

China Singyes New Materials Holdings Limited 中國興業新材料控股有限公司

(Incorporated in the Bermuda with limited liability)

(於百慕達註冊成立的有限公司)

Stock Code 股份代碼: 8073

Environmental, Social and Governance Report

環境、社會及管治報告

2023

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

INTRODUCTION AND ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICIES

This Environmental, Social and Governance (“ESG”) Report (the “Report”) summarises the ESG initiatives, plans and performance of China Singyes New Materials Holdings Limited (the “Company”), together with its subsidiaries (the “Group” or “we”), and demonstrates its commitments to sustainable development.

Since entering the sector of optical film materials in 2010, the Group has been principally engaged in the sales and installation of indium tin oxide (“ITO”) film, and the research and development, production, sales and installation of smart PDLC products, Light Emitting Diode (“LED”) Display and Projection System in the People’s Republic of China (“China”). The Group uses ITO film as one of the main materials for the development of downstream products, namely: (i) polymer dispersed liquid crystal film (i.e. smart light-adjusting film); (ii) electronically switchable glass (i.e. smart light-adjusting glass); and (iii) smart light-adjusting projection system. ITO film can be applied in a variety of products including smart phones, Global Positioning System (“GPS”) and other touch-screen devices and equipment such as automated teller machines. While smart light-adjusting film and smart light-adjusting glass are widely used in commercial, residential, healthcare and hospitality industries, they can also be applied in various fields such as construction and decoration, automobile and new energy.

序言和環境、社會及管治方針

本環境、社會及管治（「環境、社會及管治」）報告（「本報告」）總結中國興業新材料控股有限公司（「本公司」），連同其附屬公司（「本集團」或「我們」）在環境、社會及管治上的倡議、計劃及績效，並展示其在可持續發展方面的承諾。

自二零一零年進入光學薄膜材料領域以來，本集團主要於中華人民共和國（「中國」）從事銷售及安裝銻錫氧化物（「ITO」）導電膜，以及智能調光產品、發光二極體（「LED」）顯示屏及投影系統的研發、生產、銷售及安裝。本集團使用ITO導電膜作為主要材料之一來開發下游產品，即(i)聚合物分散液晶膜（即智能調光膜）；(ii)電控智能調光玻璃（即智能調光玻璃）；及(iii)智能調光投影系統。ITO導電膜可以應用於多種產品（包括智能手機、全球定位系統（「GPS」）及自動櫃員機等其他觸摸屏裝置及設備，而智能調光膜及智能調光玻璃則廣泛運用於商業、住宅、醫療、酒店等不同行業，亦可應用於建築及裝飾、汽車及新能源等多個領域。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

We possess an excellent talent team and the most advanced production equipment in pursuit of high quality. We are the first domestic light-adjusting products manufacturer with an integrated ITO substrate-polymer dispersed liquid crystals roll-to-roll production line, and the only manufacturer capable of producing from upstream to downstream with a commitment to providing products with the highest quality to customers. We endeavour to satisfy the needs of every client, listen to them and assist them in overcoming difficulties, as well as improve and innovate constantly with hard work and wisdom to lead the industrial trend. The Group is a corporate that attaches great importance to environmental protection and sustainable development, and is committed to balancing the development and interests of all parties. While building a corporate culture that cares for both employees and society, we continue to develop products that are environmentally friendly, energysaving and sustainable. We strictly comply with laws and regulations, safeguard intellectual property rights, abide by the management philosophy of honesty and integrity, and work with employees and all parties in society to create a harmonious and civilised society with sustainable development.

ESG Governance Structure

The Group has established an ESG governance structure to ensure the management of which is in consistent with our business strategies and incorporating with our business operation and decision making process.

The board of directors (the “Board”) of the Group shall take full responsibility for the ESG strategies and reporting. The Board is equipped with the appropriate skills, experience, knowledge and perspectives to manage ESG-related matters of the Group. The Board shall meet at least annually to formulate and review the ESG-related management approach, strategies, principles, policies, targets and priorities, conduct regular evaluation and identification of the Group’s ESG risks and opportunities, assess and review the effectiveness of the policies, management and target performance, and review the disclosures in this report. The Group believes that by regularly reviewing the progress of the Group’s ESG-related goals, it can promote its concept of emphasising environmental protection and sustainable development more effectively, and enable stakeholders to have a better understanding of the Group’s ESG performance.

我們擁有優秀的人才團隊和最先進的生產設備，高度注重品質的追求，是國內最早從ITO基材到液晶聚合物到卷對卷全線整合的調光產品生產商，也是唯一具備完整垂直一體化生產能力的製造商，致力為顧客提供最佳的產品。我們致力關懷每一位客戶的需求，傾聽客戶的訴求，在協助客戶的同時，以努力和智慧不斷改善和創新，引領行業潮流。本集團更是一家重視環境保護與可持續發展的企業，致力平衡各方面的發展和利益，在營造關愛員工、關懷社會的企業風氣同時，不斷研發具備環保節能及可持續發展特質的產品。我們嚴格遵守法規，維護智慧財產權，恪守廉潔奉公的經營理念，與員工和社會各方共同創造和諧、文明及可持續發展的社會。

環境、社會及管治架構

本集團已制定環境、社會及管治架構，以確保其管治與我們的業務策略保持一致，並融入至我們的業務營運及決策過程當中。

本集團董事會（「董事會」）對本集團的環境、社會及管治策略及匯報承擔全部責任。董事會具備管理本集團的環境、社會及管治相關事宜所需的適當技能、經驗、知識及觀點。董事會應至少每年召開會議以制定和審查環境、社會及管治相關的管理方針、策略、原則、政策、目標及優次，定期評估及釐定本集團的環境、社會及管治風險和機遇，並就其政策、管理和目標表現的有效性進行評核、檢討，審批本報告內的披露資料。本集團相信透過定時檢討本集團的環境、社會及管治相關目標進度，可以更有效推動本集團重視環境保護與可持續發展的理念，讓各持分者更瞭解本集團環境、社會及管治方面的表現。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

The Group has also established an ESG working group (the “Working Group”). The Working Group is composed of core members from different departments of the Group, who have relevant professional knowledge in various aspects of ESG to assist the Board in the supervision of ESG. The Working Group is required to meet at least annually to evaluate the effectiveness of the ESG system, identify and assess the Group’s ESG risks, and ensure compliance with relevant ESG laws and regulations. The Working Group engages external consultants to conduct annual assessments of key issues to manage key issues and prepare the ESG reports. Through data collection, the Working Group regularly reviews the progress of ESG objectives to ensure that there is potential for growth in different aspects of performance. The Working Group is required to report its findings, decisions and recommendations to the Board at least once a year.

REPORTING SCOPE

This Report’s environmental data generally covers the business and operating activities of the Group’s production headquarter in Zhuhai, China, which are the main source of the Group’s revenue. The remaining general disclosures is the same as the Group’s annual report. The Group will continue to assess the major ESG issues of different businesses, and expand the scope of disclosure in due course.

REPORTING FRAMEWORK

This Report is prepared in accordance with the Environmental, Social, and Governance Reporting Guide (the “ESG Reporting Guide”) contained in Appendix 20 of the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

Information on the Group’s corporate governance practice is set out in the Corporate Governance Report of the 2023 annual report.

本集團亦已成立了環境、社會及管治工作小組(「工作小組」)。工作小組由本集團不同部門的核心成員組成，其在環境、社會及管治的各個方面均有相關專業知識，以協助董事會對環境、社會及管治的監督。工作小組需至少每年安排會議評估環境、社會及管治體系的有效性，辨識和評估本集團的環境、社會及管治風險，確保遵守環境、社會及管治相關法律法規。工作小組會聘請外部顧問進行年度重要議題評估，以幫助管理重要議題及編製環境、社會及管治報告。通過收集數據，工作小組定期檢討環境、社會及管治目標進度，確保其不同方面表現具有成長潛力。工作小組需至少每年一次向董事會匯報其調查結果、決定及建議。

報告範圍

本報告的環境數據涵蓋本集團於中國珠海生產總部的業務及營運活動，有關業務部分乃本集團收益的主要來源。其餘的一般披露範圍則與本集團的年報一致。本集團將會繼續評估不同業務有關環境、社會及管治方面的主要事宜，並於適當時候擴大披露範圍。

報告框架

本報告乃根據香港聯合交易所有限公司(「聯交所」)GEM證券上市規則附錄二十所載《環境、社會及管治報告指引》(「環境、社會及管治報告指引」)編製。

有關本集團的企業管治常規資料已載於二零二三年年報的企業管治報告內。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

When preparing this Report, the Group has applied the reporting principles set out under the above-mentioned ESG Reporting Guide as follows:

Materiality: the Group has performed assessment on materiality to identify material issues which have been the focuses of the preparation of this ESG Report. The materiality of the issues has been reviewed and confirmed by the Board and the Working Group. For further details, please refer to the sections headed “Stakeholder Engagement” and “Materiality Assessment”.

Quantitative: the standards and methods used for the calculation of key performance indicators (“KPIs”) data and the applicable assumptions are set out in the relevant notes.

Consistency: unless otherwise stated, the preparation of this Report is consistent with that of last year for easier comparison. Any change in the scope of disclosure and method of calculation which may affect the comparison with the previous reports will be explained with the corresponding information.

REPORTING PERIOD

This Report describes the ESG activities, challenges and measures taken by the Group during the year ended 31 December 2023 (the “Reporting Period” or “2023”).

在編製本報告時，本集團採用了上述環境、社會及管治報告指引中的匯報原則，如下所示：

重要性：本集團已進行重要性評估以識別重大議題，並將已確認的重大議題作為本報告的編製重點。議題的重要性已由董事會及工作小組審閱及確認。有關進一步詳情，請參閱「持份者參與」及「重要範疇評估」兩節。

量化：計算關鍵績效指標（「關鍵績效指標」）數據所使用的標準和方法以及適用的假設均已於註釋補充。

一致性：除非另有說明，本報告的編製方法與上年度一致，以便進行比較。如披露範圍及計算方法有任何變化，並可能影響與過往報告的比較，本集團將對相應的數據進行解釋。

報告期間

本報告詳述本集團於截至二零二三年十二月三十一日止年度（「報告期間」或「二零二三年」）於環境、社會及管治方面開展的活動、面臨的挑戰及採取的措施。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

STAKEHOLDER ENGAGEMENT

We value our stakeholders and their feedback on the Group's business and ESG issues. In order to understand and deal with the core concerns of stakeholders, we have always maintained close communication with stakeholders through various channels. We will continue to strengthen the engagement of stakeholders through constructive dialogue, so as to draw a blueprint for long-term prosperity and development. The Group's communication channels with major stakeholders and their expectations and concerns are summarised as follows:

持份者參與

我們重視持份者及其對本集團業務及環境、社會及管治事宜的反饋。為了解及處理持份者的核心關注點，我們一直透過不同管道與持份者保持密切溝通。我們將繼續通過建設性對話加強持份者的參與度，以繪製長期繁榮發展的藍圖。本集團與主要持份者的溝通管道及彼等的期望與關概述如下：

Stakeholders 持份者	Communication Channels 溝通渠道	Expectations and Concerns 期望與關注
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Annual general meetings 股東周年大會 Financial reports 財務報告 Announcements and circulars 公告及通函 Investor meetings 投資者會議 	<ul style="list-style-type: none"> Compliance with relevant law and regulations 遵守相關法例及規例 Disclosure of the latest corporate information in due course 於適當時間披露企業最新資訊 Financial performance 財務業績 Corporate sustainability 企業可持續發展
Employees 員工	<ul style="list-style-type: none"> Employee opinion surveys 員工意見調查 Channels for employees' feedback (forms, suggestion box, etc.) 員工表達意見的管道(表格、意見箱等) Employee newsletter and broadcasting 員工通訊和廣播 Intranet 內聯網 	<ul style="list-style-type: none"> Health and safety 健康及安全 Equal opportunities 平等機會 Remuneration and benefits 薪酬及福利 Career development 職業發展

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Stakeholders 持份者	Communication Channels 溝通渠道	Expectations and Concerns 期望與關注
Customers 客戶	<ul style="list-style-type: none"> Customer feedback surveys 客戶反饋調查 Customer service center 客戶服務中心 Customer service manager 客戶經理 Customer communication meeting 客戶溝通會議 	<ul style="list-style-type: none"> Product and service responsibilities 產品及服務責任 Customer information and privacy protection 客戶資料及隱私保護 Integrity operation 誠信經營
Suppliers 供應商	<ul style="list-style-type: none"> Supplier evaluation mechanism 供應商評估機制 Business cooperation 業務合作 	<ul style="list-style-type: none"> Fair competition 公平競爭 Business ethics and reputation 商業道德及信譽 Cooperation and mutual benefit 合作共贏
Government and regulatory authorities 政府和監督機構	<ul style="list-style-type: none"> Periodic reports 定期諮詢報告 Periodic working meetings 定期工作會議 Onsite inspection 實地考察 	<ul style="list-style-type: none"> Business ethics 商業道德 Compliance with relevant laws and regulations 遵守相關法例和規例
Community, non-governmental organisations and media 社群、非政府機構及媒體	<ul style="list-style-type: none"> Public or community work 公眾或社區工作 Community investment plan 社區投資計劃 ESG reports 環境、社會及管治報告 	<ul style="list-style-type: none"> Giving back to society 回饋社會 Environmental protection 環境保護 Compliant operation 合規經營

We are committed to working with stakeholders to improve our ESG performance and continuously create greater value for the wider community.

我們致力與持份者共同努力改善環境、社會及管治表現，並持續為更廣泛社區創造更大價值。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

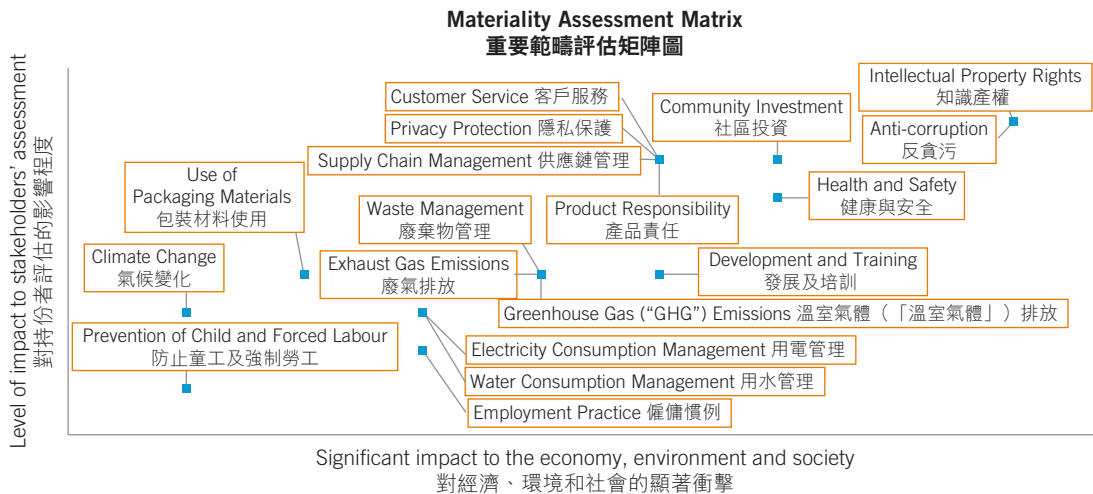
二零二三年環境、社會及管治報告

MATERIALITY ASSESSMENT

The management and employees of all major functional departments of the Group had participated in the preparation of this Report to assist the Group in reviewing its operations, identifying relevant ESG issues and assessing the materiality of relevant issues to business and stakeholders of the Group. According to the identified major ESG issues, the Group conducted surveys to collect information from relevant departments, business departments and stakeholders. During the Reporting Period, as there were no significant changes in the Group's operations, this Report continued to use the previous materiality assessment result. The Materiality Matrix of the Group during the Reporting Period are as follows:

重要範疇評估

本集團各主要職能部門的管理層和僱員均參與編製本報告，以協助本集團審查其運營情況，辨識相關環境、社會及管治議題以及評估相關事項對本集團的業務和各持份者的重要性。本集團根據已辨識的重大環境、社會及管治議題進行了調查，以及從相關部門、業務部門和各持份者收集訊息。於報告期間，由於本集團的業務未有重大的變化，因此本報告繼續沿用過往的重要範疇評估結果。下圖為本集團於報告期間重要範疇評估矩陣圖：



During the Reporting Period, the Group confirmed that it has established appropriate and effective management policies and control systems for ESG issues and confirmed that the disclosure in this Report is in compliance with the requirements of the ESG Reporting Guide.

於報告期間，本集團確認已就環境、社會及管治事宜設立合適及有效的管理政策及監控系統，並確認本報告所披露內容符合環境、社會及管治報告指引的要求。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

CONTACT US

For more detailed information about the ESG of the Group, please refer to our official website (<http://www.syeamt.com/index.html>) and annual report. If you have any opinions or suggestions on this Report, please feel free to contact us by:

Tel: (852) 2548 8375
Email: IR@syeamt.com

A. ENVIRONMENTAL

A1. Emissions

The Group is committed to achieving the long-term sustainable development of environment and the neighbouring community. As a responsible company, the Group actively fulfills the environmental responsibility of corporate citizens and works with the community to improve the environment. The Group adheres to the strategy of sustainable development during operation, attaches importance to good environmental management and strives to protect the environment in order to fulfill the Group's commitment to social responsibility. The Group is aware of our responsibility for the potential indirect and negative impact on the environment imposed by our business operation. To reduce the environmental impact of the Group's operating activities, we have adopted and implemented relevant environmental management systems and procedures. These systems and procedures are designed to minimise negative environmental impacts and ensure that the generated emissions or wastes are disposed in accordance with the environmental protection principles. Within our policy framework, we constantly seek various opportunities to implement environmental protection measures, so as to improve the Group's environmental performance by reducing the use of energy and other resources, contributing to the environment, thus seeking to achieve the sustainability goal.

與我們聯絡

有關本集團環境及企業管治的詳細資訊，請參閱我們的官方網站(<http://www.syeamt.com/index.html>)及年報。若閣下對本報告有任何意見或建議，歡迎通過以下方式與我們聯絡：

電話：(852) 2548 8375
電郵：IR@syeamt.com

A. 環境

A1. 排放物

本集團致力於實現環境及周邊社區長遠的可持續發展。作為一家負責任的企業，本集團積極履行企業公民的環保責任，與社會各界攜手改善環境。本集團在運營上貫徹可持續發展的戰略，重視良好的環境管理，努力保護環境，以履行企業社會責任。本集團意識到我們應對業務營運對環境帶來的潛在間接負面影響承擔責任，為減輕本集團營運活動對環境的影響，我們已採納並實施相關環保管理制度和規程。該等制度和規程旨在盡量減少對環境的負面影響及確保所產生排放物或廢物處置方式符合環保原則。在我們的政策框架內，我們不斷尋求各種機會實行環保措施，通過減少能源及其他資源使用，從而提升本集團的環保表現，並為環保作出貢獻，追求達致可持續發展的目標。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

The Group pays attention to the updates of national and regional environmental protection laws and regulations, thereby focus on strengthening environmental protection measures in order to comply with relevant local government laws and regulations and fully implement environmental policies. During the Reporting Period, the Group was not aware of any material noncompliance with environmental-related laws and regulations which has a significant impact on the Group. Related laws and regulations include but not limited to Environmental Protection Law of China, Law of China on the Prevention and Control of Atmosphere Pollution, Water Pollution Prevention and Control Law of China, and Law of China on the Prevention and Control of Environmental Pollution by Solid Wastes.

Exhaust Gas Emissions

Although the Group's production lines do not involve direct exhaust gas emissions, the solid pollutants produced during the raw materials mixing process will release traces of volatile organic compounds ("VOCs"). We have conducted regular monitor to ensure that the emission intensities are lower than the emission limits in relevant standards.

In the financial year ended 31 December 2021 ("2021"), the Group has set a target to gradually reduce the intensity of exhaust gas emissions for the next five years, with 2021 as a baseline year. The Group's intensity of exhaust gas emissions in 2023 has been disclosed in this Report, and the above target is still in progress. The Group will continue to monitor and review the progress of relevant target to make timely adjustments.

本集團定期追蹤最新的國家和地區環境保護法律法規，並以此為依據，加強本集團的環境保護的措施，以遵守當地政府相關的法例法規和貫徹落實環境政策。於報告期間，本集團並不知悉任何嚴重違反環境相關法例及法規而對本集團產生重大影響的情況。相關法例及法規包括但不限於《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》及《中華人民共和國固體廢物污染環境防治法》等。

廢氣排放

本集團的生產線並不涉及直接的廢氣排放，但由於原材料調配工序過程中產生的固體污染物會釋出微量揮發性有機化合物（「VOCs」），為確保排放濃度低於相關標準中的排放限值，我們已聘請第三方對此進行定期監測。

本集團於截至於二零二一年十二月三十一日止年度（「二零二一年」）二零二一年定立目標，以二零二一年作基準年，在未來五年逐步降低廢氣排放密度。本集團二零二三年的廢氣排放密度已於本報告披露，上述目標仍在進行，本集團將會持續監察並檢討相關目標進度，以適時作出調整。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

We actively adopt emission reduction measures to endeavour to minimise the exhaust gas produced from combustion of petrol by vehicles of the Group. Relevant measures include conducting regular vehicle inspections and maintenance to improve fuel efficiency; encouraging the use of public transport for business travel; and educating employees to turn off engines of idling vehicles.

The Group's VOCs concentration was 0.42 mg/m³ in 2023, basically same as compared to that of 2022. The intensity of nitrogen oxides (NOx), sulphur oxides (SOx) and particulate matter (PM) in 2023 was 0.57 kg/production line², 0.01 kg/production line and 0.04 kg/production line in 2022, respectively, which was slightly lower than the emission intensity in 2022. The performance of the Group on exhaust gas emissions are as follows:

我們積極採取減排措施，務求盡量降低本集團車輛燃燒汽油時排放的廢氣。相關措施包括定期進行車輛檢查和保養以提高燃油效率；鼓勵使用公共交通工具供商業差旅；及教育員工關閉空轉車輛的引擎。

本集團的VOCs的濃度二零二三年為0.42毫克／立方米¹，與二零二二年基本持平。氮氧化物(NOx)、硫氧化物(SOx)、顆粒物(PM)二零二三年的密度為0.57千克／生產線²、0.01千克／生產線、0.04千克／生產線略低於2022年的排放密度。本集團的廢氣排放表現如下：

Types of Exhaust Gas Emissions 廢氣排放種類	Unit 單位	2023 二零二三年	2022 二零二二年
Volatile organic compounds (VOCs) 揮發性有機化合物 (VOCs)	mg/m ³ 毫克／立方米	0.42	0.42
Nitrogen oxides (NOx) 氮氧化物 ((NOx)	kg 千克	2.84	2.85
Sulphur oxides (SOx) 硫氧化物 (SOx)	kg 千克	0.05	0.06
Particulate matter (PM) 顆粒物 (PM)	kg 千克	0.21	0.21

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Notes:

1. The measurement method of VOCs concentration refers to the gas chromatography method of VOCs monitoring method in Appendix D of China's "Emission Standards for Volatile Organic Compounds for the Printing Industry" (DB44/815). For the calculation method of other types of exhaust gas emissions, please refer to "How to Prepare an Environment, Society and Governance Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.
2. As of 31 December 2023, the Group had a total of 5 production lines (2022: 5 production lines). This data is also used to calculate other intensity data.

GHG Emissions

The main sources of GHG emissions of the Group are consumption of petrol by vehicles and refrigerants consumed during operation (Scope 1), purchased electricity (Scope 2) and other indirect GHG emissions from staff's business travels (Scope 3). The Group has set actively responding to and realising the national's policies and emission reduction targets of reaching "carbon emission peak by 2030, carbon neutrality by 2060", striving to consummate the carbon emission peak and emission reduction undertakings within the target period as a target in 2022. The Group's GHG emission performance in 2023 has been disclosed in this Report. The abovementioned target is still in progress. The Group will continue to monitor and review the progress of the relevant target to make adjustments in a timely manner. To reduce GHG emissions, the Group adopts electricity-saving and energy-saving measures, which are described in the section headed "Electricity Consumption Management". In addition, the Group requires employees to replace unnecessary overseas business trips with video conferences so as to reduce carbon emissions from business travel whenever possible. The Group has also posted notices and posters with green information in offices to disseminate best practices of environmental management.

備註：

1. VOCs濃度檢測方法參照中國《印刷行業揮發性有機化合物排放標準》(DB44/815)附錄D中VOCs監測方法之氣相色譜法。其他種類廢氣的排放量計算方法參照聯交所發佈的《如何準備環境、社會及管治報告 — 附件二：環境關鍵績效指標匯報指引》。
2. 截至二零二三年十二月三十一日，本集團生產線總數為5組（二零二二年：5組）。此數據亦會用作計算其他密度數據。

溫室氣體排放

本集團溫室氣體排放的主要來源為車輛所消耗汽油和營運時消耗的製冷劑（範圍一）、外購電力（範圍二）以及僱員商務差旅所造成的其他間接溫室氣體排放（範圍三）。本集團於二零二二年定立目標積極響應配合實現政府的「二零三零年碳達峰、二零六零年碳中和」國家政策及減排計劃目標，力爭於目標期內完成碳達峰及減排任務。本集團二零二三年的溫室氣體排放表現已於本報告披露，上述目標仍在進行，本集團將會持續監察並檢討相關目標進度，以適時作出調整。為減少溫室氣體排放，本集團採取節電和節能措施，相關措施將在「用電管理」一節中描述。此外，本集團要求員工盡量以視訊會議取代非必要的海外公幹，以減少商業差旅產生的碳排放。本集團亦於辦公室掛上載有綠色資訊的通告和海報，以宣傳環境管理的最佳實踐範例。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

The total GHG emissions intensity of the Group in 2023 has increased as compared to that of 2022, which was primarily due to the increase in electricity consumption. The performances of the Group on GHG emissions are as follows:

本集團二零二三年的溫室氣體排放總量密度較二零二二年上升，主要由於用電量的上升。本集團的溫室氣體排放表現如下：

Indicator ³ 指標 ³	Unit 單位	2023 二零二三年	2022 二零二二年
Direct GHG emissions (Scope 1) 直接溫室氣體排放(範圍一)	tCO ₂ e 噸二氧化碳當量	67.41	35.10
Energy indirect GHG emissions (Scope 2) 能源間接溫室氣體排放(範圍二)	tCO ₂ e 噸二氧化碳當量	2,887.91	2,215.47 ⁴
Other indirect GHG emissions (Scope 3) 其他間接溫室氣體排放(範圍三)	tCO ₂ e 噸二氧化碳當量	13.50	15.46
Total GHG emissions (Scope 1, 2 and 3) 溫室氣體排放總量(範圍一、二及三)	tCO₂e 噸二氧化碳當量	2,968.99	2,266.03
Total GHG emissions intensity 溫室氣體排放總量密度	tCO₂e 噸二氧化碳當量/生產線	593.76	453.21⁴
Total GHG emissions avoided through the purchase of solar power 透過外購太陽能電避免溫室氣體排放總量	tCO₂e/production line 噸二氧化碳當量	580.84	868.58

Notes:

- The GHG emissions data is presented in terms of carbon dioxide equivalent and are based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "2019 Benchmark Factors for Regional Power Grids in China" issued by the Ministry of Ecology and Environment of the People's Republic of China, the global warming potential from the "Sixth Assessment Report 2023" issued by the Intergovernmental Panel on Climate Change (IPCC), and "How to Prepare an Environment, Society and Governance Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.
- The data have been restated after internal review.

備註：

- 溫室氣體排放數據乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、中華人民共和國生態環保部發佈的《2019年減排項目中國區域電網基準因數》、政府間氣候變化專門委員會所發佈的二零二三年《第六次評估報告》內的全球升溫潛勢、以及聯交所發佈的《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》。
- 經過內部復核後，數據已重列。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Sewage Discharge

Our products such as the smart light-adjusting glass, require water for cleaning during production. To reduce the impact of sewage discharged during the cleaning process on the environment, the Group has established a sewage treatment system with sedimentation function to separate impurities from water. The impurities were collected and landfilled compliantly by third-party qualified agencies, and the water was discharged to relevant agencies for further processing. The treated sewage has met the discharge standard. The Group did not discharge any hazardous sewage. Water consumption data of the Group and corresponding water saving measures will be described in the section headed "Water Consumption Management".

污水排放

我們的產品，如智能調光玻璃在生產時都需要用水作清洗用途。為減低清洗過程中所產生的污水在排放後對環境造成的影響，本集團設立具備沉澱功能的污水處理系統，分離雜質與水。收集後的雜質會交由第三方合資格機構收集並合法地填埋，而污水則會外排到相關機構作進一步處理。經過處理的污水已達到排放標準，因此，本集團並無排放任何有害污水。至於本集團的耗水量數據及相應節水措施將於「用水管理」一節中描述。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Waste Management

Non-hazardous Waste

Non-hazardous wastes, such as dust-free paper and glass are generated during the Group's production process. In order to reduce wastage, we have formulated the "Standards on the Management of Solid Waste" and the "Accountability System for Prevention of Environmental Pollution by Industrial Solid Waste". We also adhere to the principle of making the best possible use of materials and endeavour to utilise resources as much as possible through applying the used dust-free paper in cleaning floor and transporting it to a qualified unit for compliant incineration after second use. In addition, part of the waste glass was cut into small pieces and used as windscreens for the blasting process, while the other non-reusable glass was collected and disposed legally by third-party qualified agencies. The Group's offices also produce general waste. We have adopted various measures, such as using recyclable toner cartridges and replacing disposable batteries with rechargeable ones. We do not only reduce waste, but also minimise the impact of waste disposed to the environment at the same time. The Group has fully adopted the office automation system to replace the paper system for office administration purposes to reduce paper consumption during daily office operation. To reduce the landfill volume of paper, we also set a recycling station in the office to collect waste paper, letters and envelopes. The Group has set target 2022 to organise activities in 2023, including seminars and gift exchanges, to raise employees' awareness of non-hazardous waste reduction. The target has been achieved and is still in progress. In order to comply with pandemic prevention regulations, reduce crowd gathering and protect the health of employees, the Group's total non-hazardous waste intensity in 2023 increased by approximately 99% compared to that of 2022, mainly due to the concentrated disposal of defective glass products which were accumulated for recent years in the current year. The performances of the Group on non-hazardous waste disposal are as follows:

廢棄物管理

無害廢棄物

本集團生產過程中會產生無害廢棄物，如無塵紙及玻璃。為減少浪費，我們已制定《固液廢棄物管理規範》及《工業固體廢棄物污染環境防治責任制度》，我們亦堅持物盡其用的原則，努力實現資源利用，把用後的無塵紙重用於地板清潔，無塵紙在二次利用後會交由合資格單位作合法地焚化。此外，部份廢玻璃會被切成小玻璃塊，作為噴砂工序的擋風玻璃，而其他不能重用的玻璃則會交由第三方合資格機構收集並合法地處理。本集團的辦公室區域亦會產生一般日常垃圾，我們已採取多項措施，如使用可循環再用的碳粉盒、使用充電池代替一次性電池等，在減少廢棄物量的同時，也降低棄置廢棄物對環境的危害。本集團已全面採用電子辦公系統，取代紙製系統作辦公室行政用途，減少日常辦公時的紙張耗用。為減少紙張的堆填量，辦公室內也設置了回收站以收集廢紙、信件及信封等。本集團已於二零二二年定立目標，於二零二三年開展活動（例如：講座及交換物品活動）以提高員工減少無害廢棄物使用的意識。該目標二零二三年已完成並還在繼續進行。為遵守防疫規定，減少人潮聚集，保障員工健康，本集團二零二三年的無害廢棄物總量密度較二零二二年上升約99%，主要是由於本年度集中處理了近幾年累計下來的不良玻璃製品。本集團的無害廢棄物棄置量表現如下：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Waste Types 廢棄物類別	Unit 單位	2023 二零二三年	2022 二零二二年
Total non-hazardous waste 無害廢棄物總量	tonnes 噸	15.64	7.87
Total non-hazardous waste intensity 無害廢棄物總量密度	tonnes/production line 噸/生產線	3.13	1.57

Hazardous Waste

Other than non-hazardous waste, the Group generated a small amount of hazardous waste during the production process, including waste organic solvents, waste mineral oil, oily waste, paint-containing dye waste and waste empty barrels. The Group has strictly complied with the requirements under the regulations to entrust third-party qualified units to collect and dispose all hazardous waste legally so as to avoid any harm to the environment. The Group has set target in 2022 to organise activities in 2023 to raise employees' awareness of hazardous waste reduction. The target has been achieved in 2023 and is still on-going. Automobile light adjusting film products in 2023 increased tremendously. This type of product generates higher hazardous waste during its production process than ordinary ITO film. At the same time, large number of sluggish products were disposed which increased the total hazardous waste directly. The two directly increased the Group's total hazardous waste intensity in 2023 by approximately 85% compared to that of 2022. The performances of the Group on hazardous waste disposal are as follows:

有害廢棄物

除了無害廢棄物，本集團在生產過程中亦會產生少量有害廢棄物，包括廢有機溶劑、廢礦物油、含油廢物、含塗料染料廢物及廢空桶。本集團嚴格按照法例規定委託第三方合資格單位收集並合法地處理所有有害廢棄物，避免對環境造成危害。本集團於二零二二年定立目標，於二零二三年開展活動提高員工減少有害廢棄物使用的意識。該目標二零二三年已完成並還在繼續進行。本集團二零二三年汽車調光膜產品大幅增長，該類產品在生產過程中會比普通ITO膜會產生較多的危險廢棄物，同時本年度處理了大量的呆滯產品，直接增加了有害廢棄物總量，兩者直接導致本集團二零二三年的有害廢棄物總量密度較二零二二年上升約85%。本集團的有害廢棄物棄置量表現如下：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Waste Types 廢棄物類別	Unit 單位	2023 二零二三年	2022 二零二二年
Total hazardous waste 有害廢棄物總量	tonnes 噸	7.24	3.91
Total hazardous waste intensity 有害廢棄物總量密度	tonnes/production line 噸／生產線	1.45	0.78

A2. Use of Resources

Reducing the use of resources at source and avoiding waste are the effective ways to improve the environment. The Group's products such as the smart light-adjusting glass increase natural lighting, of which the concept is in itself the evidence that the Group advocates smart and effective use of resources. As mentioned in the section headed "Emissions", the Group has formulated policies and procedures in respect to environmental management to manage the use of resources, including water and electricity. Dedicated personnel measures the usage on a monthly basis, conducts key management on major energy-consuming equipment, and properly standardises equipment operation procedures to ensure effective use of energy as well as minimise the waste of resources.

A2. 資源使用

從源頭上減少資源使用和避免造成資源浪費是改善環境的有效方法。本集團的產品如智能調光玻璃能增加自然採光，其設計概念是本集團宣導善用資源的一大印證。如「排放物」一節所述，本集團已制定了與環境管理相關的政策和程式，對用水和用電等資源進行管理。經由專人每月統計用量，並對主要耗能設備進行重點管理，妥善地規範設備的作業流程，以充分有效地利用資源，減少資源浪費。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Electricity Consumption Management

The major energy consumption of the Group during its daily operation is electricity consumption in our production and operation. The Group has set target in 2022 to organise activities in 2023, such as seminars, to raise employee's awareness of energy saving. The target has been achieved in 2023 and is still in progress. The Group has formulated rules and regulations to achieve the target of saving and using electricity effectively. The relevant specific measures are as follows:

- Renovate the plants' machinery and equipment to improve energy efficiency and reduce machine power consumption;
- Instill the consciousness of energy conservation and environmental protection into the work and life of every employee through posting power-saving slogans.
- Install solar power systems to reduce the use of non-renewable energy;
- Conduct regular inspections on the operation of energy-consuming equipment, strengthen the maintenance and repair of equipment, and use electricity effectively;
- Separate the air conditioners in factories into multiple independent systems, enhance the flexibility of switch and temperature adjustment, and avoid the situation where air conditioners continue to work in the event that part of production lines have been suspended;

用電管理

本集團在日常生產過程中的主要能源消耗為營運耗電。本集團於二零二二年定立目標，於二零二三年開展活動（例如：講座）以提高員工的節能意識。該目標二零二三年已完成並還在繼續進行。本集團對此制定了規章制度以達到節約用電及有效使用電力的目標，相關具體措施如下：

- 對廠房機械設備進行更新改造，提升能源效益，減少機器耗電；
- 張貼節電標語等，將節能環保意識滲透到每位員工的工作和生活中。
- 裝太陽能供電裝置，減少使用不可再生能源；
- 定期檢查耗能設備運行情況及加強對設備的維護檢修，並有效地使用電力；
- 將車間內的空調分割成多個獨立系統，加強空調開關或溫度調節的彈性，減少空調在生產線局部停運時仍然持續製冷的情況；

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

- Install and apply dynamic sensors in places that are not frequently occupied, such as corridors of the office building to reduce the electricity required for the lighting system;
- Use split-type air conditioners with first-grade energy efficiency label;
- Set the minimum temperature of the air-conditioning system at 25.5 degrees Celsius; and
- Shift the idling electronic devices in the offices to automatic standby or sleep mode to reduce power consumption.
- 在非經常使用的地方如辦公樓走廊等，安裝並使用動態感測器以減少照明系統的電力需求；
- 使用取得一級能源效益標籤的分體式冷氣機；
- 將空調系統的最低溫度設定為攝氏 25.5 度；及
- 將辦公室的電子設備在閒置時進入自動待機或睡眠模式，減少耗電。

The total energy consumption intensity of the Group in 2023 increased by approximately 11% compared to that of 2022, mainly due to the increase in the Group's automotive film production in 2023 which directly leads to an increase in the production of electricity consumption. The performances of the Group on energy use are as follows:

本集團二零二三年的能源消耗總量密度較二零二二年增長約 11%，主要由於本集團於二零二三年汽車膜生產訂單量增加，直接導致生產用電增加。本集團的能源使用量表現如下：

Energy Types ⁵ 能源種類 ⁵	Unit 單位	2023 二零二三年	2022 二零二二年
Direct energy consumption – unleaded petrol 直接能源消耗 — 無鉛汽油	MWh 兆瓦時	35.83	40.68
Indirect energy consumption – purchased electricity 間接能源消耗 — 外購電力	MWh 兆瓦時	5,063.84	3,884.75 ⁶
Indirect energy consumption – solar power 間接能源消耗 — 太陽能電	MWh 兆瓦時	1,141.36	1,706.78
Total energy consumption 總能源消耗	MWh 兆瓦時	6,241.03	5,632.21⁶
Total energy consumption intensity 總能源消耗密度	MWh/production line 兆瓦時／生產線	1,248.21	1,126.44⁶

Note:

備註：

5. Conversion of units was made by reference to the “Energy Statistics Manual” issued by the International Energy Agency.

5. 單位轉換的計算是參照國際能源署發佈的《能源統計手冊》。

6. The data have been restated after internal review.

6. 經過內部復核後，數據已重列。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Water Consumption Management

The water consumption of the Group contains mainly domestic water in production areas and living areas. The Group has set target in 2022 to organise activities in 2023, such as seminars, to raise employee's awareness of water saving. The target has been achieved in 2023 and will be carried out annually. In order to improve the water consumption efficiency of the Group, the Group also adopted various water-saving measures in its production and operation. The relevant specific measures are as follows:

- Increase promotion on water saving and post water-saving reminders in toilets to remind employees to cherish water and tighten the faucets after use;
- Reuse the cooling water used in the operation of the production machines to reduce the consumption of tap water;
- Conduct regular inspections on the operation of waterconsuming equipment to eradicate “running, spraying, dripping and leaking” taps, and eliminate water flow for a long time; and
- Conduct regular leakage tests on hidden pipes and arrange maintenance once leakage is found so as to reduce unnecessary waste.

用水管理

本集團的用水主要是生產區和生活區的生活用水。本集團於二零二二年定立目標，於二零二三年開展活動(例如：講座)以提高員工的節約用水意識。該目標二零二三年已完成，並將每年開展一次。本集團在營運及生產過程中也實行多種節水措施，以提升本集團的用水效益。相關具體措施如下：

- 加強節水宣傳，在各衛生間張貼節約用水提醒標貼，提醒員工珍惜用水，並在用水後關緊水龍頭；
- 將生產機器運作時所使用的冷卻水循環再用，減少耗用自來水；
- 對耗水設備運行情況進行定期檢查，杜絕「跑、冒、滴、漏」的情況，消除長期流水現象；及
- 定期進行隱蔽水管滲漏測試並會在發現滲漏時立即進行維修，減少不必要的浪費。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

The Group's water consumption intensity in 2023 increased by approximately 12% compared to that of 2022. The performances of the Group on water consumption are as follows:

本集團二零二三年的用水密度較二零二二年升高約12%，本集團的用水量表現如下：

	Unit 單位	2023 二零二三年	2022 二零二二年
Total water consumption 用水總量	m ³ 立方米	623.00	557.00
Total water consumption intensity 用水總量密度	m ³ /production line 立方米／生產線	124.60	111.40

Based on our production models and the geographic locations of our factories and offices, the Group did not encounter any issue in sourcing water that is fit for purpose.

基於我們的生產模式及廠房與辦公室的地理位置，本集團並沒有任何求取適用水源上的問題。

Use of Packaging Materials

包裝材料使用

The Group also strives to streamline the packaging of its products and actively reduces the use of packaging materials under the principle of minimalism. The Group's total packaging materials in 2023 were approximately 11.3 tonnes, including approximately 9.6 tonnes of wood and approximately 1.7 tonnes of paper and paper products. The total packaging materials intensity was approximately 2.26 tonnes per production line.

本集團也致力精簡產品的包裝，以最簡化為原則，積極減少包裝物料的使用。本集團二零二三年的包裝材料總量約為11.3噸，包括約9.6噸木材及約1.7噸紙及紙質製品，包裝材料總量密度約為2.26噸／生產線。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

A3. The Environment and Natural Resources

The Group pursues best practices for the environmental protection. The Group is aware of the impact of our business on the environment and natural resources and therefore assesses the environmental risks of our business model regularly and takes precautions to reduce such risks. In addition to complying with appropriate environmental laws and international standards, we also integrate the concept of environmental and natural resource protection into our internal management and daily operation, and formulated relevant policies for environmental protection to pertinently protect the natural environment in order to achieve environmental sustainability.

Working Environment

The Group is committed to enhancing our staff's work efficiency. In addition to providing employees a comfortable working environment. We actively maintain office discipline and environmental hygiene in factory, and strive to keep the office area and factory areas clean and tidy. For the purpose of maintaining a sound working environment, the Group also strives to practice preventive management. Staff is dispatched to monitor the condition of the factory areas and offices from time to time, in order to identify and tackle problems and risks at the earliest stage. Furthermore, we plant green plants in the offices to provide employees a more comfortable working environment.

A3. 環境及天然資源

本集團追求實踐環境保護的最佳做法，並注意到我們的業務對環境及天然資源的影響，因此定期評估其業務模式的環境風險，採取適當的預防措施減低風險。除了遵循環境相關法規及國際準則外，我們亦將保護環境和天然資源理念融入內部管理及日常營運當中，並制定環保相關政策，適切地保護自然環境，以實現環境的可持續發展。

工作環境

本集團致力為員工提升工作效率。除了提供舒適的工作環境外，我們積極維持辦公室秩序及廠房環境衛生，並努力保持辦公區域及廠房區域的環境整潔。為保持完善的工作環境，本集團亦致力做好預防性管理，派遣工作人員不定時地巡視廠房區及辦公區，務求盡早發現問題和隱患，並及時解決。我們也會在辦公室區域內栽種綠色植物，為員工提供更舒適的工作環境。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

A4. Climate Change

Climate change has caused escalating risks and challenges to the global economy and may bring negative impact to the business of the Group. Thus, the Group recognises the importance of identifying and reducing any significant impact caused by climate change. According to the international recommendations by the Task Force on Climate-Related Financial Disclosures (“TCFD”) as set up by the Financial Stability Board, the management of the Group has evaluated and understood the climate-related risks which have affected the business of the Group. Based on the evaluation results, the Group has incorporated climate risks into its daily operation and administration so as to manage and inspect climate-related risks.

Physical Risks

The gradual increase in the frequency and seriousness of extreme weather such as extremely cold or extremely hot, storms, rainstorms and typhoons may intensify the risks of power shortage, disruption of supply chain and damage to the Group’s assets, resulting in suspension of operation and decrease in revenue, as well as increase in the costs for repair and restoration of damaged sites. These may not only hinder the works of employees, but may also cause injuries and fatality. To cope with the said risks, the Group has established relevant policies in order to reduce or prevent any loss caused by the impact of extreme weather to the operation premises of the Group. The Group will identify those risks and priorities those with severe influence to take instant precautions. Meanwhile, the Group will study the feasibility of changing of business model to reduce or prevent any significant impact on our operation.

A4. 氣候變化

氣候變化為全球經濟帶來的風險和挑戰不斷升級，亦可能對本集團的業務帶來負面影響。因此，本集團深明識別和減輕氣候變化帶來的任何重大影響的重要性。根據金融穩定委員會成立的氣候相關財務資訊披露工作組（「TCFD」）的國際建議，本集團管理層已評估並認識到對本集團業務有所影響的氣候相關風險。本集團已根據評估結果，將氣候風險納入本集團日常營運管理當中，以管理和審查氣候相關風險。

實體風險

極寒或極熱、風暴、暴雨和颱風等極端天氣事件的頻率及嚴重程度逐漸增加，可能會增加電力短缺的風險、中斷供應鏈以及損害本集團資產，使本集團營運點中斷並導致收入減少，也會使修復或恢復受損地點的成本增加。這些事件亦可能會阻礙員工工作，甚至造成人命傷亡。為應對以上風險，本集團制定了相關政策，以在極端天氣影響本集團經營場所時減少或避免損失。本集團將識別該等風險，並優先考慮具有嚴重影響的風險，以便於第一時間採取預防措施。同時，本集團將研究改變業務模式的可能性，以減少或避免這些對業務營運的嚴重影響。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Transition Risks

To realise sustainable development, governments of different regions have promulgated or tightened climate-related laws or regulations to support global decarbonisation. The tightened measures such as increase in tax may affect corporate operations. Various ways are applied to facilitate green operations of enterprises. Besides, the Stock Exchange has requested more detailed climate-related disclosure in the ESG report by the listed companies, leading to possible increase in the cost of compliance. Failure to comply with the requirements in relation to climate change may expose to the risk of claims and litigations, which may cause damage to corporate reputation. The Group will conduct regular monitoring of the latest and emerging trends, policies and regulations relating to climate change to prevent reputation risk caused by sluggish response. In addition, to minimise the Group's impact to the environment and to comply with the requirements of the Stock Exchange, the Group has set targets to reduce GHG emissions and use of resources. The Group will continue to evaluate the effectiveness of its actions to climate change and enhance its capability to handle climate-related issues.

轉型風險

為實現可持續發展，各地政府相繼制訂氣候相關法律或收緊法規，以支持全球脫碳願景。其收緊措施例如加強稅收都可能影響企業營運，以不同方式促進各企業邁向綠色經營。除此之外，聯交所亦要求上市公司在環境、社會及管治報告中加強與氣候相關的披露，相關合規成本可能會因而增加。如未能滿足氣候變化的合規要求，本集團可能會面臨索賠和訴訟風險，或使企業聲譽下降。本集團將會定期監測與氣候變化有關的現有及新興趨勢、政策及法規，以避免因反應遲緩而導致的聲譽風險。此外，為減少本集團對環境的影響及符合聯交所的要求，本集團已制定減少溫室氣體排放和資源使用等目標。本集團將繼續評估本集團應對氣候變化行動的有效性，並增強其應對氣候相關問題的能力。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

B. SOCIAL

B1. Employment

Human resources are the foundation that supports the development of the Group, recruiting the most suitable talent for each position is one of the Group's important tasks. By formulating related employment policies, the Group adopts the people-oriented managerial approach and standardises labour employment management, based on which, we respect and protect the legal interests of every employee, commit to safeguarding employees' occupational health and safety, safeguarding their vital interests, and giving full respect to their enthusiasm, initiative and creativity in order to build a harmonious labour relationship. The Group has established a human resources management system to protect the legal rights and interests of all employees. The Group also reviews such employment policies and practices on a regular basis to ensure the constant improvement of our labour standards.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in respect of human resources which has a significant impact on the Group. Related laws and regulations including but not limited to Labour Law of China and Labour Contract Law of China.

B. 社會

B1. 僱傭

人力資源為支持本集團發展的基礎，而本集團其中一項最重要的工作是為每個崗位聘請最適合的人才。本集團通過制定相關僱傭政策及採用以人為本的管理，規範勞動僱傭管理，並以相關政策為基礎，尊重及保障每一位員工的合法權益，致力保障員工職業健康安全，維護員工切身利益，充分尊重和重視員工的積極性、能動性和創造力，以構建和諧的勞動關係。本集團已設立人力資源管理制度，保障所有員工的合法權益。本集團亦會定期審閱該等僱傭政策及慣例，以持續改善我們的僱傭標準。

於報告期間，本集團並不知悉任何嚴重違反人力資源相關法例及法規而對本集團產生重大影響的情況。相關法例及法規包括但不限於《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Employment Practice

Recruitment, Promotion and Dismissal

In order to recruit talents, the Group formulates a plan for coming year's human resources management and recruitment according to the needs of works at the end of each year. The department of human resources and administration will conduct recruitments through job fair, online recruitment, agencies' recommendation, internal referral and public WeChat account. Candidates must be hired through interview during the recruitment process. Under the principles of multiperson interview and multi-faceted assessment, the Group designates department managers and relevant personnel from the department of human resources and administration to interview candidates. As for the recruitment of personnel in finance, and procurement aspect and staff at middle and senior levels, we will ensure that relevant appraisal personnel possess good professional ethics. The Group advocates equal employment opportunities and principle of diversity. Any forms of discrimination will not be tolerated and any unfair and biased treatment and discrimination based on personal traits such as race, gender, ethnicity, religion, age and marital status is strictly prohibited, to ensure that all applicants are provided with fair employment opportunities.

In order to retain talents and strengthen the working initiatives of employees, the Group has established a sound promotion system for employees' career development. According to different job types, we have set up technical channel, management channel and operating channel. Each channel is divided into a 5-layer hierarchy, each hierarchy is further subdivided into different levels so that all employees are provided with equal opportunities for gradual promotion.

僱傭慣例

人才招聘、晉升及解僱

本集團在每年年末會根據工作需要規劃下一年度的人力資源與招聘計劃以廣納人材。招聘經由人事行政部按照計劃，通過招聘會、網路招聘、仲介公司推薦、內部推薦及微信公眾號推送等方式進行。在招聘過程中，應聘者須通過面試方能獲聘。本集團堅持多人面談與多方面考核的原則，安排部門經理及人事行政部相關人員對應聘者進行面試。針對財務、採購和中高層以上的招聘，我們會確保相關評核人員擁有良好的職業操守。本集團提倡平等僱傭機會及多元化的原則，不容許有任何形式的歧視，並嚴厲禁止任何人因其個人特質，例如種族、性別、族裔、宗教、年齡以及婚姻狀況而受到包括不公平及偏頗對待的歧視，確保所有應聘者享有公平公正的應聘機會。

本集團建立了完善的員工職業發展晉升通道管理方案，以挽留人才並加強員工工作的積極性。為確保所有員工都能平等地得到逐步晉升的機會，我們根據不同崗位類型，設立了技術通道、管理通道及作業通道，而每條通道都分為五個層級，每層再細分為不同級別。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

The Group has zero tolerance for unreasonable dismissal of employees. Any dismissal must be processed based on reasonable and legitimate grounds. The Group also conducts resignation interviews with the resigning employees, so as to understand their needs and improve the overall working environment, as well as to review the Group's policies and current situation.

Remuneration Packages and Benefits

To attract and retain talents, the Group provides employees with competitive remuneration packages. The Group has established a sound salary level management plan for employees, and pay salaries according to their performance and experience which aligns with the fair, impartial, justifiable and competitive principles. In addition to the adjustment resulting from factors such as social inflation, the salaries of employees also increase with their promotion.

In terms of salary adjustment, the Group has also established relevant management system for performance evaluation, which links employees' salaries and positions with their performances, forming an internal talent competition mechanism based on abilities. For employees at different levels, we have developed corresponding assessment criteria such as completion indicators, quality of completed work, professional skills, innovative skills, collaboration, responsibility and discipline. Based on the scores from leaders, colleagues and subordinates, the assessment department then calculates the appraisal coefficient for each employee, additional bonuses are given to those who perform outstandingly at work as a boost in morale.

本集團絕不容忍無理解僱員工。任何解僱均根據合理合法的基礎進行。本集團亦會與離職的僱員進行離職面談，以進一步瞭解僱員的需求，改善整體工作環境，以及檢討本集團政策與現況。

薪酬、待遇與福利

為吸引新人入職及挽留人才，本集團為員工提供具競爭力的薪酬待遇。本集團已制定了完善的員工工資級別管理方案，並根據僱員表現及經驗，以公平、公正、合理且有競爭力的原則發放薪酬。除了會因社會通貨膨脹等因素而調整外，員工的薪金也會隨著級別的晉升而有所增加。

而作為薪酬調整的依據，本集團亦制定了績效考核的相關管理制度，實現員工表現與薪酬及職位掛鉤，形成能上能下的內部人才競爭機制。我們針對不同層級的員工定立了相應的考核內容，當中包括完成指標、工作品質、專業職務技能、創新技能、協作配合性、工作責任心及勞動紀律等評核準則。考核部門會根據領導、同事及下屬的評分，計算出各員工的考核係數，表現優秀者可獲發額外獎金，以提升員工工作時的積極性。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Working hours and leaves

The Group has always treated its employees under the cooperative philosophy of “harmonious Singyes, common development”. The Group provides various benefits that are either statutory or non-statutory to them while safeguarding their basic benefits with an aim to boosting their sense of belonging, generating a strong sense of corporate spirit and cohesion and encouraging them to provide long-term services. The Group implements a five-day work week regime with eight hours of work per day. For overtime work, the Group pays wages in strict accordance with relevant laws. We provide statutory holidays according to national regulations. Employees are also entitled to paid leaves such as marriage leave, maternity leave, care leave, bereavement leave, sick leave, work-related injury leave and annual leave. Besides, the Group also provides “five insurances and housing provident fund” to employees in China in accordance with the Social Security Law of China, which are pension insurance, medical insurance, unemployment insurance, work injury insurance, maternity insurance and housing provident fund, offering our staff protection under such social insurance.

In addition to statutory benefits, employees can also enjoy a number of additional benefits such as working meals, wedding cash gifts, holiday relief payments, free medical examinations, and settlement fees for fresh graduates. The Group also provides employees with transportation, housing, seniority and high temperature subsidies. In order to encourage employees to work harder and engage more in research and development, the Group also provides performance bonuses and rewards for patent registration and paper publication to reward those who perform outstandingly at work and have successfully assisted the Group in obtaining invention patents and publishing papers in provincial publications.

工作時數和假期

本集團一直秉承「和諧興業、共同發展」的理念對待員工。本集團在保障員工基本待遇的同時也提供多項法定內外的福利，旨在加強員工歸屬感，形成良好的企業向心力和凝聚力，鼓勵員工長期為企業服務。本集團實行一週五天工作制，每天工作八小時。對於加班情況，本集團嚴格按照相關法例計算工資。本集團根據國家規定執行法定假期，員工亦同時享有帶薪假期如婚假、產假、看護假、喪假、病假、工傷假和年假。此外，本集團亦依照《中華人民共和國社會保障法》為中國區員工提供「五險一金」，即養老保險、醫療保險、失業保險、工傷保險、生育保險以及住房公積金，讓員工能夠享受社會保險的保障。

除法定福利外，員工亦可享有多項額外福利如工作餐、喜嫁禮金、節日慰問金、免費體檢及應屆畢業生安置費等。本集團亦為員工提供交通、住房、工齡及高溫補貼等多種補貼。本集團亦設有績效獎金及專利論文獎勵，為工作表現傑出、成功協助本集團取得發明專利和在省級刊物上發表論文的員工發放獎金，藉此鼓勵員工努力工作與加強創新研發。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Diversity, Equal Opportunity and Anti-discrimination

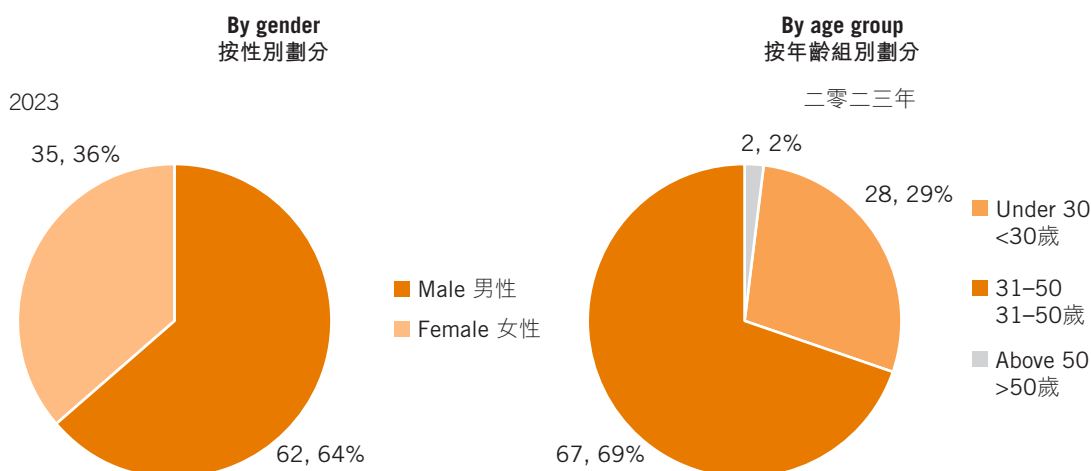
The Group is committed to creating and maintaining an inclusive and cooperative workplace culture. We strictly comply with the laws and regulations of national and local governments, adopt recruitment procedure that is fair, impartial and open. We have formulated documents of related system to prevent discrimination in the recruitment process, so as to ensure that no one will suffer any forms of discrimination and harassment due to race, social status, religion, colour, sex, disability, age, place of origin, marital status and sexual orientation. We are committed to allowing employees to enjoy fair treatment in every aspect including recruitment, salary, training, promotion and termination of labour contracts, so as to attract professionals with diverse backgrounds to join the Group.

As of 31 December 2023, the Group has a total of 97 employees. All are long-term employees and are based in mainland China ("Mainland China") (as of 31 December 2022: a total of 139 long-term employees based in Mainland China). Distribution of employees by gender and age group are as follows:

多元化、平等機會及反歧視

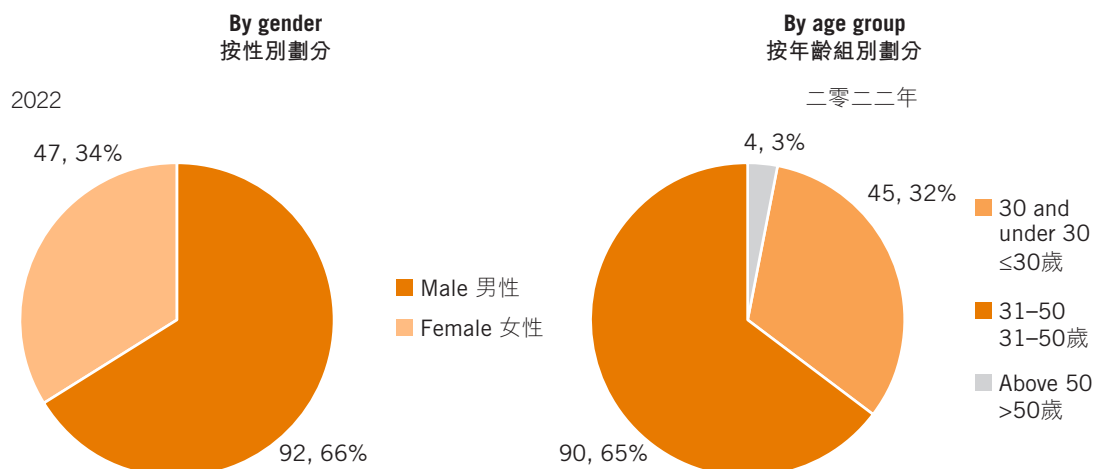
本集團致力創建和維護一種包容各方、互助合作的職場文化。我們嚴格遵守國家及地方政府各項法律及法規，採取公平、公正、公開的招聘流程，並制定了相關制度檔以杜絕招聘過程中的歧視現象，確保任何人不因種族、社會地位、宗教、膚色、性別、殘疾、年齡、籍貫、婚姻狀況和性取向而遭受任何形式的歧視及騷擾。我們致力讓員工在招聘、薪酬、培訓、晉升或終止勞動合同等各個階段享受公平待遇，以盡力羅致不同背景的專才加入本集團。

截至二零二三年十二月三十一日，本集團的總僱員人數為97名，均為長期僱員及位於中國內地（「中國內地」），（截至二零二二年十二月三十一日：總計139名僱員，均為長期僱員，均位於中國內地）。僱員按性別及年齡組別劃分如下：



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告



Distribution of employee turnover rate by gender, age group and geographical region are as follows:

按性別、年齡組別及地區劃分的僱員流失比率如下：

Employee Turnover Rate ⁷	僱員流失比率 ⁷	2023 二零二三年 %	2022 二零二二年 %
By Gender	按性別劃分		
Male	男性	48.45	40.22
Female	女性	15.46	27.66
By Age Group	按年齡組別劃分		
30 and under 30	≤30 歲	26.80	48.89
31-50	31-50 歲	34.02	28.89
Above 50	>50 歲	3.09	50.00
By Geographical Region	按地區劃分		
Mainland China	中國內地	63.92	35.25
Hong Kong, China	中國香港	-	100.00

Note:

備註：

7. Turnover rate by category = number of employees by category resigned during the year/total number of employees by category as of the end of the Reporting Period*100%.

7. 該類別流失率=該類別於年內的離職僱員人數/該類別於年末總僱員人數*100%。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

B2. Health and Safety

Only employees with good physical health are able to maximise work efficiency, thus the Group attaches great emphasis on employees' health and safety, and puts work safety as the top priority. We have jointly established an atmosphere of "life paramount and safety-first" with our employees. We strictly comply with relevant national laws and regulations and provide employees with workplaces that meet the national labour hygiene standards to effectively protect employees' health and personal safety at work.

The Group did not record any work-related accidents that resulted in death or serious physical injury during the past three years including the Reporting Period. There was no record of lost days due to work injury and no claims or compensation was paid to its employees due to such accidents during the Reporting Period (2022: no record of lost days). Meanwhile, the Group was not aware of any material non-compliance with laws and regulations in relation to employees' health and safety which has a significant impact on the Group. Related laws and regulations including but not limited to the Occupational Disease Prevention Law of China.

Safety Management

The production process is the part with the highest risk for safety hazards or accidents, the Group has therefore established relevant management measures for the production site, which include safety management measures at the production site, such as carrying out regular inspections of firefighting facilities, organising safety activities and providing education on factories security to eliminate safety hazards at the production site.

B2. 健康與安全

只有健康狀況良好的員工能在工作上發揮最大效益，因此本集團高度重視員工的健康與安全，把安全工作放在首要位置。我們與員工共同樹立「生命至上、安全第一」的風氣，嚴格按照國家相關的法律法規，為員工提供符合國家勞動衛生標準的勞動作業場所，切實地保障員工在工作中的健康與人身安全。

本集團於過去三年內(包括報告期間)並無錄得任何因工作關係而導致死亡或嚴重肢體受傷的意外事件。於報告期間，並無因該等事件而向本集團的僱員支付索償或補償，亦無員工因工作而損失工作日數(二零二二年：無損失工作日數)；本集團亦不知悉任何嚴重違反僱員健康與安全相關法例及法規而對本集團產生重大影響的情況。相關法例及法規包括但不限於《中華人民共和國職業病防治法》等。

安全管理

生產過程是出現安全隱患或意外風險最高的一環。本集團為此制定了生產現場的相關管理規範，當中包括生產現場的安全管理措施如定期檢查、定期檢驗消防設施、開展車間安全活動、宣傳和教育等，而排除生產現場安全隱患。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

To ensure the safety of employees at work, the Group provides qualified labour protection utensils for all production workers. For emergencies such as natural disasters, water supply interruptions or fires, the Group has also formulated relevant emergency measures to minimise the harm of disasters. The Group will also regularly review the relevant measures to ensure that they are effective.

Safety Education

The Group also attaches great importance to safety education in order to raise employees' safety awareness and reduce potential safety hazards and accident rate at the source. Employees are required to attend the diversified training courses organised and formulated by the Group on occupational safety. We have established emergency and escape procedures to deal with any major safety accidents in a timely and orderly manner. The Group also welcomes employees' feedback to improve workplace safety.

Response to the Pandemic

Despite the resumption of work after the pandemic in January 2023, the Company is still paying close attention to pandemic development to ensure the latest available information in order to adjust the pandemic prevention measures in a timely manner. The Company has reserved sufficient masks and other supplies for the pandemic prevention to ensure the effective protection of everyone at work. At the same time, the Company stringently requires employees to wear masks and intensify cleaning and disinfection of public areas to ensure a safe and hygienic workplace. Other than the above measures, we also promoted pandemic prevention knowledge to employees through different channels, reminding everyone to strengthen personal protection and to maintain good hygiene habits. We encouraged everyone to minimize unnecessary outings and gathering activities to maintain the prevention and safety of the Company together.

為保障員工在工作時的安全，本集團已為所有車間員工提供合規格的勞動保護用品。為應對突發情況如天災、水電供應中斷或火災等，本集團也制定了相關的應急措施，務求把災害影響減少至最低程度。本集團亦會定時檢討相關措施，確保措施行之有效。

安全教育

本集團亦非常重視安全教育，藉此提高員工的安全意識，從源頭減低安全隱患及事故意外率。僱員需要出席由本集團就職業安全組織制定之多元化培訓課程。我們亦已定立緊急與逃生程式以及時有序地應對任何重大安全事故。本集團亦歡迎僱員就提升工作場所安全提供反饋意見。

應對疫情

二零二三年一月份疫情復工後，我司仍然即時關注疫情動態，確保掌握最新資訊，以便及時調整防疫策略，公司儲備了充足的口罩等防疫物資，確保大家在工作中能夠得到有效的防護。同時，我們嚴格要求員工在工作時間內佩戴口罩，並加強了對公共區域的清潔和消毒工作，確保工作環境的安全衛生。除了以上措施，我們還通過多種管道向員工宣傳防疫知識，提醒大家加強個人防護，保持良好的衛生習慣。我們鼓勵大家儘量減少非必要的出行和聚集活動，共同維護公司的防疫安全。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

B3. Development and Training

Development and Training

The Group attaches great importance to the cultivation of talents and is deeply convinced that the progress of an enterprise and sustainable development is based on the improvement of employees' skills, knowledge and attitude. Therefore, we have established relevant policies and provide a combination of internal and external trainings to employees annually. Prior to developing the annual training plan, we first understand the needs of employees by means of researches and surveys and etc. so as to develop the most suitable training programs for employees in different positions, departments and levels.

During the Reporting Period, different departments within the Group conducted various training projects, including trainings for production and quality control personnel, such as materials and product introductions, equipment maintenance standards and inspection and operation guides, quality management as well as trainings for sales personnel, such as materials-based sales experience training, installation project management and onsite management. In order to enable employees to make mutual progress with the Group, we hope to not only strengthen the capabilities of its employees in all aspects, but also improve the overall operation efficiency through the training projects. In addition, we also designate relevant employees to attend different types of external trainings, technical staff trainings, and development activities, in ways that employees can keep up with the development of the industry and gain more inspiration to improve product quality and develop new products.

B3. 發展及培訓

發展及培訓

本集團高度重視人才培育，深信企業的進步及可持續發展建基於員工在技術、知識和態度上的提升。因此我們制定了相關政策，並結合了內部和外部培訓，每年為員工提供培訓。在制定年度培訓計劃前，我們首先會以調研等方式去瞭解員工的真正需要，從而為不同崗位、部門和層級的員工制定最合適的培訓計劃。

於報告期間，本集團內的不同部門進行了多個項培訓專案，當中包括對生產與品質管制人員的培訓如材料及產品介紹、設備保養規範及檢驗操作指導、品質管理等；亦包括對銷售人員的培訓如材料類銷售經驗培訓、安裝工程管理及專案現場管理等。為了使員工與本集團共同進步，我們藉培訓專案希望為員工加強各方面的能力，同時提升整體營運效率。此外，我們亦安排相關員工出席不同類型的外部訓練、技術人員訓練、以及拓展活動等，讓員工緊貼行業發展的步伐，獲得更多啟發以提升產品品質及研發新產品。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

To promote the practice of continuing learning, the Group encourages employees to participate in various work-related external training and learning, and allows them to reimburse part of the learning fees after being qualified for related assessments. During the Reporting Period, the Group provided training to the employees, with the percentage of employees trained⁸ of approximately 100.00% and approximately 16.63 hours of training per employee on average¹⁰ (2022: the percentage of employees trained⁸ of approximately 100.00% and approximately 11.00 hours of training per employee on average¹⁰).

為推動持續進修風氣，本集團鼓勵員工自行參加各類與本職工作有關的外部培訓與學習，允許其在相關考核取得合格成績後報銷部份學習費用。於報告期間，本集團對僱員進行培訓，受訓僱員百分比⁸約為100.00%，每名僱員平均受訓時數¹⁰約為16.63小時（二零二二年：受訓僱員百分比⁸約為100.00%，每名僱員平均受訓時數¹⁰約為11.00小時）。

Employee Training Rate	僱員培訓比率	2023 二零二三年		2022 二零二二年	
		Percentage of Employee Trained ⁹ 受訓僱員百分比 ⁹	Average Training Hour(s) ¹⁰ 平均受訓時數 ¹⁰	Percentage of Employee Trained	Average Training Hour(s)
By Gender	按性別劃分				
Male	男性	63.92%	16.00	66.19%	11.00
Female	女性	36.08%	20.00	33.81%	11.00
By Employee Category	按僱員類別劃分				
Senior Management	高級管理層	4.12%	10.00	5.04%	11.00
Middle Management	中級管理層	8.25%	16.00	8.63%	11.00
Junior Level Employee	基層人員	87.63%	17.00	86.33%	11.00

Notes:

8. Percentage of employees trained = number of employees of the Group trained during the year/total number of employees of the Group as of the end of the year * 100%.
9. Percentage of employee trained by category = number of employee trained by category during the year/number of employee trained during the year*100%.
10. Average training hours by category = total training hours by category during the year/number of employee trained by category during the year.

備註：

8. 受訓僱員百分比=本集團年內的受訓僱員人數/本集團僱員截止於年末的總人數*100%。
9. 該類別受訓僱員百分比=該類別於年內的受訓僱員人數/於年內的受訓僱員人數*100%。
10. 該類別平均受訓時數=該類別於年內的受訓總時數/該類別於年內的受訓僱員人數。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

B4. Labour Standards

Prevention of Child and Forced Labour

The Group strictly prohibits any form of child and forced labour in our operations, and clearly stipulates that only employees over the age of 16 will be recruited, and require all new employees to provide true and accurate personal information when they join the Group for the recruitment staff to stringently verify their information including body check results, academic certificates, identity card and hometown information, etc. The Group has established a comprehensive recruitment process to check the background of candidates and the formal reporting procedures to deal with any exceptions, and conducts regular reviews and inspections to prevent child and forced labour in the operation. Furthermore, employees work overtime on a voluntary basis to prevent any breach of labour standards and duly protect employees' rights. The labour contract with each of the employees specifies work hours, place, tasks and main responsibilities, so as to ensure that employees will not be assigned to work outside the scope of their responsibilities. If employees are required to work overtime, overtime work must be agreed upon and compensated with overtime pay or compensatory time off in accordance with relevant laws and regulations to prevent mandatory overtime work. The Group also prohibits punitive measures, management methods and behaviours such as verbal abuse, physical punishment, violence, mental oppression, sexual harassment (including inappropriate language, gestures and physical contact) for any reason. The Group will take corresponding measures to handle any non-compliance case based on actual situation if any violation has been discovered. The Group will also regularly review the relevant measures to ensure that they are effective.

B4. 勞工準則

防止童工及強制勞工

本集團嚴格禁止其業務僱用任何童工及強制勞工，制定了相關內部政策，明確規定只招收16歲以上的員工，並要求新員工入職時提供真實準確的個人資料，招聘人員嚴格審查身份資料包括體檢合證明、學歷證明、身份證、戶口等。本集團已建立需檢查候選人背景的完善招聘流程及處理任何例外情況的正式報告程式，另外亦定期進行審查及檢查，以防止經營中存在的任何童工或強制勞工。此外，員工加班遵循自願原則，以避免違反勞工準則，切實維護員工權益。每位員工的勞動合同上都清楚列明其工作時間、地點、任務和主要職責，保障員工免被安排執行不在其職責範圍內的工作。倘員工需要逾時工作，加班工作須經協商一致，並按相關法例法規以加班費或補假作補償，以防止強制加班。本集團亦禁止以任何理由對員工進行辱罵、體罰、暴力、精神壓迫、性騷擾(包括不恰當語言、姿勢和身體的接觸)等懲罰性措施、管理方法和行為。如發現任何違規案例，本集團將按實際情況作出相應處理。本集團亦會定時檢討相關措施，確保措施行之有效。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

At the same time, the Group will not appoint suppliers and contractors with known record of use of child or forced labour for the provision of products and services.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in relation to child or forced labour which has a significant impact on the Group, including but not limited to the Labour Law of China, Provisions on the Prohibition of Using Child Labour and the Labour Contract Law of China.

B5. Supply Chain Management

As a responsible manufacturing company, the quality of the Group's products and even its reputation depend largely on the quality of the raw materials. In order to ensure the quality of suppliers and maintain a healthy and orderly supply chain system, the Group has committed to improving the management of suppliers and implementing work on the development, selection, evaluation and supervision of suppliers. The Group sets up a strict and standardised purchase model and a systematic supplier selection procedure, and demands supplier's control over environmental and social risks.

與此同時，本集團亦避免委聘該等已知悉在其經營中僱用童工或強制勞工的供應商和承包商提供產品及服務。

於報告期間，本集團並不知悉任何嚴重違反童工及強制勞工相關法例及法規而對本集團產生重大影響的情況。相關法例及法規包括但不限於《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》及《中華人民共和國勞動合同法》等。

B5. 供應鏈管理

作為一家負責任的生產企業，本集團產品的品質以至本集團的聲譽很大程度上取決於原輔料的品質。本集團一直致力於完善供應商管理，確切執行供應商的開發、篩選、評估和監督工作，為確保供應商的質素，以維持健康有序的供應鏈體系。本集團建立了嚴格而規範的採購模式及系統性的供應商甄選流程，並對供應商提出了控制其環境及社會風險的要求。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

The Group has formulated relevant procurement policies and procedures. Dedicated personnel is responsible for evaluating and selecting suppliers, so as to ensure that they meet the requirements of the Group on raw materials, and stabilise the supply of high quality raw materials. The Group will list suppliers that meet the standards into qualified suppliers for relevant departments as reference by conducting comprehensive assessments on quality and legality and on-site inspections. During the Reporting Period, the Group has applied supplier engagement practices for all suppliers. The Group will conduct regular assessments on suppliers, including daily assessments, target assessments and annual assessments, in order to ensure that suppliers meet the requirements, including qualified production equipment, comprehensive employee's ability, and the production process and products meeting the national quality standards, and that they do not violate any environmental protection, labour laws and other relevant regulations. The Group will take them into consideration when assessing suppliers. Suppliers whose performances have failed to meet the criteria will be downgraded or disqualified. In addition, we will give priority to the suppliers which provide environment-friendly products or services, and will also consider the location of our suppliers during selection, and choose those that are the closest to the Group as possible in order to reduce the GHG generated during the transportation process and the negative impacts on environment.

本集團制定了貨物採購的相關政策和程式，由專人負責對供應商進行評估和篩選，保證其能滿足本集團對原輔料的要求，並穩定高品質原輔料的供應。本集團透過涵蓋品質、合法性等的綜合評估以及現場考察，將表現符合標準的供應商列入合格供應商名冊以供相關部門使用。於報告期間，本集團已對所有供應商執行有關聘用供應商的慣例。本集團對供應商進行定期考核，包括日常考核、目標考核和年度考核，以確保供應商能夠達到各方面的標準，包括生產設備合格、人員配備齊全、生產過程及產品符合國家質量標準，並未違反環境保護、勞工法律等相關法規等，並以此作為評估供應商的考慮因素。表現未達標的供應商會被降級或取消合格供方資格。此外，我們在選擇供應商時亦會優先考慮選擇提供環保產品或服務之供應商，及考慮其所處的地理位置，盡量選擇最接近本集團的供應商，以減少運輸過程產生的溫室氣體以及對環境的負面影響。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

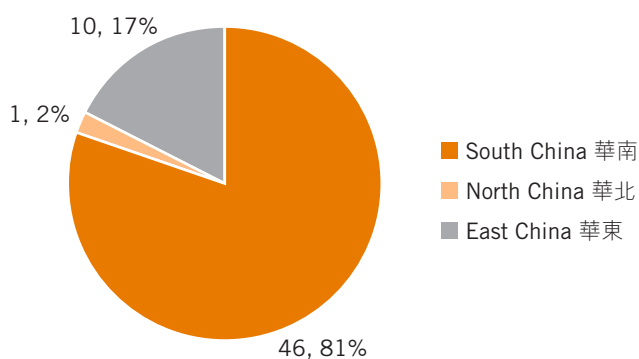
The Group had a total of 57 (2022: 110) major suppliers during the Reporting Period and their regional distributions are as follows:

於報告期間，本集團共有57個主要供應商(二零二二年：110個供應商)，其地區分佈如下：

The number and regional distribution of the Group's suppliers
本集團供應商數量與地區分佈

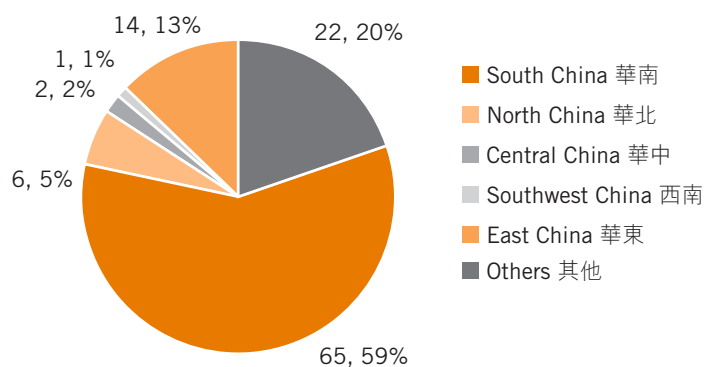
2023

二零二三年



2022

二零二二年





ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

B6. Product Responsibility

The Group actively safeguards the quality of our services with our internal control process, and strives to maintain ongoing communication with our customers to ensure that we understand their demands and expectations, as well as to improve the Group's services by knowing their satisfactory rates.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in relation to health and safety, advertising, labelling and privacy matters relating to products and services provided, which has a significant impact on the Group. Related laws and regulations including but not limited to the Law of China on Protection of Consumer Rights, the Advertising Law of China and the Patent Law of China.

Quality Management

The Group has established relevant procedures for product monitoring and measurement control to fully supervise and control the quality of products and production process, as well as to properly control the quality of raw materials in stock, semifinished products and finished products in the production process, and prevent the use or delivery of unqualified products. The Group has also established thorough incoming inspection, production process inspection and finished product inspection processes, and specifically defined the responsibilities of different departments and related personnel throughout the process to ensure that all procedures are accurately implemented. Unqualified raw materials or products will be dealt with by relevant personnel in accordance with the corresponding procedures. Each year, the Group will set quality objectives for each department, which includes product quality. The Group will also set requirements for the purchase qualification rate of the purchasing department, the maintenance timelines of the equipment technology department, and even the customer satisfaction of the sales department, ensuring a strict control in all aspects and pursuing a continuous improvement in quality.

B6. 產品責任

為確保理解和滿足顧客的需求和期望，本集團積極透過內部控制確保服務質素，致力保持與顧客溝通，並希望瞭解客戶的滿意程度，以對本集團的產品和服務品質作出改進。

於報告期間，本集團並不知悉任何嚴重違反服務及產品的健康與安全、廣告、標籤及隱私事宜相關法例及法規而對本集團產生重大影響的情況。相關法例及法規包括但不限於《中華人民共和國消費者權益保護法》、《中華人民共和國廣告法》及《中華人民共和國專利法》等。

品質管理

本集團已制定產品監視和測量控制的相關程式，對產品和生產過程實現全程監視及品質控制，妥善控制在庫原材料、生產過程中的半成品和成品品質，以及防止不合格品被使用或出廠。本集團更設立了仔細的進料檢驗、生產制程核對和成品檢驗的流程，清楚劃分不同部門與相關人員在整個流程上的各項職責，確保所有程式得以準確執行。相關人員會針對不合格的原料或產品按相應程式進行處理。本集團每年均會為各部門設定品質目標，有關目標包括產品品質等。本集團亦對採購部的進料批次合格率、設備技術部的維修及時率、甚或銷售部的客戶滿意度等訂立要求，務求在各方面做到嚴格把關，追求質量的持續提升。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Moreover, the Group also sets stringent requirements for the working environment, such as temperature and humidity. In order to ensure that material storage, production process and product quality are not affected by any environmental or human factors, the Group is committed to the implementation of relevant regulations for warehouse management, meanwhile, we also label products based on product identification and traceable control procedures to prevent confusion and misuse when applying.

Although the Group has established a sophisticated internal quality control system, a third-party inspection of its products will be conducted when necessary to further ensure the product quality. For example, the Group entrusted the China Quality Certification Centre and SGS Hong Kong Limited to conduct halogen inspections on ITO film and smart light-adjusting film based on the restriction of hazardous substances directive (“RoHS”). The Group is committed to strictly complying with national and international standards in material use and production, and our products have obtained various quality certifications such as China Compulsory Product (3C) certification and ISO9001 certification. The Group will control and monitor the process of projects regularly according to the Quality Management System, which demonstrates the Group's commitment to its customers as well as its promise to service quality standards. Under the stringent product control, the Group did not record any recall of products sold or delivered due to safety and health reason during the Reporting Period (2022: no record of any recall of products).

此外，本集團也對工作環境如溫度和濕度等訂立嚴格要求。為確保物料儲存、生產過程及產品品質不受任何環境或人為因素影響，本集團致力執行倉庫管理的相關規範，同時根據產品標識和可追溯性控制程式對材料和產品進行必要的標識，以防止應用時的混淆和錯用。

本集團不但設有精密的內部質控系統，為進一步確保產品質素，我們在必要時也對產品進行協力廠商檢測。例如，本集團委託中國品質認證中心和香港通用檢測認證有限公司，對ITO膜、調光膜等產品進行鹵素檢驗及依據危害性物質限制指令(RoHS)進行檢測。本集團承諾在物料使用與生產上嚴格遵從國家及國際標準，而我們的產品已獲得多項品質認證如中國強制性產品(3C)認證、ISO9001認證等。本集團會根據質量管理體系定期控制及監察項目的進度，此舉彰顯了本集團對客戶的擔當及恪守對服務質量標準的承諾。基於本集團嚴謹的產品管控下，於報告期間本集團並沒有錄得任何已售或已運送因安全與健康理由而須回收的產品(二零二二年：無錄得需回收產品)。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Customer Service

The Group highly values the importance of customer service, and at the same time is deeply convinced that customer satisfaction is one of the key factors in the sustainable development of the Group. The Group is committed to offering high-quality services and products to all of our customers, which can be divided into after-sales services and technical services that mainly include program designs, onsite visits and technical services, consultation services and technical trainings, etc. While providing services to our customers, the Group also attaches great importance to their opinions made to the Group. The Group has set up various complaint and feedback channels, and strives to improve and enhance the quality of our products and services. The Group pursues a systematic process for accepting complaints, investigating the causes, formulating solutions and improvement solutions, and responding to customers. In this regard, we have formulated relevant specifications for handling complaints from customers for detailed investigation and root cause analysis. We conduct in-depth fact-findings, proactively oversees and manages the complaint processes, coordinates and communicates with the parties involved. In addition, the Group has established relevant procedures to ensure that the products and services provided by the Group are subject to relevant laws and regulations. The Group is committed to providing clear information to its customers, and requires its licensed employees to clearly communicate product features, terms and conditions, and any associated risks to its customers through emails and telephones (with recording function), so they can make an informed decision. Customers that are interested in the Group's services are required to sign the client agreement, acknowledging the terms and conditions along with the associated risks. Under the stringent control, the Group did not receive any material complaint in relation to our products and services during the Reporting Period (2022: no receipt of material complaint).

客戶服務

本集團極為重視客戶服務，同時深信客戶的滿意是本集團業務可持續發展的關鍵因素之一。本集團一直致力為所有客戶提供高品質的服務和產品，其中可分為售後服務與技術服務，主要包括方案設計、現場訪問與技術服務、諮詢服務及技術培訓等。本集團在為客戶提供服務的同時，亦十分重視客戶向本集團提出的意見，故為客戶設立不同投訴及回饋意見途徑，致力改善並提升產品和服務的品質。本集團追求一套從接納投訴、調查原因、制定解決和改善方案以至回復客戶的系統性流程。就此，我們制定了客戶投訴處理的相關規範，進行詳細調查及根由分析、進行深入事實認定、積極監督及管理投訴流程、與所涉各方進行協調及溝通。此外，本集團已制定相關程式以確保本集團所提供的產品及服務符相關法例法規。本集團致力向客戶提供明確的資料，並要求持牌僱員透過電郵及電話（具有錄音功能）向客戶清晰交代產品特徵、年期及條件，以及其任何相關風險，確保客戶在知情的情況下作出決定。對本集團服務感興趣的客戶須簽署客戶協議，確認條款及條件以及相關風險。基於本集團嚴謹的管理下，於報告期間本集團並沒有接獲任何關於產品及服務的重大投訴（二零二二年：無接獲重大投訴）。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Privacy Protection

The Group highly values the protection of rights and interests and privacy of customers, and awares that the protection of privacy of customers and partners is the key to its success. Therefore, protecting and maintaining customers' privacy remains the first priority of the Group. The Group has formulated security measures in place to provide adequate protection and confidentiality of all corporate data and information, so as to ensure all information is protected in the course of its operations. The Group is also determined to protect business or personal information of its customers, and incorporates a confidentiality clause into the contracts signed to ensure that all documents and data exchanged between the parties are kept within the scope of confidentiality. Meanwhile, the Group also set relevant procedures for privacy control to prevent leakage. The Group requires the relevant personnel to maintain strict confidentiality of the Group's or departmental confidential matters involved in work documents, and must not disclose the relevant information to third-parties. Any employees who are found to disclose confidential information to a third-party without authorisation will be subject to disciplinary action. The Group will regularly review the above measures to ensure they are effective.

隱私保護

本集團非常重視保障客戶權益及隱私，並意識到保護客戶和合作夥伴的隱私權利是本集團取得成功之關鍵影響因素。故此，保護及保障客戶隱私一直為本集團之首要任務。本集團已制定保安措施，為所有數據及資料提供充份保障及保密，確保所有資料在營運過程中受到保護。本集團亦決心維護客戶的商業或個人資訊，在所有與客戶簽訂的合同內包含保密條款，確保雙方往來的所有檔和資料都在保密範圍之內。同時，本集團設有保密控制的相關程式，防止洩密行為發生。本集團要求有關人員對工作檔案中涉及的本集團或部門應保密事項，必須嚴守機密，不得向第三方洩露相關資料。如發現任何員工未經授權將機密資訊洩露給第三方，均將受到紀律處分。本集團會定期檢討相關措施，以確保其有效性。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Intellectual Property Rights

The Group regards product patents and intellectual property rights as the core of market competitiveness, which is also the reason why we have made frequent breakthroughs in the research and development of our new products. The Group implements the intellectual property rights strategies in an all-round way with a long-term goal to drive our development with technology innovation and become the leading high-tech brand enterprise in the industry. Therefore, according to the management standards of intellectual property rights of enterprises, the Group has established a comprehensive intellectual property rights management system. Meanwhile, the Group has also implemented a series of procedures such as documents and records control, internal audit management and management of intellectual property rights funds to ensure its intellectual property rights are not violated, and avoid infringing upon others patents and intellectual property rights.

Advertising and Labelling

The Group emphasises the importance of proper advertising and compliance with relevant requirements of media advertisements. When promoting products to customers and marketing, we require that employees must comply with relevant laws and regulations, such as the Advertising Law of China, as well as the specifications and guidelines under the Group's sales system. The Group has established relevant policies and procedures in this regard, and established a special marketing team, which is fully responsible for promotion works, such as design and preparation of publicity materials, sample management and promotion activities planning. The Group commits not to provide false information to its customers, and to ensure that advertisements and labels will not contain false descriptions, misleading or incomplete information, false marks and false statements to protect the interests of consumers which are being deceived by label descriptions.

知識產權

本集團視產品專利和知識產權為市場競爭力的核心要素，亦是我們新產品研發上屢有突破的原因。本集團全面實施知識產權戰略，並以科技創新驅動企業發展、以成為行業領先的高新技術品牌企業為長期目標。因此，本集團根據企業知識產權的管理規範，建立了完善的知識產權管理體系。本集團同時實施檔與記錄控制、內部審核管理及知識產權經費管理等一系列程式，以最完善的系統，確保本集團知識產權不受侵犯，亦避免侵犯他人之專利與知識產權。

廣告及標籤

本集團強調合法推廣及遵守媒體廣告相關要求的重要性。我們要求員工對客戶作推銷和進行市場推廣時，必須遵守《中華人民共和國廣告法》等相關法例法規，並遵從本集團銷售制度內的規範與指引。本集團就此制定相關政策及程式，特設專門的市場推廣組，全面負責推廣工作如宣傳資料之設計和製作、樣品管理及推廣活動策劃等。本集團承諾不向客戶提供虛假資訊，確保廣告和標籤上的資料不會有虛假商品說明、具誤導性或不完整的資料、作虛假標記和錯誤陳述，以保障客戶的權益不會因廣告和標籤說明不當而受到損害。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

B7. Anti-corruption

The Group is committed to building a clean and healthy corporate system and vigorously combating corruption and other improper business practices. We specifically stipulate that employee must discharge their duties with loyalty and integrity, and shall not abuse their positions to seek any improper interests.

We have adopted a clear avoidance system, prohibiting direct leadership relationships among employees with close relationships, including but not limited to, husband and wife relationships, immediate family relationships and other close family relationships. The Group has established relevant reporting procedures such as anonymous reporting boxes and reporting windows for serious dereliction of duty or malpractices. Employees or any of our partners can report serious negligence or malpractice through the whistle-blowing channel. The Group will protect the identity of the whistleblowers and handle the relevant cases in accordance with the national reporting procedures by disciplinary and supervisory authorities. The management of the Group will take corresponding disciplinary punishment to all employees who engage in malpractice, such as warning, demerit or dismissal to increase deterrence. Regular reviews of relevant systems will be conducted to ensure its effectiveness. As the Group places high emphasis on clean corporate culture, the level of awareness of anti-corruption of our internal staff and directors remains high. The Group provides at least one anti-corruption training for the directors and employees of the Group every year. During the Reporting Period, 2 directors and 80 employees of the Group participated in anti-corruption training provided by professional organisations through physical and virtual means, and circulated anti-corruption materials through emails, for a total of 40 hours and 1,600 hours, respectively. The training familiarised them with their corresponding roles and responsibilities in anti-corruption and business ethics, developing their anti-corruption awareness and good professional conduct.

B7. 反貪污

本集團致力建設廉潔健康的企業體系，大力打擊貪污和其他不正當的經營手法。我們明確規定員工必須忠於職守，廉潔奉公，不得利用職權謀取任何不當利益。

我們制定明確的迴避制度，員工不得與親屬建立直接的上下級領導關係，親屬關係包括但不限於夫妻關係、直系血親關係以及近姻親關係等。本集團設立了匿名舉報箱及舉報窗口等相關舉報程式，針對嚴重失職或營私舞弊的行為，員工或任何本集團的合作方可通過舉報管道進行舉報。本集團會保護檢舉者身份，並根據國家的紀檢監察機關信訪舉報工作程式處理相關案件，本集團之管理層會給予所有作出營私舞弊行為的員工處以相應的紀律處罰如警告、記過或辭退，以提高阻嚇性。本集團將定期審核相關制度，以確保其有效性。由於本集團高度重視其廉潔的企業文化，因此內部員工及董事反貪污意識一直維持較高水準，本集團每一年將為本集團之董事及員工提供最少一次反貪污培訓。於報告期間，本集團的2名董事及80名員工透過實體及視像形式參加了由專業機構提供的反貪污培訓，亦通過電郵傳閱了反貪污資料，總時數分別達40小時及1600小時讓其熟悉在反貪污及商業道德方面的相應角色及責任，以培養彼等的反貪污意識及良好的專業操守。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

During the Reporting Period, the Group has no concluded legal cases in relation to corrupt practices brought against the Group or its employees (2022: no concluded legal cases). The Group was also not aware of any material non-compliance with laws and regulations in relation to bribery, extortion, fraud and money laundering which has a significant impact on the Group. Relevant laws and regulations include but is not limited to Criminal Law of China, Company Law of China and Anti-Unfair Competition Law of China, etc.

B8. Community Investment

The Group's development since its establishment has been depended on the support and trust of various communities in Zhuhai and society. Therefore, while providing quality materials and products to customers and the public, the Group also actively participates in social welfare, sparing no effort in contributing to society while in pursuit of business development, thus showcasing its identity as a corporate citizen. As a corporate citizen, the Group fully fulfills its responsibilities and missions, takes concrete actions to care for the community and gives back to the society and people.

Affected by the pandemic, the Group did not arrange any social activity during the Reporting Period in order to support the government's social distancing regulation. Subject to the ease of the Pandemic in the future, the Group will perform its social responsibilities by contributing resources to labour needs and environmental matters.

於報告期間，本集團沒有任何對本集團或其僱員提出有關貪污行為的已審結法律案件(二零二二年：無已審結法律案件)。本集團亦不知悉任何嚴重違反防止賄賂、勒索、欺詐及洗黑錢相關法例及法規而對本集團產生重大影響的情況。相關法例及法規包括但不限於《中華人民共和國刑法》、《中華人民共和國公司法》及《中華人民共和國反不正當競爭法》等。

B8. 社區投資

本集團自成立至今的發展有賴珠海各社區和社會各方的鼎力支持與信賴。因此，在提供優質材料及產品予客戶和大眾的同時，本集團也積極投身於社會公益事業，在追求業務發展的同時，不遺餘力地貢獻社會，展現企業公民身份。本集團已制定相關政策，並全力履行企業公民所肩負的責任和使命，以實際行動成就社區關懷，回饋社會和人民。

受到疫情所影響，本集團於報告期間並沒有安排社區活動，以支持政府社交距離之規例。待未來疫情放緩時，本集團將主要貢獻其資源於勞工需求及環境事宜，以盡本集團之社會責任。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Social Responsibility Education

The Group encourages employees to participate in charitable activities during their work and spare time, hoping to foster employees' sense of social responsibility to make greater contributions to the community, such as participating in environmental and charitable activities, making donations to assist underprivileged students and engaging in social services. The Group believes that participating in activities that repay society can raise our employees' civic awareness and help them establish correct values.

社會責任教育

本集團一直鼓勵員工於工作期間及工餘時間參與社會公益活動，希望培養員工的社會責任感，為社會作更大貢獻，例如參與環保公益、捐助學生和社會服務等活動。本集團相信，藉著親身參與回饋社會的活動，可以提高員工的公民意識，有助其建立正確的價值觀。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

ESG REPORTING GUIDE CONTENT INDEX OF STOCK EXCHANGE

聯交所環境、社會及管治報告指引內容索引表

Mandatory Disclosure Regulation 強制披露規定

Section/Declaration 章節/聲明

Governance Structure
管治架構

ESG Governance Structure
環境、社會及管治架構

Reporting Principles
匯報原則

Reporting Framework
報告框架

Reporting Scope
匯報範圍

Reporting Scope
報告範圍

Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標

Description 描述

Section/Declaration 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.
有關廢氣及溫室氣體排放、向水及土地的排汙、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。

Emissions
排放物

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標	Description 描述	Section/Declaration 章節/聲明
KPI A1.1 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數據。	Emissions — Exhaust Gas Emissions 排放物 — 廢氣排放
KPI A1.2 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)。	Emissions — GHG Emissions 排放物 — 溫室氣體排放
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and intensity. 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)及密度。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)。	Emissions — Waste Management 排放物 — 廢棄物管理
KPI A1.4 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)。	Emissions — Waste Management 排放物 — 廢棄物管理
KPI A1.5 關鍵績效指標 A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Emissions — Exhaust Gas Emissions, GHG Emissions 排放物 — 廢氣排放、溫室氣體排放

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Aspects, General Disclosures and KPIs

層面、一般披露及 關鍵績效指標

Description 描述

Section/Declaration 章節／聲明

KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Emissions — Waste Management 排放物 — 廢棄物管理
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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。	Use of Resources 資源使用
KPI A2.1 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)。	Use of Resources — Energy Management 資源使用 — 能源管理
KPI A2.2 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)。	Use of Resources — Water Management 資源使用 — 用水管理
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Use of Resources — Energy Management 資源使用 — 能源管理

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節/聲明
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for 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。	Use of Resources — Water Consumption Management 資源使用 — 用水管理
KPI A2.5 關鍵績效指標 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。	Use of Resources — Use of Packaging Materials 資源使用 — 包裝材料使用
Aspect A3: The Environment 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 impacts 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。	The Environment and Natural Resources 環境及天然資源
KPI A3.1 關鍵績效指標 A3.1	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。	The Environment and Natural Resources — Working Environment 環境及天然資源 — 工作環境
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 Change 氣候變化

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Aspects, General Disclosures and KPIs

層面、一般披露及
關鍵績效指標

Description
描述

Section/Declaration
章節／聲明

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僱員避免職業性危害的：
(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。

Health and Safety
健康與安全

KPI B2.1
關鍵績效指標 B2.1

Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.
過去三年（包括匯報年度）每年因工亡故的人數及比率。

Health and Safety
健康與安全

KPI B2.2
關鍵績效指標 B2.2

Lost days due to work injury.
因工傷損失工作日數。

Health and Safety
健康與安全

KPI B2.3
關鍵績效指標 B2.3

Description of occupational health and safety measures adopted, and how they are implemented and monitored.
描述所採納的職業健康與安全措施，以及相關執行及監察方法。

Health and Safety — Safety Management, Safety Education and Publicity, Responding to the Pandemic
健康與安全 — 安全管理、安全教育及宣傳、應對疫情

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Aspects, General Disclosures and KPIs		
層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節/聲明
Aspect B3: Development and Training		
層面 B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training — Training Program 發展及培訓 — 培訓計劃
KPI B3.1 關鍵績效指標 B3.1	The average training hours completed per employee by gender and employee category. 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Development and Training — Training Program 發展及培訓 — 培訓計劃
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training — Training Program 發展及培訓 — 培訓計劃
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。	Labour Standards 勞工準則
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour Standards — Prevention of Child and Forced Labour 勞工準則 — 防止童工及強制勞工

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Aspects, General Disclosures and KPIs

層面、一般披露及 關鍵績效指標

Description 描述

Section/Declaration 章節／聲明

KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Labour Standards — Prevention of Child and Forced Labour 勞工準則 — 防止童工及強制勞工
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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 B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Aspects, General Disclosures and KPIs		
層面、一般披露及關鍵績效指標	Description 描述	Section/Declaration 章節/聲明
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。	Product Responsibility 產品責任
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility — Quality Management 產品責任 — 品質管理
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility — Customer Service 產品責任 — 客戶服務
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility — Intellectual Property Rights 產品責任 — 知識產權
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程式。	Product Responsibility — Quality Control 產品責任 — 品質管理

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Aspects, General Disclosures and KPIs

層面、一般披露及 關鍵績效指標

Description 描述

Section/Declaration 章節／聲明

KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Responsibility — Privacy Protection 產品責任 — 隱私保護
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Aspect B7: Anticorruption 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。

Anti-corruption
反貪污

KPI B7.1 關鍵績效指標 B7.1

Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.

於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。

Anti-corruption
反貪污

KPI B7.2 關鍵績效指標 B7.2

Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.

描述防範措施及舉報程式，以及相關執行及監察方法。

Anti-corruption
反貪污

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標	Description 描述	Section/Declaration 章節/聲明
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反貪污
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。	Community Investment 社區投資
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Investment 社區投資
KPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Community Investment 社區投資

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