的氣候相關風險及機遇因素對營運及財務的潛在影響。儘管全面量化建模仍在進行中，我們仍致力加強數據系統及分析能力，以支持未來進行更詳細的量化情景評估(已應用合理信息豁免及能力豁免)。

Assessment Results: The results of our climate scenario analysis are presented below:

評估結果：我們的氣候情景分析結果如下列所示：

Type 類型	Relevance or Assumptions 相關性或假設	Under a <2°C Scenario 低於2°C情景下			Under a >4°C Scenario 高於4°C情景下		
Physical Acute **實體急性風險**		Short-term 短期	Medium-term 中期	Long-term 長期	Short-term 短期	Medium-term 中期	Long-term 長期
Extreme Heat *極端高溫*	Affects health and productivity 影響健康及生產力	Low 低	Low 低	Medium 中	Low 低	Medium 中	High 高
Rainfall/Flooding *降雨／水災*	Damages facilities 損害設施	Low 低	Low 低	Medium 中	Low 低	Medium 中	High 高
Tropical Cyclones *熱帶氣旋*	Results in damage to facilities 導致設施損壞	Low 低	Low 低	Medium 中	Low 低	Medium 中	High 高
Physical Chronic **實體長期風險**							
Changing Climate Patterns *氣候模式改變*	Increases risks of business viability 增加業務可行性風險	Low 低	Low 低	Medium 中	Low 低	Medium 中	High 高
Transition **轉型風險**							
Regulatory Risks *監管風險*	Increases costs of compliance 增加合規成本	Low 低	Low 低	Medium 中	Low 低	Low 低	Medium 中
Market Risks *市場風險*	Changes in market demands 市場需求變動	Low 低	Medium 中	Medium 中	Low 低	Medium 中	Medium 中
Reputational Risks *聲譽風險*	Affects corporate image and business 影響企業形象及業務	Medium 中	High 高	Medium 中	Low 低	Low 低	Medium 中
Opportunities **機遇**							
Efficiency Gains *效率提升*	Reduces costs and improves margins 降低成本及提高利潤率	Low 低	Low 低	Medium 中	Low 低	Medium 中	Medium 中
Market Opportunities **市場機遇**	Accesses new markets 進入新市場	Low 低	Low 低	Medium 中	Low 低	Low 低	Medium 中
Consumer Preference *消費者偏好*	Opens new opportunities 開闢新機遇	Low 低	Low 低	Medium 中	Low 低	Medium 中	Medium 中

Our climate-related risks and opportunities are concentrated in Hong Kong and PRC, our principal place of operations. Nonetheless, Hong Kong is characterised by well-developed infrastructure, strong emergency preparedness, and robust public healthcare systems. These conditions help moderate exposure to acute physical risks and support continuity across our business activities.

我們的氣候相關風險及機遇集中於主要營運地點香港及中國內地。儘管如此，香港具備完善的基礎設施、健全的應急準備及強大的公共醫療系統。該等條件有助於減輕急性實體風險的影響，並支持我們各項業務活動的持續性。

Our Adaptation and Mitigation Plans

我們的適應及緩解計劃

Based on the findings of the scenario analysis, we have formulated the below adaptation and mitigation measures to tackle physical and transition risks:

基於情景分析的結果，我們已制訂以下適應及緩解措施，以應對實體及轉型風險：

Risk Type 風險類型	Adaptation and Mitigation Measures 適應及緩解措施
Physical Acute Risks **實體急性風險**	To effectively tackle the acute risks, we have a robust emergency plan that includes staff training to enhance our resilience: 為有效應對急性風險，我們訂有完善的應急計劃，包括員工培訓以提升抗風險能力： • Activate contingency plans with flexible work arrangements in event of extreme weather; • 極端天氣發生時，啟動應急計劃並實施靈活工作安排； • Advise employees to undertake precautionary measures when necessary; • 必要時建議員工採取預防措施； • Promote ventilation and cooling improvements in facilities to improve working conditions; • 改善設施的通風及製冷條件，優化工作環境； • Position servers, air conditioners, and other critical equipment in locations that meet required flood and wind resistance standards; and • 將服務器、空調及其他關鍵設備安裝於符合防洪及抗風標準的位置；及 • Explore energy-efficient equipment and alternative energy sources to reduce reliance on traditional energy supplies. • 探索節能設備及替代能源，減少對傳統能源供應的依賴。

Risk Type 風險類型	Adaptation and Mitigation Measures 適應及緩解措施
Physical Chronic Risks **實體長期風險**	Consideration is given in our long-term planning to tackle chronic risks: 我們在長期規劃中已考慮應對長期風險： • Consider flood hazards during office site selection; • 選擇辦公地點時考量水災風險； • Use water-saving equipment and retrofit existing equipment to improve water efficiency; and • 使用節水設備並改造現有設備，提高用水效率；及 • Assess alternative water source availability in case of shortages. • 評估缺水情況下的替代水源供應。

Risk Type 風險類型	Adaptation and Mitigation Measures 適應及緩解措施
Transition Risks **轉型風險**	We are strengthening climate governance, and accelerating the shift toward low-carbon technologies and business models to tackle transition risks: 我們正加強氣候管治，加速向低碳技術及業務模式轉型，以應對轉型風險： • Monitor market trends and changes in legal requirement to ensure we satisfy the demands of customers and authorities at all times; • 監察市場趨勢及法律要求變動，確保始終符合客戶及主管當局的要求； • Maintain transparency by producing high-quality climate disclosure; • 透過編製高質素的氣候披露保持透明度； • Collaborate with suppliers to promote adoption of low-carbon processes and technologies; and • 與供應商合作，推動採用低碳流程及技術；及 • Consider climate-related risk in products, services, and value chain to ensure market risks are effectively monitored. • 在產品、服務及價值鏈中考量氣候相關風險，確保市場風險得到有效監察。
Opportunities **機遇**	We leverage industry insights to identify and secure emerging climate-related opportunities: 我們憑藉行業見解識別並把握新興的氣候相關機遇： • Develop lower-carbon service offerings; • 開發低碳服務； • Invest in energy-efficient and low-emission technologies to reduce costs; • 投資節能及低排放技術以降低成本；

The Group did not recognise any impairment loss on assets damaged by acute risks in FY2025. We have not yet allocated investments in energy-efficient equipment or preparation of emergency situations. We have not disclosed the quantified anticipated financial effects of climate related risks and opportunities (Financial effects relief applied). Internal carbon prices are currently not applied in our scenario analysis or decision-making.

本集團在二零二五財年並未確認任何因急性風險導致資產損壞的減值損失。我們尚未撥付用於節能設備的投資或應急準備相關經費。我們尚未披露氣候相關風險及機遇的量化預期財務影響(已應用財務影響豁免)。目前，我們的情景分析或決策過程中尚未應用內部碳定價。

Risk Management

風險管理

Risk Management System

風險管理系統

The Group has in place a comprehensive risk management framework. Climate-related risk and opportunity identification, assessment, prioritisation, and management are fully integrated into the Group's overall risk management processes. The relevant policies and processes are reviewed annually, and an annual enterprise risk management review report are presented to the Board.

本集團已建立完善的風險管理框架。氣候相關風險及機遇的識別、評估、優先排序及管理已全面納入本集團的整體風險管理流程。相關政策及流程每年進行檢討，並向董事會提交年度企業風險管理檢討報告。

Climate-related risks and opportunities are examined across the Group through a coordinated, multi-level process. Strategic direction is set at the top, with the Board providing oversight and regularly reviewing the most significant climate-related issues. At the same time, operational teams contribute detailed, ground-level insights by assessing their own exposures on an annual basis. When a potential risk is identified, the relevant department will design and carry out mitigation actions, followed by ongoing reviews to ensure that the controls remain robust and effective over time.

本集團透過協調一致的多層級流程，全面檢視氣候相關風險及機遇。策略方向由上至下制訂，董事會負責監察並定期檢討最重大的氣候相關議題。與此同時，營運團隊每年評估自身面臨的風險，提供詳細的基層見解。當識別到潛在風險時，相關部門將設計並實施緩解措施，其後進行持續檢討，確保相關控制措施長期保持健全有效。

All identified climate-related risks and opportunities play a role in shaping our strategic direction, operational priorities, and internal policies. We evaluate each item based on its potential impact and the likelihood of occurrence, creating a clear profile that supports informed decision-making. These evaluations also underpin the scenario analysis outlined above. Risks that score highly on both impact and likelihood are elevated in priority and addressed ahead of lower-rated issues to ensure our resources are focused where they matter most.

所有已識別的氣候相關風險及機遇均會影響我們的策略方向、營運重點及內部政策。我們根據每項風險及機遇的潛在影響及發生可能性進行評估，形成清晰的風險及機遇概況，以支持明智的決策。該等評估亦為上文所述的情景分析提供依據。影響程度及發生可能性均評分較高的風險將列為優先事項，優先於評分較低的議題處理，以確保我們的資源集中用於最關鍵的領域。

Metrics and Targets

指標及目標

Environmental Targets

環境目標

A long-term transition plan will set out a clear direction to transform our operations into a low-carbon, climate-resilient business. We are setting long-term climate-related targets supported by short-, medium-, and long-term milestones, all measured against a 2025 base year to ensure consistent comparison over time. These targets have taken reference of Hong Kong's long-term decarbonisation pathway and its goal of achieving carbon neutrality, ensuring that our efforts contribute meaningfully to the city's broader climate ambitions.

一項長期轉型計劃將訂明明確方向，把我們的營運轉型為低碳、氣候抗逆型企業。我們正制訂長期氣候相關目標，並以短期、中期及長期里程碑為支持，所有目標均以二零二五年為基準年進行衡量，以確保不同時期的比較一致性。該等目標參考了香港的長期脱碳路徑及其實現碳中和的目標，確保我們的努力能為該市更廣泛的氣候抱負作出實質性貢獻。

To deliver on this plan, we will focus on decarbonising our operations through improved energy efficiency, responsible resource management, and the adoption of lower-carbon technologies. The Group develops its target internally based on its strategic planning and did not apply the SBTi's Sectoral Decarbonisation Approach. The use of carbon credits to achieve any net targets is currently not considered. Below sets forth the phrased targets over our time horizon:

為落實此計劃，我們將專注於透過提高能源效率、負責任的資源管理及採用低碳技術，實現營運脱碳。本集團根據其策略規劃在內部制訂目標，並未應用科學基礎減碳目標倡議(SBTi)的行業脱碳方法。目前並未考慮使用碳信用來實現任何淨目標。以下列出我們各時間階段的階段性目標：

Targets 目標	Descriptions 描述
Energy Consumption Intensity **能源消耗密度**	• Short term: 3–5 % reduction when compared to 2025 • 短期：較二零二五年減少3–5% • Medium-term: 6–15% reduction when compared to 2025 • 中期：較二零二五年減少6–15% • Long-term: 16–40% reduction when compared to 2025 • 長期：較二零二五年減少16–40%
Non-hazardous Waste Intensity **無害廢棄物密度**	• Short term: 3–5% reduction when compared to 2025 • 短期：較二零二五年減少3–5% • Medium-term: 6–15% reduction when compared to 2025 • 中期：較二零二五年減少6–15% • Long-term: 16–40% reduction when compared to 2025 • 長期：較二零二五年減少16–40%
Greenhouse Gas Emission Intensity (Scope 1 & 2) **溫室氣體排放密度(範圍1及2)**	• Short term: 3 – 5 % reduction when compared to 2025 • 短期：較二零二五年減少3–5% • Medium-term: 6–15% reduction when compared to 2025 • 中期：較二零二五年減少6–15% • Long-term: 16–40% reduction when compared to 2025 • 長期：較二零二五年減少16–40%

Greenhouse gas ("GHG") emissions

The major sources of the Group's GHG emissions are direct GHG emissions (Scope 1) from company-owned vehicles, indirect GHG emissions (Scope 2) from purchased electricity, and other indirect GHG emissions (Scope 3).

Summary of GHG emissions is stated as below:

溫室氣體排放

本集團的溫室氣體排放主要來源包括公司自有車輛產生的直接溫室氣體排放(範圍1)、外購電力產生的間接溫室氣體排放(範圍2),以及其他間接溫室氣體排放(範圍3)。

溫室氣體排放概述如下列所示:

Types of GHG Emissions[2] 溫室氣體排放類型[2]	Unit 單位	2025 二零二五年	2024 二零二四年
Direct GHG Emissions (Scope 1) 直接溫室氣體排放(範圍1)	tCO_2e 噸二氧化碳當量	42.04	70.32
Indirect GHG Emissions (Scope 2) 間接溫室氣體排放(範圍2)	tCO_2e 噸二氧化碳當量	571.69	564.37
Other Indirect GHG Emissions (Scope 3) 其他間接溫室氣體排放(範圍3) • Category 1 : Purchased good and services • 第1類:外購貨品及服務 • Category 2: Capital goods • 第2類:資本貨品 • Category 3: Fuel and energy related activities • 第3類:燃料及能源相關活動 • Category 5: Waste generated in operations • 第5類:營運產生的廢棄物 • Category 7: Employee commuting • 第7類:僱員通勤	tCO_2e 噸二氧化碳當量	406.28	–
Total GHG Emissions 溫室氣體排放總量		1,020.01	634.7
Intensity[3] 密度[3]	tCO_2e per garment set produced (每生產一套成衣)噸二氧化碳當量	0.14	0.01

Notes:

2. GHG emissions data is presented in terms of carbon dioxide equivalent and are based on, including but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, "Global Warming Potential Values" from the IPCC Sixth Assessment Report and the 2024 Sustainability Report issued by Hong Kong Electric, and the 2024 Sustainability Report issued by CLP Holdings Limited. Scope 3 emissions data is calculated with reference, but not limited to, the International Civil Aviation Organisation, the Hong Kong Low Carbon Living Calculator, and the Department for Environment, Food & Rural Affairs of UK.

3. As at 31 December 2025, the total garment set produced of the Group was 7,277 (2024: 80,209 set). This data is also used for calculating other intensity data.

附註:

2. 溫室氣體排放數據以二氧化碳當量呈列,其依據包括但不限於世界資源研究所及世界可持續發展工商理事會發布的《溫室氣體核算體系:企業會計及報告標準》、聯交所發布的《如何編製環境、社會及管治報告－附錄2:環境關鍵績效指標報告指引》、IPCC第六次評估報告中的《全球增溫潛能值》,以及香港電燈發布的二零二四年可持續發展報告及中電控股有限公司發布的二零二四年可持續發展報告。範圍3排放數據的計算參考(但不限於)國際民航組織、香港低碳生活計算器及英國環境、食品及農村事務部的相關數據。

3. 於二零二五年十二月三十一日,本集團的成衣總產量為7,277套(2024:80,209套)。該數據亦用於計算其他密度數據。

ENVIRONMENTAL

The Group is committed to responsible environmental stewardship, ensuring that its business development progresses in harmony with the communities in which it operates. Our Heshan factory is subject to rigorous environmental oversight, including stringent audits and ongoing monitoring conducted by local government authorities. Each year, independent qualified third party organisations carry out comprehensive inspections covering air emissions, wastewater discharge and noise levels, with findings submitted to the Heshan Environmental Protection Department.

During the Reporting Period, the Heshan factory remained fully compliant with all applicable environmental laws and regulations.

A.1 Emissions

The Group is committed to good environmental management and strives to protect the environment as part of its corporate social responsibility. To this end, it has established various policies which outlines methods and proposals to implement effective and efficient environmentally friendly measures while ensuring proper management to minimise emissions and waste generated during operations.

The Group had no material non-compliance with the relevant laws, rules or regulations that have a significant impact on itself relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste during the Year.

Air Emissions

To align the global development of the low-carbon economy, the Group pays attention to its air emissions arise from the daily operations. The principles sources of air emissions are the combustion of diesel for company vehicles.

The Group's Emissions performance is summarised below:

環境層面

本集團致力於負責任的環境管理，確保其業務發展與營運所在社區協調發展。我們的鶴山工廠須接受嚴格的環境監管，包括地方政府當局進行的嚴格審核及持續監察。每年，獨立資格第三方機構會進行涵蓋廢氣排放、廢水排放及噪音水平的全面檢查，並將檢查結果提交鶴山環保局。

於報告期間，鶴山工廠仍完全遵守所有適用的環境法律及法規。

A.1 排放物

本集團致力於良好的環境管理，並將環境保護列為企業社會責任的一部分。為此，本集團已制訂各項政策，列明實施高效環保措施的方法及建議，同時確保妥善管理，以盡量減少營運過程中產生的排放物及廢棄物。

本年度，本集團在廢氣及溫室氣體排放、向水及土地排放，以及產生有害及無害廢棄物方面，並無重大違反任何對其自身有重大影響的相關法律、規則或法規。

廢氣排放

為配合全球低碳經濟的發展，本集團關注日常營運中產生的廢氣排放。廢氣排放的主要來源為公司車輛燃燒柴油產生的廢氣。

本集團的廢氣排放表現概述如下：

Type of Air Pollutants 大氣污染物類別	Unit 單位	2025 二零二五年	2024 二零二四年
Nitrogen oxides (NO_x) 氮氧化物(NO_x)	kg 千克	186.26	250.27
Sulphur oxides (SO_x) 硫氧化物(SO_x)	kg 千克	0.24	0.29
Particulate matter ("PM") 顆粒物(「PM」)	kg 千克	8.86	11.83

Hazardous Waste

Due to the nature of its business, the Group did not generate any hazardous waste during the Reporting Period. However, the Group has also formulated guidelines for the management and disposal of hazardous waste. If any hazardous waste is generated, the Group must engage qualified chemical waste collectors to treat such waste to comply with relevant environmental laws and regulations.

Non-Hazardous Waste

The non-hazardous waste generated by the Group's business activities are mainly the production floor comprises scrap fabrics and used carton boxes. The Group upholds its high standards in waste reduction and is committed to handling and disposing of all wastes generated by our business activities by the principle of sustainability and the methodology of the 3R Policy ("Reduce, Reuse and Recycle").

Carrywealth has also implemented a range of source-reduction practices to minimise paper consumption. These encourage double-sided printing and the regular reuse of paper, carton boxes, envelopes and folders for non-confidential purposes. Used paper is collected for recycling on an ongoing basis, and targeted waste-segregation training is provided to designated staff to ensure proper handling and recycling of materials.

The Group understands that it is vital to minimise emissions and wastage so as to protect the environment. In order to strike a balance between business development and impact on the environment, the management had continuously reviewed its production process and used environmental friendly material and clean fuel as far as possible.

有害廢棄物

基於業務性質，本集團於報告期間並無產生任何有害廢棄物。儘管如此，本集團仍已制訂有害廢棄物管理及處置指引。若產生任何有害廢棄物，本集團必須聘請合資格的化學廢棄物收集商處理該等廢棄物，以遵守相關環境法律及法規。

無害廢棄物

本集團業務活動產生的無害廢棄物主要來自生產車間，包括廢棄剩布碎及用過的紙箱。本集團堅持高標準的減廢要求，並致力按照可持續發展原則及3R原則(「減少使用、重複使用及回收利用」)處理及處置業務活動產生的所有廢棄物。

恒富亦已實施一系列源頭減廢措施，以盡量減少紙張消耗。該等措施鼓勵雙面列印，並將紙張、紙箱、信封及文件夾用於非機密用途的定期重複使用。已使用紙張會持續收集回收，並向指定員工提供針對性的廢物分類培訓，以確保物料得到妥善處理及回收。

本集團明悉減少排放和浪費對保護環境至關重要。為了在業務發展與環境影響之間取得平衡，管理層已不斷檢討其生產流程，並盡可能使用環保材料及潔淨燃料。

The Group's non-hazardous waste data is shown below:

本集團的無害廢棄物數據如下列所示：

Types of Waste Disposal 廢棄物處置類型	Unit 單位	2025 二零二五年	2024 二零二四年
Production waste 生產廢棄物	Tonnes 噸	0	41.8
Intensity 密度	kg/set 千克／套	0	0.52
Living waste 生活垃圾	Tonnes 噸	5.04	11.3
Intensity 密度	g/set 克／套	692.6	140.3

Given that all garment production is outsourced, the Group does not generate any production waste.

由於所有成衣生產均外判，本集團並無產生任何生產廢棄物。

Sewage Discharge

污水排放

Given the nature of its operations, the Group's business activities do not generate any substantial discharge. Instead, the Group ensures that all wastewater generated is appropriately channeled to local sewage treatment plants for thorough treatment via the municipal sewage network.

基於營運性質，本集團的業務活動並無產生大量污水排放。相反，本集團確保所有產生的廢水均透過市政污水網絡適當輸送至當地污水處理廠進行徹底處理。

A.2 Use of Resources

A.2 資源使用

The world is facing with limited resources. To have a sustainable business, the Group understands the importance of energy conservation. Water and electricity are the mostly used resources for the garment production. The Group has been working with customers in sourcing raw materials and enhancing production workflows so as to minimise both water and electricity consumption.

全球面臨資源有限的問題。為維持可持續發展業務，本集團明悉節能之重要性。水和電乃成衣生產使用最多之資源，本集團一直與客戶在採購原材料及提升生產流程方面進行合作，從而盡量減少用水和用電。

Currently, the Group has outsourced most of the bulk garment washing to external service providers. This arrangement does not only enable the Group to concentrate and strengthen its core production process, but also provide the Group with flexibility in only selecting subcontractors with sound water conservation measures and environmental protection. Meanwhile, continuous efforts including regular review of production processes and operation flows, education seminars and activities have been organised to ensure efficient and responsible use of resources.

目前，本集團已將大部分成衣清洗業務外包給外部服務供應商。此安排不僅使本集團能夠集中及加強其核心生產工序，亦使本集團能夠靈活地只選擇節水措施及環境保護良好的分包商。與此同時，本集團持續努力，包括定期檢討生產流程和運作流程、舉辦教育研討會和活動，以確保有效和負責任地利用資源。

Energy Management

The management recognises the significance of energy conservation. Measures implemented in the past to reduce energy consumption and environmental impact included the following:

- Replacement of fluorescent light tubes with LED lights;
- Set the central air-conditioner temperature at 25 degrees Celsius;
- Install fans to supplement the air conditioner to circulate cool air for production floor;
- Use the waste heat from boilers to generate hot water;
- Use environmentally friendly natural gas boiler;
- Use electric bus as shuttle for employees.

A summary of energy consumption performance is below:

能源管理

管理層意識到節約能源的重要性。過去為減少能源消耗及環境影響而採取的措施包括：

- 以LED燈取代光管；
- 將中央空調溫度設定為攝氏25度；
- 安裝風扇作為空調的輔助，為生產樓層提供冷空氣循環；
- 利用鍋爐餘熱生產熱水；
- 採用環保天然氣鍋爐；
- 使用電動巴士作為員工的接駁車。

能源消耗表現概述如下：

Indicators 指標	Unit 單位	2025 二零二五年	2024 二零二四年
Direct Energy **直接能源**			
– Petrol －汽油	MWh 百萬瓦時	71.40	71.56
– Diesel －柴油	MWh 百萬瓦時	87.35	118.75
Indirect Energy **間接能源**			
– Purchased Electricity －外購電力	MWh 百萬瓦時	989.60	989.60
Total Energy Consumption **能源消耗總量**	MWh 百萬瓦時	1,148.36	1,279.70
Intensity **密度**	MWh/set 百萬瓦時／套	0.16	0.02

Water Management

Carrywealth's water usage is mainly concentrated in the area of daily operations, domestic cleaning. As the Group recognises the prevailing global water scarcity, we proactively implement strategies to address this critical issue. We promote a culture of water conservation among employees and have implemented a range of measures to mitigate water usage.

- Use water-saving products and implement water recycling;
- Request timely turn-off of taps after use;
- Check the water pipes regularly to avoid water leakage and to prevent any unintended use of water.

A summary of water consumption performance is below:

水資源管理

恒富的用水主要集中在日常營運及生活清潔方面。本集團意識到全球水資源短缺的現狀，積極實施策略應對這一關鍵問題。我們在僱員中倡導節約用水文化，並已實施一系列措施以減少用水。

- 使用節水產品，實行水循環利用；
- 要求使用後及時關閉水龍頭；
- 定期檢查水管以避免漏水並防止意外用水。

用水消耗表現概述如下：

Indicators 指標	Unit 單位	2025 二零二五年	2024 二零二四年
Total Water Consumption 用水總消耗量	m^3 立方米	11,767	17,048
Intensity 密度	m^3/set 立方米／套	1.62	0.21

During the Reporting Period, the Group did not encounter any issue in sourcing water that was fit for purpose due to it's geographic location that its operation located.

於報告期間，由於本集團的營運所在地點具有地理優勢，在尋購適用水源時並無遇到任何問題。

Use of Packaging Materials

The packing materials used by the Group are primarily cartons boxes and plastic bags, of which the sizes are determined according to the requirements of customers and size of the products. The Group emphasises the importance to fully utilise and recycle all available materials and resources whenever possible at all operation and production stages.

Given that all garment production is outsourced, the Group does not directly consume any packaging materials.

包裝材料使用

本集團使用的包裝材料主要為紙箱及塑膠袋，其尺寸依客戶要求及產品尺寸而定。本集團強調在所有營運及生產階段盡可能充分利用及回收所有可用材料及資源的重要性。

由於所有成衣生產均外判，本集團並不直接消耗任何包裝材料。

A summary of the packaging materials purchased is presented below:

包裝材料採購概況如下列所示：

Types of Packaging Material 包裝材料類型	Unit 單位	2025 二零二五年	2024 二零二四年
Carton Boxes 紙箱	Tonnes 噸	0	2.8
Intensity 密度	kg/set 千克／套	0	0.04
Plastic bags 塑膠袋	kg 千克	0	10.0
Intensity 密度	g/m^2 克／平方米	0	0.12

Given that all garment production is outsourced, the Group does not use any packaging materials.

由於所有成衣均外包生產，本集團並無使用任何包裝物料。

During the Reporting Period, the Group was not aware of any material non-compliance cases relating to the use of resources.

於報告期間，本集團未發現任何與資源使用相關的重大違規情況。

A.3 The Environment and Natural Resources

The management recognises the significance of energy conservation. Measures implemented in the past to reduce energy consumption and environmental impact included replacement of fluorescent light tubes with LED lights, setting the central air-conditioner temperature at 25 degree Celsius, installing fans to supplement the air conditioner to circulate cool air for production floor, using the waste heat from boilers to generate hot water, using environmental friendly natural gas boiler, tree plantation campaign as well as using electric bus as shuttle for employees.

A.3 環境及天然資源

管理層認識到節能之重要意義。過去為減少能源消耗和環境影響而採取的措施包括將光管更換為LED燈、將中央空調溫度設定為攝氏25度、安裝風扇作為空調的補充以實現生產車間冷空氣循環、利用鍋爐餘熱生產熱水、使用環保天然氣鍋爐、開展植樹造林活動以及使用電動巴士作為員工接駁車。

SOCIAL

Carrywealth believes that employees are the most valuable asset and a core source of competitive strength. We remain committed to enhancing our employment policies to attract, develop, and retain talent. Guided by a people oriented approach, the Group safeguards employees' legitimate rights and interests and upholds sound labour management practices to ensure their health, safety, and well being.

社會層面

恒富相信僱員乃最寶貴資產及核心競爭力來源。我們始終致力優化僱傭政策，以吸引、培育及挽留人才。本集團秉持以人為本的理念，保障僱員合法權益，堅持良好勞工管理常規，確保其健康、安全及福祉。

During the Reporting Period, the Group was not aware of any material non-compliance with employment-related laws and regulations that would have a significant impact on the Group. Such laws and regulations include but not limited to the PRC Labor Law (" 中華人民共和國勞動法"), the PRC Labor Contract Law (" 中華人民共和國勞動合同法") and the Implementations Regulations of the PRC Labor Contract Law ("中華人民共和國勞動合同法實施條例").

於報告期間，本集團未發現任何重大違反對本集團產生重大影響的與僱傭相關的法律法規的情況。該等法律法規包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《中華人民共和國勞動合同法實施條例》。

B.1 Employment

Recruitment, Promotion, and Dismissal

We have established key human resources management practices, which are clearly outlined in the Employee Handbook. We uphold the principles of transparency, fairness, and equal opportunity throughout our recruitment process. All candidates are provided with fair access to information and resources, and selection is based on objective criteria such as professional capabilities, academic qualifications, functional expertise, practical job requirements, and language proficiency. Our recruitment approach aims to create an open, inclusive, and respectful experience for all applicants.

To support employee growth, we provide promotion and development opportunities through a structured and merit based assessment system. Regular performance reviews are conducted to evaluate employees' contributions based on competence, performance, and potential. This process ensures that career advancement is fair, transparent, and aligned with both individual aspirations and the long term development of the Group.

The Group is committed to protecting the rights and interests of employees in accordance with the Employee Handbook. We maintain a zero tolerance policy toward unfair dismissal and ensure that all separation procedures are carried out in a lawful, equitable, and transparent manner. Clear guidelines for dismissal and contract termination are documented in the Employee Handbook. Exit interviews are conducted with departing employees to gather feedback and identify opportunities for continuous improvement in our employment policies and workplace practices.

Working Hours and Rest Periods

The Group has specified the arrangement regarding employees' working days and hours in the Employee Contract and resists all forms of forced labour. All overtime work is on a voluntary basis and is subject to appropriate overtime compensation. The Group advocates work and life balance culture by organising activities such as sports activities, fun days and festive celebrations to inspire a healthy lifestyle and boost their wellbeing.

B.1 僱傭

招聘、晉升及解雇

我們已制訂核心人力資源管理常規，並在《員工手冊》中明確列明。在整個招聘過程中，我們秉持透明度、公平性及平等機會原則。所有應徵者均可公平獲取相關信息及資源，錄用標準基於客觀準則，包括專業能力、學歷背景、職能專長、實際工作要求及語言能力。我們的招聘方式旨在為所有應徵者創造公開、包容及受尊重的體驗。

為支持僱員發展，我們透過結構化且基於績效的評核制度提供晉升及發展機會。本集團定期進行績效評核，根據能力、工作表現及潛力評估僱員的貢獻。此過程確保職業晉升公平、透明，並與個人抱負及本集團長遠發展保持一致。

本集團致力根據《員工手冊》保障僱員權益，對不公平解雇採取零容忍政策，確保所有離職程序均以合法、公平及透明的方式進行。《員工手冊》中載有關於解雇及合同終止的明確指引。我們會與離職僱員進行離職面談，以收集反饋，並識別僱傭政策及工作場所常規的持續改進空間。

工作時間及休息時間

本集團已在《僱傭合同》中明確規定僱員的工作日及工作時間安排，堅決反對任何形式的強制勞工。所有加班均基於自願原則，並會給予相應的加班補償。本集團提倡工作與生活平衡的文化，透過組織體育活動、趣味日及節日慶祝等活動，鼓勵健康生活方式，提升僱員福祉。

Apart from annual leaves, the Group has provided employees with all kinds of holidays, including statutory holidays and other paid leaves such as marriage leaves, maternity leaves, paternity leaves and compassionate leaves.

除年假外，本集團為僱員提供各類假期，包括法定假期及其他帶薪假期（如婚假、產假、陪產假及喪假）。

Equal Opportunity, Diversity, Anti-Discrimination

平等機會、多元化及反歧視

The Group is committed to strict compliance with all national and local governmental laws and regulations. We uphold a fair, equitable, and transparent recruitment process, establishing policies that prevent discrimination in recruitment. Our aim is to ensure that no individual experiences discrimination based on race, nationality, disability, age, marital status, gender, pregnancy, sexual orientation, or political association. We strive to provide equal and fair treatment to all employees, encompassing areas such as recruitment, remuneration, training, promotion, dismissal, retirement, and other aspects of employment.

本集團嚴格遵守所有國家及地方政府的法律法規，秉持公平、公正及透明的招聘流程，制訂禁止招聘歧視的政策。我們旨在確保任何人不會因種族、國籍、殘疾、年齡、婚姻狀況、性別、懷孕、性取向或政治聯繫而遭受歧視。我們致力為所有僱員提供平等公正的待遇，涵蓋招聘、薪酬、培訓、晉升、解雇、退休及其他僱傭相關方面。

If an employee faces intimidation, humiliation, bullying, or harassment, including sexual harassment, they are encouraged to report the matter to their designated employee representative or directly to the general manager. The Group takes such complaints seriously and will employ appropriate measures to address and resolve these issues promptly upon receipt of the complaint.

若僱員面臨恐嚇、侮辱、欺凌或騷擾（包括性騷擾），鼓勵其向指定僱員代表或直接向總經理舉報。本集團會認真對待此等投訴，並在收到投訴後立即採取適當措施處理和解決相關問題。

Employee Communication Channels

僱員溝通渠道

The Group engages in proactive dialogue with its employees using various management mechanisms and communication channels, including internal mail systems, employee satisfaction questionnaires, and meetings.

本集團透過多種管理機制及溝通渠道與僱員積極對話，包括內部郵件系統、僱員滿意度問卷及會議。

To ensure a fair and transparent process, the Group has established guidelines in the Employee Handbook. It stipulates that employees should report any irregularities or concerns to their supervisors or the Human Resources Department. All reported cases will be thoroughly investigated, and appropriate actions will be taken to address them. We guarantee that the investigation and resolution process will be conducted with strict confidentiality, protecting the privacy and well-being of all parties involved.

為確保流程公平透明，本集團已在《員工手冊》中制訂指引，規定僱員應向其直屬主管或人力資源部舉報任何不合規事宜或關切事項。所有舉報個案均會接受徹底調查，並採取適當行動予以解決。我們保證調查及解決過程嚴格保密，保障所有相關方的隱私及福祉。

As of 31 December 2025, the Group had a total of 182 employees (2024: 178 employees). The employee breakdown and employee turnover rate are as follows:

於二零二五年十二月三十一日，本集團共有182名僱員(二零二四年：178名僱員)。僱員分佈及僱員流失率如下：

Breakdown of Employees 僱員分佈	2025 二零二五年	2024 二零二四年
Total **總計**	182	178
By Gender **按性別劃分**		
Male 男性	70	68
Female 女性	112	110
By Age group **按年齡組別劃分**		
Below 30 30歲以下	26	35
30 to 50 30至50歲	120	113
Over 50 50歲以上	36	30
By Employment Type **按僱傭類別劃分**		
Full time 全職	182	178
Part time 兼職	0	0
By Region **按地區劃分**		
Hong Kong 香港	4	4
China 中國內地	178	174
By Employment Category **按僱員分類劃分**		
Workers 工人	49	38
Staff 職員	133	140

During the Reporting Period, the employee turnover breakdown is as follows:

於報告期間，僱員流失詳情如下：

Employee Turnover Rate 僱員流失率	2025 二零二五年	2023 二零二四年
Overall **整體**	26.09 %	120.2%
By Gender **按性別劃分**		
Male 男性	23 %	50%
Female 女性	28 %	164%
By Age Group **按年齡組別劃分**		
Below 30 30歲以下	68 %	71%
30 to 50 30至50歲	14 %	112%
Over 50 50歲以上	38 %	207%
By Region **按地區劃分**		
Hong Kong 香港	0 %	10%
China 中國內地	26 %	125%

B.2 Health and Safety

Based on the results of the materiality assessment, occupational health and safety was identified as one of the Group's most significant ESG priorities. In response, the Group remains dedicated to creating a safe, healthy and supportive working environment for all employees. Guided by relevant labour regulations, the Group has established comprehensive Safety Policies tailored to different job roles and operational needs. Employees are provided with the necessary tools, equipment and training to ensure that they can perform their duties safely and effectively.

Beyond maintaining a clean and hazard-free workplace, the Group also focuses on supporting employees' overall well-being. The factory offers well-maintained staff and workers' quarters, equipped with air-conditioning and hot-water facilities to ensure comfort.

The Group conducted an emergency and fire drill, along with regular training sessions covering first aid, workplace safety and the prevention of occupational diseases. These initiatives aim to strengthen employees' safety awareness and foster a culture of health and protection.

During the Reporting Year, the Group was not aware of any material non-compliance with relevant laws and regulations that might have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards. Such laws and regulations include but are not limited to the Occupational Safety and Health Ordinance.

B.2 健康及安全

基於重要性評估結果，職業健康及安全被列為本集團最重大的環境、社會及管治優先事項之一。為此，本集團始終致力為所有僱員創造安全、健康及支持性的工作環境。本集團依據相關勞工法規，針對不同職位及營運需求制訂了全面的《安全政策》。為確保僱員能夠安全有效地履行職責，我們向其提供必要的工具、設備及培訓。

除保持清潔無危害的工作場所外，本集團亦關注僱員的整體福祉。工廠提供保養良好的員工宿舍，配備空調及熱水設施，以確保舒適度。

本集團已舉行應急消防演習，並定期開展包括急救、工作場所安全及職業病預防在內的培訓，旨在加強僱員的安全意識，培育健康防護文化。

於報告年度，本集團未發現任何因提供安全工作環境及保護僱員免受職業危害而重大違反相關法律法規(可能對本集團產生重大影響)的情況。該等法律法規包括但不限於《職業安全及健康條例》。

Fiscal Year 會計年度	Unit 單位	2025 二零二五年	2024 二零二四年	2023 二零二三年
Fatalities due to work 因工死亡	Cases 宗	0	0	0
Work related fatalities rate 因工死亡率	%	0	0	0
Lost days due to work injury 因工傷損失日數	Days	4	2	1.5

During the Reporting Period, the Group did not record any work-related fatalities during the last three consecutive years, and there was a total of 4 days (2024: 2 days) of work-related injury leave taken by employees.

於報告期間，本集團過去連續三年概無發生工作相關死亡事件，僱員因工傷合計休假期間為4天(二零二四年：2天)。

B.3 Development and Training

The Group believes that employees' commitments and loyalty are essential elements for the growth and sustainability of its business. Therefore, helping employees to improve their professional skills and retaining high caliber employees are the Group's policy. Our factory organises training activities tailored to the specific needs of employees at different levels. Senior management and external professionals are invited to conduct seminars. In the Reporting Period, the factory held a number of trainings including operational skills, health and safety and other soft management skills.

- Orientation for new employees
- First-aid
- Occupational diseases prevention
- Fire safety

During the Reporting Period, the Group provided around 182 hours of training, with an average training hour of approximately 1 hour per trained employee. The breakdown of the employees trained by gender and employment category is as follows:

B.3 發展及培訓

本集團相信僱員的承諾和忠誠度是其業務成長和永續發展的重要因素。因此，幫助僱員提升專業技能、留住高素質員工是本集團的政策。本廠根據不同階層僱員的具體需求組織培訓活動，邀請高階主管和外部專業人士舉辦研討會。於報告期間，工廠舉行多項培訓，包括操作技能、健康及安全及其他軟管理技能。

- 新員工之入職培訓
- 急救
- 職業病預防
- 消防安全

於報告期間，本集團提供培訓約182小時，每位受訓員工平均培訓時數約1小時。受訓員工按性別及僱傭類別劃分明細如下：

Composition of Employee Training 員工培訓構成	2025 二零二五年	2024 二零二四年
By Gender **按性別劃分**		
Male 男性	100%	100%
Female 女性	100%	100%
By Employment Category **按僱傭類別劃分**		
Workers 工人	100%	100%
Staff 職員	100%	100%

B.4 Labour Standards

Prevention of Child and Forced Labour

The Group has zero tolerance and strictly prohibits the use of child labour, forced labour and hiring of illegal immigrants in our operations. Below measures have been taken to avoid these illegal employment practices.

Prevention of child labour

禁止童工

During the recruitment process, the human resources department will verify the applicant's identity documents and ensure that they have reached the minimum age for employment.

招聘過程中，人力資源部將核實應徵者的身份文件，確保其已達到最低就業年齡。

Prohibition of forced labour

禁止強制勞工

The Group specifies overtime compensation provisions in the Employee Handbook. The Group carefully monitors the employee working time and working schedule to ensure they work voluntarily and freely.

本集團在《員工手冊》中列明加班補償條款，仔細監察僱員的工作時間及排班，確保其自願自由工作。

In case of any illegal labour practice is discovered, the Group will stop their employments immediately. An investigation will be carried out subsequently and report the case to the relevant authorities.

During the Reporting Period, the Group was not aware of any material non-compliance with child and forced labour-related laws and regulations, that would have a significant impact on the Group including but not limited to the Employment Ordinance, the Employment of Children Regulations, the Regulations on Prohibition of Child Labor of the People's Republic of China, the Labour Contract Law of the People's Republic of China and Labour Law of the People's Republic of China.

B.4 勞工準則

禁止童工及強制勞工

本集團對童工、強制勞工及僱用非法移民採取零容忍態度，並在營運中嚴格禁止此等行為。已採取以下措施避免該等非法僱傭行為：

若發現任何非法勞工行為，本集團將立即終止相關僱傭關係，其後開展調查並向相關主管當局報告。

於報告期間，本集團未發現任何重大違反對本集團產生重大影響的與兒童及強迫勞動相關法律法規的情況，包括但不限於《僱傭條例》、《僱用兒童規例》、《中華人民共和國禁止使用童工規定》、《中華人民共和國勞動合同法》及《中華人民共和國勞動法》。

B.5 Supply Chain Management

Effective supplier management plays a critical role in safeguarding product quality and safety while reducing potential social and environmental risks. The Group adopts a collaborative, mutually beneficial approach to supply chain management, aiming to build long-term, responsible partnerships.

To ensure consistent standards, the Group assesses suppliers based on multiple criteria, including pricing competitiveness, product and service quality, delivery reliability and their ability to meet ESG requirements. For certain orders, major customers may specify an approved list of raw-material suppliers. In such cases, the Group works closely with customers to ensure compliance: procurement teams and customer representatives jointly conduct site visits to verify that suppliers meet the required social, ethical and corporate responsibility standards.

In 2025, the Group had a total of 98 suppliers, and the following breakdown illustrates their distribution:

Location 地區	No. of Suppliers 供應商數目
China 中國內地	9
Hong Kong 香港	70
Overseas 海外	19

Through these measures, the Group strives to maintain a responsible supply chain that aligns with both regulatory expectations and customer requirements.

B.5 供應鏈管理

有效的供應商管理對於保障產品質量和安全以及減輕潛在社會及環境風險至關重要。本集團在供應鏈管理方面採納合作互利的方式，旨在建立長期、負責任的合作夥伴關係。

為確保標準一致，本集團基於多項標準評估供應商，包括定價競爭力、產品及服務質量、交貨可靠性及符合環境、社會及管治要求的能力。對於部分訂單，主要客戶可能指定認可的原材料供應商名單。在此情況下，本集團與客戶緊密合作以確保合規：採購團隊與客戶代表共同進行現場考察，核實供應商是否符合要求的社會、道德及企業責任標準。

二零二五年，本集團共有98家供應商，其分佈如下：

透過上述措施，本集團致力維持符合監管期望及客戶要求的負責任供應鏈。

B.6 Product Responsibility

Customer Service

The Group demonstrates a diligent approach in meeting customer needs by actively engaging them to gain valuable insights into their interests and concerns. Multiple mechanisms are employed to gauge customer satisfaction and monitor feedback, including regular customer satisfaction surveys and service reviews.

Customer health and safety is always placed at the top priority. The Group's management systems ensure quality and mitigate environmental, safety, and security hazards.

To ensure product quality and prevent potential recalls, a comprehensive quality checking procedure is implemented before the products are dispatched from the factory. Additionally, our customers services team is available to provide support and assistance to customers in the event of any product-related concern.

During the Reporting Period, the Group received no complaints, none of which were related to non-compliance with pertinent laws and regulations concerning health and safety, advertising, labeling, privacy matters, or methods of redress for the products and services provided. Furthermore, there were no product recalls given the nature of the business.

Quality Checking

The Group remains firmly committed to ensuring the highest standards of product quality and safety, which are essential to the long term success of our manufacturing operations. This commitment is upheld by employees at every level. In addition to following the product specifications and codes of conduct required by our brand customers, the factory fully complies with all applicable laws and regulations in Mainland China.

B.6 產品責任

客戶服務

本集團積極與客戶互動，深入了解其關注點及需求，以盡心盡力滿足客戶期望。透過多種機制衡量客戶滿意度及監察反饋，包括定期客戶滿意度調查及服務檢討。

客戶健康及安全向來是首要考量。本集團的管理系統確保產品質量，並減輕環境、安全及保安風險。

為確保產品質量及防止潛在產品召回，產品出廠前會實施全面的質量檢測程序。此外，若客戶有任何與產品相關的疑慮，客戶服務團隊會提供支援及協助。

於報告期間，本集團並未收到任何投訴，亦無任何與所提供產品及服務在健康及安全、廣告、標籤、私隱事宜或補救方式方面違反相關法律法規的情況。此外，基於業務性質，並無發生產品召回事件。

質量檢測

本集團堅定致力於確保最高標準的產品質量及安全，這對製造業務的長遠成功至關重要。各階層僱員均嚴格恪守此項承諾。除遵守品牌客戶要求的產品規格及行為守則外，工廠亦完全遵守中國內地所有適用法律法規。

To maintain strict quality assurance, the production team conducts inspections and testing at key stages of the manufacturing process, including checks on raw materials prior to warehousing. Our quality control team performs sampling tests on both semi finished and finished goods. Before shipment, every batch of garment products undergoes a series of quality tests, needle detection procedures and a final inspection to ensure compliance with customer specifications as well as legal and regulatory requirements.

為維持嚴格的質量保證，生產團隊在製造過程的關鍵階段進行檢查及測試，包括原材料入庫前的檢驗。品質控制團隊對半成品及成品進行抽樣測試。出貨前，每批次成衣產品均經過一系列質量測試、檢針程序及最終檢驗，以確保符合客戶規格及法律法規要求。

When requested by customers, the Group also engages independent, accredited third party organisations to conduct additional product testing and issue formal quality assurance reports. These measures collectively reinforce the reliability and safety of our products.

應客戶要求，本集團亦會聘請獨立、認可的第三方機構進行額外產品測試，並出具正式質量保證報告。該等措施共同加強了產品的可靠性及安全性。

Product Service

產品服務

As an original equipment manufacturer, the Group produces garment products strictly in accordance with the technical specifications and requirements provided by brand customers. Finished goods are released for shipment only after they have successfully passed the Group's internal quality assurance processes as well as the quality inspections conducted by customers.

作為原設備製造商，本集團嚴格按照品牌客戶提供的技術規格及要求生產成衣產品。成品須成功通過本集團內部質量保證流程及客戶質量檢測後，方可出貨。

All garment products must comply with the laws and regulations of the importing countries, including those related to product safety, labelling, packaging and consumer protection. Since the Group does not sell products directly to end consumers, it does not own any intellectual property rights associated with the products, nor does it engage in product marketing or advertising. Product labels include supplier codes through which brand customers can identify the factory responsible for any product related enquiries or issues.

所有成衣產品必須遵守進口國家的法律法規，包括與產品安全、標籤、包裝及消費者保護相關的規定。由於本集團不直接向最終消費者銷售產品，故不擁有與產品相關的任何智慧財產權，亦不從事產品市場推廣或廣告宣傳。產品標籤包含供應商代碼，品牌客戶可透過該代碼識別負責處理任何產品相關查詢或問題的工廠。

In the event of a product complaint from a brand customer, the relevant departments collaborate to carry out a thorough investigation to determine the root cause of the defect. The Group maintains close communication with customers throughout the process to agree on appropriate corrective measures and to identify opportunities for ongoing improvement. To further manage potential risks, the Group has also arranged product liability insurance to provide protection against possible product responsibility claims.

若收到品牌客戶的產品投訴，相關部門將協作開展徹底調查，確定瑕疵的根本原因。整個過程中，本集團與客戶保持緊密溝通，商定適當的糾正措施，並識別持續改進的機會。為進一步管理潛在風險，本集團亦已購買產品責任保險，以保障其免受可能的產品責任索償。

Data Privacy and Protection

All the assets and information can only be accessed and handled by the Group's authorised personnel for operational purposes, and staff members are forbidden to copy, transfer and disclose any information, particularly intellectual property and customers' personal data, to any third parties without prior consent from the customers.

Protection of Intellectual Property Rights

Regarding intellectual property protection, the Group stipulates that when cooperation with an external organisation, the terms of the contract shall be set to ensure that products or services provided by the partner are free from infringement of any intellectual property right. In addition, the Group avoids infringing the intellectual property rights of other companies and individuals and conducts regular research and tracking of patent information of its peers. There is no infringement on intellectual property rights during the Reporting Period.

B.7 Anti-Corruption

Carrywealth upholds a culture of integrity and views ethical conduct as fundamental to long term success. All forms of corruption, including bribery, extortion, fraud, and money laundering, are strictly prohibited in daily operations. The company's Code of Conduct sets clear expectations for employee behaviour and requires staff to avoid conflicts of interest, refrain from accepting unauthorised benefits, and never misuse their positions for personal gain.

High ethical standards guide all business activities. Employees must not offer or request gifts, cash, coupons, or any other advantages in exchange for favourable treatment. Any suspected misconduct must be reported to management for prompt review. These measures help ensure that business operations remain fair, transparent, and fully compliant with applicable laws and regulations.

數據私隱及保護

所有資產及信息僅限本集團獲授權人員為營運目的存取及處理，員工未經客戶事先同意，禁止向任何第三方複製、傳輸及披露任何信息(尤其是智慧財產權及客戶個人數據)。

知識產權保護

關於知識產權保護，本集團規定與外部機構合作時，合同條款須確保合作夥伴提供的產品或服務不侵犯任何知識產權。此外，本集團避免侵犯其他公司及個人的知識產權，並定期研究及跟蹤同行的專利信息。於報告期間，並無發生知識產權侵權事件。

B.7 反貪污

恒富秉持誠信文化，視道德行為為長遠成功的基石。日常營運中嚴格禁止任何形式的貪污行為，包括賄賂、勒索、欺詐及洗黑錢。公司《行為準則》明確訂定僱員行為標準，要求員工避免利益衝突、不接受未經授權的利益，且決不濫用職權謀取私利。

所有業務活動均遵循高道德標準。員工不得提供或索取禮物、現金、優惠券或任何其他好處以換取優惠待遇。任何涉嫌不當行為必須向管理層報告，以便即時檢討。該等措施有助確保業務營運公平、透明，並完全遵守適用法律法規。

Anti-Corruption Training

The Group provides training to employees on its governance policies from time to time. New employees receive Staff Handbook containing Rules of Conduct as part of their induction program

Whistle-blowing Policy

Under the Group's whistle blowing policy, employees are encouraged to report any suspected misconduct, irregularities or improper behaviours. Reports may be made directly to the Company Secretary, who will in turn relay the information to the Executive Directors for follow up.

If the concern involves the Company Secretary or the Executive Directors, or if the whistleblower prefers an alternative channel, the matter may be reported directly to the Chairman of the Audit Committee, who is an Independent Non executive Director.

Depending on the nature and circumstances of the reported issue, the Group will establish an independent investigation committee to conduct fact finding, collect evidence and prepare a formal report for the Executive Directors or the Audit Committee, as appropriate. The Executive Directors or the Audit Committee will oversee the process to ensure that the investigation is handled impartially, and will determine appropriate corrective or disciplinary actions, including making recommendations to the Board where necessary.

The Group treats all whistle blowing reports with strict confidentiality. It is firmly committed to protecting whistleblowers from retaliation, including dismissal, victimisation or any form of unfair treatment resulting from their good faith reporting.

During the Reporting Period, the company secretary and chairman of the audit committee did not receive any incident of improprieties from the employee. Furthermore, the Group had no litigation in relation to corruption, bribery, extortion, fraud and money laundering and complied with all the relevant rules and regulations.

反貪污培訓

本集團不時向僱員提供其管治政策的培訓。新僱員將收到載有《行為守則》的《員工手冊》，作為入職計劃的一部分。

舉報政策

根據本集團的舉報政策，鼓勵員工舉報任何涉嫌不當行為、不合規事宜或不當行徑。舉報可直接向公司秘書提出，公司秘書其後會將相關信息轉達執行董事跟進處理。

若所關注事項涉及公司秘書或執行董事，或舉報人偏好其他渠道，可直接向審核委員會主席(獨立非執行董事)舉報。

根據舉報事項的性質及具體情況，本集團將成立獨立調查委員會開展事實調查、收集證據，並酌情向執行董事或審核委員會提交正式報告。執行董事或審核委員會將監督調查過程，確保調查公正進行，並決定適當的糾正或紀律處分措施，必要時向董事會提出建議。

本集團對所有舉報事件均嚴格保密，堅決保障舉報人免受報復，包括因誠實舉報而遭受解僱、受害或任何形式的不公平對待。

於報告期間，公司秘書及審核委員會主席並未收到任何員工舉報的不當行為。此外，本集團並無涉及貪污、賄賂、勒索、欺詐及洗黑錢的訴訟，並遵守所有相關規則及法規。

B.8 Community Investment

Carrywealth remains committed to contributing positively to society while pursuing business growth. Community involvement is regarded as an essential part of corporate citizenship, and this commitment is reflected in daily work practices and work culture. Employees are encouraged to cultivate a strong sense of social responsibility and to take part in charitable and community initiatives both during work and in their personal time. Through these efforts, the company aims to create meaningful impact and support the well being of the broader community.

As at 31 December 2025, our factory employed 2 disabled staff. In addition, our employees also participated in various charitable and social activities such as garment donation to Heshan Local Government Social Affair Office and the Blood Donation organised by China Red Cross.

B.8 社區投資

恒富在追求業務增長的同時，始終致力於為社會作出正面貢獻。社區參與被視為企業公民責任的重要組成部分，此項承諾體現於日常工作常規及企業文化中。本集團鼓勵員工培養強烈的社會責任感，無論在工作期間或私人時間均積極參與慈善及社區活動。透過該等努力，公司旨在產生實質影響，支持更廣泛社區的福祉。

於二零二五年十二月三十一日，我們的工廠僱用2名殘疾員工。此外，我們的僱員亦參與多項慈善及社會活動，例如向鶴山市人民政府社會工作辦公室捐贈衣物、中國紅十字會組織的無償捐血等。

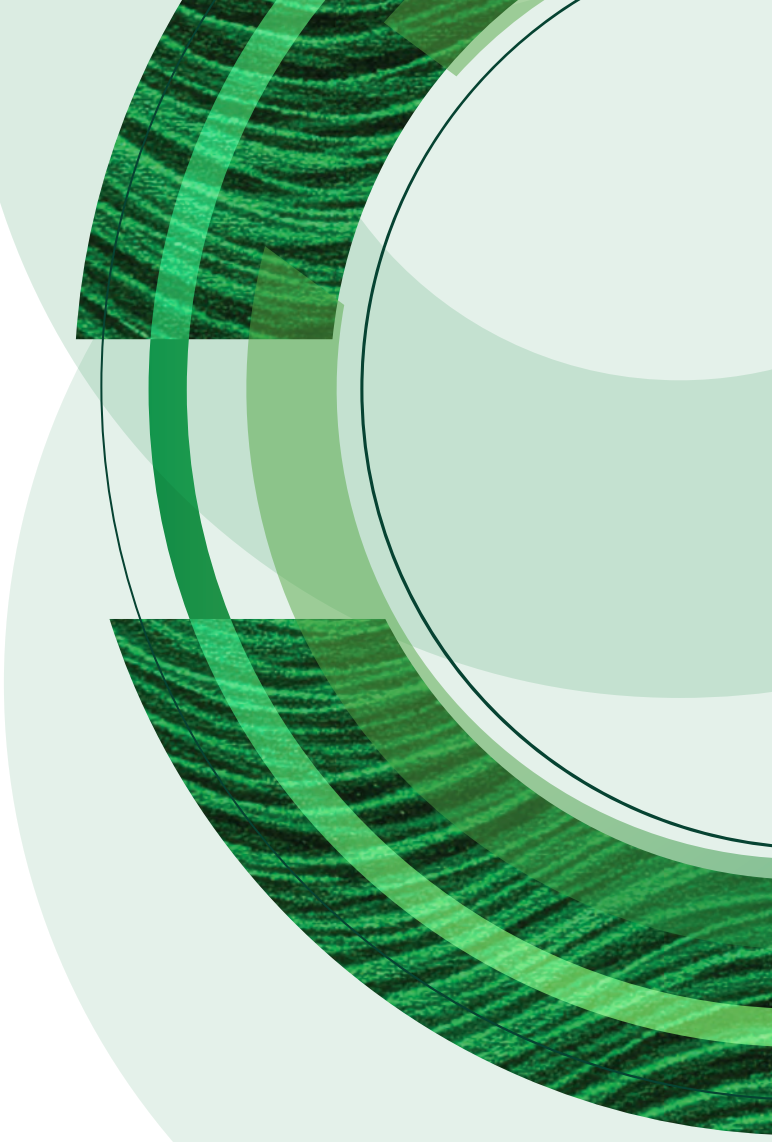
締造

恒優品質

源於

豐富人材





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