



VANOV HOLDINGS COMPANY LIMITED

環龍控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號 : 2260

 Gobear 金熊  
专业·彰显品质



2024

ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT

環境、社會及管治報告



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# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

## 2024年度環境、社會及管治報告

### 1. ABOUT THE REPORT

#### Introduction of the Report

Vanov Holdings Company Limited (the “**Company**”) and its subsidiaries (thereafter as the “**Vanov Holdings**”, “**Group**” or “**we**”) issues our third Environmental, Social and Governance Report (the “**Report**”). The Report intends to disclose the measures, performance and various key performance indicators (the “**KPIs**”) under the Environmental, Social and Governance (the “**ESG**”) during the period from 1 January 2024 to 31 December 2024 (the “**Year**” or “**Reporting Period**”), demonstrating to the stakeholders the governance and efficiency of the Group's ESG to promote our sustainability.

#### Standards of the Report

This Report is prepared in accordance with the mandatory disclosure requirements and “comply or explain” provisions under Appendix C2 “Environmental, Social and Governance Reporting Guide” (the “**Guide**”) of the Listing Rules of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) and based on the 4 principles of the Guide.

- **Materiality:** The Report has identified and disclosed the material ESG subjects and the standards of selecting these subjects, as well as a description of the process and results of stakeholders' engagement.
- **Quantitative:** The disclosure of KPIs of the ESG, the statistical standards, methodologies, assumptions and calculation tools adopted and source of conversion factors are explained in the Report.
- **Consistency:** The statistical methods used of the Report is consistent with those of last year. In case of any changes, it will be explained in the Report.
- **Balance:** The Report provides an unbiased picture of our performance during the Reporting Period. The Report avoids selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report readers.

### 1. 關於報告

#### 報告簡介

環龍控股有限公司(下稱「**本公司**」)及其附屬公司(下稱「**環龍控股**」、「**本集團**」或「**我們**」)刊發本集團的第三份環境、社會及管治報告(下稱「**本報告**」)。本報告旨在披露本集團在2024年1月1日至2024年12月31日(下稱「**本年度**」或「**報告期間**」)的環境、社會及管治(下稱「**ESG**」)措施、表現及各項環境及社會的關鍵績效指標(下稱「**KPIs**」)，向持份者展示本集團在ESG方面的管治、績效以推動本集團的可持續發展。

#### 報告標準

本報告按照香港聯合交易所有限公司(下稱「**聯交所**」)上市規則附錄C2《環境、社會及管治報告指引》(下稱《**指引**》)的強制披露規定及「不遵守就解釋」條文作出匯報，並遵守《指引》中的四項匯報原則編寫報告。

- **重要性：**本報告已識別及於報告中披露重要ESG議題的過程及選擇這些議題的準則，以及描述持份者參與的過程及結果。
- **量化：**本報告披露的ESG KPIs和相關的數據所用的統計標準、方法、假設及計算工具，以及轉換因素的來源，均在報告中進行說明。
- **一致性：**本報告披露數據所使用的統計方法均與去年保持一致。如有變更，將於報告中清楚說明。
- **平衡：**本報告不偏不倚地呈報本集團報告期間的表現，避免可能會因選擇、遺漏或呈報格式而不恰當地影響讀者決策或判斷。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

## 2024年度環境、社會及管治報告

### Scope of the Report

The social aspect disclosure of the Report is consistent with our annual report, the environmental aspect disclosure covers two major subsidiaries of the Group (namely Sichuan Huanlong Technology Fabrics Co., Ltd. (四川環龍技術織物有限公司) and Shanghai Jinxiong Paper Making Net Carpet Co., Ltd. (上海金熊造紙網毯有限公司) and production sites (Chengdu Production Site and Shanghai Production Site). Readers are advised to refer to the section headed “Corporate Governance Report” of our annual report to better understand the Group’s corporate governance.

### Language of the Report

The Report is issued in both Chinese and English, in case of any inconsistencies, the Chinese version shall prevail.

### Confirmation and Approval

Upon confirmation of our management, the Report is approved by the board of directors (the “Board”) of the Company on 21 March 2025.

### Access of the Report

Electronic version of the Report is published on the websites of the Company and the Stock Exchange, readers could view or download the Report on the Company’s website (<https://www.vanov.cn>) by clicking “Information Disclosure” under “Investor Relations” section or the Stock Exchange’s website (<https://www.hkexnews.hk/>).

### Feedback on the Report

We highly value stakeholders’ comments to the Report, if you have any queries or comments, please contact us via the following channels:

Address: Sichuan Huanlong Technology Fabrics Co., Ltd (No. 519, Xinhua Avenue West, Wenjiang District, Chengdu, Sichuan Province, the People’s Republic of China)

Email: [yunaomei@vanov.cn](mailto:yunaomei@vanov.cn)

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### 報告範圍

本報告覆蓋的社會披露範圍跟年報一致，環境披露範圍為本集團旗下兩間主要附屬公司，包括四川環龍技術織物有限公司和上海金熊造紙網毯有限公司及生產基地（成都生產基地和上海生產基地），讀者可閱讀年報中的《企業管治報告》章節，了解本集團的管治工作。

### 報告語言

本報告以中文及英文兩個語言版本發佈，如有歧義，以中文版本為準。

### 確認及批准

本報告經管理層確認後，於2025年3月21日經本公司董事會（下稱「董事會」）審議通過。

### 報告獲取

本報告的電子版已登載於本公司和聯交所網站，讀者可到本公司的網站(<https://www.vanov.cn>)「投資者關係」欄下「信息披露」或聯交所網站(<https://www.hkexnews.hk/>)瀏覽或下載報告。

### 報告反饋

我們重視持份者對本報告的意見，若閣下對本報告有任何查詢或意見，歡迎經以下途徑與本集團聯絡。

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# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

## 2024年度環境、社會及管治報告

### 2. INFORMATION ABOUT THE GROUP

Vanov Holdings is committed to becoming a world-class papermaking felts supplier and service provider, creating an ecosystem of papermaking machine services centred on improving the efficiency of papermaking machines. With its technology-oriented principle, we will become a professional centennial company that serves the country through industry and establishes itself as a leading global brand. Through high-quality products and professional services, we fully support global papermaking enterprises in energy saving, emission reduction, quality improvement and efficiency enhancement, working with these companies in “carbon peak and carbon neutrality” related work, while providing strong and all-round technical and service support for the overseas development and globalisation strategy of papermaking industry in China, so as to constantly contribute Vanov’s power to the development of the global papermaking industry. The Group owns VANOV and GOBEAR, two well-known papermaking felt brands that principally engage in the design, manufacturing and sales of papermaking felts and are the creators and leaders of the standards within the papermaking felt industry in China. While we are steadily and continuously improving the quality of stacked-layer and multi-layer complex pressed felts, we actively conduct research on seam pressed felts, slant woven composite pressed felts and non-woven pressed felts etc. Our high-speed felts machines technologies reached international standards and have obtained application technology patents including “three-layer seamless bottom net paper pressed felts”, “multi-axial base web-looped papermaking felts”, “slant woven seam papermaking felts” and “anti-pollution base pressed papermaking felts” and have invented 96 inventions, utility models and design patents, including the Paper Machine Efficiency Operation System. As a national Hi-Tech Enterprise and a “Specialized and New” enterprise in Sichuan Province which possesses provincial research and development center, we recognize that continuous technological innovation is the key to product competitiveness. The Group has always focused on R&D and the improvement of its core technological capabilities. In order to save every drop of water to be used by papermaking machines, we are committed to improving the quality and efficiency of papermaking machines to practise energy saving and consumption reduction aiming to deliver the most professional and valuable services.

### 2. 本集團簡介

環龍控股致力於做世界一流的造紙毛毯供應及服務提供商，打造以提升紙機效率為核心的紙機服務生態圈，以技術研發為先導，做專家型百年企業，踐行產業報國理念，確立全球領先品牌地位。以高品質的產品、專業化的服務，全力支持全球造紙企業節能減排、提質增效，全面協同造紙企業「碳達峰、碳中和」的相關工作，同時為中國紙業海外發展和全球化戰略提供強有力的、全方位技術和服務支持，為全球紙業的發展貢獻源源不斷的環龍力量，本集團擁有VANOV和GOBEAR兩個造紙毛毯知名品牌主要從事造紙毛毯的設計、製造及銷售，是中國造紙毛毯行業標準的制定者與領導者。我們在穩定和持續優化疊層、多層複合造紙壓搾毛毯品質的同時，大力研發接縫壓搾毛毯、斜織複合壓搾毛毯、非織造壓搾毛毯等。本集團在高速造紙機上的運用技術已達到國際先進水平，取得了「三層無交織底網造紙壓搾毛毯」、「多軸向基網成環的造紙毛毯」、「斜織接縫造紙毛毯」、「抗污底網壓搾造紙毛毯的製造方法」，開發了造紙機運營效率優化服務數字平台系統等發明、實用新型及設計專利技術96項。作為國家級高新技術、四川省「專精特新」企業擁有省級技術研發中心，我們深知技術的持續創新是產品保有競爭力的關鍵，集團始終關注研發及核心技術能力的提升。為了造紙機的每一滴水，我們致力於為造紙機提質增效、節能降耗提供最專業和最有價值的服務。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

## 2024年度環境、社會及管治報告

In 2024, the Group imposed the internationalization strategy and executed it thoroughly. All employees upheld the Group's value of "be honest, be outstanding, be positive" and have strong belief in the Group that having performance align with its core value. Following its strategic goals of "internationalization, branding, refinement, digitalization and systematization", the Group has been committed to creating sustainable growth for the Company and has achieved major breakthroughs in global grouping and customer base expansion. The Group has shined in the papermaking industry worldwide through delivery of satisfactory results.

### Latest Technology, Latest Equipment, Latest Value

1. Latest technology: (1) XENON ultra-stable and efficient dewatering technology has made significant progress, offering the most efficient experience to papermaking machines of ultra-wide and ultra-speed around the world. (2) The successful development of GOBEAR double-seamed felt technology and GOBEAR ultra-wide welded and seamed felt technology has provided strong support for the Company to enter into the market of felts for high-speed pulp board machines.
2. Latest equipment: On 21 March 2024, a brand-new production line with a length of 14.5 metres in the Shanghai production site comprehensively commenced its operation and would provide papermaking felts for the world's widest and most speedy papermaking machine press thereafter. It has also broken the supply chain barriers to papermaking felts for the wide-width and high-speed papermaking machines in China. In this regard, the Group plays a crucial role in complementing and strengthening the supply chain of papermaking industry in China.
3. Latest Value: (1) The ULTRA FELT of 14.5 metres in length runs effectively on all types of papermaking machines with outstanding performance and constantly creates special value for the papermaking industry in terms of improving quality and efficiency, as well as saving energy and reducing consumption. (2) Double-seamed felts and seamed felts 2.0 series are well received by the market, which fully demonstrates the importance of key components.

2024年，集團實施全面國際化戰略，全體員工秉持集團「誠信、極致、正能量」的價值觀，堅定信念，聚焦核心，在「國際化、品牌化、精品化、數字化及系統化」的戰略目標引領下，本集團以堅定創造企業的可持續增長，全球集團化客戶拓展實現重大突破，用實際行動交出了一份滿意的答卷，在全球紙業領域大放異彩。

### 新技術、新設備、新價值

- 1、新技術：(1) XENON超穩態高效脫水技術取得重大進展，為全球的超寬幅、超高速紙機帶來最高效率的體驗。(2) GOBEAR雙接縫技術毛毯&GOBEAR超寬幅焊接接縫毛毯技術的成功研發，為公司打開高速漿板機毛毯市場提供強有力的支撐。
- 2、新裝備：2024年3月21日，上海生產基地14.5米全新造紙毛毯生產線全面投產，投產後可為全球幅寬最寬、車速最高的各類紙種的紙機壓搾提供造紙毛毯，打破了國內寬幅高速紙機造紙毛毯的供應鏈壁壘。至此，本集團為中國造紙產業供應鏈補全補強起到了極為關鍵的作用。
- 3、新價值：(1) 14.5米ULTRA FELT在各類紙機上運行高效，表現卓越，持續為造紙產業的提質增效、節能降耗創造獨特價值。(2)雙接縫毛毯和接縫毛毯2.0系列深受市場好評，充分體現關鍵零部件的重要作用。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

## 2024年度環境、社會及管治報告



### Upgrade System to Digitalization and Intelligentization-driven

1. In 2024, the Group fully initiated the benchmarking of international work standards to provide solid back-end support to the implementation of our internationalization strategy and ensured that the Group's business operated efficiently and in compliance with regulations in global market competition.
2. In September 2024, the MES of two sites launched successfully and were put into due operation, achieving our targets of production data visualization and quality control.

### 數智驅動，體系升級

- 1、2024年，本集團全面啟動對標國際化工作標準，為國際化戰略的經營落地提供堅實的後台保障，確保集團業務在全球市場競爭中高效、合規運作。
- 2、2024年9月，兩基地MES成功上線並正式運行，實現目標生產數據顯性和質量可控。







# REPORT 2024

## 會及管治報告

優化模塊完成功能  
配控，技術服務價值

- 3、2024年12月，紙機效率系統優化模塊完成功能升級，實現對紙機運行精準把控，技術服務價值全面提升。





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

## 2024年度環境、社會及管治報告

### Year 2024 is the peak of brand power

1. On 21 March 2024, Vanov Holdings kicked off its new beginning upon the successful completion of the opening ceremony of Shanghai Intelligent Manufacturing Base, namely Shanhai Tong Hui (山海同輝).

### 2024品牌力當打之年

- 1、2024年3月21日，環龍控股上海生產基地智能製造基地山海同輝落成典禮成功舉辦，拉開全新序幕。



2. VANOVS&GOBEAR stunned the global market through a comprehensive upgrade of its promotion capabilities on internationalization with marketing materials in six languages reaching the global market.

- 2、VANOVS&GOBEAR閃耀全球舞台，國際化推廣能力全面提升，6國語言宣傳資料觸達全球市場。

VANOV 环龙 | GObear 金熊

做造纸产业优质服务商

做产业链不可或缺的重要一环

通过精耕细作，提供优质的造纸毛毯，

为纸机的提质增效、节能降耗

提供最优产品和服务

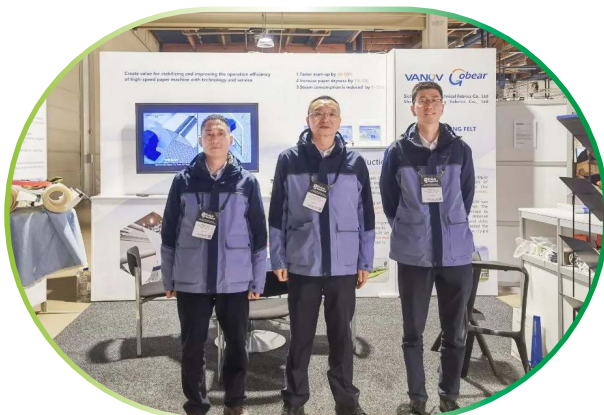


# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

## 2024年度環境、社會及管治報告

3. Between April and October 2024, we engaged in certain exhibitions held around the world, including the one in Helsinki in April, Vietnam in May, Germany in June, Indonesia in August and Brazil in October, to continuously extend the influence of our brand.

- 3、2024年4–10月間，在多地展會亮相，4月赫爾辛基、5月越南、6月德國、8月印尼、10月巴西展會，持續拓展品牌影響力。



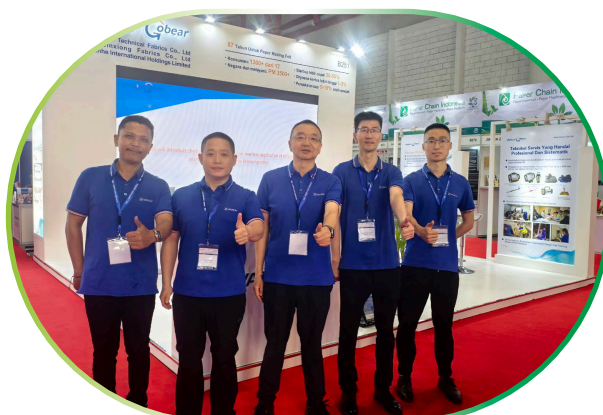
**Exhibition in Finland**  
芬蘭展會



**Exhibition in Vietnam**  
越南展會



**Exhibition in Germany**  
德國展會



**Exhibition in Indonesia**  
印尼展會



**Exhibition in Brazil**  
巴西展會

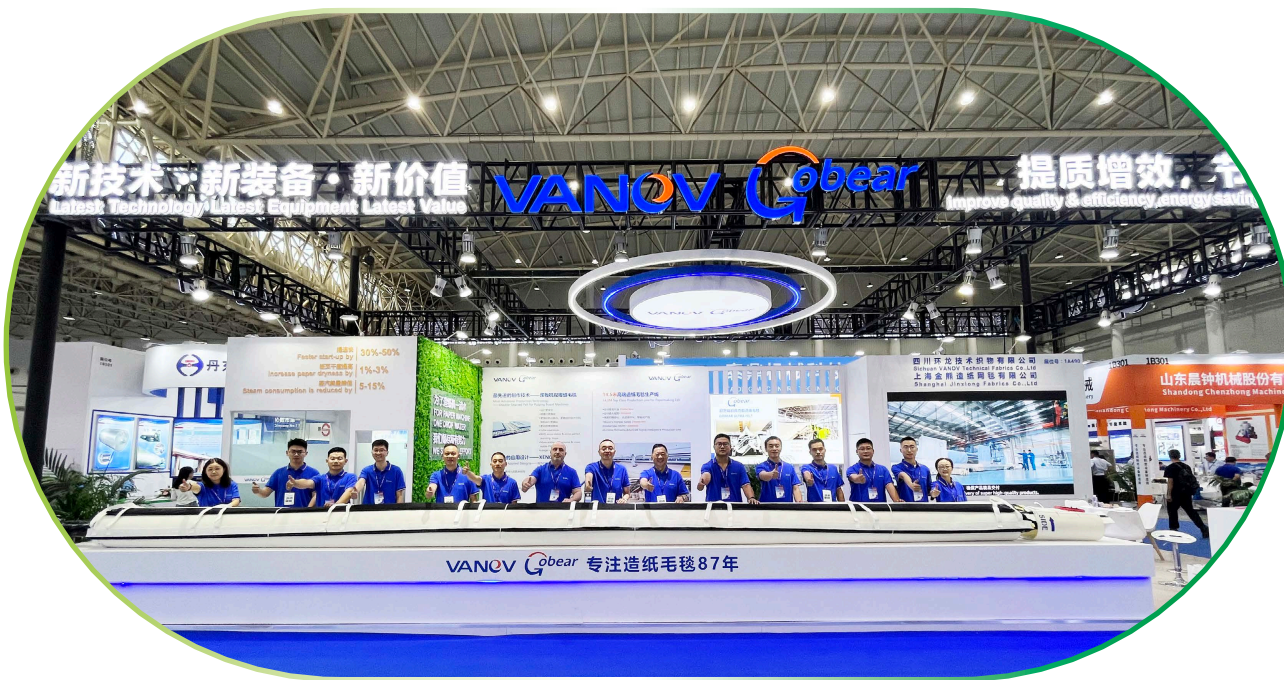


## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

### 2024年度環境、社會及管治報告

4. In September 2024, a nearly 10-metre-wide GOBEAR ULTRA FELT made its presence at Wuhan International Expo Center and stunned all peers at the 2024 China International Paper Technology Exhibition.

4、2024年9月，寬度近10米的GOBEAR ULTRA FELT空降武漢國際博覽會，在2024中國國際造紙科技展覽會震撼全場。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

### 2024年度環境、社會及管治報告

5. In October 2024, Chengdu Production Site and Shanghai Production Site officially announced the launch of the world's first XENON technology and double-seamed technology, as well as the branded new 14.5-metre ULTRA FELT production series at the 17th China Paper Industry Development Conference, leading the industrial technology to a new height.

- 5、2024年10月，成都生產基地及上海生產基地在17屆中國紙業發展大會正式發佈全球首創XENON技術、雙接縫技術暨14.5米ULTRA FELT全新產品系列，引領行業技術邁向全新高度。





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

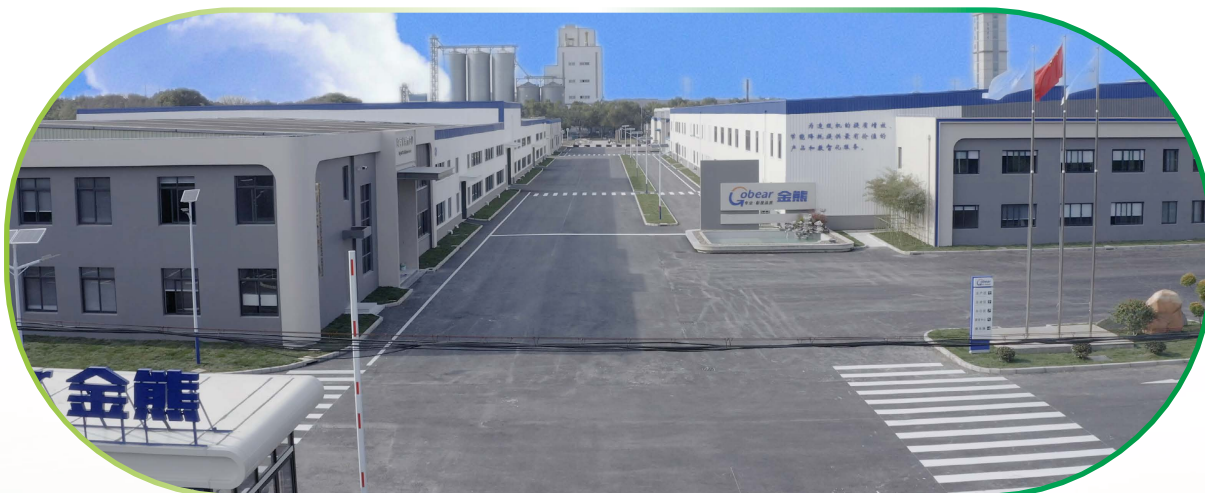
## 2024年度環境、社會及管治報告

The Group has the world's most advanced intelligent manufacturing production line in the papermaking felt industry. The synergy between this production line and the Group's Paper Machine Efficiency Operation System will greatly enhance the quality of the Group's products and service capabilities, and contribute to the papermaking industry's efforts in energy saving, emission reduction, quality and efficiency enhancement, digital transformation, and intelligent manufacturing.

本集團擁有毛毯行業全球最高水平的智能製造生產線，該生產線與集團紙機效率優化服務系統形成協同效應，將極大提升集團產品品質和服務能力，為造紙行業在節能減排、提質增效、數字化轉型、智能製造等方面貢獻力量。



**Chengdu Production Site**  
成都生產基地



**Shanghai Production Site**  
上海生產基地

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

## 2024年度環境、社會及管治報告

### 3. MANAGEMENT ON SUSTAINABLE DEVELOPMENT

#### 3.1 Statement from the Board

In order to promote social responsibilities, Vanov has established ESG governance structure of the Group. The Board takes full responsibility for the ESG working group, strategies and reporting. The Board is responsible for resolving and approving ESG related policies and procedures, reviewing and supervising ESG targets and progress. The Board has authorized the establishment of ESG working group, which is responsible for identifying risks on ESG material issues, establishing and reviewing ESG related strategies and task plans, performing materiality analysis, monitoring the progress and efficiency of each ESG task and report to the Board in a timely manner. Through the ESG working group, the Board fully understands the results of ESG works and monitors, prioritizes and evaluates the ESG issues. During the Year, we have reviewed, evaluated and prioritized the ESG issues and will continuously monitor and track progress of relevant targets and formulate and review the environmental targets and management measures based on the operation of the Group.

### 3. 可持續發展管理

#### 3.1 董事會聲明

環龍控股為推動企業社會責任，已建立了本集團的ESG管治架構。董事會對ESG工作小組、策略和匯報負起全部責任。董事會負責議決和審批ESG相關政策和程序、檢討和監督ESG目標和履行進度。董事會已授權成立ESG工作小組，負責識別ESG重要性議題的風險，制訂及檢視ESG相關策略、工作計劃，制定ESG目標，進行重要性評估分析、負責監察各ESG工作的進展和成效，並及時向董事會匯報。董事會通過ESG工作小組掌握本集團的ESG工作成果，履行對ESG事宜的管理、優次排列和評估。本年度，我們檢討環境目標進度，評估、優次評估和管理ESG議題，並會持續監察及追蹤有關目標進度，按本集團的營運發展制訂審視的環境目標和管理措施。

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### 3.2 Sustainability Structure

The Group's ESG regulatory structure is divided into three levels: decision-making, planning and execution. The Board has authorized the establishment of ESG working group and incorporate ESG governance into the Group's businesses and decisions. The ESG working group comprised senior management and department heads. Responsibilities of each level is detailed as follows.

#### Decision-Making Level:

決策層：

*The Board*

董事會

- Assume full responsibilities for ESG strategies and reporting;
- 對ESG策略及匯報承擔全部責任；
- Resolve and approve ESG strategies, ESG material issues and ESG risk management of the Group;
- 議決和審批本集團ESG策略、ESG重要議題及ESG風險管理；
- Review and monitor ESG performance and target achievement on a regular basis.
- 定期檢討及監督ESG表現及目標達成進度。

#### Planning Level:

組織層：

*ESG Working Group (responsible persons from Administrative Department, Human Resources Department, Operation and Sales Department, Supply Department, Finance Department and Production Department)*

ESG工作小組(包括行政部、人力資源部、運營業務部、供應部、財務部及生產部的負責人)

- Identify ESG material issues and risks;
- 識別ESG重要性議題及風險；
- Establish ESG task plans;
- 制定ESG工作計劃；
- Monitor and coordinate ESG tasks among various departments;
- 監察及協調各部門的ESG工作；
- Report to the Board on a regular basis.
- 定期向董事會匯報進度。

#### Execution Level:

執行層：

*Execution Departments*

執行單位

- Comply various ESG regulations and systems;
- 遵守各項ESG法規和制度；
- Perform various ESG tasks.
- 執行各項ESG工作。

### 3.2 可持續發展架構

本集團的ESG管治架構分為三層，包括決策層、統籌層和執行層。董事會授權成立ESG工作小組，將ESG管治融入到集團的業務和決策中。ESG工作小組由高級管理層及部門負責人組成。各層級的職責將在下面詳述。



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### 3.3 Stakeholders Engagement

The Group values the communication and exchange between our stakeholders. In order to maintain effective and long-term communication with our stakeholders, we have identified and established various communication channels to fully understand expectations and request of stakeholders. The Group will actively respond to stakeholders' comments, establish and implement various sustainability policies and measures to promote the Group's sustainability.

### 3.3 持份者參與

本集團重視與持份者的溝通和交流，為促進與持份者之間有效長久的溝通，我們識別持份者並已建立多條溝通渠道，充份了解持份者的期望和要求。本集團將積極回應持份者的意見，並制訂和實行各可持續發展政策和措施，推動本集團的可持續發展。

Major Stakeholders 主要持份者	Communication Channels 溝通渠道
Customers 客戶	customer satisfaction survey and comment form, customer service center, customer relation manager visit, daily operation/exchange, online service platform, telephone and email 客戶滿意度調查和意見表、客戶服務中心、客戶關係經理探訪、日常營運／交流、網上服務平台、電話和郵箱
Shareholders/Investors 股東／投資者	annual general meeting and other general meeting, interim report and annual report, corporate communication and results announcement 股東週年大會與其他股東大會、中期報告與年報、企業通訊和業績公佈
Employees 員工	employee comment survey, performance interview, employee benefit and employee training 員工意見調查表格、工作績效面談、員工福利、員工培訓
Business partners 業務夥伴	Visitation, technical support and regular communication 探訪、技術支持、定期溝通
Governmental/Regulatory authorities 政府／監管機構	meeting, written response to public enquiry and compliance report, press release and results announcement and policy guidance 會議、對公眾諮詢的書面回應和合規報告、新聞稿和業績公佈、政策指導
Social/Non-governmental organizations 社區／非政府團體	donation, social event, seminar/lecture/workshop and meeting, voluntary service, environmental protection promotion 捐獻、社區活動、研討會／講座／工作坊和會議、志願者服務、環保宣傳
Peers 同業	strategic cooperation project, group notice and communication meeting 策略性合作項目、集團通告和溝通大會
Suppliers 供應商	supplier management procedure, meeting, suppliers evaluation system and on-site inspection 供應商管理程序、會議、供應商評估制度和實地視察

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### 3.4 Materiality Assessment

During the Year, the Group has established materiality issues based on the communication between internal and external stakeholders. With reference to the Guide as well as the materiality issue database of the Sustainability Accounting Standards Board (the “SASB”) and examples from the peers, the Group has compiled the list of issues concerning the stakeholders or related to the Group’s sustainability based on our operation. Through materiality assessment, we have identified 26 materiality issues and determined the materiality of each issue, among which 10 are highly material issues, 9 are moderately material issues and 7 are generally material issues. The results of material issues have been reviewed and confirmed by the Board.

### 3.4 重要性評估

本年度，通過和內部和外部持份者的溝通，制訂本集團的重要性議題。本集團參考了《指引》、永續會計準則委員會(Sustainability Accounting Standards Board, 「SASB」)的行業重要性議題庫、同行例子，再根據本集團的運營情況，列出各持份者關注的重要性議題，通過重要性評估，識別出26個重要性議題，並分辨出各議題的重要性，其中高度重要議題有10個，中度重要議題有9個，一般重要議題有7個。重要性評估結果已經由董事會審議和確認。

#### Highly material issues

##### 高度重要議題

- Environmental law compliance
- 環保法律合規
- Occupational health and safety
- 職業健康與安全
- Employment compliance
- 合規僱傭
- Salary and benefits
- 薪酬福利
- Labor code
- 勞工準則
- Suppliers management
- 供應商管理
- Product quality and safety
- 產品質量與安全
- Customer satisfaction level
- 客戶滿意程度
- Anti-corruption
- 反貪污
- Corporate governance
- 企業管治

#### Moderately material issues

##### 中度重要議題

- Management on greenhouse gas emission
- 溫室氣體排放管理
- Management on energy
- 能源管理
- Management on packaging materials
- 包裝材料管理
- Management on product design and lifecycle
- 產品設計與生命週期管理
- Consumption of raw materials
- 原材料耗用
- Equality and diversity
- 平等與多元化
- Training and promotion
- 培訓與晉升機會
- Protection of customer privacy
- 客戶私隱保護
- Protection of intellectual property
- 知識產權保護

#### Generally material issues

##### 一般重要議題

- Management on water resources
- 水資源管理
- Waste management
- 廢棄物管理
- Management on gas emission
- 廢氣排放管理
- Management on wastewater discharge
- 廢水排放管理
- Response to climate change
- 應對氣候變化
- Reduce the impact of production on the environment
- 減少生產運營對環境的影響
- Community investment
- 社區投資



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

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### 4. OPERATION COMPLIANCE

#### 4.1 Anti-corruption Code

During the Year, the Group has established the “Anti-Fraud and Anti-Bribery Policy”, which covers different aspects such as fraud and bribery. The Group strictly prohibits any form of fraud and bribery, including deceit, bribery, forgery, extortion, theft, conspiracy, embezzlement, misappropriation and misrepresentation. We encourage our staff to report any incompliance issues. The Group prohibits our employees from making facilitation payments, pre-approval is required for all types of charity donations and sponsorships, so as to prevent those donations and sponsorships from constituting a bribery. We conduct business with suppliers in a fair, honest and professional manner. We require the suppliers to enter into a “written commitment on honest procurement”, require suppliers to comply with various laws and regulations, information provided are required to be legal, true, accurate and effective, giving gifts, cash and any form of bribery to our buyers is prohibited.

Employees shall report any non-compliance issues to the person in charge of the business department, and the relevant personnel shall report to the chief financial officer and the internal audit department as soon as possible. Identity of the whistleblower is kept confidential in order to prevent any form of retaliation on the whistleblower. If a case is confirmed, we will carry out investigation and impose appropriate sanction on the non-compliant unit. During the Year, we have provided review on the anti-corruption system to the Board to ensure their full understanding of such system. Our “corporate system report” for employee stipulated the ethical code, prohibition of any unethical and corruption behaviors, any violation shall be punished. We ensure our employees are fully aware of the Group’s anti-corruption policy and procedure.

During the Year, no litigation or corruption cases were brought against the Group or our employees.

#### 4.2 High Quality Control

The Group strictly complies with the “Product Quality Law of the People’s Republic of China” and established a product quality target of controlling the damaged goods below 2.5% for the Year.

During the Year, no product of the Group was recalled due to safety and health reasons.

### 4. 合規運營

#### 4.1 反貪污守則

本年度，本集團設立了《反欺詐及反賄賂政策》關於欺詐、賄賂相關的政策。本集團嚴禁任何形式的欺詐和賄賂行為，包括欺騙、賄賂、偽造、勒索、盜竊、串謀、挪用、盜用、虛假陳述等並鼓勵員工對不合規的事宜進行舉報。本集團禁止員工給予疏通費，各種類型的慈善捐款和贊助需預先獲得批准，防止有關活動變成賄賂。我們以公平、誠實和專業的態度與供應商戶交易，我們會要求供應商填寫《採購活動廉潔承諾書》，要求供應商遵守各項法律法規要求，提供的所有數據均需合法、真實、準確、有效，不得向任何採購員贈送禮品、禮金等各項形式的賄賂。

員工需就任何不合規事宜對業務負責的部門負責人舉報，相關負責人需盡快向財務總監及內部審核部門進行舉報。我們會對舉報者的身份進行保密，不容許舉報人受到任何形式的報復。若舉報成立，我們會對案件進行調查，並對不合規的單位給予適當的制裁。本年度，我們向董事提供反貪污制度回顧，確保董事清晰和了解有關制度。我們在員工《公司制度匯編》中列明員工需遵守公司的職業道德標準，禁止任何不道德和舞弊行為，任何違反規定的行為均會受到處分，確保員工熟悉本集團的反貪政策和程序。

本年度，本集團並沒有發生任何對本集團和員工提出的訴訟和貪污舞弊案件。

#### 4.2 高質量控制

本集團嚴格遵守《中華人民共和國產品質量法》。本年度，我們定下產品質量目標，全年的報損率控制在2.5%之內。

本年度，本集團並沒有因為安全與健康理由而須回收產品。

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The Group is committed to building an advanced and digitalized factory, which is designed to enhance productivity and improve product quality through an intelligent and environmentally friendly production mode. The Group places great emphasis on our product quality. In order to make our employees better understand the production standards of papermaking felts, we have formulated the "Papermaking Felts Production Process and Engineering Production Standards" to explain in detail the structure, characteristics, and process requirements of each raw material. The Group's production process includes warping, winding, weaving, felt combing, felting, felt heating, post-processing, packaging and other processes. In the course of production, we judge whether the manufacturing process is operated up to standards through the immediate collection of manufacturing data to ensure the accuracy and consistency of the production. In addition, the Group has introduced digital technology to attain intelligent management throughout the production process and further facilitate the optimization of the green manufacturing system. By applying these measures, the Group has improved its production efficiency and effectively reduced energy consumption through low-carbon production, thereby providing strong support for the sustainable development of the papermaking industry.

本集團致力於打造先進的數位化工廠，通過智能化和綠色化的生產模式，提升生產效率和產品品質。集團注重品質要求，為確保員工清晰了解造紙毛毯的生產標準，制定了《造紙毛毯生產流程和工藝生產標準》，詳細闡述了每種原材料的結構、特性及工序要求。本集團的生產工序涵蓋了整經、卷緯、織造、梳理、針刺、油熱定型、後整、打包等多個環節。在生產過程中，通過即時採集工藝數據，嚴格判斷工藝執行是否符合標準，確保生產過程的精準性和一致性。此外，集團引入數位化技術，實現生產過程的智能化管理，進一步推動綠色製造體系的完善。通過這些措施，集團不僅提升了生產效率，還實現了低碳生產，有效降低了能耗，為造紙行業的可持續發展提供了有力支持。

### 数字化工厂

#### DIGITALIZED FACTORY

#### 数字化工厂概况

##### Digital Factory Profile

金熊PM1+PM5和PM3产线生产设备总数:	金熊生产能力:年产能约:	数字化生产设备占总生产设备比例:接近	联网数字化生产设备占总数字化生产设备比例
28 <sup>+</sup> 台	1200吨	100%	100%

#### 数字化工厂目标与效果

##### Goals and Effects



#### 数字化工厂运行方式

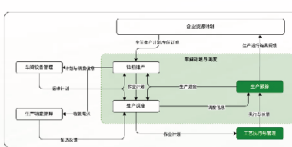
##### Operation Mode

智慧工厂——专注助力客户造纸机提质增效！| 高效生产 可视可控 精益品质



#### 全流程数字控制-生产可视化/透明化管理

##### Complete Flow Scheme Digital Control — Production Visualization/Transparent Management



- 1 工序完工报工，同步反馈到市场端，纸机效率系统可查生产进度，及时掌握订单从下单到交货的过程。
- 2 通过报工，工序产量及时呈现，各产线工序间的有效衔接数据直观呈现，为组织工序有效衔接连续生产提供支持。
- 3 结合后续的工序工时等管理，可以建立从订单到每台设备产能的工期计算，提供全流程较为准确的工期标准，服务于市场接单。
- 4 通过工序产量统计，可以提供工序设备效率、班组效率、订单类型、工艺类别等多维度的生产组织分析，提高生产组织效率，提高订单交付能力，缩短整体交付周期。

#### 数字化平台兼容扩展性

##### Compatible Scalability of the Digital Platform

平台架构需满足公司后期业务扩展性，比如纸机效率系统（CRM）、WMS、TMS、QMS、ERP、OA等集成，满足产品全生命周期管理的制造运营架构体系，打造以生产经营分析和质量管控为核心的环龙制造运营平台，支持整体生产经营决策分析。



## Digital Flow Control



The Company has always been upholding its core philosophy of “through our customized services, we create values together” and striving to provide “tailor-made” services and design solutions for our customers. Besides extensive expertise in the papermaking industry and rich experience in product applications, members of the Group’s technology service team are able to have technological exchanges and communications with international customers in multi-language in an advanced and efficient manner, to ensure that the needs of our customers are understood and satisfied accurately. In terms of the service procedures, the Group has established a professional, standardized and regulated service system, aiming at providing all-round technological support to our customers through periodic testing, product examination and enhancement solutions. The Group improves and upgrades our felt designs by adopting the structural modular design combined with the data quantitative analysis. Through comprehensive analysis and comparison of product usage data, the performance and use-value of the felt can be presented directly, which may help our customers achieve cost optimization and enhancement of productivity. Excellent services and innovative technology solutions provided by the Group also enable its customers to stand out from their competitors in the papermaking industry and create long-term values with its customers together.

公司始終秉持「貼心服務、共創價值」的核心理念，致力於為客戶提供「量身定製」的服務和設計方案。本集團技術服務團隊成員不僅具備深厚的造紙行業專業知識和豐富的產品應用經驗，還能夠熟練運用多種語言與國際客戶進行高效的技術交流與溝通，確保客戶需求得到精準理解和滿足。在服務流程方面，本集團建立了專業化、標準化、規範化的服務體系，通過定期檢測、產品診斷和優化方案，為客戶打造全方位的技術支持。集團採用結構模組化設計，結合數據量化分析，對毛毯設計進行優化升級。通過對產品使用數據的綜合分析與對比，直觀呈現毛毯的性能表現和使用價值，幫助客戶實現成本優化和生產效率提升。集團卓越的服務和創新的技術解決方案，助力客戶在造紙行業的競爭中脫穎而出，與客戶攜手共創長期價值。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

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### 服务团队与设备

SERVICE TEAM AND EQUIPMENT

#### 服务设备



ABB造纸毛毯含水量测试仪



ABB造纸毛毯透湿度测试仪



FLIR红外热像仪



空气流速检测仪



真空度检测表



频闪仪



张力仪

#### 服务团队

Service team

团队简介



- **纸机效率服务专家团队: 5人**。具备**20**年以上的造纸机安装、运行及现场管理的经验及造纸毛毯行业的工作经验, 能为客户的高速宽幅纸机提供现场的纸机效率服务以及相关的解决方案、技术文件等。
- **技术服务工程师团队: 12人**。具备**10-15**年的造纸机安装、运行及现场管理的经验及造纸毛毯行业的工作经验, 能为客户的高速纸机提供现场、专业的造纸毛毯全流程服务。

#### “数据驱动+知识引导” 服务全球

环龙&宝熊的服务中心在中国、越南、泰国、印尼、马来西亚等地均设有服务点, 公司持续致力于为客户的纸机运行效率稳定和提升创造价值, 成为客户纸机运行的最佳伙伴。



### 服务系统与流程

SERVICE SYSTEMS AND PROCESSES

#### 纸机运行效率服务系统

Machine efficiency optimization system



#### 纸机运行效率服务流程

Paper machine operation efficiency service process





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### 4.3 Procedures for Customer Services

The Group continues to improve the response and handling processes formulated in response to customers' concerns on product quality and product recovery issues. On the production side, we identify concerns on individual issues, which are reflected on our production procedures and personnels. Paper machine operation efficiency services are fully utilised to help customers solve problems related to paper machine operation and efficiency improvement, which deepen customers' trust, improve the stability and efficiency of customers' paper machine operation, reduce customers' reflections on product problems, and improve customers' satisfaction.

When we received a complaint from customers, it will be jointly handled by the technical and craftsmanship, operation and other relevant departments, which will formulate solutions and provide feedback on the complaint to customers. We will collect all necessary documents, including the product photos and samples in relation to the customers complaints, and conduct analysis and make improvements in accordance with our protocol.



### Customer Complaints Handling Procedures 客戶投訴處理程序

We have formulated the "Measures on Customer Satisfaction Survey Management" to collect comments from our customers. We distribute surveys to customers for them to evaluate the Group's products on lifespan, quality, applicability, cost performance, service delivery time, logistics, after-sales service and sales quality. The operation department will collect the surveys and manage, consolidate and analyze such data.

During the Year, we received about 187 complaints on our products, all of which have been duly handled.

### 4.3 客戶服務流程

本集團不斷優化針對客戶對產品的質量和產品回收問題制訂的應對和處理流程。生產端，針對一個問題，發現一類隱患，落實到工段和人。充分運用紙機運行效率服務，幫助客戶解決紙機運行及效率提升的相關問題，加深客戶的信任度，提高客戶紙機運行的穩定性和效率，降低客戶對產品問題的反映，提高客戶的滿意度。

我們收到客戶反映的問題後，會由技術部和工藝部、生產等相關部門聯動，制定解決方案的同時對客戶反映的問題作出反饋，我們會收集所需的文件，如被客戶反映的產品問題的產品圖片和樣品，按程序分析問題並做出改進。

我們制訂了《客戶滿意調查管理辦法》收集客戶意見，我們會向部分客戶發送調查問卷，對本集團提供的產品的使用壽命、質量、適用性、性價比、服務之交貨期、物流、售後服務、銷售素質等進行評分。運營部會收集調查問卷作整理、統計、匯總和分析。

本年度，有關產品問題的反映約187宗，均已妥善處理。

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### 4.4 Management on Intellectual Property

The Group strictly complies with regulations such as the “Patent Law of the People’s Republic of China”, “Detailed Rules for the Implementation of the Patent Law of the People’s Republic of China”, “Trademark Law of the People’s Republic of China”, “Detailed Rules for the Implementation of the Trademark Law of the People’s Republic of China”, “Copyright Law of the People’s Republic of China” and “Civil Code of the People’s Republic of China”. The Group supports the development of scientific R&D and protects the intellectual properties of the Group from illegal use. We protect our intellectual property rights by ways of applying registration patent and copyrights. During the Year, the Group maintained 96 patents. Transfer, disclosure, publication and application of the Company’s intellectual properties through improper authorization are prohibited. Employees are obligated to safeguard our intellectual properties. We will enhance the protection of our classified materials including intellectual property files and technical information, no person from outside of the Group could access our confidential information to prevent data leakage.

### 4.5 Information System

The Group attaches high importance on information security, and has established the “Information Security System”, “Information Management System” and “Measures on File Management” to thoroughly regulate its information management. We enter into “Confidentiality Agreement” with our employees, which states the content, scope and duration of confidential information, default obligations and confidentiality fees to prohibit leak of the Group’s information. In the course of cooperation with third parties, we will also include confidentiality clauses in the agreement to ensure both parties are bounded to perform their obligations under the confidentiality agreement. For senior personnels such as the management team and technicians, the Group keeps a “confidentiality deposit” from their salary to ensure they comply with the confidentiality clauses. Such deposit will be returned to them in full when they resign or retire.

### 4.4 知識產權管理

本集團嚴格遵守《中華人民共和國專利法》、《中華人民共和國專利法實施細則》、《中華人民共和國商標法》、《中華人民共和國商標法實施條例》、《中華人民共和國著作權法》、《中華人民共和國民法典》等法規要求。本集團支持科研發展，保護本集團的知識產權免受不合法使用。我們通過申請專利和版權保護知識產權。本年度，本集團共保持了96項專利。本集團嚴禁員工使用不正當的方式轉讓、洩露、發表、使用公司知識產權，員工有保護集團的知識產權義務。我們會加強內部的知識產權文件和技術信息等機密數據的處理，不得向集團以外人員透露機密信息，防止數據洩漏。

### 4.5 信息檔案制度

本集團高度重視信息安全，制定了《信息保密制度》、《信息管理制度》和《檔案管理辦法》，全面規範信息管理工作。我們與員工簽署《保密協議》，明確保密內容、範圍、期限、違約責任及保密費用，嚴格防範信息洩露。在與第三方合作時，也會在合同中加入保密條款，約束雙方履行保密義務。對於高級員工（如管理人員和技術人員），集團會從其工資中提取部分「保密保證金」，以確保其遵守保密條款。相關款項將在員工離職或退休時全額歸還。



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After approval, our employees could have access to client's information under reasonable circumstances. We safeguard important information to the Group, such as technological information and operation information. Operation information includes personal information such as employee files, client information, supplier information. We have different level of protection based on the materiality and categories of the information. Employees in different positions could only access information within their level. Employees are not allowed to copy or distribute the Group's information to other third parties without authorization. We have dedicated personnel to perform data management and filing. In case of any data leakage, the information committee will carry out investigation and impose corresponding punishment to those who has leaked the information.

The Group duly keeps and safeguards files of the Group. It is crucial for the Group to manage and keep files in a orderly manner to ensure completeness of all files. Employees shall preserve the files and not to alter, take apart or damage such documents. An employee shall apply to relevant department before making copies of a document. The archives of the Group is "defensive-based and prevention and management combined". Regular checks and protective measures are in place, including, fire proof, insect proof, water proof, heat proof and ventilation. In case of damages or fading of prints or discoloration, we will perform restoration and make copies to keep our files safe and intact.

The Group complies with relevant requirements under the "Advertising Law of the People's Republic of China". False advertisement is prohibited. We strictly manage the contents of the advertisement to ensure the information disclosed is correct to avoid "false advertisement" and "deceptive pricing". During the Year, the Group has not violated any advertisement information and personal data regulations.

員工需在有合理理由的情況下經審批同意後取得客戶信息，我們對集團的重要數據如技術信息、經營數據進行保密，經營信息包括了員工檔案信息、客戶信息、供應商信息等個人資料，我們按信息的重要程度劃分了不同的等級進行保護，按信息的類別，不同崗位的員工只能接觸自己崗位能接觸的資料。員工不允許在未經授權下拷貝或對公司以外的人員傳播本集團資料，我們也設立了相關人員對數據進行保管、歸檔等工作。若有數據外洩的情況發生，信息委員會會調查事件和對洩密者處相應的懲罰。

本集團妥善保護集團的檔案文件，對集團的重要文件做好歸檔處理，並確保每份文件的完整性。員工應當愛護公司檔案文件，不得對文件進行塗改、拆散、損壞等，若要對檔案進行複印，需向有關部門作出申請。本集團的檔案庫「以防為主，防治結合」，定期檢查防護措施和檔案保管情況，做好防火、防蟲、防潮、防高溫、通風等處理。若文件受到破損，字跡褪色，紙張變色的情況發生，我們會對文件進行修補、複製，以保護檔案的安全與完整。

本集團遵守《中華人民共和國廣告法》的規定，不得對產品進行虛假宣傳，對廣告內容進行嚴格的內容管理，確保披露的信息正確，不得造成「虛假廣告」、「價格欺詐」等不實的情況出現。本年度，本集團沒有違反任何廣告信息和個人私隱相關的法規。

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### 4.6 Supply Chain Development

The Group has formulated the “Measures on Procurement Management” to standardize procurement and supplier management. We have clarified our procurement requirements and have classified the responsibilities and materials of the procurement department in an orderly manner. Procurement of raw materials and auxiliary materials is an essential part of the quality control of the Group. The product technology department is responsible for providing files on technical requirements of materials and quality assurance conditions, and participating in suppliers selection. Inventory personnel are responsible for inspecting the procured material and update the inventory report on a daily basis.

To ensure the quality of materials, we have adopted a review system for all new suppliers. The review system is jointly implemented by different departments to evaluate the qualifications and material quality of the new suppliers. We will examine the materials provided by new suppliers and prepare a report on the trial use. Suppliers could only be admitted to the list of qualified suppliers upon approval of such report.

In the course of procurement, the Group will obtain quotations from at least two qualified suppliers for comparison purpose. We evaluate our suppliers on a regular basis, collect comments from the production department, technology department, finance department and the general manager, examine the qualification certificates of suppliers and comprehensively evaluate the suppliers' commitments on product quality.

We prefer suppliers who offer environmentally friendly products and services. Suppliers are required to enter into a “Written Commitment on Honest Procurement”, to ensure both parties are not involved in any unethical behavior, bribery or corruption. Suppliers must comply with laws and regulations of the place or country where they operate. In order to better manage the supplier risks, we carried out evaluation on procurement risks during the Year to analyze the possible risks and their impact and probability of occurrence. We pay special attention to the performance of suppliers in respect of environmental and social responsibilities, as well as the risks in selecting environmentally friendly products and services. In the future, we will formulate relevant systems and policies when appropriate to further reduce risks associated with the supply chain.

During the Year, we have a total of 37 suppliers, consisting of 36 domestic suppliers and 1 oversea supplier which supply short fibres, combined filaments, monofilaments, multifilaments, packaging materials and office utilities.

### 4.6 供應鏈發展

本集團制定了《採購管理辦法》，規範採購和供應商管理工作。我們明確了採購要求，對採購部門的工作和物資進行分類管理。原材料和主要輔料的採購是集團品質控制的重要環節，由產品技術部提供物料技術要求和品質保證檔，並參與供應商遴選。庫管員需對採購的材料進行驗收，並每日更新庫存日報表。

為保障物料質量，我們對所有新供應商實施評審制度。該制度由多部門聯合評估新供應商的資質及物料質量。我們會對新供應商提供的物料進行檢驗和試用，並編寫試用報告。報告經審批合格後，供應商方可納入合格供應商名單。

在採購物料時，本集團會向至少兩家合格供應商索取報價，並進行比價。我們定期對供應商進行評估，收集生產部、技術部、財務部及總經理的意見，審查供應商的資質證書，並針對其產品品質承諾進行綜合評估。

我們優先選擇環保產品和服務，要求供應商簽署《採購活動廉潔承諾書》，確保合作過程中杜絕任何不道德行為、賄賂或貪污。供應商必須遵守當地及國家的法律法規。為有效管理供應商風險，本年度我們對採購活動進行了風險評估，分析可能的風險及其影響程度和發生概率。重點關注供應商在環境和社會責任方面的表現，以及環保產品和服務的選擇風險。未來，我們將適時制定相關制度和政策，進一步降低供應鏈風險。

本年度，我們共有37家供應商，36家來自國內，1家來自國外。供應商提供短纖、合股絲、單絲、綜絲、包裝物料和辦公室用品。



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### 5. PERSONNEL MANAGEMENT

Employees are an integral part of the Group's success. In order to retain and attract human resources, safeguard employee benefits and rights, ensure employee health and safety, and create a satisfying working environment, we strictly comply with relevant regulations including "Labor Law of the People's Republic of China", "Labor Contract Law of the People's Republic of China", "Provisions on the Prohibition of Using Child Labor", "Law of the People's Republic of China on the Protection of Minors", "Social Insurance Law of the People's Republic of China", "Interim Regulation on the Collection and Payment of Social Insurance Premiums", "Regulation on the Administration of Housing Accumulation Funds", "Work Safety Law of the People's Republic of China", "Law of the People's Republic of China on the Prevention and Control of Occupational Diseases", "National Security Law of the People's Republic of China", "Fire Protection Law of the People's Republic of China". We have compiled a "corporate system report", stating policies on various employee related aspects such as recruitment, paid holidays, attendance, promotion, training and dismissal. During the Year, the Group was not involved in any litigation regarding the violation of policies on remuneration, equal opportunity, diversity, anti-discrimination and other benefits.

The Group encourages a fair and just working environment. Based on the principle of meritocracy, we have established a board diversity policy. Appointment of directors involve consideration of diversified aspects, including gender, age, cultural and educational background, professional qualification, skills and knowledge. We encourage the Nomination Committee to ensure the development of diversity of the Board, review and supervise the diversity policy of the Board. During the Year, number of employees of the Group reached 401.

### 5. 人才管理

員工是本集團成功不可或缺的一環，為了保留和吸引人力資源，維護員工福利權益，保障員工健康安全，製造良好工作環境。我們嚴格遵從《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《禁止使用童工規定》、《中華人民共和國未成年保護法》、《中華人民共和國社會保險法》、《社會保險費徵繳暫行條例》、《住房公積金管理條例》、《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》、《中華人民共和國安全法》、《中華人民共和國消防法》等有關規定，制訂了《公司制度匯編》，列出與員工相關的招聘，假期，考勤，晉升，培訓，解僱等多方面的政策。本集團於本年度並沒有違反任何有關薪酬、平等機會、多元化、反歧視以及其他待遇及福利相關的訴訟案件。

本集團提倡公平和公正工作環境，我們已訂立了董事會多元化政策，本著任人唯賢的原則，在任命董事時從多方面考慮包括性別、年齡、文化及教育背景、專業資格、技能、知識等多元化視角進行甄選。我們鼓勵董事會提名委員會需確保董事會的多元化發展，檢討並監督董事會的多元化政策。本年度，本集團的員工人數為401人。

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### 5.1 Management on Recruitment and Dismissal

We have formulated the “Management System on Recruitment”, “Management System on Entering of Labor Contract” and “Management System on Dismissal”. The Group adheres to the principle of fair and just, we will not be influenced by factors such as age, gender, mental health, marital and family status, race, skin color, nationality, religion, political view and sexual orientation. We will enter into labor contract, confidentiality agreement or other supplemental agreement or trade secret confidentiality agreement with newly employed staff within a month of their employment. The contract sets forth information on working area, working hours, salaries and term of the contract etc. The Group prohibits any form of child labor or force labor. Employees are required to submit identification documents, education documents and other related information for review. In case of false information or child labor, such employee will be regarded as unsuitable for employment and dismissed. We have also formulated “Management Rules on Attendance” to regulate the attendance of our employees. The Group does not encourage over-time work. If employees need to work over-time, preapproval from their superior is needed. Over-time hours shall not exceed the stipulated limit. In case of over-time, we will arrange time-off for such employee. During the Year, the Group was not involved in any child labor and forced labor cases.

Both employees and the Group could submit a request to terminate the employment contract. Resignation should be submitted to their corresponding department one month in advance. Department supervisors will inquire about their resignation reasons, and the resigning employee shall hand over their work before leaving the Group.

### 5.2 Salary and Performance Evaluation

The Group has formulated “Management System on Remuneration” and “Management System on Performance Evaluation” to standardize the remuneration structure and performance evaluation of our employees. In order to align the operation and position structure, we have established different remuneration structure for various positions and levels. Remuneration package varies depending on the positions. Remuneration package includes basic salaries, confidentiality fees, assessment salary and year-end bonus.

### 5.1 招募離職管理

我們已訂立了《入職管理制度》、《勞動合同簽訂管理度》和《離職管理制度》。本集團以公平公正的原則，不會因為年齡、性別、身心健康狀況、婚姻及家庭狀況、人種、膚色、國籍、宗教信仰、政治立場及性取向等因素影響。我們會與新員工在入職後一個月內簽訂《勞動合同》、《保密協議》或其他補充協議、商業秘密保密協議等，合同中列明員工的工作區域、工作時間、工資等資料、合同時限等。本集團嚴禁任何童工和強制勞動的情況，員工需要提供身份證明文件、學歷文件及其他公司相關資料作審查。若發現任何資料虛假的情況或童工，該員工為不合錄用情況，對員工作出解聘。我們制訂了《考勤管理規定》訂明瞭員工的考勤時間。本集團不提倡員工加班工作，員工若需加班工作需提前向上級申請，員工不得加班工作超過規定時數，如需加班，我們會安排調休時間給加班工作的員工。本年度，本集團並沒有發生任何有關童工和強制勞工的違規個案。

員工和集團均可向對方提供解約要求，員工需向所屬部門提早一個月提出辭職申請，部門負責人需向員工查詢離職原因，員工需離職前進行工作交接。

### 5.2 薪酬績效評估

本集團制訂了《薪酬管理制度》和《績效考核管理制度》針對員工的薪酬架構和考核工作作出規範。為貼近運營和崗位的架構，我們針對不同的崗位和職級的員工訂立不同的薪酬架構。按職位的不同，薪酬項目亦有所不同，薪酬項目主要包括崗位工資、保密費、考核工資、年終績效等。



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Basic salary is determined based on the requirement, ability and value of the position. In order to retain valuable employees, performance is one of the factors in determining their basic salary. Assessment salary is determined based on the responsibilities of different departments, fulfilment of such responsibilities and performance, with an aim to boost enthusiasm among our employees.

Department managers and the human resources department will establish assessment targets and requirements. They will collect and evaluate the assessment data, and the result will be used for determining the reward or punishment, transfer, promotion, dismissal and year end appraisal.

### 5.3 Benefits and Interests System

In order to cater the needs of our employees and legal requirements, the Group complies with “Social Insurance Law of the People's Republic of China”, “Interim Regulation on the Collection and Payment of Social Insurance Premiums” and “Regulation on the Administration of Housing Accumulation Funds”, and formulates “Benefit Management System” and “Social Insurance/Provident Fund Management System” to regulate the reward of benefits and interests to employees. We offer body checks for our employees. For employees who are not entitled to commercial insurance due to long term or short term business trip, probationary period, retire and rehire, we will purchase commercial insurance for them. In addition, we offer various allowance for our employees including heatstroke prevention and high heat allowance. For special occasions such as the Dragon Boat Festival, Mid-Autumn Festival and Chinese New Year, we offer gifts and cash bonus for celebration, with an aim to increase their sense of belonging towards the Group. We offer paid holidays and social insurance and provident fund to our employees, complying the legal requirements. We provide the five insurances and housing fund for our employees, namely pension insurance, occupational injury insurance, medical insurance, unemployment insurance, maternity insurance and housing provident fund. Employees are entitled to over-time time-off, personal leave, sick leave, marriage leave, maternity leave, visitation leave, bereavement leave and other benefits.

崗位工資，按崗位必備的任職條件、能力和崗位價值而定，為了能更好的保留有價值的職位人才。員工的工作表現亦是工資的成份之一，我們制定了考核工資，按不同部門間的工作任務、員工履行職責和工作績效等而訂立，鼓舞員工的工作積極性。

各部門經理和行政人資部會與員工訂立各考核目標和要求，在考核期內收集各項績效表現，並進行評核，評核結果將用作於員工在獎懲、調職、晉升、退職和年底評優的依據。

### 5.3 福利權益制度

為照僱員工所需和法例要求，本集團遵守《中華人民共和國社會保險法》、《社會保險費徵繳暫行條例》和《住房公積金管理條例》並制訂了《福利管理制度》和《社保／公積金管理制度》規範員工的福利權益發放制度。我們會為員工提供身體健康檢查。員工若因需要長期或短期出差工作、試用期、部份退休返聘等沒辦法購業商業保險，我們會為這些員工購買商業保險。除此之外，我們向員工提供各類型的補貼，如防暑降溫，和高溫費等。在某些特別的節日，如端午節和中秋節、春節，我們亦會以禮品和現金形式與員工共慶節日，加強集團凝聚力。我們已按法規要求，為員工提供假期和購買社保和公積金等福利，我們會為員工購買「五險一金」即養老保險、工傷保險、醫療保險、失業保險、生育保險、及住房公積金。員工享有加班調休假、事假、病假、婚假、產假、探親假、喪假等福利。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

## 2024年度環境、社會及管治報告

### 5.4 Occupational Health and Safety

In order to safeguard health and safety of our employees, we have formulated the “Safety Management System” and “Work-related Injuries Management System” to regulate work safety issues. We offer safety training to each newly employed staff and supervise on safe production. We require special operation staff to attend additional training, and they will only be allowed to commence work upon the passing of such training. We arrange regular safety checks and require employees to be equipped with protective equipment and heatstroke prevention equipment at all times, to prevent any occupational hazards. In case of accidents, immediate assistance should be provided, and department supervisors should be notified. We analyze and evaluate the cause of the incident and identify and punish those responsible. Improvement measures will be implemented accordingly. We have established management solutions for injury fees and formulated the medical expense claim and remuneration during the injured period. We provide safety training to newly employed staff to enhance their awareness of work safety and fire prevention etc.

We have formulated the “Safe Production and Emergency Fire Measures” and “Safety Management System” to properly manage safe production. We have established an emergency operation team with staff standing by 24 hours a day, to respond to any sudden incident. In case of fire, the emergency team will arrange evacuation, fire extinguish and self-protection activities for all employees. During the Year, we have organized various fire prevention seminars and fire drills to enhance employees’ knowledge on the aspect.

### 5.4 職業健康安全

為保障員工在工作時的健康安全，我們訂立了《安全管理制度》和《工傷管理制度》規管工作安全相關事宜。我們會為每一位入職的員工進行安全培訓，並對員工進行安全生產的督導，要求特種作業人員參加培訓，合格後才能上崗工作。我們定期對工作場所進行安全排查，員工需按要求配帶個人防護用品和防暑降溫服用品，防止職業病危害工作。若有事故，應對受傷者進行實時救助，並通知部門負責人。我們會對事故原因進行分析，評估，責任認定和處罰，落實改進措施。我們已成立工傷費用管理方案，對員工的醫療費用報銷和工傷期間的待遇做出規定。我們會在員工入職時對員工進行安全培訓，確保員工了解職業安全，消防安全等知識。

我們制訂了《安全生產應急消防方案》和《安全管理制度》對生產時的安全內容做出管理。我們已組織了緊急情況的指揮機構，並安排員工24小時輪候，隨時應對突然事故發生，一旦火災發生，應急小組會按現場情況對員工進行疏散和進行滅火自救工作。本年度，我們推行多場消防知識培訓講座及防火設備演練，加強員工在消防方面的知識。



**Fire Training and Fire Drill**  
消防知識培訓和消防應急演練



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

## 2024年度環境、社會及管治報告

The Group has always regarded the life safety of its employees as the top priority of corporate development and thus performed constant optimization upgrades on safety management. We have established a safety and standardized work mechanism with the concept of “prevention first, full engagement and continuous improvement” and fully implemented the 3-level safety management system of “self-inspection, self-examination, self-remedy” to achieve timely discovery of, quick response to, and thorough rectification of safety hazards. Meanwhile, through combination of “theory + practice”, we have kicked off the monthly safety education and training for all of our staff. We have engaged the domestic authoritative safety expert team to provide technical guidance, comprehensively raise safety awareness of the employees and enhance their capabilities of emergency response. Notwithstanding the establishment of an all-round safety protection system, we still encountered a heartbreaking fatal incident in 2024. In this regards, the Group attached great importance to it and formed a special task force at once, to proactively and properly handle the aftermath and deeply analyze the cause of the incident. Currently, we have further consolidated our safety management in terms of system, technology and personnel, improved the safety management system, upgraded the safety protection devices on manufacturing equipment and imposed the safety and responsibility assessment mechanism on all staff. We promise to take this incident as a warning to continuously improve our safety management, resolutely prevent similar incidents from happening again, and effectively protect the life safety and health of every employee.

### 5.5 Team Building Activities

We organize regular team-building activities to strengthen the bonds between our employees with an aim to enhance their work initiatives and enthusiasm, business capabilities and the spirit of teamwork; while easing their work pressure to promote their physical and mental wellness. During the Year, the Group organized the following activities, such as team building for our sales and technology department, celebration for March 8 Women's Day, New Year's Run, Dragon Boat Festival caring campaign and Mid-Autumn Festival caring campaign, and fun activities for Chinese New Year.

本集團始終將員工生命安全視為企業發展的首要任務，在安全管理方面持續優化升級。我們建立了「預防為主、全員參與、持續改進」的安全標準化工作機制，全面推行「自檢、自查、自糾」三級安全管理體系，實現安全隱患的及時發現、快速響應和徹底整改。同時，我們通過「理論+實踐」相結合的方式，每月開展全員安全教育培訓，並聘請國內權威安全專家團隊進行技術指導，全面提升員工的安全意識和應急處置能力。儘管我們建立了全方位的安全防護體系，但2024年仍發生了一起令人痛心的死亡事故。對此，本集團高度重視，第一時間成立專項工作組，積極、妥善處理了善後事宜，並深入剖析事故原因。目前，我們已從制度、技術、人員三個維度進一步強化安全管理，完善了安全管理制度，升級了生產設備的安全防護裝置，實施了全員安全責任考核機制。我們承諾將以此次事故為警示，持續改進安全管理，堅決杜絕類似事件再次發生，切實保障每一位員工的生命安全與健康。

### 5.5 員工團建活動

為增強員工凝聚力，我們定期開展團建活動，旨在提升員工的工作積極性、業務能力以及團隊協作精神，同時緩解工作壓力，促進員工身心健康。本年度，本集團舉辦了以下活動：營銷技術人員團建、三八婦女節慶祝活動、新年跨年跑、端午節慰問、中秋節慰問以及新春趣味活動。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

## 2024年度環境、社會及管治報告



**Team Building for Sales and Technology Department**  
營銷技術人員團建活動



**March 8 Women's Day**  
三八婦女節



**New Year's Run**  
新年跨年跑活動



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

## 2024年度環境、社會及管治報告



**Dragon Boat Festival and Mid-Autumn Festival Employee Caring Campaigns**  
端午節中秋節員工慰問活動



**Fun Activities for Chinese New Year**  
新春趣味活動



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### 5.6 Professional Development

The Group is committed to building a learning organization, enabling our employees to acquire new skills and stimulate creativity to facilitate their individual career development through a comprehensive talent training system while boosting the overall competitiveness of the Group. In this regards, we have formulated “Management System on Transfer”, “Management System on Annual Renewal of Certificate” and “Employee Tracking Management System” to regulate the procedures and requirement on staff training and promotion.

Training benefits/the Group offers extensive training benefits to our employees. For the chief executives and senior management of the Group, we offer professional and customized training programmes to them and encourage our employees to participate in those work-related training programmes. Employees may receive a 50% to 100% reimbursement of tuition fee. In addition, employees who process certificates for special professional skills may apply reimbursement for the training and registration fee regarding such certificate renewal to ensure continuous enhancement of professional skills for the Group's development.

Orientation training for new comers/new comers will receive comprehensive orientation training with contents covering job safety knowledge, company information, corporate culture, management system and etc., with an aim to help them adapt to the Group with passions at work and boost staff morale.

Career development system/the Group has established a career ladder with job value as its core, in which management and technical/professional promotion paths are offered to different types of employees. We also have a scientific remuneration system that ensures employee values are fully satisfied to provide spacious room for their career development.

Evaluation and promotion of staff/department supervisors of staff will carry out comprehensive assessment which could be served as the major basis for future promotion. The Group offers promotion opportunities to all employees adhering to the principles of “fairness, justice, openness, competitiveness”. Any staff who processes the relevant management requirement, professional skills and business ability or with outstanding performance will be equably considered for promotion.

### 5.6 技能職涯發展

本集團致力於打造學習型組織，通過完善的人才培養體系，助力員工提升技能、激發創新能力，推動個人職業發展，同時增強集團整體競爭力。為此，我們制定了《調崗管理制度》、《證書年檢管理制度》和《員工跟蹤管理制度》，規範員工在培訓與晉升方面的流程與要求。

教育培訓福利／集團為員工提供豐富的教育培訓資源，針對集團核心骨幹及高管，我們提供專屬的定製化培訓課程、支持員工參加與工作相關的培訓課程。根據培訓性質及個人表現，員工可獲得50%–100%的學費報銷。此外，持有專業技能證書的員工，在證書更新時可報銷相關培訓及報名費用，確保專業技能持續提升，為集團發展貢獻力量。

新員工入職培訓／新入職員工將接受全面的入職培訓，涵蓋崗位安全知識、公司概況、企業文化及規章制度等內容。這不僅幫助員工快速融入團隊，更能激發工作熱情，提升工作士氣。

職業發展體系／集團建立了以崗位價值為核心的職業等級體系，為不同類型的員工提供管理類和技術／專業類晉升通道。同時，科學的職務工資體系確保員工價值得到充分體現，為員工職業發展提供廣闊空間。

員工評價與晉升／員工所屬部門負責人將定期對員工進行綜合評價，作為未來晉升的重要考核依據。集團秉持公平、公正、公開、競爭的原則，為員工提供晉升機會。任何具備相應管理水準、專業知識、業務能力或業績突出的員工，均有平等的晉升機會。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

## 2024年度環境、社會及管治報告

### 6. ENVIRONMENTAL MANAGEMENT

The Group strictly complies with laws and regulations including “Environmental Protection Law of the People’s Republic of China”, “Law on Environmental Impact Assessment”, “Regulations on the Administration of Construction Project Environmental Protection”, “The Water Pollution Prevention and Control Law”, “Law on the Prevention and Control of Environmental Pollution by Solid Waste”, “Law on Prevention and Control of Pollution from Environmental Noise” and “Measures for Pollutant Discharge Permitting Administration (For Trial Implementation)”. During the Year, the Group did not receive any penalties or notice of proceedings concerning environmental issues.

We actively implement the Group’s environmental protection work, establish the environmental management system. The environmental management system of the Group’s two production plants have been accredited with the “GB/T 24001–2016/ISO 14001:2015” certificate. In order to ensure the environmental emissions and noise of both plants reach the safe standards, we strictly control the pollutant emissions and noise pollution of these plants. We have also engaged third party inspection centers to carry out inspection on sewage, gas emissions and noise pollution of our Sichuan Plant as well as gas emissions and noise pollution of our Shanghai Plant. During the Year, pollutant emissions and noise pollution for both plants satisfied the required standards.

### 6. 環境管理

本集團嚴格遵守《中華人民共和國環境保護法》、《環境影響評價法》、《建設項目環境保護管理條例》、《水污染防治法》、《固體廢物污染環境防治法》、《環境噪聲污染防治法》、《排污許可管理辦法（試行）》等法律法規。本年度，本集團未收到任何環境相關的處罰或訴訟。

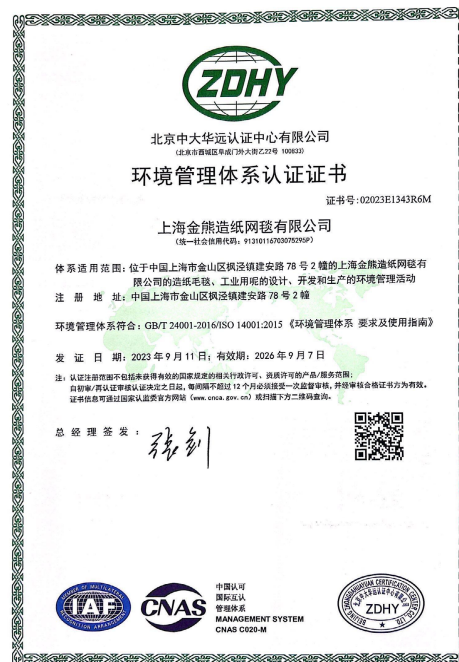
我們積極推行集團的環境保護工作，建立了環境管理體系。集團旗下兩間生產廠房的環境管理體系均已獲得GB/T 24001-2016/ISO 14001 : 2015認證。為確保兩間廠房的環境排放和噪音水平符合安全標準，我們嚴格管控污染物排放和噪音污染，並委託第三方檢測中心對四川廠房的污水、廢氣和噪音，以及上海廠房的廢氣和噪音進行檢測。本年度，兩間廠房的污染物排放和噪音污染均符合標準要求。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

## 2024年度環境・社會及管治報告



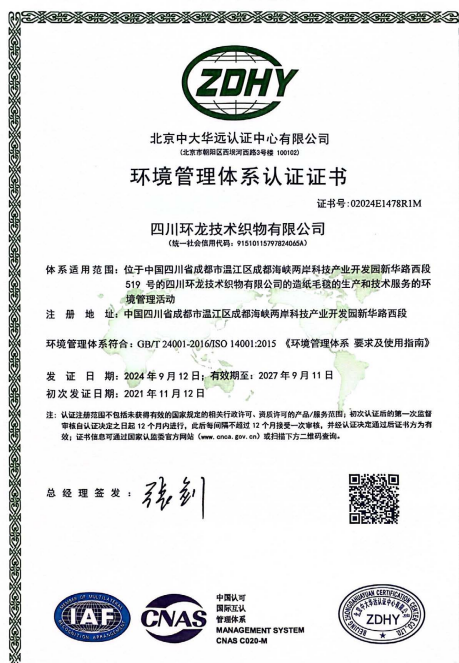
“GB/T 24001-2016/ISO 14001:2015 environmental management system requirement and use guide” certificate of Shanghai Jinxiong Paper Making Net Carpet Co., Ltd.



上海金熊造紙網毯有限公司「GB/T 24001-2016/ISO 14001: 2015環境管理體系要求及使用指南」證書



“GB/T 24001-2016/ISO 14001:2015 environmental management system requirement and use guide” certificate of Sichuan Huanlong Technology Fabrics Co., Ltd.



四川環龍技術織物有限公司「GB/T 24001-2016/ISO 14001: 2015環境管理體系要求及使用指南」證書



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

## 2024年度環境、社會及管治報告

During the Year, the Group has actively explored the road of green development and is committed to constructing a green manufacturing system to promote sustainability. In terms of green manufacturing, the Group introduces the concept of eco-design and develops green manufacturing technology to ensure product quality while realising low-carbon production, increasing output and reducing energy consumption. For energy usage, the Group optimizes its energy structure through low-carbon transformation, technological upgrades and equipment updates, and significantly reduce carbon emissions by fully leveraging low-carbon and clean renewable energy sources, such as solar lamps and hydropower. In terms of low-carbon concepts, the Group has strengthened management, implemented in-depth environmental protection concepts, and regularly carried out studies on the substitution of raw materials and the reuse of wastes, so as to promote “green recycling”.

In the future, the Group will continue to improve the green manufacturing system, play a leading role in green demonstration, to support papermaking enterprises in energy conservation, emission reduction, quality improvement and efficiency enhancement with high-quality products and professional services, and assist them to achieve the target of “carbon peak and carbon neutrality”, so as to jointly move towards the green and sustainable future.

In February 2024, Vanov was titled “The First Batch of Industrial Quality Products of Chengdu (成都市第一批工業精品)”. In July 2024, Jinxiong was awarded the “Top 100 Shanghai Hi-Tech Achievement Transformation Projects (上海市高新技術成果轉化項目百佳)”. In December 2024, Vanov was titled “The Key Enterprise of Customized Production in Sichuan Province (四川省定製化生產重點企業)” and successfully recognized the “Chengdu Digital Workshop (成都市數字化車間)”.

In December 2024, Jinxiong was awarded the Integration of Informationization and Industrialization Management System Certificate (兩化融合管理體系認證) and recognized as the “Green Factory of Shanghai Municipality (上海市綠色工廠)”. The Company will always uphold the concept of green development and promote high-quality and sustainable development.

本年度，集團積極探索綠色發展之路，致力於構建綠色製造體系，推動可持續發展。在綠色製造方面，集團引入生態設計理念，開發綠色工藝技術，在保證產品質量的同時，實現低碳生產，提高產量，降低能耗。在能源使用上，集團通過低碳改造、技術升級和裝備更新，優化能源結構，充分利用太陽能燈和水電等低碳清潔能源，大幅減少碳排放。在低碳理念上，集團加強管理，深度落實環保理念，定期開展原材料替代和廢棄物再利用研究，推動「綠色回收」。

未來，集團將持續完善綠色製造體系，發揮綠色示範的引領作用，以高品質產品和專業化服務，支持造紙企業節能減排、提質增效，助力其實現「碳達峰、碳中和」目標，共同邁向綠色、可持續發展的未來。

2024年2月，環龍榮獲「成都市第一批工業精品」稱號；2024年7月，金熊榮獲上海市高新技術成果轉化項目「百佳」；2024年12月，環龍榮獲四川省定製化生產重點企業稱號並順利通過成都市數字化車間認定。

2024年12月金熊順利通過兩化融合管理體系認證和榮獲上海市綠色工廠榮譽稱號。公司始終以綠色發展理念，引領高質量可持續發展。

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## 2024年度環境、社會及管治報告



In February 2024, Vanov was titled “The First Batch of Industrial Quality Products of Chengdu”  
2024年2月，環龍榮獲「成都市第一批工業精品」稱號



In July 2024, Jinxiong was awarded the “Top 100 Shanghai Hi-Tech Achievement Transformation Projects”  
2024年7月，金熊榮獲上海市高新技術成果轉化項目「百佳」



In December 2024,  
Shanghai Jinxiong — Green Factory  
2024年12月，上海金熊 — 綠色工廠



In December 2024, Vanov was titled the “The Key Enterprise of Customized Production in Sichuan Province”  
2024年12月，環龍榮獲四川省定製化生產重點企業稱號

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

## 2024年度環境、社會及管治報告

### 6.1 Greenhouse Gas Management

In order to achieve the “3060 peak carbon emissions and carbon neutrality” initiative of the PRC, we strive to reduce greenhouse gas emission. We will adopt low carbon initiatives to reduce greenhouse gas emission, including reduce unnecessary travels, improve production methods, provide low carbon driving training. In order to grasp the opportunities in the low carbon market, we will deploy in the low carbon products R&D or reduce the carbon footprint of our products, with an aim to satisfy the need for low carbon felt products. During the Year, greenhouse gas emission was 8,400.44 tCO<sub>2</sub>.

### 6.1 溫室氣體管理

為達成國家「3060」的碳達峰碳中和目標，我們致力減少溫室氣體的排放，採用更低碳的措施，如減少不必要的商業出行公幹、改善生產工藝、提供低碳駕駛培訓等方式，減少溫室氣體排放。為了能抓緊低碳市場的機遇，我們將會加大在環保低碳產品方面的研發或減少產品的碳足跡，以符合市場對低碳毛毯產品的需要。本年度，溫室氣體排放總量8,400.44 tCO<sub>2</sub>。

Greenhouse gas emission <sup>1,2</sup> 溫室氣體排放 <sup>1,2</sup>	Unit 單位	2024 2024年
Direct greenhouse gas emission (Scope 1) 直接溫室氣體排放(範圍1)	tonnes of CO <sub>2</sub> e 公噸二氧化碳當量	3,418.26
Indirect greenhouse gas emission (Scope 2) 間接溫室氣體排放(範圍2)	tonnes of CO <sub>2</sub> e 公噸二氧化碳當量	4,982.18
Total greenhouse gas emission (Scope 1 and 2) 溫室氣體排放總量(範圍1及2)	tonnes of CO <sub>2</sub> e 公噸二氧化碳當量	8,400.44
Greenhouse gas emission intensity (per square meter) (Scope 1 and 2) 溫室氣體排放密度(每平方米)(範圍1及2)	tonnes of CO <sub>2</sub> e/square meter 公噸二氧化碳當量／平方米	0.21
Greenhouse gas emission per person (Scope 1 and 2) 人均溫室氣體排放量(範圍1及2)	tonnes of CO <sub>2</sub> e/person 公噸二氧化碳當量／人	20.95
Greenhouse gas emission per RMB10,000 revenue (Scope 1 and 2) 人民幣萬元營業收入溫室氣體排放量(範圍1及2)	tonnes of CO <sub>2</sub> e/RMB10,000 <sup>3</sup> 公噸二氧化碳當量／人民幣萬元 <sup>3</sup>	0.33

<sup>1</sup> Greenhouse gas emission of the Group is calculated with reference to “How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange.

<sup>2</sup> Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

<sup>3</sup> Revenue is derived from the 2024 Annual Report.

<sup>1</sup> 溫室氣體排放計算是參考聯交所「如何編備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引」計算本集團的溫室氣體排放。

<sup>2</sup> 由於數字經進位調整，顯示的總數與所列數據的總和之間存在差異。

<sup>3</sup> 營業收入數據來源自2024年年報。



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### 6.2 Energy Conservation Management

During the Year, energy consumption of the Group amounted to 9,048.73 MWh; energy intensity was 0.23 MWh/square meter; consumption per person was 22.57 MWh and consumption per RMB10,000 revenue was 0.36 MWh. We proactively adopt energy saving measures. While procuring new production equipment, we tend to choose those with high energy efficiency. We will clean out the filtering system of the air conditioner on a regular basis, preset the temperature at 25.5 degree Celsius and turn off the air conditioners whenever unnecessary to reduce energy waste.

### 6.3 Water Management

During the Year, the Group used 60,138.00 cubic meters of water<sup>4</sup>; water intensity was 1.51 cubic meters/square meter; water usage per person was 149.97 cubic meter; water usage per RMB10,000 revenue was 2.36 cubic meter. As the Group was served by municipal water supply, we did not encounter any issue in water sourcing. We will perform regular checks on the Group's water equipment and water meter. In case of any leaks, we will perform immediately repair. We educate our employees to save resource usage and eliminate any resource waste. We have included water and energy conservation practices in our internal code, with an aim to reduce resource waste.

### 6.4 Pollutant Emission

During the Year, the Group's emissions in NO<sub>x</sub>, SO<sub>x</sub> and particulate matter were 286.63 kg, 13.67 kg and 27.55 kg, respectively. We will enhance maintenance on our vehicles to optimize its condition. Meanwhile, we encourage our employees to use public transport and reduce vehicle use. We will also regularly inspect the gas emission of our production equipment and perform regular maintenance, engage third party to perform inspection to ensure we satisfy the emission requirements.

### 6.2 節能管理

本年度，本集團的用電量為9,048.73兆瓦時，用電量密度為每平方米0.23兆瓦時，人均22.57兆瓦時和每人民幣萬元收入0.36兆瓦時。本集團積極推行節約能源管理，在選購新的生產設備時，我們會優先選擇高能效的生產設備。我們會定期清洗空調系統的過濾系統，設定空調溫度為25.5度，並在不需要使用空調系統時關掉，減少能源浪費。

### 6.3 水資源管理

本年度，本集團用水量為60,138.00立方米<sup>4</sup>，用水量密度為每平方米1.51立方米，人均149.97立方米和每人民幣萬元收入2.36立方米。本集團的供水均來自市政供水，並無取水問題。我們會定期檢查本集團的用水設備和水錶讀數，若有任何滴漏滲的情況發生會立即進行維修。我們教育員工生產上必需勤儉節約，杜絕浪費，我們已在員工的日常守則中要求員工節約用水和用電，減少資源浪費。

### 6.4 污染物排放

本年度，本集團的氮氧化物、硫氧化物和顆粒物的排放量為286.63千克、13.67千克和27.55千克。我們會加強對車輛進行保養，保持車輛良好的運作狀態，同時我們亦鼓勵員工乘搭公共交通工具，減少車輛的使用。我們亦會定期審視生產設備的廢氣排放情況，對設備進行定期保養、技術升級改造，委託第三方進行檢測，確保符合排放要求。

<sup>4</sup> Statistical and calculation method have been adjusted during the Year, as such, data disclosed were adjusted as compared with last year.

<sup>4</sup> 本年度重新調整統計和計算方法，故披露數據與去年度相比有所調整。

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### 6.5 Waste Management

During the Year, the Group produced 236,863.40 kg of non-hazardous waste. During the Year, the Group used 94,789.60 kg of packaging material, including 17,732.00 kg of paper, 10,187.80 kg of plastics, 26,361.80 kg of wrappings and 40,508.00 kg of paper rolls. We review the Group's energy consumption, prioritize green materials and reduce single use materials, choose stationery that could be repeatedly used, reduce paper use and packaging material, carefully monitor energy use and reduce waste. We have engaged a third party to dispose the Group's household waste and kitchen waste. We enter into agreement with the third parties to ensure proper disposal of the waste.

### 6.6 Climate Change Initiatives

The impact of climate change on the environment is getting more and more severe. As a part of the community, the Group bears the responsibility of responding to climate change, review the risks and opportunities of climate change and formulate and implement corresponding initiatives in advance. During the Year, the Group identified the physical and transition risks of climate change on the Group, evaluated its level risk and potential impact on the Group, and formulated corresponding measures.

### 6.5 廢棄物管理

本年度，本集團的無害廢棄物的產生量為236,863.40千克。本年度，本集團亦使用了94,789.60千克的包裝物料，包括17,732.00千克的紙張、10,187.80千克的塑料、26,361.80千克的包裝袋和40,508.00千克的紙管。我們審視本集團的資源使用，優先使用環保物料代替一次性物料的使用，多選用可重複使用的文儀用品，減少紙張和包裝物料的使用，審慎檢視資源的用量，減少浪費。我們已委託合資格的第三方機構為本集團處理生活垃圾和廚餘垃圾，並與第三方機構簽訂合約，確保按要求處理廢棄物。

### 6.6 氣候變化應對措施

氣候變化對環境的影響日益嚴重，本集團作為社會的一份子，肩負起應對氣候變化的責任，審視氣候變化的風險和機遇，及早制訂應對和實現措施。本年度，本集團識別氣候變化對本集團造成的物理和轉型風險，並評估其風險的等級，判斷可能對本集團造成的影響，並制訂氣候變化應對措施。

Risk arising from climate change (physical risk) 氣候變化風險(物理風險)	Potential consequences 潛在後果	Corresponding measures 應對措施
Extreme high temperature  極端高溫	Impact on the supply; Impact on employees' health and safety; Increase in energy consumption 供應受到影響； 影響員工的健康安全； 增加耗電量	Provide high heat allowance and heatstroke prevention supplies to our employees  為員工提供高溫費和防暑降溫藥品
Risk arising from climate change (transition risks) 氣候變化風險(過渡風險)	Potential consequences 潛在後果	Corresponding measures 應對措施
Development in global climate change policies and regulations  國際氣候變化政策及法規的發展	Pension resulted from violation; adverse impact on our reputation 因違規而受處罰； 聲譽受損	Understand the latest legal requirement in a timely manner; consolidate into our management strategies 及時了解最新法規要求；整合要求到管理策略中

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### 7. COMMUNITY CHARITY

The Group adheres to the philosophy of giving a helping hand and is dedicated to contributing to community development. During the Year, the Group donated a total of RMB34,262.38 to the charity. We collaborate with different charities, understand the needs of the community and promote charitable activities.

On 12 March 2024, we strove for goodness and shone in the community. There was a say that “the greatest value of public welfare is to deliver hope. I love Wenjiang. I also love Tianfu and I am determined to support Tianfu!”. This statement demonstrates a scene of enterprises in the new era are willing to shoulder the social responsibility and the public are willing to dedicate their great love. The city-themed event, namely “To Build Our City with Kindness to Make It Shine with Love. Let’s Plant a Tree for Tianfu”, was organized by the subdistrict office, with various departments and social forces collaborating together and helping each other to create a positive atmosphere where everyone cares, supports and participates, thereby allowing everyone to have a better understanding of “be responsible, we grow strength” and further deepening the cooperation between schools and the local government, and the co-construction development mode of enterprises and the local government.

The project of Girls Class of Confucius Academy at Xichang Lvyin School is sponsored by Sichuan Huanlong, a company of the Group, together with Sichuan Confucius Education Foundation (四川孔子教育基金會), i.e., Business School, Sichuan University Alumni Scholarship Foundation (四川大學商學院校友助學基金會). It has been successfully held for three sessions, and about 180 girls from Daliangshan have benefited from the project. On 15 June 2024, the graduation ceremony of the 2nd session of Girls Class of Confucius Academy at Xichang Lvyin School was held at the Business School, Sichuan University in the afternoon. To broaden the students’ horizons, 60 graduates of the class were arranged to visit the Sichuan University, Sichuan Science and Technology Museum, Sichuan Museum, Jinsha Site and Chengdu Zoo, after the ceremony. It is believed that through these research and study activities, students are able to enrich their knowledge, learn new concepts and enhance their learning motives, sowing the Seeds of hope for the future.

We have been abiding by the philosophy of “branding for good” as our motivation to grow further. Looking forward, we will continue to leverage the brand power to make more contributions to a better community.

### 7. 社區公益

本集團本著助人為樂的精神，不忘支持社區發展。本年度，本集團共捐款了人民幣34,262.38元作公益用途。我們與慈善團體合作，了解社區需求，推動公益活動的發展。

2024年3月12日，向善而行，向陽而生。「公益最大的價值是傳遞希望，我熱愛溫江，熱愛天府，堅決為天府紮起！」展現了新時代企業勇於擔當的社會責任和人民群眾勇於奉獻的大愛情懷。「城市向善·自帶光芒，我為天府添棵樹」城市主題活動在街道組織下，各部門、社會各界力量通力協作、互幫互助，形成了人人關心、支持、參與的良好氛圍，讓大家對「因為責任，所以力量」有了更深一步認識，進一步深化了校地合作、企地共建發展模式。

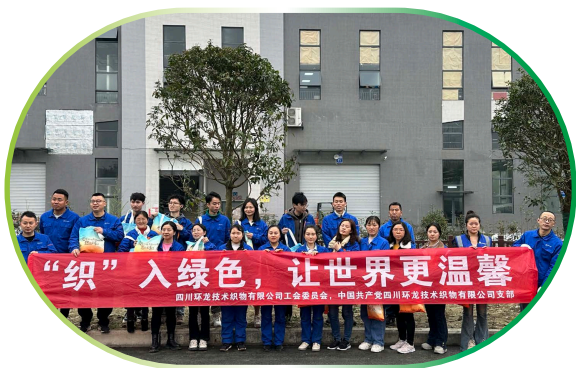
西昌綠蔭學校孔子學堂女子班項目是由集團旗下四川環龍攜手四川孔子教育基金會（四川大學商學院校友助學基金會）資助，已經成功舉辦三期，已有約180名大涼山女孩受益於該項目。2024年6月15日下午，西昌綠蔭學校孔子學堂女子班第二期畢業典禮在四川大學商學院舉行，為了拓展視野，典禮結束後同期安排了二期班60名孩子走進四川大學、科技館、博物館、金沙遺址、動物園等研學活動，讓孩子們提高見識、學習新知、增強動能、種下希望。

品牌向善，是我們堅守的理念，更是前行的動力。未來，我們將繼續以品牌之力，為社會的美好發展貢獻更多力量。



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Donation and tree-planting activity  
公益捐贈植樹活動



Cooperate with Sichuan Confucius Education Foundation to organize research and study activities, such as visits to Sichuan University, Sichuan Science and Technology Museum, Sichuan Museum, Jinsha Site and Chengdu Zoo, for graduates of Xichang Lvyin School

攜手四川孔子教育基金會帶領西昌市綠蔭學校的畢業班同學們走進四川大學、科技館、博物館、金沙遺址、動物園等研學活動

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### APPENDIX I: SUMMARY OF SUSTAINABILITY

### 附錄一：可持續發展資料摘要

Environmental Aspect 環境範疇	Unit 單位	2024 2024年
<b>Air Pollutant Emission<sup>5</sup></b>		
空氣污染排放 <sup>5</sup>		
Nitrogen oxides 氮氧化物	kilogram 千克	285.63
Sulfur oxides 硫氧化物	kilogram 千克	13.67
Particulate matter 懸浮顆粒	kilogram 千克	27.55
<b>Greenhouse Gas Emission<sup>1,2</sup></b>		
溫室氣體排放 <sup>1,2</sup>		
Direct greenhouse gas emission (Scope 1) 直接溫室氣體排放(範圍1)	tonnes of CO <sub>2</sub> e 公噸二氧化碳當量	3,418.36
Indirect greenhouse gas emission (Scope 2) 間接溫室氣體排放(範圍2)	tonnes of CO <sub>2</sub> e 公噸二氧化碳當量	4,912.18
Total greenhouse gas emission (Scope 1 and 2) 溫室氣體排放總量(範圍1及2)	tonnes of CO <sub>2</sub> e 公噸二氧化碳當量	8,400.44
Greenhouse gas emission intensity (per square meter) (Scope 1 and 2) 溫室氣體排放密度(每平方米)(範圍1及2)	tonnes of CO <sub>2</sub> e/square meter 公噸二氧化碳當量／平方米	0.21
Greenhouse gas emission per person (Scope 1 and 2) 人均溫室氣體排放量(範圍1及2)	tonnes of CO <sub>2</sub> e/person 公噸二氧化碳當量／人	20.95
Greenhouse gas emission per RMB10,000 revenue (Scope 1 and 2) 人民幣萬元營業收入溫室氣體排放量(範圍1及2)	tonnes of CO <sub>2</sub> e/RMB10,000 <sup>3</sup> 公噸二氧化碳當量／人民幣萬元 <sup>3</sup>	0.33
<b>Energy Consumption</b>		
能源耗用		
Purchased electricity consumption 外購電力耗用量	MWh 兆瓦時	9,048.73
Purchased electricity intensity (per square meter) 外購電力耗用密度(每平方米)	MWh/square meter 兆瓦時／平方米	0.23
Purchased electricity consumption per person 人均外購電力耗用量	MWh/person 兆瓦時／人	22.57
Purchased electricity consumption per RMB10,000 revenue 人民幣萬元營業收入外購電力耗用量	MWh/RMB10,000 <sup>3</sup> 兆瓦時／人民幣萬元 <sup>3</sup>	0.36

<sup>5</sup> Air pollutant emission and greenhouse gas emission of the Group is calculated with reference to "How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.

<sup>5</sup> 空氣污染排放計算參考聯交所「如何編備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引」計算本集團的空氣污染物排放及溫室氣體排放。

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Environmental Aspect 環境範疇	Unit 單位	2024 2024年
Natural gas consumption 天然氣耗用量	cubic metre 立方米	604,011.00
Diesel consumption 柴油耗用量	litre 公升	354,000.00
Gasoline consumption 汽油耗用量	litre 公升	4,771.2
<b>Water Consumption<sup>4</sup></b>		
Total water consumption 總耗水量	cubic metre 立方米	60,138.00
Water consumption intensity (per square meter) 水源耗用密度(每平方米)	cubic metre/square meter 立方米／平方米	1.51
Water consumption per person 人均水源耗用量	cubic metre/person 立方米／人	150.00
Water consumption per RMB10,000 revenue 人民幣萬元營業收入耗水量	cubic metre/RMB10,000 <sup>3</sup> 立方米／人民幣萬元 <sup>3</sup>	2.36
<b>Paper Usage</b>		
Total paper usage 用紙總量	kilogram 千克	451.00
Paper usage intensity per person 人均用紙密度	kilogram/person 千克／人	1.12
<b>Waste Produced</b>		
Total non-hazardous waste produced 無害廢棄物產生總量	tonnes 公噸	236.86
non-hazardous waste/person 人均無害廢棄物產生量	tonnes/person 公噸／人	0.59
<b>Consumption of Packaging Materials</b>		
Paper 紙張	kilogram 千克	17,732.00
Plastic 塑料	kilogram 千克	10,187.80
Packaging bags 包裝袋	kilogram 千克	26,361.80
Paper rolls 紙管	kilogram 千克	40,508.00



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Social Aspect 社會範疇	Unit 單位	2024 2024年
<b>Number of Employees</b> 員工人數情況		
Total number of employees 員工總數	Number of people 人數	401
Female employees 女性員工	Number of people 人數	165
Male employees 男性員工	Number of people 人數	236
Full time junior employees 全職初級員工	Number of people 人數	340
Full time mid-level employees 全職中級員工	Number of people 人數	31
Full time senior employees 全職高級員工	Number of people 人數	30
Under 30 years old 30歲以下員工	Number of people 人數	47
31–50 years old 31–50歲員工	Number of people 人數	286
Above 50 years old 50歲以上員工	Number of people 人數	68
Northern China 華北區域員工	Number of people 人數	11
Eastern China 華東區域員工	Number of people 人數	123
Central China 華中區域員工	Number of people 人數	39
Northwest region 西北區域員工	Number of people 人數	5
Southern China 華南區域員工	Number of people 人數	213
Northeast 東北區域員工	Number of people 人數	2
Others (including Hong Kong, Macau and Taiwan) 其他(包括港澳台)	Number of people 人數	8

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Social Aspect 社會範疇	Unit 單位	2024 2024年
<b>Turnover Rate<sup>7</sup></b>		
<b>員工流失情況<sup>7</sup></b>		
Total turnover rate 員工總流失率	%	15.46
Female employees 女性員工	%	4.99
Male employees 男性員工	%	10.47
Under 30 years old 30歲以下	%	1.25
31–50 years old 31–50歲	%	12.97
Above 50 years old 50歲以上	%	1.25
Northern China 華北區域員工	%	0.5
Northeast region 東北區域員工	%	0
Eastern China 華東區域員工	%	1.25
Central China 華中區域員工	%	0.25
Northwest Region 西北區域員工	%	0.5
Southern China 華南區域員工	%	12.97
<b>Occupational Health and Safety</b>		
<b>工作健康與安全</b>		
Number of work-related fatalities occurred in each of the past three years including the Year 過去三年(包括匯報年度)每年因工亡故的人數	Number of people 人數	0
Work-related fatalities rate in each of the past three years including the Year 過去三年(包括匯報年度)每年因工亡故的比率		1
Number of lost days due to work injury 因工傷損失工作日數	Number of days 日數	240

<sup>7</sup> Formula for turnover rate calculation: number of employees lost under a specific category ÷ number of employees at the end of the Year × 100%

<sup>7</sup> 員工流失率百分比計算算式為：該類別流失僱員人數 ÷ 年終僱員人數 × 100%

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Social Aspect 社會範疇	Unit 單位	2024 2024年
<b>Employee Training</b> 員工培訓情況		
<b>Percentage of Trained Employees by Gender<sup>8</sup></b> 按性別劃分的受訓員工百分比 <sup>8</sup>		
Male employees 男性員工	%	58.85
Female employees 女性員工	%	41.15
<b>Percentage of Trained Employees by Employment Type<sup>8</sup></b> 按員工類別劃分的受訓員工百分比 <sup>8</sup>		
Full time junior employees 全職初級員工	%	84.79
Full time mid-level employees 全職中級員工	%	7.73
Full time senior employees 全職高級員工	%	7.48
<b>Average Number of Training Hours of Trained Employees by Gender<sup>9</sup></b> 按性別劃分的員工平均受訓時數 <sup>9</sup>		
Female employees 女性員工	Hours 小時	48.00
Male employees 男性員工	Hours 小時	48.00
<b>Average Number of Training Hours of Trained Employees by Employment Type<sup>9</sup></b> 按員工類別劃分的員工平均受訓時數 <sup>9</sup>		
Full time junior employees 全職初級員工	Hours 小時	48.00
Full time mid-level employees 全職中級員工	Hours 小時	96.00
Full time senior employees 全職高級員工	Hours 小時	128.00

<sup>8</sup> Formula for percentage of trained employees calculation: number of trained employees under a specific category ÷ total number of trained employees x 100%

<sup>9</sup> Formula for average number of training hours under a specific category: total number of training hours under a specific category ÷ number of employees under a specific category

<sup>8</sup> 受訓員工百分比計算算式為：該類別受訓員工 ÷ 受訓員工總人數 x 100%

<sup>9</sup> 該類別員工平均受訓時數計算算式為：該類別員工總受訓時數 ÷ 該類別員工人數



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### APPENDIX II: INDEX FOR THE “ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE” OF THE STOCK EXCHANGE

附錄二：聯交所《環境、社會及管治報告指引》索引

Content 指標內容			Corresponding Section(s) 相關章節
<b>Compulsory Disclosures</b> 強制披露規定			
<b>A. Environmental Aspect</b> <b>A. 環境範疇</b>			
<b>A1. Emissions</b> <b>A1. 排放物</b>	<b>General Disclosure</b> 一般披露	Information on: the policies; and 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、向水及土地的排污、有害及無害廢棄物的產生等的；政策；及遵守對發行人有重大影響的相關法律及規例的資料。	6. Environmental Management 6. 環境管理
	<b>A1.1</b>	Types of emissions and respective emissions information. 排放物種類及相關排放數據。	Appendix I: Summary of Sustainability 附錄一：可持續發展資料摘要
	<b>A1.2</b>	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放量及密度。	Appendix I: Summary of Sustainability 附錄一：可持續發展資料摘要
	<b>A1.3</b>	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	The Group has not produced substantial hazardous waste. 本集團並無顯著的有害廢棄物產生量。
	<b>A1.4</b>	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Appendix I: Summary of Sustainability 附錄一：可持續發展資料摘要
	<b>A1.5</b>	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。	6. Environmental Management; 6. 環境管理; 6.1 Greenhouse Gas Management 6.1 溫室氣體管理
	<b>A1.6</b>	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。	6. Environmental Management; 6. 環境管理; 6.5 Waste Management 6.5 廢棄物管理

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Content 指標內容			Corresponding Section(s) 相關章節
A2. Use of Resources 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。	6. Environmental Management; 6. 環境管理; 6.2 Energy Conservation Management; 6.2 節能管理; 6.3 Water Management 6.3 水資源管理
	A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Appendix I: Summary of Sustainability 附錄一：可持續發展資料摘要
	A2.2	Water consumption in total and intensity. 總耗水量及密度。	Appendix I: Summary of Sustainability 附錄一：可持續發展資料摘要
	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。	6.2 Energy Conservation Management 6.2 節能管理
	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。	6.3 Water Management 6.3 水資源管理
	A2.5	Total packaging material used for finished products and with reference to per unit produced. 制成品所用包裝材料的總量及每生產單位佔量。	Appendix I: Summary of Sustainability 附錄一：可持續發展資料摘要

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A3. The Environment and Natural Resources A3. 環境及天然資源	General Disclosure 一般披露	Policies on minimizing 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。	6. Environmental Management 6. 環境管理
	A3.1	Description of the significant impacts of activities on the environment and natural resources 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。	6. Environmental Management 6. 環境管理
A4. Climate Change 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。	6.6 Climate Change Initiatives 6.6 氣候變化應對措施
	A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	6.6 Climate Change Initiatives 6.6 氣候變化應對措施
B. Social Aspect B. 社會範疇			
Employment and Labour Practices 僱傭及勞工常規			
B1.	General Disclosure 一般披露	The policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：政策；及遵守對發行人有重大影響的相關法律及規例的資料。	5. Personnel Management 5. 人才管理
	B1.1	Total workforce by gender, employment type (for example, full-time or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Appendix I: Summary of Sustainability 附錄一：可持續發展資料摘要
	B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Appendix I: Summary of Sustainability 附錄一：可持續發展資料摘要



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<b>B2. Health and Safety</b> <b>B2. 健康與安全</b>	<b>General Disclosure</b> 一般披露	Information on: the policies; and 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：政策；及遵守對發行人有重大影響的相關法律及規例的資料。	5.4 Occupational Health and Safety 5.4 職業健康安全
	<b>B2.1</b>	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。	Appendix I: Summary of Sustainability 附錄一：可持續發展資料摘要
	<b>B2.2</b>	Lost days due to work injury. 因工傷損失工作日數。	Appendix I: Summary of Sustainability 附錄一：可持續發展資料摘要
	<b>B2.3</b>	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。	5.4 Occupational Health and Safety 5.4 職業健康安全
<b>B3. Development and Training</b> <b>B3. 發展及培訓</b>	<b>General Disclosure</b> 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。	5.6 Professional Development 5.6 技能職涯發展
	<b>B3.1</b>	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Appendix I: Summary of Sustainability 附錄一：可持續發展資料摘要
	<b>B3.2</b>	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Appendix I: Summary of Sustainability 附錄一：可持續發展資料摘要
<b>B4. Labour Standards</b> <b>B4. 勞工準則</b>	<b>General Disclosure</b> 一般披露	Information on: the policies; and 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：政策；及遵守對發行人有重大影響的相關法律及規例的資料。	5.1 Management on Recruitment and Dismissal 5.1 招募離職管理
	<b>B4.1</b>	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。	5.1 Management on Recruitment and Dismissal 5.1 招募離職管理
	<b>B4.2</b>	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。	5.1 Management on Recruitment and Dismissal 5.1 招募離職管理

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Operating Practices 營運慣例			
B5. Supply Chain Management 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。	4.6 Supply Chain Development 4.6 供應鏈發展
	B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	4.6 Supply Chain Development 4.6 供應鏈發展
	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。	4.6 Supply Chain Development 4.6 供應鏈發展
	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。	4.6 Supply Chain Development 4.6 供應鏈發展
	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。	4.6 Supply Chain Development 4.6 供應鏈發展
B6. Product Responsibility B6. 產品責任	General Disclosure 一般披露	Information on: the policies; and 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：政策；及遵守對發行人有重大影響的相關法律及規例的資料。	4.2 High Quality Control; 4.2 高質量控制； 4.5 Information System 4.5 信息檔案制度
	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。	4.2 High Quality Control 4.2 高質量控制
	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。	4.3 Procedures on Customer Services 4.3 客戶服務流程
	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。	4.4 Management on Intellectual Property 4.4 知識產權管理
	B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	4.2 High Quality Control 4.2 高質量控制
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	4.5 Information System 4.5 信息檔案制度

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<b>B7. Anti-corruption</b> <b>B7. 反貪污</b>	<b>General Disclosure</b> 一般披露	Information on: the policies; and 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：政策；及遵守對發行人有重大影響的相關法律及規例的資料。	4.1 Anti-corruption Code 4.1 反貪污守則
	<b>B7.1</b>	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。	4.1 Anti-corruption Code 4.1 反貪污守則
	<b>B7.2</b>	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序，以及相關執行及監察方法。	4.1 Anti-corruption Code 4.1 反貪污守則
	<b>B7.3</b>	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。	4.1 Anti-corruption Code 4.1 反貪污守則
<b>B8. Community Investment</b> <b>B8. 社區投資</b>	<b>General Disclosure</b> 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	7. Community Charity 7. 社區公益
	<b>B8.1</b>	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)。	7. Community Charity 7. 社區公益
	<b>B8.2</b>	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)。	7. Community Charity 7. 社區公益





**VANOV HOLDINGS COMPANY LIMITED**  
**環龍控股有限公司**

