齐合环保
CHIHO

CHIHO ENVIRONMENTAL GROUP LIMITED
齊合環保集團有限公司

(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：976

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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2025

二零二五年環境、社會及管治報告

TABLE OF CONTENTS 目錄

ABOUT THE REPORT	關於報告	2
Reporting Guidelines	報告指引	2
Reporting Boundary	報告範圍	2
Feedback	反饋	3
ABOUT CHIHO	關於齊合	4
Our Operations	我們的營運	5
CHAIRMAN'S MESSAGE	主席致辭	6
OUR APPROACH TO SUSTAINABILITY	我們的可持續發展方針	7
Board Statement	董事會聲明	7
Materiality Assessment	重要性評估	8
Contributing to UNSDGs	為聯合國可持續發展目標做出貢獻	10
OUR ENVIRONMENT STEWARDSHIP	我們的環境管理	12
Environmental Control	環境控制	12
Water Management	水資源管理	14
Emissions Management	排放量管理	16
RESPONDING TO CLIMATE CHANGE	應對氣候變化	18
Governance	管治	18
Strategy	策略	18
Risk Management	風險管理	18
Metrics and Targets	指標與目標	29
Energy and Climate Resilience	能源與氣候韌性	30
OUR PEOPLE	我們的員工	32
Employee Profiles	員工履歷	33
Equal Opportunities and Diversity	平等機會與多樣化	34
Talent Development and Training	人才發展與培訓	36
WORKPLACE SAFETY	工作場所安全	38
Management Approach	管理方針	38
Safety Training and Protection	安全培訓與防護	39
Health and Safety Measures	健康與安全措施	39
OPERATIONAL EXCELLENCE	營運卓越	42
Responsible Supply Chain	負責任的供應鏈	43
Upholding Product Quality	保持產品質量	45
Customer First	客戶至上	47
COMMUNITY ENGAGEMENT	社區參與	49
APPENDIX	附錄	50
Appendix 1: Applicable Laws and Regulations	附錄一：適用法律法規	50
Appendix 2: Performance Data Summary	附錄二：數據表現概要	52
Appendix 3: HKEX ESG CONTENT INDEX	附錄三：香港交易所環境、社會及管治內容索引	58

ABOUT THE REPORT

This is the tenth Environmental, Social, and Governance ("ESG") Report of Chiho Environmental Group Limited (hereinafter referred to as the "Group," the "Company," or "Chiho"), which highlights efforts it made during the financial year from 1 January 2025 to 31 December 2025 (the "reporting period" or the "year") to foster a circular economy. This report is published in both English and Chinese. In case of any discrepancies between the two versions, the English version shall prevail. For information relating to corporate governance performance of the Group, please refer to the Annual Report available on our website.

Reporting Guidelines

This report is prepared in compliance with the Environmental, Social and Governance Reporting Code set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("HKEX"). The principles of Materiality, Quantitative, Balance and Consistency have guided the preparation of this report. Furthermore, we strive to propel sustainable development by aligning our ESG performance with the United Nations Sustainable Development Goals ("UNSDGs").

Reporting Boundary

The reporting boundary of this report is consistent with that of the Company's Annual Report 2025 and covers the ESG policies and performance of the Group during the reporting period. During the year, the Group's European operations are no longer included within the reporting scope of this report. Unless otherwise stated, the environmental performance data disclosed in this report covers the Group's two continuing major operations in Hong Kong and Taizhou, China. Certain employee-related disclosures are reported on a broader group basis and may include employees located outside these two major operations, including employees in the Netherlands and Beijing. Unless otherwise stated, there were no other significant changes to the Group's organisational structure or significant restatements of data during the year.

關於報告

本報告乃齊合環保集團有限公司（下稱「本集團」、「本公司」或「齊合」）的第十份環境、社會及管治（「環境、社會及管治」）報告，其中強調了本集團於自二零二五年一月一日至二零二五年十二月三十一日的財政年度內（「報告期間」或「本年度」）為促進循環經濟所做的努力。本報告以英文及中文發佈。倘兩個版本之間有任何差異，概以英文版本為準。有關本集團企業管治表現之資料，請在本公司網站上參閱年度報告。

報告指引

本報告根據香港聯合交易所有限公司（「香港交易所」）證券上市規則附錄C2所載的《環境、社會及管治報告守則》而編製。重要性、量化、平衡及一致性原則是本報告編寫的指導方針。我們亦正努力將環境、社會及管治績效與聯合國的可持續發展目標（「聯合國可持續發展目標」）相結合，以促進可持續發展之實踐。

報告範圍

本報告的報告範圍與本公司二零二五年年報的範圍一致，涵蓋本集團於報告期間的環境、社會及管治政策及表現。於本年度，本集團的歐洲業務已不再納入本報告的報告範圍。除非另有說明，本報告所披露的環境績效數據涵蓋本集團位於中國香港及台州的兩個持續經營主要營運業務。部分員工相關披露則按較廣泛的集團層面呈報，可能包括位於上述兩個主要營運業務以外地區的員工，包括荷蘭及北京的員工。除非另有說明，本年度本集團的組織架構並無其他重大變動，亦無對數據進行重大重列。

ABOUT THE REPORT (continued)

Feedback

Your comments and opinions are critical to continuous improvement of our sustainability efforts. If you have any questions or comments, please contact us at:

Address:
Unit 1001, 10/F, Infinitus Plaza,
199 Des Voeux Road Central,
Hong Kong

Email:
info@chihogroup.com

Telephone:
+852 2432 2263

Fax:
+852 2432 2247

關於報告 (續)

反饋

您的評論和意見對於持續改善我們的可持續發展努力至關重要。如果您有任何問題或意見，請聯絡我們：

地址：
香港
德輔道中199號
無限極廣場10樓1001室

電郵：
info@chihogroup.com

電話：
+852 2432 2263

傳真：
+852 2432 2247

ABOUT CHIHO

Chiho is one of the publicly listed metal recycling companies. Headquartered in Hong Kong, the Group specialises in the recycling of ferrous and non-ferrous scrap metals, waste electrical and electronic equipment and waste oil.

關於齊合

齊合為金屬回收上市公司之一。本集團總部設於香港，專門從事黑色及有色廢金屬、廢電器電子產品、廢油的回收。

OUR VISION
願景

Becoming a global circular economy solution partner.
成為全球循環經濟解決方案合作伙伴。

OUR MISSION
使命

To be a global market leader in resources recycling and environmental protection, earning a quality return for shareholders through the provision of quality products and services, by a group of motivated and diversified staff force.
我們高效多樣的團隊通過提供優質產品及服務，致力成為全球再生資源及環保行業的市場領導者，並為股東獲取理想回報。

OUR CULTURE
文化

We are committed to building a long-term and win-win partnership with our customers, partners and suppliers.
我們重視與客戶、合作伙伴和供應商建立長期合作關係並共同成長。

We provide a safe workplace and career development opportunities for our employees.
我們重視為員工提供安全的工作環境並創造職業增長空間。

We are devoted to achieving a reasonable, stable and continuous return for our shareholders.
我們重視為股東取得合理、穩定和持久的回報。

We meet our corporate social responsibility by making continuous contributions to social well-being and environmental protection.
我們履行企業社會責任，為社區福祉及環境保護不斷作出貢獻。

Our Operations

The Group is a publicly listed metal recycling company. In 2025, its operations were primarily concentrated in Asia, including Hong Kong and Mainland China.

我們的業務

本集團為上市再生金屬回收公司。於二零二五年，其業務主要集中於亞洲，包括香港及中國內地。

Asia

Hong Kong
Group Headquarters
A diversified, comprehensive and advanced waste recycling centre

亞洲

香港
本集團總部
多樣化、全面且先進的廢棄物回收中心

Mainland China

Beijing
Head office of the Mainland China operations

Taizhou
Engaged in recycling and trading of metal scraps
A major metal importer and domestic metal trader

Binzhou
Joint venture with Hongqiao Group, engaging in end-of-life vehicle dismantling, scrap metals recycling, secondary aluminium production and electric vehicle lithium batteries recycling

中國內地

北京
中國內地營運總部

台州
從事金屬廢料回收及貿易
主要金屬進口商及國內金屬貿易商

濱州
與宏橋集團成立合營企業，從事報廢汽車拆卸、廢金屬回收、再生鋁生產及電動車鋰電池回收

CHAIRMAN'S MESSAGE

Dear Stakeholders,

Despite the global economic downturn, Chiho remained committed to advancing sustainability in 2025, achieving several significant milestones. As a leading recycler of scrap metals, our core business is rooted in promoting a circular economy, fully aligned with the United Nations Sustainable Development Goals (SDGs).

To improve operational efficiency and enhance environmental performance, we continuously upgrade our facilities. We have also constructed reinforced concrete bases at our storage yards to reduce soil contamination and routinely conduct chimney inspections and cleanings to mitigate environmental impact.

To efficiently handle and process large volumes of scrap metals, our facilities are managed by experienced professionals, and we consistently invest in energy-efficient equipment while increasing our use of renewable energy. We actively engage with industry peers to share knowledge and implement best practices in waste, emissions, and wastewater management. Our overarching goal is to minimise our environmental footprint and spearhead the industry's green transformation.

We are also dedicated to employee training and development and offer a wide range of programmes to enhance professional knowledge and skills. In the area of health and safety, we have implemented a robust management system that mandates the internal reporting of workplace incidents and potential risks. Regular safety inspections are conducted, and all employees are equipped with advanced protective gear to ensure a safe and secure work environment.

Sustainability is a shared global responsibility. Looking ahead, we will continue to partner with stakeholders to create shared value, accelerate industry and societal transitions toward sustainability, and contribute to a greener, more sustainable future.

Chairman
Fu Tao

主席致辭

各位利益相關者：

儘管全球經濟不景氣，齊合仍致力於在二零二五年推動可持續發展，實現了多項重大里程碑。作為領先的再生金屬回收商，我們的核心業務根植於推動循環經濟，完全符合聯合國可持續發展目標。

為了提高營運效率並加強環保表現，我們持續更新我們的設施。我們還在倉庫工場建造了鋼筋混凝土基座，以減少土壤污染，並定期進行煙囪檢查和清理，以減輕對環境的影響。

為了有效處理和加工大量的再生金屬，我們的設施由經驗豐富的專業人員管理，並持續投資於節能設備，同時增加再生能源的使用。我們積極與業界同行分享知識，並實施廢棄物、廢氣排放和廢水管理方面的最佳實踐。我們的首要目標是將環境足跡減至最低，並領先行業的綠色轉型。

我們亦致力於員工的培訓和發展，提供廣泛的課程以提高專業知識和技能。在健康與安全方面，我們實施了一套穩固的管理系統，強制要求內部報告工作場所的事故和潛在風險。我們定期進行安全檢查，並為所有員工配備先進的防護裝備，以確保工作環境安全無虞。

可持續發展是全球共同的責任。展望未來，我們將繼續與利益相關者合作，創造共同價值，加速產業和社會向可持續性轉型，並為更環保、更可持續的未來做出貢獻。

主席
伏淘

OUR APPROACH TO SUSTAINABILITY

Sustainability is at the heart of our vision, mission, and business strategy. By recycling natural resources extracted from used products, we reduce reliance on and consumption of virgin resources and drive the global transition towards a circular economy.

Board Statement

The Board assumes overall responsibility for overseeing management of ESG and climate-related risks and integrates these considerations into strategic decision-making regarding the Group's operations. A senior management team, supported by key functional departments, is tasked with managing these risks and implementing sustainability strategies and plans. This team provides regular reports to the Board, which in turn evaluates the outcomes of all ESG and climate-related decisions.

我們的可持續發展方針

可持續發展成為我們願景、使命及業務策略的核心。從廢舊產品中提取自然資源加以回收利用，我們減少了對原始資源的依賴和消耗，推動全球向循環經濟轉型。

董事會聲明

董事會整體負責監控環境、社會及管治與氣候相關風險的管理，並將這些考量納入本集團業務營運的策略性決策中。高級管理層團隊負責管理這些風險，在關鍵職能部門的支持下實施可持續發展戰略及計劃。高級管理層團隊定期向董事會提交報告，董事會評估所有環境、社會及管治與氣候相關決策的成效。

Board of Directors
董事會

The Chairman and the Board oversee execution of the Company's sustainability strategy concerning environmental, social and governance, as part of oversight of business strategy and risk management.

主席及董事會全面監察本公司有關環境、社會及管治可持續發展戰略的執行，作為其經營戰略及風險管理監督工作的一部分。

Board Review for 2025 material ESG topics
董事會檢討二零二五年環境、社會及管治重大議題

Climate Change | Supply Chain Management | Product Responsibility | Corporate Governance | Compliance | Commercial Risk Management

氣候變化 | 供應鏈管理 | 產品責任 | 企業管治 | 合規 | 商業風險管理

Sustainability Management Approach
可持續發展管理方針

Chiho's sustainability management approach is fully integrated into the strategies of its various departments and subsidiaries—including Quality, Environmental, Health & Safety, Human Resources, Operations, Purchasing, Trading, and Legal & Compliance—ensuring that sustainable practices underpin every facet of our business.

齊合的可持續發展管理方針已完全整合至各個部門及附屬公司制定的戰略之中，包括質量、環境、健康及安全、人力資源、業務營運、採購、貿易以及法務合規，以確保可持續經營實務能深入我們業務的每個層面。

The Group's risk management strategy incorporates ESG and climate-related considerations, with specific targets set to mitigate the environmental and social impacts of our operations. The Board regularly reviews progress against these targets to ensure accountability and continuous improvement. The Board has reviewed and approved this report and confirms the integrity of its disclosures. To the best of its knowledge, this report comprehensively addresses all material topics and accurately presents the Group's ESG management approach and performance.

本集團的風險管理策略涵蓋環境、社會及管治與氣候相關的考量，並設定特定目標以減緩營運對環境與社會的影響。董事會定期審閱這些目標的進度，以確保問責性和持續改善。董事會已審閱並通過本報告，並確認其披露內容的完整性。據董事會所知，本報告回應全面涵蓋所有重大議題，且準確地呈報本集團的環境、社會及管治管理方針與表現。

Materiality Assessment

We believe that the only way to fully understand the needs and expectations of all stakeholders is to communicate effectively with them. Therefore, we regularly engage with both internal and external stakeholders to identify significant environmental, social, and governance topics, as well as the associated risks and opportunities.

The Group is committed to identifying sustainability issues that have significant effects on its long-term development, as well as the environment and society. We follow four steps—identification, prioritisation, validation, and review—to identify topics that may potentially have an impact on the Group's sustainable operations and long-term development, in alignment with key concerns of various stakeholders.

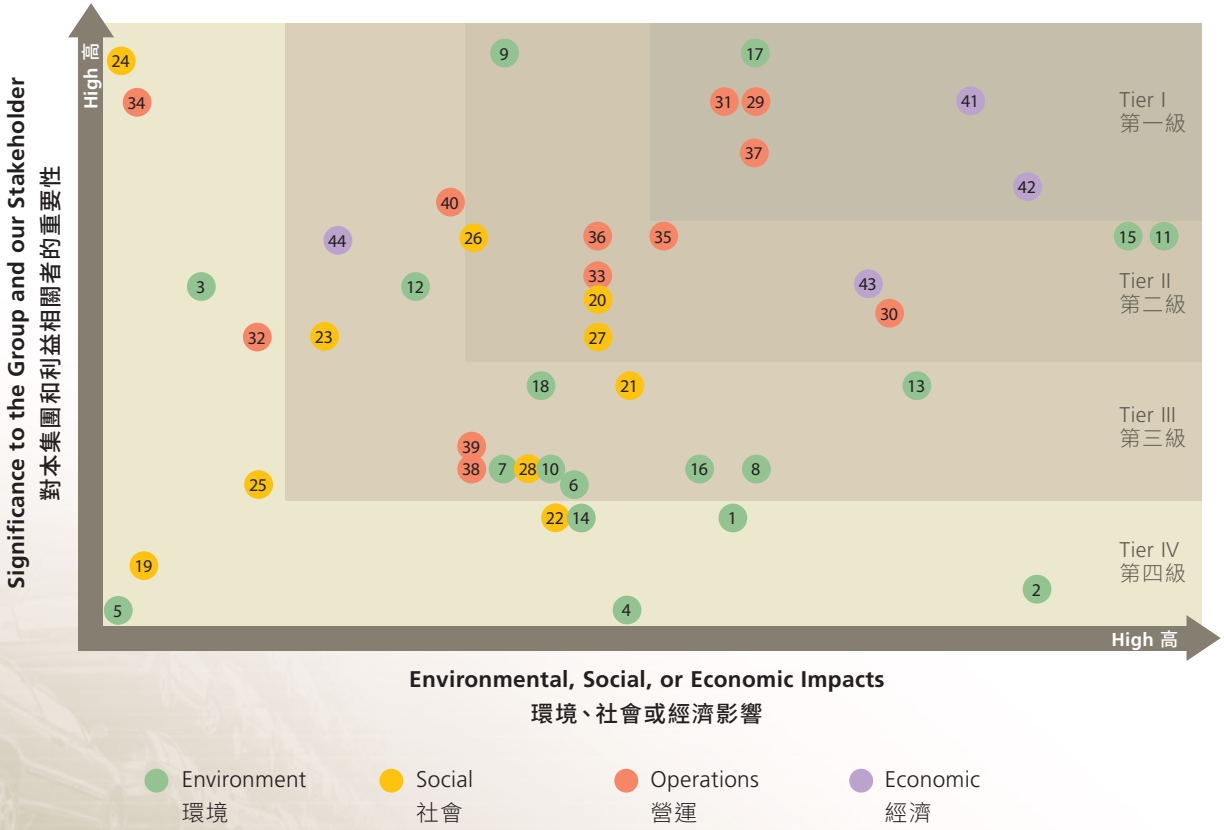
To ensure the continuity of the sustainability strategy, the Group's management has reviewed and confirmed that the 44 material topics identified in previous years, including 6 key material topics, are still relevant. The Group's sustainability materiality matrix is presented below:

重要性評估

我們認為，全面了解所有利益相關者的需求與期望的唯一途徑是與利益相關者保持有效的溝通。因此，我們定期與內部及外部利益相關者接觸，以識別重大環境、社會及管治議題以及相關的風險及機遇。

本集團致力於識別對其長期發展、環境和社會有重大影響的可持續發展議題。我們依循四個步驟—識別、優先排序、驗證和檢討，以找出可能對本集團的可持續經營和長期發展有潛在影響的議題，並與各利益相關者的主要關注點保持一致。

為確保可持續發展策略的延續性，本集團管理層已審閱並確認過去數年所確定的四十四個重大課題（包括六個關鍵重大課題）仍具有相關性。本集團的可持續發展重要性矩陣如下：



Tier I 第一級	Tier II 第二級	Tier III 第三級	Tier IV 第四級
17 Climate Change 氣候變化	9 Environmental Compliance 環境合規	6 Waste Management 廢棄物管理	1 Water Resources 水資源
29 Supply Chain Management 供應鏈管理	11 Land Resource 土地資源	7 Effluent Management 污水管理	2 Energy Consumption 能源消耗
31 Product Responsibility 產品責任	15 Expenditure on Environmental Protection 環境保護支出	8 Hazardous Waste Management 有害廢棄物管理	3 Resource Recycling 資源回收
37 Corporate Governance 企業管治	20 Health & Safety 健康與安全	10 Ecological Conservation 生態保護	4 Exhaust Gas Emissions 廢氣排放
41 Compliance 合規	26 Human Rights Protection 人權保護	12 Clean Energy Development 清潔能源開發	5 Greenhouse Gas Emissions 溫室氣體排放
42 Commercial Risk Management 商業風險管理	27 Human Capital 人力資源	13 Environmental Education and Inputs 環境教育與投入	14 Benefits from Environmental Inputs 環境投入帶來的收益
	30 Sustainable Supply Chain & Green Procurement 可持續供應鏈及綠色採購	16 Environmental Impact Assessments 環境影響評估	19 Talent Management 人才管理
	33 Customer Privacy Protection 客戶私隱保障	18 Transparency of ESG Report 環境、社會及管治報告透明度	22 Employee Communication 僱員溝通
	35 Technological R&D and Innovation 技術研發及創新	21 Development and Training 發展及培訓	24 Child Labour and Forced Labour 童工和強制勞工
	36 Value Chain 價值鏈	23 Diversity & Equal Opportunity 多樣化及平等機會	25 Anti-discrimination 反歧視
	43 Economic Value Generated 產生的經濟價值	28 Community Engagement 社區參與	32 Customer Satisfaction 客戶滿意度
		38 Business Ethics 商業道德	34 Intellectual Property 知識產權
		39 Cartel & Monopoly 企業聯合及壟斷	
		40 Anti-corruption 反貪污	
		44 Circular Economy 循環經濟	

Contributing to UNSDGs

The Group is committed to advancing the United Nations Sustainable Development Goals (UNSDGs) by aligning its contributions in environmental, community, and economic areas with these key targets. To maximise our strategic focus and impact, we have identified 6 SDGs that closely align with our business operations and have prioritised them to effectively guide our sustainability strategy.

為聯合國可持續發展目標做出貢獻

本集團致力於推動聯合國可持續發展目標，將其在環境、社區和經濟領域的貢獻與這些主要目標相結合。為了將我們的策略重點和影響力發揮到最大，我們已找出與我們業務運作密切相關的六項可持續發展目標，並將其優先排序，以有效指導我們的可持續發展策略。

Stakeholder Groups and Material Tier I Topics 利益相關者群體及第一級重大議題	Communication Channel 溝通渠道	Our Actions Taken in 2025 於二零二五年採取的行動	UNSDGs 聯合國可持續發展目標
Customer **客戶** • Product Responsibility 產品責任	• Meetings 會議 • Customer Satisfaction Survey 客戶滿意度調查 • Phone Interviews 電話訪談	• Risk assessment of product quality to ensure effective recycling process and high quality metal output 對產品質量進行風險評估，以確保有效的回收過程和高質量的金屬輸出 • Customer engagement to meet quality requirements 客戶參與以滿足質量要求	
Government **政府** • Compliance 合規 • Product Responsibility 產品責任	• Government Meetings 政府會議 • Information Disclosure 資料披露 • Policy Enforcement 政策執行	• Corruption risk assessment and training programmes 貪污風險評估及培訓計劃	
Employees **僱員** • Compliance 合規 • Corporate Governance 企業管治	• Regular Meetings 定期會議 • Employee Surveys 僱員調查 • Employee Training 僱員培訓 • Mailbox 郵箱	• Regular safety training programmes and safety equipment upgrades 定期的安全培訓計劃及升級安全設備 • Management systems and committees in place to meet expectations across operations 建立管理體系及委員會，以滿足各營運層面的期望 • Zero tolerance for the use of child or forced labour 對使用童工或強制勞工抱零容忍的態度 • Ensure equal employment opportunity 確保平等就業機會	

Stakeholder Groups and Material Tier I Topics 利益相關者群體及第一級重大議題	Communication Channel 溝通渠道	Our Actions Taken in 2025 於二零二五年採取的行動	UNSDGs 聯合國可持續發展目標
Suppliers **供應商** • Supply Chain Management 供應鏈管理 • Compliance 合規 • Product Responsibility 產品責任	• Regular Meetings 定期會議 • Networking & Training 網路與培訓 • Supplier Assessment 供應商評估	• Provision of training for new suppliers 為新供應商提供培訓 • Comprehensive assessment of suppliers to ensure compliance with Group's requirements 對供應商進行全面評估以確保符合本集團要求	8 DECENT WORK AND ECONOMIC GROWTH
Shareholders/ Investors **股東／投資者** • Commercial Risk Management 商業風險管理 • Compliance 合規 • Corporate Governance 企業管治	• General Meetings of Shareholders 股東大會 • Company Announcements 公司公告 • Results Announcements 業績公告 • Information Disclosure 資料披露	• Regular portfolio reviews to optimise and enhance business efficiency 定期對產品組合進行評估以優化及提高業務效率 • Identify and leverage growth opportunities 識別及利用增長機會	8 DECENT WORK AND ECONOMIC GROWTH
Environment **環境** • Climate Change 氣候變化 • Corporate Governance 企業管治	• ESG Report 環境、社會及管治報告	• Established Self-Monitoring Management System and Self-Monitoring Plan to reduce the Group's environmental impacts 建立自我監控管理系統及計劃，以減少本集團對環境的影響 • Expansion of climate-related risks and opportunities analysis, following recommendations set out by the Task Force on Climate-related Financial Disclosures 根據氣候相關財務信息披露工作組的建議，擴大氣候相關風險和機會分析 • Continued investments in renewable energy 持續投資於再生能源	13 CLIMATE ACTION

OUR ENVIRONMENT STEWARDSHIP 我們的環境管理

Target 12.4: Responsible management of chemicals and waste
Target 12.5: Substantially reduce waste generation
Chiho ensures environmentally safe management of chemicals and waste materials throughout their entire lifecycle, significantly reducing waste through recycling and reuse.
目標12.4：負責任地管理化學品和廢棄物
目標12.5：大幅減少產生廢棄物
齊合可確保在化學品和廢棄物的整個生命週期中對其進行安全環境管理，並通過回收及再利用大幅減少廢棄物。

Target 13.3: Build knowledge and capacity to meet climate change
Chiho enhances its climate resilience by conducting climate risk assessments and formulating measures to mitigate impacts under various climate scenarios.
目標13.3：建立應對氣候變化的知識和能力
齊合透過進行氣候風險評估，並制定措施以減輕各種氣候情況下的影響，從而增強其氣候復原能力。

Amid global efforts to tackle environmental challenges, Chiho, as a leading scrap metal recycling company, upholds sustainability as a core principle and actively advances environmental management. We are committed to integrating sustainable development into our business strategy, managing the environmental impact of our operations, and aligning our actions with sustainable development goals.

在全球致力於應對環境挑戰的同時，齊合作為領先的再生金屬公司，保持以可持續發展為核心原則，積極推進環境管理。我們致力於將可持續發展融入企業戰略，管理營運對環境的影響，並將我們的行動與可持續發展目標相結合。

Environmental Control

We have established a robust Environmental Management System (EMS), which ensures that our environmental measures comply with regulatory requirements and align with international best practices. Through a stringent environmental risk assessment process, we regularly evaluate the effectiveness of our EMS and conduct environmental impact assessments for all new facilities to ensure compliance with applicable laws.

環境控制

我們建立了一套穩固的環境管理體系，可確保我們的環保措施符合法規要求，並與國際最佳實踐接軌。透過嚴格的環境風險評估程序，我們定期評估環境管理體系的有效性，並對所有新設施進行環境影響評估，以確保符合適用的法律。

The Group is always prepared to respond to any environmental incidents. Our sites have detailed procedures to handle emergency situations such as fires or explosions. We provide ongoing environmental training to ensure that employees are equipped with the necessary knowledge including but not limited to the understanding of ISO 14001 standards, environmental laws and regulations, as well as our Company's environmental policies.

本集團隨時準備應對任何環境事故。我們的場地設有詳細的程序來處理火災或爆炸等緊急情況。我們持續提供環保培訓，以確保員工具備必要的知識，包括但不限於了解ISO 14001標準、環保法律法規以及本公司的環保政策。

Our Approach

我們的方針

Taizhou
台州

Certification and Compliance:
認證與規範遵循：

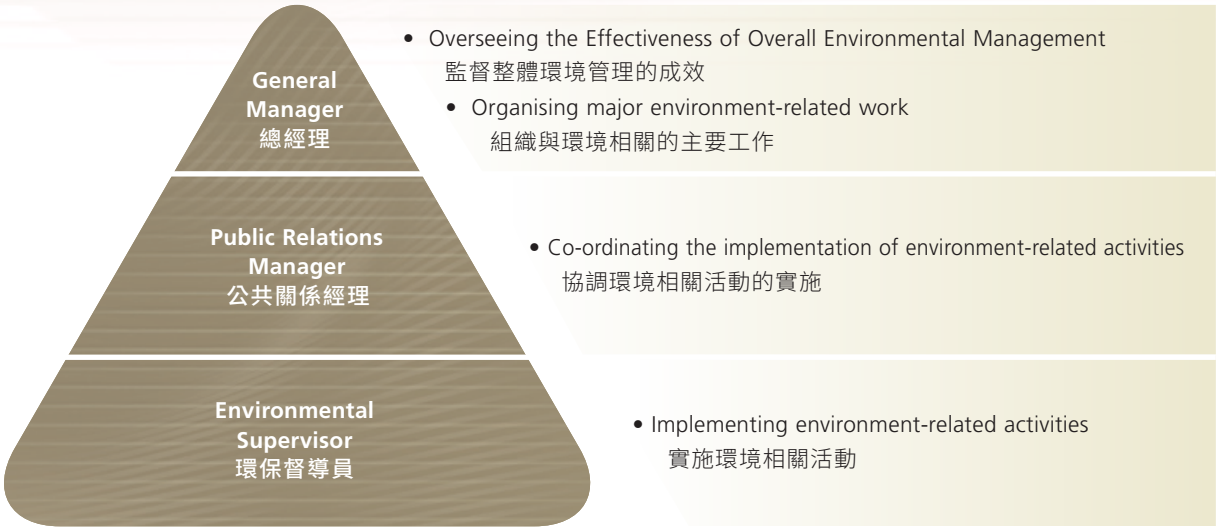
- "Environmental Operation Control Procedures" focusing on management of waste, emissions, and noise
  專門針對廢棄物、排放物及噪音管理的《環境營運控制程序》
- Conducting regular internal audits to ensure ongoing compliance
  定期展開內部審核，以保持恪守相關規範

To effectively control the environmental impact of our operations, we have established the Environmental Operations Control Procedure to facilitate effective monitoring and management of environmental factors related to our operations and production activities, and scientific control of carbon emissions. Through our Self-Monitoring Management System and Self-Monitoring Plan, we continuously monitor environmental impacts to ensure that we meet our environmental targets and comply with relevant technical standards and regulations.

為有效控制我們營運對環境的影響，我們制定了《環境營運控制程序》，以便有效監控和管理與營運和生產活動相關的環境因素及科學控制的碳排放。透過自我監測管理系統及自我監測計劃，我們持續監測對環境的影響，以確保達到我們的環境目標，並遵守相關的技術標準及規定。

We have also established a robust environmental management framework, with the General Manager, Public Relations Manager, and Environmental Supervisor collectively responsible for specialised environmental matters and ensuring implementation of environmental management measures. We are committed to providing professional training to new employees in accordance with relevant regulations, especially regarding the management system for hazardous waste. These training programmes help enhance employees' understanding and effectiveness of environmental impact control measures.

我們也建立了穩固的環保管理架構，由總經理、公共關係經理及環境監督員共同負責專門的環境事務，並確保環境管理措施的實施。我們致力於依照相關法規為新進員工提供專業培訓，尤其是針對危險廢棄物管理系統。這些培訓計劃有助於提高員工對環境影響控制措施的了解和成效。



During the year, we did not find any instance of non-compliance with relevant laws and regulations that could have a significant impact on the environment or the Group in relation to air and greenhouse gas emissions, discharges to water and land, and generation of hazardous and non-hazardous waste.

於本年度，我們並未識別任何違反有關廢氣及溫室氣體排放、向水及土地的排污以及有害及無害廢棄物且對環境或本集團有重大影響的法律法規的情況。

Water Management

Water Sourcing and Consumption

The Group closely monitors daily water usage. By continuously refining our approach and implementing targeted measures, we enhance water efficiency. Through optimised water recycling and reuse strategies, we have significantly reduced freshwater consumption, contributing to water conservation and advancing environmental management in the industry.

At our Taizhou yards, we have implemented a water conservation programme with ongoing water usage monitoring. The facility's rooftop features a 10,000 m^3 rainwater harvesting system, which collects rainwater for irrigation, cleaning, firefighting, and industrial processes. Additionally, we use a water recycling system to reclaim wastewater, reducing reliance on freshwater resources and improving overall water efficiency.

In 2025, the Group's water consumption was mainly attributable to operational activities and water was sourced from municipal bodies. Total water consumption reached 8,543 m^3. The water consumption intensity was 0.317 m^3 per tonne of product sold[1].

[1] The Group's total sales quantity in 2025 was approximately 26,938 tonnes.

水資源管理

謀取水源與消耗

本集團密切監控每日用水量。通過不斷改進我們的方針和實施有針對性的措施，我們提高了用水效率。透過優化的水循環和再利用策略，我們大幅降低了淡水消耗量，為業界節約用水和推進環境管理做出了貢獻。

在台州工場，我們實施了節約用水計劃，並持續監控用水量。該設施的屋頂設有10,000立方米的雨水收集系統，收集的雨水用於灌溉、清潔、消防和工業流程。此外，我們使用水循環系統回收廢水，減少對淡水資源的依賴，並提高整體用水效率。

二零二五年，本集團的用水量主要歸因於營運活動以及用水來源為市政機構。總用水量達8,543立方米。每噸銷售產品[1]的用水密度為0.317立方米。

[1] 本集團於二零二五年的總銷量約為26,938噸。

Wastewater Management

The Group's wastewater primarily originates from domestic sewage and industrial processes, containing various pollutants that pose environmental risks. Our Taizhou yard has established a wastewater treatment system and implements both internal and external monitoring to ensure compliance. We conduct real-time monitoring of pollutant concentrations in discharged wastewater to maintain strict environmental standards.

廢水管理

本集團的廢水主要來自生活污水及工業流程，含有各種污染物，構成環境風險。我們的台州工場已建立廢水處理系統，並實施內部和外部監控，以確保符合規定。我們對排放廢水中的污染物濃度進行實時監測，以維持嚴格的環境標準。

We upgraded the wastewater treatment system at the Taizhou yard, achieving full recycling of operational wastewater. The treated wastewater can be directly reused without external discharge, reducing the project's direct wastewater discharge to zero. Additionally, the total volume of rainwater and wastewater treated reached 3,600 tonnes, further enhancing water resource management efficiency.

The Group's target in 2026 is to maintain 100% compliant disposal and discharge.

Our Performance in Taizhou
我們於台州的表現

我們對台州工場的廢水處理系統進行了升級改造，實現了運營廢水的全回收利用。經處理後的廢水可直接回用，無需外排，將項目的廢水直接排放量降至零。此外，處理的雨水和廢水總量達到3,600噸，進一步提升了水資源管理效率。

本集團二零二六年的目標是保持100%的合規處理和排放。

Conservation measures **保護措施**	• Regular maintenance of the oil separator and sand grid is conducted. 對油水分離裝置和砂網進行定期維護。 • Drainage installations are inspected and cleaned regularly. 定期檢查和清理排水裝置。 • To effectively eliminate the risk of spillage in the event of collisions, fuel tankers must be secured. 為了有效消除碰撞時的洩漏風險，油槽車必須加以固定。
Routine measures **日常措施**	• Strict regulations are followed when collecting emulsifying oil to avoid effluent leakage. 收集乳化油時會遵守嚴格的規定，以避免污水洩漏。
Construction measures **建設措施**	• Underground steel plate barriers are installed to prevent soil and water contamination. 安裝地下鋼板屏障，以防止土壤和水受到污染。

Emissions Management

Air Emissions

In 2025, the Group generated 0.03 kg of sulphur oxides (SO_x), 1.44 kg of nitrogen oxides (NO_x) and 0.11 kg of particulate matter (PM). To reduce machine exhaust emissions during operations, the Group has implemented multiple measures.

The Group has also established a self-monitoring management system for ensuring compliance. A dedicated team is responsible for managing air pollutant treatment facilities, and we collaborate with third-party agencies for routine monitoring to ensure regulatory compliance and environmentally responsible operations.

Noise Management

The Group monitors noise levels through regular audits and promptly investigates and takes corrective actions if any exceedance is detected. We effectively manage and control noise generated by operational machinery through equipment maintenance, site planning, noise mapping, and installation of sound barriers. These measures ensure that noise remains within acceptable limits while also preventing abnormal noise caused by equipment wear or excessive use.

Waste Management

The Group is committed to environmental protection and sustainable development and to implementing a comprehensive waste management strategy. We strictly differentiate between hazardous and non-hazardous waste and collaborate with professional waste management agencies to ensure effective recycling and proper disposal, minimising environmental impact.

排放量管理

廢氣排放

二零二五年，本集團產生0.03公斤硫氧化物(SO_x)、1.44公斤氮氧化物(NO_x)及0.11公斤顆粒物(PM)。為了減少營運期間的機器廢氣排放，本集團採取了多項措施。

本集團亦已建立自我監控管理系統，以確保符合標準。我們有專門的團隊負責管理空氣污染物處理設施，並與第三方機構合作進行例行監測，以確保符合法規要求及對環境負責任的營運。

噪音管理

本集團透過定期審核監控噪音水平，一旦發現任何超標情況，即時調查並採取糾正措施。我們透過設備維護、場地規劃、噪音測圖及安裝隔音屏障，有效管理及控制營運機械所產生的噪音。這些措施可確保噪音維持在可接受的範圍內，同時也可防止因設備磨損或過度使用所造成的異常噪音。

廢棄物管理

本集團致力於環境保護和可持續發展，並實施全面的廢棄物管理策略。我們嚴格區分有害廢棄物及無害廢棄物，並與專業廢棄物處理公司合作，確保有效回收和妥善處理，將對環境的影響減至最低。

Type of Waste 廢棄物種類	
Hazardous Waste Management 有害廢棄物管理	• Collaborating with specialised companies for treatment of emulsions and waste oil, ensuring proper separation at the source and safe disposal in designated areas or certified containers. 與專門處理乳化液及廢油的專業企業攜手，確保在源頭進行適當分離，並在劃定區域或經認證容器中進行安全處置。 • Implementing a structured system prioritising waste avoidance, reuse, recycling, energy recovery, and proper disposal, with all steps documented and regulated. 實施結構化的系統，將避免產生廢棄物、重用、回收利用、能源回收和妥善處置列為優先處理項目，每一步驟均有文件記錄並受到規範。 • Sorting hazardous waste, such as emulsions and waste oil, into specific areas or certified containers with clear labelling to ensure compliance and traceability. 將乳化液及廢油等有害廢棄物分類至專門劃定的區域或經認證容器中，並貼上清楚的標籤，以確保符合規定和可追蹤性。
Non-hazardous Waste Management 無害廢棄物管理	• Collecting and recycling materials such as paper, plastics, and wood separately to improve recycling rates and reduce landfill dependency. 分開收集並回收紙張、塑料及木材等物料，以期提高回收率，減少對垃圾堆填區的依賴。 • Enhancing storage and operational efficiency through reinforced scrap yard substrates and optimised storage solutions, minimising environmental impact without introducing new waste streams. 通過加固廢料場的基層設施及採納優化儲存解決方案，提升儲存及作業流程效率，在不引入新廢料流的情況下，將對環境的影響降至最低。

During the reporting period, the Group generated no hazardous or industrial waste, and its total hazardous waste was nil. Only a limited amount of domestic waste was generated from the Taizhou trading operation. As such waste was centrally collected without separate weighing, reliable quantitative data was unavailable and therefore not disclosed. The Hong Kong (Yuen Long) operation remained suspended and generated no waste during the reporting period.

於報告期間，本集團並未產生任何有害或工業廢棄物，其有害廢棄物總量為零。僅台州貿易業務產生少量生活廢物。由於該等廢棄物乃集中收集且未經單獨稱重，故無法取得可靠的數量數據，因此未予披露。香港(元朗)業務於報告期間仍處於暫停運作狀態，並未產生任何廢棄物。

RESPONDING TO CLIMATE CHANGE

Governance

The Board oversees climate-related risks and monitors the effective implementation of the Group's strategies and initiatives for addressing climate change. The management team is responsible for execution and risk mitigation, fostering collaboration across functional departments to achieve the established goals.

Strategy

Climate change poses significant challenges to our business, including physical and transition risks. Physical risks involve extreme weather events (e.g., typhoons, floods, and heatwaves) and long-term risks like rising sea levels, which could cause asset damage, lower productivity, and increased costs.

Transition risks arise from stricter global climate policies, growing demand for low-carbon products, and higher stakeholder expectations. These include increased compliance costs, operational pressures, and reputational risks arising from unmet climate goals. Despite these challenges, the Group is actively seizing opportunities to enhance resilience by implementing various energy-saving measures. To further identify the risks and opportunities brought by climate change, we conducted a climate scenario analysis this year.

Risk Management

The Group assesses climate-related risks and opportunities that may impact financial performance in accordance with the requirements of IFRS S2.

應對氣候變化

管治

董事會負責監督與氣候相關的風險，並監督本集團應對氣候變化策略和措施的有效實施。管理團隊負責執行和降低風險，促進各職能部門之間的合作，以實現既定目標。

策略

氣候變化會對我們的業務構成重大挑戰，包括物理風險和轉型風險。物理風險包括極端天氣事件（如颱風、洪水和熱浪），以及海平面上升等長期風險，可能導致資產損毀、生產力降低和成本增加。

轉型風險來自於更嚴格的全球氣候政策、對低碳產品不斷增加的需求，以及利益相關者更高的期望。這些風險包括合規成本增加、營運壓力，以及因未實現氣候目標而產生的聲譽風險。儘管面對這些挑戰，本集團仍積極把握機會，通過實施各種節能措施來提高應變能力。為進一步識別氣候變化帶來的風險和機遇，我們在今年進行了氣候情境分析。

風險管理

本集團根據IFRS S2的要求，評估可能影響財務表現的氣候相關風險和機遇。

Climate-Related Risk Management Process **與氣候相關風險管理流程**

IDENTIFICATION OF CLIMATE-RELATED RISKS AND OPPORTUNITIES
識別與氣候相關的風險和機遇

1

Identify climate-related risks and opportunities relevant to the Group, following international standards and industry best practices.
遵循國際標準和行業最佳實踐，識別與本集團相關的氣候相關風險和機遇。

ANALYSE POTENTIAL IMPACTS
分析潛在影響

2

Systematically assess the potential impacts of each risk and opportunity, including financial implications, and formulate response strategies.
有系統地評估每個風險和機會的潛在影響，包括財務影響，並制定應對策略。

CONDUCT SCENARIO ANALYSIS
進行情境分析

3

Conduct climate scenario analysis to evaluate how different climate-related risks may impact the business over various time horizons.
進行氣候情境分析，評估不同的氣候相關風險在不同的時間範圍內可能對業務造成的影響。

Climate Scenario

- *Physical Risks*
  The Group referred to the Shared Socioeconomic Pathways (SSPs) outlined in the IPCC's Sixth Assessment Report (AR6) and selected the Low Emissions Scenario (SSP1-2.6) and the High Emissions Scenario (SSP5-8.5) to assess physical climate risks.

氣候情境

物理風險

本集團參考了IPCC第六次評估報告(AR6)中概述的共享社會經濟路徑(SSPs)，並選擇了低排放情境(SSP1-2.6)和高排放情境(SSP5-8.5)來評估物理的氣候風險。

Scenarios 情境	Key Features 核心要點	Temperature Increase 溫度上升	Sea Level Rise 海平面上升
SSP1-2.6 (Low Emissions Scenario) SSP1-2.6 （低排放情境）	The world actively pursues carbon reduction, with greenhouse gas emissions expected to decline to net zero around 2070. 全球積極追求碳減量，溫室氣體排放量預計將在二零七零年左右降至淨零排放。	Around 1.5°C by 2040, 1.7°C by 2060, 1.8°C by 2100 (relative to 1850-1900) 到二零四零年約1.5度，到二零六零年約1.7度，到二一零零年約1.8度（相對於一八五零至一九零零年）	Around 0.19 meters by 2050, 0.44 meters by 2100 (relative to 1995-2014 baseline) 到二零五零年約0.19公尺，到二一零零年約0.44公尺（相對於一九九五至二零一四年基線）
SSP5-8.5 (High Emissions Scenario) SSP5-8.5 （高排放情境）	Heavy reliance on fossil fuels, resulting in very high greenhouse gas emissions, with CO2 emissions projected to triple by 2075. 嚴重依賴化石燃料，導致溫室氣體排放量極高，預計到二零七五年二氧化碳排放量將增加三倍。	Around 1.6°C by 2040, 2.4°C by 2060, 4.4°C by 2100 (relative to 1850-1900) 到二零四零年約1.6度，到二零六零年約2.4度，到二一零零年約4.4度（相對於一八五零至一九零零年）	Around 0.23 meters by 2050, 0.77 meters by 2100 (relative to 1995-2014 baseline) 到二零五零年約0.23公尺，到二一零零年約0.77公尺（相對於一九九五至二零一四年基線）

- *Transition Risks*
  The Group selected two scenarios from the Network for Greening the Financial System (NGFS): the Net Zero 2050 (1.5°C Low Emissions Scenario) and the Fragmented World (2.3°C High Emissions Scenario) to evaluate the potential impacts of different transition pathways.

  過渡風險
  本集團從綠色金融體系網絡(NGFS)中選擇了兩種情境：二零五零年淨零排放（1.5度低排放情境）和分裂的世界（2.3度高排放情境），以評估不同過渡路徑的潛在影響。

Scenarios **情境**	**Key Features** **核心要點**	**Carbon Price** **碳價格**	**Policy Response** **應對政策**	**Technological Changes** **技術變革**
Net Zero 2050 (Low Emissions Scenario) 二零五零年淨零排放 (低排放情境)	Climate policies limit warming to 1.5°C (50% likelihood), with net-zero emissions by 2050. 氣候政策將暖化限制在1.5度（50%可能性），到二零五零年達到淨零排放。	Carbon price rises to USD 600/ton by 2050. 到二零五零年，碳價格升至600美元／噸。	Strong, consistent climate policies. 強大、一致的氣候政策。	Rapid tech transformation, high green energy investments. 快速科技轉型，高綠色能源投資。
Fragmented World (High Emissions Scenario) 分裂的世界 (高排放情境)	Global warming reaches 2.3°C by 2100, with delayed, fragmented policies, causing high transition risks. 到二一零零年全球暖化達到2.3度，政策延遲且零散，造成轉型風險高。	Carbon price rises to around USD 120/ton by 2050. 到二零五零年，碳價格升至約120美元／噸。	Delayed, decentralised policies. 延遲、分散的政策。	Slow tech progress, continued reliance on fossil fuels. 科技進展緩慢，持續依賴化石燃料。

Analysis on Potential Financial Impacts 潛在財務影響分析

Risk Type 風險種類		Risk Description 風險描述	Potential Financial Impacts 潛在財務影響
Climate-related Physical Risks 氣候相關的物理風險			
Acute Risk 急性風險	Extreme Weather Events 極端天氣事件	• Climate change may increase extreme weather events, threatening infrastructure, facilities, and employee health, especially in high-risk areas. 氣候變化可能會增加極端天氣事件，威脅基礎建設、設施和員工健康，尤其是在高風險地區。	• Revenue Reduction: Interruptions and absenteeism may decrease revenue. 收入減少：中斷和缺勤可能會減少收入。 • Increased Costs: Higher repair and maintenance expenses. 成本增加：較高的維修保養費用。 • Rising Insurance: Increased premiums due to frequent extreme events. 不斷上升的保險費：由於極端事件頻繁發生，保費增加。
Chronic Risk 慢性風險	Rising Average Temperatures 平均氣溫上升	• Rising temperatures may halt outdoor work and increase insect-borne diseases. 氣溫上升可能會停止戶外工作，並增加昆蟲傳播的疾病。	• Revenue Reduction: Lower productivity. 收入減少：降低生產力。 • Increased Costs: Higher operational and health costs. 成本增加：營運和健康成本增加。
	Changes in Rainfall Patterns 降雨模式變化	• May lead to extreme rainfall or prolonged droughts in certain regions. 在某些地區可能導致極端降雨或長期乾旱。	• Increased operational costs: Extra costs for water or conservation measures. 營運成本增加：用水或節水措施的額外成本。
	Rising Sea Levels 海平面上升	• May erode the soil foundation around facilities and increase the frequency of flood events. 可能侵蝕設施周圍的土壤地基，增加洪水發生的頻率。	• Increased expenditure: Extra costs for repairs. 支出增加：額外的維修費用。 • Higher insurance costs: Rising premiums due to extreme events. 更高的保險費用：極端事件導致保費上升。

Risk Type 風險種類		Risk Description 風險描述	Potential Financial Impacts 潛在財務影響
Climate-related Physical Risks **氣候相關的物理風險**			
Mitigation Measures for Physical Risks **物理風險的緩解措施**	• Conduct regular climate risk assessments and use scenario analysis. 定期進行氣候風險評估，並使用情境分析。 • Enhance resilience of buildings with flood and wind resistance designs. 利用抗洪和抗風設計增強建築物的抗災能力。 • Diversify supply chains to prevent operational disruptions. 使供應鏈多樣化，防止營運中斷。 • Avoid high-risk areas like coastal regions to mitigate flooding risks. 避開沿海地區等高風險區域，以降低洪水風險。 • Develop emergency response plans for quick recovery. 制定快速恢復的緊急應變計劃。		
Climate-related Transition Risks **氣候相關的轉型風險**			
Policy and Legal Risk **政策與法律風險**	Tightened Carbon Emission Regulations 收緊碳排放法規	• As global and regional carbon emission regulations tighten, particularly with policies in China, the Company may need to conduct carbon emissions assessments during production and meet reduction targets, or face penalties or trade restrictions. 隨著全球和地區性碳排放法規的收緊，尤其是中國的政策，本公司可能需要在生產過程中進行碳排放評估並達到減排目標，否則將面臨罰款或貿易限制。	• Compliance Costs: Investment required in carbon emissions assessments and control technologies. 合規成本：碳排放評估和控制技術所需的投資。 • Penalties and Legal Risks: Potential fines or trade restrictions if emissions targets are not met. 懲罰和法律風險：如果未達到排放目標，可能會被罰款或受到貿易限制。

Risk Type 風險種類		Risk Description 風險描述	Potential Financial Impacts 潛在財務影響
Climate-related Transition Risks 氣候相關的轉型風險			
Technological Risk 技術風險	Low-carbon Technology Transition Costs 低碳技術轉型成本	• Adopting low-carbon technologies may require significant initial investment and ongoing upgrades. 採用低碳技術可能需要大量的初始投資和持續升級。 • If resources are insufficient or progress is slower than expected, operational costs may rise, affecting market competitiveness. 如果資源不足或進度比預期慢，營運成本可能會上升，影響市場競爭力。	• Transition Costs: High investment in low-carbon technology and equipment. 過渡成本：低碳技術和設備的高投資。 • Operational Costs: Higher operational costs due to ongoing maintenance and upgrades. 營運成本：由於持續維護與升級，營運成本較高。
Market Risk 市場風險	Changing Customer Preferences 改變客戶偏好	• As customer demand for environmentally friendly and sustainable recycling technologies increases, failure to meet these demands could result in losing market share and long-term revenue. 隨著客戶對環保和可持續回收技術的需求增加，若無法滿足這些需求，可能會導致失去市場份額和長期收入。	• Market Share Loss: Inability to meet customer demands could lead to reduced market share. 市場份額喪失：無法滿足客戶需求可能導致市場份額降低。 • Revenue Loss: Customers may shift to competitors offering better recycling solutions. 收入損失：客戶可能轉向提供更好回收解決方案的競爭者。

Risk Type 風險種類		Risk Description 風險描述	Potential Financial Impacts 潛在財務影響
Climate-related Transition Risks 氣候相關的轉型風險			
Reputational Risk 聲譽風險	Stakeholder Expectations for Environmental Commitments 利益相關者對環境承諾的期望	• Failure to meet sustainability expectations resulting in damage to brand image. 未能達到可持續發展的期望，導致品牌形象受損。	• Revenue Loss: Loss of customers and market share due to unmet environmental expectations. 收入損失：因環保期望無法達成而導致的客戶和市場份額損失。 • Increased Costs: Additional investment required to improve brand image and meet environmental standards. 成本增加：改善品牌形象和符合環保標準所需的額外投資。
Mitigation Measures for Transition Risks 轉型風險的緩解措施	• Monitor global climate policies and prepare for compliance. 監控全球氣候政策並準備遵守。 • Invest in low-carbon technologies and track tech trends. 投資低碳技術並追蹤科技趨勢。 • Adjust product lines based on low-carbon demand. 根據低碳需求調整產品線。 • Fulfil environmental responsibilities to build trust and reduce reputational risks. 履行環境責任，以建立信任並降低聲譽風險。 • Develop a long-term low-carbon strategy and adjust tactics for smooth transition. 制定長期的低碳策略，調整策略以達到平穩過渡。		

Opportunity Type 機遇種類	Opportunity Description 機遇描述	Potential Financial Impacts 潛在財務影響
Resource Efficiency **資源效益**	• Adopting more efficient sorting and separation techniques and technologies to improve metal recycling efficiency and reduce resource waste. 採用更有效率的分類與分離技術和科技，以提高金屬回收效率並減少資源浪費。 • Optimising resource usage further by recycling wastewater and energy, thereby enhancing operational effectiveness. 透過回收廢水和能源，進一步優化資源使用，從而提升營運效益。	• Operating Costs Reduction: More efficient technology reduces the consumption of energy and water resources. 營運成本下降：更有效率的技術可減少能源與水資源的消耗。 • Revenue Increase: Higher quality recycled products can achieve greater market value. 收入增加：更高質量的回收產品可以實現更高的市場價值。
Market Demand **市場需求**	• With increasing social awareness of sustainability and limitations of resources, the market demand for scrap metal recycling services is growing. 隨著社會對可持續性及資源有限性的意識日漸提高，市場對再生金屬回收服務的需求也日益增加。 • Exploring recycling business opportunities related to new energy industries, such as the recycling of batteries and components of new energy vehicles. 探索與新能源產業相關的回收商機，例如回收新能源汽車的電池和組件。	• Market Share Increase: Seize the opportunity of capturing the growing demand for recycled metals to expand the business scale. 市場份額增加：把握回收金屬需求增長的機會，擴大業務規模。 • Diversified Revenue Sources: Enter emerging markets to reduce reliance on a single business line. 多樣化的收入來源：進入新興市場，減少對單一業務線的依賴。

Opportunity Type 機遇種類	Opportunity Description 機遇描述	Potential Financial Impacts 潛在財務影響
Operational Resilience **業務韌性**	• Investing in renewable energy, such as solar and wind power, to reduce dependence on traditional energy sources and to lower carbon emissions. 投資太陽能和風能等再生能源，減少對傳統能源的依賴，降低碳排放量。 • Improving supply chain flows and infrastructure to mitigate risks from extreme weather and supply disruptions that could be caused by climate change. 改善供應鏈流程和基礎設施，以降低因氣候變化可能造成的極端天氣和供應中斷所帶來的風險。	• Risk Reduction: Avoid losses due to supply chain interruptions or climate-related events. 降低風險：避免因供應鏈中斷或氣候相關事件造成的損失。 • Long-term Stability Improvement: Increasing the continuity of operations and reducing the impact of climate change on business. 長期穩定性改善：提高營運的連續性，降低氣候變化對業務的影響。
Products and Services **產品與服務**	• Developing a wider range of high-value-added recycled products, such as recycling and reuse of lithium battery materials for new energy vehicles. 開發更廣泛的高附加值回收產品，例如新能源汽車鋰電池材料的回收和再利用。 • Exploring innovative recycling technologies to meet the evolving market demands, such as recycling of plastics, batteries, and electronic waste. 探索創新的回收技術，以滿足不斷變化的市場需求，例如塑料、電池和電子廢棄物的回收。	• Revenue Growth: Achieving business growth by launching more competitive innovative products. 收入增長：透過推出更具競爭力的創新產品，實現業務增長。 • Market Competitiveness Improvement: Offering a broader range of recycling solutions to meet the diverse needs of customers. 提高市場競爭力：提供更廣泛的回收解決方案，滿足客戶多樣化的需求。

Assessment of Time Horizon

The Group has aligned its time horizon with global climate goals, focusing on key targets. We are pursuing goals set in the Paris Agreement, China's 2030 carbon peaking goal, and Hong Kong SAR's Climate Action Plan 2050, viewing 2030 and 2050 as the key benchmarks.

時間範圍評估

本集團已將其時間範圍與全球氣候目標相結合，專注於主要目標。我們正努力實現巴黎協定、中國二零三零年碳封頂目標和香港特別行政區的香港氣候行動藍圖二零五零中設定的目標，將二零三零年和二零五零年視為主要基準。

The following table gives the results of the climate scenario analysis:

下表列出了氣候情境分析的結果：

- *Climate-related Risks*

氣候相關風險

Risk Type 風險種類	Physical Risks 物理風險	SSP1-2.6			SSP5-8.5		
		2024-2030 二零二四年至二零三零年	2030-2050 二零三零年至二零五零年	2050 onwards 二零五零年起	2024-2030 二零二四年至二零三零年	2030-2050 二零三零年至二零五零年	2050 onwards 二零五零年起
Acute Risk 急性風險	Extreme Weather Events 極端天氣事件	●	●	●	●	●	●
Chronic Risk 慢性風險	Rising Average Temperatures 平均氣溫上升	●	●	●	●	●	●
	Changes in Rainfall Patterns 降雨模式變化	●	●	●	●	●	●
	Rising Sea Levels 海平面上升	●	●	●	●	●	●

Risk Type 風險種類	Transition Risks 轉型風險	Net Zero 2050 二零五零年淨零排放			Fragmented World 分裂的世界		
		2024-2030 二零二四年至二零三零年	2030-2050 二零三零年至二零五零年	2050 onwards 二零五零年起	2024-2030 二零二四年至二零三零年	2030-2050 二零三零年至二零五零年	2050 onwards 二零五零年起
Policy and Legal Risk 政策與法律風險	Tightened Carbon Emission Regulations 收緊碳排放法規	●	●	●	●	●	●
Technological Risk 科技風險	Low-Carbon Technology Transition Costs 低碳技術過渡成本	●	●	●	●	●	●
Reputational Risk 聲譽風險	Stakeholder Expectations for Environmental Commitments 利益相關者對環境承諾的期望	●	●	●	●	●	●
Market Risk 市場風險	Changing Customer Preferences 改變客戶偏好	●	●	●	●	●	●

● Low Impact
● Medium Impact
● High Impact

● 低影響
● 中等影響
● 高影響

- *Climate-related Opportunity* *氣候相關機遇*

Opportunity 機遇	Expected Realisation Time 預期實現時間		
	2024-2030 二零二四年至二零三零年	2030-2050 二零三零年至二零五零年	2050 onwards 二零五零年起
Resource Efficiency 資源效益	★★★	★★	★
Market Demand 市場需求	★★★	★★	★
Operational Resilience 業務韌性	★★★	★★	★
Products and Services 產品與服務	★★★	★★	★

★★★ High Probability of Opportunity Realisation
★★ Medium Probability of Opportunity Realisation
★ Low Probability of Opportunity Realisation

★★★ 機會實現的可能性高
★★ 機會實現的可能性中等
★ 機會實現的可能性低

Metrics and Targets

Energy Consumption

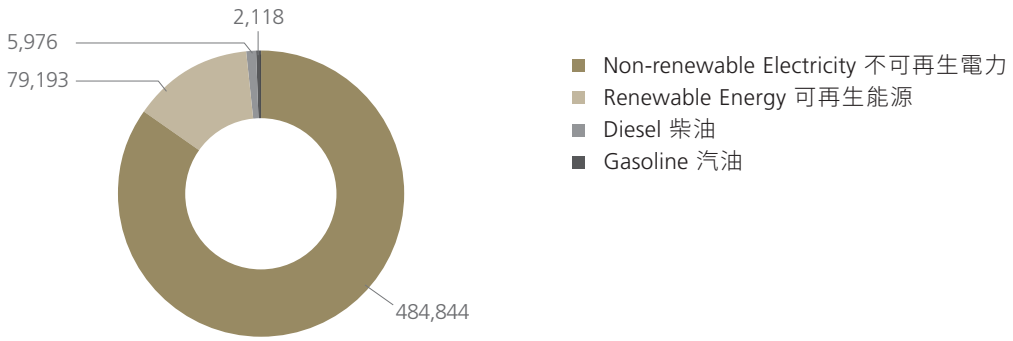
The Group's energy consumption primarily comprised purchased electricity, solar power generated onsite, diesel and gasoline. During the year, total energy consumption was 2,312,658 megajoules (MJ). Meanwhile, the Group's energy intensity was 85.9 megajoules per tonne of product. In 2025, the Hong Kong site installed solar power facilities, which generated 79,193 kWh of electricity during the year, accounting for approximately 14% of the total electricity consumption.

指標與目標

能源消耗

本集團的能源消耗主要包括購買電力、現場發電的太陽能、柴油及汽油。於本年度，能源消耗總量為2,312,658兆焦耳(MJ)。與此同時，本集團的能源密度為每噸產品85.9兆焦耳。於二零二五年，香港廠區安裝太陽能發電設施，於本年度共發電79,193千瓦時，約佔總用電量的14%。

2025 Energy Profile (MJ)
二零二五年能源簡況 (兆焦耳)



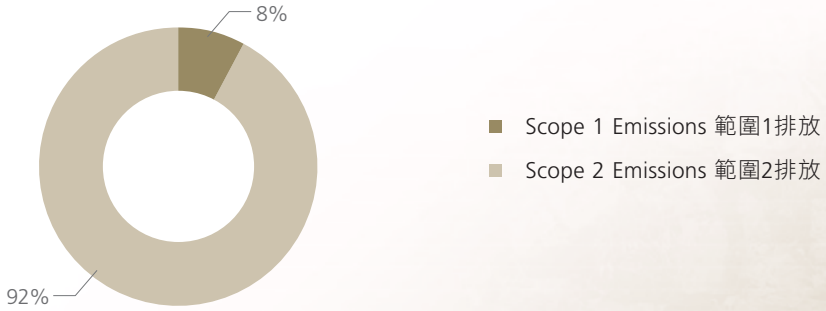
GHG Performance

During the year, the Group's mitigation efforts resulted in total carbon emissions of 251.95 tCO_2e. Of the total emissions, direct emissions (Scope 1) accounted for 21.27 tonnes, while indirect emissions (Scope 2) were 230.68 tonnes. The carbon intensity was 0.0094 tCO_2e per tonne of product sold.

溫室氣體表現

於本年度，本集團的減排工作導致碳排放總量為251.95噸二氧化碳當量。在總排放量中，直接排放（範圍1）為21.27噸，間接排放（範圍2）為230.68噸。每噸銷售產品的碳密度為0.0094噸二氧化碳當量。

2025 Carbon Emissions (tCO_2e)
二零二五年碳排放 (噸二氧化碳當量)

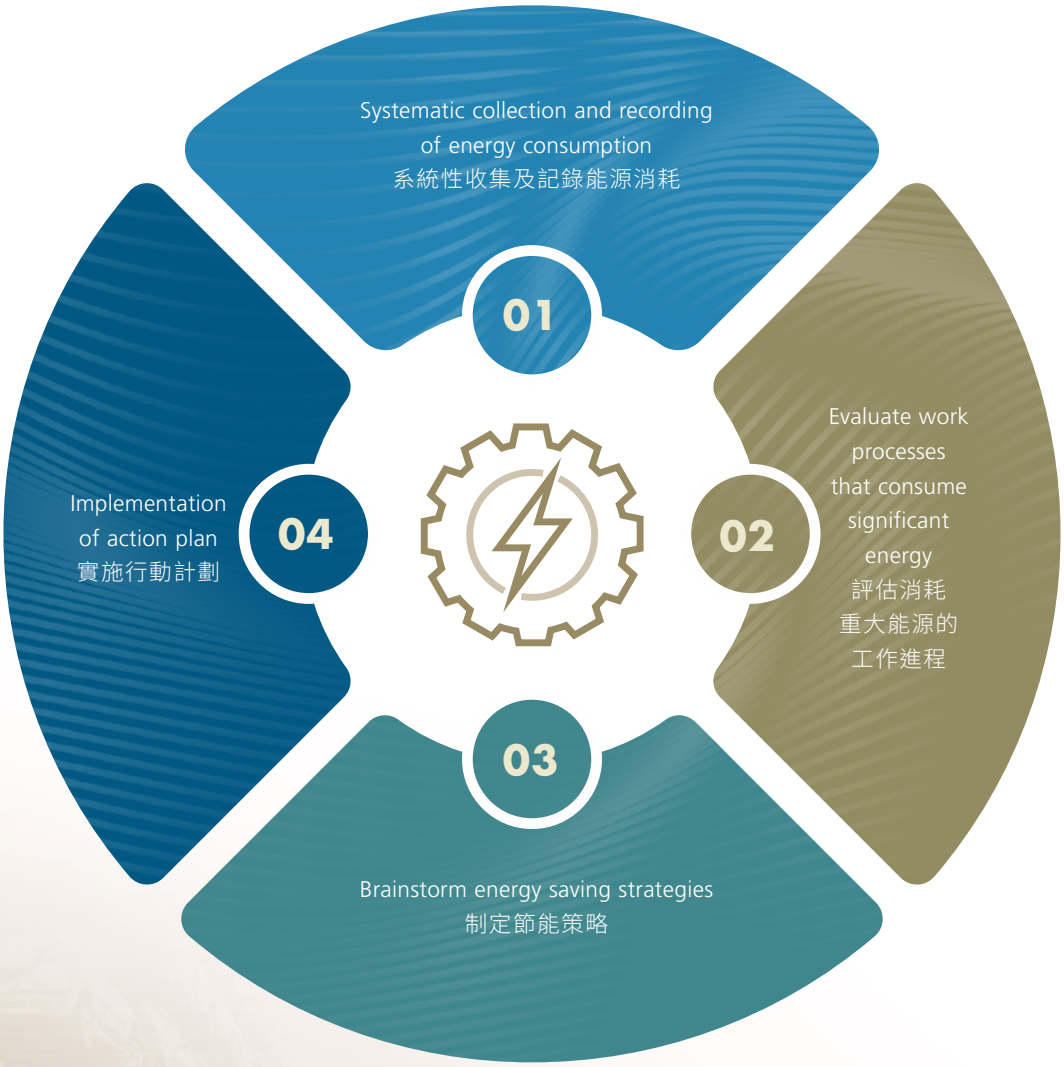


Energy and Climate Resilience

Our strategy to reduce carbon emissions is characterised by a harmonious integration of technological innovation, adherence to international norms, and innovative efforts aimed at reducing energy usage. During the year, our continued dedication to environmental sustainability and targeted initiatives have led to significant progress in our sustainability journey. We continuously assess and evaluate our energy performance to ensure that a robust improvement plan remains in place.

能源與氣候韌性

我們減少碳排放的策略特點在於和諧整合技術創新、遵守國際規範，以及旨在減少能源使用的創新努力。於本年度，我們持續致力於環境可持續發展，並採取針對性的措施，使我們在可持續發展的道路上取得重大進展。我們持續評估我們的能源績效，以確保健全的改善計劃持續進行。



Measures 措施	
Energy Saving & Management 節能與管理	• Upgraded control systems of scissors to achieve energy savings. 升級剪刀的控制系統，以達到節能效果。 • Replaced older vehicles with more environmentally friendly options, including electric trucks to improve fuel efficiency. 以更環保的選項取代舊車，包括電動卡車，以提高燃油效率。 • Purchased new equipment (such as a shear press and new cranes) to reduce energy consumption in the long term. 購買新設備 (如剪切機和新型起重機)，長期降低能源消耗。
Renewable Energy 再生能源	• Expanded solar (PV) systems and invested in renewable sources of electricity. 擴展太陽能(PV)系統，並投資於再生電力來源。

OUR PEOPLE 我們的員工

Target 8.5: Full employment and decent work with equal pay
Chiho is committed to achieving full and productive employment and decent work for all men and women, including young people and persons with disabilities, while ensuring equal pay for equal work.

目標8.5：充分就業和同工同酬的體面工作
齊合致力於實現所有男女（包括年輕人及殘疾人）的充分生產性就業和體面工作，同時確保同工同酬。

Target 10.3: Ensure equal opportunities and end discrimination
Chiho ensures equal opportunities, reduces income inequality, and implements policies to progressively achieve greater equity.

目標10.3：確保機會均等及消除歧視
齊合確保機會均等，減少收入不平等，並實施政策逐步實現更大程度的平等。

"Prioritising a safe working environment and empowering employees to grow" is one of our core corporate values. We have always regarded our employees as our most valuable asset, focusing not only on their physical and mental well-being by providing a supportive workplace but also on their growth and development. We offer diverse training programmes, clear career development pathways, and actively promote workforce diversity.

「以安全的工作環境為優先，並賦予員工成長的能力」是我們的核心企業價值之一。我們一直視員工為公司最寶貴的資產，不僅透過提供支援性的工作環境來關注他們的身心健康，同時也關注他們的成長與發展。我們提供多樣化的培訓計劃、明確的職業發展途徑，並積極促進員工的多樣化。

Employee Profiles

As of 31 December 2025, the Group employed a total of 75 individuals, of whom 16 are based in Hong Kong, 36 in Taizhou, 18 in Beijing, and 5 in the Netherlands. The workforce included 41 male employees and 34 female employees, with 33 holding managerial positions and 42 in non-managerial roles.

員工履歷

截至二零二五年十二月三十一日，本集團共聘用75名員工，其中16名在香港，36名在台州，18名在北京，5名在荷蘭。員工包括41名男性員工和34名女性員工，其中33人擔任管理職務，42人擔任非管理職務。

2025 Employee Diversity 二零二五年僱員多樣性	
Gender 性別	
Male 男性	55%
Female 女性	45%
Age 年齡	
Below 30 30歲以下	9%
30 to 50 30至50歲	63%
Above 50 50歲以上	28%
Geographical location 地理位置	
Hong Kong 香港	21%
Taizhou 台州	48%
Beijing 北京	24%
Netherlands 荷蘭	7%
Profession 專業	
Management 管理層	44%
Non-management 非管理層	56%

Equal Opportunities and Diversity

We are steadfast in our commitment to diversity, equality, and fairness, ensuring that all employment practices are reasonable and compliant with applicable laws. We place particular emphasis on respecting and protecting the rights of minority groups, including women and employees facing difficulties, by providing equitable opportunities and fair treatment. The Group has a zero-tolerance policy towards any form of employee discrimination, harassment, or intimidation. Should any allegations of policy violations arise, such as discrimination, harassment, intimidation, or retaliation, the Group will promptly initiate a thorough and impartial investigation. Where necessary, appropriate disciplinary actions are taken, including termination of employment for those found in breach of policies, to uphold our corporate culture and protect employee rights.

To ensure robust governance, the Group has established internal policies such as the Employee Handbook. These documents outline the management practices related to compliance with labour laws, ensuring that employee rights are effectively safeguarded across all operations.

Equal Employment

Our company steadfastly upholds the principle of equal employment, implementing policies that explicitly prohibit discrimination based on gender, ethnicity, educational background, religion, or beliefs at every stage. We are committed to fostering an inclusive workplace and building a diverse talent pool.

平等機會與多樣化

我們堅定不移地致力於多樣化、平等和公平，確保所有的僱傭實踐都是合理且符合適用法律的。我們特別重視尊重和保護少數族群的權利，包括女性和面臨困難的員工，提供公平的機會和公正的待遇。本集團對任何形式的員工歧視、騷擾或恐嚇採取零容忍政策。若發生任何違反政策的指控，例如歧視、騷擾、恐嚇或報復，本集團會立即展開徹底公正的調查。必要時，我們會採取適當的紀律處分，包括終止僱用違反政策的員工，以維護我們的企業文化和保障員工權益。

為了確保穩固的管治，本集團制定了內部政策，例如《員工手冊》。這些文件概述了與遵守勞工法相關的管理實踐，確保所有營運的員工權利都能得到有效保障。

平等就業

本公司堅持平等就業的原則，在每個階段都執行明確禁止基於性別、種族、教育背景、宗教或信仰的歧視政策。我們致力於培養一個包容的工作環境，並建立一個多樣化的人才庫。

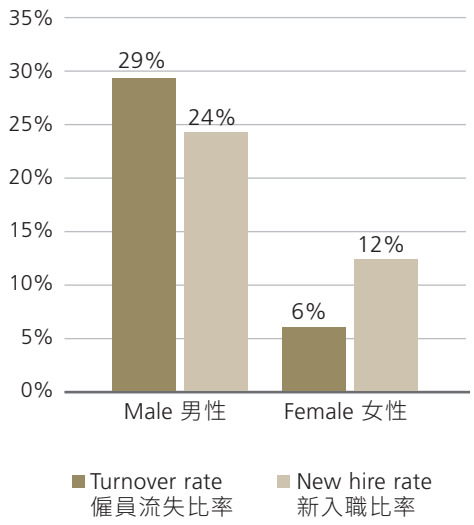
During the recruitment process, we clearly outline the qualifications, knowledge, skills, and experience required for each role. Additionally, the Group has established measures to prevent hiring of relatives of current employees. If a candidate is related to an existing employee, the employee must disclose this to management to ensure fairness in the recruitment process.

在招聘過程中，我們會清楚列出每個職位所需的資格、知識、技能和經驗。此外，本集團已制定措施，防止聘用現有員工的親屬。如果應徵者與現有員工有親屬關係，則該員工必須向管理階層透露，以確保招聘過程的公平性。

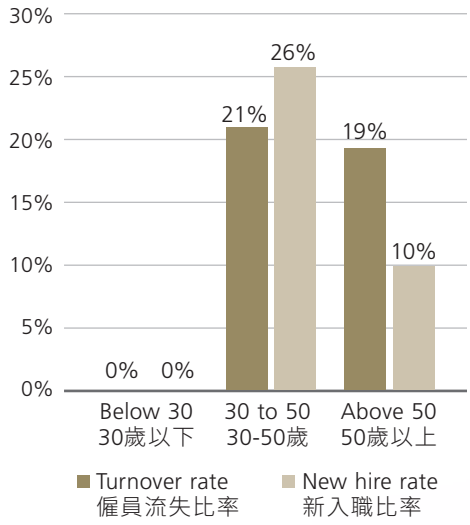
Thanks to our employee-friendly corporate culture and the investment in human resources, our employees have established long-term, stable, and positive relationships with the company. In 2025, the overall employee turnover rate was 19%, while the new hire rate stood at 19%.

得益於對員工友善的企業文化以及對人力資源的投資，我們的員工與公司建立了長期、穩定且正面的關係。二零二五年，僱員的整體流失率為19%，而新入職比率則為19%。

Turnover and New Hire Rates (by Gender)
僱員流失比率和新入職比率（按性別劃分）



Turnover and New Hire Rates (by Age)
僱員流失比率和新入職比率（按年齡劃分）



Child Labour and Forced Labour

The Group consistently regards social responsibility as a cornerstone of corporate development, strictly prohibiting child labour and forced labour. Prior to hiring, we verify the identity and age of candidates to ensure no individual under the age of 18 is employed. Furthermore, we regularly review our labour policies to ensure compliance with legal requirements and provide training to relevant personnel to prevent any breaches of regulations.

During the year, the Group did not receive any complaints related to child labour or forced labour. We remain steadfast in our commitment to upholding high standards of labour law compliance, continuously refining our policies and procedures to ensure a fair, equitable, and respectful workplace for all employees.

童工和強制勞工

本集團一貫視社會責任為企業發展的基石，嚴禁僱用童工及強制勞工。在招聘前，我們會核實應徵者的身份和年齡，確保並無僱用任何未滿18歲的人士。此外，我們定期檢討勞工政策，以確保符合法律規定，並為相關人員提供培訓，以防止任何違規行為。

於本年度，本集團未收到任何與童工或強迫勞動相關的投訴。我們仍然堅定不移地致力於遵守高標準的勞工法，不斷改進我們的政策和程序，以確保為所有員工提供一個公平、公正和受尊重的工作場所。

Talent Development and Training

Chiho adheres to the philosophy that "employees are our most valuable asset," continuously refining its talent development strategy to establish a robust training framework and clear career progression pathways. We place strong emphasis on the growth and development of our employees. To enhance their professional capabilities and career advancement, we have implemented a structured training system, providing substantial support for their career journeys and fostering mutual growth between employees and the Company.

人才發展與培訓

齊合秉持「員工是我們最寶貴的資產」的理念，不斷優化人才發展策略，建立穩固的培訓框架和明確的職業發展通道。我們非常重視員工的成長與發展。為了提升員工的專業能力和職業發展，我們實施了結構化的培訓體系，為員工的職業生涯提供實質支持，促進員工與本公司的共同成長。

Talent Development

We are committed to fostering talent through scientifically designed and effective development programmes. We continuously identify, nurture, and replenish talent to build a robust talent pipeline in the Company. Our comprehensive and diversified training system encompasses practical, feedback and cognitive development, structured around four key steps: potential analysis and action plans, pre-implementation measures, post-implementation measures, and evaluation. This approach helps employees gain deeper self-awareness and enhances their professional capabilities.

人才發展

我們致力於通過科學設計和有效的發展計劃培養人才。我們不斷發掘、培育和補充人才，為本公司建立穩固的人才梯隊。我們全面而多樣化的培訓體系涵蓋實踐、反饋和認知發展，圍繞四個關鍵步驟進行：潛能分析和行動計劃、實施前措施、實施後措施和評估。此方針可幫助員工更深入地認識自我，並提升他們的專業能力。

Additionally, we leverage external resources, such as industry seminars and workshops, to strengthen employees' connections with the broader industry and keep them attuned to the latest developments. Expert insights are also integrated into our training programmes to provide guidance, support, and feedback.

此外，我們善用外部資源，例如產業研討會和工作坊，以加強員工與更廣泛產業的聯繫，並讓他們緊貼最新發展。專家的見解也會融入我們的培訓計劃中，以提供指導、支援和反饋。

Training Profiles

We continued to strengthen employee training during the year. This reflects our active dedication to providing high-quality, comprehensive, and diverse training for our employees.

In 2025, a total of 4 employees received training, including 3 male employees and 1 female employee.

培訓簡況

於本年度，我們持續加強員工培訓。這反映出我們積極致力於為員工提供高品質、全面且多樣化的培訓。

二零二五年，共有4名員工接受培訓，其中包括3名男性員工和1名女性員工。

WORKPLACE SAFETY

工作場所安全

Target 3.9: Reduce illnesses and death from hazardous chemicals and pollution
Chiho is committed to providing a safe and healthy workplace, reducing the risk of employee injuries.
目標3.9：減少危險化學品及污染物造成的疾病和死亡
齊合致力於提供安全健康的工作場所，降低員工受傷的風險。

We are committed to creating a healthy, safe, and inclusive workplace for our employees. This initiative aims to support their professional development, ensuring that all staff members can fully realise their potential and achieve their career goals, while maintaining their personal and family well-being.

我們致力於為員工創造一個健康、安全、包容的工作環境。這項措施旨在支持他們的專業發展，確保所有員工都能充分發揮潛能，實現職業目標，同時保持個人和家庭的幸福。

Management Approach

The Group is committed to safeguarding the occupational health and safety of its employees, viewing their well-being as a cornerstone of sustainable business development. We strictly adhere to the health and safety laws and regulations of the countries and regions where we operate. Our Taizhou factory in China has established a "Work Safety Responsibility System" and a "List of Safety Facilities and Equipment".

To better implement the safety management system and establish a systematic approach to safety management and discipline, we have set up Safety Management Committees within our Taizhou and Hong Kong operations. These committees are specifically responsible for continuous improvement of the working environment, including identifying workplace safety risks and formulating relevant policies.

管理方針

本集團致力於保障員工的職業健康與安全，將員工的福祉視為業務持續發展的基石。我們嚴格遵守營運所在國家和地區的健康和安全法律法規。我們於中國的台州廠房建立了「安全生產責任制」和「安全設施和設備清單」。

為了更好地落實安全管理體系，建立有系統的安全管理方針和紀律，我們在台州及香港的營運據點成立了安全管理委員會。這些委員會專門負責持續改善工作環境，包括識別工作場所的安全風險和制定相關政策。

China 中國	Hong Kong 香港	
Safety Production Management Committee 安全生產管理委員會	**Corporate Safety Committee 企業安全委員會**	**Site Safety Committee 工場安全委員會**
• Identifying risks 識別風險 • Responding to risks 應對風險 • Risk mitigation 減緩風險	• Oversee, advise, and communicate with Site Safety Committee 監察工場安全委員會、向其提出建議，並與其進行溝通	• Engage employees to evaluate, review, and update policies 組織員工參與評估、審查及更新政策

Safety Training and Protection

Chiho provides employees with comprehensive occupational health and safety training. This initiative aims to help employees gain a deeper understanding of operational guidelines and enhance their awareness of relevant regulations. In 2025, 61 health and safety training attendances were recorded, totalling 64 hours.

安全培訓與防護

齊合為員工提供全面的職業健康與安全培訓。此舉旨在協助員工深入了解營運指引，並提高他們對相關法規的認知。二零二五年，共有61人次接受了健康與安全培訓，總時數達64小時。

Health and Safety Measures

The Group strictly adheres to the Occupational Health and Safety Management System, ensuring that all operations and production processes comply with relevant safety laws, regulations, standards, and policies. We uphold the principle of "Safety First, Prevention Priority, and Comprehensive Management."

In addition to establishing a safety management system, the Group also provides employees with essential health and safety services. Through meticulous preventive and emergency measures, we further ensure that employees receive adequate attention and protection during their work processes.

健康與安全措施

本集團嚴格遵守職業健康與安全管理體系，確保所有營運及生產流程符合相關安全法律、法規、標準及政策。我們秉持「安全至上、預防優先、全方位管理」的原則。

除了建立安全管理系統外，本集團也為員工提供必要的健康與安全服務。透過縝密的預防與緊急應變措施，我們進一步確保員工在工作過程中得到充分的關注與保護。

To document and analyse various types of workplace injuries, we have established and implemented an accident management system. By examining and learning from the causes of past incidents, we have improved operational procedures, techniques, and tools, as well as enhanced safety training, thereby reducing the occurrence of workplace injuries.

為了記錄和分析各類工傷事故，我們建立並實施了事故管理系統。透過檢視和汲取過去事故的原因，我們改善了作業程序、技術和工具，並加強安全培訓，從而減少工傷的發生。

Main types of work-related injury 主要工傷類別	Response Measures 應對措施
• **Bruises** **瘀傷** • **Stumble, slip, cut** **絆倒、滑倒、割傷** • **Incorrect action and Lack of attention** **操作不當及缺乏專注**	• **Regular Safety Equipment Upgrade** **定期安全設備升級** • **Regular Safety Training** **定期安全培訓**

In 2025, the Group recorded no workplace injury incidents or injury-related lost workdays.

二零二五年，本集團並無錄得任何工傷事故，亦無因工傷損失工作日數。

		2023 二零二三年	2024 二零二四年	2025 二零二五年
Total number of workplace injuries	工傷總數	171	193	0
Lost days due to work injury	因工傷損失工作日	3,613	1,992	0

Supplier Health and Safety Management

We have introduced a Contractor Health and Safety Policy, requiring all external partners, including contractors, to comply with and continuously improve this policy, subject to supervision and review by relevant committees. The policy covers various risk assessments, implementation of preventive measures, and handling of hazardous materials and incidents. We are also committed to providing regular safety training for contractor personnel and have designated factory management staff and safety officers to address any workplace safety concerns.

供應商健康與安全管理

我們已推出承包商健康與安全政策，要求所有外部合作夥伴（包括承包商）遵守並持續改善此政策，並接受相關委員會的監督和審查。該政策涵蓋各種風險評估、預防措施的實施，以及危險材料和事故的處理。我們也承諾定期為承包商人員提供安全培訓，並指定工廠管理人員和安全主任處理任何工作場所的安全問題。

Fire Safety

Given the nature of our operations, fire safety is a top priority in ensuring safe production. To minimise the risk of fire incidents, the Group has not only established fire safety guidelines for employees but also requires regular inspections and documentation to ensure that firefighting equipment, combustion points, and smoke extraction and ventilation systems are maintained in safe operating condition. Additionally, we provide employees with relevant first aid training, ensuring that each workplace has at least one trained staff member capable of promptly addressing minor injuries in the event of an accident.

消防安全

鑒於我們的營運性質，消防安全是確保安全生產的重中之重。為了將火災事故的風險降到最低，本集團不僅為員工制定了消防安全指引，還要求定期檢查消防設備並記錄在案，以確保燃燒點和排煙通風系統均維持安全操作條件。此外，我們也為員工提供相關的急救培訓，確保每個工作場所至少有一名受過培訓的員工，能夠在意外發生時迅速處理輕微的傷害。

OPERATIONAL EXCELLENCE 營運卓越

Target 8.2: Diversify, innovate and upgrade for economic productivity
Through continuous collaboration with suppliers, Chiho aims to achieve higher levels of economic productivity through diversification, technological upgrades, and innovation.
目標8.2：多樣化、創新和升級，以提高經濟生產力
透過與供應商的持續合作，齊合旨在透過多樣化、技術升級和創新，實現更高水平的經濟生產力。

Target 12.5: Substantially reduce waste generation
Chiho significantly reduces waste generation by recycling scrap metals and producing high-quality metals for reuse.
目標12.5：大幅減少產生廢棄物
齊合透過回收再生金屬，並生產高品質的金屬以供再利用，大幅減少廢棄物的產生。

Target 16.5: Substantially reduce corruption and bribery
Target 16.6: Develop effective, accountable and transparent institutions
Chiho is committed to eliminating all forms of corruption and bribery by establishing effective, accountable, and transparent anti-corruption mechanisms and reporting channels.
目標16.5：大幅減少貪污受賄行為
目標16.6：發展有效、負責和透明的機構
齊合致力於建立有效、負責、透明的反貪污機制和舉報管道，以消除各種形式的貪污和賄賂行為。

The Group is committed to continuously enhancing operational standards across supply chain management, product quality, customer service, and data privacy protection.

本集團致力於在供應鏈管理、產品品質、客戶服務和資料隱私保護方面持續提升營運標準，以達到卓越表現。

Responsible Supply Chain

Supplier Engagement

To fully realise the value of waste materials, the Group actively takes on the responsibility of educating suppliers and emphasising the importance of recycling. We arrange onboarding training courses for new suppliers and regularly organise workshops to ensure all suppliers stay updated on the latest legislation and trends in waste management. Through these initiatives, we have not only raised suppliers' environmental awareness but also fostered sustainable development of our business in the field of waste management. The Group's suppliers include the stakeholders' groups stated below:

負責任的供應鏈

供應商參與

為了充分實現廢棄物的價值，本集團積極承擔起教育供應商的責任，並強調回收重要性。我們為新供應商安排入職培訓課程，並定期舉辦工作坊，確保所有供應商了解廢棄物管理的最新法例和趨勢。通過這些措施，我們不僅提高了供應商的環保意識，也促進了我們在廢棄物管理領域的業務可持續發展。本集團的供應商包括下列利益相關者團體：

Goods Suppliers (e.g., equipment or spare parts) 貨品供應商（如設備或零部件）	Waste Material Providers 廢料提供商	Service Providers (e.g., sorting / transportation) 服務提供商（如分類／運輸）

Furthermore, to engage suppliers and customers and obtain feedback on our performance, we use the following multi-channel mix.

此外，我們使用以下各種渠道，讓供應商及客戶參與，並獲得彼等對我們的表現反饋。

Stakeholder Engagement Channels 利益相關者聯繫管道

Personal Visits 親自拜訪
Relevant personnel reach out to customers and suppliers to obtain more personalised feedback
相關人員會主動聯繫客戶及供應商，獲取更多個性化反饋

Online Communication 網上溝通
Telephone or email communication to obtain feedback
電話或郵件溝通以獲取反饋

Survey Sheets 調查表
Survey questionnaires are handed out to materials and services providers to obtain more information on their business practices
為物料及服務提供商提供調查評估，以獲取有關其業務實踐的更多信息

Partners' Comments 合作伙伴意見
Business partners provide valuable insights towards the Group's performance
業務伙伴為本集團績效提供寶貴意見

Supplier Assessment and Green Procurement

Before selecting suppliers, the Group comprehensively evaluates their business, including on-site visits to verify the authenticity of the provided information. We expect our suppliers to align with our core values of reliability, collaboration, value creation, and compliance. All key suppliers must adhere to regulations related to occupational health and safety, environmental impact, and energy efficiency.

Commitment to sustainability, product quality, and financial stability are key criteria in our supplier selection process. If a supplier fails to meet our requirements, we request corrective actions to address the issues. In appropriate cases, non-compliant suppliers may have their contracts terminated to ensure our business operations meet high environmental and social responsibility standards.

供應商評估與綠色採購

在選擇供應商之前，本集團全面評估其業務，包括實地考察以驗證所提供資訊的真實性。我們期望供應商能與我們的核心價值一致，即可靠、合作、創造價值及合規。所有主要供應商都必須遵守與職業健康與安全、環境影響及能源效率相關的法規。

對可持續發展、產品品質和財務穩定性的承諾是我們選擇供應商程序的關鍵標準。如果供應商未能符合我們的要求，我們會要求供應商採取糾正行動來解決問題。在適當的情況下，不符合要求的供應商可能會被終止合約，以確保我們的業務運作符合環境和社會責任的高標準。

Number of Suppliers by Geographical Region **按地區劃分的供應商數目**	
Asia 亞洲	49
Australia 澳洲	3
Europe 歐洲	18
North America 北美	5
South America 南美	6
Africa 非洲	18
Total **總計**	**99**

Upholding Product Quality

The Group has consistently strived to deliver high-quality products and services to its customers. To attain this objective, we assign dedicated on-site managers to oversee and manage customer affairs pertaining to quality standards, performance timelines, and operational safety, thereby establishing a direct channel to monitor and guarantee the quality of our offerings.

The Group's comprehensive approach to supervising product and process quality encompasses the following key aspects:

保持產品質量

本集團一貫致力於為客戶提供高品質的產品和服務。為達到此目標，我們指派專責的駐廠經理，負責監督及管理與品質標準、績效時間表及營運安全有關的客戶事務，從而建立起監控及保證我們所提供產品品質的直接渠道。

本集團全面監督產品及流程品質的方針包括以下主要方面：

Appointing site managers to align operations with customers' requirements.
委任現場經理使操作與客戶的要求保持一致。

Monitoring of process using cameras that may be accessed online.
使用可在線訪問的攝像頭監控流程。

Route and logistical optimisation using GPS trackers on vehicles and Personal Digital Assistants (PDAs) for our drivers.
使用車載全球定位儀和司機的個人數字助理(PDA)優化路線及物流。

Product Responsibility

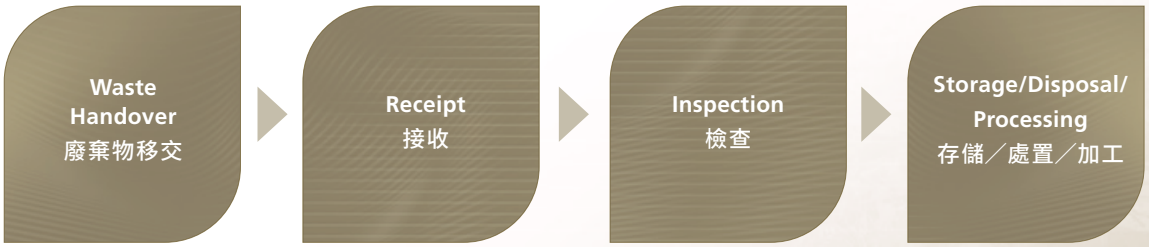
The Group implements a strict identification and classification process for procured waste, managing it in detail based on type, source, discharge point, and customer identification number. For hazardous waste, additional transportation orders and waste disposal permits are required to ensure full traceability throughout the process.

Our management procedures cover the entire process, from receipt, classification, inspection, and storage to final disposal or recycling, ensuring clear and transparent waste tracking. Additionally, we update and consolidate data on all waste materials and scrap metals daily to maintain record integrity and ensure precise and efficient resource management.

產品責任

本集團對採購的廢棄物實施嚴格的識別和分類流程，根據類型、來源、排放點和客戶識別碼進行詳細管理。對於有害廢棄物，還需要額外的運輸指令和廢棄物處理許可證，以確保在整個過程中的完全可追溯性。

我們的管理程序涵蓋了從接收、分類、檢查、儲存到最終處置或回收的整個過程，確保清晰透明的廢棄物追蹤。此外，我們每天都會更新和整合所有廢料和再生金屬的資料，以維持記錄的完整性，確保精確有效的資源管理。



Additionally, if procured waste materials fail to meet the Group's quality standards or are found to have defects, the procurement team returns the non-compliant products to the supplier.

此外，如果採購的廢棄物材料不符合本集團的品質標準或發現有瑕疵，採購團隊會將不符合標準的產品退還給供應商。

In 2025, the Group did not experience any product recalls due to health and safety concerns. Our Hong Kong and Taizhou operations received no product- or service-related complaints during the year.

二零二五年，本集團並無因健康及安全問題而召回任何產品。於本年度，我們的香港及台州業務並無收到任何與產品或服務相關的投訴。

Product Safety

We conduct rigorous risk assessments on materials to be processed to ensure they pose no threat to employee health and safety. All materials from suppliers are stored in designated areas to prevent cross-contamination. Additionally, all waste materials and processed metals are securely stored in dedicated containers and carefully handled using magnets or forklifts to minimise the risk of contamination.

產品安全

我們對待處理的材料進行嚴格的風險評估，以確保其不會對員工的健康和安全構成威脅。所有來自供應商的材料都存放在指定區域，以防止交叉污染。此外，所有廢料和處理過的金屬都會安全地存放在專用容器中，並使用磁鐵或叉車小心處理，以將污染風險降至最低。

The Group strictly follows maintenance protocols, continuously monitoring testing equipment and promptly reporting any defects to on-site management for timely resolution. These measures help maintain the purity of waste materials and processed metals while ensuring compliance with occupational health and safety, environmental protection, and workplace cleanliness standards.

本集團嚴格遵守維護規範，持續監控檢測設備，並迅速向現場管理人員報告任何缺陷，以便及時解決。這些措施有助於保持廢料和加工金屬的純度，同時確保符合職業健康與安全、環境保護和工作場所清潔標準。

Intellectual Property Protection

The Group safeguards sensitive business information by signing confidentiality and legal agreements with its business partners, ensuring the security of patented technologies and intellectual property. These agreements cover critical technical information, preventing unauthorised use or disclosure.

知識產權保護

本集團透過與業務夥伴簽訂保密及法律協議，保障敏感的商業資訊，確保專利技術及知識產權的安全。這些協議涵蓋重要的技術資訊，防止未經授權的使用或披露。

During the reporting period, the Group did not experience any violations related to health and safety, advertising, labelling, or product and service privacy regulations, maintaining compliance and upholding corporate responsibility.

於報告期間，本集團並無發生任何違反健康及安全、廣告、標籤或產品及服務私隱相關法規的情況，維持合規及貫徹企業責任。

Customer First

Engaging Our Customers

Our Group maintains close collaboration with both customers and suppliers to coordinate sales volumes and processing capacity. This process is supervised by site managers and other key personnel to ensure that the balance between waste inventory and sales of newly processed products remains optimal.

We gather feedback through various channels and closely monitor customer and business partner satisfaction. The sales department conducts an annual customer satisfaction survey to better understand customer needs. We pay attention to every detail, such as delivery times, packaging requirements, and other special requests. All customer needs are recorded in our customer management database and are regularly updated to ensure that products and services meet customer quality requirements.

Privacy Protection

As a provider of goods and services, the Group is responsible for managing transportation, processing, and recycling of waste materials. To protect customer privacy, we do not collect personal data from our clients and have established internal management policies to regulate the handling of confidential customer information. Additionally, the Group regularly reviews and updates information technology and data protection policies to ensure compliance with regulatory standards.

We conduct regular audits to ensure all operations adhere to these policies and continuously optimise them to strengthen data protection. We strictly prohibit disclosure of personal or other confidential data to any third parties and have designated data protection personnel responsible for maintaining and safeguarding sensitive data. If any employee violates these policies, appropriate disciplinary measures are taken in accordance with regulations.

客戶至上

我們客戶的參與

本集團與客戶及供應商保持緊密合作，以協調銷售量及加工能力。這個過程由現場管理人員和其他關鍵人員監督，以確保廢料庫存和新加工產品銷售之間保持最佳平衡。

我們透過各種管道收集反饋，並密切監控客戶及業務伙伴的滿意度。銷售部門每年都會進行客戶滿意度調查，以便更好地瞭解客戶需求。我們關注每一個細節，例如交貨時間、包裝要求以及其他特殊要求。所有的客戶需求都會記錄在我們的客戶管理資料庫中，並定期更新，以確保產品和服務符合客戶的品質要求。

私隱保障

身為商品與服務的提供者，本集團負責管理廢料的運輸、處理與回收。為了保護客戶隱私，我們不會收集客戶的個人資料，並已制定內部管理政策，以規範客戶機密資料的處理。此外，本集團會定期檢討和更新資訊科技和資料保護政策，以確保符合法規標準。

我們定期進行審核，以確保所有作業都遵守這些政策，並持續優化這些政策，以加強資料保護。我們嚴格禁止向任何第三方披露個人或其他機密資料，並指定資料保護人員負責維護和保護敏感資料。若有任何員工違反這些政策，將依規定採取適當的紀律措施。

Anti-corruption

The Group adheres to the principle of integrity in business operations and adopts a zero-tolerance approach towards any form of corruption, bribery, or misconduct. We strictly comply with the Supervision Law of the People's Republic of China, the Criminal Law of the People's Republic of China, and the Anti-Unfair Competition Law of the People's Republic of China, prohibiting any form of corruption, money laundering, bribery, fraud, and other unethical behaviour. We are committed to establishing a transparent and fair business environment, ensuring that our operations comply with ethical standards and legal requirements through a comprehensive system, rigorous internal controls, and accessible whistle-blowing channels.

To enhance employees' awareness of compliance, our anti-corruption policy outlines the business standards to be followed and is included in the employee handbook, helping staff understand the relevant rules, requirements, and their responsibilities. We also regularly organise employee training sessions to encourage a deeper understanding of the applicable laws and internal compliance requirements, ensuring that the Company's values are upheld and we have a fair and just working environment.

In addition, we conduct reviews to identify potential corruption risks in our business operations and organise training courses to address these risks. The Group has a Code of Conduct training programme and a whistleblowing hotline, encouraging employees and stakeholders to report any suspected corruption, fraud, or violations of ethical standards.

In 2025, the Group did not experience any incidents related to corruption or illegal activities. We take all unlawful actions seriously and implement stringent measures to strengthen the prevention of corruption and bribery risks.

反貪污

本集團堅持誠信經營的原則，對任何形式的貪污、賄賂或不當行為採取零容忍的方針。我們嚴格遵守《中華人民共和國監察法》、《中華人民共和國刑法》和《中華人民共和國反不正當競爭法》，禁止任何形式的貪污、洗錢、賄賂、欺詐等不道德行為。我們致力於建立一個透明、公平的商業環境，透過完善的制度、嚴謹的內部控制和便捷的舉報渠道，確保我們的營運符合道德標準和法律要求。

為了提高員工的合規意識，我們的反貪污政策概述了應遵循的業務標準，並納入《員工手冊》中，幫助員工了解相關規定、要求及其責任。我們也會定期舉辦員工培訓課程，鼓勵員工深入了解適用的法律和內部合規規定，確保本公司的價值得以維護，並擁有公平公正的工作環境。

此外，我們會進行審查，以找出業務運作中潛在的貪污風險，並針對這些風險舉辦培訓課程。本集團設有行為準則培訓計劃和舉報熱線，鼓勵員工和利益相關者舉報任何涉嫌貪污、詐騙或違反道德標準的行為。

本集團於二零二五年並未發生任何與貪污或違法活動有關的事件。我們嚴肅對待一切違法行為，並採取嚴格措施，加強防範貪污賄賂風險。

COMMUNITY ENGAGEMENT

The Group is committed to fulfilling its corporate social responsibility and actively plays a role in supporting social development and promoting sustainability. Our social contributions are not limited to training and welfare for internal employees but also extend to schools, communities, and various public welfare initiatives.

Looking ahead, we will continue to promote a diverse range of social responsibility initiatives, supporting the development of education, sports, social welfare, and other areas, contributing further to the creation of a more inclusive and sustainable society.

社區參與

本集團致力於履行企業社會責任，積極扮演支持社會發展和促進可持續發展的角色。我們的社會貢獻不僅限於內部員工的培訓和福利，還延伸到學校、社區和各種公益活動。

展望未來，我們將繼續推動多樣化的社會責任活動，支持教育、體育、社會福利等領域的發展，為創造更包容、更可持續的社會作出更大貢獻。

APPENDIX

附錄

Appendix 1: Applicable Laws and Regulations

附錄1：適用法律與法規

Aspect 議題	Laws and Regulations 法律與法規	Compliance Status 合規情況
Environment 環境	• Law of the People's Republic of China on Conserving Energy 《中華人民共和國節約能源法》 • Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution 《中華人民共和國大氣污染防治法》 • Waste Disposal Ordinance 《廢物處置條例》 • Air Pollution Control Ordinance 《空氣污染管制條例》	During the reporting period, the Group was not aware of any non-compliance with laws and regulations[1] that have 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 waste. 於報告期間，本集團並無發現任何不遵守有關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物等對本集團有重大影響的法律及法規[1]的情況。
Employment and labour standards 僱傭及勞動標準	• Employment Ordinance in Hong Kong 《香港僱傭條例》 • Labour Law of the People's Republic of China 《中華人民共和國勞動法》 • Labour Contract Law of the People's Republic of China 《中華人民共和國勞動合同法》 • Law of People's Republic of China on Protection of Disabled Persons 《中華人民共和國殘疾人保障法》 • Provisions on the Prohibition of Using Child Labour in China 《中國禁止使用童工規定》	During the reporting period, the Group was not aware of any instances of non-compliance with significant impact on the Group regarding laws and regulations related to preventing child labour or forced labour. Furthermore, we have not received any reports concerning child labour or forced labour. 於報告期間，本集團並無發現任何不遵守有關防止童工或強迫勞動的法律及法規而對本集團造成重大影響的情況。此外，我們亦未收到任何有關童工或強迫勞動的報告。
Occupational health and safety 職業健康與安全	• Production Safety Law of the People's Republic of China 《中華人民共和國安全生產法》 • Law of the People's Republic of China on Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》 • Occupational Safety and Health Ordinance 《職業安全及健康條例》	During the reporting period, we were not aware of any non-compliance with laws and regulations having a significant impact on the Group relating to occupational health and safety. 於報告期間，我們並無發現任何與職業健康及安全有關而對本集團有重大影響的違規行為。

APPENDIX (continued)

Appendix 1: Applicable Laws and Regulations (continued)

附錄 (續)

附錄1：適用法律與法規 (續)

Aspect 議題	Laws and Regulations 法律與法規	Compliance Status 合規情況
Product Responsibility 產品責任	• Personal Data (Privacy) Ordinance 《個人資料 (私隱) 條例》 • Regulations on Customs Protection of Intellectual Property Rights in the People's Republic of China 《中華人民共和國知識產權海關保護條例》 • Postal Law of the People's Republic of China 《中華人民共和國郵政法》 • Customs Law of the People's Republic of China 《中華人民共和國海關法》	Regarding health and safety, advertising, labelling, privacy, and matters pertaining to goods and services rendered as well as avenues for recourse, the Group was not aware of any violations of applicable laws and regulations during the reporting period that could have materially affected the Group. 就健康及安全、廣告、標籤、私隱、所提供貨品及服務的相關事宜以及追索途徑而言，本集團於報告期內並無發現任何可能對本集團造成重大影響的違反適用法律及法規的情況。 During the reporting period, the Group was not involved in any litigation relating to infringement of intellectual property rights. 於報告期間，本集團並無涉及任何有關侵犯知識產權的訴訟。
Anti-corruption 反貪污	• Prevention of Bribery Ordinance 《防止賄賂條例》 • Anti-Money Laundering Law of the People's Republic of China 《中華人民共和國反洗錢法》	During the reporting period, the Group was not involved in any corruption cases, nor was it aware of any violations of applicable laws and regulations pertaining to bribery, fraud, or money laundering that would have a substantial effect on the Group. 於報告期間，本集團並無涉及任何貪污案件，亦不知悉有任何違反有關賄賂、欺詐或洗黑錢的適用法律及法規而對本集團造成重大影響的情況。

APPENDIX (continued)

附錄 (續)

Appendix 2: Performance Data Summary

附錄2：數據表現概要

Environmental Performance

環境表現

Environment	環境	2025 二零二五年
Annual Group Sales Quantities (tonnes)	**年度集團銷量 (噸)**	26,938
Energy	**能源**	
Total Energy Consumption (MJ)	**能源消耗總量 (兆焦耳)**	2,312,658
Energy Intensity (MJ/tonne of product sold)	**能源密度 (兆焦耳／噸售出產品)**	85.9
Non-renewable electricity purchased (kWh)	外購不可再生電力 (千瓦時)	484,844
Renewable energy generated (kWh)	產生可再生能源 (千瓦時)	79,193
Heating purchased (kWh)	外購熱能 (千瓦時)	0
Diesel (litres)	柴油 (升)	5,976
Natural gas (m^3)	天然氣 (立方米)	0
Propane gas (litres)	丙烷 (升)	0
Heating oil (litres)	燃料油 (升)	0
Gasoline (litres)	汽油 (升)	2,118
Liquid gas (litres)	液化氣 (升)	0
Water	**水**	
Water (m^3)	水 (立方米)	8,543
Water intensity (m^3/tonne of product sold)	水密度 (立方米／噸售出產品)	0.317

APPENDIX (continued)

Appendix 2: Performance Data Summary (continued)

Environmental Performance (continued)

附錄 (續)

附錄2：數據表現概要 (續)

環境表現 (續)

Environment	環境	2025 二零二五年
Packaging[2]	**包裝[2]**	
Plastic bags (Hong Kong) (pcs)	塑膠袋 (香港) (個)	N/A不適用
Greenhouse Gases Emissions	**溫室氣體排放量**	
Total emissions (tCO_2e)	總排放量 (噸二氧化碳當量)	252
Scope 1 (tCO_2e)	範圍1 (噸二氧化碳當量)	21
Scope 2 (tCO_2e)	範圍2 (噸二氧化碳當量)	231
Emission intensity (tCO_2e/tonne of product sold)	排放密度 (噸二氧化碳當量／噸售出產品)	0.0094
Air Emissions	**廢氣排放**	
Sulphur oxides (SO_x) (kg)	硫氧化物(SO_x) (千克)	0.03
Nitrogen oxides (NO_x) (kg)	氮氧化物(NO_x) (千克)	1.44
Particulate matter (PM) (kg)	懸浮顆粒(PM) (千克)	0.11
Waste[3]	**廢棄物[3]**	
Hazardous waste (tonnes)	有害廢棄物 (噸)	N/A 不適用
Non-hazardous waste (tonnes)	無害廢棄物 (噸)	N/A 不適用

2 Packaging material consumption data is not reported in 2025, as production operations at Hong Kong and Taizhou sites have ceased. Accordingly, no significant packaging materials were consumed in connection with manufacturing activities.

3 Waste generation in 2025 was limited to a small amount of domestic waste arising from remaining administrative functions. This waste was collected and disposed of by waste recyclers. No industrial waste was generated, and therefore no material waste data is presented.

2 由於香港及台州廠區的生產作業已停止，因此未呈報二零二五年的包裝材料消耗數據。據此，製造活動並未消耗任何顯著數量的包裝材料。

3 二零二五年的廢棄物產生量僅限於剩餘行政職能所產生的少量生活垃圾。該廢棄物已由廢棄物回收商進行收集及處理。並未產生任何工業廢棄物，因此未呈報相關廢棄物數據。

APPENDIX (continued)

附錄 (續)

Appendix 2: Performance Data Summary (continued)

附錄2：數據表現概要 (續)

Social Performance

社會表現

Social 社會		2025 二零二五年
Workforce Profile **員工簡況**	**Total Number of Employees** **僱員總數**	**75**
	By Geographical Distribution **按地區劃分**	
	Hong Kong 香港	**16**
	Taizhou 台州	**36**
	Beijing 北京	**18**
	Netherlands 荷蘭	**5**
	By Age **按年齡劃分**	
	Below 30 30歲以下	**7**
	30 to 50 30歲至50歲	**47**
	Above 50 50歲以上	**21**
	By Gender **按性別劃分**	
	Male 男性	**41**
	Female 女性	**34**
	By Employment Type **按僱傭類型劃分**	
	Full-time 全職	**75**
	Part-time 兼職	**0**
	By Profession **按專業劃分**	
	Management 管理層	**33**
	Non-management 非管理層	**42**

APPENDIX (continued)

Appendix 2: Performance Data Summary (continued)

Social Performance (continued)

附錄 (續)

附錄2：數據表現概要 (續)

社會表現 (續)

Social 社會		2025 二零二五年
Employee Turnover **僱員流失比率**	**Employee Turnover Rate** **僱員流失**	**19%**
	By Age **按年齡劃分**	
	Below 30 30歲以下	**0**
	30 to 50 30歲至50歲	**21%**
	Above 50 50歲以上	**19%**
	By Gender **按性別劃分**	
	Male 男性	**29%**
	Female 女性	**6%**
	By Geographical Distribution **按地區劃分**	
	Hong Kong 香港	**31%**
	Taizhou 台州	**19%**
	Beijing 北京	**6%**
	Netherlands 荷蘭	**20%**

APPENDIX (continued)

附錄 (續)

Appendix 2: Performance Data Summary (continued)

附錄2：數據表現概要 (續)

Social Performance (continued)

社會表現 (續)

Social 社會		2025 二零二五年
Employee New Hire **新聘僱員**	**Employee New Hire Rate** **新聘僱員比率**	**19%**
	By Age **按年齡劃分**	
	Below 30 30歲以下	**0**
	30 to 50 30歲至50歲	**26%**
	Above 50 50歲以上	**10%**
	By Gender **按性別劃分**	
	Male 男性	**24%**
	Female 女性	**12%**
	By Geographical Distribution **按地區劃分**	
	Hong Kong 香港	**19%**
	Taizhou 台州	**6%**
	Beijing 北京	**50%**
	Netherlands 荷蘭	**0%**
Health and Safety[4] **健康及安全[4]**	**Safety Performance** **安全表現**	
	Work-related injuries 工傷	**0**
	Lost days due to work injury 因工傷損失工作日數	**0**
	Injury rate 工傷率	**0%**
	Work-related fatalities 因工作關係而死亡	**0**
	Safety Training **安全培訓**	
	Training person-times 受訓人次	**61**
	Total training hours 培訓總時數	**64**

[4] Health and safety data cover the Group's operations in Taizhou and Yuen Long only.

[4] 健康與安全數據僅涵蓋本集團位於台州及元朗的營運業務。

APPENDIX (continued)

附錄 (續)

Appendix 2: Performance Data Summary (continued)

附錄2：數據表現概要 (續)

Social Performance (continued)

社會表現 (續)

Social 社會		2025 二零二五年
Employee Training[5] 員工培訓[5]	**Average Training Hours 平均培訓時數**	
	By Gender 按性別劃分	
	Male 男性	**9.62**
	Female 女性	**7.56**
	By Profession 按專業劃分	
	Management 管理層	**0**
	Non-management 非管理層	**17.13**
	Percentage of Employees Trained 受訓僱員百分比	
	By Gender 按性別劃分	
	Male 男性	**14%**
	Female 女性	**6%**
	By Profession 按專業劃分	
	Management 管理層	**0%**
	Non-management 非管理層	**25%**
Supply Chain 供應鏈	**Total Number of Suppliers 供應商總數**	**99**
	Asia 亞洲	**49**
	Australia 澳洲	**3**
	Europe 歐洲	**18**
	North America 北美	**5**
	South America 南美	**6**
	Africa 非洲	**18**

5 Employee training data cover the Group's operations in Taizhou and Yuen Long only.

5 員工培訓數據僅涵蓋本集團位於台州及元朗的營運據點。

APPENDIX (continued)

Appendix 3: HKEX ESG CONTENT INDEX

附錄 (續)

附錄3：香港交易所環境、社會及管治內容索引

Mandatory Disclosure 強制披露規定	HKEX ESG Reporting Code Requirements 香港交易所環境、社會及管治報告守則規定	Sections/Remarks 章節／備註
Governance Structure 管治架構	A statement from the board containing the following: 由董事會發出的聲明，當中載有下列內容： (i) 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； (ii) The Board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜 (包括對發行人業務的風險) 的過程；及 (iii) 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。	**Our Approach to Sustainability** **我們對可持續性的方針**

APPENDIX (continued)

Appendix 3: HKEX ESG CONTENT INDEX (continued)

附錄 (續)

附錄3：香港交易所環境、社會及管治內容索引 (續)

Mandatory Disclosure 強制披露規定	HKEX ESG Reporting Code Requirements 香港交易所環境、社會及管治報告守則規定	Sections/Remarks 章節／備註
Reporting Principles 匯報原則	A description of, an explanation on, the application of the following Reporting Principles 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： a) **Materiality:** Topics considered material to sustainability by different stakeholder groups are identified by the necessary interactions. **重要性：**透過必要的互動，可釐清不同利益相關者群體認為與可持續性相關的議題。 b) **Quantitative:** Data are presented in a manner conducive to comparison of year-on-year changes in performance. Performance Data Summary explicates the standards used for calculation of environmental performance indicators. **量化：**資料的呈現方式有助於比較績效的年同比變化。數據表現概要闡述用於計算環境績效指標的標準。 c) **Balance:** Transparency is a major consideration and the report provides information on both positive and negative impacts. **平衡：**透明度為主要考量因素，而報告同時提供關於正面與負面影響的資料。 d) **Consistency:** Consistency and comparability of information is ensured by using the appropriate statistical methods. **一致性：**透過採用適當的統計方法，確保資料的一致性及可比性。	**Materiality:** Conduct substantive issue assessments to identify ESG issues that have a significant impact on the Group and their risks. **重要性：**進行實質議題評估，以識別對本集團具有重大影響的環境、社會及管治議題及其相關風險。 **Quantitative:** For the standards, methods, assumptions and calculation methods used in the data presented in this report, please refer to the "Performance Data Summary" in this report. **定量資料：**關於本報告所列資料所採用的標準、方法、假設及計算方式，請參閱本報告「數據表現概要」。 **Balance:** The Group describes its performance in all aspects of sustainable development in a fair and transparent manner. **平衡：**本集團以公平且透明的方式，闡述其於可持續發展各方面的表現。 **Consistency:** This report uses the same statistical methods and categories as in previous years. Quantitative data are presented in a consistent manner for comparison and analysis by stakeholders. **一致性：**本報告採用與往年相同的統計方法及分類方式。量化數據以一致的方式呈現，以便利益相關者進行比較與分析。

APPENDIX (continued)

Appendix 3: HKEX ESG CONTENT INDEX (continued)

附錄 (續)

附錄3：香港交易所環境、社會及管治內容索引 (續)

Mandatory Disclosure 強制披露規定	HKEX ESG Reporting Code Requirements 香港交易所環境、社會及管治報告守則規定	Sections/Remarks 章節／備註
Reporting Boundary 匯報範圍	Explain the reporting boundaries of the ESG report and describe the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。	**About the Report** **關於本報告**
Environment **環境** **Aspect A1: Emissions** **層面A1：排放物**		
General Disclosure 一般披露	Information on: 有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 遵守對發行人有重大影響的相關法律及規例 relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 的資料。	**Our Environment Stewardship** **我們的環境管理**
KPI A1.1 關鍵績效指標A1.1	The types of emissions and the respective emissions data. 排放物種類及相關排放數據。	**Our Environment Stewardship** **我們的環境管理** **Appendix 2 - Performance Data Summary** **附錄二－數據表現概要**
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生有害廢棄物總量 (以噸計算) 及 (如適用) 密度。	**Appendix 2 - Performance Data Summary** **附錄二－數據表現概要**

APPENDIX (continued)

Appendix 3: HKEX ESG CONTENT INDEX (continued)

附錄 (續)

附錄3：香港交易所環境、社會及管治內容索引 (續)

Mandatory Disclosure 強制披露規定	HKEX ESG Reporting Code Requirements 香港交易所環境、社會及管治報告守則規定	Sections/Remarks 章節／備註
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量 (以噸計算) 及 (如適用) 密度。	**Appendix 2 - Performance Data Summary** **附錄二－數據表現概要**
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	**Our Environment Stewardship** **我們的環境管理**
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	**Our Environment Stewardship** **我們的環境管理** **Appendix 2 - Performance Data Summary** **附錄二－數據表現概要**
Aspect A2: Use of Resources **層面A2：資源使用**		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源 (包括能源、水及其他原材料) 的政策。	**Our Environment Stewardship** **我們的環境管理**
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity. 按類型劃分的直接及／或間接能源總耗量 (以千個千瓦時計算) 及密度。	**Our Environment Stewardship** **我們的環境管理** **Appendix 2 - Performance Data Summary** **附錄二－數據表現概要**

APPENDIX (continued)

Appendix 3: HKEX ESG CONTENT INDEX (continued)

附錄 (續)

附錄3：香港交易所環境、社會及管治內容索引 (續)

Mandatory Disclosure 強制披露規定	HKEX ESG Reporting Code Requirements 香港交易所環境、社會及管治報告守則規定	Sections/Remarks 章節／備註
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	**Our Environment Stewardship** **我們的環境管理** **Appendix 2 - Performance Data Summary** **附錄二－數據表現概要**
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	**Responding to Climate Change** **因應氣候變化**
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for the purpose, water usage efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	**Responding to Climate Change** **因應氣候變化**
KPI A2.5 關鍵績效指標A2.5	Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量 (以噸計算) 及 (如適用) 每生產單位佔量。	**Appendix 2 - Performance Data Summary** **附錄二－數據表現概要**
Aspect A3: The Environment and Natural Resources **層面A3：環境及天然資源**		
General Disclosure 一般披露	Policies for minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	**Our Environment Stewardship** **我們的環境管理**
KPI A3.1 關鍵績效指標A3.1	Description of significant impacts of the Group's activities on the environment and natural resources and actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	**Our Environment Stewardship** **我們的環境管理**

APPENDIX (continued)

Appendix 3: HKEX ESG CONTENT INDEX (continued)

附錄 (續)

附錄3：香港交易所環境、社會及管治內容索引 (續)

Mandatory Disclosure 強制披露規定	HKEX ESG Reporting Code Requirements 香港交易所環境、社會及管治報告守則規定	Sections/Remarks 章節／備註
B. Social **B.社會**		
Aspect B1: Employment **層面B1：僱傭**		
General Disclosure 一般披露	Information on: 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 遵守對發行人有重大影響的相關法律及規例 relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other employee benefits and welfare. 的資料。	**Our people** **我們的員工**
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	**Our people** **我們的員工** **Appendix 2 - Performance Data Summary** **附錄二－數據表現概要**
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	**Our people** **我們的員工** **Appendix 2 - Performance Data Summary** **附錄二－數據表現概要**

APPENDIX (continued)

附錄 (續)

Appendix 3: HKEX ESG CONTENT INDEX (continued)

附錄3：香港交易所環境、社會及管治內容索引 (續)

Mandatory Disclosure 強制披露規定	HKEX ESG Reporting Code Requirements 香港交易所環境、社會及管治報告守則規定	Sections/Remarks 章節／備註
Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 遵守對發行人有重大影響的相關法律及規例 relating to providing a safe working environment and protecting employees from occupational hazards. 的資料。	**Workplace Safety 工作環境安全**
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年 (包括匯報年度) 每年因工亡故的人數及比率。	**Workplace Safety 工作環境安全** **Appendix 2 - Performance Data Summary 附錄二－數據表現概要**
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	**Workplace Safety 工作環境安全** **Appendix 2 - Performance Data Summary 附錄二－數據表現概要**
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, 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。	**Workplace Safety 工作環境安全**

APPENDIX (continued)

Appendix 3: HKEX ESG CONTENT INDEX (continued)

附錄 (續)

附錄3：香港交易所環境、社會及管治內容索引 (續)

Mandatory Disclosure 強制披露規定	HKEX ESG Reporting Code Requirements 香港交易所環境、社會及管治報告守則規定	Sections/Remarks 章節／備註
Aspect B3: Development and Training **層面B3：發展及培訓**		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	**Our people** **我們的員工**
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別 (如高級管理層、中級管理層) 劃分的受訓僱員百分比。	**Our people** **我們的員工** **Appendix 2 - Performance Data Summary** **附錄二－數據表現概要**
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	**Our people** **我們的員工** **Appendix 2 - Performance Data Summary** **附錄二－數據表現概要**
Aspect B4: Labour Standards **層面B4：勞工準則**		
General Disclosure 一般披露	Information on: 有關防止童工或強制勞工的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 遵守對發行人有重大影響的相關法律及規例 relating to prevention of child or forced labour. 的資料。	**Our people** **我們的員工**
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	**Our people** **我們的員工**

APPENDIX (continued)

Appendix 3: HKEX ESG CONTENT INDEX (continued)

附錄 (續)

附錄3：香港交易所環境、社會及管治內容索引 (續)

Mandatory Disclosure 強制披露規定	HKEX ESG Reporting Code Requirements 香港交易所環境、社會及管治報告守則規定	Sections/Remarks 章節／備註
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	**Our people** **我們的員工**
Aspect B5: Supply Chain Management **層面B5：供應鏈管理**		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	**Operation Excellence** **營運卓越**
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	**Operation Excellence** **營運卓越** **Appendix 2 - Performance Data Summary** **附錄二－數據表現概要**
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	**Operation Excellence** **營運卓越**
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	**Operation Excellence** **營運卓越**
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	**Operation Excellence** **營運卓越**

APPENDIX (continued)

Appendix 3: HKEX ESG CONTENT INDEX (continued)

附錄 (續)

附錄3：香港交易所環境、社會及管治內容索引 (續)

Mandatory Disclosure 強制披露規定	HKEX ESG Reporting Code Requirements 香港交易所環境、社會及管治報告守則規定	Sections/Remarks 章節／備註
Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 遵守對發行人有重大影響的相關法律及規例 relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 的資料。	**Operation Excellence 營運卓越**
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	**Operation Excellence 營運卓越**
KPI B6.2 關鍵績效指標B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	**Operation Excellence 營運卓越**
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	**Operation Excellence 營運卓越**
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	**Operation Excellence 營運卓越**
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	**Operation Excellence 營運卓越**

APPENDIX (continued)

Appendix 3: HKEX ESG CONTENT INDEX (continued)

附錄 (續)

附錄3：香港交易所環境、社會及管治內容索引 (續)

Mandatory Disclosure 強制披露規定	HKEX ESG Reporting Code Requirements 香港交易所環境、社會及管治報告守則規定	Sections/Remarks 章節／備註
Aspect B7: Anti-Corruption 層面B7：反貪污		
General Disclosure 一般披露	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 遵守對發行人有重大影響的相關法律及規例 relating to bribery, extortion, fraud and money laundering. 的資料。	**Operation Excellence 營運卓越**
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	**Operation Excellence 營運卓越**
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	**Operation Excellence 營運卓越**
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	**Operation Excellence 營運卓越**
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	**Community Engagement 社區參與**
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)。	**Community Engagement 社區參與**
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源 (如金錢或時間)。	**Community Engagement 社區參與**

齐合环保
CHIHO

CHIHO ENVIRONMENTAL GROUP LIMITED
齊合環保集團有限公司

48 Wang Lok Street,
Yuen Long Industrial Estate, Hong Kong
香港元朗工業邨宏樂街48號

Tel電話: (852) 2587 7700 / (852) 2589 3500

Fax 傳真: (852) 2587 7799