



創業集團(控股)有限公司

NEW CONCEPTS HOLDINGS LIMITED

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

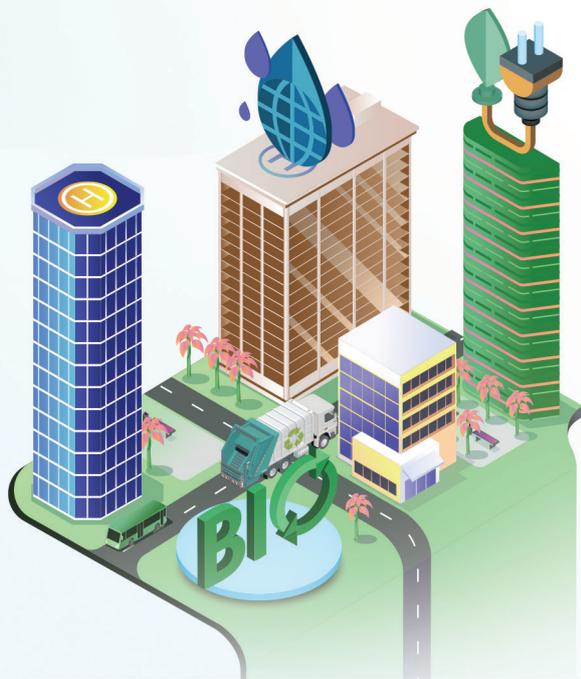
Stock Code 股份代號 : 2221

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2025

環境、社會及管治報告





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2025 SUSTAINABILITY HIGHLIGHTS

2025年可持續發展亮點

Highlights of the Year

Honest Operation



A total of **4** construction projects were **completed** and **7** new projects were **secured**
合共**完成4個**建築項目並**取得7個**新項目



113,305.02 tonnes of kitchen waste processed annually
113,305.02噸餐廚垃圾處理量(年)



Annual capacity of new energy materials:
2,278.8 tonnes
2,278.8噸年產能新能源材料

本年度亮點

誠信經營



6

New registered patents
新註冊專利

0

Products sold or shipped subject to recalls for safety and health reasons
因安全與健康理由而須召回的已售或已運送產品數目

0

Product health and safety-related complaints received
接獲關於產品健康及安全的投訴數目

Environmental Protection

環境保護

10.62

Tonnes of CO₂ equivalent/ thousand HK\$ revenue
公噸二氧化碳當量／百萬港幣收入

total GHG (Scope 1 and Scope 2) emissions intensity
溫室氣體(範圍1及2)總排放量密度

89.31

Cubic Metres/ Revenue in HK\$ Million
立方米／百萬港幣收入

total water use intensity
總耗水量密度



113.67

total renewable energy generated (MWh)
可再生能源產生總量(兆瓦時)



2,672,220

m³ biogas collection and combustion
立方米沼氣收集及燃燒
2,394,763
m³ biogas power generation
立方米沼氣發電

Talent Development

人才發展



818

Total training hours
總培訓時數



25%

Trained employees
接受培訓員工



3.9 : 1

Male and female ratio
男女比例



0

Work-related fatalities
因工死亡員工人數

Caring Our Community

關懷社區



Held **over 2** community activities covering **caring for development of youth** and other areas
舉辦**2項**社區活動，涵蓋**關注青年發展**等範疇



2025 SUSTAINABILITY HIGHLIGHTS
2025年可持續發展亮點

Awards and Honors

獎項與榮譽

2024 Annual Model
for Organic Waste Investment and Operations

- New Concepts
- 2024年度有機廢棄物投資運營年度標桿
- 創業集團



2024 World Battery & Energy Storage Industry Expo Gold
Award for Exhibits

- Shenzhen Huamingsheng
- 2024世界電池及儲能產業博覽會展品金獎
- 深圳華明勝

National High-Tech Enterprise Certification

- Shenzhen Huamingsheng
- 國家級高新技術企業認定
- 深圳華明勝



Industry-university-research Cooperation Units

- Xuancheng Plant
- 產學研合作單位
- 宣城項目

National Science and Technology-based
Small and Medium Enterprise

- Xuancheng Plant
- 國家科技型中小企業
- 宣城項目



Environmental Honest Corporate

- Hefei Plant
- 環保誠信企業
- 合肥項目



ABOUT THE REPORT

關於本報告

Purpose of the Report

New Concepts Holdings Limited (“New Concepts” or the “Company”, together with its subsidiaries the “Group” or “we”) is pleased to present our ninth environmental, social and governance (“ESG”) report (the “Report”). The Report illustrates our ESG management approaches, including relevant strategics, policies and performance, and presents in detail through data disclosure the Group’s performance in relevant area, reflecting our commitment to transparency and accountability in our sustainability efforts.

Reporting Scope and Period

The Report covers the period from 1 April 2024 to 31 March 2025 (the “Reporting Period” or “FY2025”). Unless otherwise indicated, the Report covers core business operations of the Group, including (i) the provision of foundation works, civil engineering contractual service and general building works in Hong Kong (“Construction Business”); and (ii) environmental protection businesses including harmless waste treatments, development and management of environmental protection industrial park and new energy materials in Mainland China (“Environmental Protection Business”). The Group determined the reporting scope based on the proportion of revenue from business operations, corresponding importance to the Group’s business and operation and impact on sustainability.

Reporting Standard

The Report is prepared in accordance with the disclosure requirements set out in the Environmental, Social and Governance Reporting Code (“ESG Reporting Code”) of Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“Stock Exchange”). Appendix of the Report contains a content index of the ESG Reporting Code for easy reference by various stakeholders.

本報告目的

創業集團(控股)有限公司(「創業集團」、「本公司」，連同其附屬公司統稱「本集團」、「我們」)欣然提呈我們的第九份環境、社會及管治(「ESG」)報告(「本報告」)。本報告闡述我們在ESG方面的管理方針，包括相關策略、政策及表現，同時通過數據披露詳細展示本集團在相關範圍的績效表現，體現我們於可持續發展工作中對透明度及問責的承諾。

報告範圍及期間

本報告涵蓋期為2024年4月1日至2025年3月31日期間(「報告期間」、「2025財政年度」)。除非另有說明，本報告涵蓋本集團核心業務營運，包括(i)在香港提供地基工程、土木工程合約服務及一般屋宇工程(「建築業務」);及(ii)在中國內地的環保業務，包括廢棄物無害化處理、開發及管理環保工業園及新能源材料(「環保業務」)。本集團根據業務營運的收入佔比、對本集團的業務及營運的相應重要性以及對可持續發展的影響以釐定報告範圍。

報告標準

本報告遵循香港聯合交易所有限公司(「聯交所」)證券上市規則附錄C2之《環境、社會及管治報告守則》(《ESG報告守則》)載列的披露要求編製。本報告附錄載有ESG報告守則的內容索引，方便各持份者查閱。



ABOUT THE REPORT

關於本報告

Reporting Principles

In preparing the Report, the Group has adopted the reporting principles set out in the ESG Reporting Code of the Stock Exchange, including “materiality”, “quantitative”, “balance” and “consistency”. Below is the Group’s specific application of these reporting principles.

報告原則

本集團在編製本報告時採納聯交所《ESG報告守則》訂明的報告原則，包括「重要性」、「量化」、「平衡」及「一致性」。以下為本集團就報告原則的具體應用。

Reporting principles 報告準則	Description 說明	The Group’s application 本集團的應用
Materiality 重要性	The Report should cover ESG matters that have material impact on the Group’s investors and other stakeholders. 本報告應涵蓋對本集團投資者及其他持份者產生重要影響的環境、社會及管治事宜。	The Group identifies and assesses material sustainability issues through stakeholder engagement and materiality analysis to determine the coverage of the Report. For detailed processes of our stakeholder engagement and materiality assessment, please refer to the sections headed “Stakeholder Engagement” and “Materiality Analysis”. 本集團透過持份者參與和重要性分析，識別及評估與本集團相關的可持續發展議題的重要性，從而釐定本報告中涵蓋的範疇。有關我們的持份者參與和重要性評估的詳細流程，請參閱「持份者參與」和「重要性評估」章節。
Quantitative 量化	Key performance indicators disclosed in the Report shall be measurable. 本報告所披露的關鍵績效指標須可予計量。	The Report disclosed measurable environmental and social key performance indicators to enable stakeholders to understand our sustainability performance. 本報告披露可量化的環境及社會關鍵績效指標，以便持份者了解我們的可持續發展表現。
Balance 平衡	The Report should present the Group’s sustainability performance in a balance and unbiased manner and avoid any selective disclosures, omissions or presentation formats that may unduly influence readers’ decisions or judgements. 本報告應當不偏不倚地呈報本集團的可持續發展表現，避免可能會不恰當地影響讀者決策或判斷的選擇、遺漏或呈報格式。	The Report disclosed our positive and negative performance with a view to presenting the Group’s sustainability performance in a balance and unbiased manner. 本報告披露了我們正面和負面的表現，務求不偏不倚地展現本集團的可持續發展表現。



ABOUT THE REPORT

關於本報告

Reporting principles 報告準則	Description 說明	The Group's application 本集團的應用
Consistency 一致性	The Group should apply consistent disclosure and measurement methodologies in the Report to enable meaningful year-on-year comparison of ESG data. 本集團應於本報告採用一致的披露統計方法，令環境、社會及管治數據日後可作有意義的比較。	Unless otherwise indicated, we adopt consistent measurement methodologies to prepare data presented in the Report. 除另有說明外，我們採用一致的統計方法編製本報告所呈列的數據。

Access to the Report

The Report is prepared in both English and Chinese and posted on the Group's website at <http://www.primeworld-china.com> for inspection. If any discrepancy exists, the Chinese version shall prevail.

Feedback

The Group attaches high importance to views and insights of our stakeholders on the Report and our ESG management Approach and performance. Stakeholders may contact us via the following communication channels if they have any suggestion.

Address: Office B, 3/F., Kingston International Centre, 19 Wang Chiu Road, Kowloon Bay, Hong Kong
Telephone: (852) 3588 9600
Facsimile: (852) 3188 4356

獲取報告方式

本報告備有英文及中文版本，並登載於本集團網站<http://www.primeworld-china.com>供查閱。如有歧義，概以中文版本為準。

意見反饋

本集團非常重視持份者對本報告以及我們於ESG方面的管理方針及表現的見解及看法。如有任何建議，持份者可通過以下溝通渠道與本集團聯繫：

地址：香港九龍灣宏照道19號金利豐國際中心3樓B室
電話：(852) 3588 9600
傳真：(852) 3188 4356



ABOUT THE GROUP

關於本集團

Overview of the Group

New Concepts (Stock code: 2221) is a company listed on the Main Board of Stock Exchange. Its core business covers construction works in Hong Kong and environmental protection business in the PRC. Aligned with the national “dual carbon” goals, the Group actively responded to the green development strategy. Upholding sustainable development principles, we continued to deepen environmental protection industry and new energy materials business while expanding our presence in the renewable energy sector. Currently, the Group has implemented photovoltaic power generation and energy storage systems across multiple projects, while enhancing carbon asset management and development, with a commitment to becoming a leader in specialized environmental protection sectors.

Construction Business

- Provision of foundation works, civil engineering contractual service and general building works

建築業務

- 提供地基工程、土木工程合約服務及一般屋宇工程

集團概覽

創業集團(股份代號: 2221)為聯交所主板上市企業,核心業務涵蓋香港建築工程及中國內地環保業務。隨著國家推動「雙碳」發展,本集團積極響應綠色發展戰略,秉持可持續發展理念,持續深化環保產業及新能源材料業務布局,並拓展新能源材料領域。目前,本集團已在多個項目中部署光伏發電及儲能系統,同時強化碳資產管理與開發,致力成為環保細分領域的領先企業。

Environmental Protection Business

- Harmless waste treatments (covering construction and operation of kitchen waste treatment, diseased livestock and poultry and related business);
- Development and management of environmental protection industrial park; and
- New energy materials

環保業務

- 廢棄物無害化處理(涵蓋建造及經營餐廚垃圾處理、染疫畜禽及相關業務);
- 開發及管理環保工業園;及
- 新能源材料



ABOUT THE GROUP 關於本集團

Business Overview Construction Business

The Group acts as a contractor in the Hong Kong construction industry and engages in foundation works, civil engineering works and general building works in Hong Kong.

業務概覽 建築業務

本集團為香港建築業的承包商，於香港從事地基工程、土木工程及一般屋宇工程。



As of FY2025
截止2025財政年度

Number of Completed Projects
完成項目數目
4

Number of Projects in Progress
在建項目數目
8



ABOUT THE GROUP

關於本集團

Environmental Protection Business

(i) Waste harmless treatment

In the Environmental Protection Business sector, the Group's waste harmless treatment covers construction and operational kitchen waste treatment, infectious poultry and related business. Currently, the kitchen waste treatment plants we operate have Hefei Plant¹ and Xuancheng Plant² and we maintain an operational office in Tianjin³.



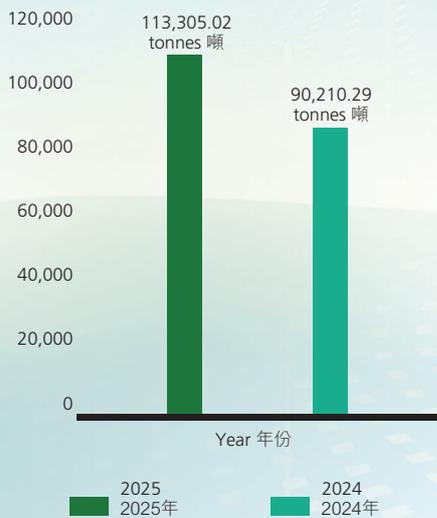
環保業務

(i) 廢棄物無害化處理

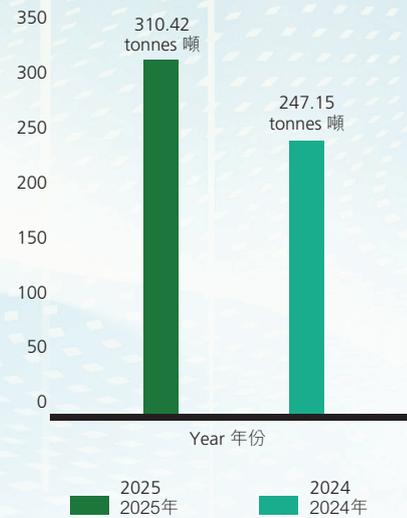
於環保業務領域，本集團的廢棄物無害化處理涵蓋建造及經營餐廚垃圾處理、染疫畜禽及相關業務。我們目前運營的餐廚垃圾處理廠有合肥項目¹和宣城項目²，並於天津設有營運辦公室³。

Our kitchen waste treatment plants applied the advanced technology of "Kitchen Waste Pre-treatment + Microbial Aerobic Composting". 我們的餐廚垃圾處理廠已應用「餐廚垃圾預處理+微生物好氧」的先進技術。

Kitchen Waste Handling Capacity (Year)
餐廚垃圾處理量(年)



Kitchen Waste Handling Capacity (Daily)
餐廚垃圾處理量(日)



¹ Hefei Plant refers to the subsidiary of Group, Hefei Feifan Bio Technology Co., Ltd.* (合肥非凡生物科技有限公司)
² Xuancheng Plant refers to the subsidiary of Group, Xuancheng Xichong Biological Technology Co., Ltd.* (宣城市西冲生物科技有限公司)
³ Tianjin Office refers to the subsidiary of Group, Yisheng (Tianjin) Environmental Technology Co., Ltd.* (宜升(天津)環境技術有限公司)

¹ 合肥項目指本集團的附屬公司，合肥非凡生物科技有限公司
² 宣城項目指本集團的附屬公司，宣城市西冲生物科技有限公司
³ 天津辦公室，指本集團的附屬公司，宜升(天津)環境技術有限公司



ABOUT THE GROUP

關於本集團

(ii) **Development and Management of Environmental Protection Industrial Park**

Yixing project⁴ locates in the China Yixing Environmental Protection Science and Technology Industrial Park, focuses on the construction and development of advanced environmental protection technologies, offering leasing solutions, and making capital investment in production and R&D facility for Vacuum Multi-Effect Membrane Distillation (V-MEMD). Our Group will continue to deepen its engagement in the energy-saving and environmental protection sector, promoting technological innovation and development in the environmental protection industry.

(iii) **New Energy Material Business**

Recognising the growing potential and importance of sustainable energy solutions in the global market, in 2022, the Group strategically entered the business of anode materials technology. In 2023, our subsidiary Shenzhen Huamingsheng⁵ has started its trial production and has a planned annual capacity of 2,000 tonnes. During the reporting period, Shenzhen Huamingsheng achieved an annual production capacity of 2,278.8 tonnes, exceeding the previously planned annual production capacity. Having domestic leading research and development capabilities, Shenzhen Huamingsheng has taken the lead in the development of in anode materials and graphite-based anode materials, which can be applied in batteries, 3C and power storage areas, with advantages such as high performance, low cost, and environmental friendliness. For further information on our financial performance and latest developments, please refer to the 2025 Annual Report.

(ii) **開發及管理環保工業園**

宜興項目⁴位於中國內地宜興環保科技工業園，主要致力於建設及開發先進環保技術，提供租賃方案，進行生產及研發多效膜蒸餾(V-MEMD)技術的基地項目投資。本集團將繼續深耕節能環保領域，推動環保產業的技術創新和發展。

(iii) **新能源材料業務**

本集團認識到可持續能源解決方案在全球市場日益增長的潛力及重要性，於2022年戰略性地進軍負極材料技術領域。於2023年，附屬公司深圳華明勝⁵已開始試產，並計劃年產能為2,000噸。於報告期間，深圳華明勝已實現年產能2,278.8噸，突破此前計劃年產能。深圳華明勝擁有國內領先的研發能力，於負極材料及石墨烯基負極材料發展方面處於國內領先地位，可應用於電池、3C、動力存儲等領域，具有高性能、低成本、環保等優勢。有關我們財務業績及最新發展的進一步資料，請參閱2025年年報。



⁴ It refers to the subsidiary of Group, Yisheng (Yixing) Environmental Technology Limited* (宜昇(宜興)環境技術有限公司)

⁵ It refers to the subsidiary of Group, Shenzhen Huamingsheng Technology Limited* (深圳市華明勝科技有限公司)

⁴ 指本集團的附屬公司，宜昇(宜興)環境技術有限公司

⁵ 指本集團的附屬公司，深圳市華明勝科技有限公司



SUSTAINABILITY MANAGEMENT APPROACH

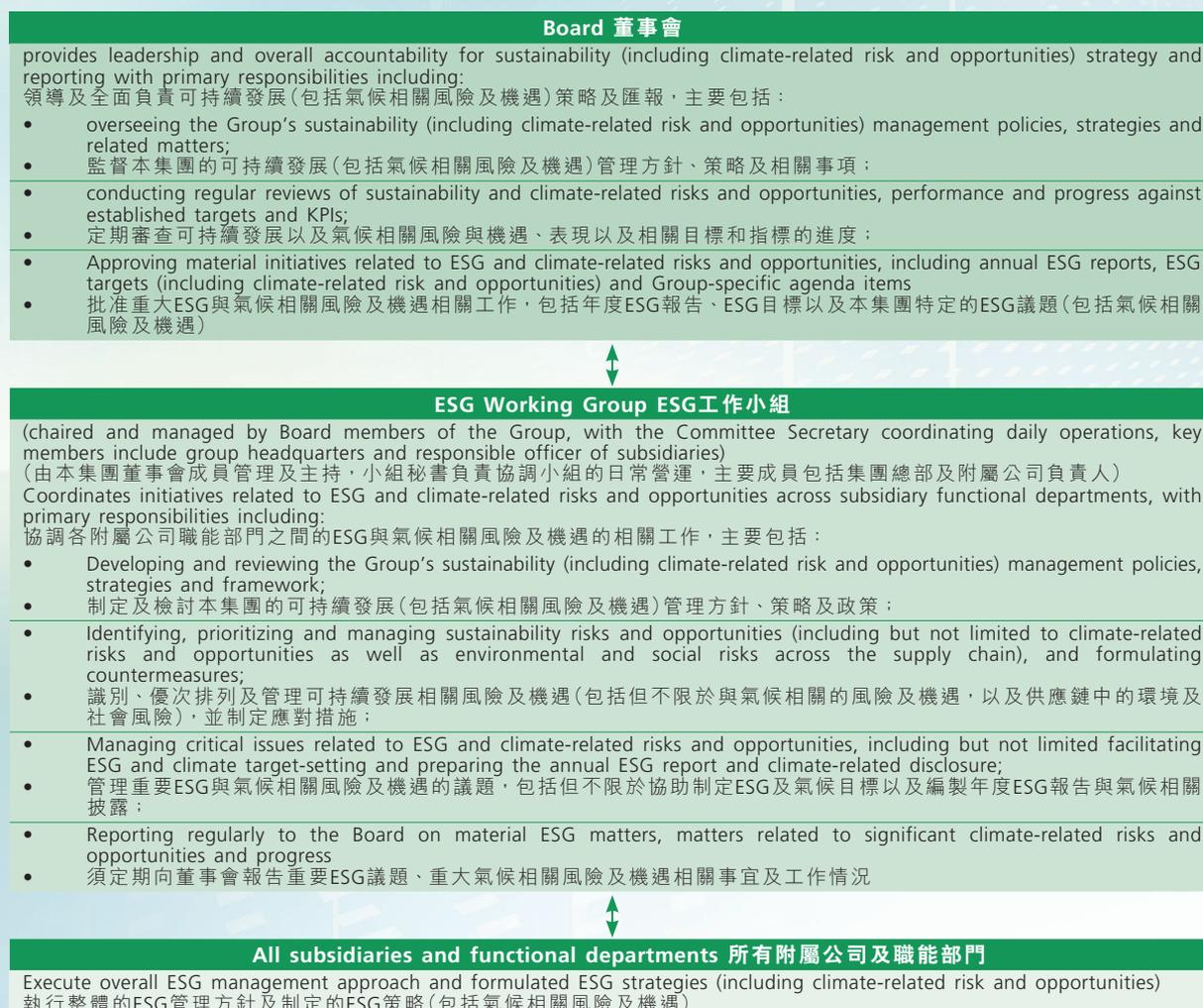
可持續發展管理方針

Sustainability Governance and Board's Oversight

We have established a clear governance framework for sustainable development, with well-defined processes, roles and responsibilities to leverage cross-departmental expertise to the fullest. This ensures deep integration of sustainability into business operations, while supported by strong board oversight. The Board has authorized the ESG Working Group to be further responsible for assisting the Board in overseeing and implementing the Group's sustainability policies and strategies, and assessing, prioritizing and managing material sustainability issues (including climate-related risks and opportunities), and reporting to the Board annually on sustainability matters. During the reporting period, we further improved our governance framework for climate-related risks and opportunities with reference to climate-related disclosures in the ESG Reporting Code and the International Sustainability Standards Board (ISSB) International Financial Reporting Sustainability Disclosure Standard S2 — Climate-related Disclosures, strengthening the Group's capabilities in climate change strategic decision-making and risk management. The following outlines the Group's sustainability governance structure:

可持續發展管治及董事會監督

我們建立了明確的可持續發展管治架構，並制定清晰的流程、職責與責任分工，充分發揮跨部門專業優勢，將可持續發展深度融入業務營運，同時確保董事會提供強而有力的監督。董事會授權ESG工作小組負責進一步協助董事會監督及實施本集團的可持續發展管理方針及策略，以及評估、優次排列及管理可持續發展相關重要議題(包括氣候相關風險及機遇)，並每年向董事會報告可持續發展的相關事宜。於報告期間，我們參考《ESG報告守則》的氣候相關披露、國際可持續準則理事會(ISSB)的《國際財務報告準則可持續披露準則S2號 — 氣候相關披露》，進一步完善了氣候相關風險及機遇的管治架構，強化本集團在氣候變化戰略決策與風險管控的能力。以下為本集團的可持續發展管治架構概覽：



SUSTAINABILITY MANAGEMENT APPROACH

可持續發展管理方針

Sustainability Strategies

As the foundation for our long-term development, sustainability principles are deeply embedded in the Group's strategy and operations. Guided by our mission to create enduring value for stakeholders, we have fully ESG considerations across all business functions. To realize our sustainability vision of "Green Innovation for Shared Value (綠創未來·價值共贏)", the Group has established a sustainability framework built upon four sustainability strategies: environmental protection, honest operation, talent development, and caring our community. The Group also set up clear objectives, focus areas and measurable commitments for each strategy. Board-approved and systematically implemented, this framework provides structured guidance for our sustainability practices, driving the creation of a more resilient future ecosystem.

可持續發展策略

作為企業長期發展的基石，可持續發展理念始終貫穿本集團的策略與實踐。我們秉持為持份者創造長遠價值的使命，將ESG原則深度整合至各業務環節。為實現「綠創未來·價值共贏」這一可持續發展願景，本集團已建立以四大可持續發展策略——環境保護、誠信經營、人才發展、關懷社區——為基礎的可持續發展框架，並為各策略設定了明確的目標、重點領域與承諾。該框架獲董事會批准，為我們的可持續發展實踐提供系統化指引，助力構建更具韌性的未來生態。

Sustainability strategies, focus areas, commitments and goals

可持續發展策略、重點領域、承諾及目標



Sustainability strategies: 可持續發展策略：	Focus areas: 重點領域：	Commitments and targets in focus areas: 重點領域的承諾及目標：
Environmental protection Green development and sustainable future 環境保護 綠色發展·永續未來	Climate resilience 氣候抵禦力 Low-carbon operation 低碳營運	Actively respond to climate change and accelerate to transit to lower carbon future 積極應對氣候變化，加速向低碳未來轉型 Committed to reducing ecological footprint and driving sustainable value chain 致力減低生態足跡，推動可持續價值鏈



Sustainability strategies: 可持續發展策略：	Focus areas: 重點領域：	Commitments and targets* in focus areas: 重點領域的承諾及目標*：
Honest operation Compliant operation and long-term win-win cooperation 誠信經營 合規盡責·長遠共贏	Quality assurance 品質承諾 Sustainable procurement and supply chain management 可持續採購與供應鏈管理	Uphold high quality management, being service-oriented and customer-centric 堅持高標準質量管理，服務為本，以客為先 Establish responsible procurement system to ensure sustainability principles are met in procurement 建立負責任的採購體系，確保採購符合可持續發展原則

* For details on the targets, please refer to the "Green Targets" section.
* 有關目標的詳情，請參閱「綠色目標」章節。



Business ethics 商業道德	Operate with high corporate governance level and responsibility, comply strictly with business ethics and practices 以高標準的企業管治與責任經營，嚴格遵守商業道德規範
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Sustainability strategies: 可持續發展策略：	Focus areas: 重點領域：	Commitments and targets in focus areas: 重點領域的承諾及目標：
Talent development Facilitating growth and building safety together 人才發展 賦能成長·安全共築	Occupational health and safety 職業健康與安全 Diversity, fairness and inclusiveness 多元·平等及共融	Continuously strengthen safety management measures to comprehensively safeguard employee safety and health 持續加強安全管理措施，全面守護員工的安全與健康 Drive community development through social welfare commitment and responsibility fulfillment 推動社區發展，關愛民生福祉，踐行社會責任



Sustainability strategies: 可持續發展策略：	Focus areas: 重點領域：	Commitments and targets in focus areas: 重點領域的承諾及目標：
Caring our community Committed to society and responsible in action 關懷社區 心繫社會，責任實踐	Community engagement 社區參與	Drive community development through social welfare commitment and responsibility fulfillment 推動社區發展，關愛民生福祉，踐行社會責任



SUSTAINABILITY MANAGEMENT APPROACH

可持續發展管理方針

Annual Progress

年度進展

Focus areas 重點領域	Annual highlights or action practices 年度進展亮點或行動實踐	The Group's Response 集團回應
Environmental protection 環境保護		
Climate resilience 氣候抵禦力	Carbon reduction target — office <ul style="list-style-type: none"> Short-medium term (1–5 years): Replace and phase out energy-intensive equipment and activities while exploring alternatives 中短期(1–5年)替換及減少能源密集型設備和活動，並探索替代方案 	●
	Develop achievable decarbonization pathway <ul style="list-style-type: none"> Medium term (3–5 years): Identify organizational carbon emission sources and formulate long-term GHG reduction strategy and action plan Medium term (3–5 years): Enhance employee engagement for creating a green and low carbon office environment 制定可實現的減碳路線圖 中期(3–5年)識別組織內的碳排放源，並制定長期的溫室氣體減排戰略和行動計劃 中期(3–5年)增加僱員參與度，共同創造一個綠色低碳的辦公環境 	◐
	The use of renewable energy reaches 25% by 2030 到2030年，可再生能源使用比例達25%	◐
Low-carbon operation 低碳營運	Air pollutant emission target <ul style="list-style-type: none"> Short-term (1–2 years): Enhance source emission reduction Medium term (3–5 years): Reduce waste gas emission and enhance air pollutant management Long-term (5–10 years): Invest in, improve and adopt use of clean energy 空氣污染物排放目標 短期(1–2年)加強源頭減排 中期(3–5年)減少廢氣排放，加強空氣污染物管理 長期(5–10年)投資、改善及採納清潔能源的使用 	◐
	Waste reduction target <ul style="list-style-type: none"> Medium term (3–5 years): Promote waste reduction and resource recycling 減少廢物目標 中期(3–5年)鼓勵減少廢棄物及資源回收利用 	◐
	Water use efficiency <ul style="list-style-type: none"> Medium term (3–5 years): Increase investment in water-saving equipment; improve wastewater management with control measures Long-term (5–10 years): Reduce average water consumption 用水效率目標 中期(3–5年)加大對節水設備的投資；加強污水管理，制定控制措施 長期(5–10年)減少平均耗水量 	◐
	All operations are covered wastewater or rainwater recycling systems 每個營運項目都覆蓋廢水或雨水回收利用設施	●
		Please refer to “Energy Conservation and Emission Reduction” 請參閱「節能減排」
		Please refer to “Climate Action” 請參閱「氣候行動」
		Please refer to “Energy Conservation and Emission Reduction” 請參閱「節能減排」
		Please refer to “Energy Conservation and Emission Reduction” 請參閱「節能減排」
		Please refer to “Energy Conservation and Emission Reduction” 請參閱「節能減排」
		Please refer to “Waste Management” 請參閱「廢物管理」
		Please refer to “Water Management” 請參閱「水資源管理」
		Please refer to “Water Management” 請參閱「水資源管理」



SUSTAINABILITY MANAGEMENT APPROACH

可持續發展管理方針

Focus areas 重點領域	Annual highlights or action practices 年度進展亮點或行動實踐	The Group's Response 集團回應	
Honest operation 誠信經營			
Quality assurance 品質承諾	0 material lawsuit on product health and safety received 接獲0宗有關產品健康與安全的重大投訴	●	Please refer to "Quality Assurance" 請參閱「品質保證」
Sustainable procurement and supply chain management 可持續採購與供應鏈管理	Implemented relevant practices with 168 suppliers to meet compliance requirements 與168家供應商執行相關慣例，滿足合規要求	●	Please refer to "Supply Chain Management" 請參閱「供應鏈管理」
	Conducted ESG risk assessments related to the supply 已進行供應鏈相關的ESG風險評估	●	Please refer to "Supply Chain Management" 請參閱「供應鏈管理」
Business ethics 商業道德	Directors, management and employees were provided integrity education or training on anti-corruption 董事、管理層及員工接受廉潔教育或反貪污培訓	●	Please refer to "Supply Chain Management" 請參閱「供應鏈管理」
Talent development 人才發展			
Occupational health and safety 職業健康與安全	Complete annual safety training (including emergency drills) 完成年度安全培訓(含應急演練)	●	Please refer to "Occupational Health and Safety" 請參閱「職業健康與安全」
	A zero work-related fatality was maintained 維持員工因工死亡事故數目為0	●	Please refer to "Occupational Health and Safety" 請參閱「職業健康與安全」
Diversity, fairness and inclusiveness 多元、平等及共融	All employees were treated in fair and justifiable manner and a zero discrimination case was maintained in all business operations 以公平及公正的方式對待所有人，並在所有業務營運中維持0歧視個案	●	Please refer to "Talent Development" 請參閱「人才發展」
Caring our community 關懷社區			
Community engagement 社區參與	Encourage employees to participate in community activities 鼓勵員工參加社區活動	●	Please refer to "Community Engagement" 請參閱「社區參與」

● Completed 已完成 ● In progress 推進中



SUSTAINABILITY MANAGEMENT APPROACH

可持續發展管理方針

ESG Risk Management

Effective management of sustainability risks and opportunities is fundamental to the Group’s long-term business resilience and constitutes a critical component of sound corporate governance. The ESG Working Group systematically identifies, assesses, prioritizes, and manages material sustainability risks, including but not limited to climate-related risks, environmental and social risks across supply chains. The Board retains ultimate oversight responsibility for the Group’s sustainability risk management.

環境、社會及管治風險管理

有效管理可持續發展風險與機遇對集團的長期業務韌性至關重要，亦是穩健集團治理的關鍵。ESG工作小組定期識別、評估、優先排序及管理重大可持續發展風險，包括但不限於氣候相關及供應鏈中的環境與社會風險。董事會對本集團可持續發展風險的管理負有最終監督責任。



SUSTAINABILITY MANAGEMENT APPROACH

可持續發展管理方針

The following provides a detailed introduction to the identified major ESG risks and the corresponding countermeasures.

下文詳細介紹了已識別重大ESG風險及相應的應對措施。

Risk description 風險描述	Potential impact 潛在影響	Our countermeasures 我們的應對措施
<p>Noise and waste emission pollution 噪音及廢棄物排放污染</p>	<ul style="list-style-type: none"> Construction activities may generate significant noise pollution, dust, and construction waste, while our environmental operations may also involve hazardous waste, exhaust gases, and wastewater. Improper handling in these areas or a lack of appropriate measures to control and reduce pollution could cause severe damage to the surrounding, environment and communities. Failure to properly manage potential environmental pollution risks may also increase the likelihood of financial losses due to violations and negatively impact the Group's reputation. 施工活動可能會產生大量噪音污染、粉塵及建築垃圾，而我們的環保行動亦可能涉及有害廢棄物、廢氣及廢水。倘在該等方面處理不當，或者缺乏適當措施來控制及減少污染，可能會對周邊地區環境及社會造成嚴重破壞。 倘我們未能妥善管理潛在的環境污染風險，亦可能增加因違規而造成經濟損失的風險，並對本集團聲譽造成負面影響。 	<p>For more details, please refer to the section headed "Noise Management"</p> <ul style="list-style-type: none"> To mitigate noise pollution, we have implemented measures such as noise monitoring and the procurement of low-noise equipment. <p>For more details, please refer to the section headed "Waste Management"</p> <ul style="list-style-type: none"> The Group has established a comprehensive waste management system covering administrative offices, construction sites, and environmental operations. <p>For more details, please refer to the section headed "Green Objectives"</p> <ul style="list-style-type: none"> The Group has set both short-term and long-term environmental goals and regularly reviews the progress of action plans. <p>詳見「噪音管理」章節</p> <ul style="list-style-type: none"> 為減少噪音污染，我們已採取噪音監測及採購低噪音設備等措施。 <p>詳見「廢物管理」章節</p> <ul style="list-style-type: none"> 本集團已在行政辦公室、建築工地及環保業務營運方面建立全面的廢物管理系統。 <p>詳見「綠色目標」章節</p> <ul style="list-style-type: none"> 本集團已制定短期及長期環境目標，並定期檢查行動計劃的進展情況。



SUSTAINABILITY MANAGEMENT APPROACH

可持續發展管理方針

Risk description 風險描述	Potential impact 潛在影響	Our countermeasures 我們的應對措施
<p>Energy crisis 能源危機</p>	<ul style="list-style-type: none"> The global energy crisis has led to instability in global supply chains. Disruptions in energy supply have posed challenges for businesses in securing reliable and consistent access to essential resources and materials, resulting in project delays, increased costs, and reduced profitability. 全球能源危機導致全球供應鏈不穩定。能源供應的中斷給企業在確保可靠、持續地獲取基本資源及材料方面帶來了挑戰，導致項目延誤、成本增加及盈利能力下降。 	<p>For more details, please refer to the section headed “Energy Conservation and Emissions Reduction”</p> <ul style="list-style-type: none"> At the internal management level, the Group has formulated the Energy Management Manual, which clearly defines responsibilities and details related to energy policy, planning, and oversight, with the aim of promoting energy conservation and efficiency. Subsidiaries have also established corresponding regulations in compliance with these requirements. Since 2022, the Group has prioritized investments in the new energy materials sector and actively pursued renewable energy projects such as biogas power generation and photovoltaic power generation. <p>詳見「節能減排」章節</p> <ul style="list-style-type: none"> 在內部管理層面，本集團已制定《能源管理手冊》，明確界定與能源政策、規劃及監督相關的職責及細節，旨在促進節能降耗。各附屬公司亦根據要求制定了相應規定。 本集團自2022年起重點投資新能源材料業務，並積極開拓沼氣發電、光伏發電等可再生能源項目。



SUSTAINABILITY MANAGEMENT APPROACH

可持續發展管理方針

Risk description 風險描述	Potential impact 潛在影響	Our countermeasures 我們的應對措施
Industrial safety 工業安全	<ul style="list-style-type: none"> Fires and other human-induced accidents pose significant risks to the Group's property and assets, potentially leading to substantial financial losses and operational disruptions that could hinder our ability to function effectively. Moreover, such catastrophic events may result in casualties, incurring high compensation costs for affected parties and damaging the Group's reputation. 火災等人為事故會給本集團的財產及資產帶來巨大風險，可能導致重大經濟損失及業務營運中斷，阻礙我們有效運作的能力。此外，該等災難性事件可能會造成人員傷亡，給受害方帶來高昂賠償費用，並損害本集團聲譽。 	<p>For more details, please refer to the section headed "Occupational Health and Safety"</p> <ul style="list-style-type: none"> The Group conducts regular safety inspections of production equipment, workflows, and safety facilities to identify and promptly address potential hazards. Emergency response plans have been developed for various types of safety incidents, and regular safety training and education programs, including safety workshops and emergency drills, are implemented to enhance employees' safety awareness and promote standardized operating procedures. <p>詳見「職業健康與安全」章節</p> <ul style="list-style-type: none"> 本集團定期對生產設備、工藝流程、安全設施等進行安全隱患排查，發現漏洞並及時整改。 針對可能發生的各類安全事故制定應急預案，定期開展安全培訓及教育，包括安全培訓及應急演練，培養員工的安全意識及規範操作習慣。



SUSTAINABILITY MANAGEMENT APPROACH

可持續發展管理方針

Risk description 風險描述	Potential impact 潛在影響	Our countermeasures 我們的應對措施
<p>Policy compliance and changes 政策合規及轉變</p>	<ul style="list-style-type: none"> The construction and environmental operations involve the generation of hazardous waste, emissions, and wastewater, which must be controlled in accordance with environmental policies and regulations. Failure to monitor and manage these aspects may expose the Group to significant legal, financial and reputational risks. Additionally, changes in legislative or regulatory requirements may necessitate upgrades or improvements to the Group's technologies and facilities, requiring investment in capital and other resources. 建築及環境業務的營運涉及有害廢棄物、廢氣排放及廢水的產生，必須按照環境政策及法規加以控制。倘不對該等方面進行監控及管理，可能會給本集團帶來重大法律、財務及聲譽風險。此外，由於立法或監管要求變化，可能需要對本集團的技術及設施進行升級或改進，因此需要投資資金及其他資源。 	<ul style="list-style-type: none"> The Group strictly complies with laws and regulations that significantly impact the Group, including those related to environmental pollution, labor standards, health and safety, anti-corruption, and information security. No incidents of non-compliance with relevant laws and regulations occurred during the year. Furthermore, the Group has established corresponding operating procedures and environmental responsibility protection systems based on operational processes. Regular environmental safety training is conducted to enhance employees' awareness of standardized operations and prevent violations. The Group closely monitors industry regulatory developments to ensure timely adjustments to management strategies and operating procedures of the Group, continuously improving the management system and policies of the Group. 本集團嚴格遵守涉及環境污染、勞工準則、健康與安全、反貪污、資訊安全等對集團有重大影響的法律法規。本年度概無違反相關法律法規的事件。同時，本集團已根據工序，制定相應的操作規程和環境責任保護制度，定期組織環境安全培訓，提高員工規範操作意識，避免出現違規情況。 本集團會密切關注行業規管動向，確保能及時調整本集團的管理策略及操作規程，持續完善本集團管理體系及政策。



SUSTAINABILITY MANAGEMENT APPROACH

可持續發展管理方針

Risk description 風險描述	Potential impact 潛在影響	Our countermeasures 我們的應對措施
<p>Climate adaptation and response 氣候適應及應對</p>	<ul style="list-style-type: none"> The increasing physical risks associated with climate adaptation and response to climate change and/or the transition to a low-carbon economy may pose threats to our operations or assets, the safety of stakeholders, and the Group's reputation. For more details, please refer to the section headed "Climate Action". 氣候適應及應對氣候變化的實體風險及／或向低碳經濟轉型的風險的增加，可能會對我們的營運或資產、持份者的安全及集團的聲譽構成威脅。有關更多詳情，請參閱「氣候行動」章節。 	<p>For more details, please refer to the section headed "Climate Action"</p> <ul style="list-style-type: none"> The Group has implemented comprehensive preventive and emergency measures to minimize the impact of extreme weather events and ensure the safety of Group employees. The legal department regularly monitors the latest regulatory changes in laws, policies, and regulations, closely tracks industry regulatory trends, and continuously improves the Group's management systems and policies. The Group explores business opportunities related to climate change, developing environmental protection and new energy materials businesses to actively respond to the national "dual-carbon" initiative and the development of low-carbon energy transition for power and energy storage batteries. <p>詳見「氣候行動」章節</p> <ul style="list-style-type: none"> 集團已採取全面預防及緊急措施，盡量減少極端天氣事件的影響，確保本集團員工的安全。 法務部定期監控法律、政策和法規的最新監管變化，並密切關注行業規管動向，持續完善本集團管理體系及政策。 集團探索氣候變化相關的商業機遇，開展環保及新能源材料業務，以積極回應國家「雙碳」以及動力及儲能類電池對能源結構低碳轉型的發展戰略。



SUSTAINABILITY MANAGEMENT APPROACH

可持續發展管理方針

Stakeholder Engagement

The opinions and feedback from stakeholders drive our sustainability efforts and risk management. In our daily operations, we maintain close communication with stakeholders through various channels to understand their expectations and needs regarding the Group's business development. We are committed to fostering lasting relationships with stakeholders and creating long-term value for them. Below outlines the communication channels we have established for key stakeholders and their primary concerns:

Method of stakeholder engagement

Stakeholders 持份者	Expectations and Concerns 期望及關注	Engagement Channels 溝通渠道
Employees 僱員	<ul style="list-style-type: none"> Employee compensation and benefits Career development Health and safety in workplace 僱員薪酬及福利 職業發展 工作環境的健康與安全 	<ul style="list-style-type: none"> Performance reviews Regular meetings and training Emails, notice boards, hotline 表現評估 定期會議及培訓 電郵、公告板、熱線電話
Customers 客戶	<ul style="list-style-type: none"> High-quality products and services Protection of customer rights 高品質產品及服務 保護客戶權利 	<ul style="list-style-type: none"> Customer satisfaction survey Face-to-face meetings and on-site visits Customer service hotline and email 客戶滿意度調查 面對面會議及現場訪問 客戶服務熱線及電郵
Business Partners 業務夥伴	<ul style="list-style-type: none"> Business compliance 業務合規 	<ul style="list-style-type: none"> Whistleblowing system Development Bureau and Housing Authority assessment and licence renewal Emails Face-to-face meetings and on-site visits Phone and video conferences 舉報系統 發展局及房屋委員會評估及牌照續期 電郵 面對面會議及現場訪問 電話及視像會議

持份者參與

持份者的意見和反饋能推動我們的可持續發展工作和風險管理。在日常營運中，我們透過多種渠道與持份者保持密切聯繫，務求瞭解他們對本集團業務發展的期望及需要。我們致力與持份者持續建立良好關係，並為他們創造長期價值。以下列明我們為各主要持份者設立的溝通渠道及他們的關注事項：

持份者參與方式



SUSTAINABILITY MANAGEMENT APPROACH

可持續發展管理方針

Stakeholders 持份者	Expectations and Concerns 期望及關注	Engagement Channels 溝通渠道
General Public 公眾	<ul style="list-style-type: none"> • Involvement in communities • Business compliance • Environmental protection awareness • 社區參與 • 業務合規 • 環境保護意識 	<ul style="list-style-type: none"> • Media conferences and responses to enquiries • Public welfare activities • Company websites • 媒體發佈會及答覆諮詢 • 公益活動 • 公司網站
Shareholders and Investors 股東和投資者	<ul style="list-style-type: none"> • Return on investments • Corporate governance • Business compliance • 投資回報 • 企業管治 • 業務合規 	<ul style="list-style-type: none"> • Regular reports and announcements • Regular general meetings • Official Company websites • 定期報告和公告 • 定期股東大會 • 公司官方網站
Subcontractors and Suppliers 分包商和供應商	<ul style="list-style-type: none"> • Fair and open procurement • 公平公開採購 	<ul style="list-style-type: none"> • Subcontractors and Suppliers feedback • 分包商和供應商反饋
Government and Regulatory Authorities 政府和監管機構	<ul style="list-style-type: none"> • Compliance with laws and regulations • Business sustainability • 遵守法律及規例 • 企業可持續發展 	<ul style="list-style-type: none"> • Supervision on the compliance with local laws and regulations • Regular reporting • Face-to-face meetings, on-site visits and inspections • 監督遵守當地法律及規例的情況 • 定期報告 • 面對面會議，現場訪問及檢查
Media 媒體	<ul style="list-style-type: none"> • Business compliance • Business sustainability • 業務合規 • 企業可持續發展 	<ul style="list-style-type: none"> • Interviews • Industry summit and salon • Corporate community • 新聞採訪 • 行業峰會、沙龍 • 企業社群



SUSTAINABILITY MANAGEMENT APPROACH

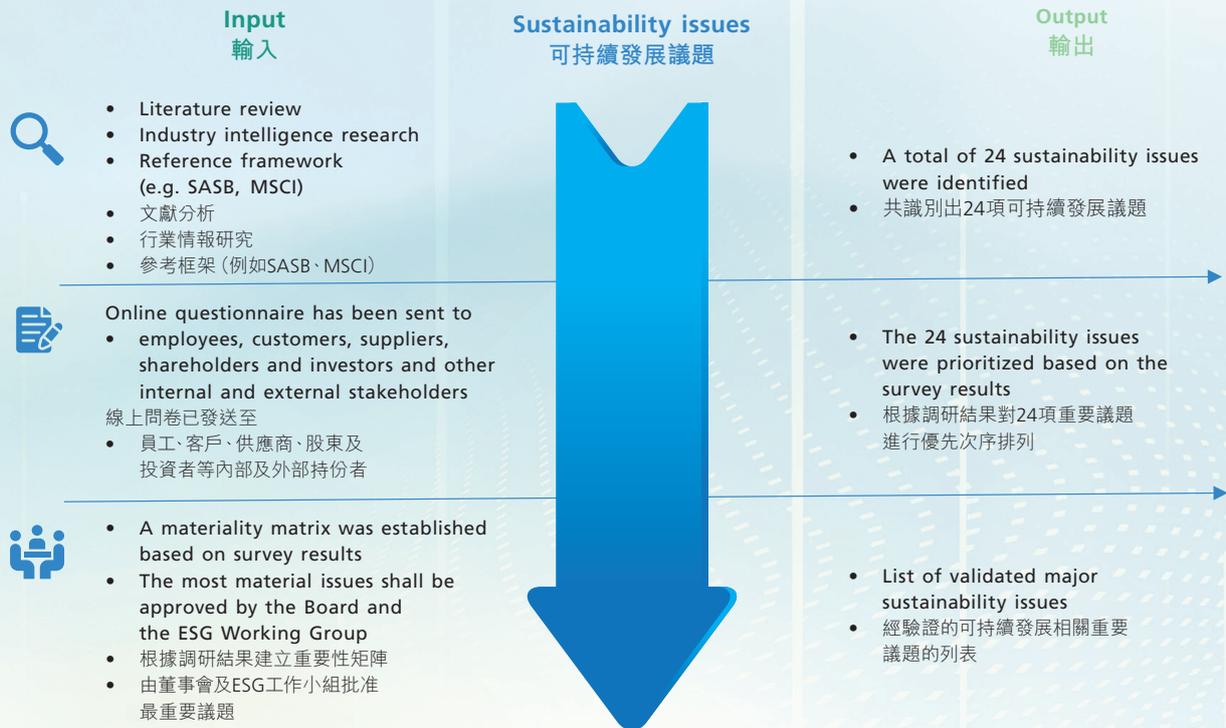
可持續發展管理方針

Materiality Assessment

The importance assessment helps us better understand stakeholders' perspectives and identify the most significant sustainability issues for both the Group and its stakeholders. We conduct this materiality assessment based on the following three steps to assist us in more effectively managing and reporting these sustainability issues:

重要性評估

重要性評估有助我們更瞭解持份者的觀點，及識別對於本集團和持份者而言最為重大的可持續發展議題。我們依據以下三個步驟進行重要性評估，以協助我們更有效地管理及匯報這些持續發展議題：



SUSTAINABILITY MANAGEMENT APPROACH

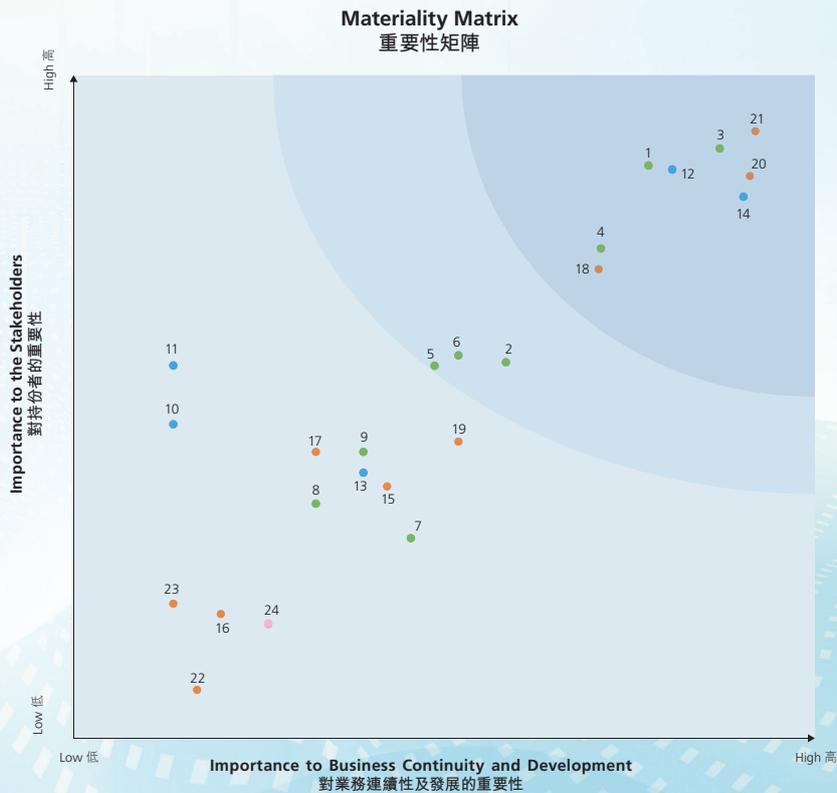
可持續發展管理方針

Materiality Matrix

As illustrated in the materiality matrix below, based on “importance to stakeholders” (vertical axis) and “importance to the business continuity and development of the Group” (horizontal axis), we formulated a prioritization list for 24 sustainability issues based on a comprehensive scoring system derived from feedback provided by our internal and external stakeholders through online surveys. The materiality matrix reflects the relevance of these sustainability issues to our Group, as well as the Group’s and our stakeholders’ overall environmental and social significance. Most-materiality issues are positioned in the top tier of the matrix, while relative-materiality issues are placed in the third tier. During the Reporting Period, the Group identified 8 issues scoring above the median in both dimensions as “Most-materiality issues.”

重要性矩陣

如以下重要性矩陣所示，根據對持份者的重要性（垂直軸）及其對本集團業務連續性及發展的重要性（水平軸），我們制定了24項可持續發展議題的優先次序排列。該排列乃基於我們的內部和外部持份者通過線上調查問卷給出的綜合評分。重要性矩陣反映了可持續發展議題與集團的相關性，以及本集團和我們的持份者對環境及社會的整體重要性。最重要議題將列於矩陣第一層，而相對重要議題將列於矩陣第三層。於報告期間，本集團確定8項在兩個維度上的得分均超過一半或以上的議題為「最重要議題」。



Materiality Issues 議題重要性

Most-materiality Issues
最重要

High-materiality Issues
高度重要

Relative-materiality Issues
相對重要



SUSTAINABILITY MANAGEMENT APPROACH

可持續發展管理方針

Sustainable Issues
可持續發展議題

Environmental Protection

環境保護



Business Integrity

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Talent Development

人才發展



Caring Community

關懷社區

Tier 1: Most-materiality Issues
第一層：最重要議題

1 Exhaust emissions

廢氣排放



3 Carbon Emissions and Energy

碳排放及能源



4 Water Resource

水資源



12 Occupational health and safety

職業健康與安全



14 Employment Compliance

僱傭合規性

18 Health and Safety of Products/
Services

產品／服務的健康與安全



20 Data Protection and

Cybersecurity

數據保護與網絡安全



21 Anti-Corruption

反貪污

Tier 2: High-materiality Issues
第二層：高度重要議題

2 Waste

廢棄物



5 Wastewater Treatment

廢水處理



6 Climate Change Risks

氣候變化風險

Tier 3: Relative-materiality Issues
第三層：相對重要議題

7 Green Procurement

綠色採購

8 Environmental Risks in the Supply
Chain

供應鏈中的環境風險

9 Environmental Impact of Project
Development

項目開發的環境影響



10 Employee Benefits

僱員福利

11 Equal Opportunities, Diversity,
Anti-discrimination

平等機會、多元化、反歧視

13 Employee Development and
Training

員工發展及培訓

15 Life Cycle Impacts of Buildings
and Infrastructure

建築和基礎設施的生命週期影響

16 Opportunities in the Field of
Cleaning Technology

清潔技術領域的機遇



17 Social Risks in the Supply Chain

供應鏈中的社會風險

19 Disaster and Emergency Planning
and Response

災害及應急預案及應對

22 Communication with
Stakeholders

持份者溝通

23 Technological R&D and
Innovation

技術研發及創新



24 Community Investment

社區投資



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Most-materiality issues disclosed in this section 本章節披露的最重要議題

- Health and safety of products/services
產品／服務的健康與安全
- Data Protection and Cybersecurity
數據保護與網路安全
- Anti-Corruption
反貪污

Quality Assurance

The Group's commitment to maintain responsible, ethical, and resilient business practices is integral to our long-term success. Ensuring the integrity and sustainability of our operation, we have established relevant policies and procedures relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress, and committed to complying with all laws and regulations applicable to product liability⁶. Meanwhile, we continuously enhance our management in critical aspects of business ethics, quality assurance, supply chain management and customer services, laying the foundation for enduring stakeholder trust and corporate excellence. During the Reporting Period, we were not aware of any material violation of laws and regulation applicable to relevant policies and procedures relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.

To uphold the highest operational standard, our Construction Business has obtained ISO certifications for its quality, environmental management, energy management and occupational health and safety systems. In future, the Group will continue to improve our processes to expand our portfolio of certifications.

品質保證

本集團致力於保持負責任、合乎道德及有彈性的商業行為，這是我們長期成功不可或缺的一部分。為確保我們營運的完整性和可持續性，我們已設立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相關政策和程序，並致力遵守所有有關產品責任的適用法律及規例⁶。同時，我們不斷加強在商業道德、品質保證、供應鏈管理及客戶服務等關鍵方面的管理，為持久的持份者信任及企業卓越奠定基礎。於報告期間，我們並不知悉任何嚴重違反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相關政策和程序的適用法律及規例的情況。

為堅持最高的營運標準，我們的建築業務已取得質量、環境管理、能源管理及職業健康與安全體系的ISO認證。日後，本集團將繼續改進我們的流程，以擴大我們的認證組合。

⁶ For list of laws and regulations on product liabilities that have material impact on business operations of the Group, please refer to the section headed "Appendix II: List of Significant Laws and Regulations".

⁶ 有關對本集團業務營運有重大影響的產品責任相關法律及法規列表，請參閱「附錄二：重要法律及法規列表」一節。



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ISO Certifications of Construction Business
建築業務的ISO認證



ISO Certifications from our subsidiaries
來自附屬公司的ISO認證



ISO9001 of Hefei Plant and Shenzhen Huamingsheng
合肥項目及深圳華明勝的ISO9001

Our approach to quality management is underpinned by a holistic system that strictly adheres to relevant local laws and regulations and align with the ISO9001 international standards. Meanwhile, we have standardised a robust product recalling mechanism to ensure potential quality issues are promptly addressed and resolved. Within our business, Hefei Plant, Xuancheng Plant and Shenzhen Huamingsheng primarily involves in distribution of products and services, for these entities, we have formulated stringent quality assurance and recall procedures to handle safety issues or product defects effectively. This has enabled us to consistently offer products and services of high quality to our customers. During the Reporting Period, none of our products sold or shipped is subject to recalls for safety-related and health-related reasons.

我們的品質管理方法以一個嚴格遵守當地相關法律法規並符合ISO9001國際標準的整體體系為基礎。同時，我們已將完善的產品召回機制標準化，以確保潛在的品質問題得到及時處理及解決。在我們的業務範圍內，合肥項目、宣城項目及深圳華明勝主要從事產品及服務的分銷，我們為這些實體制定了嚴格的品質保證及召回程序，以有效處理安全問題或產品缺陷。這使我們能夠始終如一地為客戶提供高品質的產品和服務。於報告期間，我們銷售或裝運的產品均未因安全及健康相關原因被召回。



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Quality Management of Construction Business

In terms of Construction Business, the overall quality management work is led by the QSHE department with accordance to the IMS manual. The QSHE manager is responsible to plan and implement the monitoring, measurement, analysis, and improvement of process. To maintain the effectiveness of IMS manual, we regularly review and update the guidelines of our quality management system, the IMS Manual, ensuring our quality management system is up to date.

建築業務的品質管理

在建築業務方面，整體質量管理工作由QSHE部根據《IMS手冊》指引。QSHE經理負責策劃和實施過程的監控、測量、分析及改進。為維持《IMS手冊》的有效性，我們定期審查和更新我們質量管理體系的指引（即《IMS手冊》），以確保我們的質量管理體系是最新的。

Monitoring and measurement 監控及測量

- Customer satisfaction is assessed through meeting records, customer complaint and amount of conformity. Based on these data, the QSHE manager is responsible to constantly measure the performance.
- The QSHE manager is also responsible for monitoring of project according to the project program and IMS project plan. Every aspect of product requirement shall be thoroughly verified until the product is satisfactorily completed.
- 通過會議記錄、客戶投訴及合規程度來評估客戶滿意度。根據這些數據，QSHE經理負責持續衡量績效。
- QSHE經理亦負責根據項目計劃及IMS項目計劃對項目進行監控，徹底驗證產品要求的各個方面，直到產品令人滿意。

Control of accidents, incidents and nonconforming products 對事故、事件及未達標產品的控制

- The QSHE Manager is responsible to identify and control the nonconforming products. Within the maintenance period for the service, the QSHE manager shall take appropriate actions to rectify and re-verify nonconforming products.
- QSHE經理負責識別及控制未達標產品。於服務的維護期內，QSHE經理須採取適當措施糾正及重新核實未達標產品。

Quality improvement 質量改進

- In the event of nonconformities, corrective and preventive actions shall be taken to eliminate the cause and prevent recurrence.
- For any quality issues detected before delivery, we will establish and implement a quality improvement procedure until the quality of the project meets the legal and agreed requirements; for the quality issues detected after delivery, we will take appropriate actions to correct the quality issues.
- 倘出現未達標產品，須採取糾正和預防措施消除原因，防止再次發生。
- 對於交付前發現的任何質量問題，我們將制定並實施質量改進程序，直至項目質量符合法律及協定的要求；對於交付後發現的質量問題，我們將採取適當措施糾正質量問題。



HONEST OPERATION

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Apart from major work details of QSHE department, the IMS manual also specifies responsibilities of different departments to execute a cohesive approach towards quality management.

除QSHE部的主要工作詳情外，《IMS手冊》亦規定不同部門的責任，以執行統一的質量管理方法。

Departments 部門	Responsibilities 責任
Contract Department 合同部	<ul style="list-style-type: none"> Determine the requirements related to services, such as the statutory and regulatory requirements and the requirements of the customers. 確定與服務有關的要求，如法定及監管要求以及客戶要求。
Design Division 設計科	<ul style="list-style-type: none"> Review the design to ensure all the requirements are met. 審閱相關設計以確保符合所有要求。
Project Department 項目部	<ul style="list-style-type: none"> Establish an IMS project plan to satisfy the requirements of internal IMS and international standards. Verify that the product requirements are met. 制定IMS項目計劃，以滿足內部IMS及國際標準的要求。 核實是否滿足產品要求。

Quality Management for Environmental Protection Business

The Group's Environmental Protection Business in the PRC uses to focus on kitchen waste treatment services to local regions and generating revenue from the processing fee as stipulated in relevant service concession arrangement, sales of by-product such as used cooking oil etc., which are produced during the treatment process. The Group operates its kitchen waste treatment projects under the Build-Operate-Transfer (BOT) model, ensuring strict adherence to contractual obligations for each project.

To maintain the specified level of serviceability and restore the plants to the required condition before handing them over to the grantor at the end of the service concession arrangement, the Group implements rigorous control measures. These measures are designed to uphold the quality of services provided by the kitchen waste treatment plants. For example, our subsidiaries closely monitor key quality indicators, such as the moisture content of kitchen waste, throughout the treatment process. By keeping a close eye on these parameters, we ensure that our plants consistently deliver high-quality services to our clients and the communities we serve. If products with quality issues had flow into the market, we will immediately initiate the recall procedure.

環保業務的品質管理

本集團在中國內地的環保業務主要集中於向當地提供餐廚垃圾處理服務，並從相關特許經營權安排中規定的處理費、處理過程中產生的副產品(如廢食用油等)的銷售中產生收入。本集團以建設 — 營運 — 轉讓 (BOT)模式經營其餐廚垃圾處理項目，確保每個項目嚴格遵守合約義務。

為在特許經營權安排結束時將廠房移交予授權人前，保持規定的可用性水準並將廠房恢復至指定狀，本集團實施了嚴格的控制措施。這些措施旨在維持餐廚垃圾處理廠提供的服務質量。例如，我們的附屬公司在整個處理過程中密切監測關鍵品質指標，如餐廚垃圾的水份含量。通過密切關注這些參數，我們確保我們的廠房廠始終如一地為我們的客戶和我們服務的社區提供高品質的服務。倘有品質問題的產品流入市場，我們將立即啟動召回程序。



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Shenzhen Huamingsheng — Honors Obtained at Industry Conferences 深圳華明勝 — 行業會議獲殊榮



During the Reporting Period, Shenzhen Huamingsheng's modified natural graphite anode material won the "2024 World Battery Industry Expo Gold Award for Exhibits (2024世界電池及儲能產業博覽會展品金獎)" for its significant cost advantages, broad application scope, and outstanding overall performance at the 2024 The Night of World Battery — Guangdong Battery Industry Association's 5th Anniversary Celebration and 2024 Battery Industry Expo Awards Ceremony.

報告期間，在「2024世界電池之夜暨廣東省電池行業協會五周年慶典、2024世界電池及儲能產業博覽會頒獎盛典」上，深圳華明勝參展的改性天然石墨負極材料憑藉成本優勢明顯、應用範圍廣、綜合性能優異的特點，一舉奪得「2024世界電池及儲能產業博覽會展品金獎」。

Supply Chain Management

The Group places a high emphasis on supply chain sustainability. By fostering quality management, risk control and responsible sourcing, we aim to create a resilient and sustainable supply chain that supports our operational objectives and corporate responsibilities. Our internal policies cover a wide range of supply chain aspects, including supplier selection, evaluation, and procurement practices, to effectively manage the environmental and social risks associated with suppliers.

During the Reporting Period, we engaged a total of 168 suppliers according to the Group or the subsidiary's policies relating to supplier management. Our supplier management policies require all our partners to meet our standards for quality and reliability.

供應鏈管理

本集團極其重視供應鏈可持續發展。通過加強質量管理，風險管理及責任採購，我們旨在創建一個高韌性及可持續的供應鏈以支撐我們的營運目標及企業責任。我們的內部政策涵蓋供應鏈的多個方面，包括供應商篩選、評核及採購慣例以有效管理與供應商有關的環境及社會風險。

於報告期間，我們根據本集團或附屬公司有關供應商管理的政策委聘合共168名供應商。我們的供應商管理政策要求所有合作夥伴需滿足我們的質量及可靠性標準。



HONEST OPERATION

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Supplier Selection and Evaluation Mechanism

The IMS manual and Subcontractor/Supplier engagement and evaluation policy specifically outlines the principles and procedures of procurement at the Group level. During the purchasing stage, subcontractors and suppliers are invited to submit tender proposals, which are reviewed by the project team. This review process includes a thorough evaluation of several critical factors, such as reputation, product and service quality, industry experience, pricing, and lead time. Suppliers who meet both internal standards and regulatory requirements are then added to our internal qualified supplier list. Besides, suppliers will be given a rank based on the evaluation result. Suppliers with the highest rank may enjoy benefits such as prioritised payment and exemption from material inspections.

To maintain high standards of quality and consistency, we also conduct regular re-evaluations of our suppliers' performance. This ongoing assessment ensures that our partners continue to meet our stringent criteria and adhere to the expected levels of excellence.

供應商篩選及評核機制

《IMS手冊》及《分包商／供應商聘請和評估政策》具體概述本集團層面的採購原則及程序。於採購階段，邀請分包商和供應商提交標書，由項目組對標書進行審閱。該審閱過程包括對若干關鍵因素的全面評估，包括聲譽、產品及服務質量、行業經驗、定價及交貨時間。同時滿足我們內部標準及法規要求的供應商隨即會列入內部合資格供應商名單。此外，供應商將獲得依據評核結果得出的排名。排名最高的供應商將享有優先付款及免除重大審查的福利。

為保持高水平質量及一致性，我們亦對我們供應商表現做出定期重審。該持續評估確保我們的合作夥伴持續滿足我們嚴格的標準，並堅持達到預期卓越水平。

Supplier Management Policies in our Business**我們業務中的供應商管理政策****Construction Business****建築業務**

- The selection and evaluation process is managed according to the Subcontractor/Supplier Engagement and Evaluation Policy.
- 根據《分包商／供應商聘請和評估政策》管理選擇及評核程序。

Environmental Protection Business**環保業務**

- Procurement and supply chain department is responsible for the duties of supplier management, ranging from screening suppliers, procuring qualified products, and reporting to management.
- The Supplier Management Principles and Systems and the Procurement Management Measures guide the requirements of management practices.
- 採購及供應鏈部門負責供應商管理義務，包括篩選供應商，採購合格產品，並向管理層匯報。
- 《供應商管理原則及制度》及《採購管理辦法》指導管理實踐要求。



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Green Procurement

The Group has emphasised sustainability and environmental responsibility throughout our supply chain. In general, we are committed to promoting the practice of using more eco-friendly products and service in selecting suppliers and incorporate environmental considerations while making purchasing decisions whenever feasible. For instance, we prioritise products with higher energy efficiency and less toxic nature and avoid procuring disposable items. Furthermore, as guided in our supplier selection and evaluation process, we strictly refuse collaboration with suppliers who pose environmental hazards. In future, the Group will continue to enhance our green procurement practices by strengthening our monitoring and management processes.

Controlling Environmental and Social Risk Factors

In our supplier risk management, we thoroughly consider health, safety, and environmental risks. We include the subcontractors' safety management system as a factor in subcontractor assessment and selection. As in Construction Business, we have identified environmental and social risk along the supply chain in the daily operation, the project manager would evaluate the safety performance of subcontractors and carry out safety walks, site safety meetings and safety reviews regularly to monitor subcontractors' performance, reducing the safety risk at the site after the commencement of the project. To control the environmental risks of our suppliers, we require all subcontractors to strictly follow the environmental protection measures set out in the Construction Site Environmental Protection Guidelines.

綠色採購

本集團於整個供應鏈中強調可持續性及環保責任。一般而言，我們致力於在揀選供應商時促使多用環保產品及服務的慣例，並在可行情況下作出採購決定時會考慮環保因素。例如，我們將優先使用高能源效益及毒性較低的產品並避免採購用完即棄產品。此外，於我們供應商篩選及評核過程中，我們將嚴令禁止與存在環境隱患的供應商合作。未來，本集團將繼續通過加強我們的監督管理程序來提高綠色採購實踐水平。

環境及社會風險因素管理

於我們的供應商風險管理中，我們將全面考慮健康、安全及環保風險。我們將分包商的安全管理系統納入分包商評估及挑選的因素。在建築業務方面，項目開始後，我們已經識別了日常營運中供應鏈的環境和社會風險，項目經理會評估分包商的安全表現及定期執行安全巡查、地盤安全會議及安全檢討，以監察分包商的表現，減低地盤的安全風險。為控制供應商的環境風險，我們規定所有分包商須嚴格遵守《施工場地環保指引》所載的環保措施。



HONEST OPERATION

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Case Study: Reducing Safety Risks of Subcontractors At The Construction Site**案例研究：於施工場地減低分包商的安全風險**

We emphasise the safety of workers at the construction site to reduce potential safety risks. As we have close cooperation with our subcontractors at the construction site, we highly value the safety performance of subcontractors.

我們重視施工場地工人的安全，以減低潛在安全風險。我們於施工場地與分包商緊密合作，故我們非常重視分包商的安全表現。

We enhance safety management by implementing control measures for our subcontractors. We stipulate the safety responsibilities of subcontractors as follows:

我們對分包商實施控制措施以加強安全管理。我們規定分包商的安全責任如下：

- Be familiar with the Site Safety and Health Management Plan, statutory regulations and special safety rules applicable to the work.
- 熟悉《地盤安全及健康管理規劃》、適用於工程的法定規例及特殊安全規則。
- Appoint enough safety supervisors and first-aiders.
- 委任足夠的安全監督及急救人員。
- Ensure that use protective clothing and equipment appropriately.
- 確保妥善使用保護衣物及裝備。
- Participate daily/monthly-morning safety meetings, daily/weekly process safety discussions and Site Safety Committee Meeting.
- 參與每日／月安全早會、每日／週程序安全討論及地盤安全委員會會議。
- Attend daily and weekly site safety inspections and arranges workforce to improve safety performance.
- 出席每日及每週地盤安全檢驗及安排人手以改進安全表現。

Besides conducting safety audits, we also impose an administration levy if subcontractors fail to follow the safe working procedures, effectively raising the compliance to our safety management measures for subcontractors.

除了進行安全檢核外，倘分包商未有遵守安全工作程序，我們亦會施加行政徵費，以有效提高分包商的安全管理措施合規情況。



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Our subsidiaries under the Environment Protection Business have formulated relevant policies to control potential environmental and social risks in supply chain. For instance, Hefei Plant employs the Environmental and Social Risk Management Policies for Managing Supply Chains to prevent significant environmental and social risks associated with suppliers. In the absence of identified environmental and social risks/significant adverse impacts, the Hefei Plant follows the Supplier Management Principles and Regulations to assess the environmental and social impacts when selecting and prioritising suppliers. With respect to supply chain risk management:

我們環保業務下的附屬公司制定有關政策控制供應鏈的潛在環境及社會風險。例如，合肥項目已透過《管理供應鏈的環境和社會風險管理政策》以防止與供應商有關的重大環境和社會風險。在沒有確定的環境和社會風險／重大不利影響的情況下，合肥項目在選擇和優先考慮供應商時，遵循《供應商管理原則和規定》，評估環境和社會影響。在供應鏈風險管理方面：

Hefei Plant — Supply Chain Risk Management Approach

合肥項目 — 供應鏈風險管理方法

- Establish Strategic Partnership: Strengthen trust among supply chain members to create win-win situations and risk sharing.
- 建立戰略合作夥伴關係：加強供應鏈成員間的信任以創造雙贏局勢，並分擔風險。
- Enhance Information Sharing: Reduce uncertainty and risk by eliminating information distortion through effective communication and information sharing among supply chain partners.
- 加強信息共享：通過與供應鏈合作夥伴間有效的溝通及信息共享消除信息失真，從而減少不確定性及風險。
- Strengthen Incentives for Supply Chain Members: encourage supply chain partners to proactively adopt risk prevention measures through different incentives.
- 加強對供應鏈成員的激勵：通過不同激勵，鼓勵供應鏈合作夥伴積極採納風險防範措施。
- Flexible Designs: Address the inherent uncertainties in supply and demand by incorporating flexibility in contract designs.
- 靈活設計：通過在合約設計中融入靈活性，解決供需方面固有的不確定性。
- Routine Risk Management: Develop a comprehensive early warning indicator system to detect deviations from normal levels.
- 日常風險管理：開發全面預警指標系統以發現偏離正常水平的情况。
- Establish Emergency Response Mechanisms: Consider various potential emergencies and implement an emergency response system to address to mitigate risks and reduce actual losses in supply chain operations.
- 建立應急響應機制：考慮不同潛在緊急情況並實施應急響應系統以降低風險，並減少於供應鏈營運中的實際損失。



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Customer Service

The Group's principal customers are governments and private developers. With a customer-centric approach, we prioritise the delivery of high-quality services and products to consistently meet and exceed their expectations. Meanwhile, we also focused on protection of customer rights and interest, so that we can build and maintain strong and trusting relationships with our customers.

Customers Satisfaction & Communications

During the Reporting Period, we did not receive any complaints regarding our products and service. We enhance customer satisfaction by maintaining efficient communications with customers in the following ways:

Understanding our Customers' Expectations and Needs
理解客戶預期及需求

- We maintain various communication channels, including customer service hotline and email, to collect our customers' opinions in a timely manner.
- As regulated by the IMS Manual, a contract manager and a project manager are responsible for customer communication at the tendering stage and project implementation stage respectively. The contract manager and project manager collect and respond to customers' feedback properly throughout the project and hence achieve customers' satisfaction.
- 我們維持多個溝通渠道，包括客戶服務熱線及電子郵件，以便及時收集客戶意見。
- 據《IMS手冊》規管，合同經理和項目經理分別負責招標階段和項目實施階段的客戶溝通。合同經理和項目經理在整個項目過程中妥善收集及回應客戶反饋，從而使客戶滿意。

Establishing Appropriate Complaint Handling Procedures
建立適當的投訴處理程序

- We encourage our subsidiaries to develop their complaint handling procedures and based on their business natures.
- Regular meetings are held in the Construction Business with property owners during the construction phase to receive their opinions and complaints. The project managers will follow up and resolve if they receive any complaints from property owners.
- 我們鼓勵附屬公司根據業務性質建立其投訴處理程序。
- 在建築業務方面，我們與業主舉行定期會議，以於施工階段中收集其意見及投訴。項目經理如收到業主的任何投訴，會與業主跟進解決問題。

客戶服務

本集團的主要客戶是政府及私人發展商。根據以客戶為中心的方法，我們優先提供高質量服務及產品以不斷滿足並超出彼等預期。同時，我們致力於保護客戶權益，從而與我們的客戶創建並維持穩固及信任關係。

客戶滿意度及溝通

於報告期間，我們並無接獲任何有關產品及服務的投訴。我們透過與客戶維持有效溝通提高客戶滿意度，方法如下：



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Collecting our Customers Feedback on our Service for Continuous Improvement 收集客戶對我們服務的反饋以不斷進步

- We maintain good communication with our customers to understand their future expectations on our services.
- We conduct a customer survey to our customers to understand their opinions on our service.
- QSHE managers of the Construction Business are required to collect the analysis data relating to customer satisfaction at the end of a construction project.
- 我們與客戶維持良好溝通，以理解其對我們服務的未來期許。
- 我們對客戶開展客戶調查，以了解其對我們服務的意見。
- 建築業務的QSHE經理須於建築項目完結時收集有關客戶滿意度的分析數據。

Marketing and Promotion

The Group has implemented internal guidelines that govern the conduct of our sales and marketing practices. To ensure we are providing our customers with transparent and honest communications, we strictly prohibit any form of misrepresentation in our marketing materials or exaggeration of our offerings.

Information Security

The Group is committed to safeguarding personal privacy and commercially confidential information. To this end, we have significantly enhanced our management of confidential documents that contain sensitive personal and commercial information. Our internal policies and regulations, accessible to all employees, outline our stringent approach to information security:

- Confidential information is strictly monitored to prevent any direct or indirect information leakage to external parties through any means.
- Disclosing and taking away any confidential information relating to our businesses is strictly prohibited.
- Only authorised employees are allowed to access our information system which may contain our customers' personal information.
- Management will investigate directly, and follow-up actions will be taken if there are any suspicious cases.
- 嚴格監控機密資料，防止通過任何方式直接或間接向外部洩露任何信息。
- 嚴禁僱員披露及帶走與業務有關的任何機密資料。
- 只有經授權僱員方可查閱可能載有客戶個人資料的資訊系統。
- 如有任何可疑情況，管理層將直接調查，並採取後續行動。

營銷及推廣

本集團已實施管理銷售及營銷行為的內部指引。為確保為客戶提供透明及誠實的溝通，我們嚴禁在營銷材料中進行任何形式的歪曲陳述或誇大產品。

數據安全

本集團致力於保護個人私隱及商業機密信息。至此，我們已極大加強管理包含敏感個人及商業信息的機密文件。所有員工均可查閱的內部政策及規定列出我們嚴格管理信息安全的方法：



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In addition to these measures, we actively involve our employees in information security management to further protect our customers' privacy. Confidentiality agreements are required to be signed by all employees in our Tianjin office, reinforcing their responsibility for maintaining information security. The Group also provides training on handling of confidential information and our standardised data management procedures.

Business Ethics

The Group upholds the highest standards of business ethics, steadfastly adhering to laws and regulations in relation to bribery, extortion, fraud and money-laundering⁷. Our stringent code of conduct and oversight mechanisms have set a clear guidance to prevent, detect and address any potential misconducts. During the Reporting Period, the Group was not aware of any material violation of relevant laws and regulation, nor any concluded corruption or legal cases against the Group or its subsidiaries.

Anti-Corruption Policies and Reporting System

The Group has formulated policy on unethical behaviours such as bribery, extortion, fraud, and money laundering, including the Whistleblowing Policy and the Fraud Prevention & Detection Policy. The Board takes overall responsibility for the reporting system and the audit committee shall be responsible for overseeing and implementing the system.

除該等措施外，我們積極讓僱員參與信息安全，以進一步保護我們客戶的私隱。於天津辦公室，所有僱員須簽署保密協議，以加強其於維護信息安全的責任。本集團亦提供處理機密信息的培訓及我們的標準化數據管理程序。

商業道德

本集團秉承最高標準的商業道德，堅定不移地遵守與賄賂、勒索、欺詐及洗黑錢相關法律法規⁷。我們嚴格的行為準則和監督機制為預防、發現及解決任何潛在的不當行為提供明確的指導。於報告期間，本集團並不知悉任何嚴重違反相關法律及法規的情況，亦不知悉任何對本集團或其僱員提出並已審結的貪污訴訟案件。

反貪污政策及舉報制度

本集團制定了與賄賂、勒索、欺詐及洗黑錢等不道德行為有關的政策，包括但不限於《舉報政策》及《防止欺詐及檢測政策》。董事會對舉報制度肩負整體責任，審核委員會則負責監督及實施此制度。

Fraud Reporting and Investigation Procedure

欺詐報告及調查程序

Employees, representative of vendors, suppliers or subcontractors who engage in business with the Group are encouraged to report any known or suspected fraudulent activity.

鼓勵與本集團有業務往來的員工、賣方代表、供應商或分包商報告任何已知或可疑的欺詐活動。

Protection of Whistleblowers' Right

保護舉報人的權利

Throughout the reporting process, the confidentiality of the reporter and the investigation will be maintained.

在整個報告過程中，將對報告人和調查進行保密。

⁷ For list of laws and regulations in relation to anti-corruption that have material impact on business operations of the Group, please refer to the section headed "Appendix II: List of Significant Laws and Regulations".

⁷ 有關對本集團業務營運有重大影響的反貪污相關法律及法規列表，請參閱「附錄二：重要法律及法規列表」一節。



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Fraud Reporting and Investigation Procedure

欺詐報告及調查程序

Received fraud reports would be promptly handled and investigated by the assigned senior officer. Based on the findings, a detailed report summarising the evidence and recommended actions will be prepared and submitted to the Audit Committee for review and decision-making.

收到的欺詐報告將由指派的高級職員迅速處理及調查。根據調查結果，將編製一份詳盡的報告，概述證據和建議的行動，並提交審核委員會審查和決策。

The Group shall take appropriate action against the offenders, which include disciplinary measures, termination of employment, or legal actions.

本集團應對違規者採取適當行動，包括紀律處分、終止僱傭關係或採取法律行動。

Protection of Whistleblowers' Right

保護舉報人的權利

Unauthorised disclosures of reporter's identity and matter of report would be strictly dealt according to Group's disciplinary procedure.

未經授權披露報告人身份和報告事項將嚴格按照本集團紀律程序處理。

We have zero tolerance to any reprisals, discrimination, harassment, intimidation, or victimisation against whistleblowers.

我們對任何針對舉報人的報復、歧視、騷擾、恐嚇或傷害零容忍。

Anti-Competitive Practices

When engaged in tendering processes, we adhere to a rigorous set of rules and guidelines outlined in the tender documents. We strictly prohibit any form of bid-rigging or collusion among competitors, as such practices are not only illegal but also contrary to our core values of honesty and transparency. Moreover, we encourage our subsidiaries to establish robust policies and procedures that address all forms of unfair competition, upholding the highest standard of business ethics.

反競爭行為

在參與招標過程中，我們遵守招標文件中列出的一系列嚴格規則和指導方針。我們嚴格禁止任何形式的投標操縱或競爭對手之間的勾結，因為這種做法不僅違法，亦違背了我們誠實和透明的核心價值觀。此外，我們鼓勵我們的附屬公司制定完善的政策和程序，解決所有形式的不公平競爭，維護最高標準的商業道德。

Cultivating Anti-Corruption Culture

Our Staff Handbook, Fraud Prevention and Detection Policy has set out the responsibilities of employees and senior management to actively prevent, detect and report any fraudulent activities.

培育廉潔文化

我們的《員工手冊》及《防止欺詐和檢測政策》規定了員工和高級管理層積極預防、檢測及報告任何欺詐活動的責任。

Management's Responsibility

管理層的責任

- Familiarise each employee with the types of improprieties that might occur in their workplace
- 熟悉每一位員工可能會在工作地點發生的不恰當行為
- Educate employees about fraud prevention and detection
- 向員工傳授有關預防和檢測欺詐的知識
- Create a culture whereby employees are encouraged to report any fraud or suspected fraud which comes to their knowledge, without any fear of victimisation
- 創造一種文化，鼓勵員工舉報彼等所知道的任何詐騙或疑似詐騙行為，而不必擔心受到傷害
- Promote employee awareness of ethical principles
- 促進員工對道德原則的認識



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To establish a shared sense of responsibility in preventing corruption and other unethical behaviors, we have designed and organised training sessions to provide employees with a clear understanding of our ethical standards, as well as crucial laws and regulations that govern our business activities. During the Reporting Period, the Group offered training on anti-corruption for directors and staff. Out of the entire training sessions the Group organised, we held 1 training particularly tailored for regulatory compliance:

為在預防貪污和其他不道德行為方面建立共同的責任感，我們設計並組織了培訓課程，讓員工清楚地瞭解我們的道德標準以及管理我們商業活動的重要法律法規。於報告期間，本集團向董事及員工提供反貪污相關的培訓。在本集團組織的整個培訓課程中，我們舉辦了1次特別針對監管合規的培訓：

Board training

6 members of the Board

董事會培訓

6名董事會成員

Senior team building

高級團隊建設

Compliance training

for middle and senior

management of the Group

本集團中高層管理人員的合規培訓

Staff from Hong Kong office, Hong Kong foundation business and Mainland China environmental protection business

香港辦公室、香港地基業務及中國內地環保業務的員工

ESG training

ESG培訓



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Safeguarding Intellectual Property

Safeguarding Intellectual Property is essential to maintaining the Group's competitive edge and fostering innovation. We have adopted a comprehensive approach to IP protection that encompasses business ideas, concepts, designs, discoveries, inventions, improvements, manufacturing technologies, standards, and confidential information.

On the path of innovation and advancing our core technologies, the Group continues to deepen its efforts to research and development. During the Reporting Period, Environmental Protection Business of Xuancheng Plant obtained 6 state-certified patents. While we remain committed to bring new and innovative services to the market, we will continue to prioritise the protection of our intellectual property.

保護知識產權

保護知識產權對於保持本集團的競爭優勢和促進創新至關重要。我們採用了一種全面的知識產權保護方法，包括商業想法、概念、設計、發現、發明、改進、製造技術、標準及機密資料。

在創新和推進核心技術的道路上，本集團繼續深化研發工作。於報告期間，宣城項目的環保業務新獲得6項國家認證專利。在我們繼續致力於將新的創新服務推向市場的同時，我們將繼續優先保護我們的知識產權。

Tianjin Office — patent certificates and utility model patent certificates 天津辦公室 — 發明專利證書、實用新型專利證書

Tianjin Office has successfully obtained the "Patent certificates" and "Utility model patent certificates" relevant to environmental governance facilities (i.e. kitchen waste exhaust gas purification treatment equipment). 天津辦公室成功獲得環境治理設施(餐廚垃圾廢氣淨化處理設備)相關的「發明專利證書」和「實用新型專利證書」。



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Xuancheng Plant — 6 Utility Model Patents Certifications
宣城項目 — 6項實用新型專利證書

During the Reporting Period, Xuancheng Plant obtained authorization certificates for six patents, namely A sedimentation tank that facilitates dredging, a solid-liquid separation device for food waste processing, a press device for kitchen waste treatment, a temperature-adjustable bioreactor for wastewater treatment, a solid matter dehydration unit for food waste processing and an oil recovery purification system for kitchen waste recycling.

於報告期間，宣城項目獲得一種便於清淤的沉澱池、一種廚餘垃圾處理用固液分離裝置、一種廚餘垃圾處理用擠壓設備、一種便於調節溫度的污水生物處理用反應釜、一種廚餘垃圾處理用固態物脫水裝置、一種廚餘回收油液的清潔設備共六種專利的授權證書。



TALENT DEVELOPMENT

人才發展

Most-materiality issues disclosed in this section

本章節披露的最重要議題

- Employee Benefits
僱員福利
- Occupational Health and Safety
職業健康及安全

Employment Management

The Group's employment management approach aims to maintain a productive and engaged workforce in strict compliance with the laws and regulations related to employment and labour standards in all regions where we operate⁸. The Group has established an internal human resources policy with clear stipulations on compensation and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination, as well as other benefits and welfare, so as to protect the rights and benefits of its employees, which encompasses aspects ranging from ethical labour practices, competitive remuneration and benefits, training and development opportunities and promoting diversity. During the Reporting Period, we are not aware of any serious violations of the applicable laws and regulations concerning employment.

僱傭管理

本集團的僱傭管理方法旨在維持有創造性及敬業的員工隊伍，並嚴格遵守我們所有營運地區的僱傭及勞工準則相關法律法規⁸。本集團已制定內部人力資源政策明確規定了有關薪酬及解僱、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，以保護僱員的權利及利益。其中包括道德勞動實踐、有競爭力的薪酬及福利、培訓及發展機會以及晉升多樣性等方面。於報告期間，我們並不知悉任何嚴重違反有關僱傭的適用法律及規例的情況。



⁸ For a list of laws and regulations related to employment and labour standards that have a significant impact on the Group's business operations, please refer to the section headed "Appendix II: List of Significant Laws and Regulations."

⁸ 有關對本集團業務營運有重大影響的僱傭及勞工準則相關法律及法規列表，請參閱「附錄二：重要法律及法規列表」一節。



TALENT DEVELOPMENT

人才發展

Working Hours, Holidays and Welfare

The Group and its subsidiaries have formulated relevant policies to ensure employees work for reasonable hours in accordance with local laws and regulations⁹. The Staff Handbook outlines clear instructions on overtime work arrangement, which states that employees need to get approval to work overtime and eligible employees are entitled to overtime allowance.

The Group also ensures adequate rest time and benefits of employees to protect their mental and physical health. In addition to the basic paid annual leave and statutory holidays stipulated by the laws and regulations, employees of our subsidiaries also enjoy additional holiday benefits such as sick leave, maternity leave, jury leave, compassionate leave, etc. To protect the rights and interests of employees, the Group also purchases insurance for employees upon employment. As our success depends on employees' efforts, we prioritise providing employee benefits and welfare beyond legal standards. For example, our operating subsidiaries provide meal allowance and business allowance for employees. The Group participates in defined contribution retirement schemes for its employees in Hong Kong and the PRC through Mandatory Provident Fund Scheme and defined contribution retirement benefit scheme organised by the relevant local government authorities in the PRC whereby the Group is required to make contributions to the Retirement Benefit Scheme at a certain rate in the PRC during the year.

Recruitment and Promotion

The Group adopts a set of transparent and clear procedures to implement the annual recruitment plan, aiming to demonstrate "openness, fairness, clarity and discipline" in every detail. In order to attract outstanding talents, the Group offers fair and competitive remuneration packages based on an individual's past performance, character, work experience and ambition. The Group also formulates its remuneration policy with reference to market standards. As the retention of talent is crucial to the sustainable development of the business, the Group keeps its remuneration package under constant review and regularly assesses the competence and performance of its employees during the probationary period and beyond to ensure that the efforts and contributions of all employees are appropriately recognised by the Group.

⁹ For laws and regulations that have a significant impact on the Group's business operations, please refer to the section headed "Appendix II: List of Significant Laws and Regulations."

工作時數、假期及福利

本集團及其附屬公司已根據當地法律及法規⁹制定相關政策以確保僱員的工作時間合理。《員工手冊》概述超時工作安排的清晰指引，當中列出僱員超時工作須取得批准，而符合條件的僱員可享有加班津貼。

本集團亦確保僱員享有足夠的休息時間及福利，以保護其精神及身體健康。除法律及法規規定的基本帶薪年假和法定假日外，附屬公司的僱員亦享有病假、產假、陪審假、恩恤假等其他休假福利。為了保障僱員的權利及權益，本集團亦於僱員入職後購買保險。我們的成功有賴僱員努力，故此，我們重視提供高於法律標準的僱員利益及福利。舉例而言，營運附屬公司為僱員提供用膳津貼及商務津貼。本集團透過強制性公積金計劃及由中國內地相關地方政府機關組織的定額供款退休福利計劃，為其香港及中國內地僱員參與定額供款退休計劃，據此，本集團須於年內按中國內地的若干比率向退休福利計劃供款。

招聘及晉升

本集團採用一套清晰透明的程序以實施年度招聘計劃，目的是在每一個細節上體現「公開、公平、清晰和規範」。為了吸引優秀人才，本集團根據個人過去的表现、性格、工作經驗及理想抱負，提供公平且有競爭力的薪酬待遇。本集團亦參照市場標準制定薪酬政策。由於保留人才對業務的可持續發展至關重要，本集團不斷審查其薪酬方案，並定期評估員工在試用期及日後的能力和表現，以確保所有員工的努力和貢獻得到本集團的適當認可。

⁹ 有關對本集團業務營運有重大影響的法律及法規，請參閱「附錄二：重要法律及法規」的章節。



TALENT DEVELOPMENT

人才發展

To remain competitive, we retain our talents by awarding employees with outstanding performance. We regularly evaluate the employees' performance through appraisals and provide promotion opportunities for high-calibre employees, ensuring that employees' efforts and contributions are appropriately rewarded by the Group.

Compensation and Dismissal

The Group offers competitive remuneration and benefits based on the candidates' performance, work experience and career aspirations in the recruitment process. The Group regularly reviews its compensation package according to market benchmarks. The Group strictly prohibits any unfair or illegitimate dismissals to protect the rights and interests of its employees. According to the Staff Handbook, both the Group and its employees have the right to terminate the employment contract based on reasonable and lawful grounds. We have set out the standard dismissal procedures in the Staff Handbook to ensure the dismissal is carried out in compliance with the local laws and regulations¹⁰.

The fixed wage is mainly based on attendance records and is calculated based on the actual number of days worked in the month. Subsidies are provided based on the job position and work needs, and the amount of subsidies is determined by Group regulations. Employee bonuses are based on Group policies and procedures. The Group has the right to decide whether to issue bonuses and the amount of bonuses based on employee performance assessments and the Group's operating conditions. Employees who resign before the issuance of bonuses are not entitled to receive bonuses from the previous assessment period.

為保持競爭力，我們獎勵表現出色的僱員以保留人才。我們定期透過評核來評估僱員表現及為優秀僱員提供晉升機會，以確保本集團對僱員的努力和貢獻給予妥當獎勵。

薪酬與解僱

於招聘過程中，本集團根據應聘者的表現、工作經驗和職業志向提供具有競爭力的薪酬及福利。本集團根據市場基準定期檢討其薪酬待遇。本集團嚴格禁止任何不公平或非法解僱以保障僱員的權利及權益。根據《員工手冊》，本集團及其僱員均有權基於合理合法的理由終止僱傭合同。我們於《員工手冊》列出標準解僱程序以確保解僱遵照當地法律及法規進行¹⁰。

固定工資主要以考勤記錄為依據，根據當月實際工作天數計算。補貼根據工作崗位和工作需要提供，補貼的數額由本集團規定確定。員工的獎金根據本集團的政策和程序決定。本集團有權根據員工的業績評估和集團的經營狀況決定是否發放獎金及獎金的數額。在發放獎金前辭職的員工無權領取上一考核期的獎金。

¹⁰ For laws and regulations that have a significant impact on the Group's talent development, please refer to the section headed "Appendix II: List of Significant Laws and Regulations."

¹⁰ 有關對本集團人才發展有重大影響的法律及法規，請參閱「附錄二：重要法律及法規」的章節。



TALENT DEVELOPMENT 人才發展

For example, the compensation structure at the Tianjin Office includes basic salary, performance-based pay increases, benefits, subsidies, and bonuses. Performance-based pay is adjusted randomly, and a separate performance management system is in place. Benefits and subsidies include national allowances and group-provided subsidies. A year-end bonus is distributed based on financial performance, with eligibility determined by attendance and performance. Shenzhen Huamingsheng follows a job-based grading compensation principle with flexible salary adjustments. Employee salaries consist of fixed wages, subsidies, bonuses, and other components based on individual contributions and business performance.

Equal Opportunity and Anti-discrimination

The Group is committed to creating a fair, mutually respectful, and diversified working environment by promoting anti-discrimination and equal opportunities in all its human resources and employment decisions. We strictly abide by local laws and regulations relating to anti-discrimination¹¹, and do not tolerate any form of harassment or discrimination, whether based on gender, sexual orientation, disability, age, race, skin colour, nationality, ethnic origin etc. The Anti-discrimination Policy applies to all recruitment, promotion, transfer, incentive and training processes and all business departments of the Group. To establish an effective anti-discrimination reporting system, we encourage employees to report to department managers or human resources managers when they encounter discriminatory behaviours. In addition, we are also responsible for evaluating, handling, recording, and taking necessary disciplinary measures for such incidents.

舉例而言，天津辦公室的薪酬結構包括基本工資、基於績效的加薪、福利、補貼和獎金。基於績效的工資可隨機調整，並且有單獨的績效管理系統。福利和補貼包括國家津貼和集團提供的補貼。年終獎金根據財務業績分配，資格由出勤和業績決定。深圳華明勝遵循崗位分級薪酬原則，靈活調整薪酬。員工工資包括固定工資、補貼、獎金和其他基於個人貢獻和業務表現的部分。

平等機會與反歧視

本集團致力於在所有人力資源和僱傭決策範疇中提倡反歧視和平等機會，創造公平、相互尊重且多樣化的工作環境。我們嚴格遵守與反歧視有關的當地法律及法規¹¹，絕不容許任何形式的騷擾或歧視，無論是基於性別、性取向、殘疾、年齡、種族、膚色、國籍及族裔等因素。《反歧視政策》適用於所有招聘、晉升、調動、獎勵和培訓程序，並在本集團的所有業務部門應用。為建立有效的反歧視報告制度，我們鼓勵僱員在遇到任何歧視行為時向部門經理或人力資源經理報告。此外，我們亦負責評估、處理、記錄有關事件並對此採取必要的紀律處分。

¹¹ For a list of relevant laws and regulations that have a significant impact on the Group's business operations, please refer to the section headed "Appendix II: List of Significant Laws and Regulations."

¹¹ 有關對本集團業務營運有重大影響的相關法律及法規列表，請參閱「附錄二：重要法律及法規列表」一節。



TALENT DEVELOPMENT

人才發展

Avoidance of Child and Forced Labour

The Group strongly prohibits the use of child labour and forced labour to respect human rights, and strictly abides by all of the applicable laws and regulations¹². To prevent the unlawful use of the workforce, the Group requires job applicants to provide valid identification documents before employment confirmation to ensure that the applicants can be legally employed. Our Group has set up policies and measures in safeguarding the labour rights of our employees. We sign labour contracts with all employees based on equality and free will to protect employees' human rights. In addition, we attach great importance to employees' well-being, provide adequate rest time, and prevent the occurrence of forced labour. We encourage our employees to report verbally or in writing if they are forced to work. Our Human Resources Department will immediately take action in accordance with the Communication and Appeal Procedures. Our Group has no tolerance against child labour, once we discover child labour, immediate dismissal of the employees will be taken. We will also regularly review our recruitment measures to ensure continuous compliance and effective prevention of child labour and forced labour. During the Reporting Period, the Group was not aware of any serious violations of the applicable laws and regulations regarding child labour and forced labour.

In Hefei Plant, any employee who is imprisoned and forced to work can appeal to the Administrative and Personnel Department orally or in writing. The Administrative and Personnel Department will immediately follow the Communication and Appeal Procedures after receiving the appeal.

防止童工及強制勞工

本集團堅決禁止僱用童工和強迫勞工以尊重人權，並嚴格遵守所有適用的法律和法規¹²。為防止不法使用勞工，本集團要求求職者在確認僱用前提供有效的身份證件，以確保求職者可合法受僱。本集團已設立政策及措施以保障僱員的勞工權利。我們與全體僱員於自願情況下簽署平等的勞動合約，以保障僱員的人權。此外，我們重視員工的福祉，提供充足的休息時間，防止強制勞工的發生。如僱員被強迫工作，我們鼓勵彼等作口頭或書面報告。人力資源部將根據《溝通及申訴程序》即時採取行動。本集團絕不容忍使用童工，一旦發現存在使用童工的情況，將立即解僱僱員。我們亦會定期審查我們的招聘措施，確保持續遵循並有效防止童工和強制勞工。於報告期間，本集團並不知悉任何嚴重違反童工及強制勞動方面的適用法律法規的情況。

在合肥項目中，任何被監禁和強迫工作的僱員均可以口頭或書面方式向行政人事部申訴。行政人事部在接到申訴後，將立即按照《溝通及申訴程序》予以處理。

¹² For a list of laws and regulations related to labour standards that have a significant impact on the Group's business operations, please refer to the section headed "Appendix II: List of Significant Laws and Regulations."

¹² 有關對本集團業務營運有重大影響的勞工準則相關法律及法規列表，請參閱「附錄二：重要法律及法規列表」一節。



TALENT DEVELOPMENT

人才發展

Talent Training

To foster a culture of continuous improvement and innovation, the Group is committed to investing in the development and training of our employees. Aligning with our business needs, we have formulated a series of talent development strategies and programs, ensuring that our workforce at all levels is equipped with the necessary skills and knowledge and empowered to reach their full potential.

Nurturing Diverse Talents

The Group has consistently provided employees with training programs, designed to address their educational and professional development needs. Furthermore, these trainings serve to equip the workforce with capabilities to effectively navigate the various changes brought about by the Group's forward-looking business strategies. By fostering a culture of continuous learning and professional growth, we not only enhance individual competencies but also drive collective innovation and progress.

The general management department of our subsidiaries consolidates the needs from different department and formulates the annual training plan. The Group has provided support and worked closely with our subsidiaries to assist, monitor, and review the training quality and related issues. To ensure that the employees receive quality training opportunities, the Group also evaluates the training after it is completed and adds different topics and new technical knowledge to meet the needs of our employees and to respond to future development trends as soon as possible. In the Construction Business, we have formulated the Training Policy to improve employees' work performance. During the Reporting Period, the Group has completed the following trainings:

人才培訓

為培養持續改進及創新的文化，本集團致力於投資於僱員的發展及培訓。根據業務需要，我們已制定一系列人才發展策略及計劃，確保各級員工具備必要的技能及知識，並充分發揮彼等潛能。

培養多元化人才

本集團一直為僱員提供培訓計劃，旨在滿足彼等的教育及專業發展需求。此外，該等培訓有助於員工具備有效適應集團前瞻性業務戰略所帶來的各種變化的能力。通過培養持續學習及專業成長的文化，我們不僅提高個人能力，亦可推動集體創新及進步。

我們附屬公司的綜合管理部整合不同部門的需求並制定年度培訓計劃。本集團已提供支援並與附屬公司緊密合作，以協助、監察及檢討培訓質素及相關事宜。為確保僱員獲得優質培訓機會，本集團亦於培訓完成後進行評估，並加入不同課題及新技術知識，以滿足僱員的需求，並盡快應對未來發展趨勢。在建築業務方面，我們已制訂《培訓政策》，以改善僱員的工作表現。於報告期間，本集團完成了以下培訓：



TALENT DEVELOPMENT

人才發展

Induction training for new employees 新僱員入職培訓	Professional skills training 專業技能培訓	Environmental and Safety Training 環保與安全培訓
<ul style="list-style-type: none"> The induction training program includes an overview of Group background, mission and organisational structure, as well as the detailed explanation of critical Group regulations and standards. 入職培訓計劃包括集團背景、使命及組織架構概述，以及集團重要規章及標準的詳細解釋。 New employees will pass an assessment following the completion of all training levels. 新僱員於完成所有級別的培訓後將通過評核。 	<ul style="list-style-type: none"> Employees receive training related to their specific job positions, including detailed instructions on the use of processing equipment and a clear understanding of their job responsibilities. 僱員接受與其具體工作崗位相關的培訓，包括有關使用加工設備的詳細說明以及對其工作職責的清晰理解。 Employees are encouraged to pursue self-learning or attend external training courses to further their professional development. We allocate an annual budget for overall training costs as part of our annual training plan. Under approved circumstances, employees can receive reimbursement for their training expenses. 鼓勵僱員進行自學或參加外部培訓課程，以促進其專業發展。作為我們年度培訓計劃的一部分，我們為整體培訓成本分配年度預算。在獲得批准的情況下，僱員可報銷彼等培訓開支。 	<ul style="list-style-type: none"> Training sessions and drills were designed to familiarise employees with relevant environmental laws and regulations, teach the proper operation of environmental protection equipment, and prepare them for emergency responses to equipment failures. 培訓課程及演練旨在讓僱員熟悉相關環保法律法規，教授環保設備的妥當操作，並為設備故障的應急處理作好準備。 Help improve employees' emergency response capabilities, enabling them to handle incidents promptly and effectively, thereby minimising potential losses. 幫助提高僱員的應急反應能力，使彼等能夠及時有效地處理突發事件，從而盡量降低潛在損失。 <p>For further details on safety training, please refer to the section headed Occupational Health and Safety. 有關安全培訓的進一步詳情，請參閱章節職業健康與安全。</p>



TALENT DEVELOPMENT

人才發展

Occupational Health and Safety

Ensuring the safety and healthy workplace of our employees is a fundamental priority and a core component of our commitment to ESG principles. In addition to strict compliance with the applicable laws and regulations¹³, we have established and implemented a robust internal safety management system as well as relevant policies and procedures, and continuously implemented and monitored the implementation of relevant measures. At the same time, we continue to strengthen our safety training and education, to prevent accidents caused by violations and negligence.

The Group proactively promotes the building of longstanding production safety system. At both Group and subsidiary level, we have aligned with ISO45001 standard, operating our business with highest standard of occupational safety and health performance. As in Construction Business, the IMS manual serves as the foundation for our OSH management systems and guides our daily operation processes. Based on the manual, we have established site safety and health policy which outlines the prime objectives and commitment. For every project, we established safety committees to ensure relevant safety measures were taken to protect our employees and workers from our subcontractors. This has led to a more structured and proactive approach to safety management.

職業健康與安全

確保僱員工作場所的安全與健康是我們的首要任務，也是我們對ESG原則承諾的核心組成部分。除了嚴格遵守適用法律法規¹³，我們已建立並實施健全的內部安全管理系統以及相關政策與程序，並持續執行及監察相關措施的執行情況。同時，我們不斷加強安全培訓及教育，防止因違規及疏忽造成事故。

本集團積極推進安全生產長效機制建設。於本集團及附屬公司兩個層面，我們均已與ISO45001標準接軌，以最高的職業安全與健康績效標準開展業務。在建築業務方面，IMS手冊是我們職業安全與健康管理體系的基礎，並指導我們的日常營運流程。根據該手冊，我們已制定現場安全與健康政策，概述首要目標及承諾。我們為每個項目設立安全委員會，確保採取相關安全措施，保護僱員及分包商的工人。此舉使得我們在安全管理方面更加有條不紊，積極主動。

¹³ For a list of laws and regulations related to health and safety that have a significant impact on the Group's business operations, please refer to the section headed "Appendix II: List of Significant Laws and Regulations."

¹³ 有關對本集團業務營運有重大影響的健康與安全相關法律及法規列表，請參閱「附錄二：重要法律及法規列表」一節。



TALENT DEVELOPMENT

人才發展

Based on the industry's features in environmental protection business, our subsidiaries have also developed tailored policies and systems. For instance, Hefei Plant has implemented the Safety Management System and Safety Operation Guidelines, which form the foundation for our requirements in safety productions. Additionally, the Safety Production Responsibility System has been established to clearly define the organisation structure of safety management system and scope of duties of different personnel. These measures collectively reinforce our commitment to maintaining high safety standards and protecting our employees. During the Reporting Period, Xuancheng Plant has set up a designated Occupational Hygiene Management Working Group, with an aim to address potential occupational diseases and systematically monitor associated health risks in workplace. In the future, the Group will continuously evaluate the management efficiencies of our Health & Safety policies, and explore innovative measures to deepen our safety culture, so as to promote excellence safety and health in our workplaces.

Safety Training and Education

Our safety training and education programs aim to foster the robust culture of workplace safety. Addressing the specific needs and risks associated with each businesses, we have designed and arranged training courses to equip employees in different job roles with essential skills to implement effective safety measures. For instance, the Group organised the following training courses, including safety training and refresher courses for construction site management personnel, safety supervisor courses and refresher courses, registration as an accredited safety supervisor, crane lifting supervisor courses, confined space qualified personnel and approved worker courses and first aid courses. The Group actively invests in employee training and development programs, demonstrating our commitment to providing all employees with the support they need to develop their personal skills in their daily work.

根據環保業務的行業特點，我們的附屬公司亦已制定具針對性的政策及制度。例如，合肥項目已實施《安全管理體系》及《安全操作指引》，其為我們的安全生產要求奠定基礎。此外，我們已制定《安全生產責任制度》，明確規定安全管理制度的組織架構及不同人員的職責範圍。該等措施共同加強我們對保持高安全標準及保護僱員的承諾。於報告期間，宣城項目已設立專門的職業衛生管理工作小組，旨在解決潛在的職業疾病問題，並對工作場所的相關健康風險進行系統監測。未來，本集團將持續評估健康與安全政策的管理效率，探索創新措施，深化安全文化，以促進工作場所的卓越安全與健康。

安全培訓與教育

我們的安全培訓與教育計劃旨在培養健全的工作場所安全文化。針對與各業務相關的特定需求及風險，我們已設計並安排培訓課程，使不同崗位的僱員掌握必要的技能，實施有效的安全措施。例如，本集團組織了以下培訓課程，包括建築工地管理人員的安全培訓及複習課程、安全監督員課程和複習課程、註冊成為認可安全監督員、起重機吊裝監督員課程、密閉空間合格人員及認可工人課程以及急救課程。本集團積極投資於員工培訓和發展計劃，表明我們致力為所有員工提供日常工作中發展個人技能所需的支持。



TALENT DEVELOPMENT

人才發展

Training Name 培訓名稱	Frequency 頻次	
	Environmental 環境	Construction 建築
All-staff safety and fire-fighting training 全體員工安全消防培訓	4 times 4次	2 times 2次
Safety production accident emergency drill 安全生產事故應急演練	1 time 1次	2 times/month 每月2次
All-staff protection training 全體員工保障培訓	4 times 4次	2 times/week 每周2次
Incident emergency drill 事故應急演練	2 times 2次	2 times 2次
Three-level training for new employees 新員工3級培訓	88 persons 88人	7 persons 7人

For our Construction Business, employee safety is particularly material that we highly valued. While delivering quality projects, we strive to protect our employees' and workers' health and safety in day-to-day operations. For instance, we promoted and raised safety awareness of workers through posting safety guidelines and posters at construction sites, presenting Site Safety Worker Award and providing regular safety training to workers.

對於建築業務，僱員安全尤其重要，我們對其高度重視。我們於日常營運中在交付優質項目的同時，亦致力保障僱員和工人的健康和 safety。例如，我們透過在建築工地張貼安全指引及海報、頒發工地安全工人獎及定期為工人提供安全培訓，以提升工人的安全意識。



TALENT DEVELOPMENT

人才發展

Hefei Plant — Training on Fire Safety and Emergency Evacuation Knowledge 合肥項目 — 消防安全應急逃生知識培訓

During the Reporting Period, the Hefei Plant conducted training on fire safety and emergency evacuation knowledge for all employees. The training adopted a combination of theoretical lectures and multimedia demonstrations, systematically explaining professional knowledge such as key points of fire prevention, emergency evacuation route planning, and self-rescue skills for escape. It also conducted in-depth analysis of various fire hazards through typical case studies. After the training, a written assessment was organised for all employees to ensure that each employee could firmly master fire safety theoretical knowledge, providing strong support for the safe operation of the plant.

於報告期間，合肥項目面向全體員工開展了消防安全應急逃生知識培訓，培訓採用理論授課與多媒體演示相結合的方式，系統講解了火災預防要點、應急疏散路線規劃及逃生自救技巧等專業知識，並通過典型案例分析深入剖析各類火災隱患。培訓後還組織全員進行了書面考核，確保每位員工都能牢固掌握消防安全理論知識，為項目安全運行提供有力保障。



Safety Inspections and Drills

To protect our employees from safety accidents, we conduct regular safety inspections and provide proper personal protective equipment for employees. Besides, we regularly organise safety drills to enhance employees' awareness of safety and improve their skills in handling safety accidents. To ensure occupational safety and health in the office environment, our Tianjin Office has formulated the Environmental and Occupational Health Management Manual which regulates the daily management of environmental safety in the office, office equipment and facility operation, fire safety and emergency response mechanism.

During the Reporting Period, we are not aware of any material breaches of applicable health and safety laws and regulations. During the past 3 years (including the Reporting Period), the Group did not receive any report on work-related fatalities. The loss of working days due to work injury is 291 in the Reporting Period (2024: 670 days).

安全視察及演習

為保障僱員免於發生安全事故，我們定期進行安全視察，並為僱員提供適當的個人保護裝備。此外，我們定期舉行安全演習，提高僱員的安全意識，改善彼等處理安全事故的技巧。為確保辦公室環境的職業安全 and 健康，我們的天津辦公室已制定《環境及職業健康管理手冊》，對辦公室的環境安全、辦公室設備和設施的運作、消防安全和緊急事故應對機制的日常管理作出規範。

於報告期間，我們並不知悉任何嚴重違反有關健康與安全的適用法律及規例的情況。過去3年(包括報告期)本集團並無收到任何有關工傷死亡的報告。報告期間，因工傷而損失的工作日為291日(2024年：670日)。



TALENT DEVELOPMENT

人才發展

Hefei Plant — Biogas Leak Emergency Response Drill
合肥項目 — 沼氣洩露事故應急預案演練

During the Reporting Period, the Hefei Plant conducted a tabletop exercise for its biogas leak emergency response plan. The drill simulated a leak from a corroded pipeline. Various departments worked in close coordination, efficiently executing key procedures such as incident reporting, emergency response, repair and hazard mitigation, and environmental monitoring. The exercise fully demonstrated the robustness and practicality of the Company's emergency response system.

於報告期間，合肥項目開展了沼氣洩漏事故應急預案桌面推演。本次演練模擬沼氣管道鏽蝕洩漏場景，各部門協同聯動，高效完成險情上報、應急響應、搶修排險、環境監測等關鍵環節，充分展現公司應急體系的科學性與實戰性。

The drill was conducted in strict accordance with the principle of "Safety First, Prevention Foremost". Through the use of specialised teams (the Technical Repair Team and the Evacuation & Monitoring Team) and standardized procedures, the response was swift, precise, and orderly. The Company will take this opportunity to refine its emergency response plan continuously and enhance safety awareness across the workforce, thereby underpinning the safety of our operations.

演練嚴格遵循「安全第一、預防為主」原則，通過專業化分工（技術搶修組、疏散監測組）和標準化流程，確保事故處置快速、精準、有序。公司將以此次演練為契機，持續優化應急預案，強化全員安全意識，為安全生產保駕護航。



TALENT DEVELOPMENT

人才發展

Hefei Plant — Fire Emergency Drill 合肥項目 — 火災事故應急演練

During the Reporting Period, the Hefei Plant conducted a fire emergency drill designed to improve employee response capabilities and ensure swift and effective action in an emergency.

於報告期間，合肥項目組織了火災事故應急演習，旨在提高員工應對火災事故的能力，確保緊急情況下及時有效的救援行動。

The exercise successfully met its key safety objective for a rapid response. The participating teams also demonstrated a clear division of responsibilities and excellent coordination.

演習成功達到在短時間內完成救援的安全要求。演習中的各個團隊也表現出明確的責任分工和協作協調。



Employee Care

Fostering a supportive, inclusive and empowering work environment is not only essential for the well-being and growth of our people, but also a fundamental driver of our business performance. We are committed to creating a diverse and inclusive workplace where employees are valued, respected and empowered. On the other hand, we advocate work environment that promotes employee engagement and work-life balance. During the Reporting Period, we have arranged a range of team-building events, gatherings, providing opportunities for employees to connect and thrive.

員工關懷

營造一個支持性、包容性及賦權的工作環境不僅對我們員工的福祉及成長至關重要，亦是我們業務表現的基本驅動力。我們致力於創造一個多元化及包容性的工作場所，讓員工受到重視、尊重及賦權。另一方面，我們提倡促進僱員敬業及工作與生活平衡的工作環境。於報告期間，我們安排一系列團建活動及聚會，為僱員提供聯繫及成長的機會。



TALENT DEVELOPMENT
人才發展

Caring for Our Female Staff
女性關愛



International Women's Day
Team-Building Activities
三八國際婦女節團建活動

Employee Care
員工關懷



Employee Birthday Party
員工生日派對



Annual Gala Dinner
年度晚宴

Physical Fitness and Wellness
強身健魄



Annual Outdoor Team-Building Activities
年度戶外團建活動



International Women's Day
Team-Building Activities
三八國際婦女節團建活動



CARING OUR COMMUNITY

關懷社區

Most-materiality issues disclosed in this section 本章節披露的最重要議題

- N/A
- 不適用

Community Engagement

The Group acknowledges the critical significance of active participation and meaningful contribution to the communities in which we operate. We are dedicated to fostering the growth and well-being of local communities. To this end, we have established a comprehensive community involvement policy, with a vision to cultivate a harmonious and thriving society. In the future, the Group will remain devoted to making a positive impact and contribute to the overall betterment of society.

We leverage our resources for giving back to society. Meanwhile, we have maintained close communication with the local communities, which allows us effectively to respond and contribute to their needs. During the Reporting Period, our community investments are focused on Youth Development. Through tangible initiatives, we strive to make a positive impact by nurturing the next generation and building lasting trust and connections within the community.

社區參與

本集團深知積極參與及貢獻我們經營所在地的社區極其重要。我們致力於促進當地社區的發展和福祉。為此，我們制定了一套全面的社區參與政策，以建立一個和諧、繁榮的社會為願景。於未來，本集團將一如既往地致力於發揮積極影響，為社會的整體進步做出貢獻。

我們利用資源回饋社會之餘，亦與當地社區保持緊密溝通，因此得以有效回應其需求並作出貢獻。於報告期間，我們的社區投資重點聚焦於「關注青年發展」，透過實際行動發揮正面影響，培育新生力量，並與社區建立穩固的信任與連結。

Hefei Plant Launched Public Education on Environment and Resources for Students from Anhui University 合肥項目為安徽大學的學生舉辦環境與資源的公眾教育活動

During the Reporting Period, Hefei Plant launched an education program on resource recovery and harmless disposal of food waste for students from the School of Environment and Resources at Anhui University. In the visit, we have introduced the treatment process of kitchen waste of the Company and the current state of industry and guided a tour to our treatment facilities. This program aims to enhance students' understanding and provide insights into the latest industry practices and technologies used in waste treatment, promote sustainability and environmental responsibility among future professionals.

於報告期間，合肥項目為安徽大學環境與資源學院的學生進行餐廚垃圾資源化利用和無害化處理的知識普及教育活動。在參觀過程中，我們介紹了公司餐廚垃圾的處理過程及行業現狀，並帶領學生參觀我們的處理設施。該活動旨在加強學生對廢物處理行業最新實踐和技術的瞭解及提高其對此的洞察力，促進未來專業人員的可持續發展及環境責任感。



PROTECTING OUR ENVIRONMENT

環境保護

Most-materiality issues disclosed in this section

本章節披露的最重要議題

- Exhaust Emissions
- 廢氣排放
- Carbon Emission and Energy
- 碳排放及能源
- Water Resources
- 水資源

Our activities have the potential to affect the environment in various ways, including through air emissions, wastewater discharge, waste management, energy and water usage, noise pollution, environmental and natural resources. In our pursuit of becoming a more eco-friendly enterprise, we strictly comply with relevant environmental laws and regulations¹⁴ and have relevant policies in place. We are committed to implementing green initiatives and adopting practices that significantly reduce and mitigate the environmental impacts of our operations. Meanwhile, we have developed environmental protection policies and advanced solutions which consistently enhance our performance. We will continue to collaborate with various stakeholders to contribute to the sustainable development of society.

During the Reporting Period, we were not aware of any material breaches of applicable environmental laws and regulations.

Environmental Management Mechanism

The Group's Environmental Management System aims to promote and implement sustainable management in waste, greening and energy, as well as minimising environmental nuisance during works. We continuously improve our environmental management system. Meanwhile, we strive to inspire a collective commitment to sustainability, fostering an ecosystem where both our workforce and partners actively contribute to our green initiatives.

In accordance with relevant environmental protection laws and regulations, the Group proactively advised our subsidiaries to formulate the Environmental Management Measures based on the actual situation of their business to regulate the environmental matters. This includes the operation and management system of environmental protection facilities, relevant emissions, effective resource use, environmental protection responsibility system, hazardous waste management system and other environmental protection management systems.

¹⁴ A list of environmental laws and regulations pertinent to the Group's business operations is provided in the section titled "Appendix II: List of Significant Laws and Regulations".

我們的活動可能以各種方式影響環境，包括通過空氣排放、廢水排放、廢物管理、能源及水的使用、噪音污染以及環境及天然資源。在追求成為更環保的企業的過程中，我們嚴格遵守相關的環境法律法規¹⁴，並已制定相關政策。我們致力於實施綠色倡議，並採取可顯著減少及減輕我們運營對環境影響的慣例。同時，我們已制定不斷提高我們績效的環保政策及先進的解決方案。我們將繼續與各持份者合作，為社會的可持續發展作出貢獻。

於報告期間，我們並不知悉任何嚴重違反有關環境的適用法律及規例的情況。

環境管理機制

本集團的環境管理系統旨在促進及實施廢物、綠化及能源的可持續管理，以及最大限度減少工程期間對環境的滋擾。我們不斷完善我們的環境管理系統。同時，我們努力激發對可持續發展的集體承諾，營造一個生態系統，讓我們的員工及合作夥伴積極為我們的綠色倡議做出貢獻。

根據相關環保法律及法規，本集團積極建議附屬公司按照其實際業務狀況制定《環境管理辦法》，以規管環境事宜，包括環保設施的營運及管理系統、相關排放、資源有效運用、環境保護責任制、有害廢棄物管理系統及其他環境保護系統。

¹⁴ 有關對本集團業務營運有重大影響的環境相關法律及法規列表，請參閱「附錄二：重要法律及法規列表」一節。



PROTECTING OUR ENVIRONMENT

環境保護

In our Construction Business, to manage our environmental impacts on the project level, we conducted an environmental impact assessment to assess the potential impact of each project and proposed mitigation measures accordingly. We are guided by and complied with international standards such as ISO50001:2018 Energy Management System, ISO14001:2015 Environmental Management System.

For the Environmental Protection Business, we have formulated the Corporate Environmental Responsibility System to guide our employees in environmental-conscious practices every day. Besides, we have established the environmental risk monitoring system, alert system and emergency plans to discover the emergencies at the early stage and control the spread of accidents, minimised the potential environmental impacts caused by accidents.

At the same time, the Group strives to further reduce the adverse impacts of our operation to the environment through ongoing research and development of various environmental protection technologies covered in our business.

Climate Action

The Group recognises the urgent need to address climate change and its far-reaching impacts on our planet, society, and economy. Through supportive coordination of our ESG Working Group, risks and opportunities related to climate change, as well as the policies and initiatives formulation for relevant risk mitigation, adaptation, and disclosures, will be continuously explored in the Group's strategic development in our sustainable development pathway. We strive to adopt precautionary measures to ensure that the Group is well prepared for any potential impact and to further build up our business climate resilience.

First climate scenario analysis conducted

Against the backdrop of increasingly severe global climate risks, in order to formulate long-term strategies to avoid climate-related risks affecting the Group's business, we conducted our first systematic climate scenario analysis during the Reporting Period to assess the potential impact of different climate change pathways on the Group's business and provide data support for the formulation of future-oriented climate strategies, thereby laying the foundation for the optimisation of the Group's climate resilience and sustainable development management.

We used the Network for Greening the Financial System (NGFS) scenario framework (net zero emissions by 2050 scenario, delayed transition scenario, policy status quo) scenario, conducted an initial assessment of the Group's climate resilience under different climate scenarios to more effectively identify and assess the potential impact of climate-related risks on business performance.

就我們的建築業務，為管理項目層面的環境影響，我們進行環境影響評估來評估各項目的潛在影響，並提出相應的緩解措施。我們緊遵各項國際標準的指引，例如ISO50001：2018能源管理系統、ISO14001：2015環境管理系統。

對於環保業務，我們設立《企業環境責任系統》以指導僱員的日常環保實務。我們亦確立了環境風險監察系統、警報系統和應急計劃，以盡早發現緊急情況，防止意外規模的擴大，從而減低意外造成的潛在環境影響。

同時，本集團亦持續研發業務中涵蓋的不同環保技術，努力進一步減低營運對環境造成的不利影響。

氣候行動

本集團深知應對氣候變化及其對地球、社會和經濟的深遠影響極其緊迫。通過ESG工作小組的支持協調，本集團將在可持續發展道路上的戰略發展中不斷探索與氣候變化相關的風險和機遇，以及相關風險緩解、適應和披露的政策和措施的制定。我們努力採取預防措施，確保本集團對任何潛在的影響做好充分準備，並進一步加強業務的氣候適應能力。

首次開展氣候情景分析

在全球氣候風險日益嚴峻的背景下，為了制定長期策略以避免氣候相關風險對集團業務造成影響，我們於報告期間首次開展了系統性氣候情景分析，以評估不同氣候變化路徑對集團業務的潛在影響，為制定面向未來的氣候策略提供數據支撐，從而為本集團氣候韌性及可持續發展管理的優化奠定基礎。

我們採用綠色金融網絡(NGFS)情景框架(2050淨零排放情境、延遲轉型情景、政策維持現狀情景)，初步評估本集團在不同氣候情境下的氣候韌性，以更有效識別及評估氣候相關風險對業務表現的潛在影響。



PROTECTING OUR ENVIRONMENT

環境保護

Climate-related Risk Assessment and Analysis

We conducted a comprehensive analysis of extreme weather events and long-term climate impacts under different climate scenarios to assess the potential impact on business performance over different time horizons. Through detailed assessments at the business level, we preliminarily determined the resistance and adaptability of business to climate risks.

We are planning and evaluating the following targeted response plan:

- Strengthen flood control facilities and early warning systems
- Optimise high-temperature work management processes
- Upgrade key equipment protection standards
- Establish a climate risk monitoring mechanism

In future, we will incorporate climate resilience considerations into the planning and design of new projects wherever feasible to ensure the continued stable development of the business and enable it to respond to different climate scenarios in the future.

Climate-related Transition Risk Assessment

Against the backdrop of accelerating global low-carbon transformation, we have systematically assessed the transition risks brought about by policy, technological, and market changes, with a particular focus on transition risks such as the impact of carbon pricing policies on business operations under different climate scenarios.

We are planning and evaluating the following targeted strategies:

- Committed to promoting the transition to clean energy and exploring emission reduction
- Continuously track the development of the global carbon market and dynamically optimise response strategies

氣候相關實體風險評估與分析

我們針對不同氣候情景下的極端天氣和長期氣候影響進行了全面分析，評估不同時間跨度對業務表現的潛在影響。通過業務層面的詳細評估，我們初步確定了業務對氣候風險的抵禦能力和適應能力。

我們正規劃並評估針對性的應對方案如下：

- 強化防洪設施和預警系統
- 優化高溫作業管理流程
- 升級關鍵設備防護標準
- 建立氣候風險監測機制

未來我們將在新項目規劃和設計中在可行情況下融入氣候韌性考量，確保業務持續穩健發展，應對未來不同的氣候情景。

氣候相關轉型風險評估

在全球低碳轉型加速的背景下，我們系統評估了政策、技術和市場變革帶來的轉型風險，重點關注不同氣候情景下轉型風險如碳定價政策對業務的影響。

我們正規劃並評估針對性的策略如下：

- 致力推動清潔能源轉型並探索減排措施
- 持續跟蹤全球碳市場發展，並視情況動態調整應對策略



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In the climate-related risk assessment conducted during the Reporting Period, we systematically categorised and refined risk categories, and comprehensively studied physical risks and transition risks. Addressing the identified risks items, we have developed a robust management framework to mitigate these risks, and to seize opportunities associated with the low-carbon transition. The following table outlines our analysis and the specific measures we have implemented:

於報告期間開展的氣候相關風險評估中，我們通過系統化分類細化風險類別，全面研究了物理風險、轉型風險。針對已確定的風險項目，我們為降低這些風險制定了健全的管理框架，並抓住與低碳轉型相關的機遇。下表載列我們的分析和已實施的具體措施：

Climate Risks 氣候風險	Potential Impact 潛在影響	How We Respond 我們如何應對
<p>Climate-related Physical Risks (Acute) 氣候相關實體風險 (立即性)</p>	<p>The increased severity and frequency of extreme weather events, such as super typhoons, heavy rainfall, widespread flooding, and extreme temperatures, could damage property, facilities, and equipment at our operational sites.</p> <p>更嚴重和頻密的極端天氣事件，如超級颱風、大量降雨、洪水氾濫及極端高溫等，有機會損壞營運地點的物業、設施、器材及實體環境。</p> <p>This could in turn lead to higher costs for maintenance and preventative measures, increased insurance premiums, and operational disruptions resulting in revenue loss. Such events may also elevate health and safety risks for our employees.</p> <p>這有機會使維修保養和預防措施的成本增加以及保險費用上漲，極端天氣事件有機會造成營運中斷並導致收入減少，亦有機會增加員工的健康與安全風險。</p> <p>These risks are considered relevant across the short, medium, and long term.</p> <p>此類風險可能在短期、中期和長期內具有相關性。</p>	<p>(1) The Group has developed comprehensive preventive and emergency measures to minimise the impact of extreme weather events and ensure the safety of its employees.</p> <p>(1) 本集團已採取全面預防及緊急措施，盡量減少極端天氣事件的影響，確保員工的安全。</p> <p>Management Measures: 管理措施：</p> <ul style="list-style-type: none"> Construction Business: Standard procedures have been established for inspecting construction sites before typhoons and heavy rains. This includes safety checks on all equipment, underground tunnels, and soil, as well as assessments of employee safety, to ensure that the sites can resume operations safely. 建築業務：已建立標準程式，在颱風和大雨前檢查施工現場，對所有設備、地下隧道和土壤進行安全檢查，並評估員工安全，以確保工地能夠安全復工。 Environmental Protection Business: The Hefei Plant has formulated a detailed emergency response plan for production safety incidents, with regular training and drills conducted to ensure preparedness. 環保業務：合肥項目制定了詳細的生產安全事故應急預案，並定期進行培訓和演練，以備不時之需。



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Climate Risks 氣候風險	Potential Impact 潛在影響	How We Respond 我們如何應對
		<p>(2) We will closely monitor weather alerts and proactively notify staff to implement response plans for severe weather events like heavy rain and flooding. These plans include enhancing inspections of the Group's premises (roofs, walls, windows) and securing critical equipment with emergency protective measures.</p> <p>(2) 密切關注天氣預警，提醒辦公場所員工提前執行針對暴雨、洪水等惡劣天氣事件的應對方案，例如加強對本集團樓頂、牆面、門窗的檢查，並做好重要設備的應急防護措施。</p> <p>(3) The Group will explore obtaining Business Interruption (BI) insurance to cover potential and actual financial losses from operational disruptions.</p> <p>(3) 集團會探討業務中斷保險，以承保所有潛在及實際損失。</p> <p>(4) We will prioritize sourcing from local and regional suppliers to minimise delays caused by logistical disruptions or interruptions in material supply.</p> <p>(4) 優先選用本地及鄰近地區供應商，減少因物流受阻及／或材料供應出現延誤而造成延誤的情況。</p>



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Climate Risks 氣候風險	Potential Impact 潛在影響	How We Respond 我們如何應對
Climate-related Physical Risks (Long-term) 氣候相關實體風險 (長期性)	<p>Long-term shifts in climate patterns, such as sustained high temperatures and rising sea levels, pose significant risks. These conditions can lead to property and equipment damage, especially from extreme heat and related power outages. They may also cause adverse health impacts on employees and result in disruptions to business and supply chain operations.</p> <p>天氣模式和氣候有機會發生長期變化，如持續高溫、海平面上升等，高溫及停電可能導致更多集團設備或物業損壞，有機會對員工健康造成損害，以及導致集團業務及供應鏈營運中斷。</p> <p>These risks are considered relevant across the medium and long term. 此類風險可能在中期至長期內具有相關性。</p>	<p>(1) We will develop and implement a Business Continuity Plan (BCP) to coordinate all key departments in managing and restoring operations during disruptions or incidents.</p> <p>(1) 制定應急預案，協調所有關鍵業務部門，在發生營運中斷或意外時進行管理和恢復業務營運。</p> <p>(2) We will optimize the operational efficiency of our HVAC (Heating, Ventilation, and Air Conditioning) systems to reduce electricity consumption, especially in the face of rising ambient temperatures.</p> <p>(2) 優化供暖、通風和空調系統(HVAC)的運行效率，以在溫度上升的情況下仍能減少電力消耗。</p> <p>(3) We will encourage all business units to adopt low-carbon and energy-saving measures, referencing industry trends and best practices from leading peers.</p> <p>(3) 鼓勵各單位參考行業趨勢與優秀同行實踐，實施低碳節能措施。</p> <p>(4) The Group will provide frontline employees working in high-temperature conditions with heat-relief supplies, including preventative medication. To further support employee well-being, our workplaces will be stocked with first-aid kits, heatstroke prevention items, and cooling beverages to empower self-care.</p> <p>(4) 集團會為高溫天氣工作下的前線員工送上防暑降溫物資，包括防暑降溫藥品等，並在辦公場所，放置應急藥品、防暑藥品和涼茶，提高員工自我保護能力。</p>



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Climate Risks 氣候風險	Potential Impact 潛在影響	How We Respond 我們如何應對
Climate-related Transition Risk (Policies and Regulations) 氣候相關轉型風險 (政策和法規)	<p>In response to the growing impacts of climate change, governments and regulatory bodies are implementing new policies, measures, and targets. Consequently, the Group may be required to comply with new or forthcoming climate-related policies, regulations, and/or standards.</p> <p>為應對氣候變化日趨頻繁的影響，政府及監管機構實施氣候變遷相關的政策措施及目標，集團或需遵從新或待定的氣候相關政策、監管要求及／或標準：</p> <ul style="list-style-type: none"> (i) Governments globally are actively introducing climate-related policies. In Mainland China, the government released the “Action Plan for Carbon Dioxide Peaking Before 2030” in October 2021. To meet this national target, various provinces have enacted local energy supply policies, such as implementing strategic power curtailments; (i) 各國政府積極推出與氣候有關的政策，中國內地於2021年10月制定了《2030年前碳達峰行動方案》。為應對這一目標，多個省份實施了一些地方性的能源供應政策，例如在多個省份實施戰略性的停電； (ii) The Stock Exchange has introduced new climate-related disclosure requirements, which include climate-related target setting, climate scenario analysis, quantifying the financial impacts of climate risks and opportunities, and Scope 3 emissions calculations; (ii) 聯交所提出氣候相關披露新要求（包括氣候相關目標設定、氣候情景分析、量化氣候風險及機遇的財務影響、範圍三排放計算等）； (iii) The International Sustainability Standards Board (ISSB) has issued its S2 standard on Climate-related Disclosures; (iii) 國際可持續發展準則理事會 (ISSB)的S2氣候相關披露準則等； 	<ul style="list-style-type: none"> (1) The Legal Department regularly monitors the latest developments in laws, policies, and regulations to ensure compliance and will closely monitor industry regulatory trends to ensure timely adjustments to the Group’s management strategies and operating procedures, continuously improving the Group’s management system and policies. (1) 法務部定期監控法律、政策和法規的最新監管變化，以確保合規，並密切關注行業規管動向，確保能即使調整集團的管理策略及操作規程，持續完善集團管理體系及政策。 (2) We will provide training for our employees and, where applicable, our suppliers to ensure full compliance with new regulations. (2) 為員工及／或供應商(如適用)提供培訓，以符合新法規。 (3) We will assess the feasibility of implementing the new climate-related disclosure requirements from HKEX and subsequently develop a phased work plan, including a clear timeline and milestones. (3) 探討實施聯交所提出氣候相關披露新要求的可行性，並逐步落實工作計劃、進度及時間表。



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Climate Risks 氣候風險	Potential Impact 潛在影響	How We Respond 我們如何應對
	<p>(iv) As multiple countries have set carbon reduction targets (for instance, China plans to reach its carbon emissions peak by 2030 and achieve carbon neutrality by 2060), nations are also continuously advancing carbon pricing policies, including strengthening and expanding carbon Emissions Trading Schemes (ETS) and carbon tax mechanisms.</p> <p>(iv) 隨著多個國家已訂立減碳目標(例如中國內地計劃於2030年達到碳排放峰值、2060年實現碳中和)，各國亦持續推進碳定價政策，包括強化和擴展碳排放交易體系(ETS)及碳稅機制。</p>	
	<p>To meet these and other evolving policies, the Group may need to comply with new climate-related regulations and industry standards.</p> <p>為了滿足相關政策，集團或需遵從新的氣候相關政策、監管要求及行業標準。</p>	
	<p>The Group's operations may be impacted by these policy changes, such as the introduction of carbon pricing mechanisms or requirements to upgrade production machinery. Compliance with these new mandates could lead to increased operational and compliance costs, including expenses for establishing new systems and processes, which in turn could adversely affect the execution of our strategic plans. Furthermore, failure to adapt to regulatory developments could heighten litigation risk.</p> <p>本集團的運營可能會受到這些政策變化的影響(例如碳定價規定的引入)，或者可能需要升級其生產機械。為了滿足這些要求，可能會增加運營和合規成本，例如建立新系統／流程的成本，這可能對戰略計劃的執行產生不利影響。不適應監管發展也可能導致訴訟風險增加。</p>	
	<p>These risks are considered relevant in the medium to long term.</p> <p>此類風險可能在中期至長期內具有相關性。</p>	



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Climate Risks 氣候風險	Potential Impact 潛在影響	How We Respond 我們如何應對
<p>Climate-related Transition Risk (Market) 氣候相關轉型風險(市場)</p>	<p>As low-carbon policies develop and stakeholder focus on climate change intensifies, market preferences are shifting toward companies and products that can effectively address climate challenges. This is driving demand for green products and services — such as those with energy-efficient technologies, eco-friendly designs, and low-embodied-carbon or low-emission materials — as consumers increasingly prioritize sustainability.</p> <p>隨著低碳政策的發展，以及持份者對氣候變化議題的重視，市場偏好較能應對氣候變化的企業和產品，例如綠色產品設計和服務(如使用節能技術、環保設計、低隱含碳或低排放物料)的需求上升，消費者更重視商品和服務的可持續性，優先考慮低碳產品或服務。</p> <p>If the Group fails to provide adequate sustainability information or meet this growing consumer demand for environmentally friendly products, it risks lagging behind competitors in capturing this market transition. This could lead to a loss of revenue and market share, thereby adversely impacting our business development.</p> <p>如集團缺乏可持續性資訊及未能迎合消費者對環保產品或服務的需求，在把握市場轉變方面落後於同行，可能會導致收入和市場份額的損失，對業務發展造成影響。</p> <p>This risk is considered relevant across the short, medium, and long term. 此類風險可能在短期至長期內具有相關性。</p>	<p>(1) The Group will explore climate-related business opportunities by developing its environmental protection and new energy materials segments. This strategy actively aligns with national “dual carbon” goals and supports the strategic shift toward a low-carbon energy transition driven by power and energy storage batteries.</p> <p>(1) 集團探索氣候變化相關的商業機遇，開展團環保及新能源材料業務，以積極回應國家「雙碳」以及動力及儲能類電池對能源結構低碳轉型的發展戰略。</p> <p>(2) The Group will provide all employees with training on energy conservation and environmental protection, while also promoting and encouraging the adoption of low-carbon commuting.</p> <p>(2) 集團組織全體員工積極參加有關節能環保的培訓，宣導全體員工低碳出行。</p> <p>(3) The Group has implemented a series of energy-saving measures. For example:</p> <p>(3) 集團實施一系列的節能措施。例如：</p> <ul style="list-style-type: none"> • Reducing office carbon emissions by replacing and reducing high-energy-consumption equipment and activities (e.g., the Construction Business have identified high-energy-consuming equipment and encourage gradual replacement; the food waste business has implemented various electricity-saving measures, such as adjusting office air conditioning temperatures to lower energy consumption, encouraging employees to minimise standby time for electronic devices, eliminating the practice of leaving lights on, cultivating energy-saving habits, and creating a green and low-carbon office environment); • 透過更換和減少高能耗的設備及活動，減少辦公室碳排放(例如，建築業務已識別高耗能設備，並鼓勵逐步更換；餐廚垃圾業務已執行各項節電舉措，例如調節辦公室空調溫度以降低能耗，鼓勵員工儘量減少電子設備待機時間，杜絕長明燈現象，培養節能習慣，營造綠色低碳的辦公環境)；



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Climate Risks 氣候風險	Potential Impact 潛在影響	How We Respond 我們如何應對
		<ul style="list-style-type: none"> • Developing a feasible carbon reduction roadmap, and identifying carbon emission sources by formulating long-term strategies and initiatives for GHG reduction and encouraging employees to co-create a green, low-carbon office environment; • 制定可行的減碳路線圖，並通過就溫室氣體減排制定長期的戰略及舉措，以及鼓勵員工共創綠色低碳的辦公環境，以識別碳排放源； • In terms of opportunities arising from the renewable energy sector, the Hefei Plant has implemented biomass (biogas) power generation to supplement boiler fuel and natural gas; the Xuancheng Plant has been applying for approval from local government for the construction of a rooftop photovoltaic project, to promote the application of clean energy. • 合肥專案已實施生物質(沼氣)發電，以補充鍋爐燃料及天然氣；宣城項目已申請當地政府批准建設屋頂光伏發電項目，以促進清潔能源的應用。 <p>(4) Closely monitoring customer satisfaction and the Group's reputation.</p> <p>(4) 密切關注客戶滿意度及集團聲譽。</p> <p>(5) Communicating to stakeholders the Group's implemented low-carbon products and related measures.</p> <p>(5) 與持份者傳達本集團已實施的低碳產品與相關措施。</p>



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Aligning with national policy to achieve carbon peaking and carbon neutrality, we are proactively developing action plans to promote use of green energy. For instance, Hefei Plant has been exploring power generation from biogas where produced during the kitchen waste treatment process, in replace of natural gas. Additionally, Xuancheng Plant has initiated the installation of photovoltaic device during the Reporting Period and is expected to improve the energy efficiency. Meanwhile, the Group also seizes the opportunities brought by climate change. We are committed to exploring the possibilities for further development in our Environmental Protection Business to actively respond to the growing market demand under the national calls in advocating for green development.

為配合國家實現碳達峰和碳中和的政策，我們正在積極制定行動計劃，推廣使用綠色能源。例如，合肥項目一直在探索利用餐廚垃圾處理過程中產生的沼氣發電，以替代天然氣。此外，宣城項目於報告期間已開始安裝光伏裝置，預計將提高能源效率。同時，本集團也抓住氣候變化帶來的機遇。我們將致力於探索環保業務進一步發展的可能性，積極響應國家倡導綠色發展的號召，滿足日益增長的市場需求。

Shenzhen Huamingsheng — Carbon management practices

深圳華明勝 — 碳管理實踐



Life Cycle Assessment and Carbon Footprint Reports 壽命周期評估及碳足跡報告

To accurately quantify the carbon footprint, Shenzhen Huamingsheng has established a dedicated professional team that works in close collaboration with qualified third-party organisations. By regularly updating Life Cycle Assessment (LCA) and carbon footprint reports, the Company gains a more precise understanding of the carbon emissions associated with its products, providing a strong foundation for further carbon reduction efforts.

為準確量化碳足跡，深圳華明勝成立專門的專業團隊，與有資質的第三方機構密切合作。通過定期更新壽命周期評估(LCA)及碳足跡報告，公司對其產品的碳排放量有了更準確的瞭解，為進一步的碳減排工作奠定堅實的基礎。



Exploring Green Energy 挖掘綠色能源

Looking ahead, Shenzhen Huamingsheng will leverage the unique characteristics of its production bases in various regions, such as Sichuan and Inter-Mongolia, to maximise the utilisation of green electricity. By replacing coal-based power with wind, solar, and hydroelectric energy sources, we aim to significantly reduce its carbon emissions. Although the path ahead may be challenging, Shenzhen Huamingsheng remains committed to continuously exploring more efficient emission reduction solutions, striving for excellence, and unlocking the full potential of carbon reduction opportunities.

展望未來，深圳華明勝將充分利用其在四川和內蒙古等多個地區生產基地的獨特性，最大限度利用綠色電力。通過以風能、太陽能及水能替代煤電，我們將大幅減少碳排放。儘管未來充滿挑戰，但深圳華明勝仍致力於不斷探索更高效的減排方案，追求卓越，充分挖掘碳減排機遇的潛力。



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Green Targets

Our robust foundation of ESG framework guides the formulation and implementation of concrete ESG targets at both the Group and subsidiary levels. To effectively manage our progress, we have regularly recorded and reported the indicators and actions, which enabled us to track our performance, identify areas for improvement, and communicate our progress transparently to our stakeholders.

綠色目標

我們堅實的ESG框架基礎指導本集團及附屬公司層面具體ESG目標的制定及實施。為有效地管理我們的進展，我們定期記錄及報告指標及行動，使我們能夠跟蹤我們的績效，識別需要改進的領域，並將我們的進展透明地傳達給我們的持份者。

ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期間採取的行動
Air Pollutant Emission Targets 空氣污染物排放目標	Strengthen emission reduction at the source 加強源頭減排	Short-term (1–2 years) 短期(1–2年) <ul style="list-style-type: none"> Formulate the Group level energy management system and internal energy management policy 制定集團層面的能源管理制度和內部能源管理政策 Prioritise the use of resources that reduce harm to the environment 優先使用能減少對環境危害的資源 	Construction Business: 建築業務： Set up Energy Management Manual and obtained ISO50001 Certification. 建立《能源管理手冊》並獲得ISO50001認證。
			Environmental Protection Business: 環保業務： Adopt chemical and biological deodorisation technology to treat the waste gas collected through the pipeline and optimise the working environment and atmospheric environment of the operating area. 採用化學和生物除臭技術，處理通過管網收集的廢氣，優化作業區的工作環境和大氣環境。



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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期間採取的行動
	Reduce exhaust emissions 減少廢氣排放	<p>Mid-term (3–5 years) 中期(3–5年)</p> <ul style="list-style-type: none"> Adopt air pollution prevention and control technologies such as denitration process, improve the exhaust collection facilities of production equipment, and reduce the fugitive emission 採用脫硝工藝等大氣污染防治技術，完善生產設備的廢氣收集設施，減少逸散性排放 	<p>Construction Business: 建築業務：</p> <p>Dusty items such as vehicles and the wheels are washed before leaving construction site, and eco-friendly fuel is used for vehicles and machinery. 車輛和車輪等塵土覆蓋的物品在離開建築場地前進行清洗，車輛及機械使用環保燃料。</p> <p>Environmental Protection Business: 環保業務：</p> <ul style="list-style-type: none"> Biogas boilers and denitrification technologies are employed to prevent pollution. 沼氣鍋爐和脫硝技術用於防止污染。
	Strengthen air pollutants management 加強空氣污染物管理	<p>Mid-term (3–5 years) 中期(3–5年)</p> <ul style="list-style-type: none"> Formulate internal emission reduction regulations and develop fuel efficiency, such as the adaption of low emission fuels and machinery model for vehicles and work machinery 制訂內部減排法規發展燃料效率，如調整車輛和工作機械的低排放燃料和機械模型 	<ul style="list-style-type: none"> We implement refined management of backend steam-using equipment, strengthen the recovery of hot water after steam conversion, improve thermal energy utilisation, and reduce energy waste. 我們對後端用汽設備實施精細化管理，加強蒸汽轉化後熱水的回收，提高熱能利用率，減少能源浪費。 Mechanically, we use diesel with lower sulphur content wherever possible. 在機械方面，我們盡量使用低硫柴油。



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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期間採取的行動
	Invest, improve and adopt the use of clean energy 投資、改善及採納清潔能源的使用	Long-term (5–10 years) 長期(5–10年) <ul style="list-style-type: none"> • Reduce the use of fossil fuel and gradually improve the usage ratio of clean energy • 減少化石燃料的使用，逐步提高清潔能源的使用比例 • Investment in advancement of clean energy application • 投資清潔能源的推廣應用 	Environmental Protection Business: 環保業務： <ul style="list-style-type: none"> • We are deploying photovoltaic power systems to harness solar energy for generating electricity, which will be used to power equipment within the plant, thereby reducing the reliance on municipal electricity. • 我們正在部署光伏發電系統，利用太陽能發電，用於為項目內的設備供電，從而減少對市政電力的依賴。 • Plan the construction of a biogas power generation project and use the surplus biogas from on-site biogas supply and heating system to generate electricity, in order to reduce the use of municipal electricity, lower carbon emissions, promote green and low-carbon concepts and sustainable development. • 規劃建設沼氣發電項目，利用現場沼氣供熱系統的剩餘沼氣進行發電，以減少市政用電，降低碳排放，宣導綠色低碳理念和可持續發展。



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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期間採取的行動
Greenhouse Gas (GHG) Emissions Targets 溫室氣體排放目標	Reduce office carbon emissions 減少辦公室碳排放 Formulate achievable carbon reduction roadmap 制定可實現的減碳路線圖	Short to Mid-term (1–5 years) 中短期(1–5年) Replace and reduce energy-intensive equipment and activities, and explore alternatives 替換及減少能源密集型設備和活動，並探索替代方案 Mid-term (3–5 years) 中期(3–5年) <ul style="list-style-type: none"> Identify the sources of carbon emissions within the organisation, and develop a long-term GHG reduction strategy and action plan 識別組織內的碳排放源，並制定長期的溫室氣體減排戰略和行動計劃 Engage and empower employees to co-create a green and low-carbon office environment 讓僱員參與進來，共同創造一個綠色低碳的辦公環境 	Construction Business: 建築業務： Locate energy-intensive equipment and gradually replace with more efficient alternatives. 定位能源密集型設備，並逐步更換為更高效的替代品。 Office Operation: 辦公室運營： We have implemented a set of measures aimed at conserving water and electricity, as well as minimising the wastage of office supplies such as paper. For instance, the Group has established guidelines for regulating office air conditioning temperatures to minimise energy use. 我們實施一系列措施，旨在節約用水及用電，並盡量減少紙張等辦公用品的浪費。例如，本集團制定了調節辦公室空調溫度的指引，以最大限度減少能源。



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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期間採取的行動
Waste Reduction Targets 減少廢物目標	Encourage waste reduction and resource recycling 鼓勵減少廢棄物及資源回收利用	Mid-term (3–5 years) 中期(3–5年) <ul style="list-style-type: none"> • Increase waste recycling rate, including waste from office operation, Environmental Protection Business and Construction Business • 提高廢棄物回收率，包括辦公室運營、環保業務和建築業務產生的廢棄物 • Emphasise the concept of “Resource reusing, recycling and proper disposal” in the Group’s value chain • 在本集團價值鏈中強調「資源再利用、再循環及適當處置」的概念 	Office Operation: 辦公室運營： We have implemented several measures addressing both recycling and reduction of waste. These measures include promoting double-sided printing, configuring printers to operate in energy-saving and ink-efficient modes, and strategically placing single-sided paper recycling bins in office areas and the collected single-sided paper is used for secondary printing of general documents. 我們實施多項措施，以解決廢物回收和減少問題。該等措施包括推廣雙面列印、配置以節能和節墨模式運行的打印機、以及在辦公區域戰略性地放置單面紙張回收箱並將收集到的單面紙張用於一般文件的2次打印。 Environmental Protection Business: 環保業務： We have implemented a systematic approach to classify, collect, store, and recycle solid non-hazardous waste. Besides, we strive to achieve physical transformation of degradable organic matter in food waste, generating new products with value (such as biogas, fertilizers). 我們實施一種系統化的方法對固體非危險廢物進行分類、收集、儲存和回收。此外，我們努力實現食品垃圾中可降解有機物的物理轉化，生產出具有價值的新產品(如沼氣、肥料)。



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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期間採取的行動
Water Use Efficiency Targets 用水效率目標	Increase investment in water-saving equipment 加大對節水設備的投資	Mid-term (3–5 years) 中期(3–5年) <ul style="list-style-type: none"> Carryout water-saving engineering measures, and improve the utilisation rate of water, such as constructing wastewater recycling facilities and use of recycling treated wastewater 開展節水工程措施，提高水的利用率，如建設廢水回收設施及利用回收處理後的廢水 	Construction Business: 建築業務： Sewage generated from site is centralised and properly treated in sedimentation tanks, or handled by subcontractor, before discharging into the communal sewers for the purpose of reducing the impact of wastewater to the surrounding communities. 現場產生的污水在排入公共污水渠之前，會在沉澱池中集中妥善處理，或由分包商處理，以減少廢水對周圍社區的影響。 Environmental Protection Business: 環保業務： A wastewater and rainwater collection system is installed to capture, treat and repurpose water resources for applications within the facilities. For example, the reclaimed water can be utilised for cleaning of vehicles, workshops and factory, and landscape irrigation. 安裝廢水及雨水收集系統，以捕獲、處理和重新利用水資源，應用於設施內。例如，再生水可用於清潔車輛、車間及工廠，以及景觀灌溉。



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ESG Targets ESG目標	Indicators 指標	Action Plan 行動計劃	Action Taken During the Reporting Period 報告期間採取的行動
	<p>Strengthening sewage management and formulate control measures 加強污水管理，制定控制措施</p>	<p>Mid-term (3–5 years) 中期(3–5年)</p> <ul style="list-style-type: none"> Identify types of sewage treatment methods, coordinate with the third party in sewage treatment, and conduct timely sampling review to ensure the reduction of impact of the wastewater on surrounding communities 確定污水處理方法的類型，與污水處理的第三方進行協調，並及時進行抽樣審查，確保減少污水對周圍社區的影響 	<p>Environmental Protection Business: 環保業務： Anaerobic digestion technology is utilised to process collected wastewater. Subsequently, the treated wastewater undergoes rigorous daily testing and monitoring to ensure the final treatment result consistently meet the required discharge standards. 厭氧消化技術用於處理收集的廢水。隨後，處理后的廢水經過嚴格的日常測試和監測，以確保最終處理結果始終符合規定的排放標準。</p> <p>We continuously promote environmental protection measures to raise the awareness of resource conservation among all employees. In addition, we routinely assess the condition of pipes, valves, and other components, promptly replacing aging or worn parts to prevent leaks and minimise water waste. 我們不斷推進環境保護措施，增強全體員工的資源節約意識。此外，我們定期評估管道、閥門和其他部件的狀況，及時更換老化或磨損的部件，以防止洩漏並最大限度地減少水資源浪費。</p>
	<p>Reduce average water consumption 減少平均耗水量</p>	<p>Long-term (5–10 years) 長期(5–10年)</p> <ul style="list-style-type: none"> Implement water-saving measures, regularly maintain, and inspect the water device, replace the aging device in time to avoid waste caused by leakage 落實節水措施，定期維護、檢查用水設備，及時更換老化設備，避免漏水造成浪費 	<p>Environmental Protection Business: 環保業務： Recycled water or slurry is used instead of freshwater to reduce water consumption. 使用回收水或泥漿代替淡水，以減少用水量。</p>



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Energy Conservation and Emission Reduction

Our air and GHG emissions mainly come from the energy consumption during the operation, such as fuel consumption for vehicles and machinery, electricity consumption and the use of boilers in the kitchen waste business. The Group strictly monitors and improves its business model to achieve effective utilisation and control of natural resources. During the year, we have strictly practiced the corporate strategies on energy conservation and adopting technological solutions.

Green Office Practices

We strive to reduce our energy consumption and emissions in office operations. To encourage energy-saving culture, equipment, and machinery with “Energy-Efficiency” labels are preferred. Meanwhile, teleconferences and public transportation are advised. We encourage our employees to follow the following green office practices:

- Turn off all lights, electronic equipment, and other energy-consumption equipment at the end of the day.
- Switch off the idle equipment when they are not in use.
- Avoid the operation of electricity-intensive procedures during peak hours of electricity usage.
- Replace high electricity consumption lamps with electricity saving lamps.
- Adjust the set temperature of air conditioners in the offices based on the seasons.
- Reduce the consumption of official vehicles, encourages the use of public transportation for official trips.

節能減排

我們的空氣及溫室氣體排放主要來自運營過程中的能源消耗，如汽車及機械的燃料消耗、電力消耗及於餐廚垃圾業務中使用鍋爐。本集團嚴格監控及改進其業務模式，以實現對天然資源的有效利用及控制。於年內，我們嚴格踐行節約能源及採用技術解決方案的企業戰略。

綠色辦公室實務

我們致力減少辦公室營運過程中的能源消耗及排放。為鼓勵節能文化，我們優先選用具有「能源效益」標籤的設備及機械。此外，我們亦建議員工使用電話會議和乘搭公共交通工具，並鼓勵員工實行以下綠色辦公室實務：

- 於工作時間結束時關掉所有照明、電子設備及其他耗電設備。
- 不使用時關掉閒置的設備。
- 避免於用電高峰時段進行高耗電量操作。
- 以節能燈具替代耗電量高的燈具。
- 按照季節調節辦公室空調設定溫度。
- 減少公務車輛的消耗，鼓勵公務出行使用公共交通工具。



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Emission Management Systems in Operations

For the Environmental Protection Business, the major GHG and air emissions come from the indirect emission from electricity use and direct emission generated from the use of vehicles. There are 4 emission reduction measures to manage fuel consumption and relevant emissions for Hefei Plant as shown below.

運營中的排放管理系統

對於環保業務而言，主要的溫室氣體及空氣排放物來自電力使用的間接排放物及車輛使用產生的直接排放物。我們採取以下4項減排措施來管理合肥項目的燃料消耗及相關排放。

Management Mechanism 管理機制	Emissions Reduction 減排	Monitoring 監測
<p>Atmospheric Pollution Prevention and Control Management System and Environmental Emergency Contingency Plan for Hefei Plant have been set up for the environmental management of all the operation procedures that produce air pollutants.</p> <p>我們為合肥項目制定了《大氣污染防治管理系統》及《環境應急計劃》，以規定所有產生空氣污染物的營運流程的環境管理。</p>	<ul style="list-style-type: none"> Install treatment facilities, such as scrubbing tower, flare system and gas desulfurization system to reduce the air emissions. 安裝處理設施，例如洗滌塔、火炬系統及脫硫系統，以減少空氣排放。 Biogas, a by-product from kitchen waste treatment, which replaces traditional fossil fuels, has been utilised to supply electricity to the plants and reduce the emissions from fuel. 沼氣代替傳統化石燃料為工廠供電，減少了燃料的排放。沼氣是餐廚垃圾處理產生的副產品。 	<p>Install monitoring devices to track the emissions of pollutants and entrusted external agency to conduct regular inspections on the air emission at the boilers, strictly complying with the standards set by the Emission standard of air pollutants for coal-burning oil-burning gas-fired boiler (GB13271-2014).</p> <p>嚴格遵守《燃煤、燃油和燃氣鍋爐大氣污染物排放標準》(GB13271-2014)規定的標準，安裝監測裝置以追蹤污染物的排放情況，並委託外部機構對鍋爐的空氣排放進行定期檢查。</p>



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Management Mechanism 管理機制	Emissions Reduction 減排	Monitoring 監測
	<ul style="list-style-type: none"> Plan for photovoltaic project, and utilize the rooftop of the factory building to install solar panels for photovoltaic power generation, thereby reducing municipal electricity consumption and carbon emissions. 規劃光伏發電項目，利用廠區內廠房屋頂安裝太陽能光伏板進行光伏發電，以減少市政用電，降低碳排放。 Enhance the management during the production process, so that the machine stops when people leave and the material is finished, and the lights are turn off as the machine halt and so on. 在生產運行過程中加強管理，做到人走機停，料完機停，停機關燈等措施。 	

Practically, Hefei Plant has improved its food and kitchen waste treatment processes, as well as the used cooking oil extraction process, thereby enhancing the exhaust gas treatment capacity and saving energy. The emissions of air pollutants and carbon dioxide of Hefei Plant have decreased compared to last year, mainly benefiting from the reduced usage time of non-road machinery after optimisation. Besides, Shenzhen Huamingsheng also optimised its production designs, including the use of spray tower, incineration furnace, and activated carbon adsorption box for treatment. This has greatly reduced the environmental impacts resulted by pollutants from the facility.

合肥項目從實際出發，改進了餐廚垃圾處理工藝和廢食用油提取工藝，從而提高了廢氣處理能力並節約了能源。與去年相比，合肥項目的空氣污染物排放量和二氧化碳排放量均有所下降，這主要得益於優化后非道路機械使用時間的減少。此外，深圳華明勝亦優化了生產設計，包括使用噴淋塔、焚燒爐及活性炭吸附箱進行處理。這大大減少了設施對環境造成的污染物影響。



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Use of Biogas as Green Energy at Hefei Plant 合肥廠區的沼氣綠色能源使用

The processes of pre-treatment of food waste and the extraction of oil from food waste grease at Hefei Plant require heating, which need to consume a large amount of steam. The steam is supplied by a biogas heating system at plant, which is a clean energy source with a low environmental impact and reducing the use of purchased energy. During the Reporting Period, Hefei Plant improved the biogas heating system, enhanced the efficiency of biogas desulphurization, and promoted low-NOx combustion of biogas to reduce the pollution of the atmosphere caused by biogas combustion. At the same time, the plant refined the management of the back-end steam equipment to improve the heat utilization rate and reduce energy waste.

合肥項目在餐廚垃圾預處理過程以及餐廚廢棄油脂提油過程需要加熱，需要消耗大量的蒸汽。工廠蒸汽由廠區沼氣供熱系統提供，屬於清潔能源，使用過程中對環境影響較小，並減少了外購能源使用。報告期間，合肥項目完善了沼氣供熱系統，提升沼氣脫硫效率，推進沼氣低氮燃燒，減少沼氣燃燒對大氣的污染。同時，工廠對後端蒸汽使用設備進行精細化管理，提高熱能使用率，減少能源浪費。

In our Construction Business, the overall emission and energy management approach are guided by the Environmental Policy Statement. While committing to provide sufficient resources for energy management, we have implemented multiple measures to reduce our energy consumption at construction sites. To achieve our energy conservation target, we have adopted the use of machinery with an approval label by environmental authorities, effectively reducing fuel consumption and relevant NOx and PM emissions by 60% as compared to the machinery without approval label. Besides, we have inspected the machinery regularly to prevent energy loss due to abnormal operations. We have also adopted measures to reduce other air pollutants such as SOx and suspended matter at sites. For example, we use ultra-low sulphur diesel for all machinery to further reduce SOx emissions.

對於建築業務，整體排放及能源管理方針以《環境政策聲明》為指引。我們致力於為能源管理提供足夠資源，同時實施多種措施以減少施工現場的能源消耗。為了實現節能目標，我們採用附有環保部門批准標誌的機械，與沒有批准標誌的機械相比，其有效減少60%的燃料消耗及相關NOx和PM排放。此外，我們定期對機械進行檢查，防止因不正常操作而導致的能源損失。我們亦採取措施減少其他空氣污染物，如SOx及工地上的懸浮物。舉例而言，我們在所有機械上使用超低硫柴油，以進一步減少SOx排放。



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Control Measures for Suspended Matter at Construction Site**建築地盤的懸浮物控制措施**

Suspended matter, such as dredging, can appear during the construction, causing adverse health and environmental impact. We have formulated the Air Pollution Monitoring Guidelines to implement the following emission reduction measures:

挖泥等施工過程會產生懸浮物，對健康和環境造成不良影響。我們制定《空氣污染監測指引》，實施以下減排措施：

- Sprinkle water on dredging machinery during operation;
- 在操作過程中向疏浚機械灑水；
- Regularly sprinkle water on the road at sites;
- 定期向工地內的道路灑水；
- Cover dusty materials with nets during transportation and storage.
- 在運輸和儲存過程中用網覆蓋有灰塵的材料。

We also conduct weekly measurements on suspended matters around the sites to monitor the emissions level. To carry out appropriate dust reduction measures, we provide regular briefings and training for our employees. 我們亦每週對工地周圍的懸浮物進行測量，以監測排放水平。為進行適當的降塵措施，我們對員工進行定期的簡介及培訓。

Water Management

Water resources being used in our operations of offices, construction sites and kitchen waste treatment plant is provided by the municipal water supplies, thus we did not encounter any difficulties in sourcing applicable water during the Reporting Period. To increase the efficiency of water usage, our Group encourages all operational sites to reuse the wastewater as much as possible. Within our operation, we have integrated various water-saving designs that encompasses detailed planning, water-saving design, monitoring, conservation measures, resource reuse, and employee training and publicity. Before the commencement of projects, we conduct thorough planning to estimate and optimize the expected water consumption to ensure the rational use of water resources. Additionally, we incorporate water-saving considerations into the construction design phase, employing water-efficient equipment and processes to minimise unnecessary water waste.

水資源管理

我們在辦公室、施工現場及餐廚垃圾處理廠的運營中使用的水資源由市政供水提供，因此於報告期間我們在求取適用水源方面沒有遇到任何問題。為提高用水效率，本集團鼓勵所有營運場所盡可能進行廢水再利用。在我們的營運中，我們整合了各種節水設計，包括詳細規劃、節水設計、監測、節約措施、資源再利用以及員工培訓及宣傳。在項目開始前，我們會進行周密的規劃，估算並優化預期用水量，以確保水資源的合理利用。此外，我們還將節水因素納入施工設計階段，採用節水設備及工藝，盡量減少不必要的水資源浪費。



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In Yixing Plant, we have implemented rainwater collection and utilization systems. By collecting and storing rainwater, we reduce our reliance on municipal water supply and increase the efficiency of water resource. Furthermore, we have also tracked records of our water consumption to adjust our conservation strategies, ensuring the effectiveness of water-saving initiatives.

Meanwhile, we have carried out water-saving practices in offices, including:

- Fix dripping taps immediately and avoid further leakage of the water supply system.
- Shut off the water supply system at night and during holidays.
- Strengthen the inspection and maintenance of the water tap, water pipelines and water tanks.
- Advocate the importance of saving water among employees.

Waste Management

As guided by Corporate Environmental Responsibility System, we strictly follow proper wastes treatment processes and methods. As for the Construction Business, the Environmental Protection Department is responsible for handling hazardous and non-hazardous waste. As in Tianjin Office, Solid Waste Management Regulations has provided clear instructions covering hazardous wastes and other domestic wastes involved in our operation. The Comprehensive Management Department of the Tianjin office is responsible for formulating and implementing relevant documents and supervising and inspecting the resultant results. All departments conscientiously implement relevant regulations and conduct self-inspections on the implementation results.

在宜興項目，我們實施了雨水收集及利用系統。通過收集及儲存雨水，我們減少了對市政供水的依賴，提高了水資源的利用效率。此外，我們亦對耗水量進行跟蹤記錄，以調整節水策略，確保節水措施的有效性。

我們同時在辦公室實行節水措施，包括：

- 立即修理滴水的水龍頭，防止供水系統進一步漏水。
- 於晚間及假期關閉供水系統。
- 加強檢修水龍頭、水管及水箱。
- 向僱員提倡節水的重要性。

廢物管理

我們遵照《企業環境責任系統》的指引，嚴格遵守適當的廢物處理程序和方法。就建築業務而言，環保部門負責處理有害及無害廢棄物。在天津辦公室，《固體廢物管理規例》就我們營運中涉及的有害廢棄物及其他生活垃圾提供了清晰指示。天津辦公室綜合管理部負責制定和落實相關文件，並對落實結果進行監督檢查。各部門認真執行有關規定，並對執行結果進行自查。



PROTECTING OUR ENVIRONMENT

環境保護

Meanwhile, we adhere to various green practices in offices. We formulate relevant guidelines towards different categories of wastes. For example, wastepaper is the common waste produced in the daily operation of offices. We actively promote paperless offices to reduce waste and promote technological innovation. We strategically promote a “paperless office” by adopting the following measures:

- Distribute information electronically wherever possible (i.e. via email or electronic notice boards).
- Set printers to default double-sided printing mode.
- Reuse single-sided paper for printing internal documents.
- 盡量以電子方式發佈信息(即通過電子郵件或電子公告板)。
- 將打印機設置為默認的雙面打印模式。
- 重複使用單面紙打印內部文件。

The solid wastes generated by the Group mainly include construction waste and chemical waste from the Construction Business and solid wastes due to the kitchen waste treatment, such as plastic, wastepaper and waste chemicals from the pre-treatment process.

本集團產生的固體廢物主要包括建築業務產生的建築垃圾及化學廢物，及餐廚垃圾處理產生的固體廢物，如塑膠、預處理過程產生的廢紙及廢棄化學品。

Waste Reduction Strategy — Avoid, Reduce and Disposal

減廢策略 — 避免、減少及處理

We strive to enhance our management of construction waste in the Construction Business, and adopt the waste reduction strategy of “Avoid, Reduce and Disposal”. Prior to the commencement of work, we estimate the total waste generated by each project for better waste reuse planning. To follow the concept of reuse, we have set up a waste sorting area at each site to separate reusable materials such as waste metals, inert construction waste and wood, reducing the amount of waste generated. For other general waste, we entrust licensed collectors for disposal. Meanwhile, we handle our hazardous chemical waste with care through proper packing, labelling, and storing the chemical waste before delivery to the waste treatment facility by licensed collectors.

我們努力加強對建築業務中建築垃圾的管理，並採取「避免、減少及處理」減廢策略。工程開始前，我們會估計每個項目產生的廢物總量，以便更好規劃廢物再利用。為了遵循回收再用的理念，我們在每個工地設立垃圾分類區，將可重複使用的材料(如廢金屬、惰性建築垃圾和木材)分開，減少產生廢物量。就其他一般廢物，我們委託持牌回收商進行處置。同時，我們通過妥當包裝、標籤及儲存化學廢物，仔細處理我們的有害化學廢物，其後方由持牌回收商運送至廢物處置設施。



PROTECTING OUR ENVIRONMENT

環境保護

Waste Management Approach — Sorting, Recycling and Reuse 廢物管理方式 — 分類、回收及再利用

As for Environmental Protection Business, we have strengthened waste management through sorting, recycling, and reuse. We have formulated the Hazardous Waste and General Solid Waste Management Procedures to manage the collecting, recycling and disposal of hazardous waste and general solid waste. For non-hazardous waste, we have set up bins for recyclable and non-recyclable waste for separate collection.

就環保業務，我們通過分類、回收及再利用，加強廢物管理。我們制定了《有害廢棄物及一般固體廢物管理程序》，對有害廢棄物及一般固體廢物的收集、回收及處理進行管理。就無害廢棄物，我們設立可回收及不可回收的垃圾桶，方便分開收集廢物。

For hazardous waste listed in the National Catalogue of Hazardous Wastes, we entrust the relevant government departments or licensed collectors for safe disposal. To make good use of solid waste resources, we recycle scrap iron, plastic waste, waste glass and wastepaper. Hefei Plant reuses kitchen waste residue as the raw material of fertilisers so as to further promote the reuse of solid waste.

就列入《國家危險廢物名錄》的有害廢棄物，我們委託政府有關部門或持牌回收商進行安全處置。為了善用固體廢物資源，我們對廢鐵、廢塑膠、廢玻璃和廢紙進行回收。為進一步促進固體廢棄物的再利用，合肥項目則將餐廚垃圾作為化肥原料進行再利用。

Awards and Honors by New Concepts in Waste Operations 創業集團廢棄物運營領域獲獎與榮譽



Being shortlisted for 2024 Organic Waste Leaders
入圍2024年度有機廢棄物領域領先企業名單



Being awarded with "Organic Waste Investment and Operation Benchmark Enterprise of the Year"
榮膺「有機廢棄物投資運營年度標桿」獎項

PROTECTING OUR ENVIRONMENT

環境保護

Noise Management

Noise from the construction sites can cause a nuisance to the surrounding area. Therefore, we have strengthened the noise management of the operation of machinery and equipment, which are the source of noise from our construction sites.

We prefer to purchase equipment with Quality Powered Mechanical Equipment Label, which is used to identify construction equipment items that are notably quieter and more environmentally friendly. Furthermore, according to our Site Environmental Memos, employees are encouraged to reduce the number of concurrently running equipment and shut down any idle equipment so as to reduce the noise at the source.

In addition, the measures adopted by the Group to reduce the noise generated as following:

Noise Management in Construction Site 施工場地的噪音管理

- Obtain the construction noise permit when we carry out our noisy work at the designated area.
- 在指定區域開展產生噪音的工程時已取得建築噪音許可證。
- Strictly comply with the conditions prescribed in the permit and operate noisy equipment only at a specific time to reduce the impact on the residents of the surrounding area.
- 嚴格遵守許可證規定的條件，僅在特定時間操作高噪音設備，以減少對周圍地區居民的影響。
- Carry out regular measurements on sound levels at the boundary of the construction sites to ensure the noises arising from construction sites meet the legal standards.
- 定期測量施工現場範圍的聲級，以確保施工現場產生的噪音符合法律標準。
- Adopt noise barriers to insulate the noise from construction sites, effectively reducing the noise being spread to the surrounding area.
- 採用噪音屏障隔絕施工現場的噪音，有效減少噪音傳播至周圍地區。
- The noise levels at the factory boundary meet the Class 3 standards specified in the "Emission Standard for Industrial Enterprises Noise at Boundary" (GB12348-2008).
- 工廠邊界噪音值達到《工業企業噪聲標準》(GB12348-2008)中規定的3類標準。
- Noise reduction, sound insulation, and vibration reduction measures are implemented for certain noise-generating equipment.
- 對若干產生噪音的設備採取降噪、隔音及減震措施。

Noise Management in Kitchen Waste Treatment Facilities 餐廚垃圾處理廠的噪音管理

噪音管理

施工場地的噪音會對周圍地區造成困擾。因此，我們加強對機器及設備運作的噪音管理，而這亦是我們在施工場地的噪音來源。

我們優先購買帶有優質機動設備標籤(用以識別明顯較靜及更環保的建築設備產品)的設備。另外，根據我們的《工地環境備忘錄》，我們亦鼓勵員工減少同時運作的設備數量，並關閉閒置設備，以從源頭降低噪音。

此外，本集團採取了以下措施以減少所產生的噪音：



PROTECTING OUR ENVIRONMENT

環境保護

The Environmental and Natural Resources Management

We regularly evaluate the impacts on the environment and natural resources brought by our operation, and outsource the maintenance of the online monitoring system to professional providers to ensure its proper functioning. We also engaged independent third parties to keep track on environmental risk assessments and obtained the environmental impact approvals issued by competent government authorities according to the regulations set by the Law of the People's Republic of China on Environmental Impact Assessment.

Regarding the potential environmental incidents, we always ensure the operation of environmental protection equipment, with designated personnel assigned to specific posts for inspecting and maintaining the equipment to ensure its normal operation. To equip employees with essential knowledge of emergency response, we have formulated the "Emergency Plan for Environmental Emergencies" and organized accident drills. During the year, Xuancheng Plant and Hefei Plant have organized the following training activities:

Xuancheng Plant and Hefei Plant Environmental Training Activities

宣城項目及合肥項目環境培訓活動

- Environmental training for all staff
- 對全體員工提供環境培訓
- Environmental emergency drill
- 環境應急演練
- Training for managers on environmental regulations, operation of environmental protection equipment and emergency response
- 為管理人員提供有關環境法規、環保設備運行及應急響應的培訓

環境及天然資源管理

我們定期評估營運對環境及天然資源造成的影響，並將在線監測系統的維護工作外包予專業供應商，以確保其正常運行。我們亦根據《中華人民共和國環境影響評價法》的規定聘請了獨立第三方對環境風險評估進行跟蹤，並取得了政府主管部門頒發的環境影響批准。

針對可能發生的環境事故，我們始終確保環保設備的運行，指定專人專崗對設備進行檢查和維護，確保設備正常運行。為使員工掌握必要的應急知識，我們制定了《突發環境事件應急預案》，並組織事故演練。於年內，宣城項目及合肥項目組織了以下培訓活動：



APPENDIX I: KEY PERFORMANCE INDICATORS

附錄一：關鍵績效指標

Environmental Performance^{15, 16, 17, 18}

環境績效^{15、16、17、18}

KPI 關鍵績效指標	2025 2025年	2024 2024年	Units 單位
Exhaust gases¹⁹ 廢氣¹⁹			
NO _x 氮氧化物 (NO _x)	54.34	87.50	Tonnes 公噸
SO _x 硫氧化物 (SO _x)	1.07	0.01	Tonnes 公噸
PM 懸浮顆粒 (PM)	3.52	5.57	Tonnes 公噸

¹⁵ We optimised our environmental performance statistics during the Reporting Period, and the relevant data cannot be directly compared with last year's figures.

¹⁶ Totals may not be the exact sum of numbers shown here due to rounding.

¹⁷ Due to our business nature, no packaging materials have been used.

¹⁸ Unless otherwise specified, the intensity indicator was calculated by the Group's revenue from its core businesses in Hong Kong and mainland China for each reporting year (2025: approximately HK\$929.24 million; 2024: approximately HK\$628.24 million).

¹⁹ Our reporting on air and greenhouse gases (GHG) emissions are mainly based on the requirements in "How to prepare an ESG report" published by the Stock Exchange and "GHG Protocol Corporate Accounting and Reporting Standard (revised edition)" published by the World Business Council for Sustainable Development and World Resources Institute. Scope 1 (direct emissions) calculates greenhouse gas emissions directly generated by business operations owned or controlled by the Group, while Scope 2 (energy indirect emissions) calculates greenhouse gas emissions resulting from the internal consumption (purchased or acquired) of electricity, heat, cooling, and steam by the Group. The emission factors primarily reference the Stock Exchange's "How to prepare an ESG report" as well as the latest sustainability reports from local utility companies (Hong Kong's power companies), the 2022 China Regional Power Grid Average Carbon Dioxide Emission Factor published by the National Development and Reform Commission of PRC, the "Technical Guide for Compilation of Emission Inventory of Air Pollutants from Non-road Mobile Sources (Trial)" issued by the Ministry of Ecology and Environment of the PRC, the EMEP/EEA Air Pollutant Emission Inventory Guidebook 2019 issued by the European Environment Agency, the "IEA Emission Factors" published by the International Energy Agency (available in English only), and the "Greenhouse Gas Inventory Guidance: Direct Emissions from Stationary Combustion Sources" published by the Environmental Protection Agency (available in English only), etc.. Due to the limitation of data availability and calculation guidelines for GHG emissions from biogas combustion in the PRC, GHG emissions from biogas generated during the treatment of kitchen waste are not included in the scope of GHG emissions.

¹⁵ 我們於報告期間優化環境績效統計方式，相關數據與去年不能直接比較。

¹⁶ 由於四捨五入的原因，總數未必是此處顯示的數字之確切總和。

¹⁷ 我們的業務沒有使用包裝材料。

¹⁸ 除另有說明外，密度指標乃根據各報告年度本集團來自香港及中國內地核心業務的收入(2025年：約929.24百萬港幣，2024年：約628.24百萬港幣)計算。

¹⁹ 有關廢氣及溫室氣體排放的披露，我們乃根據聯交所刊發的《如何準備環境、社會及管治報告》內訂明的要求，以及世界可持續發展工商理事會和世界資源研究所編製的《溫室氣體核算體系：企業核算與報告標準(修訂版)》而披露。範圍1(直接排放)計算由本集團擁有或控制的業務直接產生的溫室氣體排放，範圍2(能源間接排放)則計算由本集團內部消耗(購回來的或取得的)電力、熱能、冷凍及蒸汽所引致的能源間接溫室氣體排放。有關排放系數主要參照聯交所刊發的《如何準備環境、社會及管治報告》，同時參考本地公用事業機構最新的可持續發展報告(香港的電力公司)、中國國家發展和改革委員會發佈的《2022年中國區域電網平均二氧化碳排放因子》、中華人民共和國生態環境部發佈的《非道路移動源大氣污染物排放清單編製技術指南(試行)》、歐洲環境署發佈的《EMEP/EEA大氣污染物排放清單指南(2019年版)》、國際能源總署發布的「IEA Emission Factors」(僅提供英文版)、美國環保署的「Greenhouse Gas Inventory Guidance: Direct Emissions from Stationary Combustion Sources」(僅提供英文版)等。由於中國沼氣燃燒產生的溫室氣體的數據和計算指南有限，因餐廚垃圾處理過程中產生的沼氣而產生的溫室氣體排放未包括在溫室氣體排放範圍內。



APPENDIX I: KEY PERFORMANCE INDICATORS

附錄一：關鍵績效指標

KPI 關鍵績效指標	2025 2025年	2024 2024年	Units 單位
GHG¹⁹ 溫室氣體¹⁹			
Total GHG emissions (Scope 1 and 2) 溫室氣體總排放量(範圍1及2)	9,868.16	12,401.77	Tonnes of CO ₂ equivalent 公噸二氧化碳當量
• Direct Emission (Scope 1) 直接排放量(範圍1)	5,853.11	8,541.79	Tonnes of CO ₂ equivalent 公噸二氧化碳當量
• Energy Indirect Emissions (Scope 2) 能源間接排放量(範圍2)	4,015.97	3,859.98	Tonnes of CO ₂ equivalent 公噸二氧化碳當量
• GHG Removal (Tree Plantation) (Scope 1) 溫室氣體減除量(樹木種植)(範圍1)	0.92	—	Tonnes of CO ₂ equivalent 公噸二氧化碳當量
Total GHG Emissions Intensity (Scope 1 & 2) 溫室氣體總排放量密度(範圍1及2)	10.62	19.74	Tonnes of CO ₂ equivalent/thousand HK\$ revenue 公噸二氧化碳當量/ 百萬港幣收入



APPENDIX I: KEY PERFORMANCE INDICATORS

附錄一：關鍵績效指標

KPI 關鍵績效指標	2025 2025年	2024 2024年	Units 單位
Waste 廢棄物			
Total hazardous waste produced ²⁰ 有害廢棄物產生總量 ²⁰	2.85	3.88	Tonnes 公噸
Intensity of Total Hazardous Waste Generated 有害廢棄物產生總量密度	3.06	6.18	Kilogram/Revenue in HK\$ Million 千克/百萬 港幣收入
Total non-hazardous waste produced 無害廢棄物產生總量	153,072.55	14,081.97	Tonnes 公噸
• Construction Waste 建築廢物	135,790.00	34.75	Tonnes 公噸
• Kitchen Waste Residue ²¹ 餐廚廢物 ²¹	17,236.53	14,044.36	Tonnes 公噸
• General domestic wastes 一般生活廢物	45.79	34.75	Tonnes 公噸
• Wastepaper 廢紙	0.22	2.70	Tonnes 公噸
Total Intensity of Non-Hazardous Waste Generation (By Waste Type) ²² 無害廢棄物產生總量密度(按廢棄物類型) ²²			
• Construction Waste 建築廢物	1.96	0.11	Tonnes/Square Meter of Construction Site Area 公噸/平方米 建築面積
• Kitchen Waste 餐廚垃圾	0.15	0.16	Tonnes/Kitchen Waste Handling Capacity 公噸/ 餐廚垃圾 處理量
• General Domestic Waste and Wastepaper 一般生活廢物及廢紙	0.05	0.06	Tonnes/Revenue in HK\$ Million 公噸/ 百萬港幣收入

²⁰ We have entrusted licensed professional personnel to further handle all hazardous waste generated in our business operation.

²¹ Kitchen waste includes non-recyclable solid impurities (large debris) generated during the kitchen waste treatment process.

²² The intensity index for non-hazardous waste is calculated based on waste type. For example, construction waste is calculated based on the project area of construction operations for each reporting year, while kitchen waste is calculated based on the amount of kitchen waste treated for each reporting year.

²⁰ 我們已委託持牌專業人員進一步處理我們業務運營中產生的所有有害廢物。

²¹ 餐廚廢物涵蓋在餐廚垃圾處理過程中產生的不可利用固體雜質(大渣)。

²² 無害廢棄物的密度指標按廢棄物類型計算，例如建築廢物按各報告年度建築業務的項目工程面積計算，餐廚垃圾則按各報告年度環保業務的餐廚垃圾處理量計算。



APPENDIX I: KEY PERFORMANCE INDICATORS

附錄一：關鍵績效指標

KPI 關鍵績效指標	2025 2025年	2024 2024年	Units 單位
Wastewater 廢水			
Total Wastewater Discharge 廢水排放總量	116,685.42	92,026.07	Tonnes 公噸
Total Wastewater Discharge Intensity 廢水排放總量密度	1.03	1.02	Tonnes/Kitchen Waste Handling Capacity 公噸／餐廚垃圾 處理量
Water^{23, 24} 水^{23, 24}			
Total Water Consumption 總耗水量	82,994.00	65,254.64	Cubic Metres 立方米
Total Water Consumption Intensity 總耗水量密度	89.31	103.87	Cubic Metres/ Revenue in HK\$ Million 立方米／ 百萬港幣收入
Energy²⁵ 能源²⁵			
Total Energy Consumption 總能源消耗	29,673.96	44,663.79	MWh 兆瓦時
Direct Energy Consumption 直接能源消耗	22,260.43	44,663.79	MWh 兆瓦時
• Diesel 柴油	22,045.55	32,419.21	MWh 兆瓦時
• Liquefied Petroleum Gas (LPG) 液化石油氣	20.95	—	MWh 兆瓦時

²³ The data on water consumption does not include some of our leased premises in the PRC as the water supply is controlled by the property management and such data was unavailable for individual office locations.

²⁴ The data has been adjusted to reflect the actual situation.

²⁵ Total energy consumption data includes purchased electricity and fuel (renewable and non-renewable) usage. The relevant conversion factors are calculated with reference to the Technical Note: Conversion of fuel data to MWh published by CDP.

²³ 由於用水由物業管理控制，且個別辦公地點無法獲得相關數據，故耗水量數據並未包括部分於中國的租賃辦公地方。

²⁴ 數據經過調整以反映實際情況。

²⁵ 總能源消耗數據包括外購電力及燃料(可再生及不可再生)使用，相關的轉換因數乃參考CDP刊發的《有關燃料數據轉換為MWh的技術說明》(Technical Note: Conversion of fuel data to MWh)所計算。



APPENDIX I: KEY PERFORMANCE INDICATORS
附錄一：關鍵績效指標

KPI 關鍵績效指標	2025 2025年	2024 2024年	Units 單位
• Natural Gas 天然氣	2.02	4,905.30	MWh 兆瓦時
• Gasoline 汽油	78.23	136.11	MWh 兆瓦時
• On-site Renewable Electricity Consumed 場內產生的可再生電力	113.67	—	MWh 兆瓦時
Indirect Energy Consumption 間接能源消耗	7,413.53	7,203.16	MWh 兆瓦時
• Purchased Electricity 外購電力	7,413.53	7,203.16	MWh 兆瓦時
Total Energy Consumption Intensity 總能源消耗密度	31.93	71.09	MWh/Revenue in HK\$ Million 兆瓦時／百萬 港幣收入
Kitchen Waste Treatment 餐廚垃圾處理			
Kitchen Waste Treated 已處理餐廚垃圾	113,305.02	90,210.29	Tonnes 噸
Amount of Biogas Collected and Combusted 已收集及燃燒的沼氣量	2,672,220.00	2,256,933.00	Cubic Metres 立方米
Amount of Biogas Combusted in Boilers 鍋爐的沼氣燃燒量	2,394,763.00	1,975,143.00	Cubic Metres 立方米



APPENDIX I: KEY PERFORMANCE INDICATORS

附錄一：關鍵績效指標

Social Performance Table

社會績效

Employees Statistics 僱員統計數字				
KPI 關鍵績效指標	Numbers of Employees in 2025 ²⁶ 2025年 僱員人數 ²⁶	Turnover Rate ²⁷ 流失比率 ²⁷	Numbers of Employees in 2024 ²⁶ 2024年 僱員人數 ²⁶	Turnover Rate ²⁷ 流失比率 ²⁷
Total 總計	439	14%	363	31%
<i>By Gender</i> 按性別劃分				
Male 男性	350	14%	292	29%
Female 女性	89	11%	71	35%
<i>By Age</i> 按年齡組別劃分				
Below 30 30歲以下	85	16%	49	35%
30–50 30至50歲	172	13%	176	34%
Above 50 50歲以上	180	13%	138	25%
<i>By Geographical Region</i> 按地區劃分				
Hong Kong 香港	260	13%	171	51%
Mainland China 中國內地	177	15%	192	12%
<i>By Employee Category</i> 按僱員類別劃分				
Entry-level 初級	324	15%	226	—
Middle-level 中級	73	8%	100	—
Key Management 主要管理層	40	10%	37	—
<i>By Employment Category</i> 按僱傭類別劃分				
Full-time 全職	436	N/A 不適用	360	—
Part-time 兼職	1	N/A 不適用	3	—

²⁶ The overall employee data of the Group covered.

²⁷ The calculation method of the turnover rate: Employees in the specified category leaving employment/Number of employees in the specified category at the end of the Reporting Period.

²⁶ 涵蓋本集團的整體僱員數據。

²⁷ 流失比率的計算方法：指定類別的離職僱員／報告期末指定類別的僱員人數。



APPENDIX I: KEY PERFORMANCE INDICATORS

附錄一：關鍵績效指標

Training 培訓		
	2025 2025年	2024 2024年
KPI 關鍵績效指標	Percentage of Employees Trained ²⁸ 受訓僱員百分比 ²⁸	
<i>By Gender</i> 按性別劃分		
Male 男性	75%	65%
Female 女性	25%	35%
<i>By Employee Category</i> 按僱員類別劃分		
Entry-level 初級	64%	38%
Middle-level 中級	25%	40%
Key Management 主要管理層	11%	22%

²⁸ The calculation method of the percentage of employees trained: Employees who took part in training in the specified category (not including employees who left during the Reporting Period)/Number of trained employees at the end of the Reporting Period.

²⁸ 受訓僱員百分比的計算方法：參加指定類別培訓的僱員(不包括報告期內離職的僱員)/報告期末受訓僱員人數。



APPENDIX I: KEY PERFORMANCE INDICATORS

附錄一：關鍵績效指標

Training 培訓				
KPI 關鍵績效指標	2025 2025年		2024 2024年	
	Average Training Hours ²⁹	Total Training Hours	Average Training Hours	Total Training Hours
	平均培訓時長 ²⁹	培訓總時長	平均培訓時長	培訓總時長
<i>By Gender</i> 按性別劃分				
Male 男性	1.48	515	14.44	1,257
Female 女性	3.40	303	18.57	854
<i>By Employee Category</i> 按僱員類別劃分				
Entry-level 初級	1.60	518	19.64	982
Middle-level 中級	2.25	164	16.49	874
Key Management 主要管理層	3.40	136	8.5	255
Employee Safety 僱員安全				
Number of Fatalities 死亡人數	2025 2025年		0	Person 人
	2024 2024年		0	Person 人
	2023 2023年		0	Person 人
Lost days Due to Work Injury 因工傷損失工作日數	2025 2025年		291	Days 日
	2024 2024年		670	Days 日

²⁹ The calculation method of average training hours for employees in specified category: Total number of training hours for employees in the specified category (not including employees who left during the Reporting Period)/ Number of employees in the specified category at the end of the Reporting Period.

²⁹ 指定類別僱員平均培訓時長的計算方法：指定類別僱員受訓總時數（不包括報告期內離職的僱員）／報告期末指定類別的僱員人數。



APPENDIX I: KEY PERFORMANCE INDICATORS
附錄一：關鍵績效指標

Number of Suppliers and Subcontractor 供應商及分包商數目			
	2025 2025年	2024 2024年	
<i>By Geographical Region</i> 按地區劃分			
Hong Kong 香港	133	70	
Mainland China 中國內地	35	39	
Total 總計	168	109	
Product and Service 產品及服務			
	2025 2025年	2024 2024年	
Product Recalls Due to Safety and Health 基於安全及健康的產品召回	0	0	Percent 百分比
Customer Complaints 客戶投訴	0	0	Event 次
Anti-corruption 反貪污			
	2025 2025年	2024 2024年	
Reported Legal Cases Regarding Corrupt Practices 有關貪污行為的報告法律案件	0	0	Event 次



APPENDIX II: LIST OF SIGNIFICANT LAWS AND REGULATIONS

附錄二：重要法律及法規列表

Main Areas and Aspects 主要範疇及層面	Significant Laws and Regulations 重要法律及法規	
	Mainland China 中國內地	Hong Kong 香港
A: Environment A：環境	<ul style="list-style-type: none"> Regulation on the Administration of Ozone Depleting Substances Interim Regulations on the Administration of Carbon Emissions Trading Law of the People's Republic of China on Prevention and Control of Water Pollution Regulations on the Management of Pollution Discharge Permits The Opinion on the Strengthening of the Overhaul of Gutter Oil and Management of Kitchen Wastes issued by the General Office of the State Council Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Waste Environmental Protection Law of the People's Republic of China Environmental Impact Assessment Law of the People's Republic of China Measures for the Administration of Concession for Infrastructure and Public Utilities Water Law of the People's Republic of China 《消耗臭氧層物質管理條例》 《碳排放權交易管理暫行條例》 《中華人民共和國水污染防治法》 《排污許可管理條例》 《國務院辦公廳關於加強地溝油整治和餐廚廢棄物管理的意見》 《中華人民共和國固體廢物污染環境防治法》 《中華人民共和國環境保護法》 《中華人民共和國環境影響評價法》 《基礎設施和公用事業特許經營管理辦法》 《中華人民共和國水法》 	<ul style="list-style-type: none"> Air Pollution Control (Construction Dust) Regulation (Chapter 311R of the Laws of Hong Kong) Air Pollution Control (Non-road Mobile Machinery) (Emission) Regulation (Chapter 311Z of the Laws of Hong Kong) Air Pollution Control Ordinance (Chapter 311 of the Laws of Hong Kong) Water Pollution Control Ordinance (Chapter 358) Waste Disposal Ordinance (Chapter 354 of the Laws of Hong Kong) Waste Disposal (Chemical Waste) (General) Regulation (Section 33 of Chapter 354C of the Laws of Hong Kong) Waste Disposal (Permits, Authorisations and Licences) (Fees) Regulation (Chapter 354D of the Laws of Hong Kong) Waste Disposal (Charging for Municipal Solid Waste) Ordinance Noise Control Ordinance (Chapter 400 of the Laws of Hong Kong) 《空氣污染管制(建造工程塵埃)規例》(香港法例第311R章) 《空氣污染管制(非道路移動機械)(排放)規例》(香港法例第311Z章) 《空氣污染管制條例》(香港法例第311章) 《水污染管制條例》(第358章) 《廢物處置條例》(香港法例第354章) 《廢物處置(化學廢物)(一般)規例》(香港法例第354C章第33條) 《廢物處置(許可證、授權及牌照)(費用)規例》(香港法例第354D章) 《廢物處置(都市固體廢物收費)條例》 《噪音管制條例》(香港法例第400章)



APPENDIX II: LIST OF SIGNIFICANT LAWS AND REGULATIONS

附錄二：重要法律及法規列表

Main Areas and Aspects 主要範疇及層面	Significant Laws and Regulations 重要法律及法規	
	Mainland China 中國內地	Hong Kong 香港
<p>B1: Employment B4: Labour Standards B1：僱傭 B4：勞工準則</p>	<ul style="list-style-type: none"> Labour Contract Law of the People's Republic of China Labour Law of the People's Republic of China Provisions on the Prohibition of Child Labour Law of the People's Republic of China 《中華人民共和國勞動合同法》 《中華人民共和國勞動法》 《中華人民共和國禁止使用童工規定》 	<ul style="list-style-type: none"> Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong) Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong) Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong) Sex Discrimination Ordinance (Chapter 480 of the Laws of Hong Kong) Family Status Discrimination Ordinance (Chapter 512 of the Laws of Hong Kong) Disability Discrimination Ordinance (Chapter 487 of the Laws of Hong Kong) Race Discrimination Ordinance (Chapter 602 of the Laws of Hong Kong) Employment of Children Regulations under the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) 《僱員補償條例》(香港法例第282章) 《強制性公積金計劃條例》(香港法例第485章) 《最低工資條例》(香港法例第608章) 《性別歧視條例》(香港法例第480章) 《家庭崗位歧視條例》(香港法例第512章) 《殘疾歧視條例》(香港法例第487章) 《種族歧視條例》(香港法例第602章) 《僱傭條例》(香港法例第57章) 項下《僱用兒童規例》



APPENDIX II: LIST OF SIGNIFICANT LAWS AND REGULATIONS

附錄二：重要法律及法規列表

Main Areas and Aspects 主要範疇及層面	Significant Laws and Regulations 重要法律及法規	
	Mainland China 中國內地	Hong Kong 香港
B2: Health and Safety B2：健康與安全	<ul style="list-style-type: none"> Work Safety Law of the People's Republic of China Prevention and Control of Occupational Diseases Law of the People's Republic of China 《中華人民共和國安全生產法》 《中華人民共和國職業病防治法》 	<ul style="list-style-type: none"> Regulation on Work-Related Injury Insurance Fire Safety (Commercial Premises) Ordinance (Chapter 502 of the Laws of Hong Kong) Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong) 《工傷保險條例》 《消防安全(商業處所)條例》(香港法例第502章) 《職業安全及健康條例》(香港法例第509章)
B6: Product Responsibility B6：產品責任	<ul style="list-style-type: none"> Standardisation Law of the People's Republic of China Energy Conservation Law of the People's Republic of China Product Quality Law of the People's Republic of China Food Safety Law of the People's Republic of China Advertising Law of the People's Republic of China Trademark Law of the People's Republic of China Law of the People's Republic of China on the Protection of Consumer Rights and Interests Anti-Unfair Competition Law of the People's Republic of China 《中華人民共和國標準化法》 《中華人民共和國節約能源法》 《中華人民共和國產品質量法》 《中華人民共和國食品安全法》 《中華人民共和國廣告法》 《中華人民共和國商標法》 《中華人民共和國消費者權益保護法》 《中華人民共和國反不正當競爭法》 	<ul style="list-style-type: none"> Building Ordinance (Chapter 123 of the Laws of Hong Kong) Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong) 《建築物條例》(香港法例第123章) 《個人資料(私隱)條例》(香港法例第486章)



APPENDIX II: LIST OF SIGNIFICANT LAWS AND REGULATIONS

附錄二：重要法律及法規列表

Main Areas and Aspects 主要範疇及層面	Significant Laws and Regulations 重要法律及法規	
	Mainland China 中國內地	Hong Kong 香港
B7: Anti-corruption B7：反貪污	<ul style="list-style-type: none"> • Criminal Law of the People's Republic of China • Securities Law of the People's Republic of China • Anti-Money Laundering Law of the People's Republic of China • 《中華人民共和國刑法》 • 《中華人民共和國證券法》 • 《中華人民共和國反洗錢法》 	<ul style="list-style-type: none"> • Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) • Crimes Ordinance (Chapter 200 of the Laws of Hong Kong) • Section 23 of the Theft Ordinance, Extortion (Section 23 of Chapter 210 of the Laws of Hong Kong) • Section 16A of the Theft Ordinance, Fraud (Section 16A of Chapter 210 of the Laws of Hong Kong) • Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Chapter 615 of the Laws of Hong Kong) • 《防止賄賂條例》(香港法例第201章) • 《刑事罪行條例》(香港法例第200章) • 《盜竊罪條例》第23條《勒索罪》(香港法例第210章第23條) • 《盜竊罪條例》第16A條《欺詐罪》(香港法例第210章第16A條) • 《打擊洗錢及恐怖分子資金籌集條例》(香港法例第615章)



APPENDIX III: CONTENT INDEX TO THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE OF THE STOCK EXCHANGE

附錄三：聯交所環境、社會及管治報告守則索引

Mandatory Disclosure Requirements 強制披露要求	Content 內容	Chapter/Explanation 章節／聲明
Governance Structure 管治架構	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (i) a disclosure of the board's oversight of ESG issues; (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 (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. <p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> (i) 披露董事會對ESG事宜的監管； (ii) 董事會的ESG管理方針及策略，包括評估、優次排列及管理重要的ESG相關事宜（包括對發行人業務的風險）的過程；及 (iii) 董事會如何按ESG相關目標檢討進度，並解釋它們如何與發行人業務有關連。 	Sustainability Management Approach 可持續發展管理方針
Reporting Principles 匯報原則	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p> <p>描述或解釋在編備ESG報告時如何應用下列匯報原則：</p> <p>重要性：ESG報告應披露：(i)識別重要ESG因素的過程及選擇這些因素的準則；(ii)如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。</p> <p>量化：有關匯報排放量／能源耗用（如適用）所用的標準、方法、假設／或計算工具的資料，以及所使用的轉換因素的來源應予披露。</p> <p>一致性：發行人應在ESG報告中披露統計方法或關鍵績效指標的變更（如有）或任何其他影響有意義比較的相關因素。</p>	About the Report 關於本報告



APPENDIX III: CONTENT INDEX TO THE ENVIRONMENTAL,
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Mandatory Disclosure Requirements 強制披露要求	Content 內容	Chapter/Explanation 章節／聲明
Reporting Boundary 匯報範圍	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p> <p>解釋ESG報告的匯報範圍，及描述挑選哪些實體或業務納入ESG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。</p>	About the Report 關於本報告



APPENDIX III: CONTENT INDEX TO THE ENVIRONMENTAL,
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附錄三：聯交所環境、社會及管治報告守則索引

A. Environmental A. 環境		
General Disclosure & KPI 一般披露及 關鍵績效指標	Description 指標內容	Chapter/Explanation 章節／聲明
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. Note: Air emissions include NO _x , SO _x , and other pollutants regulated under national laws and regulations 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 附註：氣體排放物包括氮氧化物、硫氧化物及國家法律及法規規定的其他污染物	Environmental Protection 環境保護
KPI 關鍵績效指標	A1.1 The types of emissions and respective emissions data. 排放物種類及相關排放資料。	APPENDIX I: Key Performance Indicators 附錄一：關鍵績效指標
	A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	APPENDIX I: Key Performance Indicators 附錄一：關鍵績效指標
	A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	APPENDIX I: Key Performance Indicators 附錄一：關鍵績效指標
	A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	APPENDIX I: Key Performance Indicators 附錄一：關鍵績效指標



APPENDIX III: CONTENT INDEX TO THE ENVIRONMENTAL,
SOCIAL AND GOVERNANCE REPORTING CODE OF THE STOCK EXCHANGE
附錄三：聯交所環境、社會及管治報告守則索引

A. Environmental A. 環境		
General Disclosure & KPI 一般披露及 關鍵績效指標	Description 指標內容	Chapter/Explanation 章節／聲明
	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。	Environmental Protection 環境保護
	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。	Environmental Protection 環境保護
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。	Environmental Protection 環境保護 APPENDIX I: Key Performance Indicators 附錄一：關鍵績效指標
KPI 關鍵績效指標	A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	APPENDIX I: Key Performance Indicators 附錄一：關鍵績效指標
	A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	APPENDIX I: Key Performance Indicators 附錄一：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。	Environmental Protection 環境保護
	A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Environmental Protection 環境保護
	A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	N/A 不適用



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A. Environmental A. 環境		
General Disclosure & KPI 一般披露及 關鍵績效指標	Description 指標內容	Chapter/Explanation 章節／聲明
Aspect A3: The Environmental and Natural Resources 層面A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant 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。	APPENDIX I: Key Performance Indicators 附錄一：關鍵績效指標
Aspect A4: Climate Change 層面A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Action 氣候行動
KPI 關鍵績效指標	A4.1 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Action 氣候行動



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B. Social B. 社會		
General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
Aspect B1: Employment 層面B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Talent Development 人才發展 APPENDIX II: List of Significant Laws and Regulations 附錄二：重要法律及法規列表
KPI 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。	APPENDIX I: Key Performance Indicators 附錄一：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。	APPENDIX I: Key Performance Indicators 附錄一：關鍵績效指標
Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障員工避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Occupational Health and Safety 職業健康與安全 APPENDIX II: List of Significant Laws and Regulations 附錄二：重要法律及法規列表



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		B. Social B. 社會	
General Disclosure & KPI 一般披露及 關鍵績效指標		Indicator Description 指標描述	Chapter Reference 所在章節
KPI 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3年(包括報告年度)每年因工作關係而死亡的人數及比率。	APPENDIX I: Key Performance Indicators 附錄一：關鍵績效指標
	B2.2	Lost days due to work injury. 因工傷損失工作日數。	APPENDIX I: Key Performance Indicators 附錄一：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。	Occupational Health and Safety 職業健康與安全
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. 有關提升員工履行工作職責的知識及技能的政策。描述培訓活動。	Talent Training 人才培訓
KPI 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、中級管理層等)劃分的受訓僱員百分比。	APPENDIX I: Key Performance Indicators 附錄一：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。	APPENDIX I: Key Performance Indicators 附錄一：關鍵績效指標



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B. Social B. 社會		
General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
Aspect B4: Labour Standards 層面B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Avoidance of Child and Forced Labour 防止童工及強制勞工 APPENDIX II: List of Significant Laws and Regulations 附錄二：重要法律及法規列表
KPI 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。	Avoidance of Child and Forced Labour 防止童工及強制勞工
	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。	Avoidance of Child and Forced Labour 防止童工及強制勞工
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。	Supply Chain Management 供應鏈管理
KPI 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。	APPENDIX I: Key Performance Indicators 附錄一：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、以及有關慣例的執行及監察方法。	Supply Chain Management 供應鏈管理



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General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
	B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在篩選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
Aspect B6: Product Responsibility 層面B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Honest Operation 誠信經營 APPENDIX II: List of Significant Laws and Regulations 附錄二：重要法律及法規列表
KPI 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。	Honest Operation 誠信經營
	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。	Honest Operation 誠信經營
	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。	Honest Operation 誠信經營



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General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
	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。	Honest Operation 誠信經營
	B6.5 Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	Honest Operation 誠信經營
Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Business Ethics 商業道德 APPENDIX II: List of Significant Laws and Regulations 附錄二：重要法律及法規列表
KPI 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. 於報告期間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。	Business Ethics 商業道德
	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。	Business Ethics 商業道德
	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。	Business Ethics 商業道德



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B. Social B. 社會		
General Disclosure & KPI 一般披露及 關鍵績效指標	Indicator Description 指標描述	Chapter Reference 所在章節
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發行人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。	Caring Our Community 關懷社區
KPI 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)。	Caring Our Community 關懷社區
	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)。	Caring Our Community 關懷社區





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