

# IngDan 硬蛋

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INGDAN, INC.

硬蛋創新

(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 : 00400



Environmental, Social and Governance Report 2023  
環境、社會及管治報告

# 環境、社會及管治報告

## Environmental, Social and Governance Report

### 報告準則、期間、範圍及原則

本環境、社會及管治(「環境、社會及管治」)報告(「本報告」)乃由硬蛋創新(「本公司」)及其附屬公司(統稱「本集團」)根據香港聯合交易所有限公司(「香港交易所」)證券上市規則附錄C2所載環境、社會及管治報告指引(「環境、社會及管治報告指引」)編製。

本報告闡述本集團於截至2023年12月31日止年度(「報告期間」)實施環境、社會及管治措施取得的進展，務求讓持份者全面了解本集團財務表現以外的事宜。本報告涵蓋本集團於中華人民共和國(「中國」)大陸及香港特別行政區(「香港」)的辦事處及設施的營運。

環境、社會及管治報告指引概述編製環境、社會及管治報告應遵守的四項基本原則。本集團於環境、社會及管治報告中應用該等原則的方式如下：

### REPORTING STANDARD, PERIOD, SCOPE, AND PRINCIPLES

The Environmental, Social and Governance (“ESG”) Report (“the Report”) compiled by Ingdan, Inc. (“the Company”) and its subsidiaries (“the Group”) adheres to the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) as set out in Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”, or “HKEX”).

The Report describes the progress of the Environmental, Social and Governance efforts made by the Group during the year ended 31 December 2023 (the “Reporting Period”), with the aim of providing a comprehensive picture to the stakeholders in addition to its financial performance. The scope of this report encompasses the Group’s operations within the offices and facilities located in the mainland of the People’s Republic of China (“PRC”) and the Hong Kong Special Administrative Region (“Hong Kong”).

The ESG Reporting Guide outlines four fundamental principles that should be applied in the preparation of an ESG report. Here’s how the Group applies these principles in the ESG Report:

匯報原則 Reporting Principles	應用於本報告的方式 How it is applied to this report
重要性	環境、社會及管治報告涵蓋不同持份者關注的關鍵環境及社會議題。該等重大環境及社會議題乃經本公司董事會(「董事會」)與審核委員會考慮、董事會與本集團管理層(「管理層」)討論及與不同持份者溝通後識別。環境、社會及管治報告載列識別實質事宜的過程以及內部及外部層面的實質事宜矩陣，有關詳情載於「持份者參與」及「重要性評估」章節。
Materiality	The ESG Report covers the key environmental and social issues concerned by different stakeholders. These material environmental and social issues were identified through consideration by the board of directors of the Company (the “Board”), audit committee, discussion between the Board and the management of the Group (the “Management”) and engagement with different stakeholders. Identification process of substantive issues and the matrix of substantive issues along internal and external dimensions are disclosed in the ESG Report, further details of which are set out in the “Stakeholder Engagement” and “Materiality Assessment” sections.

# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

匯報原則 Reporting Principles	應用於本報告的方式 How it is applied to this report
量化  Quantitative	環境、社會及管治報告載列量化環境及社會關鍵績效指標(「 <b>關鍵績效指標</b> 」)採用的標準、方法、假設及／或計量，以及所用的關鍵排放源及轉換系數的資料。該等資料的詳情於下文相關關鍵績效指標的註釋部分中說明。  Information on the standards, methodologies, assumptions and/or calculation used, and source of key emission and conversion factors used for both quantitative environmental and social key performance indicators (the “ <b>KPIs</b> ”) are disclosed in the ESG Report. Details of these information are explained in the notes section following relevant KPIs.
平衡  Balance	環境、社會及管治報告不偏不倚地呈報本集團於報告期間的表現。以客觀方式披露資料，避免可能會不恰當地影響讀者判斷的偏頗選擇、遺漏或呈列格式。  The ESG Report provides an unbiased picture of the Group’s performance during the Reporting Period. Information is disclosed in an objective manner, avoiding biased selections, omissions, or presentation formats that may inappropriately influence the judgment made by readers.
一致性  Consistency	為提高及保持環境、社會及管治表現的長遠可比性，本集團盡量採用一致的匯報及計量方法，以達到具意義的比較，並已就任何可能影響對關鍵績效指標作意義比較的變動作出相應披露。  For enhancing and maintaining the comparability of ESG performances over time, consistent reporting and calculation methodologies are applied by the Group as far as practicable to allow for meaningful comparison. Any changes that could affect a meaningful comparison of KPIs have been disclosed accordingly.

### 關於本集團

本集團是一家在中國服務全球IC產業及AIoT生態的整合平台即服務(iPaaS)技術服務平台。本集團主營業務為科通技術(「**科通技術**」)(芯片產業的技術服務平台)和硬蛋科技(「**硬蛋科技**」，提供AIoT技術和服務的平台)。

於報告期間，本集團獲深圳市人力資源和社會保障局評定為深圳市高技能人才培訓基地，深圳市科通技術股份有限公司獲評定為深圳市寶安區半導體行業協會第二屆理事單位及獲寶安區航城街道辦事處頒發基石獎。

### ABOUT THE GROUP

The Group is an Integration Platform as a Service (iPaaS) technology services platform serving the global IC industry and AIoT ecosystem in China. The Group’s core businesses are Comtech (“**Comtech**”), a technology services platform for the chip industry, and Ingdan (“**Ingdan**”), a platform providing AIoT technology and services.

During the Reporting Period, The Group was evaluated by Shenzhen Human Resources and Social Security Bureau as Shenzhen High-skilled Talent Training Base, Shenzhen Comtech Limited was recognized as the second governing unit of Shenzhen Bao’an District Semiconductor Industry Association as well as the Cornerstone Award issued by Bao’an District Hangcheng Street Office.

# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

### 董事會聲明

董事會高度重視我們的可持續發展，負責審議本集團主要環境、社會及管治重大事宜，監督及評估本集團於環境、社會及管治方面的整體管理及實施情況，並就本集團的環境、社會及管治策略及報告承擔整體責任。

本集團重視所有持份者的建議和意見，確保與主要持份者之間設有足夠的溝通渠道，以討論和釐定本集團環境、社會及管治關鍵議題和面臨的環境、社會及管治潛在風險，不斷完善環境、社會及管治相關策略、政策及體系。董事會已審閱本年度主要環境、社會及管治事宜並批准對各環境、社會及管治議題重要性程度的建議調整，以確保重要性矩陣的及時性及合理性。詳情請參閱「重要性評估」一節。

本報告詳盡披露上述環境、社會及管治事項，董事會已於2024年3月28日審閱及批准有關事項。

### 查閱本報告及反饋

如您對本公司環境、社會及管治議題的披露及表現有任何意見或建議，請與我們進行聯繫。我們的環境、社會及管治報告電子版本於香港交易所網站([www.hkexnews.hk](http://www.hkexnews.hk))及本集團網站([www.ingdangroup.com](http://www.ingdangroup.com))可供查閱。您的反饋對我們非常寶貴，我們將努力改進於環境、社會及管治方面的工作，提高透明度。

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### STATEMENT OF THE BOARD

The Board attaches great importance to our sustainable development and is responsible for reviewing major ESG matters of the Group, supervising and evaluating the overall ESG management and implementation of the Group, and bearing overall responsibility for the Group's ESG strategy and reporting.

The Group values the suggestions and opinions of all stakeholders and ensures sufficient communication channels with key stakeholders to discuss and determine the Group's key ESG issues and potential ESG risks faced, and continuously improve the ESG related strategies, policies and systems. The Board has reviewed the major ESG issues for this year and approved the proposed adjustments to the degree of importance of various ESG issues to ensure the timeliness and reasonableness of the materiality matrix. Please refer to the "Materiality Assessment" section for details.

This report discloses in detail the above environmental, social and governance matters, which have been reviewed and approved by the Board on 28 March 2024.

### REPORT ACCESS AND FEEDBACK

If you have any advice or recommendations regarding our disclosure and performance on ESG issues, we welcome you to contact us. The electronic version of our ESG Report is accessible on the Hong Kong Stock Exchange's website ([www.hkexnews.hk](http://www.hkexnews.hk)), as well as on our Group website ([www.ingdangroup.com](http://www.ingdangroup.com)). Your feedback is invaluable to us as we strive to improve our ESG efforts and transparency.

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## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

### 環境、社會及管治發展管理

#### 本集團的環境、社會及管治理念及管治架構

董事會深明環境、社會及管治因素對於滿足持份者不斷轉變的期望以及推動本集團價值及表現提升發揮著至關重要的作用。有鑒於此，董事會與管理層密切合作，將踐行環保管理作為一項核心責任，包括評估及甄別與本集團環境、社會及管治事宜相關的風險。此外，董事會亦致力於在全體僱員中培養環境及社會可持續文化，此舉對於確保本集團的長期可持續發展至關重要。

本集團對環境、社會及管治事宜的監管框架及職責分工如下：

### ESG DEVELOPMENT MANAGEMENT

#### The Group's ESG Philosophy and Governance Structure

The Board acknowledges the critical role that ESG considerations play in aligning with evolving stakeholder expectations and in driving the value and performance of the Group forward. In recognition of this, the Board collaborates closely with Management to uphold environmental stewardship as a core responsibility. This includes assessing and pinpointing risks tied to ESG issues pertinent to the Group. Additionally, the Board is dedicated to fostering a culture of environmental and social sustainability across the entire workforce. This commitment is seen as essential to securing the Group's sustainable long-term growth.

The Group's regulatory framework and functions on ESG matters are as follows:



# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

監管職責 Regulatory functions	監管內容 Regulatory content
董事會 The Board	<ul style="list-style-type: none"> <li>全面負責評估本集團面對的主要環境、社會及管治風險(例如供應商管理、了解社會的可持續需求等,以及與本集團相關的其他主要環境、社會及管治事宜)。</li> <li>全面負責評估及釐定風險性質及程度(包括環境、社會及管治風險)。董事會願意以之為戰略目標,建立及保持適當有效的風險管理及內部監控制度。</li> <li>Take overall responsibility for assessing the key ESG risks faced by the Group (such as supplier management, understanding the sustainable needs of society, etc., and other major ESG issues related to the Group).</li> <li>Take overall responsibility for assessing and determining the nature and extent of risks, including ESG risks. The board is willing to make it the strategic objective to establish and maintain appropriate and effective risk management and internal control systems.</li> </ul>
審核委員會 Audit Committee	<ul style="list-style-type: none"> <li>協助董事會領導管理層監督風險管理及內部監控系統的設計、實施及監察。</li> <li>Assist the Board to lead the Management in overseeing the design, implementation and monitoring of risk management and internal control systems.</li> </ul>
內部審核部門 Internal Audit Department	<ul style="list-style-type: none"> <li>提供建議以制定或完善解決主要風險(包括業務過程中的環境、社會及管治風險)的政策及程序。</li> <li>定期檢討風險管理及內部監控系統的充足性及有效性,並識別業務營運產生的風險。</li> <li>Provide recommendations to formulate or improve policies and procedures in addressing the major risks (including ESG risks in the business process).</li> <li>Regularly review the adequacy and effectiveness of risk management and internal control systems and identify the risks arising from the business operation.</li> </ul>
外聘專業顧問 External Professional Consultant	<ul style="list-style-type: none"> <li>對風險管理及內部監控制度進行年度獨立檢討。</li> <li>確保用於識別、評估及管理重大環境、社會及管治風險的政策及程序已妥為設計及實施。</li> <li>Conduct annual independent reviews of risk management and internal control systems.</li> <li>Ensure that the policy and procedures used to identify assess and manage material ESG risks are designed and implemented properly.</li> </ul>
各業務部門主管 Head of each business department	<ul style="list-style-type: none"> <li>持續識別及評估可能影響本集團業務及各方面的風險,包括營運過程中面臨的環境、社會及管治風險。</li> <li>向管理層匯報任何已識別風險。</li> <li>Perform ongoing identification and assessment of risks that may potentially affect the Group's business and various aspects, including ESG risks that are exposed to the operations.</li> <li>Report any identified risks to the management.</li> </ul>

## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

通過自上而下的方針，我們透過既定政策及指引將環境、社會及管治原則融入日常營運。該策略方針確保每個僱員都能成為我們可持續發展舉措的積極倡導者，將環境、社會及管治推行至我們業務的各個重要環節。我們僱員負責遵守不同的環境、社會及管治相關政策，執行本集團的環境、社會及管治戰略，並就環境、社會及管治相關決策的有效性及潛在改進向管理層提供反饋。

為確保貫徹執行環境、社會及管治相關決策，本集團已成立環境、社會及管治工作小組。該小組負責數據收集、資料披露、向員工傳達董事會的決定並及時向董事會匯報相關事宜等重要任務。這一結構不僅強化了我們對環境、社會及管治實踐的承諾，亦使我們的營運與可持續發展目標保持一致。

### 環境、社會及管治風險管理

董事會以行業標準為標桿，積極與持份者溝通，主動識別本集團的環境、社會及管治風險。為確保全面評估該等風險，本集團尋求外聘專業顧問團隊的專業知識。該等團隊負責評估風險及了解最新的監管規定，涉及全球經濟風險、資深僱員的潛在流失及客戶資料安全等一系列問題。

就已識別的環境、社會及管治風險而言，本集團主要通過研究兩個關鍵因素來評估其重要性：發生的可能性及其潛在影響程度。其包括根據過往及現有數據，估計該等風險未來可能發生的頻率及其影響程度。考慮的因素包括財務影響、處罰或罰款的潛在成本，以及可能出現的與環境、社會及管治問題相關的新收入來源或機會。該全面分析有助於本集團把握其環境、社會及管治措施的重心，並有效管理風險。

Through a top-down approach, we integrate ESG principles into our daily operations via established policies and guidelines. This strategic method ensures each employee becomes a proactive advocate for our sustainability initiatives, extending ESG throughout the significant segments of our business. Our employees are tasked with adhering to various ESG related policies, implementing the Group's ESG strategies, and providing Management with feedback on the effectiveness and potential enhancements of ESG related decisions.

To ensure the thorough execution of ESG related decisions, the Group has established an ESG working group. This team is charged with the critical tasks of data collection, information disclosure, communicating the Board's decisions to the workforce, and updating the Board promptly on relevant issues. This structure not only reinforces our commitment to ESG practices but also aligns our operations with our sustainability goals.

### ESG Risks Management

The Board proactively identifies the Group's ESG risks by benchmarking against industry standards and actively engaging with stakeholders. To ensure a comprehensive evaluation of these risks, the Group enlists the expertise of external professional consulting teams. These teams are tasked with assessing the risks and keeping abreast of the latest regulatory requirements, which encompass a spectrum of concerns such as global economic risks, the potential exodus of skilled employees, and the security of customer information.

For the ESG risks that are identified, the Group assesses their materiality primarily by examining two key factors: the likelihood of their occurrence and the extent of their potential impact. This involves estimating how often these risks might arise in the future and the possible magnitude of their effects based on historical and present data. Factors considered include financial implications, potential costs from penalties or fines, and the emergence of new revenue streams or opportunities that may arise in connection to ESG matters. This thorough analysis helps the Group to prioritize its ESG initiatives and manage risks effectively.

# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

### 持份者參與

本集團高度重視持份者的意見及見解，並致力於通過公開對話及緊密的合作關係，了解並解決彼等在環境、社會及管治方面的關切及利益。在制定環境、社會及管治營運策略時，本集團會考慮持份者的期望，同時致力於提高本集團對環境及社區的貢獻價值。此乃通過與各持份者組別的合作及積極參與達致。

持份者組別、彼等的關注重點、與本集團的主要溝通渠道以及我們的回應與反饋如下表所示：

### Stakeholder Engagement

The Group places a high priority on the opinions and insights of its stakeholders and is dedicated to understanding and addressing their concerns and interests related to ESG through open dialogue and strong collaborative relationships. In shaping its operational strategies for ESG, the Group takes into account the expectations of its stakeholders, simultaneously aiming to enhance the value it contributes to the environment and community. This is achieved through cooperation and active participation with various stakeholder groups.

The stakeholder groups, their focus, their typical communication channels with the Group and our response and feedback are shown below:

持份者組別 Types of Stakeholders	關注重點 Focus	主要溝通渠道 Typical communication channels	回應及反饋 Response & Feedback
客戶 Customers	<ul style="list-style-type: none"> <li>• 產品及服務質量</li> <li>• 用戶信息收集及信息保護</li> <li>• 知識產權</li> <li>• 技術創新及產品迭代</li> </ul>	<ul style="list-style-type: none"> <li>• 集團參觀</li> <li>• 收集投訴及反饋</li> <li>• 網上調查</li> <li>• 通過電郵或電話定期交流</li> <li>• 向公眾發佈本集團財務報告、公告及通函以及其他文件</li> </ul>	<ul style="list-style-type: none"> <li>• 提供優質產品及服務</li> <li>• 制定隱私政策，合法收集用戶信息</li> <li>• 保護知識產權</li> <li>• 加強研發能力</li> </ul>
Customers	<ul style="list-style-type: none"> <li>• The quality of products and service</li> <li>• Collection of users' information and information protection</li> <li>• Intellectual property rights</li> <li>• Technological innovation and products iteration</li> </ul>	<ul style="list-style-type: none"> <li>• Group tours</li> <li>• Collection of complaints and feedback</li> <li>• Online survey</li> <li>• Regular communication via email or telephone</li> <li>• Financial reports, announcements and circulars and other documents of the Group released to the public</li> </ul>	<ul style="list-style-type: none"> <li>• Providing high quality products and service</li> <li>• Setting up privacy policy and collecting the user's information lawfully</li> <li>• Protecting the intellectual property rights</li> <li>• Enhancing research and development capability</li> </ul>



## 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

持份者組別 Types of Stakeholders	關注重點 Focus	主要溝通渠道 Typical communication channels	回應及反饋 Response & Feedback
供應商 Suppliers	<ul style="list-style-type: none"> <li>良好及長期的業務關係</li> <li>公平誠信交易</li> <li>信息共享</li> </ul>	<ul style="list-style-type: none"> <li>通過電郵或電話定期交流</li> <li>定期進行會議或報告</li> </ul>	<ul style="list-style-type: none"> <li>按約定履行合約義務</li> <li>與優秀供應商保持長期合作</li> <li>及時付款</li> <li>Honoring contractual obligations as agreed</li> <li>Maintaining long-term collaboration with excellent suppliers</li> <li>Timely payment</li> </ul>
股東及投資者 Shareholders and investors	<ul style="list-style-type: none"> <li>持續穩定的投資回報</li> <li>及時的披露資料及透明度</li> <li>維護股東權利及利益</li> <li>業務經營合法合規</li> <li>反腐倡廉</li> </ul>	<ul style="list-style-type: none"> <li>年報、中期報告及公告</li> <li>股東大會</li> <li>路演/電話會議/會面</li> <li>媒體溝通機制</li> <li>新聞發佈會</li> <li>意見監察</li> <li>電話/電郵/網站諮詢</li> <li>投資者參觀</li> <li>Annual reports, interim reports, and announcements</li> <li>General meetings</li> <li>Roadshows/telephone conferences/meet-and-greets</li> <li>Media communication mechanism</li> <li>Press conferences</li> <li>Opinion monitoring</li> <li>Consultation via telephone/email/website</li> <li>Investor visits</li> </ul>	<ul style="list-style-type: none"> <li>根據法規刊發股東週年大會通告及決議案</li> <li>及時披露公司信息</li> <li>根據監管機構規定刊發公眾公告及報告</li> <li>回應電郵/電話查詢及投資者實地視察</li> <li>Publishing AGM notices and resolutions according to regulations</li> <li>Timely disclosing corporate information</li> <li>Publishing public announcements and reports according to regulator's requirements</li> <li>Responding to email/telephone inquiries and handling on-site visit from investors</li> </ul>

# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

持份者組別 Types of Stakeholders	關注重點 Focus	主要溝通渠道 Typical communication channels	回應及反饋 Response & Feedback
僱員 Employees	<ul style="list-style-type: none"> <li>• 培訓、事業發展及持續專業發展</li> <li>• 薪酬及福利</li> <li>• 工作環境</li> <li>• 健康與安全保障</li> <li>• 創新及機遇</li> <li>• 知識產權</li> </ul>	<ul style="list-style-type: none"> <li>• 透過電郵及面對面會議收集反饋</li> <li>• 績效考核</li> <li>• 直屬主管指導</li> <li>• 員工公告欄／電郵</li> <li>• 培訓、論壇及研討會</li> </ul>	<ul style="list-style-type: none"> <li>• 提供健康與安全的工作環境</li> <li>• 就晉升建立公平透明的績效考核機制</li> <li>• 組織員工活動及團隊建設活動</li> </ul>
地方社區、非政府組織及大眾 Local communities, non-government organizations and the public	<ul style="list-style-type: none"> <li>• 就業機會</li> <li>• 環境保護及減排</li> <li>• 社區發展</li> <li>• 公益慈善捐贈</li> </ul>	<ul style="list-style-type: none"> <li>• 公益活動</li> <li>• 社區投資與服務</li> <li>• 環保活動</li> <li>• 贊助及捐贈</li> </ul>	<ul style="list-style-type: none"> <li>• 嚴格遵守法律及法規</li> <li>• 加強安全管理</li> <li>• 積極承擔企業社會責任</li> </ul>
	<ul style="list-style-type: none"> <li>• Employment opportunities</li> <li>• Environmental protection and reduce emissions</li> <li>• Community development</li> <li>• Contribute towards public welfare and charitable donations</li> </ul>	<ul style="list-style-type: none"> <li>• Charitable activities</li> <li>• Community investment and service</li> <li>• Environmental protection activities</li> <li>• Sponsorships and donations</li> </ul>	<ul style="list-style-type: none"> <li>• Strictly complying with laws and regulations</li> <li>• Enhancing safety management</li> <li>• Actively assuming corporate social responsibilities</li> </ul>

## 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

持份者組別 Types of Stakeholders	關注重點 Focus	主要溝通渠道 Typical communication channels	回應及反饋 Response & Feedback
媒體 Media	<ul style="list-style-type: none"><li>• 信息透明度</li><li>• 良好的媒體關係</li></ul>	<ul style="list-style-type: none"><li>• 於香港交易所及本集團網站披露資料</li><li>• 財務報告、公告及通函及其他公開可獲得的資料</li><li>• 訪談及新聞稿</li><li>• Information disclosure on HKEX and the Group websites</li><li>• Financial reports, announcements and circulars and other publicly available information</li><li>• Interviews and press releases</li></ul>	<ul style="list-style-type: none"><li>• 維護良好合作關係</li><li>• 與媒體及傳媒適當互動</li><li>• Maintaining good cooperative relations</li><li>• Interact appropriately with the medias and press</li></ul>

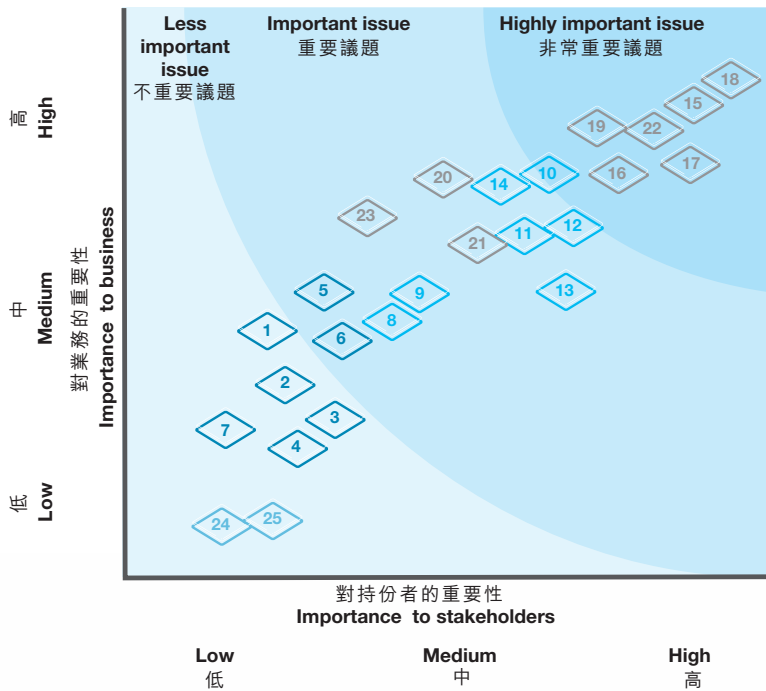
### 重要性評估

於整個報告期間，本集團已成功與持份者溝通，發現數項與環境、社會及管治有關的潛在議題可能對組織長期影響。該等議題已分類為不同範疇，以符合環境、社會及管治報告指引。收集受影響持份者的有關數據，以估計該等環境、社會及管治議題對本集團的影響。經過我們分析，下表所列議題對本集團而言屬重大：

### Materiality Assessment

Throughout the Reporting Period, the Group has successfully engaged with stakeholders, uncovering several potential ESG concerns that could have long-term implications for the organization. These concerns have been sorted into distinct categories in line with the ESG Reporting Guide. Relevant data was collected from those stakeholders impacted to evaluate the potential influence of these ESG matters on the Group. The material issues identified through our analysis are detailed below:

# 環境、社會及管治報告(續) Environmental, Social and Governance Report (Continued)



**環境 Environment**

- 環保合規  
Environmental compliance
- 溫室氣體排放  
Greenhouse gas emissions
- 空氣污染  
Air pollution
- 有害及無害廢棄物管理  
Hazardous and non-hazardous waste management
- 能源使用  
Use of energy
- 水資源使用  
Use of water resources
- 污水處理  
Sewage treatment

**僱員 Employee**

- 薪資及福利  
Salary and welfare
- 健康與安全  
Health and safety
- 培訓及職業發展  
Training and career development
- 企業文化  
Corporate culture
- 有效溝通  
Effective communication
- 公平及反歧視  
Fairness and anti-discrimination
- 工作環境  
Working environment

**業務 Business**

- 產品及服務質量  
Product and service quality
- 處理投訴  
Complaint handling
- 知識產權  
Intellectual property rights
- 供應鏈管理  
Supply chain management
- 個人資料保護  
Personal data protection
- 反貪污及賄賂  
Anti-corruption and bribery
- 銷售合規  
Sales compliance
- 品牌聲譽  
Brand reputation
- 分包商管理  
Subcontractor management

**社區 Community**

- 社區服務  
Community service
- 慈善捐贈  
Charitable donations

## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

基於以上分析，本集團將持續改善其環境、社會及管治表現，以滿足持份者的不同期望、向持份者提供反饋及應對其風險。報告期間我們於該等環境、社會及管治層面的工作詳情將於下文四個章節呈列，即「我們的業務」、「我們的僱員」、「我們的環境」及「我們的社區」。

### 我們的業務

本集團是服務全球IC產業及AIoT生態系統的iPaaS技術服務平台。本集團的核心業務已經並持續為中國IT行業作出重大貢獻。本集團致力參與制訂國家技術標準，並致力促進中國創新行業發展。

### 供應鏈管理

本集團已維持良好慣例，與其供應商建立積極的長期關係。

本集團已制定完善的供應商管理政策及有效的採購管理制度，以降低供應鏈中的固有風險，並確保採購的貨品及服務質量符合我們的嚴格標準。我們採購管理制度將供應商主要分為兩類，即產品供應商及服務供應商。為有效管理與供應鏈相關的環境及社會風險，我們已採取一系列行動，其中包括：

- 要求採購部相關人員在採購過程中嚴格遵守政策及管理制度。
- 要求行政部採購符合指定環保標準的產品。
- 要求供應商提供產品質量保證報告(如適用及必要)。

Based on the above analysis, the Group will improve its ESG performance continuously to meet the different expectations of stakeholders, provide feedback to stakeholders and response to its risk. Details of our work under these ESG aspects during the Reporting Period will be presented in the next sections in four subject areas, namely “Our Business”, “Our Employees”, “Our Environment” and “Our Community.”.

### OUR BUSINESS

The Group is an iPaaS technology services platform serving the global IC industry and AIoT ecosystem. The Group's core business has made and continues to make significant contributions to China's IT industry. The Group strives to participate in the formulation of national technology standards and endeavors to foster the development of the innovative industry in China.

### Supply Chain Management

The Group has maintained good practices to build positive and long-term relationships with its suppliers.

The Group has put into place a comprehensive supplier management policy and an effective procurement management system to mitigate risks inherent in the supply chain and to assure that the quality of goods and services procured meets our stringent standards. Our procurement management system categorizes suppliers into two principal groups: product suppliers and service providers. To effectively manage environmental and social risks associated with our supply chain, we have undertaken a series of actions, which may include:

- Require relevant staff in the procurement department to strictly follow the policy and management system during the procurement process.
- Require the administration department to procure products that adhered to the prescribed environment protection standards.
- Require the suppliers to provide product quality assurance report where applicable and necessary.

## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

- 為採購部的員工提供定期培訓，以更新彼等對本集團採購程序的知識，藉此降低聘用表現欠佳或不合資格供應商的風險；及
- 維持公平及公開的供應商投標流程以獲取最有利的價格。
- Provide regular training to staff in the procurement department to refresh their knowledge of the Group's procurement procedures with the aim to mitigate the risk of engaging non-performing or non-qualified supplier; and
- Maintain a fair and open supplier bidding process to obtain the most favorable price.

我們歡迎合資格、勝任、優質及對社會負責的供應商與我們合作。本集團已制定供應商認證程序，當中涉及審視及核實各供應商的資歷、資質及聲譽。我們會將獲認可的供應商列入認可供應商名單(「**供應商名單**」)內。

We welcome qualified, competent, high-quality, and socially responsible suppliers to work with us. The Group has established a supplier authentication process, which involves the examination and verification of each supplier's credentials, qualifications, and reputation. Approved suppliers will be registered into a list of authorized suppliers (the "**Supplier List**").

為維持及控制本集團採購的商品及服務的質量，我們實施以下三大關鍵措施：

To maintain and control the quality of goods and services procured by the Group, we implement the following three key measures:

- 供應商質量協議：我們與各供應商訂立正式協議，強調質量的重要性。該等協議要求維持健全的質量管理體系，明確希望供應商持續滿足我們客戶不斷變化的質量要求。
- 供應商年度表現評估：我們每年對供應商進行評估，以確保彼等提供統一及優質的產品及服務。此評估程序乃作為表現核查以保證供應商持續遵守我們的質量標準。
- 貨品監察和及時性：我們密切監察進貨質量及交貨時間表，確保材料符合我們內部標準及客戶預期。此舉包括於收到材料後及其整個使用期間追蹤質量，並確保及時交付以防止我們的營運或客戶服務出現任何中斷。
- Quality Agreements with Suppliers: We enter into formal agreements with each of our suppliers that emphasize the critical nature of quality. These agreements mandate the maintenance of a robust quality management system. They set clear expectations for the supplier to continually meet the evolving quality requirements of our customers.
- Annual Supplier Performance Evaluations: We conduct yearly assessments of our suppliers to ensure they provide a consistent and high standard of products and services. This evaluation process serves as a performance check to guarantee that our suppliers remain compliant with our quality criteria.
- Monitoring of Goods and Timeliness: We closely monitor the quality of incoming goods and their delivery schedules to ensure that the materials meet both our internal standards and the expectations of our customers. This includes tracking the quality upon receipt and throughout the use of the materials, as well as ensuring timely delivery to prevent any disruptions in our operations or customer service.

此外，為保障及提升本集團的聲譽，我們的員工亦對貨品進行抽樣檢查，以確保產品的質量及安全。

In addition, to protect and enhance the Group's reputation, our staff also perform sample checks on goods to ensure both quality and safety of the products.

於報告期間，我們利用供應商管理系統對供應商統計數據進行詳盡分析。

During the Reporting Period, we leveraged our supplier management system to conduct an exhaustive analysis of supplier demographics.

## 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

我們的產品供應商網路包括396家實體，其中238家位於中國大陸、119家位於香港、7家位於中國台灣地區、6家位於日本，其餘分佈在新加坡、英國及美利堅合眾國等多個國家。

Our network for product suppliers comprises 396 entities, with 238 based in Mainland China, 119 in Hong Kong, 7 in the Taiwan region of China, 6 in Japan, and the remaining spread across various countries, including Singapore, United Kingdom, and the United States of America.

服務供應商(我們的第二類供應商)方面，共有1,026家供應商，其中759家來自中國大陸，233家來自香港，7家來自美利堅合眾國，其餘來自韓國、新加坡及馬來西亞等多個國家。

For service providers, the second category of our suppliers, there is a total of 1,026 suppliers, of which 759 are from Mainland China, 233 from Hong Kong, 7 from United States of America, and the remaining are from different countries, including Korea, Singapore, and Malaysia.

與我們合作的大多數供應商及服務供應商均為各自領域全球公認的佼佼者，恪守社會責任並致力於環境可持續發展，在商業道德、環境保護及提升員工福祉方面維持模範標準。我們要求供應商符合環保標準，並附有測試報告為證，此乃我們選擇過程中的決定性因素。我們通過與認同我們可持續發展願景的供應商通力合作，確保供應鏈的長期存續。

The majority of the suppliers and service providers we collaborate with are globally recognized leaders in their fields, adhering to their social responsibilities and committed to environmental sustainability. This includes maintaining exemplary standards in business ethics, environmental conservation, and improving employee welfare. Our suppliers are required to meet environmental protection standards, evidenced by test reports, as this is a decisive factor in our selection process. By partnering with suppliers who share our vision for sustainability, we ensure the long-term viability of our supply chain.

產品供應商位置	Product suppliers' location	數量 Number
大中華	Greater China	364
新加坡	Singapore	8
美國	United States	12
日本	Japan	6
愛爾蘭	Ireland	3
英國	United Kingdom	2
瑞士	Switzerland	1

服務供應商位置	Services providers' location	數量 Number
大中華	Greater China	998
新加坡	Singapore	6
美國	United States	7
開曼群島	Cayman Islands	4
韓國	Korea	4
馬來西亞	Malaysia	2
其他	Others	5

# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

### 質量保證

當產品一經進入倉庫後，我們便即開始進行質量保證工作。我們會進行全面檢查，確保供應予我們的產品與訂單相符且沒有損壞。為使此等流程在本集團內保持一致，我們已落實《物流倉庫收貨作業指引》。我們的倉務團隊會嚴格檢查外部包裝是否存在任何損壞跡象。如有任何例外或異常情況，此等產品將立即轉交客戶服務團隊處理。

誠如「供應鏈管理」一節所強調，維持良好聲譽對我們的業務至關重要。為此，我們著重與產品供應商形成穩固關係，並透過供應商管理程序嚴格檢查彼等的產品質量。我們要求所有認可供應商須就任何交付予客戶的不符合我們質量標準的產品遵循退換政策。為進一步確保遵守全球環境法規及標準，我們要求供應商在所有包裝上貼上正確的標籤，確認產品已符合必要環境指令(如歐盟的限制使用有害物質(RoHS)指令)，並證明產品符合無鉛、無鹵等規格要求。

為確保遵守有關我們在服務平台提供信息的法律及法規，我們定期檢查我們網上平台上的任何非法內容，如暴力、色情、仇恨、迷信及／或賭博等。於報告期間，本集團致力並已經遵守與產品責任相關的中華人民共和國重大法律及法規，包括：

- 《中華人民共和國電子商務法》；
- 《中華人民共和國網絡安全法》；
- 國家新聞出版廣電總局與工業和信息化部聯合頒佈的《網絡出版服務管理規定》；
- 《互聯網信息服務管理辦法》；

### Quality Assurance

Quality assurance initiatives commence as soon as the products are received at our warehouse. We conduct a thorough check to confirm that the products supplied to us are as ordered and devoid of any damage. To bring consistency to these processes within the Group, we have put in place the “Logistics Warehouse Receiving Operation Guidelines.” Our warehouse team rigorously checks the external packaging for any signs of damage. Should there be any deviations or irregularities, these are immediately referred to our customer service team for resolution.

As highlighted in the “Supply Chain Management” section, maintaining a positive reputation is essential for our business. To achieve this, we prioritize fostering strong relationships with our product suppliers and rigorously inspect the quality of their products through our supplier management process. We mandate that all vetted suppliers are committed to an exchange policy for any products that do not meet our quality standards when delivered to our customers. To further ensure compliance with global environmental regulations and standards, we require that suppliers label all packages correctly. These labels must confirm that the products comply with the necessary environmental directives, such as the European Union’s Restriction on the Use of Hazardous Substances (RoHS), as well as certify that products are Lead-free, Halogen-free, among other specifications.

To ensure the compliance with the laws and regulations regarding the information we provide on our service platform, we regularly check the contents on our online platforms for any illicit content such as violence, pornography, hatred, superstition and/or gambling, etc. The Group is committed to the compliance of, and had complied with, significant laws and regulations of the People’s Republic of China relevant to product responsibility during the Reporting Period, including:

- The E-Commerce Law of the People’s Republic of China;
- The Cyber Security Law of the People’s Republic of China;
- The Administrative Measures on Internet Publishing Services issued jointly by the State Administration of Press, Publication, Radio, Film and Television and the Ministry of Industry and Information Technology;
- Administrative Measures for Internet Information Services;



## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

- 文化部頒佈的《互聯網文化管理暫行規定》;
- 《互聯網視聽節目服務管理規定》;
- 《中華人民共和國廣告法》;
- 《全國人民代表大會常務委員會關於加強網絡信息保護的決定》; 及
- 《電信和互聯網用戶個人信息保護規定》。
- The Interim Administrative Provisions on Internet Culture promulgated by the Ministry of Culture;
- The Administrative Provisions on Internet Audio-Visual Program Service;
- Advertising Law of the People's Republic of China;
- The Decision of the Standing Committee of the National People's Congress on Strengthening the Protection of Networks; and
- The Provisions on Protecting the Personal Information of Telecommunications and Internet Users.

### 投訴處理

本集團已制定清晰的處理投訴的政策及程序。客戶服務團隊、銷售部門及物流部門專責及時處理及解決客戶提出的任何問題，並於接獲任何投訴後立即採取行動。

倘發生需要召回產品的情況，我們將根據事先訂立的協議採取行動。我們與客戶密切合作以就相關事項確定適當的解決方案及結算方式。本集團嚴格遵守中華人民共和國相關法律，特別是《中華人民共和國消費者權益保護法》及《中華人民共和國產品質量法》，根據不合格產品的情況提供必要的補救措施，例如維修、產品更換或退款服務。

於報告期間，本集團銷售或運輸的產品概無因安全或健康問題而需要召回。

### 保護私隱及信息安全

保護私隱及信息安全是我們業務營運的重要組成部分，本集團對此高度重視。我們已制定一套全面的標準政策、指引及程序，所有僱員於處理與供應商、客戶及其他第三方有關的私人或保密資料時均須遵守。本集團及僱員共同負責確保將彼等於工作過程中接觸的私人資料保密。

### Complaint Handling

The Group has well-defined policies and procedures in place for the resolution of complaints. The dedicated teams within our customer service, sales, and logistics departments are tasked with the prompt handling and resolution of any issues raised by customers. Immediate action is taken upon receipt of a complaint.

In circumstances that necessitate a product recall, actions are taken in accordance with pre-established agreements. We work closely with our customers to determine suitable solutions and settlements for such events. The Group strictly adheres to the relevant laws of the People's Republic of China, specifically The Law on the Protection of Consumer Rights and Interests and the Product Quality Law, to offer necessary remedies such as maintenance, product replacement, or refunds, depending on the condition of the substandard products.

During the Reporting Period, there were no products sold or shipped by the Group that required a recall due to safety or health concerns.

### Privacy Protection and Security of Information

The Group places a high priority on privacy protection and information security as integral aspects of our business operations. We have established comprehensive standard policies, guidelines, and procedures that all employees are expected to follow when dealing with private or confidential information pertaining to suppliers, customers, and other third parties. It is the collective responsibility of the Group and its employees to ensure the confidentiality of private information they encounter in their work.

## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

為保障系統及數據安全，防止任何潛在的資料泄露，我們已實施相關政策，所有僱員必須遵守。該等政策旨在保障數據及信息系統的完整性及保密性。僱員須正式確認並承諾遵守該等私隱保護政策。此外，本集團已制定嚴格的審批程序，僱員在發放任何保密資料前必須遵守。保密資料不得在未經授權的情況下抄錄及／或分發。至於處理保密資料，妥善處理慣例規定，任何有關資料必須回歸本源，如發生未經授權查閱資料、資料遺失或任何涉及保密資料的異常行為，僱員必須立即向管理團隊匯報。

本集團對違反該等政策的行為實施嚴厲處罰。違反的後果包括但不限於終止僱用、採取紀律行動及／或向違規方提起法律訴訟。

### 保護知識產權

本集團致力於通過雙重途徑尊重及保護知識產權（「知識產權」）。首先是正式註冊本身的專有知識產權，獲得知識產權證書。隨後是捍衛知識產權，必要時採取法律行動解決任何侵權事件。行政部負責監督及管理本集團的知識產權資產，如專利及商標。截至2023年12月31日，本集團共擁有商標319項，發明專利17項，實用新型專利31項，設計專利4項。

於報告期間，本公司並無就侵犯任何知識產權作為原告或被告而牽涉或面臨重大索賠（2022年：無）。本公司已採取一切合理措施防止侵犯知識產權。

To safeguard system and data security, and to prevent any potential information leaks, we have implemented relevant policies that all employees must adhere to. These policies are designed to protect the integrity and confidentiality of our data and information systems. Employees are required to formally acknowledge and commit to these privacy protection policies. Moreover, strict approval procedures are in place that employees must follow before any release of confidential information can occur. Unauthorized copying or distribution of confidential information is strictly prohibited. In the management of confidential information, proper handling stipulates that any such information must either be returned to its source or, in the event of unauthorized access, loss, or any other abnormal activity involving confidential information, employees are mandated to report immediately to the management team.

The Group enforces serious repercussions for breaches of these policies. Consequences for violation may include, but are not limited to, termination of employment, disciplinary actions, and/or legal proceedings against the offending party.

### Protection of Intellectual Property

The Group is committed to the respect and safeguarding of intellectual property (“IP”) rights through a two-tiered approach. The initial stage involves the formal registration of our proprietary intellectual properties to secure certificates validating our IP rights. The subsequent stage focuses on the defense of these rights, taking legal action if necessary to address any instances of infringement. Responsibility for the oversight and administration of the Group’s IP assets, such as patents and trademarks, falls to the Administration Department. As of December 31, 2023, the Group’s portfolio includes 319 trademarks, 17 invention patents, 31 utility model patents, and 4 design patents.

During the Reporting Period, the Group has not engaged in and has not been threatened with significant claim for infringement of any IP rights, whether as a claimant or as a defendant (2022: nil). The Group has taken all reasonable measures to prevent infringement of IP rights.

## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

### 反貪污

於報告期間，本集團致力並已經遵守有關反貪污行為的主要法律及法規，包括：

- 香港法例第201章《防止賄賂條例》；
- 香港法例第455章《有組織及嚴重罪行條例》；
- 香港法例第615章《打擊洗錢及恐怖分子資金籌集條例》；
- 《中華人民共和國刑法》；及
- 《中華人民共和國反洗錢法》。

於報告期間，本集團並無違反任何有關貪污的法律及法規(2022年：無)。於報告期間，概無對本集團或其僱員提出並已審結的貪污訴訟案件(2022年：無)。

本集團已實施一系列反貪污措施，以促進及維持高水平的道德操守，培養以誠實公正為核心的企業風氣。該等措施旨在防止、識別及應對所有形式的貪污行為(包括但不限於賄賂、勒索、洗黑錢及欺詐)。為便於舉報貪污行為，務請以書面方式填妥「舉報表格」，並附上任何相關文件。為確保舉報人保密，可匿名進行舉報。本集團堅決以最高機密處理所有舉報人的舉報。本集團僅於法律強制或法律要求本集團披露舉報人身份的情況下，方會披露其身份。

### Anti-Corruption

The Group is committed to the compliance of, and had complied with, significant laws and regulations relevant to anti-corruption practices during the Reporting Period, including:

- Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong);
- Organized and Serious Crimes Ordinance (Cap. 455 of the Laws of Hong Kong);
- Anti-Money Laundering and Counter-Terrorist Financing (Cap.615 of the Laws of Hong Kong);
- The Criminal Law of the People's Republic of China; and
- Anti-Money Laundering Law of the People's Republic of China.

During the Reporting Period, the Group was not in breach of any relevant laws and regulations relating to corruption (2022: nil). There are no concluded legal cases regarding corrupt practices brought against the Group or its employees during the Reporting Period (2022: nil).

The Group has put in place a suite of anti-corruption measures to promote and uphold a high standard of ethics and to cultivate a corporate ethos centered on integrity and equity. These measures are designed to preempt, identify, and address all forms of corruption, including but not limited to bribery, extortion, money laundering, and fraud. To facilitate the reporting of corrupt activities, individuals are urged to fill out the "Whistleblowing Report Form" in writing, attaching any relevant documentation. Submissions can be made on an anonymous basis to ensure the confidentiality of the whistleblower. The Group is resolute in its approach to handle all whistle-blower reports with the utmost confidentiality. Disclosure of the whistleblower's identity will only occur if legally mandated or if the Group is required by law to disclose the identity.

## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

我們已建立並施行打擊洗錢及恐怖分子資金籌集(「**AMLCFT**」)政策，以履行我們的監管責任及防止此類犯罪。本集團合規部下設的打擊洗錢工作小組負責與打擊洗錢規則及規例相關的合規管理。打擊洗錢工作小組的職責包括但不限於以下各項：

- 監督所有防止及偵察洗錢／恐怖分子融資活動；
- 制定及／或持續檢討本集團打擊洗錢及恐怖分子融資的系統及程序，以確保有關係統適時更新；
- 向董事會匯報有關工作，以及執行董事會作出的有關決策；及
- 向我們的僱員提供AMLCFT相關範圍的有關培訓。

本集團將收集新客戶數據，篩選新客戶，並進行初步評估及覆核程序，當中會考慮地區分佈、行業及業務類型，以及業務規模、複雜性等因素。根據該等標準，客戶分為不同級別。當客戶狀況及條件出現重大變動(例如當客戶涉及法律案件或當發生事件導致客戶的風險狀況出現重大變動)，本集團將考慮重新評估客戶的風險水平。該等重新評估是至關重要的，以確保本集團與客戶之間的互動和交易符合我們的風險管理政策及標準。

本集團已設立嚴格的披露政策，要求僱員匯報於代表本集團經營業務時收受的禮物、接待及差旅待遇。僱員須根據相關指引管理業務伙伴提供的禮品及招待。員工手冊闡明本集團對腐敗的態度，明確表示接受賄賂形式的金錢、禮物或回扣將導致解僱。此外，本集團保留對任何發現參與此類腐敗行為的僱員追究法律行動的權利。

於報告期間，我們已向僱員提供反貪污的培訓，而培訓資料已載於「發展及培訓」一節。

An anti-money laundering and counter-financing of terrorism (“**AMLCFT**”) policy was established and put in place in order to fulfil our regulatory obligations and to prevent such crimes. The anti-money laundering working group under the Group’s Compliance Department is responsible for the compliance management related to anti-money laundering rules and regulations. The duties for the anti-money laundering working group includes, but is not limited to, the following:

- Supervising all prevention and detection of money laundering/terrorist financing activities;
- Developing and/or continuously reviewing the systems and procedures for the group’s anti-money laundering and terrorist financing to ensure the systems are updated in a timely manner;
- Reporting the relevant work to the Board and implement relevant decisions made by the Board; and
- Providing relevant training to our employees in the areas related to AMLCFT.

The Group collects data on new customers and subjects them to an initial assessment and ongoing re-evaluations. This process involves considering various factors, including the customer’s geographic location, industry, business model, and the scale and complexity of their operations. Based on these criteria, customers are categorized into distinct tiers. Should there be a significant shift in a customer’s circumstances or status, such as involvement in legal proceedings or events that markedly alter their risk profile, the Group will reevaluate the customer’s designated risk level. This reassessment is crucial to ensure that the Group’s interactions and dealings with the customer remain aligned with our risk management policies and standards.

The Group has a stringent disclosure policy in place that mandates employees to report any acceptance of gifts, entertainment, or travel incurred while representing the Group in a business capacity. Employees must adhere to established guidelines when managing such offerings received from business associates. The staff handbook clearly outlines the Group’s position on corruption, stating that acceptance of money, gifts, or rebates in the form of bribes will lead to termination of employment. Furthermore, the Group retains the authority to pursue additional legal actions against any employee found to be engaging in such corrupt practices.

During the Reporting Period, we have provided anti-corruption training to employees and the training information has been included in the section “Development and Training”.

## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

### 我們的僱員

#### 僱傭政策

本集團致力遵守有關僱用勞工的法律及法規，包括但不限於：

- 香港法例第57章《僱傭條例》；
- 香港法例第480章《性別歧視條例》；
- 香港法例第487章《殘疾歧視條例》；
- 香港法例第527章《家庭崗位歧視條例》；
- 香港法例第602章《種族歧視條例》；
- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；
- 《工資支付暫行規定》；
- 《住房公積金管理條例》；
- 《勞動爭議調解仲裁法》；
- 《工傷保險條例》。

於報告期間，本集團並無嚴重違反勞動法律及法規的情況(2022年：無)。

### OUR EMPLOYEES

#### Employment Policy

The Group is committed to complying with laws and regulations relating to the employment of labour, which includes but not limits:

- The Employment Ordinance (Chapter 57 of the Laws of Hong Kong);
- The Sex Discrimination Ordinance (Chapter 480 of the Laws of Hong Kong);
- The Disability Discrimination Ordinance (Chapter 487 of the Laws of Hong Kong);
- The Family Status Discrimination Ordinance (Chapter 527 of the Laws of Hong Kong);
- The Race Discrimination Ordinance (Chapter 602 of the Laws of Hong Kong);
- The Labour Law of PRC;
- The Labour Contract Law of PRC;
- Tentative Provisions on Salary Payment;
- Regulations on the Management of Housing Provident Fund;
- Labour Dispute Mediation and Arbitration Law;
- Regulation on Work-related Injury Insurances.

There was no significant breach of labour laws and regulations during the Reporting Period (2022: nil).

## 環境、社會及管治報告(續) Environmental, Social and Governance Report (Continued)

本集團堅持平等機會原則，堅決反對任何形式的歧視。僱用的僱員人數視乎業務發展需要不時變動。僱傭聘請、晉升及薪酬乃根據現行行業慣例以及僱員的教育背景、經驗及個人表現釐定，而不論年齡、性別、種族或性取向。本集團定期檢討僱員的薪酬政策及待遇。除養老金計劃、專業發展機會、酌情花紅、醫療保險及強制性公積金外，本集團可根據個人表現評估授予僱員股份獎勵。

截至2023年12月31日，本集團共有580名僱員(2022年：568名)，當中18名為兼職僱員(2022年：19名)，而其餘則為全職僱員。男性僱員比例略高於女性，男女比例為1.31(2022年：1.20)。

截至2023年12月31日，僱員總人數中76.55%(2022年：79%)的年齡介乎30歲至50歲，而11.03%(2022年：13.73%)的僱員年齡為30歲以下，其餘12.41%(2022年：7.22%)的僱員年齡為50歲以上。相比上一個報告期間，僱員的年齡組別分佈保持穩定。

The Group is steadfast in its commitment to equal opportunity and firmly rejects all forms of discrimination. The workforce headcount of the Group is dynamically aligned with the evolving requirements of our business operations. Hiring, promotions, and salary decisions are made based on industry standards, considering the educational qualifications, work experience, and performance of candidates and employees, without regard to age, gender, race, or sexual orientation. The Group frequently reassesses its compensation policies and structures for employees. In addition to standard benefits like pension plans, ongoing professional development opportunities, discretionary bonuses, health insurance, and mandatory provident funds, the Group may also offer share awards to employees based on individual performance evaluations.

As of 31 December 2023, the Group had 580 employees in total (2022: 568), of which 18 employees worked part-time (2022: 19), while the rest of our employees worked full-time. The ratio of male employees is slightly higher than female, at a male- to-female ratio of 1.31 (2022: 1.20).

As of 31 December 2023, 76.55% (2022: 79%) of the total employees were aged between 30 and 50, while 11.03% (2022: 13.73%) were under the age of 30, and the remaining 12.41% (2022: 7.22%) were aged above 50. The distribution of employees by age group remained steady compared to the last Reporting Period.

## 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

就地區而言，本集團於中國大陸的總部及其他辦事處擁有527名僱員(2022年：518名)，而在香港管理業務營運的僱員有53人(2022年：49人)。

Geographically, the Group had 527 employees (2022: 518) working at the headquarter and other offices in the mainland China, and 53 (2022: 49) working to manage the business operations in Hong Kong.

僱員人數指標 Employee Number Indicator	Employee Number Indicator	2023年 2023		2022年 2022	
		人數 Number	比率 Ratio	人數 Number	比率 Ratio
總計	<b>Total</b>	<b>580</b>	<b>/</b>	568	/
按性別劃分	<b>By gender</b>				
女性	Female	<b>251</b>	<b>43.28%</b>	258	45.42%
男性	Male	<b>329</b>	<b>56.72%</b>	310	54.57%
按年齡組別劃分	<b>By age group</b>				
<30	<30	<b>64</b>	<b>11.03%</b>	78	13.73%
30-50	30-50	<b>444</b>	<b>76.55%</b>	449	79.00%
>50	>50	<b>72</b>	<b>12.41%</b>	41	7.22%
按地區劃分	<b>By geographic region</b>				
中國內地	Mainland China	<b>527</b>	<b>90.86%</b>	518	91.20%
香港	Hong Kong	<b>53</b>	<b>9.14%</b>	49	8.62%

# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

### 員工留聘

於報告期間，共有84名僱員於本集團離職(2022年：91名)。整體流失率為14.63%(2022年：16.50%)。按性別、年齡組別及地區劃分的僱員流失率如下：

### Employee Retention

During the Reporting Period, a total of 84 employees left the Group (2022: 91). The overall turnover rate is 14.63% (2022: 16.50%). The employee turnover rate categorized by gender, age group and geographic region were as follows:

僱員流失率指標 <sup>1</sup>	Employee Turnover Indicator <sup>1</sup>	2023年 2023	2022年 2022
整體	Overall	14.63%	16.50%
按性別劃分的流失率	Turnover rate by gender		
女性	Female	15.26%	18.30%
男性	Male	14.85%	15.20%
按年齡組別劃分的流失率	Turnover rate by age group		
<30歲	<30	27.87%	37.20%
30–50歲	30–50	19.22%	14.50%
>50歲	>50	4.41%	2.30%
按地區劃分的流失率	Turnover rate by geographic region		
中國大陸	Mainland China	14.55%	18.10%
香港	Hong Kong	15.24%	3.40%

本集團已實施年度自我績效考核計劃，並根據僱員的評估結果向彼等提供獎勵，以作為僱員日後取得更佳業績的動力。本集團採納受限制股份單位(「受限制股份單位」)計劃以獎勵能夠達到特定目標的僱員。本集團向證明有能力晉升的僱員提供內部調任機會。通過以上措施，本集團擁有相對穩定的員工隊伍，並在本集團內留聘優秀人才。

The Group has implemented an annual self-appraisal program and provide incentives to employees according to their appraisal results as a motivation for employees to achieve better results in the future. Employees who are able to attain specific goals are rewarded by the Group with the adoption of the Restricted Share Unit (“RSU”) schemes. The Group provides internal transfer opportunities for those who have demonstrated their competency for the next career level. Through the above measures, the Group had a relatively stable workforce and retained outstanding talent within the Group.

<sup>1</sup> 流失率=(報告期內離職員工人數/報告期內平均員工人數)×100%

報告期內平均員工人數=(報告期初員工人數+報告期末員工人數)/2

<sup>1</sup> Turnover rate = (Number of employee departed during the Reporting Period/ Average number of employees in the Reporting Period) x 100%

Average number of staff in the Reporting Period = (Number of employee at the beginning of the Reporting Period + Number of employee at the end of the Reporting Period)/2



## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

### 勞工準則

本集團的政策是不接受童工及強制勞工，並透過全面的政策及管理程序積極防止有關情況。人力資源部在招聘過程中查核每位候選人的身份證，以核實候選人個人資料的真實性，並禁止僱用16歲以下的兒童(不論全職或兼職)。與每名僱員簽訂的勞動合同均會妥為簽署及執行，表明雙方均有平等權利終止合同。

本集團高度重視遵守所有適用的勞動法，確保我們的僱員享有充分休息的工作條件，並助力在工作和休息之間取得健康平衡。我們致力於在整個營運過程中安排合理的工作時間表。僱員將獲得適當的加班補償，並享有符合各自司法管轄區勞動法的假期和其他福利。報告期內，我們嚴格遵守有關企業為員工社保帳戶繳款的勞動法。所繳款包括養老保險、工傷保險、失業保險和住房公積金，均依照適用法律法規規定的比例繳納。我們對這些做法的承諾彰顯了我們的信念，即員工福利是本集團長期成功和可持續發展的基礎。

除遵守前文提及有關勞工僱傭的法律及法規外，本集團亦致力遵守並已於報告期間內遵守有關勞工條件及標準的主要法律及法規，包括

- 香港法例第608章《最低工資條例》；
- 香港法例第57B章《僱傭條例》項下《僱用兒童規例》；
- 香港法例第57章《僱傭條例》；
- 《中華人民共和國禁止使用童工規定》。

### Labour Standards

It is the Group's policy that child and forced labour are unacceptable and are actively prevented with a comprehensive policies and management procedures. The Human Resource Department verifies the identity card of each candidate during the recruitment process to verify the authenticity of the candidate's personal information and forbids the employment of children under the age of 16, regardless of full-time or part-time employment. Labour contract with each employee is signed and executed properly indicating that both parties have equal rights to terminate the contract.

The Group places a high priority on compliance with all applicable labour laws, ensuring that our employees benefit from working conditions that provide adequate rest and support a healthy balance between work and leisure. We are dedicated to arranging reasonable work schedules across our operations. Employees are compensated for overtime work as appropriate and are provided with leave entitlements and other benefits that align with the labour laws of their respective jurisdictions. During the Reporting Period, we have meticulously adhered to relevant labour laws concerning corporate contributions to social security accounts for our employees. This encompasses contributions to pension funds, coverage for work-related injuries, unemployment insurance, and housing provident funds, all in accordance with the percentages mandated by the applicable laws and regulations. Our commitment to these practices underscores our belief in the welfare of our employees as a foundation for the long-term success and sustainability of the Group.

In addition to compliance with the laws and regulations related to the employment of labour as previously mentioned, the Group is committed to the compliance of, and had complied with, significant laws and regulations relating to labour conditions and standards during the Reporting Period, including:

- The Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong);
- The Employment of Children Regulations under the Employment Ordinance (Cap. 57B of the Laws of Hong Kong);
- The Employment Ordinance (Cap. 57 of the Laws of Hong Kong);
- Provisions on the Prohibition of Child Labour in the People's Republic of China.

# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

本集團已採取積極措施，於報告期間，並無發現有關勞工僱傭法律及法規的重大違規情況(2022年：無)。儘管如此，倘發生及發現童工事件，本集團仍會採取相應措施處理。

### 健康與安全

本集團認識到，儘管我們的員工大多在辦公室工作，身體健康和 safety 風險通常很小，但維護一個安全和注重健康的工作環境仍然至關重要。為此，我們致力於採取強有力的措施來減輕任何潛在的職業健康危害。該等措施包括：

- 嚴格的消防安全規程：確保消防安全設備最新、定期檢查並完全符合安全標準。
- 應急培訓：進行例行的火災疏散演習，讓員工做好應對潛在緊急情況的準備。
- 全面的醫療保險：根據中國勞動法的要求，提供廣泛的醫療保險福利。

於報告期內，本集團已遵守相關法規的全部要求，包括但不限於以下各項：

- 香港法例第509章《職業安全及健康條例》
- 《中華人民共和國職業病防治法》
- 《中華人民共和國消防法》
- 《職業健康與安全管理體系》
- 《女職工勞動保護特別規定》
- 《工傷認定辦法》

於過去三年(包括報告期間)，概無錄得任何重大工傷及死亡事故。

With the active approach the Group has taken, during the Reporting Period, there were no major irregularities of laws and regulations related to the employment of labour found (2022: nil). Nonetheless, the Group still adopts the corresponding measures to address the child labour incidents if such incidents were occurred and uncovered.

### Health and Safety

The Group recognizes that although our workforce is largely office-based and physical health and safety risks are typically minimal, it remains essential to uphold a secure and health-conscious work environment. To this end, we are dedicated to implementing robust measures to mitigate any potential occupational health hazards. These measures include:

- Rigorous Fire Safety Protocols: Ensuring that fire safety apparatus is up-to-date, regularly inspected, and in full compliance with safety standards.
- Emergency Training: Conducting routine fire evacuation exercises to prepare employees for potential emergencies.
- Comprehensive Medical Coverage: Offering extensive medical insurance benefits in line with the requirements of PRC labour legislation.

During the Reporting Period, the Group has complied with all requirements of relevant regulations, which include but not limited to the following:

- The Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong)
- Prevention and Treatment of Occupational Diseases Law of PRC
- Fire Prevention Law of PRC
- Occupational Health and Safety Management System
- Special Regulation on the Labour Protection of Female Staff
- Measures for the Ascertainment of Work-related Injuries

There was no significant work-related injury and fatality recorded for the past three years, including the Reporting Period.

## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

員工手冊中載有職業健康與安全原則，以向員工提供降低該等風險的指引及提高彼等的意識。本公司向僱員提供社會及商業保險，涵蓋因事故受傷的醫療服務。在工作期間發生的任何工傷均須向人力資源部報告。

此外，本集團積極支持僱員的福祉，每年為僱員提供免費健康檢查。該舉措有助於僱員隨時了解彼等的身體健康狀況，並主動應對任何職業健康風險。此外，我們亦提倡工作與生活和諧平衡，並深知其對整體健康的重要性。為此，我們組織各類休閒活動，包括迷你馬拉松、瑜伽課及團隊體育賽事，以鼓勵僱員養成健康積極的生活方式。

### 發展與培訓

本集團充分認識到持續專業發展及技能提升對我們業務的增長及可持續發展發揮著至關重要作用。為此，我們制定全面的僱員發展及培訓政策。該等政策具有包容性，適用於本集團每一名僱員，並概述如何組織、實施及完善培訓計劃的系統方法。培訓政策詳細規定所提供的各種形式的培訓，包括外部培訓計劃、體驗式在職培訓及自主學習課程。該等培訓機會涵蓋廣泛的課題，由沉浸我們的企業文化與道德到提升專業及技術知識、磨練軟技能及提高反腐敗意識等。

本集團為各級僱員提供平等的培訓機會，包括管理層、銷售及營銷、營運及後台支援僱員。該等培訓包括內部培訓以及外部培訓課程，例如由專業培訓機構、學院或諮詢公司舉辦的中級職業進修課程及工作相關研討會。培訓一般以現場及網上方式進行。

Occupational health and safety principles are stipulated in the staff handbook to provide guidance and promote awareness to staff to mitigate these risks. Social and commercial insurance are provided to employees for medical treatment in case of accident resulting in injury. Any injuries occurring during work are required to be reported to the Human Resources Department.

Moreover, the Group proactively supports the well-being of our employees by offering annual complimentary health screenings. This initiative helps employees stay informed about their health status and addresses any occupational health risks proactively. Furthermore, we advocate for a harmonious balance between work and leisure, recognizing its importance for overall wellness. To this end, we organize various recreational activities, including mini-marathons, yoga sessions, and team sports events, to encourage a healthy and active lifestyle among our staff.

### Development and Training

The Group is fully aware of the critical role that ongoing professional development and skill enhancement play in the growth and sustainability of our operations. To this end, we have instituted comprehensive policies dedicated to staff development and training. These policies are inclusive, applicable to every employee within the Group. They outline the systematic approach to how training initiatives are organized, implemented, and refined. The training policies detail various forms of training provided, including external training programs, experiential on-the-job training, and self-directed learning courses. These training opportunities encompass a wide range of topics, from immersion in our corporate culture and ethics to the advancement of professional and technical expertise, the honing of soft skills, and the promotion of anti-corruption awareness.

The Group provides equal training opportunities for various levels of employees, including the management, sales and marketing, operations and back office supporting employees. These include internal trainings as well as external training sessions such as mid-career study program and job-related seminars which are conducted by professional training organizations, colleges, or consulting companies. Trainings are normally conducted in-person and online.

## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

為提供切合僱員需求的培訓課程，本集團各部門每年制定僱員培訓計劃，並於該年內切實執行有關計劃。完成培訓後，我們會對僱員進行評估及監察，以確保其在工作中應用相關知識及技能。本集團定期與各部門檢討培訓的實施情況，收集反饋並提出改進措施，以提高培訓的有效性，並最終為僱員的職業發展開展合適的專業發展計劃。

除提供僱員培訓外，本集團亦為僱員提供三條事業發展路徑，包括管理(例如營運總監或客戶服務經理)、營銷(項目經理、銷售經理或銷售工程師等)及專業(軟件開發工程師或會計)。針對提供符合僱員個人發展的事業發展路徑，本集團盡可能向僱員提供內部調職機會。

於報告期間，我們為僱員提供了以環境保護、信息安全、產品知識、個人軟技能為主題的多種形式的培訓。其中產品知識培訓覆蓋126名僱員，累計時長達1,851小時。

我們更將反貪污培訓作為重中之重，為113名僱員舉辦一次反貪污培訓及簡報會，共計61小時。此外，集團內聯網路載有反洗錢和反恐怖主義融資內部指引，所有員工均可隨時查閱。通過資源共享，我們不僅確保了員工可以隨時瞭解合規要求和內部政策，還強化了每位員工的反貪污與合規意識。因此，報告期內概無出現有關與賄賂及貪污的違規事項。

To provide training sessions that suit the needs of employees, each department of the Group formulates employee training plan annually and implements the plan accordingly throughout the year. After training has been completed, employees will be assessed and monitored to ensure that he/she applies the relevant knowledge and skills in the job. The Group reviews the implementation of training with various departments regularly, collects feedback and proposes improvement measures to increase the effectiveness of training and ultimately embark on the appropriate professional development program for employees' career enhancement.

Apart from providing trainings to its employees, the Group also provides three career development paths for employees, including management (such as Operation Director or Client Service Manager), marketing (Project Manager, Sales Manager, Sales Engineer, etc.) and professionals (Software Development Engineer, Accounting). In response to providing career development paths that are in line with the personal development of employees, the Group offers internal transfer opportunities to employees where possible.

During the Reporting Period, we have provided employees with training in various formats centred on environmental protection, information security, product knowledge, and personal soft skills. The product knowledge training covered 126 employees, accumulating a total of 1,851 hours.

Placing top priority on anti-corruption training, we held one anti-corruption training and briefing to 113 employees which lasted 61 hours in total. Additionally, the Group intranet contains anti-money laundering and counter-terrorist financing internal guidelines, accessible to all employees at all times. By sharing resources, we not only ensured that employees could continually understand compliance requirements and internal policies but also strengthened their awareness of anti-corruption and compliance. As a result, there were no non-compliance cases in relation to bribery and corruption during the Reporting Period.

## 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

僱員培訓指標	Employee Training Indicator	2023年 2023	2022年 2022
受訓僱員百分比(%) <sup>2</sup>	Percentage of employees trained (%) <sup>2</sup>	<b>60.00%</b>	91.20%
<b>按性別劃分的受訓僱員百分比(%)</b>	<b>Percentage of employees trained by gender (%)</b>		
女性	Female	<b>62.64%</b>	55.20%
男性	Male	<b>37.36%</b>	44.80%
<b>按職級劃分的受訓僱員百分比(%)</b>	<b>Percentage of employees trained by position (%)</b>		
高級管理層	Senior management	<b>2.90%</b>	4.80%
中級管理層	Middle management	<b>7.47%</b>	27.00%
普通僱員	Ordinary employee	<b>89.66%</b>	68.10%

僱員培訓指標	Employee Training Indicator	2023年 2023	2022年 2022
人均培訓時長(小時) <sup>3</sup>	Training hours per capita (hour) <sup>3</sup>	<b>11.56</b>	13.90
<b>按性別劃分的每名僱員平均完成受訓時數(小時)</b>	<b>Average training hours completed per employee by gender (hour)</b>		
女性	Female	<b>12.11</b>	16.40
男性	Male	<b>11.23</b>	10.80
<b>按職級劃分的每名僱員平均完成受訓時數(小時)</b>	<b>Average training hours completed per employee by position (hour)</b>		
高級管理層	Senior management	<b>12.40</b>	4.00
中級管理層	Middle management	<b>13.88</b>	7.50
普通僱員	Ordinary employee	<b>11.34</b>	17.50

<sup>2</sup> 受訓僱員百分比=(報告期間受訓僱員/報告期末僱員人數)×100%

<sup>2</sup> The percentage of employees trained = Employees trained during the Reporting Period/Number of employees at the end of the Reporting Period) × 100%

<sup>3</sup> 人均培訓時數=(培訓總時數/報告期末員工人數)×100%

<sup>3</sup> Training hours per capita = Total number of training hours/Number of employees at the end of the Reporting Period) × 100%

# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

反貪污培訓指標	受訓人數(人)	受訓總時數(小時)
Anti-corruption training indicator	Number of employee trained (number)	Training hours (hour)
按性別劃分		
By gender		
男性		
Male	71.0	37.5
女性		
Female	42.0	23.5
按職級劃分		
By position		
中級管理層		
Middle management	4.0	2.0
一般僱員		
Ordinary employee	109.0	59.0
合計		
Total	113.0	61.0

### 我們的環境

本集團深刻認識到氣候變化帶來的風險以及共同努力在全球範圍內管理該等風險所發揮的關鍵作用。我們致力在開展業務時將環境責任放在首位，努力將業務營運對環境的影響降至最低。對可持續發展的這一承諾與我們的使命密不可分，體現我們致力成為有良知的企業公民的決心，積極為地球的福祉做出貢獻。

於報告期間，本集團致力並已經遵守中國主要的環保法律及法規，包括：

- 香港法例第311章《空氣污染管制條例》。
- 香港法例第354章《廢物處置條例》。

### OUR ENVIRONMENT

The Group is acutely conscious of the risks posed by climate change and the critical role that collective effort plays in managing these risks on a global scale. We are committed to conducting our business with environmental responsibility at the forefront, striving to minimize our operational impact on the environment. This commitment to sustainability is integral to our mission and reflects our dedication to being a conscientious corporate citizen, actively contributing to the well-being of the planet.

During the Reporting Period, the Group is committed to the compliance of, and had complied with, significant environmental laws and regulations in PRC, which include:

- Air Pollution Control Ordinance (Chapter 311 of the Laws of Hong Kong).
- Waste Disposal Ordinance (Chapter 354 of the Laws of Hong Kong).

## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

- 香港法例第358章《水污染管制條例》。
- 香港法例第400章《噪音管制條例》。
- 《中華人民共和國環境保護法》。
- 《中華人民共和國環境保護稅法》。
- 《中華人民共和國水污染防治法》。
- 《中華人民共和國大氣污染防治法》。
- 《中華人民共和國固體廢物污染環境防治法》。
- Water Pollution Control Ordinance (Chapter 358 of the Laws of Hong Kong).
- Noise Control Ordinance (Chapter 400 of the Laws of Hong Kong).
- Environmental Protection Law of the People's Republic of China.
- Environmental Protection Tax Law of the People's Republic of China.
- Water Pollution Prevention and Control Law of the People's Republic of China.
- Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution.
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes.

於報告期間，本集團並無接獲任何有關嚴重違反環境法律及法規的舉報或投訴。(2022年：無)

The Group did not receive any report or complaint of any significant breaches of environmental laws and regulations during the Reporting Period. (2022: Nil)

# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

### 廢氣排放

由於我們的業務並不涉及工業生產，本集團的生產不會消耗直接燃燒燃料。於報告期間，直接排放的廢氣主要來自本集團車輛的使用。本集團於報告期間內所直接排放不同類別的廢氣量如下所示：

### Air Emissions

As no industrial process involved in our business, the Group's production does not consume direct combustion fuel. Air emissions directly emitted were primarily attributed to the use of Group vehicles during the Reporting Period. The amounts of the different types of direct air emissions emitted during the Reporting Period by the Group were as follows:

直接廢氣排放量 <sup>4</sup>	單位	2023年 2023		2022年 2022	
		排放量 Emission amounts	排放密度 <sup>5</sup> Emission intensities <sup>5</sup>	排放量 Emission amounts	排放密度 Emission intensities
氮氧化物(「氮氧化物」) Nitrogen Oxides (“NOx”)	千克 kg	0.81	<0.01	1.87	<0.01
硫氧化物(「硫氧化物」) Sulphur Oxides (“SOx”)	千克 kg	0.04	<0.01	0.07	<0.01
顆粒物(「顆粒物」) Particulate Matter (“PM”)	千克 kg	0.23	<0.01	0.31	<0.01
碳氧化物(「碳氧化物」) Carbon Oxide (“CO”)	千克 kg	15.13	0.03	2023年新增數據 New data in 2023	

本集團車輛的使用量較上一年度有所減少，因此，於報告期間本集團使用車輛產生的廢氣排放及直接溫室氣體排放均有所下降。

The use of Group's vehicles reduced compared to previous year, thus, air emissions and direct GHG emissions produced using Group's vehicles during the Reporting Period were decreased.

<sup>4</sup> 直接廢氣排放量的計算方法參考中華人民共和國生態環境部頒佈的《道路機動車大氣污染物排放清單編製技術指南(試行)》。

<sup>4</sup> Direct air emissions are calculated with reference to “Technical Guidelines for the Compilation of Air Pollutant Emission of Motor Vehicles (Trial)” (道路機動車大氣污染物排放清單編製技術指南(試行)) issued by the Ministry of Ecology and Environment of the People's Republic of China (中華人民共和國生態環境部).

<sup>5</sup> 密度乃按於報告期末的相關排放量除以本集團僱員總數計算。

<sup>5</sup> Intensity is measured by dividing the relevant emissions by the total employees of the Group at the end of the Reporting Period.



## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

### 溫室氣體(「溫室氣體」)排放

於報告期間，按二氧化碳當量排放<sup>6</sup>(「CO<sub>2</sub>e」)計不同種類溫室氣體的排放量如下：

### Green House Gases (“GHG”) Emissions

The amount of different types of GHG emissions in CO<sub>2</sub> equivalent emissions<sup>6</sup> (“CO<sub>2</sub>e”) during the Reporting Period was as follows:

溫室氣體排放範圍	單位	2023年 2023		2022年 2022	
		排放量 Emission amounts	排放密度 <sup>7</sup> Emission intensities <sup>7</sup>	排放量 Emission amounts	排放密度 Emission intensities
Scope of GHG emissions	Units				
<b>範圍一 – 直接排放</b> <b>Scope 1 – Direct Emissions</b>					
集團車輛 Group vehicles	噸二氧化碳當量 Tonnes of CO <sub>2</sub> e	<b>6.37</b>	<b>0.01</b>	13.32	0.02
<b>範圍二 – 能源間接排放</b> <b>Scope 2 – Energy Indirect Emissions</b>					
外購電力 Purchased electricity	噸二氧化碳當量 Tonnes of CO <sub>2</sub> e	<b>259.92</b>	<b>0.45</b>	267.17	0.47
<b>範圍三 – 其他間接排放</b> <b>Scope 3 – Other Indirect Emissions</b>					
商務差旅 Business Travel	噸二氧化碳當量 Tonnes of CO <sub>2</sub> e	<b>106.73</b>	<b>0.18</b>	2023年新增數據 New data in 2023	
廢紙處理 Wastepaper Treatment	噸二氧化碳當量 Tonnes of CO <sub>2</sub> e	<b>8.63</b>	<b>0.01</b>	2023年新增數據 New data in 2023	
總計 Total	噸二氧化碳當量 Tonnes of CO <sub>2</sub> e	<b>381.62</b>	<b>0.66</b>	2023年新增數據 New data in 2023	

<sup>6</sup> 溫室氣體排放量的計算方法參考香港交易所發佈的「如何準備環境、社會及管治報告? – 附錄二: 環境關鍵績效指標匯報指引」及世界資源研究所發佈的《城市溫室氣體核算工具指南》計算。

<sup>6</sup> GHG emissions are calculated with reference to the “How to prepare an ESG Report? – Appendix II: Reporting Guidance on Environmental KPIs” issued by the HKEX and “Greenhouse Gas Accounting Tool for Chinese Cities” issued by the World Resources Institute.

<sup>7</sup> 密度乃按於報告期末的相關排放量除以本集團僱員總數計算。

<sup>7</sup> Intensity is measured by dividing the relevant emissions by the total employees of the Group at the end of the Report Period.

## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

就能源間接溫室氣體排放而言，排放源來自我們的辦事處電力消耗，而有關電力乃透過我們使用經國家電網購買的電力間接產生。我們亦開始收集商務差旅數據，以便更準確地披露我們的數據。於報告期間，用電量減少約2.7%，乃由於本集團更加重視節約能源及資源。

就減排而言，本集團已決定不就廢氣排放及範圍一直接溫室氣體排放制定排放目標。此乃主要由於與其他環境、社會及管治事宜相比，本集團於業務營運中使用的車輛極少，且所產生的相關廢氣排放及直接溫室氣體排放的重要性較低。倘業務模式其後出現變動，導致廢氣排放及範圍一溫室氣體排放大幅增加，本集團將進一步評估設定目標的需要。

2022年範圍二排放目標為維持每名僱員0.47噸CO<sub>2</sub>的密度。為實現此目標，本集團高度重視節約能源及資源，2023年範圍二排放密度減少至每名僱員0.45噸CO<sub>2</sub>。

### 廢棄物

於報告期間，我們於業務營運中並無產生有害廢棄物，亦無向水及土地排放有害廢棄物(2022年：無)，因此被視為毋須為減少有害廢棄物設定目標。倘本集團的業務模式其後出現變動，令業務涉及產生有害廢棄物，本集團將進一步評估設定目標的需要。

就無害廢棄物而言，與去年類似，由於辦公室產生的無害廢棄物(主要為廢紙、辦公室用品及生活垃圾(如食物等))數量極少，故並無收集數據。由於無害廢棄物對本集團而言並不重大，故並無計劃制定減少無害廢棄物的目標。

For energy indirect GHG emissions, the emission source is electricity consumption in our office, which was generated indirectly through our use of electricity purchased through national grid. We also begin to collect business travel data to disclose our data more precisely. During the Reporting Period, there was a decrease of approximately 2.7% of electricity use because the Group put more emphasis on energy and resource conservation.

Regarding the emission reduction, the Group has made the decision not to establish emission targets for both air emissions and Scope 1 direct GHG emissions. It was mainly because the use of Group's vehicles in business operation was minimal and the relevant air emissions and direct GHG emissions produced were less material when comparing to other ESG issues. If there is a subsequent change in the business model which involves significant increases in air emission and Scope 1 GHG emission, the Group will further evaluate the need to set target.

The scope 2 emission target in 2022 is to maintain the intensity of 0.47 tonnes of CO<sub>2</sub> per employee. To achieve this target, the Group places great emphasis on energy and resource conservation, the scope 2 emission intensity in 2023 is decreased to 0.45 tonnes of CO<sub>2</sub> per employee.

### Wastes

During the Reporting Period, we produced no hazardous waste in our business operation, no discharge of hazardous waste into water and land (2022: Nil) and thus it is deemed unnecessary to set a goal for the reduction of hazardous waste. If there is a subsequent change in the business model which involves the generation of hazardous waste, the Group will further evaluate the need to set target.

As for non-hazardous wastes, similar to previous year, data was not collected due to the minimal amount of non-hazardous wastes that were generated from the offices, primarily waste paper, office supplies, and domestic waste such as food stuffs, etc. As the non-hazardous wastes are insignificant to the Group, there is no plan to set a goal to reduce non-hazardous waste.

## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

### 資源使用

於報告期間，按能源或資源種類劃分的消耗量如下：

### Use of Resources

The amount of consumption by types of energy or resources during the Reporting Period was as follows:

能源／資源消耗 Energy/Resource consumption	單位 Units	2023年 2023		2022年 2022	
		消耗量 Consumption amounts	消耗密度 <sup>8</sup> Consumption intensities <sup>8</sup>	消耗量 Consumption amounts	消耗密度 Consumption intensities
電力 Electricity	千瓦時 kWh	455,767.00	785.81	506,873.00	892.38
無鉛汽油 Unleaded petrol	升 L	2,698.00	4.65	5,006.00	8.81
水資源 Water	噸 Tonnes	439.00	0.76	445.00	0.78

於報告期間，主要的能源使用來自辦事處使用從國家電網購買的電力，乃耗用於所使用的電器、一般照明、辦公室設備、桌上電腦／手提電腦及服務器等。其次主要的能源使用是本集團車輛所使用的汽油。誠如「溫室氣體排放」一節所闡述，目前正常業務營運的電力消耗已處於低水平，而本集團將遵循2030年實現碳達峰及2060年實現碳中和的國家目標及措施。

During the Reporting Period, the major use of energy was from electricity purchased from national grid utilized in the office, consumed in the use of electrical appliances, general lighting, office equipment, computer desktops/laptops and servers, etc. The next major use of energy was petrol which was used to by the Group's vehicles. As explained in the section headed "GHG Emissions", the electricity consumption currently is already at a low level of consumption for normal business operations, and the Group will adhere to the national goals and measures to achieve carbon peak in 2030 and carbon neutrality in 2060.

於報告期間，耗水量維持穩定。此外，於報告期間，在求取適用水源方面並無任何問題。本公司通過優化流程及倡導員工節約用水，提高水資源的使用效率。由於我們為電商平台，因此我們在業務過程中沒有使用包裝材料。

During the Reporting Period, the water consumption remains stable. Further, there were no issues in sourcing water that is fit for purpose during the Reporting Period. The Group improves the use efficiency of water resources through optimizing processes and advocating employees to conserve water. We are an e-commerce platform, hence we do not use packaging materials in the course of our business.

<sup>8</sup> 密度乃按於報告期末的相關排放量除以本集團僱員總數計算。

<sup>8</sup> Intensity is measured by dividing the relevant emissions by the total employees of the Group at the end of the Reporting Period.

# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

### 環境及天然資源

我們定期執行及檢討以下措施，以實現我們的環境、社會及管治策略，長遠減少我們在日常營運過程中對環境的影響：

- 在有需要時定期更新政策及程序，加入有關環境保護的規則及指引，以提高僱員對保護環境重要性的意識，並將其融入日常工作流程。
- 透過實施該等規則及指引，本集團鼓勵管理層及僱員透過以下方式盡量減低對環境的影響：
  - (a) 使用線上會議進行內部會議及內部溝通，以減少商務差旅；
  - (b) 盡可能無紙化，減少過量打印；
- 在符合個人資料私隱規定的情況下，盡量重複使用印刷紙；
- 打印任何電郵前三思而行，並使用綠色電子郵件簽名模板「愛護環境，減少打印」；
  - (a) 盡可能研究及尋求其他途徑提高電器(如空調、照明及電器裝置，以及工作區域的其他辦公設備)的能源效率；
- 預計辦公室在一段時間內不會使用時，關掉辦公室所有電源；
- 在合適的辦公區域使用感應照明。
  - (a) 盡可能提供及推廣使用環保設施，如垃圾分類箱及其他合適設施；
- 執行處理電子及電腦廢物的政策及程序，必要時與回收服務供應商合作進行回收活動。
  - (a) 盡可能安裝節水水龍頭，避免不必要的水資源浪費。

### Environment and Natural Resources

The following measures are regularly carried out and reviewed to achieve our ESG strategy, to reduce our environmental impact in the course of daily operations in the long run:

- Policies and procedures are regularly updated as necessary to incorporate rules and guidelines on environmental protection in order to raise employee awareness of the importance of protecting the environment and to integrate them into their daily workflows.
- Through the implementation of these rules and guidelines, the Group encourages the management and employees to minimize the environmental impact by:
  - (a) Use of online conferencing for internal meeting and internal communications to reduce business travel;
  - (b) Reducing excessive printing by going paperless as much as possible;
- Reusing printed paper wherever possible, subject to the personal data privacy requirements;
- Thinking twice before printing any email, and use the Green Email Signature template “Please think green before printing”;
  - (a) Investigating and exploring additional means to enhance the energy efficiency of electrical appliances, such as air-conditioning, lighting and electrical installations, and other office equipment in working areas, wherever possible;
- Turning off all electricity in the office when the office is not expected to be used for a period of time;
- Using sensor lighting in appropriate office areas.
  - (a) Providing and promoting the use of green facilities such as waste separation bins and other suitable facilities wherever possible;
- Executing the policies and procedures for disposal of electronic and computer waste, engaging with recycling service providers for recycling initiatives when necessary.
  - (a) Installing water saving taps wherever possible to avoid unnecessary water wastage.

## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

### 氣候變化

本集團明白氣候變化對業務營運的影響，因此我們致力了解氣候相關風險及制定應對措施。根據氣候相關財務信息披露工作組(「TCFD」)的建議，氣候風險分為過渡風險(企業在政策、法律、技術及市場方面可能面臨的適應挑戰)及實體風險(極端天氣事件可能對企業產生的影響)。

### Climate Change

The Group understands the impact of climate change on business operations, so we are committed to understanding climate-related risks and developing countermeasures. According to the recommendations of the Task Force on Climate-Related Financial Disclosures (“TCFD”), climate risks are divided into transition risks (the adaptation challenges that companies may face in terms of policies, laws, technologies, and markets) and physical risks (the impact that extreme weather events may have on companies).

風險分類 Risk Category	具體風險 Specific Risk	風險緩解措施 Mitigation Measures
過渡風險 Transition Risks	節能減排政策 Energy Conservation and Emission Policies	投資節能技術；向可再生能源過渡；進行能源審計，以識別節約機會。 Invest in energy-efficient technologies; transition to renewable energy sources; conduct energy audits to identify savings opportunities.
	更嚴格的排放匯報責任 Stricter Emission Reporting Obligations	升級報告軟件；就新報告標準對員工進行培訓；聘請或諮詢環境合規專家。 Upgrade reporting software; train staff on new reporting standards; hire or consult with environmental compliance experts.
	合規要求 Compliance Requirements	建立合規團隊；監測監管變化；參與政策宣傳；為潛在的合規相關投資預留預算。 Establish a compliance team; monitor regulatory changes; engage in policy advocacy; set aside a budget for potential compliance-related investments.
實體風險 Physical Risks	突發天氣事件 Acute Weather Events	制定應急計劃；加強基礎設施；取得足夠保險保障；實現遠程工作能力。 Develop emergency response plans; reinforce infrastructure; obtain adequate insurance coverage; implement remote work capabilities.
	溫度和降雨量的變化 Changes in Temperature and Rainfall	調整運行時間表；重新設計工作場所，提高熱舒適度；投資節水和灌溉系統。 Adjust operational schedules; redesign workspaces for thermal comfort; invest in water conservation and irrigation systems.
	海平面上升 Rising Sea Levels	評估供應鏈的脆弱性；多樣化供應商；提升或遷移關鍵基礎設施；在規劃物流時考慮海平面上升。 Assess supply chain vulnerabilities; diversify suppliers; elevate or relocate critical infrastructure; plan logistics with sea-level rise in mind.

# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

本公司將識別該等風險，並優先採取預防措施以防範帶來最嚴重影響的風險。本集團亦將識別可能改變業務流程的機會(如有)。

The Group will identify these risks and prioritize to take precautionary measures against the ones with the most severe impacts first. The Group will also identify, if any, opportunities where changing of the business processes may be possible.

### 我們的社區

### OUR COMMUNITY

#### 社區投資

#### Community Investment

作為一間對社會負責任的企業，本集團致力成為其經營所在社區的正能量，並與當地社區保持緊密溝通及互動，以及為此等社區發展作出貢獻。本公司亦鼓勵僱員自發參與當地社區各類活動。本集團亦會視乎(其中包括)資金的充足性及識別合適的慈善組織作出捐款(如適用)。

As a socially responsible enterprise, the Group strives to become a positive force in the communities where it operates and maintaining close communication and interaction with the local communities and contribute to the development of these communities. The Group also encourages employees to participate voluntarily in various local community activities and events. The Group may also make donations as appropriate, while subject to, amongst others, sufficiency of funds and the identification of a suitable charity organization.

於報告期間，本集團旗下的深圳市硬蛋微電子研究院硬蛋學堂及深圳市高技能人才公共實訓管理服務中心舉辦職業技能培訓課程，旨在提升IC芯片開發人才的創造力。成立硬蛋學院旨在推動IC芯片開發行業的創新及技術進步。本集團將繼續推動IC芯片行業發展的專業人才培訓。

During the Reporting Period, Ingdan Academy of the Group's Shenzhen Ingdan Microelectronics Research Institute and Shenzhen Public Training Management Service Centre for High-Skilled Talents have organized vocational skills training courses for the purpose to increase the creativity of IC chip developer talents. Ingdan Academy was founded to promote innovation and technology advancement in the IC chip development industry. The Group will continue to promote the training of professionals in the development of the IC chip industry.

此外，於報告期間，本集團亦擔任中國信息產業商會電子元器件應用與供應鏈分會副理事長，幫助提供獨特見解，並與業內同行分享我們在更佳實踐方面的經驗。

Moreover, during the Reporting Period, the Group also acted as the Deputy Director Council of Electronic Component Application and Supply Chain Branch of China Information Industry Trade Association, to help provide unique insights to and share our experience in better practices with our peers in the industry.

## 環境、社會及管治報告(續)

# Environmental, Social and Governance Report (Continued)

主要範疇、層面、 一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs	描述 Description	章節 Section
<b>A. 環境</b> <b>A. Environmental</b>		
<b>層面A1：排放物</b> <b>Aspect A1: Emissions</b>		
一般披露 General Disclosure	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： Information on:  (a) 政策；及 (a) the policies; and  (b) 遵守對發行人有重大影響的相關法律及規例的資料。 (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.	我們的環境 OUR ENVIRONMENT
KPI A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	
KPI A1.2	直接(範圍1)及能源簡接(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)。 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).	
KPI A1.3	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)。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
KPI A1.4	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)。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	

# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

主要範疇、層面、 一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs	描述 Description	章節 Section
KPI A1.5	<p>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。</p> <p>Description of emissions target(s) set and steps taken to achieve them.</p>	
KPI A1.6	<p>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。</p> <p>Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.</p>	
<b>層面A2：資源使用</b>		
<b>Aspect A2: Use of Resources</b>		
一般披露 General Disclosure	<p>有效使用資源(包括能源、水及其他原材料)的政策。</p> <p>Policies on the efficient use of resources, including energy, water and other raw materials.</p>	資源使用 USE OF RESOURCES
KPI A2.1	<p>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)。</p> <p>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).</p>	
KPI A2.2	<p>總耗水量及密度(如以每產量單位、每項設施計算)。</p> <p>Water consumption in total and intensity (e.g. per unit of production volume, per facility).</p>	
KPI A2.3	<p>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。</p> <p>Description of energy use efficiency target(s) set and steps taken to achieve them.</p>	
KPI A2.4	<p>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。</p> <p>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.</p>	



## 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

主要範疇、層面、 一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs	描述 Description	章節 Section
KPI A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量)。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	不適用於本公司業務 Not applicable to the Company's business
<b>層面A3：環境及天然資源</b> <b>Aspect A3: The Environment and Natural Resources</b>		
一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimising the issuer's significant impacts on the environment and natural resources.	環境及天然資源 ENVIRONMENT AND NATURAL RESOURCES
KPI A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	本公司的活動對環境及天然資源並無重大影響。 The Company's activities have no significant impacts on the environment and natural resources.
<b>層面A4：氣候變化</b> <b>Aspect A4: Climate Change</b>		
一般披露 General Disclosure	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。 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	氣候變化 CLIMATE CHANGE
KPI A4.1	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。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	

# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

主要範疇、層面、 一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs	描述 Description	章節 Section
<b>B. 社會</b> <b>B. Social</b>		
<b>僱傭及勞工常規</b> <b>Employment and Labour Practices</b>		
<b>層面 B1：僱傭</b> <b>Aspect B1: Employment</b>		
一般披露 General Disclosure	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： Information on:  (a) 政策；及 (a) the policies; and  (b) 遵守對發行人有重大影響的相關法律及規例的資料。 (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.	我們的僱員 OUR EMPLOYEES
KPI B1.1	按性別、僱傭類別(如全職或兼職)、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	
KPI B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	

## 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

主要範疇、層面、 一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs	描述 Description	章節 Section
<b>層面 B2：健康與安全</b> <b>Aspect B2: Health and Safety</b>		
一般披露 General Disclosure	有關提供安全工作環境及保障僱員避免職業性危害的： Information on:  (a) 政策；及 (a) the policies; and  (b) 遵守對發行人有重大影響的相關法律及規例的資料。 (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.	健康與安全 HEALTH AND SAFETY
KPI B2.1	過去三年(包括匯報年度)每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	
KPI B2.2	因工傷損失工作日數。 Lost days due to work injury.	
KPI B2.3	描述所採購的職業健康與安全措施，以及相關執法及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	
<b>層面 B3：發展及培訓</b> <b>Aspect B3: Development and Training</b>		
一般披露 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	發展與培訓 DEVELOPMENT AND TRAINING
KPI B3.1	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。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	
KPI B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	

# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

主要範疇、層面、 一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs	描述 Description	章節 Section
<b>層面 B4：勞工準則</b> <b>Aspect B4: Labour Standards</b>		
一般披露 General Disclosure	有關防止童工或強制勞工的： Information on:  (a) 政策；及 (a) the policies; and  (b) 遵守對發行人有重大影響的相關法律及規例的資料。 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	我們的僱員 OUR EMPLOYEES
KPI B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labour.	
KPI B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered.	
<b>營運慣例</b> <b>Operating Practices</b>		
<b>層面 B5：供應鏈管理</b> <b>Aspect B5: Supply Chain Management</b>		
一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	供應鏈管理 SUPPLY CHAIN MANAGEMENT
KPI B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	
KPI B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及相關執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	

## 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

主要範疇、層面、 一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs	描述 Description	章節 Section
KPI B5.3	<p>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。</p> <p>Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.</p>	
KPI B5.4	<p>描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。</p> <p>Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.</p>	
<b>層面 B6：產品責任</b> <b>Aspect B6: Product Responsibility</b>		
一般披露 General Disclosure	<p>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：</p> <p>Information on:</p> <p>(a) 政策；及 (a) the policies; and</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。 (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</p>	我們的業務 OUR BUSINESS
KPI B6.1	<p>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。</p> <p>Percentage of total products sold or shipped subject to recalls for safety and health reasons.</p>	
KPI B6.2	<p>接獲關於產品及服務的投訴數目以及應對方法。</p> <p>Number of products and service related complaints received and how they are dealt with.</p>	
KPI B6.3	<p>描述與維護及保障知識產權有關的慣例。</p> <p>Description of practices relating to observing and protecting intellectual property rights.</p>	

# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

主要範疇、層面、 一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs	描述 Description	章節 Section
KPI B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	產品回收程序不適用於本公司業務。 Product recall procedures not applicable to the Company's business.
KPI B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	我們的業務 OUR BUSINESS
<b>層面B7：反貪污 Aspect B7: Anti-corruption</b>		
一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的： Information on:  (a) 政策；及 (a) the policies; and  (b) 遵守對發行人有重大影響的相關法律及規例的資料。 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	反貪污 ANTI-CORRUPTION
KPI B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 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.	
KPI B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	
KPI B7.3	描述向董事會及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and staff.	

# 環境、社會及管治報告(續)

## Environmental, Social and Governance Report (Continued)

主要範疇、層面、 一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs	描述 Description	章節 Section
社區 Community		
層面 B8：社區投資 Aspect B8: Community Investment		
一般披露 General Disclosure	有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 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.	我們的社區 OUR COMMUNITY
KPI B8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	
KPI B8.2	在專注範疇所動用資源(如金錢或時間)。 Resources contributed (e.g. money or time) to the focus area.	



# IngDan 硬蛋

HATCH THE INTERNET OF THINGS

**INGDAN, INC.**

**硬蛋創新**

(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 : 00400