Asia Strategy Digit Technology Holdings Limited
亞洲策略數字科技控股有限公司

(formerly known as 中國集成控股有限公司 China Jicheng Holdings Limited)
(前稱中國集成控股有限公司)
(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)
(Stock Code 股份代號：1027)





2025

環境、社會及管治報告

Environmental, Social and Governance Report

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

ABOUT THIS REPORT

This Environmental, Social and Governance Report (the "**ESG Report**") provides an account of the environmental, social and governance ("**ESG**") information on the policies, compliance with relevant laws and regulations and key performance of Asia Strategy Digit Technology Holdings Limited (formerly known as China Jicheng Holdings Limited, hereinafter referred to as the "**Company**") and its subsidiaries (hereinafter collectively referred to as the "**Group**") for the year ended 31 December 2025 ("**2025**" or the "**year**"). The Group is principally engaged in the manufacturing and sale of POE umbrellas, nylon umbrellas and umbrella parts such as plastic cloth and shaft, in existing markets, such as the People's Republic of China ("**PRC**"), Hong Kong, Cambodia and Republic of Korea. The reporting scope of this ESG Report covers all business activities mentioned above.

This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Code (the "**ESG 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 "**Listing Rules**"). The ESG Report has been prepared based on four reporting principles listed below, including materiality, quantitativeness, balance and consistency.

Materiality: ESG issues that have major impacts on investors and other stakeholders must be set out in this ESG Report.

Quantitative: If the key performance indicators (KPIs) have been established, they must be measurable and applicable to valid comparisons under appropriate conditions. They must also be able to describe the purpose and impacts of quantitative information.

Balance: This ESG Report must provide an unbiased picture of the ESG performance of the Company. It should avoid selecting, omitting, or presenting formats that may inappropriately influence a decision or judgement by the reader.

Consistency: This ESG Report should use consistent statistical methodologies to allow meaningful comparisons of related data over time. Any changes to the methods used must be specified in the ESG Report.

For the climate-related disclosure requirements under Part D of the ESG Code, the Group has reported on a "comply or explain" basis, taking into account the implementation reliefs provided by the Exchange for the initial years of adoption.

關於本報告

本環境、社會及管治報告(「**ESG報告**」)提供亞洲策略數字科技控股有限公司(前稱中國集成控股有限公司)(「**本公司**」)及其附屬公司(「**本集團**」)截至二零二五年十二月三十一日止年度(「**二零二五年**」或「**年內**」)於環境、社會及管治(「**ESG**」)方面的政策、遵守相關法律法規的情況以及主要表現的資料。本集團主要於中華人民共和國(「**中國**」)、香港、柬埔寨及大韓民國等現有市場從事製造及銷售POE雨傘、尼龍雨傘及雨傘零部件(如塑料布及中棒)。本ESG報告的報告範圍涵蓋上述所有業務活動。

本ESG報告乃根據香港聯合交易所有限公司主板證券上市規則(「**上市規則**」)附錄C2《環境、社會及管治報告守則》(「**ESG守則**」)編製。本ESG報告的編製亦遵循以下四項報告原則(包括重要性、量化、平衡及一致性)。

重要性:本ESG報告須載列對投資者及其他持份者有重大影響的ESG議題。

量化:倘已設立關鍵績效指標(KPIs),則該等指標須可予計量,並可在適當情況下用於進行有效比較,亦必須能夠闡述量化資料的目的及影響。

平衡:本ESG報告須不偏不倚地呈報本公司的ESG表現,避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。

一致性:本ESG報告應使用一致的統計方法,使相關數據日後可作有意義的比較。所使用方法有任何變動必須在ESG報告中說明。

就ESG守則D部分所訂定的氣候相關披露要求而言,本集團已依據「不遵守就解釋」原則進行報告,並已考量到交易所針對採用初期所提供的實施寬免措施。

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ESG GOVERNANCE

The Group believes that good ESG governance strategies and practices are essential for corporate success. The Group has integrated the ESG concept into the corporate governance management and during the decision-making process, hoping to create more positive long-term values for society and the environment.

The board (the "**Board**") of directors (the "**Directors**") is devoted to establishing an effective ESG risk management mechanism. The Board determines ESG strategies and reviews the content and quality of the ESG Report annually. To maintain excellent ESG governance, the Board bears the overall responsibility of the management for the formulation, execution and reporting of the ESG policies and performances. The Board is responsible for identifying, evaluating and determining the Group's ESG-related risks and ensuring that appropriate and effective ESG risk management and internal control systems are in place.

The ESG Working Group, which comprises senior management and representatives from various departments and subsidiaries, has been established to formulate, plan and coordinate ESG initiatives within the Group. The ESG Working Group has an overarching role in supporting the Board on the matters of ESG and oversees the implementation of the ESG initiatives of the Group, including reviewing the related policies and practices, and assessing and making recommendations on matters concerning the Group's ESG governance, strategy, planning and risks. The ESG Working Group is also responsible for stakeholder engagement and materiality assessment. The ESG Working Group review issues and policies related to the Group's sustainable development and coordinate ESG data management and disclosure in a timely manner.

To better govern the ESG performance of the Group, environmental targets for greenhouse gas emissions, waste management, energy consumption and water management have been established. The Group will continue to strive towards achieving these targets. The Group's management will review the progress of these targets, take measures to achieve them and report on the progress and make suitable suggestions to the Board at least annually.

ESG 管治

本集團相信，良好的ESG管治策略及常規對企業成功至關重要。本集團將ESG理念融入企業管治管理及決策過程，希望為社會和環境創造更多積極長遠的價值。

董事（「**董事**」）會（「**董事會**」）致力建立有效的ESG風險管理機制。董事會確定ESG策略，並每年檢討ESG報告的內容及質量。為保持卓越的ESG管治，董事會承擔制定、執行及報告ESG政策及表現的整體管理責任。董事會負責識別、評估及確定本集團的ESG相關風險，並確保設立合適及有效的ESG風險管理及內部監控系統。

本集團已成立ESG工作小組，成員包括高級管理層以及各部門和附屬公司的代表，負責制定、規劃及協調本集團內的ESG活動。ESG工作小組的主要職責是就ESG事宜向董事會提供支持，並監督本集團ESG措施的實施情況，包括檢討相關政策及常規，評估本集團的ESG管治、策略、規劃及風險事宜並就此提出建議。ESG工作小組亦負責持份者參與及重要性評估。ESG工作小組檢討與本集團可持續發展相關的問題及政策，並及時協調ESG數據管理及披露。

為更好地管理本集團的ESG表現，本集團制定了溫室氣體排放、廢棄物管理、能源消耗及水資源管理方面的環境目標。本集團將繼續致力實現該等目標。本集團管理層至少每年檢討該等目標的進展，採取措施以實現該等目標，並向董事會報告進展情況及提出適當建議。

STAKEHOLDER ENGAGEMENT

The Group has a comprehensive stakeholder engagement system that helps maintain good relationships with investors and shareholders, professional bodies/regulators, customers, suppliers, employees, local community and other stakeholders. The Group exchanges opinions and advice from stakeholders through different communication methods, such as online instant communication, emails, social platforms, online media interaction and conferences, etc.

持份者參與

本集團設有全面的持份者參與系統，有助與投資者及股東、專業機構／監管機構、客戶、供應商、僱員、當地社區及其他持份者保持良好關係。本集團透過線上即時通訊、電郵、社交平台、線上媒體互動及會議等多種溝通方式與持份者交流意見及建議。

MATERIALITY ASSESSMENT

By conducting the materiality assessment, the Group has identified the key ESG topics which are "relevant" and "important" to our business. In particular, the material ESG issues listed in the table are issues of high priority.

重要性評估

通過進行重要性評估，本集團已識別對我們的業務而言屬「相關」及「重要」的關鍵ESG議題。特別是，下表中列出的重大ESG議題為高度優先的議題。

Aspects **層面**	**Material ESG Issues** **重要ESG議題**
Environmental Aspect **環境層面**	
Emissions 排放物	– Waste Management – 廢棄物管理
Use of Resources 資源使用	– Energy consumption and efficiency – 能源消耗及效益 – Efficient use of raw materials – 高效使用原材料 – Use of packaging materials – 包裝材料的使用
Climate Change 氣候變化	– Climate-related risks and opportunities – 氣候相關風險與機遇
Social Aspect **社會層面**	
Employment 僱傭	– Employee welfare – 僱員福利 – Inclusion and equal opportunities – 包容與平等機會 – Talent attraction and retention – 吸引及挽留人才
Health and Safety 健康與安全	– Occupational health and safety – 職業健康與安全
Development and Training 發展及培訓	– Development and training – 發展及培訓

Aspects 層面	Material ESG Issues 重要ESG議題
Labour Standards 勞工準則	– Prevention of child and forced labour – 防止童工及強制勞工
Supply Chain Management 供應鏈管理	– Supply chain management – 供應鏈管理
Product Responsibility 產品責任	– Economic value generated – 產生的經濟價值 – Customer satisfaction – 客戶滿意度 – Protection of intellectual property rights – 保護知識產權 – Protection of customer privacy – 保護客戶私隱
Anti-corruption 反貪污	– Corporate governance- Anti-corruption – 企業管治 – 反貪污
Community Investment 社區投資	– Community Investment – 社區投資

ENVIRONMENTAL ASPECTS

USE OF RESOURCES

The Group is committed to using resources more efficiently during our production process. From the Group's point of view, the efficient use of raw materials (e.g., POE and nylon) and other packaging materials are two of the focus areas. We have also implemented energy saving projects and other measures in order to ensure the efficient use of energy and water resources.

To reduce resource wastage and environmental impacts, the Group's factories follow strictly to ISO 14001, the environmental management system, during the production operations. The Group has also minimized the materials used in the manufacturing process so as to maximize our resource efficiency.

Energy Consumption

Energy management is an important part of any business. To reduce consumption through more targeted efforts, the Group is participating in an energy conservation programme and continued to pursue the efficient use of energy resources. We have improved our planning on the equipment layout as well as the operational processes to reduce any redundant consumption of energy and other resources during production. It is the Group's policy to maintain the manufacturing process in an efficient and effective manner.

The Group uses petrol as direct energy consumption for supporting the company-owned vehicles and electricity as indirect energy consumption. The total energy consumption in 2025 was 16,730.50 GJ; and the energy intensity was 60.50 GJ per million RMB revenue. The details of energy consumption are shown below:

環境層面

資源使用

本集團致力於在生產過程中更高效地利用資源。從本集團角度而言，高效利用原材料（如POE及尼龍）及其他包裝材料為其中兩個重點領域。我們亦實施節能項目及其他措施，以確保高效利用能源及水資源。

為減少資源浪費及環境影響，本集團的工廠在生產營運過程中嚴格遵守ISO 14001環境管理體系。本集團亦盡量減少生產過程中使用的材料，以最大程度地提高資源利用效益。

能源消耗

對於任何業務而言，能源管理均是重要部分。為了更有針對性地減少能源消耗，本集團參與一項節能計劃，並繼續致力於能源的高效利用。我們改進了設備佈局規劃與操作流程，以減少生產過程中任何不必要的能源及其他資源消耗。本集團的政策是保持高效率及高效益的生產過程。

公司自有車輛使用的汽油為本集團的直接能耗，而所使用的電力為間接能耗。二零二五年能源消耗總量為16,730.50吉焦，能源消耗密度為每百萬人民幣收入60.50吉焦。能耗詳情列示如下：

Direct and/or Indirect energy consumption by type 按類型劃分的直接及／或間接能源消耗	2025 二零二五年	2024 二零二四年	Unit 單位
Direct energy consumption – Petrol & Diesel 直接能源消耗 – 汽油及柴油	136.90	311.45	GJ 吉焦
Indirect energy consumption – Electricity 間接能源消耗 – 電力	16,593.60	14,507.27	GJ 吉焦
Total energy consumption 能源消耗總量	16,730.50	14,818.72	GJ 吉焦
Intensity (by RMB revenue) 密度（按人民幣收入計算）	60.50	41.95	GJ/million RMB revenue 吉焦／百萬元人民幣收入

The Group will ensure that they are using these resources in a sustainable manner, while also taking into account the environmental impact of their activities. By implementing effective energy management strategies, the Group can reduce costs while still meeting its goals for sustainability and profitability.

本集團將確保以可持續方式使用該等資源，同時亦考慮其活動對環境的影響。透過實施有效的能源管理策略，本集團可以在降低成本的同時，實現可持續發展及盈利的目標。

As energy use is also one of the material ESG topics of the Group, we will continuously monitor and analyse the consumption data so as to further improve our utilization of energy resources. The Group has initiated a target of 5% reduction of energy intensity by 2027, compared with the baseline year of 2022.

由於能源使用亦為本集團的重要ESG議題之一，我們將持續監察並分析能源消耗數據，以進一步提高能源利用效益。本集團已提出如下目標：以二零二二年為基準，於二零二七年前將能源消耗密度降低5%。

Water Consumption

Since 2016, the Group has implemented the "Water and Electricity Management System" in its factories, formulating a convention for employees to save water and electricity. This system helps to reduce water consumption by monitoring the amount of water used in production processes and providing guidance on how to use water resources more efficiently. For instance, some of the water-saving measures include the wide use of electric water boilers, installation of automatic control to avoid long-running water and more frequent maintenance of the water pipe network and equipment to prevent leakage.

用水情況

自二零一六年起，本集團於旗下工廠實施「水電管理制度」，制定了員工節水節電公約。該制度透過監察生產過程中的用水量，並就如何更有效地使用水資源提供指引，幫助減少耗水量。例如，部分節水措施包括廣泛使用電熱水器、安裝自動控制裝置以避免自來水長時間空流以及更頻繁地維護水管網及設備以防止漏水。

Water is supplied by the municipal water supply and the Group did not encounter any issues in sourcing water during the year. In 2025, the total water consumption of the Group was 100,562 cubic meters; and the water intensity was 363.67 cubic meters per million RMB revenue. The Group aims at reducing water intensity in our operations by 10% by 2027 against the 2022 baseline.

水由市政供水提供，本集團於年內在求取水源上並無遇到任何問題。二零二五年，本集團的耗水總量為100,562立方米，耗水密度為每百萬元人民幣收入363.67立方米。本集團的目標是以二零二二年為基準，於二零二七年前將我們營運的用水密度降低10%。

Water consumption in total and intensity 總耗水量及密度	2025 二零二五年	2024 二零二四年	Unit 單位
Total water consumption 耗水總量	100,562	123,795	m^3 立方米
Intensity (by RMB revenue) 密度（按人民幣收入計算）	363.67	350.43	m^3/million RMB revenue 立方米／百萬元人民幣收入

Packaging Materials

The packaging materials used by the Group are primarily plastic wrapping films and carton boxes, the sizes of which are determined according to the requirements of different customers. As efficient use of packaging materials is one of our focuses, the Group makes every effort to minimize any wastage. More specifically, the Group has stopped using plastic bags for individual products since 2019. In 2025, the total amount of packaging materials used for finished products was 9.05 tonnes, and the intensity of packaging material use was 0.03 tonnes per million RMB revenue.

包裝材料的使用

本集團使用的包裝材料主要為塑料包裝膜及紙箱，尺寸根據不同客戶的要求而定。有效使用包裝材料為我們關注的重點之一，因此本集團竭力減少包裝材料的浪費。更具體而言，自二零一九年起，本集團個別產品已不再使用塑料袋。於二零二五年，成品包裝物料總用量為9.05噸，包裝物料使用強度為每百萬元人民幣收入0.03噸。

Packaging material for finished products 成品使用的包裝材料	2025 二零二五年	2024 二零二四年	Unit 單位
Total packaging material used 使用的包裝材料總量	105.6	162.8	Tonnes 噸
Intensity (by RMB revenue) 密度（以人民幣收入計算）	0.38	0.46	Tonnes/million RMB revenue 噸／百萬元人民幣收入

EMISSIONS

The Group's umbrella manufacturing business closely relates to environmental protection – one of our core values. As a leader of Asia's umbrella industry, the Group complies strictly with relevant laws and regulations relating to air and greenhouse gas emissions, and follows specific actions taken by different countries closely. To achieve emission reduction, the Group has implemented numerous energy-saving projects, e.g., replacing high emission equipment. The production operations in our factories are completed in accordance with ISO 14001 standard. Violating the environmental regulations may result in temporary suspension of production. In 2025, the Group did not have any material non-compliance with the environmental protection laws and regulations that had a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes, such as the Environmental Protection Law, Prevention and Control of Atmospheric Pollution, Prevention and Control of Water Pollution, Prevention and Control of Environmental Pollution by Solid Waste and National Environmental Emergency Response Plan of the PRC.

排放

本集團的雨傘製造業務與環境保護密切相關，而環境保護是我們的核心價值觀之一。作為亞洲雨傘行業的佼佼者，本集團嚴格遵守有關廢氣及溫室氣體排放的相關法律法規，並密切關注不同國家所採取的具體行動。為實現減排，本集團實施諸多節能項目，例如更換高排放設備。我們工廠的生產作業均按照ISO 14001標準完成。違反環境法規或會導致暫時停產。於二零二五年，本集團並無發生任何嚴重違反有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等方面的環保法律法規且對本集團產生重大影響的情況，有關法規包括中國的《環境保護法》、《大氣污染防治法》、《水污染防治法》、《固體廢物污染環境防治法》及《國家突發環境事件應急預案》。

Air Emissions

In 2025, the use of vehicles and other mobile equipment in our PRC operations was the major source of air pollutant emissions. These emissions contain Nitrogen oxides (NOX), Sulphur oxides (SOX), and Respirable suspended particles (RSP). The emission figures are shown in the table below.

廢氣排放

於二零二五年，在我們的中國業務運營中使用的車輛及其他移動設備是空氣污染物排放的主要來源。該等排放物含有氮氧化物(NOX)、硫氧化物(SOX)及可吸入性懸浮粒子(RSP)。排放數據如下表所示。

Types of emissions and respective emissions data 排放物種類及相關排放數據	2025 二零二五年	2024 二零二四年	Unit 單位
Nitrogen oxides (NOX) 氮氧化物((NOx)	0.06	8.12	Kg 千克
Sulphur oxides (SOX) 硫氧化物(SOx)	0.03	1.60	Kg 千克
Respirable suspended particles (RSP) 可吸入性懸浮粒子((RSP)	0.00	0.60	Kg 千克

Greenhouse Gas Emissions

The total greenhouse gas emissions in 2025 were about 2,928.20 tonnes of carbon dioxide-equivalent ("**CO_2e**"). The primary source of greenhouse gas emissions was energy indirect emissions ("**Scope 2 emissions**") of purchased electricity – about 99%; whereas direct emissions ("**Scope 1 emissions**") by combustion of fuels in mobile sources and other indirect emissions ("**Scope 3 emissions**") were relatively insignificant – about 1%. For details, please refer to the table below.

溫室氣體排放

二零二五年的溫室氣體排放總量約為2,928.20噸二氧化碳當量。溫室氣體排放的主要來源為外購電力的能源間接排放(「**範圍2排放**」)，約佔99%；而移動源燃料燃燒產生的直接排放(「**範圍1排放**」)及其他間接排放(「**範圍3排放**」)相對較少，約佔1%。詳情請參閱下表。

Greenhouse gas emissions 溫室氣體排放	2025 二零二五年	2024 二零二四年	Unit 單位
Scope 1 Emissions 範圍1排放	9.40	21.77	Tonnes CO_2e 噸二氧化碳當量
Scope 2 Emissions 範圍2排放	2,903.88	2,659.67	Tonnes CO_2e 噸二氧化碳當量
Scope 3 Emissions 範圍3排放	14.92	257.11	Tonnes CO_2e 噸二氧化碳當量
Total greenhouse gas emissions 溫室氣體排放總量	2,928.20	2,681.44	Tonnes CO_2e 噸二氧化碳當量
Intensity (by RMB revenue) 密度(以人民幣收入計算)	10.59	7.59	Tonnes CO_2e/million RMB revenue 噸二氧化碳當量／百萬元

As greenhouse gas emission is the key cause of climate change, the Group will continue to look for ways to reduce the emissions in the future. The Group plans to reduce 10% of our emission intensity by 2027 ahead of the 2022 baseline.

由於溫室氣體排放是氣候變化的主要原因，本集團未來將繼續探尋減少排放量的方法。本集團計劃以二零二二年為基準，於二零二七年前將排放密度降低10%。

Waste Management

In 2025, the Group did not produce any hazardous waste from its core manufacturing processes that is required to be handled as hazardous waste under applicable local regulations. Any small quantities of hazardous materials (such as waste oil and chemicals) generated from equipment maintenance were handled by qualified third-party contractors in accordance with relevant regulations. For non-hazardous wastes, such as discarded packaging materials and domestic waste of offices, a total amount of 105.6 tonnes was produced. The Group aims at reducing non-hazardous waste intensity in our operations by 5% by 2027 against the 2022 baseline.

廢棄物管理

於二零二五年，本集團的核心生產過程並無產生任何根據適用當地法規須按有害廢棄物處理的有害廢棄物。設備維護過程中產生的少量有害物料（如廢油及化學品）均已由合資格的第三方承辦商按照相關法規處理。對於無害廢棄物（例如廢棄包裝物料及辦公室生活廢棄物），其產生總量為105.6噸。本集團的目標是以二零二二年為基準，於二零二七年前將營運中的無害廢棄物強度降低5%。

To further reduce the quantity of non-hazardous waste generated, the Group has implemented centralized management for production, construction and installation, monitoring and testing, maintenance and other activities of various departments.

為進一步減少所產生的無害廢棄物數量，本集團對各部門的生產、施工及安裝、監控及測試、維護及其他活動實行集中管理。

As a large portion of the waste generated was domestic waste from office, the Group has taken the following actions to reduce waste generation:

由於所產生的大部分廢棄物為辦公室生活垃圾，因此本集團已採取以下措施減少廢棄物的產生：

- Encourage communication through e-mails to reduce the use of papers;
- 鼓勵通過電子郵件進行溝通，以減少紙張的使用；鼓勵通過電子郵件進行溝通，以減少紙張的使用；
- Adopt duplex printings and reuse single-sided printed papers; and
- 採用雙面打印，重複使用單面打印的紙張；及
- Monitor the production process to reduce errors and duplicate productions.
- 監控生產流程以減少錯誤及重複生產。

Non-hazardous waste **無害廢棄物**	**2025** **二零二五年**	**2024** **二零二四年**	**Unit** **單位**
Total non-hazardous waste produced 所產生的無害廢棄物總量	105.6	248.0	Tonnes 噸
Intensity (by RMB revenue) 密度（以人民幣收入計算）	0.38	0.70	Tonnes/million RMB revenue 噸／百萬元人民幣收入

THE ENVIRONMENT AND NATURAL RESOURCES

Although "the environment and natural resources" is not identified as one of our material ESG issues, the Group acknowledges that it is the responsibility of every business to minimize any possible negative impacts on the natural environment.

For instance, a certain amount of sewage, air pollutants and waste are inevitably generated by the production processes and domestic activities of our workers. To reduce the Group's impacts on the environment and natural resources, we have implemented various measures including enhanced control on domestic sewage and air emissions and more centralized management to avoid "secondary pollution" caused by the mishandling of waste.

CLIMATE CHANGE

Concerns about climate change have been rising significantly over the past decade. All countries are most vulnerable to this threat and will suffer greatly if no action is taken. The impact of climate change on the manufacturing sector today is something that cannot be disputed. As a result, it is important for the Group to have a risk management strategy in place to protect their operations from the effects of climate change.

In accordance with the enhanced climate-related disclosure requirements under Part D of the ESG Reporting Code effective from 1 January 2025, the Group has enhanced its climate-related disclosures across four key areas: Governance, Strategy, Risk Management, and Metrics and Targets.

Governance

The Board maintains oversight of climate-related risks and opportunities as part of its overall ESG governance framework. The Board is responsible for monitoring and overseeing management's assessment and management of climate-related risks and opportunities, ensuring that appropriate policies and controls are in place.

The ESG Working Group, which comprises senior management and representatives from various departments and subsidiaries, supports the Board in climate-related matters. The ESG Working Group is responsible for:

環境及天然資源

儘管「環境及天然資源」沒有被確定為我們的重大ESG議題之一，但本集團深知，最大限度地減少對自然環境可能造成的負面影響是每個企業的責任。

例如，生產過程及工人的生活活動不可避免地會產生一定數量的污水、空氣污染物及廢棄物。為減少本集團對環境及天然資源的影響，我們已採取各種措施，包括加強對生活污水及廢氣排放的管控，加強集中管理，避免因廢棄物處理不當而造成「二次污染」。

氣候變化

過去十年來，人們對氣候變化的擔憂顯著增加。所有國家均很容易受到氣候變化的威脅，如不採取行動，將會遭受巨大損失。氣候變化對當今製造業的影響毋庸置疑。因此，對於本集團而言，制定風險管理策略以保護其營運免受氣候變化的影響非常重要。

根據自二零二五年一月一日起生效的ESG報告守則D部分有關加強氣候相關披露的規定，本集團已在四大關鍵範疇加強氣候相關披露：管治、策略、風險管理，以及指標與目標。

管治

作為整體ESG管治架構的一部分，董事會持續監督氣候相關風險與機遇。董事會負責監察及監督管理層對氣候相關風險與機遇的評估及管理工作，確保已設立適當的政策及控制。

本集團已成立ESG工作小組，成員包括高級管理層以及各部門和附屬公司的代表，支持董事會氣候相關事宜。ESG工作小組負責：

- Identifying and assessing climate-related risks and opportunities that could affect the Group's operations, strategy and financial planning;
- Developing and implementing climate-related strategies, policies and action plans;
- Monitoring progress towards achieving climate-related targets, including greenhouse gas emission reduction targets;
- Coordinating climate-related data collection, analysis and disclosure; and
- Reporting to the Board on climate-related matters at least annually.

- 識別及評估可能影響本集團營運、策略及財務規劃的氣候相關風險與機遇；
- 制定及實施氣候相關策略、政策及行動計劃；
- 監察氣候相關目標（包括溫室氣體減排目標）的達成進度；
- 協調氣候相關數據的收集、分析及披露；及
- 至少每年向董事會匯報氣候相關事宜。

The Board reviews the Group's climate-related performance, progress on climate-related targets, and the effectiveness of climate-related strategies and risk management processes at least annually through reports from the ESG Working Group and management.

董事會透過ESG工作小組及管理層提交的報告，至少每年審閱本集團的氣候相關表現、氣候相關目標的進度，以及氣候相關策略及風險管理流程的有效性。

Strategy

The Group has identified climate-related risks and opportunities that could affect its business operations, strategy and financial planning. These include both physical risks arising from the physical impacts of climate change and transition risks arising from the transition to a lower-carbon economy.

策略

本集團已識別可能影響其業務營運、策略及財務規劃的氣候相關風險與機遇。這些風險包括氣候變化實體影響所產生的實體風險，以及向低碳經濟轉型所產生的轉型風險。

Physical Risks

Since climate change may increase the severity and frequency of extreme weather conditions, like typhoons and heavy rain, the product quality of our umbrella should be increased to support stronger wind and heavier rainfalls. In order to minimize disruption to our business operations, the Group has formulated a set of contingency measures for severe weather to minimize the negative impact on the business. In addition, the Group is also fully aware that extreme weather conditions may endanger the health and safety of employees. Therefore, we have developed comprehensive arrangements for conditions including typhoons, rainstorms and heat waves to protect the health and safety of our employees in extreme weather conditions.

實體風險

由於氣候變化可能會增加極端天氣狀況（如颱風及暴雨）的嚴重程度及頻率，我們應提高雨傘的產品質量，以便可應對更強的風力及降雨。為盡量降低惡劣天氣對我們業務營運的干擾，本集團已制定一系列應對惡劣天氣的應急措施，將其對業務的負面影響減至最低。此外，本集團亦充分意識到極端天氣狀況可能危害僱員的健康與安全。因此，我們已就颱風、暴雨及熱浪等情況制定全面安排，保障僱員在極端天氣狀況下的健康與安全。

The Board and ESG working group will also meet to discuss the impact of extreme weather events such as typhoons, heavy rain, and other natural disasters on their factory locations. The potential risks are identified during the meeting and they will develop strategies to mitigate them.

董事會及ESG工作小組亦將召開會議，討論颱風、暴雨等極端天氣事件及其他自然災害對工廠所在地的影響。會議上亦會確定潛在風險，並制定緩解風險的策略。

Acute physical risks include:

- **Extreme weather events:** Increased frequency and severity of typhoons, floods and storms could disrupt production operations, damage facilities and equipment, and affect supply chain continuity. The Group's manufacturing facilities in the PRC and Cambodia may be exposed to these risks.

- **Employee safety:** Extreme weather conditions could endanger the health and safety of employees, affecting workforce availability and productivity.

Chronic physical risks include:

- **Rising temperatures:** Prolonged periods of high temperatures could affect working conditions in manufacturing facilities, increase cooling costs, and impact employee productivity and well-being.

- **Water stress:** Changes in precipitation patterns and water availability could affect water supply for production processes, potentially increasing water costs or constraining production capacity.

Transition Risks

Policy actions and emerging technologies on climate change will continue to develop, for example, switching to low-carbon energy sources and supporting the transition to a low-carbon economic system may bring risks to the Group's technological transformation and increase its costs.

The impression of customers, the community and the media on whether the Group can commit to low-carbon transformation may also bring risks to the Group's image and reputation. The Group will also explore the possibility of enhancing the efficiency of material use, recycling, and the reuse of the materials to reduce the emissions of greenhouse gases during production.

In terms of legal risks, the Group expects that the laws and regulations related to climate change in China and Hong Kong will be more stringent. For example, local governments may adopt more aggressive policies and measures to limit greenhouse emissions and energy consumption. The Group might be exposed to legal risks and may need to bear higher operating costs to comply with regulatory changes. In response to possible legal risks, the Group will continue to monitor any changes in laws or regulations.

急性實體風險包括：

- **極端天氣事件**：颱風、洪水及暴雨發生頻率及嚴重程度增加，可能中斷生產運作、損壞設施及設備及影響供應鏈的持續性。本集團位於中國及柬埔寨的生產設施可能面臨該等風險。

- **僱員安全**：極端天氣狀況可能危及僱員的健康與安全，影響勞動力供應及生產力。

慢性實體風險包括：

- **氣溫上升**：持續高溫可能影響生產設施的工作環境，增加製冷成本，並影響僱員生產力及福祉。

- **水資源壓力**：降雨模式的變化及水資源供應情況可能影響生產過程的用水供應，可能導致用水成本上升或制約生產能力。

轉型風險

有關氣候變化的政策行動及新興技術將繼續發展，例如，轉向低碳能源及支持向低碳經濟體系轉型，從而可能給本集團的技術轉型帶來風險並增加其成本。

客戶、社區及媒體對本集團能否致力於低碳轉型的印象亦可能給本集團的形象及聲譽帶來風險。本集團亦將探索提高材料使用效率、材料回收及再利用的可能性，以減少生產過程中的溫室氣體排放。

在法律風險方面，本集團預期中國及香港與氣候變化相關的法律法規將更加嚴格。例如，地方政府可能採取更積極的政策及措施限制溫室氣體排放及能源消耗。本集團可能面臨法律風險，並可能需要承擔更高的營運成本以符合監管方面的變化。為應對可能產生的法律風險，本集團將繼續關注法律或法規的任何變化。

Transition risks identified include:

- **Policy and legal risks:** More stringent climate-related regulations in operating jurisdictions (PRC, Hong Kong, Cambodia, Republic of Korea) could increase compliance costs, require facility upgrades, or limit greenhouse gas emissions and energy consumption. Carbon pricing mechanisms or emissions trading schemes could increase operational costs.
- **Technology risks:** The transition to low-carbon manufacturing processes may require investment in new equipment and technologies. The Group may need to upgrade machinery, adopt energy-efficient production systems, or switch to renewable energy sources, resulting in capital expenditure and potential disruption during the transition period.
- **Market risks:** Changing customer preferences towards more sustainable and environmentally-friendly products could affect demand for the Group's products. Customers may increasingly require suppliers to demonstrate climate performance and adopt sustainable practices.
- **Reputation risks:** Stakeholders' perception of the Group's commitment to climate action could affect its reputation, brand value and ability to attract customers, investors and talent. Failure to demonstrate adequate climate action could result in reputational damage.

Climate-related Opportunities

While climate change presents risks, the Group has also identified potential opportunities:

- **Resource efficiency:** Investments in energy efficiency, water conservation and waste reduction can lower operating costs and improve competitiveness. The Group's ongoing energy conservation programmes and resource efficiency initiatives position it to benefit from reduced resource consumption.
- **Products and services:** Climate change may increase demand for high-quality umbrellas as extreme weather events become more frequent. The Group's focus on product quality and durability aligns with potential increased demand for weather-resistant products.

已識別的轉型風險包括：

- **政策及法律風險**：在經營所在司法管轄區（中國內地、香港、柬埔寨、韓國），更為嚴格的氣候相關法規可能增加合規成本、要求升級設施，或限制溫室氣體排放及能源消耗。碳定價機制或排放交易制度亦可能提高營運成本。
- **技術風險**：向低碳製造流程轉型可能需要投資於新設備及技術。本集團可能需要升級機械設備、採用節能生產系統，或轉用可再生能源，從而導致資本支出增加，並在轉型期間帶來潛在干擾。
- **市場風險**：客戶對更具可持續性及環保產品的偏好轉變，可能影響本集團產品的需求。客戶亦可能愈加要求供應商展示其氣候表現並採用可持續做法。
- **聲譽風險**：持份者對本集團在氣候行動方面承諾的看法，可能影響其聲譽、品牌價值以及吸引客戶、投資者及人才的能力。未能展示足夠的氣候行動可能導致聲譽受損。

氣候相關機遇

儘管氣候變化帶來風險，本集團亦識別出若干潛在機遇：

- **資源效率**：在能源效率、節水及減廢方面的投資可降低營運成本並提升競爭力。本集團持續推行的節能計劃及資源效率措施，使其有望受益於資源消耗的降低。
- **產品及服務**：隨著極端天氣事件愈加頻繁，氣候變化可能增加對高品質雨傘的需求。本集團專注於產品質量及耐用性，與對具備抗風雨能力產品的潛在需求增加相契合。

- **Resilience:** Building climate resilience through diversified supply chains, business continuity planning and adaptive capacity can provide competitive advantages and reduce vulnerability to climate impacts.

Climate-related risks and opportunities are mainly concentrated in the Group's upstream raw material sourcing and manufacturing processes in the PRC and Cambodia, as well as in downstream logistics and distribution to export markets.

Financial Impact and Resilience

The Group continues to assess the potential financial effects of climate-related risks and opportunities on its operations, strategy and financial planning. While specific quantification of financial impacts is still under development, the Group has identified that:

- Physical risks could result in increased operating costs through higher insurance premiums, facility repairs and business interruption costs;
- Transition risks may lead to increased capital expenditure for technology upgrades, higher energy costs from carbon pricing, and potential revenue impacts from changing market demand;
- Climate-related opportunities could generate cost savings through improved resource efficiency and potential revenue growth from increased product demand.

The management of the Group will take adequate steps to build its resilience to climate change by identifying and managing climate change risks and opportunities and by developing strategies which are in line with global best practices to adapt to and mitigate the impact of climate change on its operations.

Climate Resilience and Scenario Analysis

The Group is in the process of developing climate-related scenario analysis to assess the resilience of its business model and strategy under different climate pathways. Given the nature and scale of its operations, the Group is making use of the implementation reliefs available under Part D of the ESG Code in respect of quantitative climate scenario analysis and related disclosures for the reporting year. The Group plans to progressively enhance its climate resilience assessment and scenario analysis and to provide more detailed quantitative disclosures once the relevant methodologies, data availability and internal capabilities are further developed.

- **韌性**：透過供應鏈多元化、業務持續規劃及提升適應能力來建立氣候韌性，可帶來競爭優勢並降低對氣候影響的脆弱性。

氣候相關風險及機遇主要集中於本集團在中國內地及柬埔寨的上游原材料採購及製造流程，以及向出口市場的下游物流及分銷環節。

財務影響及韌性

本集團持續評估氣候相關風險及機遇對其營運、策略及財務規劃的潛在財務影響。儘管具體的財務影響量化仍在發展中，本集團已識別出：

- 實體風險可能透過更高的保險費用、設施維修成本及業務中斷成本，導致營運成本上升；
- 轉型風險可能導致技術升級所需的資本支出增加、因碳定價而帶來更高的能源成本，以及因市場需求變化而對收入產生潛在影響；
- 氣候相關機遇可透過提升資源效率帶來成本節省，並因產品需求增加而帶來潛在的收入增長。

本集團管理層將採取充足措施，透過識別及管理氣候變化風險及機遇，並制定符合全球最佳常規的策略，適應及減輕氣候變化對營運的影響，從而增強本集團對氣候變化的抵禦能力。

氣候韌性及情景分析

本集團正逐步開展氣候相關情景分析，以評估其業務模式及策略在不同氣候路徑下的韌性。鑒於其營運的性質及規模，本集團在本報告年度就定量氣候情景分析及相關披露方面，採用ESG守則D部分所提供的實施寬免。本集團計劃逐步加強其氣候韌性評估及情景分析，並在相關方法、數據可得性及內部能力進一步完善後，提供更詳細的定量披露。

Risk Management

The Group has integrated climate-related risks into its overall risk management framework. The processes for identifying, assessing and managing climate-related risks are aligned with the Group's enterprise risk management approach.

Process for Identifying Climate-related Risks

The ESG Working Group conducts regular assessments to identify climate-related risks that could affect the Group's operations. This process includes:

- Reviewing climate science and projections relevant to the Group's operating locations;
- Engaging with internal stakeholders across different departments and operating locations to understand potential climate impacts;
- Monitoring regulatory developments and policy changes related to climate change in operating jurisdictions;
- Considering input from external stakeholders, including customers, suppliers and industry associations; and
- Evaluating both physical risks (acute and chronic) and transition risks (policy, technology, market and reputation).

Process for Assessing Climate-related Risks

Identified climate-related risks are assessed based on their potential impact on the Group's operations, strategy and financial performance, and the likelihood of occurrence. The assessment considers:

- The magnitude of potential financial impact;
- The time horizon over which risks may materialize (short, medium or long-term);
- The geographic scope and operations affected; and
- The Group's current resilience and adaptive capacity.

Risks are prioritized based on this assessment to focus management attention and resources on the most material climate-related risks.

風險管理

本集團已將氣候相關風險納入其整體風險管理框架。識別、評估及管理氣候相關風險的流程，與本集團的企業風險管理方針保持一致。

識別氣候相關風險的流程

ESG工作小組定期進行評估，以識別可能影響本集團營運的氣候相關風險。該流程包括：

- 審閱與本集團營運地點相關的氣候科學及預測資料；
- 與不同部門及營運地點的內部持份者溝通，以了解潛在的氣候影響；
- 監察各營運司法管轄區內與氣候變化相關的監管發展及政策變動；
- 考慮外部持份者（包括客戶、供應商及行業協會）的意見；及
- 評估實體風險（急性及慢性）與轉型風險（政策、技術、市場及聲譽）。

評估氣候相關風險的流程

已識別的氣候相關風險會根據其對本集團營運、策略及財務表現的潛在影響以及發生的可能性進行評估。該評估考慮：

- 潛在財務影響的幅度；
- 風險可能顯現的時間範圍（短期、中期或長期）；
- 受影響的地理範圍及營運；及
- 本集團當前的韌性及適應能力。

根據此評估對風險進行優先排序，以便將管理層的注意力及資源集中在最重大的氣候相關風險上。

Process for Managing Climate-related Risks

The Group manages climate-related risks through various measures:

- Developing and implementing contingency plans and emergency response procedures for extreme weather events;
- Monitoring regulatory changes and adapting compliance measures accordingly;
- Investing in energy efficiency and resource conservation to reduce exposure to carbon pricing and resource constraints;
- Engaging with suppliers to understand and manage climate risks in the supply chain;
- Implementing business continuity planning to minimize disruption from climate impacts; and
- Setting environmental targets, including greenhouse gas emission reduction targets, and monitoring progress towards achieving them.

The Board and ESG Working Group review the effectiveness of climate-related risk management measures and make adjustments as necessary to ensure the Group's resilience to climate change.

Integration with Overall Risk Management

Climate-related risks are integrated into the Group's overall risk management processes. The ESG Working Group coordinates with other risk management functions to ensure that climate risks are appropriately considered alongside other business risks. Material climate-related risks are escalated to the Board through regular reporting channels, and the Board considers these risks when making strategic decisions and approving business plans.

管理氣候相關風險的流程

本集團透過多項措施管理氣候相關風險：

- 針對極端天氣事件制定及實施應變計劃及緊急應對程序；
- 監察監管變化並相應調整合規措施；
- 投資於能源效益及資源節約，以減少對碳定價及資源限制的風險敞口；
- 與供應商溝通，以了解及管理供應鏈中的氣候風險；
- 實施業務連續性計劃，以盡量減少氣候影響所帶來的干擾；及
- 訂立環境目標（包括溫室氣體減排目標），並監察實現目標的進度。

董事會及ESG工作小組檢討氣候相關風險管理措施的有效性，並在必要時作出調整，以確保本集團對氣候變化的韌性。

與整體風險管理整合

氣候相關風險已納入本集團的整體風險管理流程。ESG工作小組與其他風險管理職能部門協調，確保氣候風險與其他業務風險一併得到適當考慮。重大氣候相關風險會透過定期匯報渠道上報至董事會，董事會在作出策略決策及批准業務計劃時會考慮這些風險。

Metrics and Targets

The Group monitors and discloses key metrics to assess its climate-related performance and progress towards achieving its climate-related targets.

Greenhouse Gas Emissions

The Group reports its greenhouse gas emissions in accordance with internationally recognized standards. For the year ended 31 December 2025, the Group's greenhouse gas emissions were:

- Scope 1 emissions (direct emissions): 9.40 tonnes CO_2e
- Scope 2 emissions (energy indirect emissions): 2,903.88 tonnes CO_2e
- Scope 3 emissions (other indirect emissions): 14.92 tonnes CO_2e
- Total greenhouse gas emissions: 2,928.20 tonnes CO_2e
- Emissions intensity: 10.59 tonnes CO_2e per million RMB revenue

The Group's greenhouse gas emissions are primarily from Scope 2 emissions related to purchased electricity for manufacturing operations. Scope 1 emissions from company-owned vehicles and Scope 3 emissions from employee commuting and business travel are relatively minor.

Methodology for Measuring Greenhouse Gas Emissions

The Group calculates its greenhouse gas emissions using the following approach:

- **Scope 1 emissions:** Calculated based on fuel consumption data for company-owned vehicles, using emission factors from recognized sources.
- **Scope 2 emissions:** Calculated using the location-based method, based on electricity consumption data and emission factors for the electricity grid in each operating location. The Group sources electricity from local power grids in the PRC, Hong Kong, Cambodia and Republic of Korea.
- **Scope 3 emissions:** Currently includes emissions from business travel, employee commuting and disposal of waste. The Group is working to expand its Scope 3 emissions inventory in future reporting periods.

指標及目標

本集團監察及披露關鍵指標，以評估其在氣候相關方面的表現及實現氣候相關目標的進度。

溫室氣體排放

本集團根據國際認可的標準匯報其溫室氣體排放。截至二零二五年十二月三十一日止年度，本集團的溫室氣體排放如下：

- 範圍1排放（直接排放）：9.40噸二氧化碳當量
- 範圍2排放（能源間接排放）：2,903.88噸二氧化碳當量
- 範圍3排放（其他間接排放）：14.92噸二氧化碳當量
- 溫室氣體排放總量：2,928.20噸二氧化碳當量
- 排放密度：每百萬元人民幣收入10.59噸二氧化碳當量

本集團的溫室氣體排放主要來自範圍2排放，與製造營運所購買的電力有關。範圍1排放（來自公司自有車輛）及範圍3排放（來自員工通勤及商務差旅）相對較少。

計量溫室氣體排放的方法

本集團採用以下方法計算其溫室氣體排放：

- **範圍1排放**：根據公司自有車輛的燃料消耗數據，使用來自公認來源的排放因子進行計算。
- **範圍2排放**：採用基於地理位置的方法，根據用電量數據及每個營運地點電網的排放因子進行計算。本集團從中國、香港、柬埔寨及韓國的當地電網採購電力。
- **範圍3排放**：目前包括商務差旅、員工通勤及廢物處置所產生的排放。本集團正致力於在未來報告期內擴大其範圍3排放清單。

Key assumptions used in emissions calculations include the use of standard emission factors published by local authorities and international organizations, and activity data collected through the Group's internal monitoring systems.

排放計算所用的主要假設包括使用地方當局及國際組織發布的標準排放因子，以及通過本集團內部監察系統收集的活動數據。

Climate-related Targets

The Group has established the following climate-related targets:

氣候相關目標

本集團已制定以下氣候相關目標：

- **Greenhouse gas emission intensity reduction:** Reduce greenhouse gas emission intensity by 10% by 2027 compared to the 2022 baseline.
- **Energy intensity reduction:** Reduce energy intensity by 5% by 2027 compared to the 2022 baseline.
- **Water intensity reduction:** Reduce water intensity by 10% by 2027 compared to the 2022 baseline.
- **Non-hazardous waste intensity reduction:** Reduce non-hazardous waste intensity by 5% by 2027 compared to the 2022 baseline.

- **溫室氣體排放密度降低**：以二零二二年為基準，到二零二七年將溫室氣體排放密度降低10%。
- **能源密度降低**：以二零二二年為基準，到二零二七年將能源密度降低5%。
- **水資源密度降低**：以二零二二年為基準，到二零二七年將水資源密度降低10%。
- **無害廢棄物密度降低**：以二零二二年為基準，到二零二七年將無害廢棄物密度降低5%。

These targets are set with reference to the Group's historical performance and consideration of operational improvements that can be achieved through energy efficiency measures, resource conservation initiatives and process optimization.

該等目標的設定參考本集團的過往表現，並考慮通過節能措施、資源節約舉措及流程優化可實現的運營改善。

Progress Towards Climate-related Targets

The Group monitors its performance against these targets on an ongoing basis. Comparing 2025 performance against the 2022 baseline:

氣候相關目標的進展

本集團持續監控其在該等目標方面的表現。將二零二五年的表現與二零二二年基準進行比較：

- Greenhouse gas emission intensity: 10.59 Tonnes CO_2e/million RMB revenue
- Energy intensity: 60.50 GJ per million RMB revenue
- Water intensity: 363.67 m^3/million RMB revenue
- Non-hazardous waste intensity: 0.02 Tonnes/million RMB revenue

- 溫室氣體排放密度：10.59噸二氧化碳當量／百萬元人民幣收入
- 能源密度：60.50吉焦／百萬元人民幣收入
- 水資源密度：363.67立方米／百萬元人民幣收入
- 無害廢棄物密度：0.02噸／百萬元人民幣收入

The Group will continue to monitor progress, implement measures to achieve these targets, and report on performance in future ESG reports. The ESG Working Group reviews progress at least annually and reports to the Board, which may adjust strategies and targets as necessary based on performance and changing circumstances.

本集團將持續監控進展，採取措施以實現該等目標，並在未來的ESG報告中報告表現。ESG工作小組至少每年審查進展並向董事會匯報，董事會可根據表現及不斷變化的情況，必要時調整策略及目標。

SOCIAL ASPECT

EMPLOYMENT AND LABOUR PRACTICES

Employment

As a labour-intensive business, the Group's success highly relies on the effort contributed by the employees. The Group has adopted practices and policies of Labour Law of the PRC, Labour Contract Law of the PRC and other relevant laws. The Group has in place human resources management system that contain specific terms and conditions on remuneration and dismissal, working hours, rest periods and other benefits and welfare for our staff.

The Group's employee handbook distributed to employees also highlights important information of policies on compensation, employee benefits, rights on termination, business conduct and leave benefits. Any appointment, promotion or termination of employment contract would be based on reasonable, lawful grounds and internal policies, such as the employee handbook. The Group strictly prohibits any kind of unfair or unreasonable dismissals.

社會層面

僱傭及勞工常規

僱傭

作為勞動密集型企業，本集團的成功高度依賴僱員所付出的努力。本集團已採納《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及其他相關法律規定的常規及政策。本集團設有人力資源管理制度，當中載有僱員薪酬及解僱、工作時間、休息時間以及其他福利待遇的具體條款。

本集團向僱員發放的員工手冊亦重點載述有關薪酬、僱員福利、解約權利、商業操守及休假福利等方面政策的重要資料。任何聘任、晉升或終止僱傭合約均以合理、合法的理由及內部政策（如員工手冊）為依據。本集團嚴禁任何形式的不公平或不合理解僱。

In 2025, the total number of employees in Hong Kong and China was 507; the gender ratio between male and female employees was approximately 0.82:1. The distributions of employees categorized by gender and age group are as follows:

於二零二五年，香港及中國兩地的僱員總數為507人；男女僱員的比例約為0.82:1。按性別及年齡組別劃分的僱員分佈情況如下：

Total workforce 僱員總數		2025 二零二五年	2024 二零二四年	Unit 單位
Total number of employees 僱員總數		507	523	Employee 名僱員
By Gender 按性別劃分	Male 男性	229	206	Employee 名僱員
	Female 女性	278	317	Employee 名僱員
By employment type 按僱傭類型劃分	Full-time 全職	507	523	Employee 名僱員
	Part-time 兼職	0	0	Employee 名僱員
By age group 按年齡組別劃分	<=30	78	135	Employee 名僱員
	31-40	185	189	Employee 名僱員
	41-50	145	70	Employee 名僱員
	>50	99	129	Employee 名僱員
By employment category 按僱員類別劃分	Management 管理層	5	5	Employee 名僱員
	Middle Level 中級	80	83	Employee 名僱員
	Junior Level 初級	422	435	Employee 名僱員
By geographical region 按地區劃分	Hong Kong 香港	2	2	Employee 名僱員
	China 中國	505	521	Employee 名僱員

Employee turnover rate 僱員流失比率		2025 二零二五年	2024 二零二四年	Unit 單位
Total employee turnover rate 總體僱員流失比率		9	25	%
By Gender 按性別劃分	Male 男性	12	38	%
	Female 女性	8	12	%
By employment type 按僱傭類型劃分	Full-time 全職	9	25	%
	Part-time 兼職	0	0	%
By age group 按年齡組別劃分	<=30	22	26	%
	31-40	10	12	%
	41-50	6	18	%
	>50	0	30	%
By employment category 按僱員類別劃分	Management 管理層	0	0	% %
	Middle Level 中級	4	18	%
	Junior Level 初級	11	32	%
By geographical region 按地區劃分	Hong Kong 香港	0	0	% %
	China 中國	9	25	%

During the year, the Group did not have any record of material non-compliance relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity and discriminations.

年內，本集團並無發現有關薪酬及解僱、招聘及晉升、工作時間、休息時間、平等機會、多元化及歧視方面的重大不合規情況。

Health and Safety

The Group attaches great importance to the occupational health and safety of employees. In order to minimize workplace accidents and put the health and safety of the staff as the priority of production, the Group has established a set of Staff Handbook, which include aspects such as safety policies. Every worker is required to follow safety instructions. To enable organizations to provide safe and healthy workplaces by preventing work-related injury and illness, as well as by proactively improving its occupational health and safety performance, the Group also adopts GB/T28001 "Occupational Health and Safety Management System Specifications", which provide requirements with guidance to use.

Workplaces are equipped with fire and safety facilities to prevent and control outbreak of fire accidents. Also, the functionality of the fire facilities is regularly checked. Our staff have been trained and equipped with basic knowledge in using fire extinguishing equipment. Fire drills are also regularly conducted. There are strict requirements for staff in clothing, process of non-operational staff, and knowledge of workplace hazards to ensure the safety of our employees.

The Group organizes regular annual health checks and regular training on occupational health, safety, and hygiene for employees. Public canteens, fitness equipment, employee activity rooms, collective protection equipment, first aid, and emergency treatment are provided for employees.

During the year, the Group had no reported incidents of significant non-compliance with the laws and regulations concerning workplace health and safety, such as the Occupational Safety and Health Ordinance, Safety Production Law of the People's Republic of China, Occupational Disease Prevention Law. During the past three years, including the Reporting Period, the Group had no reported work-related fatalities. The Group will continue to improve the safety management system in order to protect employees' health and safety in the workplace.

健康與安全

本集團高度重視僱員的職業健康與安全。為最大限度地減少工作場所事故並於生產過程中將員工的健康與安全放在首要位置，本集團制定了一套員工手冊，當中包括安全政策等多方面的內容。每名工人均須遵守相關安全指引。為確保各單位提供安全健康的工作場所，防止工傷及對健康造成損害，並積極改善職業健康與安全表現，本集團亦採用GB/T28001《職業健康與安全管理體系規範》，為各項規定提供指引。

工作場所配有消防及安全設施，以預防及控制火災事故的發生。此外，我們定期檢查消防設施的有效性。我們對員工進行培訓，以保證其掌握使用滅火設備的基本知識。我們亦定期進行消防演練。我們對員工著裝、非操作人員出入權限、瞭解工作場所危險性方面作出了嚴格的規定，以確保員工的安全。

本集團每年定期組織僱員進行健康檢查，並定期對僱員進行職業健康、安全及衛生方面的培訓。為僱員提供公共食堂、健身器材、員工活動室、集體防護設備、急救及緊急治療。

年內，本集團並無發生有關嚴重違反工作場所健康與安全的法律法規（如《職業安全及健康條例》、《中華人民共和國安全生產法》及《職業病防治法》）的情況。於過往三年（包括本報告期間），本集團並無發生工傷致死事故。本集團將繼續完善安全管理制度，保護僱員於工作場所的健康與安全。

Health and Safety **健康與安全**		**2025** **二零二五年**	**2024** **二零二四年**	**Unit** **單位**
Number of work-related fatalities	因工作關係而亡故的人數	0	0	No. 名
Rate of work-related fatalities	因工亡故比率	0	0	%
Lost days due to work injury	因工傷損失工作日數	8	5	No. 日

Development and Training

The Group encourages its employees to advance and improve themselves. Therefore, the Group has organized various internal and external training programs for employees' career development. Employees are required to attend regular training courses, including management certificate studies, first aid training, and upskilling courses for specialized skills.

In 2025, a total of 507 employees participated in training, and 100% of employees were trained. The average training hours per employee were 32 hours. The training content covered orientation, pre-job training, on-the-job training, fire safety, professional skills, etc. The Group also collected feedback from employees after training and continuously improved the quality and effectiveness of training.

發展及培訓

本集團鼓勵員工進修及自我提升。因此，本集團為員工的職業發展開設多項內部及外部培訓課程，定期派員工參加培訓課程，包括管理證書學習、急救培訓及專業技能進修課程等。

二零二五年，共有507名僱員參加了培訓，受訓僱員比例為100%。每名僱員的平均培訓時數為32小時。培訓內容包括入職培訓、崗前培訓、在職培訓、消防安全、專業技能等。本集團亦於培訓後向員工收集反饋及提升培訓的質量及效果。

Percentage of trained employees **受訓僱員百分比**		**2025** **二零二五年**	**2024** **二零二四年**	**Unit** **單位**
Total number of trained employees 受訓僱員總數		100 (507)	100 (523)	%
By Gender 按性別劃分	Male 男性	45	39	%
	Female 女性	55	61	%
By employee category 按僱員類別劃分	Management 管理層	1	1	%
	Middle Level 中級	16	16	%
	Junior Level 初級	83	83	%
By Function 按職能劃分	Executive 經營管理	17	17	%
	Technical 技術	25	25	%
	Administrative 行政	58	58	%
	Production 生產	100	100	%

Average training hours completed 完成的平均培訓時數		2025 二零二五年	2024 二零二四年	Unit 單位
Average training hours per employee 每名僱員的平均受訓時數		36.7	21.3	Hour/employee 小時／僱員
By Gender 按性別劃分	Male 男性	40.3	22.5	Hour/employee 小時／僱員
	Female 女性	33.5	21.8	Hour/employee 小時／僱員
By employee category 按僱員類別劃分	Management 管理層	75.4	75.4	Hour/employee 小時／僱員
	Middle Level 中級	31.7	31.1	Hour/employee 小時／僱員
	Junior Level 初級	37.0	16.1	Hour/employee 小時／僱員
By function 按職能劃分	Executive 經營管理	60.9	56.6	Hour/employee 小時／僱員
	Technical 技術	55.7	55.2	Hour/employee 小時／僱員
	Administrative 行政	8.3	5.2	Hour/employee 小時／僱員
	Production 生產	20.6	18.2	Hour/employee 小時／僱員

Labour Standards

The Group strictly complies with the Labour Contract Law of the People's Republic of China, the Labour Law of the PRC and the Employment Ordinance in terms of employment management. Our Staff Handbook also clearly stipulates that no one under the age of 18 shall be employed. To combat against illegal employment on child labour, underage workers and forced labour, the Group's human resources staff requires job applicants to provide valid identity documents before confirmation of employment to ensure that the applicants are lawfully employable.

In 2025, the Group was not found in violation of any relevant laws and regulations in relation to the prevention of child and forced labour. Furthermore, there had not been any dispute on forced labour reported between the Group and its teams of staff. For the coming year, we will maintain our zero tolerance to forced and child labour.

勞工準則

本集團在僱傭管理方面嚴格遵守《中華人民共和國勞動合同法》、《中華人民共和國勞動法》及《僱傭條例》的規定。我們的員工手冊亦明確規定，不得僱用未滿18歲的人士。為打擊非法僱用童工、未成年勞工及強制勞工，本集團的人力資源部門員工在確認僱用前要求求職者提供有效的身份證明文件，以確保申請人可合法受僱。

於二零二五年，本集團並無發現任何違反防止童工及強制勞工相關法律法規的情況。此外，本集團與其員工隊伍之間並無發生任何有關強制勞工的糾紛。於未來年度，我們將繼續對強制勞工及童工採取零容忍態度。

OPERATING PRACTICES AND SOCIAL INVESTMENT

Supply Chain Management

The Group is committed to ensuring its supply chain operates efficiently so that our products are standardized and safe. In order to maintain long-term relationship with our suppliers, the Group has established a comprehensive vertical supply chain management system through supplier screening and management as well as resources integration. In 2025, the Group had 1,187 suppliers of which almost 100% are located in China.

The Group's materials are purchased from qualified suppliers whose products meet the requirements of applicable environmental and social law and regulations in the operating regions. We advocate green procurement to maximize the use of environmentally preferable products in our daily operations. All procured materials used were environmentally friendly and non-hazardous, which protect our land and water from being contaminated during disposal.

營運慣例及社會投資

供應鏈管理

本集團致力確保其供應鏈高效運作，從而保證產品的標準化及安全性。為與供應商保持長期合作關係，本集團通過供應商篩選、管理以及資源整合，建立了全面的垂直供應鏈管理體系。於二零二五年，本集團共有1,187名供應商，全部均位於中國。

本集團的材料均向合資格供應商採購，該等供應商的產品符合營運所在地區的適用環境及社會法律法規的要求。我們提倡綠色採購，盡可能在日常營運中使用環保產品。採購的所有材料均是環保及無害的，以保護我們的土地及水源在處置過程中不受污染。

Besides, the Group gives priority to local suppliers when developing businesses all over the country in order to create employment opportunities for local communities, reduce the generation of greenhouse gas emissions by shorter transportation routes and fulfil corporate social responsibility. Excessive reliance on single large suppliers is avoided to diversify the procurement risks.

此外，本集團在全國各地拓展業務時優先考慮當地供應商，為當地社區創造就業機會，通過縮短運輸路線減少溫室氣體排放，履行企業社會責任。避免過度依賴單一大型供應商，以分散採購風險。

Number of suppliers by geographical region 按地區劃分的供應商數量	2025 二零二五年	2024 二零二四年	Unit 單位
Total number of suppliers 供應商總數	1,190	1,006	No. 名
By geographical region 按地區劃分			
China 中國	1,187	1,006	No. 名
Others 其他	3	–	No. 名

The Group has formulated the "Purchasing Management System", "Supplier Management System", "Production Management System", "Outsourcing Processing Management Measures", etc. The Group screens and evaluates suppliers in accordance with the above management systems. The purchasing department, quality department and financial director are responsible for the supplier management and assessment.

本集團制定了《採購管理制度》、《供應商管理制度》、《生產管理制度》、《外包加工管理辦法》等。本集團根據上述管理制度篩選及評估供應商。採購部、品質部及財務總監負責供應商的管理及評估。

The Group's "Supplier Management System" requires that the purchasing department should conduct quality inspections or on-site inspections on suppliers. The suppliers providing raw materials are the major type of suppliers of the Group. For them, the Group evaluates the performance of the major vendors on whether the quality of raw materials passes our requirements and standards.

本集團的《供應商管理制度》要求採購部門對供應商進行品質檢查或實地考察。原材料供應商是本集團的主要供應商類型。因此，本集團會根據原材料的質量是否符合本集團的要求及標準來評估主要供應商的表現。

The evaluation criteria of the suppliers include quality level, delivery ability, price level, technical ability, back-up service and current cooperation status, etc. Preference is also given to environmentally and socially responsible suppliers, such as contractors who prioritise the purchase of reusable and renewable products or adopt low-emission production processes. Appropriate training or briefing on our standards and acceptance check procedures should be provided to suppliers if needed. Raw materials below our quality standards should be returned to the corresponding suppliers.

對供應商的評估標準包括質量水平、交付能力、價格水平、技術能力、支持服務及當前合作狀況等。此外，我們亦會優先考慮對環境及社會負責任的供應商，例如優先採購可再用及可再生產品或採用低排放生產工藝的承包商。如有需要，我們會向供應商提供有關我們的標準及驗收程序的適當培訓或簡介。低於我們質量標準的原材料將退回至相應供應商。

Suppliers are required to reduce their environmental pollution and control occupational health and safety risks during the production process. The Group requires its suppliers and contractors to comply with any applicable environmental laws and regulations. Suppliers need to submit relevant environmental protection certifications and conduct environmental quality inspections for their supplied products before delivery.

本集團要求供應商在生產過程中減少環境污染，控制職業健康與安全風險，亦要求供應商及承包商遵守適用的環境法律法規。供應商需提交相關的環保認證，並於交貨前對其供應的產品進行環境質量檢測。

Product Responsibility

The Group has put product quality as our first priority since the performance of products can directly affect the relationship with customers as well as the reputation of our business. In view of it, the Group has introduced the quality management system, ISO 9001, to meet customers' expectations and maintain their satisfaction level.

During the Reporting Period, our operation in Hong Kong did not have any non-compliance issues with relevant laws and regulations in relation to health and safety, advertising, labelling and privacy matters relating to the products and services provided.

產品責任

由於產品性能會直接影響與客戶的關係及企業的聲譽，本集團將產品質量放在首位。有鑒於此，本集團已引入ISO 9001質量管理體系，以滿足客戶的期望及保持客戶滿意度。

於報告期間，本集團於香港的營運並無發生違反與所提供產品及服務有關的健康與安全、廣告、標籤及私隱事宜相關法律法規的情況。

Product Responsibility **產品責任**	**2025** **二零二五年**	**2024** **二零二四年**	**Unit** **單位**
Percentage of total products sold or shipped subject to recalls 已售或已運送產品總數中須回收的百分比	0.07	0.12%	%
Number of products and service-related complaints received 接獲關於產品及服務的投訴數目	5	15	No. 宗

Product Quality

For product quality management, the Group endeavours to identify product quality problems as early as possible and address them promptly. As a testament, we employ "Plastic umbrella product standards and test methods" and "Nylon umbrella product standards and test methods" to control product quality. Quality control covers raw materials quality control, manufacturing process quality control and finished product quality control.

The products of the Group are subject to the Product Quality Law of the PRC which ensures our responsibility to compensate for damages done to persons or property in case of defective products. In 2025, the Group did not have any products returned due to safety or health problems.

產品質量

就產品質量管理而言，本集團致力盡早發現產品質量問題並及時解決。我們使用《塑膠傘產品標準及檢驗方法》及《尼龍傘產品標準及檢驗方法》控制產品質量，即可證明這一點。質量控制涵蓋原材料質量控制、生產過程質量控制及成品質量控制。

本集團的產品受《中華人民共和國產品質量法》規管，當中規定公司須就因產品缺陷造成的人身或財產損失承擔賠償責任。於二零二五年，本集團並無任何產品因安全或健康問題而被退回。

Complaint Handling

In the event of a customer complaint, the sales staff will first contact the customer to understand the full picture of the incident. If the customer complaint is not related to product quality, such as colour, quantity or delivery issues, the sales department will handle it by itself immediately. If the customer complaint is a major quality abnormality, the salesperson will fill in the "Customer Complaint Handling Form" and notify the production department to collect relevant information on the possible reasons of the defective product. The cases will then be transferred to the quality department or the research and development (R&D) center to determine the counter-measures. Finally, the staff from the sales department will take the initiative to coordinate with the customer to explain the reasons, and negotiate whether to take discounts, returns and other handling methods. During the year, the Group has received 5 complaints which were not related to product quality from our customers and the complaints have been resolved.

投訴處理

倘發生客戶投訴，銷售人員將首先聯絡客戶，以全面了解事件的情況。倘客戶投訴與產品質量無關（如涉及顏色、數量或交貨問題），銷售部將立即自行處理。如客戶投訴屬重大質量異常，銷售人員將填寫《客戶投訴處理表》，並通知生產部門收集有關可能造成產品缺陷的原因的相關資料。其後，案件將移交品質部或研發中心，以確定應對措施。最後，銷售部員工會主動與客戶協調，解釋原因，並協商是否採取折扣、退貨等處理方式。年內，本集團接獲5宗與產品質量無關的客戶投訴，均已得到解決。

Intellectual Property Rights

The Group has always attached great importance to the protection of intellectual property rights and formulated the "Confidentiality System" and "R&D Management System" to maintain and protect intellectual property rights. The Group has special personnel responsible for intellectual property management to register and maintain various intellectual property rights of the Group in a timely manner.

知識產權

本集團一直高度重視知識產權的保護，制定了《保密制度》和《研發管理制度》，以維護和保障知識產權。本集團設有專人負責知識產權管理，及時登記和維護本集團各項知識產權。

Consumer Data Protection

In order to protect consumer data and privacy, client information is kept confidential and will be destroyed on a timely basis. The Group has formulated the "Confidentiality System", "Customer Management Rules", and "Computerized Information Management Regulations". The systems require that confidential files and data in the computer must be set with passwords and must not be brought to places unrelated to work. The employees shall not discuss and hand over confidential files in public places and leak confidential file data to different personnel inside and outside the company in any way, to ensure that customer privacy data is not leaked.

消費者資料保護

為保護消費者數據及私隱，客戶資料會予以保密並及時銷毀。本集團制定了《保密制度》、《客戶管理規定》及《信息電子化管理規定》。該等制度規定，電腦中的機密文件及數據必須設置密碼，不得帶到與工作無關的場所。僱員不得在公共場所討論和移交機密文件，不得以任何方式向公司內外不同人員洩露機密文件數據，確保客戶隱私數據不被洩露。

Anti-Corruption

The Group sees integrity as the key to sustainable development of the Group. The Group strives to maintain high standards of business integrity in its operation, and have no tolerance towards any corruption, fraud, money laundering, bribery, and extortion. In 2025, the Group did not have any concluded legal cases regarding anti-corruption or material non-compliance laws and regulations relevant to the activity of the Group, such as Criminal Law of the PRC and the Anti-Unfair Competition Law of the PRC.

反貪污

本集團視誠信為本集團可持續發展的關鍵，致力在其營運過程中維持高標準的商業誠信，絕不容忍任何貪污、欺詐、洗錢、賄賂及敲詐行為。於二零二五年，本集團並無任何有關反貪污或嚴重違反與本集團活動有關的法律法規（如《中華人民共和國刑法》及《中華人民共和國反不正當競爭法》）的已審結法律案件。

The Group also recognizes that a management system with good moral integrity and anti-corruption mechanisms is the cornerstone for the sustainable and healthy development of the Group. The Group has in place procedures to comply with guidelines on anti-money laundering and counter-terrorist financing. Any suspicious transactions would be notified and reported to the relevant governing body by a responsible officer.

本集團亦深知具備良好道德操守及反貪污機制的管理制度是本集團持續健康發展的基石。本集團已制定程序以遵守有關打擊洗錢及恐怖分子資金籌集方面的指引。倘有任何可疑交易，即會由相關負責人通知及報告予有關主管機關。

The Group regards credibility as the key to its long-term development and is committed to maintaining a high standard of business credibility in the business process. The Group has formulated the internal "Whistleblowing and Suggestion Box Management System", and will not tolerate any corruption, fraud, money laundering, bribery and extortion.

本集團視信譽為企業長遠發展的關鍵，並致力於經營過程中維持高標準的商業信譽。本集團已制定內部《舉報意見箱管理制度》，絕不容忍任何貪污、欺詐、洗錢、賄賂及勒索行為。

The Group also regularly promotes anti-fraud policies and requirements to all directors and employees, supervises employees' integrity and participates in anti-corruption training. Striving to reduce the risk of corruption, the Group has actively strengthened the culture of integrity and consistently incorporated anti-corruption in its governance at all business levels.

本集團亦定期向全體董事及僱員宣傳反欺詐政策及規定，監督僱員的操守及提供反貪污培訓。為降低貪污風險，本集團積極加強廉潔文化建設，將反貪倡廉納入各業務層面的管治工作中。

Anti-Corruption 反貪污		2025 二零二五年	2024 二零二四年	Unit 單位
Number of concluded legal cases regarding corruption 已審結的貪污訴訟案件的數目		0	0	Case 宗
Anti-Corruption Training 反貪污培訓				
Number of anti-corruption training sessions 反貪污培訓次數		12	24	No. 次
Total number of training hours related to anti-corruption 反貪污相關培訓總時數		27	48	Hour 小時
Percentage of employees with anti-corruption training 參加反貪污培訓的僱員百分比	Directors 董事	100	100	%
	General Employees 一般僱員	98	40	%

Community Investment

It is our belief that being a good community leader is fundamental to being a good business leader. The Group sees this as a responsibility of being a successful company. As such, the Group believes in giving back to the society. The Group makes efforts in evaluating community programmes that promote the same ideology of the Group and the Group makes substantial monetary contribution.

In 2025, the Group continued to support various recognised charitable organisations, with a particular focus on education and health, through monetary donations and other forms of assistance. The Group also encourages employees to participate in community initiatives and volunteer services where appropriate. Looking ahead, the Group will continue to contribute to the development of local communities by supporting suitable community programmes and charitable organisations.

社區投資

我們相信，要成為卓越的業界領袖，最基本的一點是要成為優秀的社區領頭人，而這也正是成功企業的責任所在。因此，本集團篤信回饋社會的重要性。本集團將此付諸實踐，對於理念與本集團理念一致的社區項目，於評估後作出重金捐款。

於二零二五年，本集團持續透過金錢捐贈及其他形式的援助，支持各類獲認可的慈善機構，並特別著重於教育及醫療領域。本集團亦鼓勵員工在適當情況下參與社區活動及志願服務。展望未來，本集團將繼續透過支持合適的社區計劃及慈善機構為當地社區發展作出貢獻。

HKEX ESG CODE CONTENT INDEX 聯交所ESG守則內容索引

KPIs 關鍵績效指標	HKEX ESG CODE Content Index 聯交所ESG守則內容索引	Disclosure Requirements 披露規定	Sections 相應章節
Governance Structure 管治架構			
1	Governance Structure 管治架構	Disclosure of the board's oversight of ESG issues 披露董事會對環境、社會及管治事宜的監管	ESG Governance ESG管治
		Board's ESG management approach and strategy, including the process to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程	ESG Governance ESG管治
		How the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連	ESG Governance ESG管治
	Reporting Principles 匯報原則	Description of, or an explanation on, the application of the following Reporting Principles (Materiality, Quantitative, Consistency) in the preparation of the ESG report 描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則（重要性、量化及一致性）	About This Report 關於本報告
	Reporting Boundary 匯報範圍	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程	About This Report 關於本報告

Section 章節	Description 描述	Reference 參考
A. Environmental **A. 環境**		
A1 Emissions *A1排放物*		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer; relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Aspects
一般	遵守對發行人有重大影響有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的相關法律及規例。	環境層面
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Air Emissions and GHG 空氣排放物及溫室氣體
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	Air Emissions and GHG 空氣排放物及溫室氣體
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Waste Management 廢棄物管理
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Waste Management 廢棄物管理
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。	Air Emissions and GHG 空氣排放物及溫室氣體
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Waste Management 廢棄物管理

Section 章節	Description 描述	Reference 參考
A2 Use of Resources *A2資源使用*		
General	Policies on the efficient use of resources, including energy, water and other raw materials	Use of Resources
一般	有效使用資源(包括能源、水及其他原材料)的政策。	資源使用
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).	Use of Resources
	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)。	資源使用
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Use of Resources
	總耗水量及密度(如以每產量單位、每項設施計算)。	資源使用
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Use of Resources
	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	資源使用
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them	Use of Resources
	描述求取適用水源上可有任何問題,以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	資源使用
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Resources
	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	資源使用
A3 Environment and Natural Resources *A3環境及天然資源*		
General	Policies on minimising the issuer's significant impacts on the environment and natural resources	Environment and Natural Resources
一般	減低發行人對環境及天然資源造成重大影響的政策。	環境及天然資源
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environment and Natural Resources
	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	環境及天然資源
A4 Climate Change *A4氣候變化*		
General	General Disclosure: Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate-Related Disclosures
一般	一般披露:識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	氣候相關披露
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them	Climate-Related Disclosures
	描述已經及可能會對發行人產生影響的重大氣候相關事宜,及應對行動。	氣候相關披露

Section 章節	Description 描述	Reference 參考
Part D – Climate-Related Disclosures **D部分－氣候相關披露**		
Governance *管治*		
	Disclosure of the Board's oversight of climate-related risks and opportunities, and the roles of the Board and management in monitoring climate-related issues, reviewing climate-related information and overseeing progress against climate-related goals and targets 披露董事會對氣候相關風險及機遇的監督，以及董事會及管理層在監察氣候相關事宜、審閱氣候相關資料及監督氣候相關目標與指標進展方面的角色	Climate – Governance 氣候－管治
Strategy *策略*		
	Description of significant climate-related risks and opportunities which have impacted, and may impact, the Group's business model, strategy and financial performance over the short, medium and long term (including acute and chronic physical risks and transition risks), and how these are considered in business planning and decision-making 描述已影響及可能影響本集團業務模式、策略及財務表現的重大氣候相關風險及機遇（包括急性及慢性實體風險以及轉型風險），以及如何在業務規劃及決策中考慮該等因素	Climate – Strategy 氣候－策略
Risk Management *風險管理*		
	Description of the processes for identifying, assessing and managing climate-related risks, including how such risks are integrated into the Group's overall risk management framework and regular risk review procedures 描述識別、評估及管理氣候相關風險的流程，包括如何將該等風險納入本集團的整體風險管理框架及常規風險審查程序	Climate – Risk Management 氣候－風險管理
Metrics and Targets *指標及目標*		
	Disclosure of the climate-related metrics used by the Group (including greenhouse gas emissions and other relevant environmental indicators), any climate-related targets set (such as emissions or energy-efficiency targets), and the Group's performance against these targets. 披露本集團使用的氣候相關指標（包括溫室氣體排放及其他相關環境指標）、任何設定的氣候相關目標（例如排放或能效目標），以及本集團在達成該等目標方面的表現。	Climate – Metrics and Targets 氣候－指標及目標

Section 章節	Description 描述	Reference 參考
B. Social **B. 社會**		
B1 Employment *B1僱傭*		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer; relating to compensation and dismissal, recruitment, and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	Employment
一般	遵守對發行人有重大影響有關薪酬及解僱、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相關法律及規例。	僱傭
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
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment 僱傭
B2 Health and Safety *B2健康與安全*		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer.	Health and Safety
一般	遵守對發行人有重大影響的相關法律及規例。	健康與安全
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
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
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
B3 Development and Training *B3發展及培訓*		
General	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
一般	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	發展及培訓
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	Development and Training 發展及培訓
B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展及培訓

Section 章節	Description 描述	Reference 參考
B4 Labour Standards *B4勞工準則*		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer.	Labour Standards
一般	遵守對發行人有重大影響的相關法律及規例。	勞工準則
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards
	描述檢討招聘慣例的措施以避免童工及強制勞工。	勞工準則
B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards
	描述在發現違規情況時消除有關情況所採取的步驟。	勞工準則
B5 Supply Chain Management *B5供應鏈管理*		
General	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
一般	管理供應鏈的環境及社會風險政策。	供應鏈管理
B5.1	Number of suppliers by region	Supply Chain Management
	按地區劃分的供應商數目。	供應鏈管理
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management
	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	供應鏈管理
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	Supply Chain Management
	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	供應鏈管理
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management
	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	供應鏈管理

Section 章節	Description 描述	Reference 參考
B6 Product Responsibility *B6產品責任*		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer.	Product Responsibility
一般	遵守對發行人有重大影響的相關法律及規例。	產品責任
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Product Responsibility
	已售或已運送產品總數中因安全與健康理由而須回收的百分比。	產品責任
B6.2	Number of products and service related complaints received and how they are dealt with.	Product Responsibility
	接獲關於產品及服務的投訴數目以及應對方法。	產品責任
B6.3	Description of practices relating to observing and protecting intellectual property rights	Product Responsibility
	描述與維護及保障知識產權有關的慣例。	產品責任
B6.4	Description of quality assurance process and recall procedures.	Product Responsibility
	描述質量檢定過程及產品回收程序。	產品責任
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored	Product Responsibility
	描述消費者資料保障及私隱政策，以及相關執行及監察方法。	產品責任
B7 Anti-corruption *B7反貪污*		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer	Anti-corruption
一般	遵守對發行人有重大影響的相關法律及規例。	反貪污
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption
	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。	反貪污
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption
	描述防範措施及舉報程序，以及相關執行及監察方法。	反貪污
B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption
	描述向董事及員工提供的反貪污培訓。	反貪污
B8 Community Investment *B8社區投資*		
General	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Investment
一般	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	社區投資
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Community Investment
	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	社區投資
B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment
	在專注範疇所動用資源（如金錢或時間）。	社區投資

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