



National United Resources Holdings Limited
國家聯合資源控股有限公司

(Incorporated in Hong Kong with limited liability)

(於香港註冊成立的有限公司)

Stock Code 股份代號 : 254

2026

Environmental, Social and
Governance Report

環境、社會及管治報告

Environmental, Social and Governance Report

環境、社會及管治報告

PRINCIPLE

The board of directors (the “Board”) of National United Resources Holdings Limited (the “Company”, together with its subsidiaries, the “Group”) is pleased to present the Environmental, Social and Governance Report (“This Report”) for the period from 1 July 2025 to 30 June 2026 (the “Reporting Period” or “Year 2026”), which aims to demonstrate the effectiveness of the Group’s efforts in promoting sustainable development to both internal and external stakeholders.

This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Code in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “ESG Reporting Code”), as well as adhering to the “comply or explain” provisions set out in the ESG Reporting Code, except for provisions that the Group considers are inapplicable to its operations, for which explanations are illustrated in the corresponding section. This Report was reviewed and approved by the Board of the Group on 27 October 2026. It primarily covers the Group’s measures and activities in environmental, social and governance (“ESG”) areas during the Reporting Period. For information on the corporate governance and the business review of the Company for the Reporting Period, please refer to the Group’s 2026 Annual Report.

The Group is committed to maintaining sustainable development of its business and supporting environmental protection in communities where its operations are located. The Group prudently manages its business and provides high-quality products and services to customers through robust decision-making processes. The Group maintains close relationships with its stakeholders and the Group strives to balance the views and interests of related stakeholders through constructive communications to determine the direction of the Group’s long-term development. The Board is responsible for assessing and identifying risks associated with ESG matters of the Group and ensuring that the relevant risk management and internal control systems are operated properly and effectively. To support this, the Group has set up a working team that meets regularly to review and evaluate its performance in respect of relevant ESG issues (the “ESG Working Team”).

ACCESS AND RESPONSE TO THIS REPORT

This Report is available in both Chinese and English. In case of any inconsistency, the Chinese version shall prevail. To support environmental protection, this Report is published in electronic format only and can be accessed on the HKEXnews website or the Company’s website (www.irasia.com/listco/hk/nur). The Company highly values stakeholders’ feedback, which can help enhance its ESG practices, and welcomes comments via email to jasonshi@254.hk.

宗旨

國家聯合資源控股有限公司（「本公司」，連同其附屬公司統稱「本集團」）之董事會（「董事會」）由2025年7月1日至2026年6月30日期間（「報告期間」或「2026年度」）欣然發佈其《環境、社會及管治報告》（「本報告」），旨在向內外部持份者闡述本集團推動可持續發展的成效。

本報告根據《香港聯合交易所有限公司證券上市規則》附錄C2的《環境、社會及管治報告守則》（「環境、社會及管治報告守則」）編製，並遵守《環境、社會及管治報告守則》所載的「不遵守就解釋」條文，惟本集團認為不適用於其業務的條文除外（有關解釋已於相應章節中闡述）。本報告已於2026年10月27日由本集團董事會審閱及批准。本報告主要匯報本集團報告期間有關環境、社會及管治（「ESG」）範疇的措施及活動。而有關本公司報告期間的企業管治及業務回顧資料，請參閱本集團的《2026年報》。

本集團致力維持其業務的可持續發展，以及為環境保護及營運所在地的社區提供支援。本集團審慎管理業務，並根據合理的決策程序，為客戶提供優質的產品和服務。本集團與持份者保持緊密聯繫，並透過具建設性的溝通，努力平衡該等利益相關人士的意見和利益，從而釐定長遠的發展方向。董事會負責評估及識別本集團的ESG事宜相關風險，並確保相關風險管理及內部監控系統適當及有效運作。本集團已成立一隊會定期會面以檢討及評估企業在相關ESG事宜方面的表現的工作小組（「ESG工作小組」）。

獲取及回應本報告

本報告提供中文版和英文版。如中英文版本有歧異，概以中文版為準。為支持環保，本報告只以電子版形式發佈。本報告可在香港聯交所披露易網站或本公司網站（www.irasia.com/listco/hk/nur）內獲取。本公司十分重視持份者的寶貴意見，歡迎閣下發送電郵至jasonshi@254.hk以提供意見，協助本公司進一步改進。

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GOVERNANCE STRUCTURE

The Board's oversight of ESG issues

The Board plays a primary role in overseeing the Group's ESG issues. During the Reporting Period, the Board, the management and the ESG Working Team evaluated the impacts of ESG-related risks on the operation and formulated ESG-related policies in dealing with relevant risks. The Board ensures that the management and the ESG Working Team are provided with adequate resources and appropriate tools to effectively oversee the ESG-related matters.

To demonstrate the Group's commitment to transparency and accountability, the Group has established the ESG Working Team to regularly review and evaluate its performance on ESG matters and report the findings to the Board.

The ESG Working Team is primarily responsible for reviewing and overseeing the Group's ESG processes and risk management. During the Reporting Period, ESG governance and related issues were regularly reviewed and discussed at scheduled meetings.

The Board's ESG management approach and strategy for material ESG-related issues

To gain a deeper understanding of stakeholders' opinions and expectations regarding ESG issues, the Group conducts a materiality assessment annually. Various platforms and communication channels are used to engage with key stakeholders, enabling the Group to listen and respond effectively. Through ongoing dialogue, the Group is able to identify stakeholders' expectations and concerns. The feedback collected helps the Group make more informed decisions and better assess and manage the impacts of its business activities.

The Group evaluated the materiality of ESG aspects through the following steps: (i) identifying relevant ESG issues; (ii) prioritising key ESG aspects through stakeholder engagement; and (iii) validating and determining material ESG issues based on the results of stakeholder communication.

These steps help the Group understand the level of concern of stakeholders regarding each ESG issue, and enable the Board to formulate a more comprehensive plan for the Group's future direction in sustainable development.

管治架構

董事會對環境、社會及管治事宜的監督

董事會在督導本集團的ESG事宜方面擔當主要角色。於報告期間，董事會、管理層與ESG工作小組評估ESG相關風險對營運的影響，並制定ESG相關政策以處理相關風險。董事會確保管理層及ESG工作小組擁有一切合適的工具及資源，以便督導ESG事宜。

為展示本集團對透明度及問責性的承擔，本集團已成立ESG工作小組以檢討及評估其在ESG事宜的表現並定期向董事會匯報。

ESG工作小組主要負責檢討及監督本集團的ESG流程以及風險管理。於報告期間，已於定期會議上檢討ESG的治理情況及ESG相關事宜。

董事會對重大ESG相關事宜的ESG管理方法及策略

為深入地了解不同持份者對ESG事宜的意見及期望，本集團每年進行重要性評估。本集團確保使用各種平台及溝通渠道來接觸、聆聽及回應其主要持份者。通過與持份者進行全面溝通，本集團得以了解其持份者的期望及關注。所獲得的反饋意見使本集團能夠作出更明智的決策，並更好地評估及管理該等商業決策產生的影響。

本集團已透過以下步驟評估ESG方面的重要性：(i) 本集團識別ESG事宜；(ii) 在持份者參與下，排列關鍵ESG範疇優先順序；及(iii) 根據與持份者的溝通結果驗證及釐定重大ESG事宜。

進行該等步驟可加強了解本集團持份者對各ESG事宜的重視程度，並使董事會可對未來的可持續發展方向作出更為全面的規劃。

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GOVERNANCE STRUCTURE (cont'd)

The Board's review progress against ESG-related goals and targets

The Group closely monitors the performance and progress of the related goals and targets on an ongoing basis. If the progress falls short of expectation or business operation changes arise, appropriate adjustments will be made, and communication about the goals and targets with key stakeholders such as employees, customers and suppliers will be conducted as necessary.

Setting strategic goals for the future enables the Group to develop a realistic roadmap and focus on the direction of development toward achieving its vision. The ESG Working Team will carefully assess the attainability of these targets, ensuring they are aligned with the Group's philosophy and objectives.

REPORTING PRINCIPLES

This Report is guided by four principles:

Materiality: The Group conducts regular stakeholder engagement and materiality assessments to identify material ESG issues and ensure that they are appropriately addressed in this Report.

Quantitative: Data presented in this Report has been collected carefully and prudently. For information on the standards and methodologies used to calculate key performance indicators, please refer to the environmental and social performance data section.

Balance: Both the positive and negative impacts of the Group's operations are presented in a transparent and objective manner.

Consistency: Unless otherwise stated, the disclosures, data collection, and calculation methods have remained consistent over the years to ensure comparability over time.

管治架構 (續)

董事會對ESG相關目的與目標的進度檢討

本集團會不時仔細檢討相關目的與目標的績效及實施進度。倘進度未達預期或業務營運有變，則可能需作出修改，並與主要持份者（如僱員、客戶及供應商）就目的與目標進行溝通。

本集團已設定未來戰略目的，使本集團能夠制定切實可行的路向，並專注達成有關願景的發展方向。ESG工作團隊會就本集團的理念和目的作出權衡，仔細審視能否達成有關目標。

匯報原則

本報告著重於4個原則：

重要性：定期進行持份者參與及重要性評估，以識別重大ESG事宜，並確保該等事宜反映於本報告中。

量化：本報告所呈列的數據乃經謹慎收集。請參閱環境和社會績效數據，以了解用於計算關鍵績效指標的標準及方法。

平衡性：業務所帶來的正面及負面影響均以透明方式呈列。

一致性：除另有說明者外，披露情況、資料搜集及計算方法於多年來一直保持一致，以便隨時進行比較。

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REPORTING SCOPE

During the Reporting Period, the Group was mainly engaged in the provision of car rental services and shuttle bus services through its subsidiaries, namely, 北京天馬通馳汽車租賃有限公司 (Beijing Tian Ma Tong Chi Car Rental Co., Ltd*), 北京天馬通馳旅遊客運有限公司 (Beijing Tian Ma Tong Chi Travel Transportation Co., Ltd*) and 北京天馬通馳新能源汽車租賃服務有限公司 (Beijing Tian Ma Tong Chi New Energy Vehicle Service Co., Ltd* ("TMTC New Energy")), collectively referred to as "TMTC". TMTC is a leading comprehensive vehicle service provider in Mainland China. Established in 2006, TMTC is a specialised car rental enterprise recognised and approved by various government and industry authorities. After years of operation, it has developed into an integrated enterprise capable of providing a wide range of services including corporate shuttle services, tour vehicle rentals, business car rental, airport transfers and conference transportation services.

TMTC was featured as a key focus area in the Group's Environmental, Social and Governance Report for the Reporting Period. Its main businesses include: (i) providing shuttle bus services between working places/schools and various residential communities for employees/students of institutional clients, using conventional energy vehicles and/or new electric buses; (ii) car rental services; and (iii) providing vehicle rental services for various business and leisure purposes, etc., such as pick-up services at scheduled times along designated routes as requested by institutional or individual clients.

On 28 March 2024, the Group successfully acquired 100% equity interest of Beijing Ruixin Botong Technology Co., Ltd.* ("Beijing Ruixin"), a company mainly engaged in provision of research and development, production, sale and service of industry information solutions.

As TMTC and Beijing Ruixin are main subsidiaries of the Group, therefore this Report will disclose the policies and performance of the above businesses in terms of three environmental aspects, eight social aspects and climate-related disclosures.

匯報範圍

於報告期間，本集團透過其附屬公司北京天馬通馳汽車租賃有限公司、北京天馬通馳旅遊客運有限公司及北京天馬通馳新能源汽車服務有限公司（「天馬通馳新能源」）（以下統稱「天馬通馳」），主要經營汽車租賃服務及穿梭巴士服務。天馬通馳是國內領先的全方位汽車服務提供者，始於2006年，是通過政府各行業管理部門審核批准的專職汽車租賃公司，在多年的經營中，已成為集企業客車、旅遊租車、商務租車、機場接送、會議用車等多種服務為一體的企業。

天馬通馳是本集團於報告期間《環境、社會及管治報告》重點關注範疇，其主要業務包括：(i)向機構客戶僱員／學生提供穿梭巴士服務，以傳統能源汽車及／或新型電動巴士行走辦公地方／學校與不同的住宅社區之間；(ii)汽車租賃服務；及(iii)提供各種商務及休閒用途的汽車租賃服務等，例如可按照機構或個人客戶的要求提供指定時間及路線的接送服務。

於2024年3月28日，本集團成功收購北京銳信博通科技有限公司（「北京銳信」）100%股權，該公司主要從事行業資訊解決方案之研發、生產、銷售及服務。

天馬通馳及北京銳信是本集團主要的附屬公司，故本報告以上述業務的3個環境層面、8個社會層面及氣候相關披露之政策及表現作披露。

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STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a core element of the Group's sustainable development. To establish regular communication mechanisms, the Group has set up both online and offline channels to inform stakeholders of its strategic planning and sustainability performance. These channels also enable timely consultation on stakeholders' opinions and needs, helping the Group meet their expectations and provide relevant information more effectively.

The Group's stakeholders include shareholders, employees, government and regulatory authorities, customers, suppliers, communities, as well as potential and existing shareholders/institutional and individual investors. The Group engages with stakeholders on relevant issues through various channels to understand their expectations and concerns. The feedback collected is summarised as follows:

持份者的參與

持份者參與是本集團可持續發展工作的核心部分。本集團注重與持份者建立常態化溝通機制，設立了線上及線下的溝通管道，及時向持份者闡述本集團可持續發展戰略規劃與績效表現，諮詢各方的意見與要求，在更多可接觸的資訊情況下以達致持份者的需求及符合他們的合理期望。

本集團的持份者包括股東、員工、政府及監管機構、客戶、供應商、社區、潛在及現存股東／機構及個人投資者等。本集團會就議題內容透過不同渠道與持份者進行溝通，以了解持份者的期望，而本集團的相關反饋如下：

Stakeholders 持份者	Expectations 期望	Communications and feedback 溝通及反饋
Shareholders 股東	Financial Performance 財務業績 Information Transparency 資訊透明度 Well-Established Risk Control Framework 完善的風險控制	Enhancing Profitability and Ensuring Business Sustainability 提高盈利能力及確保業務可持續性 Regular Information Disclosure 定期信息披露 Optimising Risk Management and Internal Control 優化風險管理及內部監控
Staff 僱員	Continuous Promotion Mechanism 持續晉升機制 Compensation and Benefits 薪金及福利 Safe Working Environment 安全的工作環境	Providing a Platform for Career Development 提供職業發展平台 Competitive Compensation and Employee Benefits 具競爭力的薪金及僱員福利 Provision of Employee Training and Enhancement of Safety Awareness 提供僱員培訓及加強安全意識
Government and regulatory authorities 政府及監管機構	Compliance with Laws and Regulations 遵守法例及規例 Fulfilling Tax Obligations 履行稅務責任	Compliance in Business Operations 合規經營 Timely and Full Payment of Taxes 按時足額納稅

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STAKEHOLDER ENGAGEMENT (cont'd)

持份者的參與 (續)

Stakeholders 持份者	Expectations 期望	Communications and feedback 溝通及反饋
Customers 客戶	Maintaining High Quality Products 持續交付高質量產品 Customer Information Security 客戶信息安全 Protection of Customers Rights and Interests 客戶權利及權益保障	Ensuring the Stability of Product Delivery 維持產品交付穩定性 Customer Privacy Protection 客戶私隱保護 Marketing Compliance 合規營銷
Suppliers 供應商	Integrity in Collaboration 誠信合作 Corporate Ethics and Integrity 商業道德及信譽	Building a Responsible Supply Chain 構建負責任的供應鏈 Performance of Contracts according to the Law 依法履行合約
Communities 社區	Environmental Protection 環境保護 Job Opportunities 就業機會	Use of Eco-friendly and Energy-efficient Equipment 使用環保節能設備 Offering Job Opportunities 提供就業職位
Shareholders/Institutional and Individual Investors 股東／機構及個人投資者	Annual General Meetings and Notices 股東週年大會及通知 Regular Company Publications, including Financial Statements 定期的公司刊物 (包括財務報表) Increase in Transparency of Corporate Development 增加企業發展透明度	Provision of Platforms for Communications with Shareholders 提供與股東溝通的平台 Results Announcements 業績公告 Issue of Circulars and Announcements in Due Course 於適時發出通函及公告

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Corporate Milestones 公司里程碑



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MATERIALITY ASSESSMENT

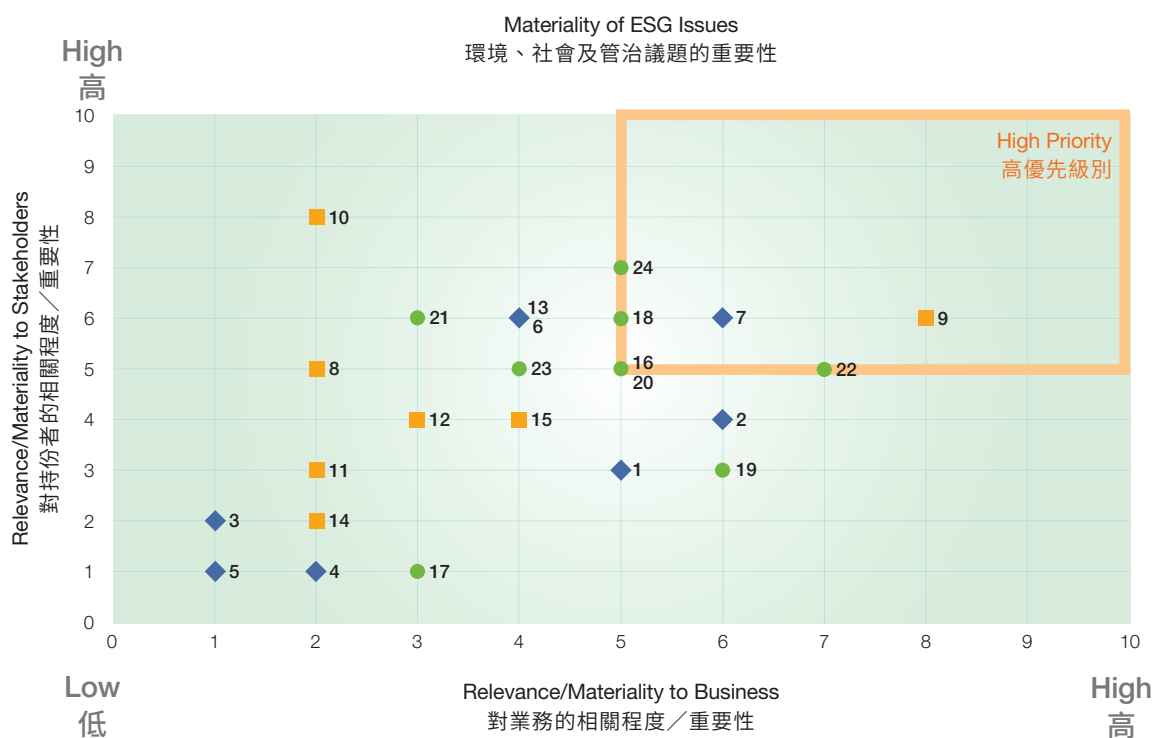
During the Reporting Period, the Group conducted a comprehensive materiality assessment, which involved holding group discussions, interviews, and conducting questionnaire surveys with internal and external stakeholders, to identify environmental, social, and operational issues that have the most significant impact on the Company's business and are of concern to stakeholders.

With reference to the disclosure scope required under the ESG Reporting Code, and taking into account the Group's business characteristics, 24 material issues were identified. The relevant issues cover areas including greenhouse gas ("GHG") emissions, energy consumption, employee welfare, occupational health and safety, training and development, supply chain management, customer privacy, anti-corruption, community investment, and other operational aspects.

重要性評估

於報告期間，本集團進行了全面的重要性評估。這涉及與內部及外部持份者開展小組討論、面談及進行問卷調查，以識別本公司業務對其影響最為重大的環境、社會及營運的議題，以及與持份者切實相關的議題。

參考《環境、社會及管治報告守則》規定的披露範疇，結合本集團業務特點，識別並確定了24項議題。有關議題涵蓋業務造成的溫室氣體排放、能源消耗、僱員福利、職業健康與安全、培訓及發展、供應鏈管理、客戶私隱、反貪污及社區投資等各方面。



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MATERIALITY ASSESSMENT (cont'd)

重要性評估 (續)

Environmental aspect 環境範疇	Social aspect 社會範疇	Operational aspect 營運範疇
1. GHG missions 溫室氣體排放	9. Occupational Health and Safety 職業健康及安全	17. Supply Chain Management 供應鏈管理
2. Energy Consumption and Resource Management 能源消耗及資源管理	10. Child Labour 童工	18. Supplier Evaluation and Selection 供貨商的評估及選擇
3. Water Resource Management 水資源管理	11. Forced and Compulsory Labour 強迫及強制勞動	19. Customer Service and Satisfaction 客戶服務滿意度
4. Waste Management 廢棄物管理	12. Training and Development 培訓及發展	20. Customer Privacy 客戶私隱
5. Use of Packaging Materials 包裝物料使用	13. Remuneration and Employee Benefits 薪酬及員工福利	21. Feedback and Complaint Handling 意見及投訴管理
6. Environmental Impact 對環境的影響	14. Diversity and Equal Opportunity 多元化及平等機會	22. Product Safety and Quality Management 產品安全及質量管理
7. Climate Change 氣候變化	15. Talent Attraction and Retention 吸引及挽留人才	23. Protection of Intellectual Property Rights 保護知識產權
8. Community Contribution 社區貢獻	16. Anti-corruption 反貪污	24. Marketing and Labelling 營銷與標示

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A. ENVIRONMENT

To uphold the Group's commitment to sustainability and comply with environmental protection laws and regulations, the Group strives to minimise the environmental impact of its operations.

A1: Emissions

Before the commencement of the "15th Five-Year Plan" in 2026, the year 2025 marked the conclusion of the "14th Five-Year Plan." Despite challenges arising from external uncertainties, the Group has strictly implemented relevant laws, regulations and policies, including the 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》, the Environmental Protection Law of the People's Republic of China《中華人民共和國環境保護法》, the Notice of the General Office of the State Council on Issuing the Implementation Plan for the Permit System for Controlling Pollutants Emission《國務院辦公廳關於印發控制污染物排放許可制實施方案的通知》 and the Notice of the State Council of Issuing the Comprehensive Work Plan for Energy Conservation and Emission Reduction for the "14th Five-Year Plan" Period《國務院關於印發「十四五」節能減排綜合工作方案的通告》。

TMTC's emissions primarily originate from vehicle operations, with vehicle exhausts being the main pollutants, including nitrogen oxides (NOx), sulphur oxides (SOx) and particulate matter (PM).

During the Reporting Period, air pollutant emissions were as follows:

Type of Emissions (Notes 1 and 2) 排放物種類 (附註1及2)	Unit 單位	Year 2026 2026年度	Year 2025 2025年度
Nitrogen oxides (NOx) 氮氧化物(NOx)	kg 公斤	19,466	7,414
Sulphur oxides (SOx) 硫氧化物(SOx)	kg 公斤	8	6
Particulate matter (PM) 懸浮粒子(PM)	kg 公斤	1,614	634

Note 1: During the Reporting Period, the Group operated 21 large buses and 85 medium buses powered by diesel, as well as 12 light buses and 38 medium buses powered by gasoline.

Note 2: The emission factors used to calculate the NOx, SOx and PM are sourced from: the Hong Kong Environmental Protection Department's EMFAC-HK Vehicle Emission Calculation model and the United States Environmental Protection Agency's Vehicle Emission Modeling Software—MOBILE 6.1. The calculations are based on the assumptions of 80% relative humidity, a temperature of 25°C, an average speed of 30 km/h, and consider running exhaust emissions only.

A. 環境

為表明本集團堅持可持續發展的承諾以及遵守環境保護相關法律法規的規定，本集團致力減少經營活動對環境的影響。

A1: 排放物

在2026年將開始實施「十五五」規劃之前，2025年是「十四五」規劃收官之年，儘管面對外在環境不確定性的挑戰，本集團嚴格執行相關的《中華人民共和國大氣污染防治法》、《中華人民共和國環境保護法》、《國務院辦公廳關於印發控制污染物排放許可制實施方案的通知》、《國務院關於印發「十四五」節能減排綜合工作方案的通告》等法律法規和政策。

天馬通馳排放物主要是由汽車廢氣產生，其中主要污染物為機動車廢氣，污染因子為氮氧化物(NOx)、硫氧化物(SOx)及懸浮粒子(PM)。

於報告期間，空氣污染物排放如下：

附註1：報告期間使用21輛大型客車及85輛中型客車，使用柴油運行；12輛輕型客車及38輛中型客車使用汽油運行。

附註2：用於計算NOx、SOx和PM的排放因子來自：香港環境保護署EMFAC-HK車輛排放計算模型和美國環境保護署的車輛排放建模軟件—MOBILE6.1；並且假設相對濕度為80%，溫度為25攝氏度，平均速度為30公里／小時，僅包括運行中的廢氣排放。

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環境、社會及管治報告

A. ENVIRONMENT (cont'd)

A1: Emissions (cont'd)

Reduction Target of Air Emissions

Air Emissions 廢氣排放物	Reduction Target 減排目標	Baseline Year 基準年	Status 狀態
Nitrogen oxides (NOx) emission intensity 氮氧化物(NOx)排放密度	Reduce 3% by Year 2030 於2030年度前減少3%	Year 2025 2025年度	In progress 進行中
Sulphur oxides (SOx) emission intensity 硫氧化物(SOx)排放密度	Reduce 3% by Year 2030 於2030年度前減少3%	Year 2025 2025年度	In progress 進行中
Particulate matter (PM) emission intensity 懸浮粒子(PM)排放密度	Reduce 3% by Year 2030 於2030年度前減少3%	Year 2025 2025年度	In progress 進行中

In response to public and governmental expectations for environmental sustainability, TMTC has been incorporating battery electric vehicles ("BEVs") into its operations since 2016. This initiative aims to meet customer needs, reduce exhaust emissions, maintain good air quality within vehicles, and promote the concepts of green development and environmental protection.

GHG emissions are considered a major contributor to climate change and global warming. Within the Group's operations, GHG emissions primarily result from energy consumption. Accordingly, the Group places strong emphasis on enhancing energy efficiency and reducing overall energy use.

A. 環境 (續)

A1: 排放物 (續)

廢氣排放物的減排目標

為響應公眾及當地政府的環保期望，自2016年起，天馬通馳購置純電動車（「純電動車」）用於業務營運，以滿足客戶需求及可減少廢氣排放，並保持車廂空氣質素良好，以實踐宣導綠色環保理念。

溫室氣體被視為造成氣候變化及全球變暖的主要因素之一。本集團的營運過程中，溫室氣體排放主要由能源消耗而產生，故本集團高度重視提高能源效率及減少能源消耗。

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環境、社會及管治報告

A. ENVIRONMENT (cont'd)

A1: Emissions (cont'd)

Reduction Target of Air Emissions (cont'd)

During the Reporting Period, GHG emissions were as follows:

Environmental Performance	Unit	Year 2026	Year 2025 (Note 3)
環境表現	單位	2026年度	2025年度 (附註3)
GHG emissions (Scope 1) 溫室氣體排放 (範圍1)	kgCO ₂ e 公斤二氧化碳當量	1,221,733	965,239
GHG emissions (Scope 2) (Notes 1 and 3) 溫室氣體排放 (範圍2) (附註1及3)	kgCO ₂ e 公斤二氧化碳當量	2,375,129	1,848,203
GHG emissions (Scope 3) 溫室氣體排放 (範圍3)	kgCO ₂ e 公斤二氧化碳當量	4,219	2,653
Total GHG emissions 溫室氣體排放總量	kgCO ₂ e 公斤二氧化碳當量	3,601,081	2,816,095
Annual travelling distance 全年行車里數	km 公里	11,679,513	9,083,403
GHG intensity 溫室氣體密度	kgCO ₂ e/km (annual travelling distance) 公斤二氧化碳當量／公里 (全年行車里數)	0.30	0.31
Note 1: Emissions related to power consumption are calculated based on China's national emission factor for 2024, in accordance with the Reporting Guidance on Environmental KPIs. During the Reporting Period, the Group operated 437 large electric buses and 43 light electric buses, and the associated Scope 2 GHG emissions from power consumption were calculated using the above national emission factor.		附註1：電力消耗相關排放量是以2024年中國國家排放系數為計算基準。該等數字乃根據「環境關鍵績效指標匯報指引」計算。報告期間使用437輛大型電動客車及43輛輕型電動客車，相關電源使用量已根據上述國家排放系數計算範圍2的溫室氣體排放量。	
Note 2: Due to a change in the emission factor used to calculate the CO₂ equivalent emissions associated with power purchases in Central China (華中), the relevant data has been restated to align with the current year's data calculation methodology.		附註2：由於用於計算與華中購電相關的二氧化碳等量的排放因子出現變動，故相關數據乃經重列以符合本年度的數據計算方式。	
Note 3: The figures have been restated for comparative purposes.		附註3：數據予以重列，以作統一比較。	
Scope 1: Refers to diesel and gasoline consumed by the Group's motor vehicles.		範圍1：主要指汽車所消耗的柴油及汽油。	
Scope 2: Refers to electricity purchased from electricity suppliers in China.		範圍2：主要指自中國電力供應商購買的電力。	
Scope 3: All other indirect GHG emissions occurring outside the Group, including Category #5: waste generated in operations; Category #6: business travel; and Category #7: employee commuting.		範圍3：本集團以外發生的所有其他間接溫室氣體排放，包括類別#5：營運產生的廢棄物；類別#6：商務差旅；及類別#7：僱員通勤。	

A. 環境 (續)

A1: 排放物 (續)

廢氣排放物的減排目標 (續)

於報告期間，溫室氣體排放如下：

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環境、社會及管治報告

A. ENVIRONMENT (cont'd)

A1: Emissions (cont'd)

Reduction Target of GHG Emissions

Environmental KPI 環境關鍵績效指標	Reduction Target 減排目標	Baseline Year 基準年	Status 狀態
GHG emission intensity (Scope 1) 溫室氣體排放密度 (範圍1)	Reduce 3% by Year 2030 於2030年度前減少3%	Year 2025 2025年度	In progress 進行中
GHG emission intensity (Scope 2) 溫室氣體排放密度 (範圍2)	Reduce 3% by Year 2030 於2030年度前減少3%	Year 2025 2025年度	In progress 進行中

During the Reporting Period, total waste generated was as follows:

於報告期間，所產生廢棄物總量如下：

Generation of Hazardous and Non-hazardous Waste 所產生有害廢棄物及無害廢棄物	Unit 單位	Year 2026 2026年度	Year 2025 2025年度
Total amount of hazardous waste (Note 1) 有害廢棄物總量 (附註1)	kg 公斤	334	341
Intensity of hazardous waste (Note 1) 有害廢棄物密度 (附註1)	kg/km (annual travelling distance) 公斤／公里 (全年行車里數)	0.00003	0.00004
Total amount of non-hazardous waste 無害廢棄物總量	kg 公斤	1,662	1,696
Intensity of non-hazardous waste 無害廢棄物密度	kg/km (annual travelling distance) 公斤／公里 (全年行車里數)	0.0001	0.0002

Note 1: In response to anticipated changes in China's carbon emission laws and regulations, the Group has gradually phased out diesel vehicles. Any related hazardous waste emission is generated during the vehicle scrapping process and does not arise from daily operations.

附註1：因應中國未來對碳排放的相關法律法規的改變，本集團陸續報廢柴油汽車。相關有害廢棄排放於報廢相關汽車過程中產生，並非日常營運所產生。

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環境、社會及管治報告

A. ENVIRONMENT (cont'd)

A1: Emissions (cont'd)

Reduction Target of Waste

Environmental KPI 環境關鍵績效指標	Reduction Target 減廢目標	Baseline Year 基準年	Status 狀態
Intensity of hazardous waste 有害廢棄物密度	Reduce 5% by Year 2030 於2030年度前減少5%	Year 2025 2025年度	In progress 進行中
Intensity of non-hazardous waste 無害廢棄物密度	Reduce 5% by Year 2030 於2030年度前減少5%	Year 2025 2025年度	In progress 進行中

The Group remains committed to promoting and implementing its waste reduction philosophy. In collaboration with stakeholders, the Group encourages the recycling of non-hazardous waste and the sharing of best practices for source reduction and waste recycling. Any hazardous waste is centrally collected and handed over to specialised workshops or institutions for proper disposal.

Compliance with relevant laws and regulations

During the Reporting Period, the Group was not aware of any material violations of laws and regulations with significant impacts related to air and GHG emissions, discharges into water and land, or the generation of hazardous and non-hazardous waste. The Group strictly complied with local laws and regulations relating to emissions, including the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Atmospheric Pollution Prevention Law of the People's Republic of China (《中華人民共和國大氣污染防治法》) and the Vehicle Exhaust Emission Management System (《機動車尾氣排放管理制度》). In addition, no significant fines or non-monetary sanctions were imposed on the Group for non-compliance with these laws and regulations during the Reporting Period.

A2: Use of Resources

The Group not only strictly complies with the Energy Conservation Law of the People's Republic of China (《中華人民共和國節約能源法》), but also encourages employees to adopt resource-saving and recycling habits in their daily practices. To protect natural resources and enhance operational efficiency, the Group closely monitors resource usage to ensure optimal utilisation and prevent wastage. Each department regularly reports on its resource consumption and implements corrective actions for any identified issues in a timely manner.

A. 環境 (續)

A1: 排放物 (續)

廢棄物的減廢目標

本集團將持續推廣減廢哲學，並付諸實行。本集團與其持份者互相鼓勵無害廢棄物之回收及交流源頭減廢和循環再用的方法。本集團會集中處理有害廢棄物（如有），並交由專門回收的工場或機構妥善處理。

遵守有關法律法規

於報告期間，本集團並沒發現有關本集團空氣及溫室氣體排放、向水及土地之排放以及產生有害及無害廢棄物產生之重大影響之有關法律法規之任何重大違規情況。本集團嚴格遵守與排放物有關的地方法律法規，如《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》及《機動車尾氣排放管理制度》。此外，於報告期間亦沒有因未遵守有關法律法規而遭受大額罰款或非貨幣制裁。

A2: 資源使用

本集團不僅嚴格遵守《中華人民共和國節約能源法》，更從日常工作中培養僱員節約資源、循環再用的習慣。為保護自然資源、提高營運效率，本集團密切留意資源使用，確保資源利用最大化，杜絕浪費。本集團各部門定期匯報資源使用狀況，並針對問題及時作出整改行動。

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環境、社會及管治報告

A. ENVIRONMENT (cont'd)

A2: Use of Resources (cont'd)

In terms of office administration, employees of the Group are provided with low-energy consumption computers, and energy-efficient lighting has been installed throughout the office. The Group also raises employees' awareness of energy conservation through channels such as emails and bulletins, encouraging practices such as turning off lights and air conditioners after work. To further reduce carbon emissions from transportation, the Group has increased the availability of video communication devices and promotes the use of video conferencing to minimise business trips. During the Reporting Period, there were no issues in sourcing water.

During the Reporting Period, the following information regarding emissions from the Group's operations was recorded:

Environmental Performance	Unit	Year 2026	Year 2025 (Note 3)
環境表現	單位	2026年度	2025年度 (附註3)
Electricity consumption 電力消耗	kWh 千瓦時	3,762,282	2,927,614
Fuel consumption (Note 1) 燃料消耗 (附註1)	kWh 千瓦時	4,885,616	3,840,913
Total energy consumption 能源總耗量	kWh 千瓦時	8,647,898	6,768,527
Energy consumption intensity 能源消耗密度	kWh/km (annual travelling distance) 千瓦時／公里 (全年行車里數)	0.74	0.75
Water consumption 耗水量	m ³ 立方米	604	523
Water consumption intensity 耗水密度	m ³ /km (annual travelling distance) 立方米／公里 (全年行車里數)	0.00005	0.00006
Total packaging materials used (Note 2) 包裝物料總量 (附註2)	kg 公斤	N/A 不適用	N/A 不適用
Intensity of packaging materials used (Note 2) 包裝物料密度 (附註2)	kg/km (annual travelling distance) 公斤／公里 (全年行車里數)	N/A 不適用	N/A 不適用

Note 1: The conversion factors used to calculate energy units into kWh are sourced from the Energy Statistics Manual issued by the International Energy Agency.

Note 2: The Group's car rental services, shuttle bus services, information solution services, and digital transformation services do not involve the use of packaging materials. Accordingly, the Group does not quantify related figures.

Note 3: The figures have been restated for comparative purposes.

A. 環境 (續)

A2: 資源使用 (續)

行政辦公方面，本集團為僱員配置低耗能的電腦，而辦公室內的照明系統也採用節能照明燈。此外，本集團也透過電郵及告示等渠道提高僱員的節能意識，例如向僱員宣傳下班後關閉電燈及關閉空調等。本集團增加辦公室內的視頻通訊設備，盡可能通過視像會議溝通，減少出差次數，務求降低使用交通工具燃油所產生的碳排放。於報告期間，取用水源沒有任何問題。

於報告期間，本集團於營運排放資料如下：

附註1：用於計算千瓦時單位的轉換係數來自國際能源署刊發的《能源統計手冊》。

附註2：汽車租賃服務、穿梭巴士服務、資訊解決方案服務及數字化轉型服務並不涉及包裝物料，因此，本集團並無量化有關數字。

附註3：數據予以重列，以作統一比較。

Environmental, Social and Governance Report

環境、社會及管治報告

A. ENVIRONMENT (cont'd)

A2: Use of Resources (cont'd)

Reduction Target of Use of Resources

Environmental KPI 環境關鍵績效指標	Reduction Target 節約目標	Baseline Year 基準年	Status 狀態
Energy consumption intensity 能源消耗密度	Reduce 3% by Year 2030 於2030年度前減少3%	Year 2025 2025年度	In progress 進行中
Water consumption intensity 耗水密度	Reduce 3% by Year 2030 於2030年度前減少3%	Year 2025 2025年度	In progress 進行中

During the Reporting Period, the Group implemented a series of measures to save energy and reduce emissions. The details of these measures, along with an evaluation of their effectiveness, are as follows:

於報告期間，本集團採用一系列的節能減排措施，其具體內容及相關成效評估如下：

Measures to Save Energy and

Reduce Emissions

節能減排措施

Details of Measures and Evaluation of Effectiveness

措施內容及相關成效評估

Energy-efficient lights 節能照明燈	The Group has installed energy-efficient lighting in its offices to reduce electricity consumption and promotes energy conservation among employees through emails and notices, encouraging the reduction of unnecessary power usage. 本集團辦公室採用節能照明燈，可節省電力，並透過電郵及告示等渠道提高僱員的節能意識，以減少非必要用電。
Optimising Vehicle Operations 優化車輛運營	Vehicle loading rates are increased to minimise the number of trips, and engines are turned off when vehicles are not in use to reduce idling. In addition, efficient driving routes are planned to shorten travel distances and lower fuel consumption, ensuring more efficient and environmentally friendly operations. 提高車輛裝載率以減少出行次數，並在車輛未使用時關閉引擎以降低怠速時間。同時，通過規劃高效的配送路線，縮短行駛距離並降低燃料消耗，以實現更高效且環保的運營。
Save water 節約用水	Water facilities are equipped with water-saving devices wherever possible. After use, taps should be turned off promptly to prevent continuous flow. The Group strengthens the management of water supply equipment such as taps, conducts regular maintenance to avoid unnecessary water wastage, and posts water-saving labels on relevant facilities to promote water conservation among employees and raise awareness of efficient water use. 用水設施盡量採用節水型器具，用水後應及時關閉水龍頭，防止長流水，加強水龍頭等供水設備的管理，定期進行維護，避免不必要的水資源浪費，並於相關供水設施張貼節約用水標籤，倡導員工節約用水，以提升節水意識。
Non-hazardous waste 無害廢棄物	Encourages the use of digital documents and communication to achieve a paperless office environment, thereby reducing its environmental impact. 透過鼓勵使用數字文檔及通訊以實現無紙化辦公環境，以減少對環境的影響。
Hazardous waste 有害廢棄物	The use of lubricating oil in engines and transmissions will be reduced as diesel vehicles are replaced with BEVs. 通過將柴油汽車更換為純電動車，發動機及變速器所使用的潤滑油將會同步減少。

Environmental, Social and Governance Report

環境、社會及管治報告

A. ENVIRONMENT (cont'd)

A3: Environment and Natural Resources

The Group places strong emphasis on environmental and natural resource protection and strictly complies with laws and regulations to minimise pollutant discharges and resource consumption from its operations.

To ensure sustainable development and operational continuity, and in line with relevant local environmental regulations and international best practices, the Group has established a series of policies and measures for natural resource conservation. The Group strives to optimise energy efficiency in all aspects of its operations, aiming to enhance environmental protection and reduce the use of natural resources. This includes waste recycling, as well as consultation, reduction, and classification initiatives for energy conservation and carbon reduction in highly efficient equipment or passenger vehicles.

Addressing Climate Change

The Group recognises the importance of climate change and has been committed to enhancing its climate resilience and upholding a sustainable development strategy. It actively promotes low-carbon operations and green innovation, and continuously optimises resource utilisation and reduces its carbon footprint.

Climate change has increased the severity and frequency of extreme weather events globally. In addition to the associated increase in physical risks, governments around the world have strengthened climate regulatory measures and promoted technological innovation to address the challenges. The Group faces transition risks arising from the adjustments towards a low-carbon economy, including policy shifts, market trends and technological developments. These may not only cause fluctuations in asset values but may also affect the supply chain, operational efficiency and market demand, thereby impacting the overall operations and financial position of the business. While climate change presents risks to business operations, it also creates development opportunities. The Group will create long-term value and achieve sustainable development by optimising its climate change measures and adjusting its operational strategies.

The Group is mindful of the opportunities and challenges that climate change brings to the business and will continue to disclose climate-related information. In accordance with the disclosure frameworks of the Task Force on Climate-related Financial Disclosures (the "TCFD") and the International Sustainability Standards Board (the "ISSB"), the Group has established a climate change management system covering four areas: governance, strategy, risk management, metrics and targets. It has also integrated climate change policies and measures into its daily operations.

A. 環境 (續)

A3: 環境及天然資源

本集團注重環境及天然資源保護，為嚴格遵守法律法規，以減少因經營活動帶來的污染排放和資源消耗。

為確保本集團的可持續發展及經營，同時依循相關地方的環保法規及國際通則，在天然資源保護方面制訂了一系列的政策及措施。本集團致力提升各項能源的使用效益，並加強環境保護，減少使用天然資源，包括對廢棄物循環再用及就高效能的裝備或客車進行節能減碳諮詢、減量及分類。

應對氣候變化

本集團意識到氣候變化的重要性，一直致力於增強其氣候抵禦力，堅持可持續發展的策略，積極推動低碳營運和綠色創新，並持續優化資源利用及減少碳足跡。

氣候變化增加了全球極端天氣事件的嚴重性和頻率，除實體風險隨之增加外，各國政府亦加強了氣候監管措施並推動技術創新以應對挑戰。本集團面臨著因政策轉變、市場趨勢和技術開發等低碳經濟調整過程所帶來的轉型風險，這不僅可能令資產價值波動，還可能影響供應鏈、營運效率和市場需求，進而對企業的整體經營及財務狀況產生影響。儘管氣候變化為企業營運帶來風險，但同時存在發展機遇，本集團會通過優化其氣候變化措施及調整營運策略，為企業創造長期價值及實現可持續發展。

本集團關注氣候變化為企業帶來的機遇和挑戰，並會持續披露氣候相關信息，依據氣候相關財務信息披露工作組（「TCFD」）和國際可持續準則理事會（「ISSB」）的披露框架，建立了管治、策略、風險管理、指標及目標四個方面氣候變化管理體系，並已將應對氣候變化政策及措施融入日常營運中。

Environmental, Social and Governance Report

環境、社會及管治報告

A. ENVIRONMENT (cont'd)

Addressing Climate Change (cont'd)

Governance

The Group regards addressing climate change as a key element of sustainable development. To strengthen the governance of climate change issues, the Group continues to reinforce its ESG governance framework and has established a three-tier governance structure comprising oversight, management and execution. This structure incorporates climate change-related matters into the operations and responsibilities of each department of the Group. Under the oversight of the Board and the leadership of management, an efficient corporate culture is cultivated to manage climate-related risks and seize related opportunities.

The Board and management possess sufficient knowledge of climate-related risks to address the impacts of climate change on the Group, and will continue to raise the awareness of management and the ESG Working Team regarding climate change and risk contingency plans.

The Board is responsible for overseeing climate-related strategies, targets and material issues, as well as climate-related risks and opportunities. Under the oversight of the Board, the management is responsible for identifying, assessing and managing climate-related risks and opportunities, and continuously tracking progress against metrics and targets. The management reports regularly to the Board to assist it in monitoring material climate-related risks and significant climate change matters.

The ESG Working Team implements the climate change-related strategies and targets formulated by the Board and the management, and integrates them into daily business operations.

Strategy

Based on its business types and operations, and taking into account multiple perspectives such as industry development trends and the concerns of various stakeholders, the Group conducts risk identification and analysis and examines corresponding response strategies, so as to mitigate the short-, medium- and long-term adverse impacts of climate change on its business and financial position. The potential risks arising from climate change can be categorised into physical risks and transition risks. Extreme weather gives rise to acute and chronic physical risks. Acute physical risks include heavy rainstorms, floods and extreme cold weather, while chronic physical risks include changes in rainfall patterns. Transition risks mainly arise from changes in markets, regulation and policy, and include policy and legal, technology, market and reputational risks.

A. 環境 (續)

應對氣候變化 (續)

管治

本集團將應對氣候變化視為可持續發展的重要元素。為加強氣候變化議題的治理，本集團持續強化其ESG治理框架，建立監督、管理、執行的三層治理架構。此架構將氣候變化相關事宜納入本集團各部門營運及職責中。在董事會的監督及管理層的帶領下，建立高效的企業文化，以管理氣候相關風險及把握相關機遇。

董事會及管理層具備足夠的氣候相關風險知識，以應對氣候變化對本集團的影響，並會持續提高管理層及ESG工作小組對氣候變化及風險應急計劃的認知。

董事會負責監督氣候相關策略、目標及重大問題，以及氣候相關風險和機遇。管理層在董事會的監督下，其負責識別、評估及管理氣候相關風險與機遇，並持續追蹤指標與目標的實踐進度，定期向董事會匯報，以協助董事會監察重大氣候相關風險及重大氣候變化事宜。

ESG工作小組執行由董事會及管理層制定的氣候變化相關策略及目標，並將其融入日常業務營運中。

策略

本集團從業務類型及營運出發，結合行業發展方向及各持份者關注點等多角度，進行風險識別及分析，並研究相關應對策略，以緩減氣候變化對業務及財務帶來短、中、長期的不利影響。對於氣候變化所帶來的潛在風險，可分為實體風險及轉型風險。極端天氣會帶來急性的與慢性的實體風險，當中急性的實體風險包括暴雨、洪水及極寒天氣等，而慢性的實體風險包括降雨模式變化；轉型風險主要是由市場、監管及政策等變化而引起，當中包括政策及法律、技術、市場及聲譽等。

Environmental, Social and Governance Report

環境、社會及管治報告

A. ENVIRONMENT (cont'd)

Addressing Climate Change (cont'd)

Potential Impacts of Physical Risks on the Group and Response Measures

A. 環境 (續)

應對氣候變化 (續)

實體風險對本集團的潛在影響及應對措施

Risk Category 風險類別	Specific Risk Description 風險具體描述	Potential Impact of Relevant Risks on Business and/or Financial Position 相關風險對業務及／或財務的潛在影響	Time Dimension 時間維度	Response Measures 應對措施
Rainstorms and floods	Flooding caused by overflowing rivers and streams and extreme rainfall	- Prolonged rainstorms may cause disasters such as floods, damaging infrastructure and causing disruption to product delivery or services, thereby increasing operating costs - Increased probability of damage to properties and assets, reducing asset values - Identifying car parks with flood prevention equipment, increasing operating costs	Short-, medium- and long-term	- Avoid locating offices and operating sites in areas prone to rainstorms or river flooding - Formulate extreme weather contingency plans and purchase insurance - Continue to pay attention to geographical and climate information, refine contingency plans for rainstorms and floods, and strengthen emergency and safety drills, protection of equipment and facilities, and employee safety protection
暴雨和洪水	河流和溪流泛濫、極端降雨引致水災	- 持續暴雨可能會帶來洪澇等災害，對基礎設施造成破壞，造成產品付運或服務中斷，從而增加營運成本 - 發生物業和資產損毀的機率增加，令資產價值下降 - 尋找具有防洪設備的停車場，令營運成本增加	短、中、長	- 辦公室及營運地點選址避免暴雨帶或河水氾濫的區域 - 制定極端天氣應急預案及購買保險 - 持續關注地理氣候信息，完善暴雨及洪澇下的應急方案，加強應急和安全演練、設備設施防護及員工安全防護
Extremely cold weather	Prolonged blizzards leading to disruption of logistics and transport	Identifying car parks with snow protection equipment, increasing operating costs	Short-, medium- and long-term	Formulate extreme weather contingency plans and purchase insurance
極寒天氣	持續暴風雪導致物流及交通中斷	尋找具有防雪設備的停車場，令營運成本增加	短、中、長	- Identify car parks with snow protection equipment - 制定極端天氣應急預案及購買保險 - 尋找具有防雪設備的停車場
Changes in rainfall patterns	Temperature changes leading to long-term shifts in rainfall patterns	- Fluctuations in water resources may require increased infrastructure expenditure to optimise water storage and water use efficiency, increasing capital expenditure - Increased operating costs for providing alternative water sources in regions with declining rainfall	Medium- and long-term	Optimise water use efficiency and reduce water wastage
降雨模式變化	溫度變化導致降雨模式長期轉變	- 水資源波動或要增加基礎建設開支優化儲水和用水效益，令資本支出增加 - 為降雨量下降的地區提供替代水源而增加營運成本	中、長	優化水使用效率，減少浪費水源

Environmental, Social and Governance Report

環境、社會及管治報告

A. ENVIRONMENT (cont'd)

Addressing Climate Change (cont'd)

Potential Impacts of Transition Risks on the Group and Response Measures

A. 環境 (續)

應對氣候變化 (續)

轉型風險對本集團的潛在影響及應對措施

Risk Type 風險類別	Description 風險具體描述	Potential Impact of Relevant Risks on Business and/or Financial Position 相關風險對業務及／或財務的潛在影響	Time Frame 時間維度	Response Measures 應對措施
Policy and Legal	Carbon emission regulation in countries and regions worldwide is becoming stricter, and regulation of energy efficiency is becoming more stringent	- Increased demand to optimise operational efficiency to reduce resource consumption and material usage - Increased capital expenditures resulting from the installation of more energy-efficient facilities and green retrofits to comply with regulatory requirements - Increased risk of litigation arising from failure to comply with stricter regulatory requirements	Short, medium and long term	- Actively communicate with industry associations and regulators, and optimize operations to comply with industry standards - Implement requirements under climate and environmental regulations, increase investment in energy conservation and carbon reduction, and advance the implementation of energy-saving projects - Continuously monitor changes in domestic and overseas policies and regulations to ensure business operations comply with the laws and regulations of the jurisdictions where the Group operates
政策及法律	全球各國和地區對碳排放監管趨向更為嚴格，以及對能源效益實施更嚴格的規管	- 優化營運效益的需求增加，以減少資源消耗及材料使用 - 安裝更具能源效益的設施和進行綠色改造以符合監管要求，令資本開支增加 - 增加未能符合更嚴格法規要求而引起訴訟風險	短、中、長	- 積極與行業協會和監管機構進行溝通，優化營運以符合行業標準 - 落實氣候與環保法規的要求，增加節能減碳投入並推進節能項目的實施 - 持續關注國內外政策法規的變化，確保經營活動符合營運所在地的法律法規

Environmental, Social and Governance Report

環境、社會及管治報告

A. ENVIRONMENT (cont'd)

Addressing Climate Change (cont'd)

Potential Impacts of Transition Risks on the Group and Response Measures (cont'd)

A. 環境 (續)

應對氣候變化 (續)

轉型風險對本集團的潛在影響及應對措施 (續)

Risk Type 風險類別	Description 風險具體描述	Potential Impact of Relevant Risks on Business and/or Financial Position 相關風險對業務及／或財務的潛在影響	Time Frame 時間維度	Response Measures 應對措施
Technology	Technical improvements required for the transition to low-carbon systems	- Reducing carbon emissions requires the introduction and application of green technologies; the R&D and promotion of such technologies require substantial resources investment, and results are not guaranteed - Investment in more environmentally friendly equipment is required, leading to increase in capital expenditure, and daily business operations may be affected during the transition	Short, medium and long term	- Increase investment in energy-efficient and low-emission vehicles and equipment to meet consumer demand for environmentally friendly products - Regularly allocate and set aside budgets for equipment, and transition to low-carbon technologies in phases based on cost-effectiveness through energy-saving projects and initiatives
技術	面臨低碳化系統轉型的技術改進	- 減少碳排放需要引進和應用綠色技術，而相關技術的研發和推廣需投入較多資源，成效亦沒保證 - 需要投資於更環保的設備，增加資本性支出，在轉型過程中或會影響業務日常運作	短、中、長	- 加大在節能減排汽車及設備的投入，以滿足消費者對環保產品的需求 - 定期為設備分配及預留預算，透過節能項目和計劃，按成本效益分階段向低碳技術轉型

Environmental, Social and Governance Report

環境、社會及管治報告

A. ENVIRONMENT (cont'd)

Addressing Climate Change (cont'd)

Potential Impacts of Transition Risks on the Group and Response Measures (cont'd)

Risk Type 風險類別	Description 風險具體描述	Potential Impact of Relevant Risks on Business and/or Financial Position 相關風險對業務及／或財務的潛在影響	Time Frame 時間維度	Response Measures 應對措施
Market	The scarcity of non-renewable resources and energy will affect the costs and prices of products or services	Rising energy prices will drive up operating costs	Short, medium and long term	- Introduce renewable energy power supply to reduce reliance on traditional energy sources - Implement climate-resilient measures to strengthen operational management and energy conservation and emissions reduction efforts, ensuring stable resource and energy supply
市場	不可再生資源和能源的稀缺性將影響產品或服務的成本和價格	能源價格上漲令營運成本上升	短、中、長	- 引進可再生能源供電，降低對傳統能源的依賴 - 採用氣候韌性措施，強化營運及節能減排的管理，確保資源與能源供應穩定
Reputation	Investors and stakeholders are placing increasing importance on climate change action, and public expectations regarding climate risk management and disclosure continue to rise	- More resources must be allocated to implement climate change action and meet related metrics - Implementing climate risk management and related disclosures to meet stakeholder and public expectations will increase operating costs	Short, medium and long term	- Promote products and services that embody environmental protection and sustainability principles, and obtain environmental certifications to fulfill commitments to sustainable development - Continuously monitor public sentiment and respond in a timely manner
聲譽	投資者及持份者對氣候變化行動越來越重視，公眾對氣候風險管理及披露的期望不斷提高	- 須投入更多資源實踐氣候變化的對應行動及指標 - 為滿足持份者及公眾期望而實施氣候風險管理和進行相關披露，令營運成本上升	短、中、長	- 倡導環保及可持續理念的產品及服務，獲取環境相關認證以實踐對可持續發展的承諾 - 持續關注公眾輿論信息並及時回應

A. 環境 (續)

應對氣候變化 (續)

轉型風險對本集團的潛在影響及應對措施 (續)

Environmental, Social and Governance Report

環境、社會及管治報告

A. ENVIRONMENT (cont'd)

Addressing Climate Change (cont'd)

Opportunities for Businesses Presented by Climate Change

Opportunity Type 機遇類別	Description 機遇具體描述	Potential Impact of Relevant Risks on Business and/or Financial Position 相關風險對業務及／或財務的潛在影響	Time Frame 時間維度	Opportunity Management Measures 機遇舉措管理
Resource Efficiency	Environmental practices can streamline operations and reduce waste	- Reducing energy consumption and waste disposal can save costs - Improving resource utilization and efficiency can generate higher profit margins	Medium and long term	- Adopt a green operations philosophy to minimize waste generation and promote resource recycling in operations - Continuously optimize emission reduction measures across all stages of the value chain to reduce energy consumption
資源效益	環保常規可簡化營運及減少廢棄物	- 減少能源消耗及廢棄物處置可節約成本 - 提高資源使用率及效能可產生更高的利潤率	中、長	- 藉著綠色營運理念，在營運中盡量減少產生廢棄物及提倡資源循環再用 - 持續優化價值鏈各環節的減排措施，減少能源消耗
Products/Services	Develop environmental friendly products or services	Create new business development opportunities, increase revenue sources in the long run and diversify business operating risks	Medium and long term	Expand into new businesses and introduce environmental friendly services
產品／服務	開發環保相關產品或服務	創造新的業務發展機遇，長遠增加收入來源及分散業務營運風險	中、長	開拓新業務，引入環保相關服務
Market	Increasing demand for green solutions may bring new business opportunities	Entering new markets can diversify revenue streams and reduce reliance on traditional business operations; consumers are expected to be more willing to pay a premium for eco-friendly brands	Medium and long term	Identify customer groups with sustainable growth potential, target and build a more flexible and resilient supply chain tailored to meet their needs
市場	對綠色解決方案需求增加可能會帶來新的商機	進入新市場可使收入多元化及減少對傳統業務的依賴，預期消費者可能更願意為環保品牌支付溢價	中、長	識別具有可持續增長潛力的客戶群，並針對滿足其需求，構建一個更靈活及更具韌性的供應鏈

Risk management

We remain committed to corporate sustainability and use scenario analysis to assess the risks and opportunities that climate change presents to ourselves, enabling us to identify issues in a timely manner and implement effective response measures.

Climate scenario analysis is a forward-looking assessment method that helps businesses identify potential climate risks and opportunities by simulating future trajectories under different economic development models and energy use scenarios. This method provides a scientific basis for our decision-making, assists in developing effective climate response strategies, and enhances corporate resilience in the face of climate change.

A. 環境 (續)

應對氣候變化 (續)

氣候變化為企業帶來的機遇

風險管理

我們持續關注企業的可持續發展，通過情景分析，來評估氣候變化為企業帶來的風險和機遇，致使能及時發現問題並實施有效的應對措施。

氣候情景分析是一種前瞻性評估方法，通過模擬不同經濟發展模式和能源使用情景下的未來演變路徑，幫助企業識別潛在的氣候風險和機遇。該方法為我們決策提供科學依據，能協助制定有效的氣候應對方案，增強企業應對氣候變化的韌性。

Environmental, Social and Governance Report

環境、社會及管治報告

A. ENVIRONMENT (cont'd)

Addressing Climate Change (cont'd)

Risk management (cont'd)

For physical risk assessments, we have followed the guidelines of the Intergovernmental Panel on Climate Change ("IPCC") and selected the Representative Concentration Pathways ("RCPs") 2.6 and 8.5 as baseline scenarios. Under the RCP 2.6 scenario, it is assumed that governments, various industrial chains, and all sectors of society will, through comprehensive measures such as legislative constraints and global carbon pricing, drive fundamental transformations in production and consumption patterns, significantly reduce GHG emissions, and ultimately limit global temperature rise to within 1.5°C. Under the RCP 8.5 scenario, governments, various industrial sectors, and relevant institutions fail to implement sufficient and effective policies and measures, resulting in continued increases in GHG emissions and causing the global average temperature to rise by more than 4°C by 2100.

A. 環境 (續)

應對氣候變化 (續)

風險管理 (續)

對實體風險評估，我們根據政府間氣候變化專門委員會（「IPCC」）並選擇Representative Concentration Pathway（「RCP」）2.6與8.5作為基準情景。在RCP 2.6的情景下，是假設政府、各產業鏈和社會各界通過立法約束、全球碳定價等綜合措施，能推動生產和消費模式的根本性變革，大幅削減溫室氣體排放，令最終全球溫度上升控制在1.5°C以內；而在RCP 8.5的情境下，政府、各產業鏈及相關機構未能實施充分而有效的政策及措施，導致溫室氣體排放持續上升，使到2100年全球平均氣溫上升超過4°C或更多。

Risk Type 風險類別	Risk Description 風險描述	Climate Scenario 氣候情景	Probability of Occurrence 發生機率	Impact Severity 影響程度	Impact Duration 影響週期
Rainstorms and floods	River and stream flooding	RCP2.6	Medium	Medium	Short, medium and long term
		RCP8.5	High	Medium-High	Short, medium and long term
暴雨和洪水	河流和溪流泛濫	RCP2.6	中	中	短、中、長
		RCP8.5	高	中高	短、中、長
Extreme cold weather	Blizzards causing disruption to logistics and transportation	RCP2.6	Medium	Medium	Short, medium and long term
		RCP8.5	Medium-High	Medium-High	Short, medium and long term
極寒天氣	暴風雪導致物流及交通中斷	RCP2.6	中	中	短、中、長
		RCP8.5	中高	中高	短、中、長
Changes in rainfall patterns	Long-term shifts in rainfall patterns	RCP2.6	Medium	Medium	Long term
		RCP8.5	High	Medium	Long term
降雨模式變化	降雨模式長期轉變	RCP2.6	中	中	長
		RCP8.5	高	中	長

Environmental, Social and Governance Report

環境、社會及管治報告

A. ENVIRONMENT (cont'd)

Addressing Climate Change (cont'd)

Risk management (cont'd)

For transition risk assessments, we selected the International Energy Agency ("IEA")'s "Net Zero Emissions by 2050 Scenario" ("NZE 2050") and "Stated Policies Scenario" ("IEA SPS") as the benchmark analysis framework. NZE 2050 Scenario simulates the rapid decarbonization pathway adopted by the international community to achieve the 1.5°C control goal, projecting that the global energy system will achieve the net-zero emissions goal by 2050. IEA SPS considers only the impact of the specific policies that have been implemented or announced by governments of various countries at present, with global average temperature rise expected to far exceed the 1.5°C control goal.

A. 環境 (續)

應對氣候變化 (續)

風險管理 (續)

對轉型風險評估，我們採用國際能源署 (「IEA」) 的「2050年淨零排放情景」 (「NZE 2050」) 與「既定政策情景」 (「IEA SPS」) 作為基準分析框架。NZE 2050情景是模擬國際社會為實現1.5°C控制目標所採取的快速減碳路徑，預期全球能源系統將在2050年前達到淨零排放的目標；而IEA SPS情景是各國政府僅考慮當前已實施或公佈的具體政策所產生的影響，預期全球平均氣溫上升遠超過1.5°C的控制目標。

Risk Type 風險類別	Risk Description 風險描述	Climate Scenario 氣候情景	Probability of Occurrence 發生機率	Impact Severity 影響程度	Impact Duration 影響週期
Policy and legal 政策及法律	Regulatory trends are becoming stricter 監管趨向更為嚴格	NZE 2050	High	Medium-High	Short, medium
		IEA SPS	Medium	Low	Medium, long term
		NZE 2050	高	中高	短、中
		IEA SPS	中	低	中、長
Technology 技術	Technological improvements in the transition to a lower-carbon system 低碳化系統轉型的技術改進	NZE 2050	Medium	Medium-High	Medium, long term
		IEA SPS	Medium	Medium	Medium, long term
		NZE 2050	中	中高	中、長
		IEA SPS	中	中	中、長
Market 市場	Changes in consumer preferences 消費者的偏好變化	NZE 2050	Medium	High	Medium, long term
		IEA SPS	Low	Low	Short
		NZE 2050	中	高	中、長
		IEA SPS	低	低	短
Reputational 聲譽	Growing stakeholder emphasis on climate action and rising expectations for disclosure 持份者對氣候變化行動日益重視及披露的期望不斷提高	NZE 2050	High	Medium-High	Medium, long term
		IEA SPS	Low	Low	Short
		NZE 2050	高	中高	中、長
		IEA SPS	低	低	短

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環境、社會及管治報告

A. ENVIRONMENT (cont'd)

Addressing Climate Change (cont'd)

Risk management (cont'd)

The Group regularly identifies, analyzes, assesses, and addresses climate-related risks that could impact its operations and financial performance, and conducts ongoing management and oversight of such risks to ensure its resilience in addressing climate change and capacity for sustainable development. We have established a climate-related risk identification and monitoring mechanism to more effectively manage climate-related risks, forming a climate risk management process of "risk identification, impact assessment, response strategy planning, and monitoring and improvement".

Risk Procedures

風險程序

Specific Matters

具體事項

Risk identification

識別風險

- We identify potential physical and transitional risks that may impact our operations and financial conditions by collecting and analyzing information related to climate risks, such as actual climate change conditions, policy and regulatory updates, market trends, etc.

- 通過收集和分析氣候風險相關信息，例如氣候變化實際情況、政策法規更新、市場趨勢等，識別可能對業務營運及財務狀況產生影響的實體風險和轉型風險

Impact assessment

評估影響

- Based on the concerns of internal and external stakeholders, and taking into account industry norms and our own operations, we analyze and prioritize the potential impacts of various climate-related risks on our key business operations to allocate our resources more effectively and rationally

- 基於內外各持份者的關注事項，結合行業常規和自身營運狀況，分析各類氣候相關風險對業務營運關鍵領域的潛在影響，釐定當中輕重緩急，以便更有效及合理地分配資源

Response strategy planning

制定策略

- Based on the assessment results, we establish targeted response plans for different risks, and integrate these plans with corporate culture and business development to form our climate response strategy. We incorporate climate risk management and response measures into daily operations, and conduct simulated drills to rehearse response procedures in the event of a disaster, ensuring that employees can effectively respond to emergency situations

- 根據評估結果，分別就不同類別風險制定針對性的應對方案，並融合企業文化及業務發展，形成氣候應對策略。將氣候風險管理及應對措施納入日常運作，透過模擬場景預演災難發生時的應對安排，以確保員工能有效應對危急情況

Monitoring and improvement

監督與改進

- We establish a dynamic monitoring mechanism that regularly reviews changes in climate risks and implementation of climate strategies, in order to ensure that our response measures are effectively executed

- We regularly collect feedback and stay informed about the regulatory requirements in the regions where we operate, and continuously optimize our risk management processes to enhance our adaptability to climate change and resilience in addressing climate change

- 建立動態監督機制，定期審查氣候風險的變化和氣候策略的執行情況，以確保應對措施的有效執行

- 定期收集反饋意見及了解業務所在地的監管要求，並持續優化風險管理流程，以提升氣候適應能力和應對氣候變化的韌性

A. 環境 (續)

應對氣候變化 (續)

風險管理 (續)

本集團定期識別、分析、評估和應對可能影響業務營運和財務表現的氣候相關風險，並對其進行恆常管理與監督，以保持應對氣候變化的韌性與可持續發展的能力。為針對氣候相關風險進行更有效的管理，我們建立了氣候相關風險的識別與監督機制，形成「識別風險－評估影響－制定策略－監督與改進」的氣候風險管理流程。

Environmental, Social and Governance Report

環境、社會及管治報告

A. ENVIRONMENT (cont'd)

Addressing Climate Change (cont'd)

Metrics and Targets

The Group has set the “Dual Carbon” strategic goals of reaching peak carbon emissions by 2030 and achieving carbon neutrality by 2060. The Group recognizes that the key to long-term corporate development lies in maintaining foresight and operational resilience in the process of addressing climate change. Each year, we conduct comprehensive data statistics and analysis of GHG emissions and energy consumption to provide a scientific basis for green development. Taking into account our own business development and climate change trends, we assess the risks and opportunities posed by climate change, thereby formulating short-, medium- and long-term carbon reduction strategies and targets.

The Group has actively implemented energy-saving and emissions-reduction initiatives to reduce energy and resource consumption in its office and operational processes, thereby lowering GHG emissions and waste generation. We continuously monitor various climate-related risk indicators, including direct GHG emissions (Scope 1), indirect GHG emissions (Scope 2), and other indirect GHG emissions (Scope 3), to provide practical data support for addressing climate change. The Group will continue to assess and monitor GHG emissions across its business value chain and optimize the related data statistics and analysis to ensure compliance with regulatory and disclosure requirements.

We have disclosed short-, medium- and long-term climate-related risks and opportunities; however, we do not have relevant quantitative data regarding the amount and percentage of assets or business activities vulnerable to climate-related risks, nor those regarding the amount and percentage of assets or business activities aligned with climate-related opportunities. Nevertheless, we will continue to improve the relevant reporting content.

A. 環境 (續)

應對氣候變化 (續)

指標及目標

本集團以2030年前實現碳達峰，以及2060年前實現碳中和的「雙碳」戰略目標。本集團意識到企業長遠發展，關鍵在於應對氣候變化的過程中能保持前瞻性與營運韌性。我們每年會對溫室氣體排放及能源消耗進行全面的數據統計與分析，為綠色發展提供科學依據，並考慮自身業務發展及氣候變化趨勢，評估氣候變化帶來的風險與機遇，從而制定短、中及長期減碳的策略與目標。

本集團已積極開展節能減排行動，減少在辦公和營運過程中的能源和資源消耗，從而減少溫室氣體排放及廢棄物的產生。我們持續監測與氣候相關風險的各項指標，包括直接溫室氣體排放（範圍1）、間接溫室氣體排放（範圍2）及其他間接溫室氣體排放（範圍3）等，為應對氣候變化提供實際數據支持。本集團會持續評估及監控其業務價值鏈中的溫室氣體排放，優化相關數據統計及分析，以確保符合監管及披露要求。

我們披露了短、中及長期的氣候相關風險與機遇，而易受氣候相關風險影響的資產或業務活動的金額及百分比，以及涉及氣候相關機遇的資產或業務活動的金額及百分比，我們未有相關定量數據，但我們將繼續完善相關報告內容。

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環境、社會及管治報告

A. ENVIRONMENT (cont'd)

Addressing Climate Change (cont'd)

Metrics and Targets (cont'd)

If regions around the world continue to tighten regulations on corporate carbon emissions, carbon pricing or carbon taxes may increase indirect costs in the future. While we have not yet incorporated internal carbon pricing into our decision-making, we will continue to monitor changes in carbon pricing policies in the regions where we operate. In addition, the Group has not offset its emissions by purchasing carbon credits, but will continue to assess whether it will be necessary to purchase carbon credits in the future.

The Group has established a comprehensive management remuneration system and will consider linking sustainability metrics to management performance.

The Group discloses relevant emissions, GHG emissions, and resource consumption based on business significance and industry practices, but has not adopted industry-specific metrics related to its business model and activities as quantitative indicators. Although our targets are not derived from cross-industry or industry-specific metrics, we will nevertheless regularly review the effectiveness of our climate change response measures based on scientific data and update our response strategies, thereby continuously strengthening our resilience in addressing climate change.

A. 環境 (續)

應對氣候變化 (續)

指標及目標 (續)

若全球各地區繼續加強監管企業碳排放量，將來碳定價或碳稅或會增加間接成本，而我們暫時沒有在決策中應用內部碳定價，但亦會持續關注各營運地區的碳定價政策變化。此外，本集團沒有透過購買碳信用額來抵銷排放量，但將繼續評估往後是否有需要購買碳信用額。

本集團制定了完善的管理層薪酬制度，並將會考慮將可持續發展指標與管理層績效掛鉤。

本集團按業務重要性並以行業常規披露相關排放物、溫室氣體排放量及資源使用量，但沒有將業務模式和活動有關的行業指標列作我們的定量指標。儘管我們的目標並非來源於跨行業指標及行業指標，但我們亦會以科學數據為基礎，定期檢討應對氣候變化措施的有效性，並更新應對策略，從而持續加強我們應對氣候變化的韌性。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY

The Group is firmly convinced that maintaining strong relationships with its employees is a key factor for success. To enhance employee satisfaction, the Group offers competitive remuneration packages and comprehensive training programs, enabling employees to fully develop their strengths and potential. The Group also organises annual employee activities to foster a sense of belonging and cultivate a friendly and harmonious working environment.

B1: Employment

The Group has implemented a rigorous recruitment process to attract and select outstanding talents who are well-suited to the organisation, leveraging a combination of external recruitment and internal training.

The Group has developed and implemented a Staff Handbook to comprehensively regulate the behaviour of all employees in line with the requirements of a modern enterprise. In compliance with the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and the Industrial Injury Insurance Regulations of the People's Republic of China (《中華人民共和國工傷保險條例》), the Group has established management policies covering recruitment, promotion, dismissal, working hours, holidays, remuneration, benefits, and retirement. The Group provides employees with competitive salaries and benefits, and makes timely adjustments based on labour market changes to attract and retain talent, while enhancing employees' sense of belonging to the Group.

The Group provides equal employment opportunities, free from any form of discrimination based on age, nationality, race, gender, or religious beliefs. We are committed to fostering a corporate culture and working environment grounded in equality, respect, diversity, and mutual support. The Group protects the rights of its employees and strives to establish harmonious labour relations, providing rest periods and holidays in accordance with relevant laws and regulations.

B. 社會責任

本集團深信與僱員保持良好關係是企業成功的關鍵之一。為了提升僱員滿意度，本集團為僱員提供具有競爭力的薪酬福利及完善的培訓計劃，鼓勵僱員發揮潛力並一展所長。本集團每年舉辦員工活動，提升僱員歸屬感，打造一個友好和諧的工作環境。

B1：僱傭

本集團執行嚴謹的招聘程序，通過外部引進與內部培養相結合的方式為集團甄選及吸納優秀的及合適人才。

本集團已制定並執行《員工手冊》為全面規範本集團全體僱員的言行舉止，以達現代化企業需求。本集團除遵守中國之《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《中華人民共和國工傷保險條例》外，已對招聘、晉升、解僱、工作時數、假期、薪酬、福利及退休等方面作出管理規定。本集團為僱員提供了具有競爭力的薪資及福利待遇，並根據勞動市場變動及時調整薪資及待遇水平，以吸引及保留人才，並提升僱員對本集團的歸屬感。

本集團提供平等就業機會，保障僱員不因年齡、民族、種族、性別、宗教信仰不同而遭受歧視，致力營造平等、尊重、多元化、互助友愛的企業文化與工作氛圍。本集團根據相關政府法例及法規提供休息時間及假期，從而保障員工權益及致力建立和諧的勞工關係。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B1: Employment (cont'd)

During the Reporting Period, the Group had a total of 167 employees. The compositions of employees by gender, age group, nature of employment and geographical region were as follows:

B. 社會責任 (續)

B1：僱傭 (續)

截至報告期間，本集團的僱員共有167人，按性別、年齡組別、僱傭類別及地理區域劃分之僱員組成如下：

Social Performance 社會表現	Unit 單位	Year 2026 2026年度	Year 2025 2025年度
By Gender			
按性別劃分			
Male 男性	Person 人	139 (83%)	180 (87%)
Female 女性	Person 人	28 (17%)	26 (13%)
Total 總計	Person 人	167 (100%)	206 (100%)
By Age Group			
按年齡組別劃分			
Age below 30 30歲以下	Person 人	5 (3%)	2 (1%)
Aged 30 to 50 30至50歲	Person 人	39 (23%)	74 (36%)
Aged 50 above 50歲以上	Person 人	123 (74%)	130 (63%)
Total 總計	Person 人	167 (100%)	206 (100%)
By Employment Type			
按僱傭類別劃分			
Full-time 全職	Person 人	110 (65%)	179 (87%)
Part-time 兼職	Person 人	57 (35%)	27 (13%)
Total 總計	Person 人	167 (100%)	206 (100%)
By Geographical Region			
按地理區域劃分			
Hong Kong 香港	Person 人	5 (3%)	5 (2%)
China 中國	Person 人	162 (97%)	201 (98%)
Total 總計	Person 人	167 (100%)	206 (100%)

環境、社會及管治報告

B. 社會責任 (續)

B1：僱傭（續）

於報告期間，本集團的僱員流失比率如下：

Note 1: The employee turnover rate is calculated by dividing the number of departed employees in a specified category during the Reporting Period by the number of employees in such specified category as at 30 June 2026.

附註1： 僱員流失比率乃按特定組別於報告期間的離職僱員人數除以於2026年6月30日該特定組別的僱員人數所計算。

遵守有關法律法規

於報告期間，本集團並沒發現有關本集團賠償及解僱、招聘及晉升、工作時間、休息時間、平等機會、多元化、反歧視及其他福利及待遇之產生重大影響之有關法律法規之任何重大違規情況。本集團遵守與僱傭有關的地方法律法規，如《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《中華人民共和國工傷保險條例》。此外，於報告期間亦沒有因未遵守有關法律法規而遭受大額罰款或非貨幣制裁。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B2: Health and Safety

TMTC mainly provides passenger car rental services to all walks of community. Being responsible by upholding "safety as the most important", TMTC constantly enhances its management efficiency and technological application. All operation cars of TMTC have been installed with high-end safety equipment such as two-way global positioning system (GPS) and dashcam. It gives full play to the effects of computerized managing platform by not only providing 24-hour car surveillance but also achieving "accuracy, completeness and swiftness" in terms of working efficiency, so as to guarantee a quality service to the customers.

With years of sophisticated experience in car quality, car maintenance, safety and protection, drivers' training and road establishment, TMTC strives to provide highly efficient passenger car solutions to corporations. With every passenger car provided with value-added services such as WIFI, first aid box, sewing kit and convenient bag, the satisfaction from the corporate employees on our passenger car is enhanced and unanimous recognition is gained from the cooperating corporations towards TMTC.

TMTC conducts weekly safety meeting and establishes a corporate "safety service foundation" internally. TMTC would set aside a certain amount of capital at the beginning of the year, and any driver who violated safety regulation system or traffic rules within the year has to pay a "foundation fee". Moreover, drivers with good performance would be awarded with cash from the "safety service foundation" according to their performance and safety grading results. The establishment of the "safety service foundation" is to enhance the drivers' activeness in obeying safety regulation system as well as to promote and safeguard operation safety in an interesting and special way.

B. 社會責任 (續)

B2：健康及安全

天馬通馳主要向社會各界提供客運車輛租賃服務，憑着「安全重於泰山」的責任感，讓天馬通馳不斷提升其管理效益及科技應用。天馬通馳的運營車輛全部安裝了雙向全球定位系統(GPS)，以及行車紀錄儀等高端的安全設備，企業充分發揮最新的電腦管理平台的作用，不僅做到了24小時的車輛監控，更達到了「準、全、快」的工作效率，為客戶提供更優質服務的保障。

天馬通馳致力於為企業提供客車高效運營解決方案，對於車輛資質、車輛保養、安全維護、車長培訓及道路設置等方面都有多年資深經驗，每輛客車提供無線熱點(WIFI)、急救箱、針線包、方便袋等增值服務，提高企業員工對客車出行的滿意度，贏得合作企業對天馬通馳的一致肯定。

天馬通馳於每週進行安全會議，並成立了企業內部的「安全服務基金會」，天馬通馳在每年初首先拿出一定金額的資金，如該年度內有違反安全規章制度或交通法規的車長，則需要繳納「會費」。另外，根據每個車長的表現，評出安全等級，發佈評級結果，以「安全服務基金會」內的資金獎勵表現良好的車長。「安全服務基金會」的成立，增加車長遵守安全規章制度的積極性，以一種有趣、特別的方式，推動及保障運營安全。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B2: Health and Safety (cont'd)

During the Reporting Period, the numbers of lost days due to work-related injury of the Group were as follows:

		Year 2026 2026年度	Year 2025 2025年度	Year 2024 2024年度
Number of work-related fatalities	因工死亡的人數	—	—	—
Number of work-related injuries	工傷人數	—	—	—
Lost days due to work-related injuries	因工傷損失工作日數	—	—	—
Lost day rate	損失日數比率	—	—	—

In the past three years, no employees of the Group were involved in work-related fatalities.

Compliance with relevant laws and regulations

During the Reporting Period, the Group was not aware of any material violation of relevant laws and regulations having a significant impact regarding the provision of a safe working environment and the protection of employees from the Group's occupational hazards. The Group complies with relevant local laws and regulations relating to health and safety, including the Law of the People's Republic of China on Road Traffic Safety (《中華人民共和國道路交通安全法》), the Insurance Law of the People's Republic of China (《中華人民共和國保險法》), the Industrial Injury Insurance Regulations of the People's Republic of China (《中華人民共和國工傷保險條例》) and the Regulation on Compulsory Motor Vehicle Liability Insurance (《機動車交通事故強制保險條例》). In addition, during the Reporting Period, the Group did not incur any substantial fines or non-monetary sanctions for non-compliance with the relevant laws and regulations.

B. 社會責任 (續)

B2：健康及安全 (續)

於報告期間，本集團因工傷損失的工作日數如下：

於過去三年，本集團並無員工涉及因工死亡事故。

遵守有關法律法規

於報告期間，本集團並沒發現有關對提供安全工作環境及保護僱員免受本集團職業性危害產生重大影響之有關法律法規之任何重大違規情況。本集團遵守與健康及安全有關的地方法律法規，如《中華人民共和國道路交通安全法》、《中華人民共和國保險法》、《中華人民共和國工傷保險條例》及《機動車交通事故強制保險條例》。此外，於報告期間亦沒有因未遵守有關法律法規而遭受大額罰款或非貨幣制裁。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B3: Development and Training

The Group has established a series of regulatory systems for drivers, including anti-corruption training and initiatives to strengthen compliance awareness, conducted every Monday. The details of the relevant systems are as follows:

First Monday of every month:	Interpretation of laws and regulations related to the definition, form and harm of corruption;
Second Monday of every month:	Construction of integrity culture, integrity and self-discipline and correct occupational ethics.
	Technical training system for employees;
Third Monday of every month:	Interpretation of the latest technical policies and learning and training on the latest cutting-edge technologies; and
Fourth Monday of every month:	Technical training on business-related data centers, information technology, and audio and video.

B. 社會責任 (續)

B3: 發展及培訓

本集團為車長制定了一系列規章制度，如每週一舉行員工反貪污、增強合規意識培訓，相關制度詳細如下：

每月的第一個週一：	貪污的定義、形式及危害相關法律法規解讀；
每月的第二個週一：	廉潔文化建設，廉潔自律，正確的職業操守。
	員工技術類培訓制度；
每月的第三個週一：	最新技術類政策解讀，最新前沿技術學習培訓；及
每月的第四個週一：	業務相關數據中心、資訊科技、影音視頻等技術培訓。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B3: Development and Training (cont'd)

During the Reporting Period, the employee training rates of the Group were as follows:

B. 社會責任 (續)

B3: 發展及培訓 (續)

於報告期間，本集團的僱員受訓比率如下：

		Year 2026 2026年度	Year 2025 2025年度
Percentage of employees trained (Note 1)	受訓僱員百分比 (附註1)	95%	97%
Percentage of employees trained by gender (Note 2)	按性別劃分的受訓僱員百分比 (附註2)		
Male	男性	82%	88%
Female	女性	18%	12%
Percentage of employees trained by employment category (Note 2)	按僱傭類別劃分的受訓僱員百分比 (附註2)		
Senior management	高級管理層	13%	10%
Middle management	中級管理層	11%	10%
General employee	一般員工	76%	80%

Note 1: Calculated by dividing the number of employees trained by the total number of employees as at 30 June 2026.

附註1：按受訓僱員人數除以於2026年6月30日的僱員總人數。

Note 2: Calculated by dividing the number of employees trained in such category by the total number of employees trained.

附註2：按該類別受訓僱員人數除以受訓僱員總人數計算。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B3: Development and Training (cont'd)

During the Reporting Period, the average training hours of the Group's employees by gender and employment category were as follows:

		Year 2026 2026年度	Year 2025 2025年度
Average training hours completed per employee (Note 1)	每名僱員完成受訓平均時數 (附註1)	19.4	28.2
Average training hours completed per employee by gender (Note 2)	按性別劃分的每名僱員完成受訓平均時數 (附註2)		
Male	男性	20.9	28.4
Female	女性	11.8	26.8
Average training hours completed per employee by employment category (Note 2)	按僱傭類別劃分的每名僱員完成受訓平均時數 (附註2)		
Senior management	高級管理層	4.9	20.0
Middle management	中級管理層	7.5	25.9
General employee	一般員工	24.8	41.2

Note 1: Calculated by dividing the total training hours by the total number of employees as at 30 June 2026.

Note 2: Calculated by dividing the total training hours in such category by the total number of employees in such category.

B4: Labour Standards

The Group is aware that the employment of child labour and forced labour is a serious breach of universal values and is therefore responsible for striving to oppose all employment of child labour and forced labour and is in strict compliance with all laws and regulations relating to the prohibition of employment of child labour and forced labour. The Group formulates and implements the Staff Handbook and strictly complies with the labour contract system. All employees will sign a labour contract or employment agreement with the Group upon official employment and the Group will check the relevant identity certificates of the employees when they are officially employed. In case of child labour and forced labour, the Group will immediately terminate the labour contract with the employee concerned and hold the person-in-charge accountable.

B. 社會責任 (續)

B3: 發展及培訓 (續)

於報告期間，本集團按性別和僱傭類別分組的員工的平均培訓時間如下：

		Year 2026 2026年度	Year 2025 2025年度
Average training hours completed per employee	每名僱員完成受訓平均時數 (附註1)	19.4	28.2
Average training hours completed per employee by gender	按性別劃分的每名僱員完成受訓平均時數 (附註2)		
Male	男性	20.9	28.4
Female	女性	11.8	26.8
Average training hours completed per employee by employment category	按僱傭類別劃分的每名僱員完成受訓平均時數 (附註2)		
Senior management	高級管理層	4.9	20.0
Middle management	中級管理層	7.5	25.9
General employee	一般員工	24.8	41.2

附註1：按培訓總時數除以於2026年6月30日的僱員總人數。

附註2：按該類別培訓總時數除以該類別僱員總人數。

B4: 勞工準則

本集團深知僱用童工及強迫勞動是嚴重違反普世價值觀，因此承擔責任以竭力反對一切僱用童工及強迫勞動的行為，嚴格遵守所有針對禁止僱用童工及強迫勞動之法律法規。本集團制定並執行《員工手冊》，嚴格履行勞動合同制度，所有入職僱員被正式錄用時會與本集團簽訂勞動合同或聘用協議，另在正式入職時本集團會再檢查員工的相關身份證明文件。如發現童工及強制勞工的情況，本集團將會第一時間與其解除勞動合同，並對責任人追究責任。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B4: Labour Standards (cont'd)

Compliance with relevant laws and regulations

During the Reporting Period, the Group was not aware of any material violation of the relevant laws and regulations prohibiting the employment of child labour or forced labour in the Group. The Group complies with relevant local laws and regulations relating to labour standards, such as the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Law on Protection of Minors of the People's Republic of China (《中華人民共和國未成年人保護法》) and the Provisions on Prohibition of Child Labour (《禁止使用童工規定》). In addition, no significant fines or sanctions were imposed on the Group due to non-compliance with the relevant laws and regulations during the Reporting Period.

B5: Supply Chain Management

After the establishment of the Company in 2006, with vision and judgment as well as the ideal of premium customer value, the management of the Group commenced the passenger car rental business as the main operation, and the Group has become the brand corporation of the industry within several years. As TMTC Group's reputation and business volume grow, many top 500 international companies have become good partners and suppliers of TMTC Group.

The Group strives to provide high-quality services to car users, including investing resources to improve the interior and exterior of the vehicle as well as the comfortableness derived from accessories, with special emphasis on the quality of the interior air purification system. With society's car preference shifting to environment-friendly vehicles, TMTC Group has executed the plan to purchase battery electronic shuttle buses and has been operating these buses.

The Group has established a supply chain management system to ensure the quality of services provided to customers. The Group complies with all Chinese laws related to the health and safety of services in the course of its business operations. Through regular training and knowledge updating, the Group's purchasers, technicians, customer service personnel and drivers are well-trained, so that the service quality can be guaranteed.

B. 社會責任 (續)

B4: 勞工準則 (續)

遵守有關法律法規

於報告期間，本集團並未發現有關禁止本集團僱用童工或強迫勞動之有關法律法規存在重大違規情況。本集團遵守與勞工準則有關的地方法律法規，如《中華人民共和國勞動法》、《中華人民共和國未成年人保護法》及《禁止使用童工規定》。此外，於報告期間亦沒因未遵守有關法律法規而遭受大額罰款或制裁。

B5: 供應鏈管理

本集團管理層憑藉遠見的判斷，於2006年成立公司後，在尊重客戶價值的經營理念下，開始了以客車租賃為經營主體的工作，並在數年內已成為業內的品牌企業。因為天馬通馳的知名度和業務量越來越大，更已有不少國際500強中的公司成為了天馬通馳良好的合作夥伴及供應商。

本集團致力提供高標準的服務予用車客戶，包括投放資源改善車輛內外觀、配置的舒適性，以及提升車內空氣淨化設施的品質。由於選用環保車型是整個社會的用車方向，故天馬通馳已實行購置純電通勤車規劃，並已運營中。

本集團建立供應鏈管理體系，以確保為客戶提供有質量保證的服務。本集團遵守與其業務營運過程中的服務之健康與安全等方面相關的各項中國法律。透過集團定期培訓及更新知識，本集團的採購員、技術人員、客戶服務人員及司機均經過良好培訓，以確保服務質量得到保證。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B5: Supply Chain Management (cont'd)

If more than one company meets its criteria, the Group will choose those with a good reputation in environmental protection and social responsibility or holding environmental protection certification. The Group strictly abides by the laws and regulations governing its business, and has been adopting good practices and fair and just procurement procedures to transact with suppliers.

In addition to complying with quality and legal requirements, the Group expects suppliers to adopt fair labour practices and fulfil their environmental responsibilities. The Group reviews new suppliers before purchasing. Only qualified suppliers will remain on the list of suppliers. Cooperation will be terminated should there be any serious violation.

As of the Reporting Period, the number of suppliers of TMTC and Beijing Ruixin by geographical region was as follows:

		Year 2026 2026年度	Year 2025 2025年度
Suppliers by Geographical Region	按地區劃分的供應商		
Mainland China	中國內地	33	47
Hong Kong	香港	8	8

B6: Product Responsibility

The management of the Group said, "We have to think a bit more than others, do a bit more than others, provide customers with a bit more service and be a bit more affordable than others." This is the belief that TMTC perseveres.

The Group has an excellent service team that brings energy to TMTC and leaves a deep impression on the customers with high-quality services. The management of TMTC Group said, "In the past, we signed a one-year contract with a company to cooperate in providing passenger car service. With the service team's efforts, we renewed the contract with a two-year term. At present, we renewed the contract on a four-year term with this company." Credits are owed to the service team aiming for the best, which gives us an opportunity to continue providing services to our customers. Every driver of TMTC is a civilized and polite service provider, who has received more than one compliment from our car users. TMTC provides services to multinational corporations and joint ventures in Beijing in a peaceful manner and constantly provides passenger car services to many famous enterprises.

B. 社會責任 (續)

B5: 供應鏈管理 (續)

倘若有多間公司符合本集團的要求，本集團會選擇在環保及社會責任方面具備良好聲譽或持有環保認證的公司。本集團嚴格遵守規管其業務的法律法規，並一直採用良好實務及公平公正的採購程序與供應商進行交易。

除符合質量及法例規定外，本集團預期供應商採納公平的勞工常規，克盡環境責任。本集團於採購前均有對新供應商進行審查，只有通過評估並合格的供應商方可繼續列載於供應商名單，若有嚴重不合規的情況會終止合作。

截至報告期間，天馬通馳及北京銳信按地區劃分的供應商數目如下：

B6: 產品責任

本集團管理層表述：「我們要比別人想的多一點，幹的多一點，比別人給客戶多一點服務，多一點實惠。」這是天馬通馳一直堅守的信念。

本集團擁有出色服務團隊，為天馬通馳帶來了動力，高品質的服務給客戶留下了深刻印象。天馬通馳管理層表述：「之前我們與某家公司合作客車業務，都是一次簽一年的合同，在服務團隊的努力下，再簽合同時一次簽了兩年，現在，我們與這家企業一次簽了四年合同。」能夠有機會持續地向客戶提供服務，歸功於精益求精的服務團隊，天馬通馳的每位車長都是文明有禮的服務者，不止一次受到用車單位的讚揚。天馬通馳和諧地服務於北京市多家跨國公司、合資企業，不間斷地為眾多知名企業提供客車服務。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B6: Product Responsibility (cont'd)

The Group specially equips umbrellas, shoe covers, medicine and vomit bags in corporate service cars for passenger use. Some corporate passenger cars are equipped with shoe covers for passengers not to stain the car when entering in sleeting weather. However, TMTC has offered such shoe covers for passengers not to stain their shoes when leaving the car and walking on muddy road. TMTC provides corporate staff with passenger car online service including passenger car instant position inquiry, emergency communication and demand gathering. Bespoke passenger car experience is provided to our customers in addition to traditional basic transportation services.

The Group and its strategic partners effectively integrate resources and are dedicated to providing a comfortable and safe bus service platform that caters to the demands of office commutes and leisure trips. Online and offline integration capabilities are utilized to provide intimate services to corporate users and personal users. By using internet technology together with ideas and addressing the many problems of traditional commute and passenger car services, corporate users are serviced with special cooperation models. By leveraging information management capabilities to reduce operation costs for corporations, rationalise and improve passenger car operation mechanisms and widen the scope of service, the users can genuinely maximise their personal interests. Many current users are locally and internationally renowned corporations, including Pactera, ABB China, ABB Drives, AFRY, Novartis and Embraco Snowflake.

Product return policy

As the Group is primarily engaged in car rental and shuttle bus services, as well as the provision of cloud computing and information solutions, it does not sell or ship products that need to be recalled for safety and health reasons.

Customer feedback and handling

The Group stresses communication with customers and strives to ensure that customers' opinions and complaints are handled in a timely and satisfactory manner. The Group has set up a service complaint hotline and complaint handling guidelines to better understand customers' views on the passenger car services provided by the Group, and in turn continuously improve the operation process, service quality and customer satisfaction.

B. 社會責任 (續)

B6: 產品責任 (續)

本集團在為企業服務的客車之上，專門配備了雨傘、鞋套、藥品、嘔吐袋等乘客可能用得到的物品，雨雪天氣時，有些客運企業的客車配備的鞋套，是在乘客上車時使用，目的是為了防止乘客將客車弄髒。但是，天馬通馳配備的鞋套是為乘客下車時使用，防止泥濘的路面將乘客的鞋弄髒。天馬通馳為企業員工提供包括客車即時位置查詢、應急通信、需求搜集等在內的客車線上服務，在傳統的客車運輸服務外，附加更周到的客車乘坐體驗。

本集團與戰略合作夥伴，有效將資源進行整合，致力於為白領通勤、遊玩等各種需求的出行提供舒適安全的巴士服務平台。運用對線上線下的整合能力，深度服務企業使用者與個人使用者，以互聯網技術整合思維，結合傳統通勤客車領域面臨的諸多問題，為企業提供專項合作模式，利用資料管理功能為企業減少運營成本，合理優化客車運營機制，提高服務寬度，真正為使用者實現自身利益最優化。現服務的使用者有文思海輝、ABB中國、ABB傳動、貝利工程、諾華制藥及恩布拉多雪花公司等國內外知名企業。

產品退貨政策

本集團主要從事汽車租賃與穿梭巴士服務、提供雲計算及資訊解決方案，故並無出售或付運因安全與健康理由而須予回收的產品。

客戶反饋及處理方式

本集團重視與客戶的溝通，致力確保客戶的意見及投訴得到適時處理和滿意答覆。本集團設有不同投訴及回饋意見途徑，例如設立服務投訴熱線及投訴處理指引，以更好地了解客戶對本集團提供客車服務的意見，以持續改善營運流程及服務質素及提高客戶滿意度。

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環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B6: Product Responsibility (cont'd)

Quality control and management

B. 社會責任 (續)

B6: 產品責任 (續)

質量控制及管理



TMTC New Energy has been certified to GB/T 24001-2016/ISO 14001:2015, valid from 5 August 2026 to 4 August 2029
天馬通馳新能源榮獲GB/T 24001-2016/ISO 14001:2015，有效期由2026年8月5日至2029年8月4日



TMTC New Energy has been certified to GB/T 19001-2016/ISO 9001:2015, valid from 5 August 2026 to 4 August 2029
天馬通馳新能源榮獲GB/T 19001-2016/ISO 9001:2015，有效期由2026年8月5日至2029年8月4日

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環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B6: Product Responsibility (cont'd)

Quality control and management (cont'd)

B. 社會責任(續)

B6: 產品責任(續)

質量控制及管理(續)



TMTC New Energy has been certified to GB/T 45001-2020/ISO 45001:2018, valid from 5 August 2026 to 4 August 2029
天馬通馳新能源榮獲GB/T 45001-2020/ISO 45001:2018，有效期由2026年8月5日至2029年8月4日



Beijing Ruixin has received the "Innovative" SME certification in Beijing, valid from August 2026 to August 2029
北京銳信榮獲北京市「創新型」中小企業認證，有效期由2026年08月至2029年08月

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環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B6: Product Responsibility (cont'd)

Data privacy

As the Group's business operations involve the collection of confidential information from customers and employees, safeguarding customer privacy is critical to maintaining the Group's reputation. Accordingly, the Group has established a strict code of conduct for employees. In addition, the Group requires employees to take all reasonable measures to maintain the confidentiality of the Group's and customers' information in accordance with the employee handbook and work guidelines. Unless prior formal consent has been obtained from the customer, employees are prohibited from using the customer's personal data for any purposes other than account maintenance.

Protection of intellectual property rights

The Group is committed to complying with all relevant laws and regulations on intellectual property rights and actively protects its own intellectual property through the renewal of patents and trademarks. To ensure customers' intellectual property is properly safeguarded during outsourcing to suppliers, confidentiality agreements covering intellectual property rights must be signed before engagement. In addition, the Group enters into standard employment contracts with employees, which include provisions on intellectual property rights and confidentiality.

To protect the information solution software independently developed by the Group's subsidiaries, Beijing Ruixin has registered its copyright with the National Copyright Administration of the People's Republic of China.

B. 社會責任 (續)

B6: 產品責任 (續)

數據私隱

由於本集團的業務經營涉及收集客戶及僱員的機密資料，故確保客戶隱私受保障對本集團的聲譽非常重要。因此，本集團制定嚴格的員工行為守則。此外，本集團要求員工按照員工手冊及工作準則要求採取一切合理方法對本集團及客戶資料保密。除非事先正式獲得客戶的同意，僱員不得將客戶的個人資料用於與其賬戶維護無關的目的。

保護知識產權

本集團致力遵守知識產權的相關法例法規，並透過重續專利及商標，尊重及保障其知識產權。為確保客戶產品的知識產權於外判予供應商的程序中獲得適當的保護，於聘請前必須簽署有關知識產權的保密協議。本集團與其僱員訂立標準的僱傭合約，當中載列有關知識產權及保密性的規定。

為保護本集團附屬公司自主開發之資訊解決方案之軟件，北京銳信均有到中華人民共和國國家版權局登記其著作權。

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環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B6: Product Responsibility (cont'd)

Compliance with relevant laws and regulations

During the Reporting Period, the Group was not aware of any material violation of the relevant laws and regulations having a significant impact in relation to the health and safety, advertising, labeling and privacy of the products provided by the Group and remedies. The Group strictly complies with relevant local laws and regulations relating to product responsibility, such as the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》), the Trademark Law of the People's Republic of China (《中華人民共和國商標法》), the Patent Law of the People's Republic of China (《中華人民共和國專利法》), the Regulations on the Protection of Computer Software of the People's Republic of China (《中華人民共和國計算機軟件保護條例》) and the Measures for the Registration of Computer Software Copyright of the People's Republic of China. In addition, no significant fines were imposed on the Group due to non-compliance during the Reporting Period.

B7: Anti-Corruption

The Group places great emphasis on anti-corruption and maintains a zero-tolerance policy towards any form of bribery, extortion, fraud, or money laundering. The Staff Handbook sets out the code of conduct that all employees are required to follow. Employees are responsible not only for understanding and complying with these policies but also for reporting any illegal activities to the Group's senior management. Individuals who violate applicable laws will be reported to the relevant law enforcement authorities. The Group has established a dedicated complaints unit and provides a suggestion box to allow whistleblowers to confidentially report any unlawful or fraudulent conduct. Whistleblowers are fully protected. Reports related to anti-corruption can be submitted via the dedicated email: nur@254.hk.

Employees who report or help prevent corruption, fraud, or any actions that could harm the Group's interests and reputation, and that help avert material losses, will be granted a top-level merit.

During the Reporting Period, the Group provided regular anti-corruption education and training to its directors and staff through webcasts and the distribution of e-training materials, aiming to raise awareness of ethical and corruption-related issues.

Compliance with relevant laws and regulations

During the Reporting Period, the Group and its employees were not involved in any legal cases concerning bribery, extortion, fraud, or money laundering. The Group has fully adhered to the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》) as well as other applicable local laws and regulations on anti-corruption.

B. 社會責任 (續)

B6: 產品責任 (續)

遵守有關法律法規

於報告期間，本集團並未發現有關本集團所提供有關產品之健康及安全、廣告、標籤及私隱權方面以及補救方法之產生重大影響之有關法律法規之任何重大違規情況。本集團嚴格遵守與產品責任有關的地方法律法規，如《中華人民共和國廣告法》、《中華人民共和國商標法》、《中華人民共和國專利法》、《中華人民共和國計算機軟件保護條例》及《中華人民共和國計算機軟件著作權登記辦法》。此外，報告期間沒有因違規而遭受大額罰款。

B7: 反貪污

本集團非常注重反貪污工作，絕不容忍任何賄賂、勒索、欺詐及洗黑錢。《員工手冊》詳細列明所有僱員均須遵守的行為標準，全體僱員不僅有責任知悉及遵守上述政策，且有責任向本集團高級管理層舉報任何違法情況。我們將向執法機構舉報任何觸犯法規的人士。本集團成立了投訴部門，並設有專用的意見箱，讓知情人士以保密形式向投訴部門舉報任何非法或欺詐的行為，而作出舉報的人士均受到保護。舉報反貪專用電郵為 nur@254.hk。

對於貪污、舞弊或有危害集團權益及聲譽事情，如能有員工事先舉報或防止，而使本集團避免重大損失，本集團都會給予大功給該員工作鼓勵。

於報告期間，本集團定期向其董事及員工提供反貪污教育及培訓，包括（通過網絡直播和分發電子培訓材料），以提高彼等對道德和腐敗問題的認識。

遵守有關法律法規

於報告期間，本集團或其僱員概無參與有關賄賂、勒索、欺詐或洗黑錢之任何法律案件。本集團嚴格遵守《中華人民共和國反不正當競爭法》及其他反貪污有關的地方法律法規。

Environmental, Social and Governance Report

環境、社會及管治報告

B. SOCIAL RESPONSIBILITY (cont'd)

B8: Community Investment

The Group aims to be a positive force in the communities where it operates. It maintains close engagement and interaction with these communities to contribute to their development on an ongoing basis.

In addition to focusing on the quality of daily services, TMTC organises social activities with customers, such as an annual badminton competition, to strengthen communication and engagement. The Group recognises that attention to these details plays an important role in sustaining and growing its customer base.

The Group aims to strengthen its social image and sense of social responsibility through community investment. We encourage all employees to proactively support local communities and neighbourhoods and, based on their personal community experiences, provide suggestions on suitable areas for contribution, working together to promote sustainable community development. The Group also strongly supports environmental protection initiatives. By organising volunteer activities, it seeks to raise employees' environmental awareness and draw public attention to the importance of environmental conservation.

B. 社會責任 (續)

B8: 社區投資

本集團努力尋求成為營運所處社區之正面力量，並一直與社區維持密切溝通及互動以不時為社區發展作出貢獻。

除了注重日常服務的細節外，天馬通馳每年與客戶舉辦羽毛球比賽等聯誼活動，增進與客戶之間的交流，本集團關注這些點滴細節，為客戶穩定遞增中起了重要作用。

本集團致力通過社區投資改善社會形象及社會責任感，並鼓勵所有員工主動幫助及支持當地社區及鄰里，並根據其個人社區經驗就合適的貢獻領域提出建議，共同促進社區的可持續發展。本集團鼎力支持各種環保活動，組織員工志願者活動，幫助員工樹立更強的環保意識，同時也可以讓廣大市民了解環保的重要性。

