



天虹國際集團有限公司 TEXHONG INTERNATIONAL GROUP LIMITED

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號：2678



2024 環境、社會及 管治報告 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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PREFACE

As a multi-national company recognizing the importance of social responsibility and sustainable development, we always adhere to the core principle of “Respect for nature and love for mankind”, and integrate sustainable development into every aspects of the Group’s strategy. In 2024, the Group continued to enhance the implementation and innovation in terms of environmental protection, social responsibility and corporate governance, while fostering sustainable corporate growth. Hence, greater value is created for the society, staff, shareholders and all other stakeholders.

This Report reviews our major measures and progress in environmental, social and governance (ESG) areas, and demonstrates our commitments and achievements in the practice of sustainable development strategy. Through scientific target determination, systematic implementation and transparent reporting, we strive to enhance the Group’s long-term competitiveness and continue to make a positive contribution to the sustainable development of the world.

Looking forward, we will further deepen our ESG strategic initiatives, to continue enhancing governance, actively promote green transformation, to fulfill our social responsibilities, and create more value to the society to achieve genuine win-win situation.

ABOUT THE REPORT

Texhong International Group Limited (the “Company”, together with its subsidiaries, the “Group”, stock code: 2678) has prepared this Environmental, Social and Governance Report (the “ESG Report” or the “Report”) in accordance with the requirements under the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) as set out in Appendix C2 to the “Rules (the “Hong Kong Listing Rules”) Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”)” with partial reference to relevant documents such as the GRI Sustainability Reporting Standards (GRI Standards), the Task Force on Climate-related Financial Disclosures, and the United Nations Sustainable Development Goals (SDGs) to disclose the practices and performance of the Group on various ESG issues in 2024. Based on the Report, the Group strengthens its communication with all stakeholders to allow people from all walks of life to understand the Group’s ESG activities and their related impacts.

前言

作為一家深知社會責任與可持續發展重要性的跨國公司，我們始終秉承「敬天愛人，自利利他」的核心理念，將可持續發展貫穿於集團戰略的方方面面。二零二四年，本集團持續加強在環境保護、社會責任與公司治理方面的實踐和創新，推動企業可持續增長，並為社會、員工、股東及所有其他利益相關方創造了更大的價值。

本報告回顧了我們在環境、社會和治理領域的主要舉措與進展，展示了我們在實踐可持續發展戰略中的承諾與成效。我們通過科學的目標設定、系統的執行與透明的報告，努力提升本集團的長遠競爭力，持續為全球可持續發展做出積極貢獻。

展望未來，我們將進一步深化ESG戰略實施，不斷提升治理水平，積極推動綠色轉型，履行社會責任，為社會創造更多價值，實現真正的共贏。

關於本報告

天虹國際集團有限公司（「本公司」，連同其附屬子公司統稱「本集團」，股份代號：2678）根據《香港聯合交易所有限公司（「香港聯交所」）證券上市規則》（「香港上市規則」）附錄C2《環境、社會及管治報告指引》（簡稱「ESG報告指引」）要求編製本《環境、社會及管治報告》（簡稱「ESG報告」或「本報告」），並部分參考GRI可持續發展報告標準（GRI標準）、氣候相關財務信息披露工作小組、聯合國可持續發展目標（SDGs）等相關文件，以披露本集團於二零二四年在各ESG議題上的實踐和績效。本集團以本報告為基礎，與所有利益相關方加強溝通，讓社會各界人士了解本集團的ESG活動及相關影響。

ABOUT THE REPORT *(Continued)*

Reporting Scope

This Report covers the major business segments of the Group such as yarns, grey fabrics and garment fabrics throughout the entire financial year from 1 January 2024 to 31 December 2024, and discloses the key performance indicators (“KPIs”) in the environmental, social and governance aspects for the Group and our twenty-one manufacturing subsidiaries located in Mainland China, Vietnam and the Americas included in the Company’s annual report for this financial year.

Reporting Principles

The Group has conducted an assessment of the relevant aspects and KPIs in terms of applicability and materiality in accordance with the “ESG Reporting Guide”. In full compliance with the disclosure requirement of “comply or explain”, the Report provides explanations as to why certain disclosure rules do not apply to the Group, thereby satisfying the reporting principles of the “ESG Reporting Guide”:

- “Materiality”: The Group determines material ESG issues by the engagement of stakeholders and our materiality assessment;
- “Quantitative”: The Report discloses quantitative KPIs, standards and methodologies applicable to the environmental and social aspects of the Group, with explanation, purpose and impact of the quantitative data, as well as proper comparable data;
- “Consistency”: There is no change in the relevant methodology for disclosure and statistics in the Report, and the disclosure standards are consistent with those of the previous years.

Accessibility

The Report is published in electronic version, which can be accessed or downloaded from the official website of the Group (www.texhong.com) and the “HKEXnews” website of the Hong Kong Stock Exchange (<http://www.hkexnews.hk>). In the event of any discrepancy between the English version and the Chinese version, the Chinese version shall prevail.

關於本報告(續)

報告範圍

本報告覆蓋本集團的紗線、坯布和面料等主要業務板塊，包括二零二四年一月一日起至二零二四年十二月三十一日止整個財政年度，列入本公司年報範圍的本集團及位於中國內地、越南和美洲的二十一家附屬生產公司的環境、社會及管治範疇關鍵績效指標。

報告原則

本集團根據《ESG報告指引》對相關層面和關鍵績效指標進行了適用性及實質性評估。本報告完全符合「不遵守就解釋」披露要求，報告中對不適用於本集團的披露規則進行了解釋，遵守《ESG報告指引》匯報原則：

- 「重要性」原則：本集團通過利益相關方參與及實質性評估，確定重要ESG議題；
- 「量化」原則：本報告定量匯報了本集團環境及社會範疇的適用關鍵績效指標、標準及方法，附帶量化數據說明，闡述其目的和影響，並提供適當的比較數據；
- 「一致性」原則：本報告相關披露統計方法沒有發生變化，披露標準和此前年度保持一致。

獲取方式

本報告以電子版形式發佈，可在本公司官網(www.texhong.com)及香港聯交所「披露易」網站(<http://www.hkexnews.hk>)查詢或下載。在對中英文文本的理解上發生歧義時，請以中文文本為準。

BOARD STATEMENT

The Group always adheres to the core value of “Respect for nature and love for mankind”, takes sustainable development as its strategic focus, and fully integrates it into every aspect of the value chain. To achieve this objective, we have established ESG strategies and goals, continuously optimized the ESG system, and promoted the sustainable development of the Group.

ESG GOVERNANCE STATEMENT

As the highest governing body of the Group for ESG matters, the board of the Company (the “Board”) assumes full responsibility for the formulation and implementation of the Group’s ESG strategy, and the ultimate responsibility for ESG reporting. The Board firmly provides support to the Group for the commitment of fulfilling ESG responsibilities, and is responsible for leading and supervising the Group on ESG strategic decisions and performance. To ensure effective implementation, the ESG Committee under the Board is responsible for reviewing the ESG performance of the Group, identifying, evaluating, and managing the material ESG-related risks, reviewing the ESG goals, monitoring the progress of goals, and approving the annual ESG report.

The Board attaches great importance to the sustainable development of the Group. The ESG Committee and relevant departments are requested to regularly report the progress of sustainable development to the Board on an annual basis. Through regular reporting, we can identify and improve the limitations in sustainable development on a timely basis, and establish strategic measures to further enhance performance. This ensures the smooth progress of sustainable development works and effective assurance for identifying and handling ESG risks. For further details about the Board’s ESG management approach and strategy, please refer to the section headed “PART I: RESPECTING THE NATURE • CREATING A WONDERFUL LIFE — Sustainable Development Management” in this Report.

董事會聲明

本集團始終堅持「敬天愛人，自利利他」的核心價值觀，將可持續發展作為戰略重點，全面融入價值鏈的各個環節。為實現這一目標，我們制定了ESG戰略和目標，並持續優化ESG體系，推動本集團可持續發展。

ESG管治聲明

本公司董事會(「董事會」)是天虹集團ESG事務的最高管治機構，全面負責本集團ESG戰略的制定與執行，並對ESG報告承擔最終責任。董事會堅定支持集團履行ESG責任的承諾，並負責領導與監督集團的ESG決策與表現。為確保有效執行，董事會設立了ESG委員會，負責審查集團的ESG績效，識別、評估並管理關鍵的ESG風險，審議ESG目標，並監督目標的實現進度，同時審批年度ESG報告。

董事會高度關注集團的可持續發展工作，要求ESG委員會及相關部門每年定期向董事會報告可持續發展進展。通過定期匯報，我們能夠及時發現並改進可持續發展中的不足，制定進一步提升績效的戰略措施。這一機制有效確保可持續發展工作持續推進，並為識別和應對ESG風險提供有力保障。有關董事會的ESG管理方針及戰略的進一步詳情，請參閱本報告「第一部分：敬天愛人·創意精彩生活 — 可持續發展管理」一節。

CHAIRMAN'S STATEMENT

In the process of the Group's continuous commitment to sustainable development, we deeply understand that the growth of the Group and social responsibility are interdependent. In 2024, our efforts in advancing environmental, social, and corporate governance fields yielded positive results, all of which would not have been possible without the collective support and participation of the board of directors, management, employees, and other stakeholders.

As a responsible enterprise, we always adhere to the core principle of "Respect for nature and love for mankind", strive to achieve enterprise and commercial goals while actively contributing to the society and the environment. In the previous year, we deepened the implementation of ESG strategies, proactively fostered green innovation, handled climate change, facilitated social fairness and tolerance, while continuously optimizing corporate governance structures to enhance transparency and a sense of responsibility.

In terms of the environment, we have strengthened energy management, reduced carbon emissions, and promoted the application of green technologies, aiming to protect the Earth's resources while enhancing business efficiency. Regarding social responsibility, we care about employee diversity and well-being, actively fulfill social obligations, give back to the community, and continuously improve product safety and customer satisfaction. In terms of corporate governance, we particularly focus on sustainable raw materials procurement, promote the practice and innovation of traceability technology for raw materials and production, and are committed to enhancing internal control management, improving the independence and transparency of the board of directors to ensure that corporate governance is more scientific and standardized.

We firmly believe that good corporate governance and social responsibility are not only the foundation for enhancing the long-term competitiveness of the enterprise but also our long-term commitment to all shareholders, employees, customers, and the general public. The Board of Directors of this Group will continue to attach great importance to sustainable development, continuously promote the deepening and implementation of ESG strategies, optimize ESG goals and measures, promote coordinated development between environmental protection, social progress, and economic development, achieve win-win results among the economy, environment, and society, and work with all parties to build a better future together.

Hong Tianzhu

Chairman

Hong Kong, 27 March 2025

主席致辭

在本集團持續致力於可持續發展的過程中，我們深知本集團的成長與社會責任是相輔相成的。2024年，我們在推進環境、社會和公司治理領域的努力取得了積極成果，這一切都離不開董事會、管理層、員工以及其他利益相關者的共同支持和參與。

作為一家負責任的公司，我們始終堅持「敬天愛人，自利利他」的核心理念，力求在實現企業商業目標的同時，為社會和環境做出積極貢獻。在過去一年中，我們深化了ESG戰略的實施，積極推動綠色創新，應對氣候變化，促進社會公平與包容，同時不斷優化公司治理結構，提升透明度和責任感。

在環境方面，我們加強了能源管理、減少碳排放，並推動綠色技術的應用，力求在提升業務效益的同時保護地球資源。在社會責任方面，我們關心員工的多樣性和福祉，積極履行社會義務，回饋社區，並不斷提升產品的安全性與客戶滿意度。在公司治理方面，我們尤其關注可持續的原材料採購，推動原材料與生產溯源技術的實踐與創新，同時致力於加強內控管理、提升董事會獨立性和透明度，以確保企業治理更加科學、規範。

我們堅信，良好的公司治理與社會責任不僅是提升企業長期競爭力的基礎，更是我們對全體股東、員工、客戶及社會公眾的長期承諾。本集團董事會將繼續高度重視可持續發展，不斷推動ESG戰略的深化與落實，持續優化ESG目標與措施，推動環境保護、社會進步與經濟發展之間的協調發展，實現經濟、環境與社會的共贏，攜手各方共建美好未來。

洪天祝

主席

香港，二零二五年三月二十七日

環境、社會及管治報告(續) ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

2024 ESG PERFORMANCE HIGHLIGHTS

2024 ESG 績效亮點



* Data of Subsidiaries within the scope of 2024 ESG Report
* 2024年ESG報告範圍內附屬子公司數據

FEATURE 1: SUSTAINABLE COTTON PROCUREMENT

Cotton is the most important fundamental raw material to the Group. As the largest single user of U.S. cotton in the world, the Group procures approximately 350,000 tonnes of U.S. cotton per annum in average, accounting for about 10% of U.S. cotton export. Besides, the Group's subsidiaries are also the first People's Republic of China ("PRC") companies to join the US Cotton Trust Protocol.

專題一：可持續棉花採購

棉花是本集團最重要的基礎原材料。作為全球最大的美國棉花單一用戶，本集團平均每年採購約35萬噸美國棉花，佔美國棉花出口總量10%左右。此外，本集團附屬子公司也是首批加入美國棉花信任守則(US Cotton Trust Protocol)的中華人民共和國(「中國」)公司。



Management of the Group participated in Cotton USA Cotton Day Activity
集團管理層參加美國棉花(Cotton USA)棉花日活動

Currently, cotton used by the Group is mainly produced in the U.S. and Australia. The Group attaches great importance to cotton sustainability and regards "transparency and traceability" as the core principles for procurement management. We implement stringent management system for suppliers. When procuring cotton, we first require suppliers to provide relevant detailed information and documents regarding the origin (i.e. the plantation nation) of cotton to prove that it complies with relevant legal requirements. As of 31 December 2024, 100% of the information of origin for all cotton used by the Group can be traced. In addition, we require suppliers to comply with the Group's procurement code of conduct and due diligence procedures, so as to ensure that all cotton used fulfils social responsibility requirements. Meanwhile, subsidiaries of the Group conduct review on the production site management, procurement and management documents for cotton via third parties and branding parties to ensure that the review results meet or exceed industry average level.

目前本集團所使用的棉花大部分產自美國和澳大利亞。本集團對棉花的可持續性給予極高關注，並將「透明化和可溯源」作為採購管理的核心原則。我們對供應商實施嚴格的管理制度。在採購棉花時，我們首先要求供應商提供棉花的原產國(即種植國)相關詳細信息和文件，以證明其符合相關法律規定。截至2024年12月31日，本集團所使用的所有棉花的原產國信息均實現了100%可追溯。此外，我們要求供應商遵守集團的採購行為守則和盡職調查流程，確保所用棉花滿足社會責任要求。同時，集團附屬子公司通過第三方和品牌方對棉花生產現場管理、採購和管理文件進行審核，確保審核結果達到或超過行業平均水平。

**FEATURE 1: SUSTAINABLE COTTON
PROCUREMENT** *(Continued)*

專題一：可持續棉花採購(續)



Chairman of the Group visited and exchanged with cotton farmers in the U.S.
集團主席美國考察並與棉農交流

Sustainable cotton procured by the Group includes, among other things, Organic Cotton, CmiA, Better Cotton and Cotton Leads™. The objective of these sustainable cotton projects is to reduce the impact on the environment, realize reduction in energy consumption, emission and pollution, and comply with labour regulations for cotton production. In 2024, the procurement amount of the sustainable cotton by the Group accounted for about 85% of its total cotton procurement, and the remaining small portion of ordinary cotton procurement is also standardized and included into stringent procurement management system.

In 2024, the Group added Regenagri Cotton certification as a procurement qualification, which concerns sustainable management of farms, encourages good farming practices, protects land wellness, facilitates bio-diversity, reduces greenhouse gases emission, and concerns the livelihood and occupational health safety of cotton farmers.

The Group also participates in various cotton traceability platforms to enhance the transparency of sustainable cotton procurement and usage information. For instance, Textile Genesis is a platform which could trace the usage certification of cotton raw materials, including cotton under the US Cotton Trust Protocol project, which in turn enhances information transparency and traceability of the whole industry chain of sustainable cotton. The Group also actively studies and participates in sustainable cotton adopting tracer technology to further increase the transparency for cotton traceability.

本集團採購的可持續棉花包括：有機棉花 (Organic Cotton)、非洲棉花(CmiA)、良好棉花 (Better Cotton)和Cotton Leads™等。這些可持續棉花項目的目標是減少對環境的影響，實現節能減排和減少污染，並遵守棉花生產的勞動法規。2024年，本集團可持續棉花的採購量佔總棉花採購量的85%左右，剩餘的小部分普通棉花採購也被統一納入嚴格的採購管理體系。

2024年，本集團增加了再生農場棉花的認證 (Regenagri Cotton)作為採購認證，該認證關注農田的可持續管理，鼓勵良好的農業實踐，保障土地健康，促進生物多樣性，減少溫室氣體排放，並關注棉農的生計和職業健康安全。

本集團同時參與了多個棉花溯源平台，增加可持續棉花採購和使用信息的透明化，例如Textile Genesis，該平台可以追蹤到棉花原材料的使用證明，包括美國棉花信任守則(US Cotton Trust Protocol)項目下的棉花，以加強可持續棉花整條生產鏈的信息透明化和可溯源。本集團也積極研究和參加採用追蹤劑技術的可持續棉花，進一步提高棉花溯源的透明度。

FEATURE 2: PRACTICE AND INNOVATION FOR PRODUCT TRACEABILITY

The Group, via internal and external comprehensive management measures, enhances the traceability technology for raw materials and production process. Our internal management strategies include:

1. Formulate and implement management procedures: We formulate detailed standardized management procedures for procurement and production traceability to ensure that each session could be traced.
2. Develop and operate traceability platform: The Group designed a designated traceability platform to enhance the efficiency and accuracy for traceability.
3. Promote supplier review system: We implement stringent review system on suppliers, and the review does not only include basic items such as production capability, quality and customer services, but also involves traceability and social responsibility performance of suppliers.
4. Organize on-site review: The Group organizes personnel to regularly conduct on-site reviews for suppliers to ensure the accuracy of relevant materials and the reliability of traceability information.
5. Implement electronic management: We promote electronic management and adopt SAP and MES systems to realize coverage of the whole process from raw materials procurement to finished yarns.
6. Extract and consolidate data: The traceability platform developed by the Group can directly extract data from SAP and MES systems to enhance the management of traceability related documents by various departments.
7. Information search and document archiving: Business personnel can conveniently search for raw materials and production related information in the platform. The system also possesses the function of automatic archiving procurement related documents to further enhance the efficiency and accuracy of traceability.
8. Implement data safety: All data is properly stored in the Company's server and backed up to ensure the safety and recoverability of traceability data.

專題二：產品溯源實踐與創新

本集團通過內外部綜合管理措施，強化原料和生產過程的溯源技術。我們的內部管理策略包括：

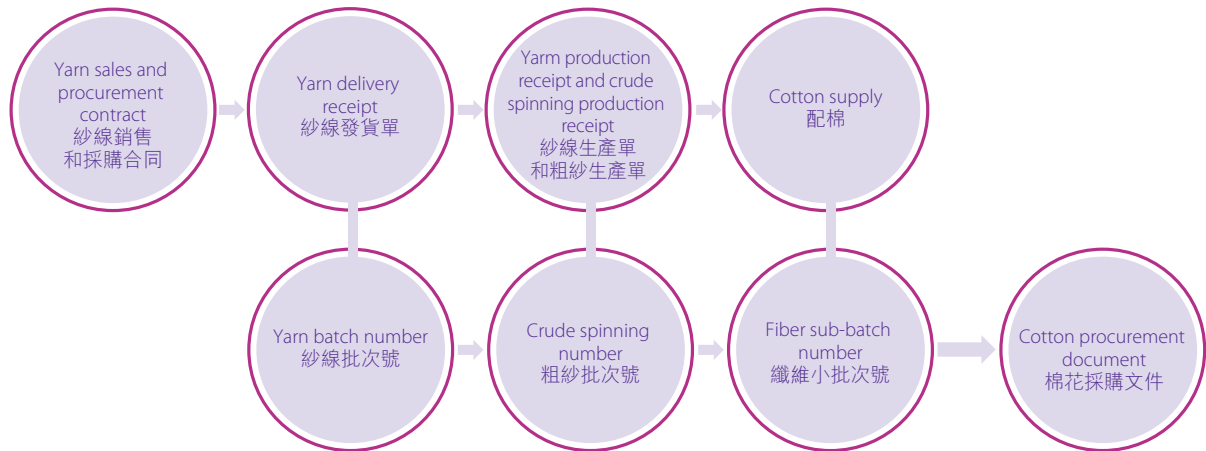
1. 制定並執行管理程序：我們制定了詳細的採購和生產溯源標準化管理程序，確保每個環節都有跡可循。
2. 開發並運行溯源平台：集團設計了專門的溯源平台，以提高溯源的效率和準確性。
3. 推行供應商審核制度：我們對供應商實施嚴格的審核制度，評審內容不僅包括生產能力、質量水平和客戶服務等基本項目，也涉及供應商的溯源能力和社會責任績效。
4. 組織現場審核：集團安排人員定期到供應商現場進行審核，以確認相關材料的準確性和溯源信息的可靠性。
5. 落實電子化管理：我們推動電子化管理，採用SAP和MES系統，實現從原材料採購到成品紗線的全流程覆蓋。
6. 提取與整合數據：集團開發的溯源平台能夠直接從SAP和MES系統中提取數據，加強各部門對溯源相關文件的管理。
7. 信息檢索與文件歸檔：業務人員可以在平台上方便地按訂單查找原材料和生產相關信息。系統還具備自動歸檔採購相關文件的功能，進一步提升了溯源的效率和準確性。
8. 落實數據安全：所有數據都妥善保存在公司服務器上，並進行了備份，確保溯源數據的安全性和可恢復性。

FEATURE 2: PRACTICE AND INNOVATION FOR PRODUCT TRACEABILITY *(Continued)*

Through these internal measures, the Group ensures the transparency of supply chain, enhances traceability efficiency, while also safeguarding the effectiveness, safety and completeness of data.

專題二：產品溯源實踐與創新(續)

通過這些內部措施，本集團確保了供應鏈的透明度，提高了溯源的效率，同時也保障了數據的有效性、安全性和完整性。



Roadmap for Yarn Traceability
紗線溯源路線圖

The Group has adopted the following measures for external management to ensure compliance and maintain high operation standards:

1. Employ professional advisors: We employ international professional legal advisors to conduct comprehensive and stringent review on the internal traceability process and documents of the Group to ensure that our operation complies with international trading regulations and standards.
2. Participate in third-party review: Subsidiaries of the Group also receive reviews from third-party institutions and brand partners. These reviews cover various aspects such as traceability process and on-site management.
3. Exceed industry standards: Our internal and external review results both show that our performance exceeds the average industry level, which reflects our outstanding achievements in management and operation.
4. Maintain continuous improvement: Based on review feedback, we continuously optimize traceability process and management practices to realize the continuous improvement and enhancement of the Group's overall performance.

本集團在外部管理方面採取了以下措施，以確保合規性和高標準的運營：

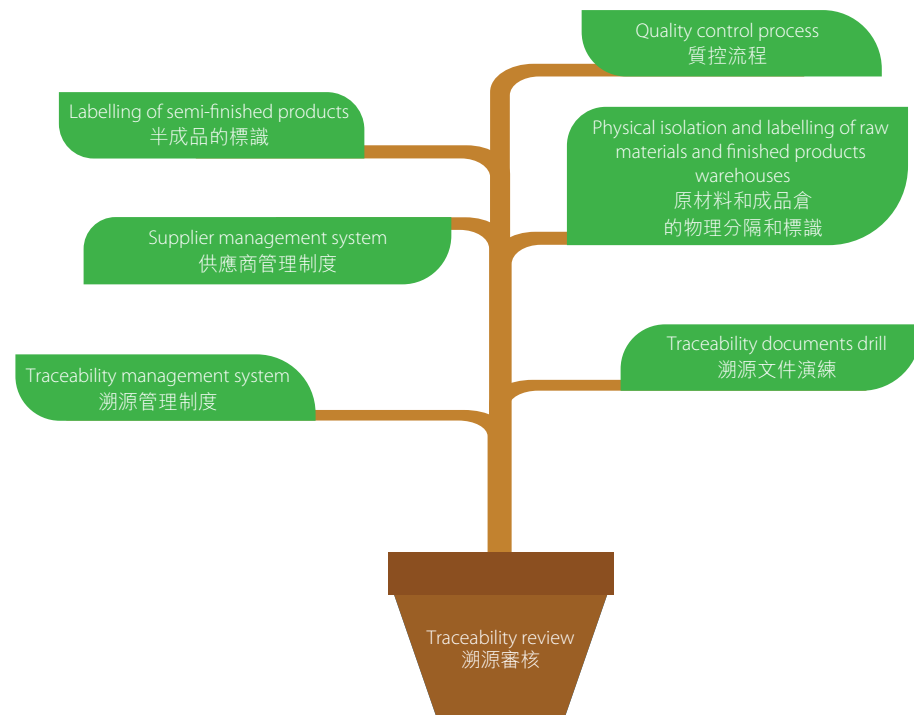
1. 聘請專業顧問：我們聘請了國際上專業法務顧問，對集團內部的溯源流程和文件進行了全面嚴格的審核，確保我們的操作符合國際貿易法規和標準。
2. 參與第三方審核：集團子公司同樣接受了第三方機構和品牌合作夥伴的審核。這些審核涵蓋了溯源流程和現場管理等多個方面。
3. 超越行業標準：我們的內外部審核結果均顯示出高於行業平均水平的表現，這反映了我們在管理和運營方面的卓越成就。
4. 保持持續改進：基於審核反饋，我們不斷優化溯源流程和管理實踐，以實現持續改進和提升集團的整體表現。

FEATURE 2: PRACTICE AND INNOVATION FOR PRODUCT TRACEABILITY *(Continued)*

Through external management measures, the Group shows its commitment to compliance and also raises its competitiveness and credibility in international trade.

專題二：產品溯源實踐與創新(續)

通過外部管理措施，本集團展現合規性承諾，並提升了在國際貿易中的競爭力和信譽度。



Traceability review process
溯源審核流程

Through enhancing internal and external management, the Group has constructed a solid traceability technology management platform. On such foundation, we actively participate in numerous international traceability platforms, such as Textile Genesis, Transparency-One, TrusTrace® and Source Map, to satisfy the rapid connection demand between upstream and downstream industry chain. Such international platforms also provide us strong technology support and industry cooperation opportunities.

1. Multi-platform participation: Through these platforms, we could ensure that every step from raw materials to finished products is traceable, so as to satisfy global customers' demand for transparency and traceability.

本集團通過加強內外部管理，構建了堅實的溯源技術管理平台。在此基礎上，我們積極參與多個國際溯源平台，Textile Genesis、Transparency-One、TrusTrace®和Source Map等，以滿足上下游產業鏈的快速對接需求。這些國際平台也為我們提供了強大的技術支持和行業合作機會。

1. 多平台參與：通過這些平台，我們能夠確保產品從原材料到成品的每一個環節都能被有效追蹤，滿足全球客戶對透明度和可追溯性的需求。

FEATURE 2: PRACTICE AND INNOVATION FOR PRODUCT TRACEABILITY *(Continued)*

2. Isotope test and verification: To further ensure the accuracy of traceability, we conduct numerous isotope tests. The test results completely align with the cotton production area we apply for, which offers scientific evidence and extra verification for our traceability system.
3. Application of tracer technology: In terms of traceability technology, our subsidiaries are testing the use of tracers, especially FibreTrace® tracer technology. Such technology offers a comprehensive tracing system for cotton supply chain by embedding patented fluorescent pigments in raw cotton fibers.
4. Transparency of supply chain: The application of FibreTrace® technology ensures that every step from cotton processing, spinning to weaving could be traced in real time, thereby enhancing the transparency and traceability of the supply chain.
5. Continuous innovation: We continuously explore and adopt new technology and methods to enhance our tracing capability and satisfy market needs for sustainable development.

Through these comprehensive measures, the Group does not only edge up its own traceability capability, but also provides customers with more transparent and reliable information on supply chain, which in turn further consolidates our leading position in the industry.

專題二：產品溯源實踐與創新(續)

2. 同位素測試驗證：為了進一步確保溯源的準確性，我們進行了多次同位素測試。測試結果與我們所申請的棉花產區完全一致，這為我們的溯源系統提供了科學依據和額外的驗證。
3. 追蹤劑技術應用：在溯源技術方面，我們的子公司正在測試使用追蹤劑，特別是FibreTrace®追蹤劑技術。這項技術通過在原始棉花纖維中嵌入專利的螢光顏料，為棉花供應鏈提供了一個全面的追蹤系統。
4. 供應鏈透明度：FibreTrace®技術的應用確保了從棉花加工、紡紗到織布的每一個環節都能被實時追蹤，從而提高了供應鏈的透明度和可追溯性。
5. 持續創新：我們不斷探索和採用新的技術和方法，以提升我們的溯源能力和滿足市場對可持續發展的要求。

通過這些綜合措施，本集團不僅提升了自身的溯源能力，也為客戶提供了更加透明和可靠的供應鏈信息，進一步鞏固了我們在行業中的領先地位。



FibreTrace® tracer technology
FibreTrace®追蹤劑技術

PART I: RESPECTING THE NATURE • CREATING A WONDERFUL LIFE

About Us

Group Profile

The Group is the world's leading supplier of core-spun textile products and a competitive leader in the cotton textile industry. The Group specializes in the manufacture and sale of high value-added fashionable cotton textile products, commits to becoming a blessed enterprise with continuous learning and growth, and drives the development of the industry through professionalism and innovation. With its headquarter located in Shanghai, the Group established large-scale production bases in the PRC and various countries around the globe, owning 4.20 million spindles and over 1,600 weaving and knitting machines and related dyeing equipment. The total investment exceeds RMB15 billion, with approximately 27,000 employees and global sales surpassing RMB20 billion.

The Group has been dedicated to product differentiation and industrial advancement to drive technological innovation and transformation of the cotton textile industry. The Group cooperated with internationally renowned fiber suppliers, applied high-end fibers such as Lycra spandex, Tencel and Modal, and incorporated the eco-friendly concept in developing new yarns. With brilliant ability to carry out research and development and undergoing business integration, we continuously upgraded product quality so as to fulfil the demand of the global market.

The vision of the Group is committing to becoming a blessed enterprise with continuous learning and growth and creating a wonderful life, and our mission is to create maximum value for our employees, customers and shareholders, then give back to our society. In the future, we will continue to optimize the global production layout, promote sustainable development, and drive the textile industry towards green, innovative and sustainable development with platformization and regionalization as the main strategies.

Group Recognitions

- The first batch of companies in the "30 • 60 China Textile and Apparel Carbon Neutrality Acceleration Initiative"
- Awarded the Partner of the Year 2024 for China Fiber Fashion Trend
- Awarded the Trusted Partner of the Year 2024 for Sorona Yarn
- Awarded the Spring/Summer China International Fashion Week 2025 — China Denim Fabric Fashion Trend Release Partner

第一部分：敬天愛人 • 創意精彩生活

關於我們

集團簡介

本集團是全球領先的包芯棉紡織品供應商及棉紡織行業的競爭力領軍企業。本集團專注於高附加值時尚棉紡織品的製造與銷售，致力於成為持續學習成長的幸福企業，並通過專業與創新驅動行業發展。集團的總部位於上海，在中國及全球多個國家設有大型生產基地，擁有420萬紗錠及逾1,600台梭織及針織織機及對應的染整設備，投資規模超過150億元人民幣，員工約2.7萬人，全球銷售額超過200億元人民幣。

本集團長期致力於產品差異化與產業升級，推動棉紡織行業的技術創新與變革。本集團與國際知名纖維供應商合作，應用萊卡氨綸、天絲、莫代爾等高檔纖維，並結合環保概念開發新型紗線。憑藉卓越的研發能力與業務相整合，我們不斷提升產品質量，滿足全球市場的需求。

本集團的願景是致力於成為持續學習成長的幸福企業，創意精彩生活，使命是為員工、客戶與股東創造最大價值，並回饋社會。未來，天虹將繼續優化全球生產佈局，推進可持續發展，以平台化和區域化為主要戰略，推動紡織行業向綠色、創新和可持續方向發展。

集團榮譽

- 首批「30 • 60中國紡織服裝碳中和加速計劃」企業
- 榮獲中國纖維流行趨勢2024年度合作夥伴
- 榮獲2024年度Sorona紗線信任合作夥伴獎
- 榮獲2025年春夏中國國際時裝週 — 中國牛仔面料流行趨勢發佈合作夥伴

PART I: RESPECTING THE NATURE • CREATING A WONDERFUL LIFE *(Continued)*

About Us *(Continued)*

Industry Contribution

The Group has been keeping in line with the development goals of the country, actively responded to the national call for sustainable development, deeply cultivated the textile manufacturing industry, contributing our industry experience and promoting the improvement and development of the industry. Since 2019, the Group has participated in preparing 25 industry standards and group standards, 12 of which have been officially issued and implemented by the Ministry of Industry and Information Technology of the People's Republic of China, and 5 of which have been approved, issued and implemented by the China Cotton Textile Association.

第一部分：敬天愛人•創意精彩生活
(續)

關於我們 (續)

行業貢獻

本集團始終與國家的發展目標保持一致，積極響應國家可持續發展的號召，深耕紡織製造行業，貢獻我們的行業經驗，推動產業的進步與發展。自2019年以來，本集團參與編製了25項行業標準和團體標準，其中12項已獲得中華人民共和國工業和信息化部的批准並正式發佈實施，5項已由中國棉紡織行業協會批准並發佈實施。

Standard Name 標準名稱	Standard Number 標準號	Categories 類別
Vortex spun cotton melange yarn 渦流紡棉色紡紗	TC/CCTA 30701-2020 TC/CCTA 30701-2020	Group standard 團標
Cotton and polyester blended colour yarn 棉與滌混紡色紡紗	FZ/T 12016-2021 FZ/T 12016-2021	Industry standard 行標
Cotton polyester blended grey yarn 棉聚酰胺酯纖維混紡本色紗線	FZ/T 12072-2021 FZ/T 12072-2021	Industry standard 行標
Air-jet vortex spun polyester-cotton blended grey yarn 噴氣渦流紡滌棉混紡本色紗線	FZ/T 12068-2021 FZ/T 12068-2021	Industry standard 行標
Cotton/wool blended and covered polyester (DTY) core-spun grey yarn 棉羊毛混紡滌綸低彈絲包芯本色紗	FZ/T 12069-2021 FZ/T 12069-2021	Industry standard 行標
Air-jet vortex spun cotton grey yarn 噴氣渦流紡棉本色紗	TC/CCTA 30101-2021 TC/CCTA 30101-2021	Group standard 團標

PART I: RESPECTING THE NATURE • CREATING A WONDERFUL LIFE *(Continued)*

About Us *(Continued)*

Industry Contribution *(Continued)*

第一部分：敬天愛人•創意精彩生活
(續)

關於我們(續)

行業貢獻(續)

Standard Name 標準名稱	Standard Number 標準號	Categories 類別
Balanced cotton grey yarn 棉本色平衡紗	TC/CCTA 30102-2021 TC/CCTA 30102-2021	Group standard 團標
Polyester-viscose blended polyester-ammonia double core grey yarn 滌黏混紡包滌氨雙芯本色紗	TC/CCTA 30501-2022 TC/CCTA 30501-2022	Group standard 團標
Mixture of recycled cotton colour yarn 含循環再利用棉色紡紗	TC/CCTA 30901-2022 TC/CCTA 30901-2022	Group standard 團標
Viscose, cotton and acrylic blended colour yarn 黏纖棉腈綸混紡色紡紗	FZ/T 12075-2022 FZ/T 12075-2022	Industry standard 行標
Pure cotton slub grey yarn 純棉竹節本色紗	FZ/T 12032-2023 FZ/T 12032-2023	Industry standard 行標
Cotton recycled cellulose fiber blended colour yarn 棉與再生纖維素纖維混紡色紡紗線	FZ/T 12029-2023 FZ/T 12029-2023	Industry standard 行標
Pure cotton slub colour yarn 純棉竹節色紡紗	FZ/T 12033-2023 FZ/T 12033-2023	Industry standard 行標
Cotton slub grey fabric 棉竹節本色布	FZ/T 13029-2014 FZ/T 13029-2014	Industry standard 行標
Polyester and viscose blended colour yarn 滌綸與黏纖混紡色紡紗線	FZ/T 12046-2014 FZ/T 12046-2014	Industry standard 行標
Cotton/spandex core-spun grey yarn 棉氨綸包芯本色紗	FZ/T 12022-2014 FZ/T 12022-2014	Industry standard 行標
Cotton/polyester elastic spandex double core-spun grey yarn 棉滌綸彈力絲氨綸雙包芯本色紗	FZ/T 12014-2014 FZ/T 12014-2014	Industry standard 行標

List of industry standards and group standards published
已發佈的行業標準和團體標準列表

PART I: RESPECTING THE NATURE • CREATING A WONDERFUL LIFE (Continued)

Stakeholders Communication

The Group has maintained continuous interaction with relevant stakeholders, provided various communication channels, and built proper communication mechanisms with groups including the government, shareholders/investors, customers, employees, partners and society, etc. Through diverse means, we have understood and actively responded to the demands and concerns of the stakeholders, and accepted their supervision. The following table lists out information such as the means and frequency of communication of each of the Group's main stakeholders in detail, which at the same time is allocated by dedicated personnel to relevant departments for handling and response according to the nature and coverage of the issues.

第一部分：敬天愛人•創意精彩生活 (續)

利益相關方溝通

本集團一直與利益相關方保持持續互動，提供多種溝通渠道，與政府、股東／投資者、客戶、員工、合作夥伴和社會等群體建立了良好的溝通機制。通過多樣化的形式，我們了解並積極響應利益相關方的需求與關切，並接受其監督。下述表格中詳細列出了本集團各主要利益相關方的溝通方式、頻次等信息，同時根據議題的性質和範圍，由專人分配至相關部門進行處理和回應。

Stakeholders 利益相關方	Communication Mechanism 溝通機制	Communication Frequency 溝通頻率	Main Contents 主要內容
Government	- Daily supervision - Official correspondence - Meetings and communication	Many times a year	- Compliance of laws and regulations - Tax payment in accordance with law - Rights of labour - Environmental protection
政府	- 日常監管 - 公文往來 - 會議交流	一年多次	- 遵紀守法 - 依法納稅 - 勞工權益 - 環境保護
Shareholders/Investors	- General Meeting - Company website - Mail, telephone and fax - Investor relations activities - Website of the Hong Kong Stock Exchange	Many times a year	- Information disclosure - Return on investment - Corporate governance - Risk control - Sustainability
股東／投資者	- 股東大會 - 公司網站 - 郵件、電話、傳真 - 投資者關係活動 - 香港聯交所網站	一年多次	- 信息披露 - 投資回報 - 公司治理 - 風險控制 - 可持續發展
Employees	- Complaint email and telephone - Annual meetings, regular meetings, etc. - Internal publications (Texhong News) - Activities for employees	Daily	- Salaries and benefits - Occupational health and safety - Training and development opportunities - Democratic communication and human right protection
員工	- 申訴電子郵箱及電話 - 年會、日常會議等 - 內部刊物(天虹報) - 員工活動	每天	- 工資及福利 - 職業健康與安全 - 培訓與發展機會 - 民主溝通與人權保障

PART I: RESPECTING THE NATURE • CREATING A WONDERFUL LIFE (Continued)

Stakeholders Communication (Continued)

第一部分：敬天愛人•創意精彩生活
(續)

利益相關方溝通(續)

Stakeholders 利益相關方	Communication Mechanism 溝通機制	Communication Frequency 溝通頻率	Main Contents 主要內容
Customers 客戶	- Survey on satisfaction of customers - Customer visits - Customer complaint handling - 客戶滿意度調查 - 客戶走訪 - 客戶投訴處理	Many times a month 每月多次	- Product quality and safety - Quality services - Product innovation - Sustainability - 產品質量與安全 - 優質服務 - 產品創新 - 可持續發展
Partners 合作夥伴	- Negotiation for project cooperation - Supplier visits - Quality communication - 項目合作談判 - 供貨商走訪 - 質量溝通	Many times a year 一年多次	- Supply chain management - Responsible procurement - Quality and price - Integrity and compliance - 供應鏈管理 - 責任採購 - 質量與價格 - 誠信合規
Society 社會公眾	- Charitable donations - Volunteer service - 慈善捐贈 - 志願者服務	Many times a year 一年多次	- Promoting local employment - Promoting social harmony - Support in prevention and control of the pandemic - 促進當地就業 - 促進社會和諧 - 助力疫情防控
Environment 環境	- Supervision and inspection results by regulatory authorities - Testing results of third-party testing institutions - ESG report and rating - Upstream and downstream supply chain communication - Production and operation performance evaluation - 監管機構監督檢查結果 - 第三方檢測機構檢測結果 - ESG報告及評級 - 上下游供應鏈溝通 - 生產運營績效評估	Many times a year 一年多次	- Reducing waste emissions - Clean energy - Forests conservation - Response to climate change - Biodiversity conservation - 減少廢棄物排放 - 清潔能源 - 保護森林 - 應對氣候變化 - 生物多樣性保護

PART I: RESPECTING THE NATURE • CREATING A WONDERFUL LIFE *(Continued)*

Stakeholders Communication *(Continued)*

Identification of Material Topics

The process of identifying material topics includes communication with internal and external stakeholders, aiming to identify the environmental and social impacts which are of paramount significance to our businesses. The Group regularly conducts ESG material topics identification to address environmental and social issues that have a significant impact on the Group and its stakeholders, thus guides the progression of ESG work and the preparation of reports, and improve the quality of information disclosure.

Identification Process of Material Topics:

1. Identification of Topics: ESG issues related to the Group and its stakeholders were identified by taking into account factors such as the current situation, industry overview, risks and opportunities of the Group;
2. Questionnaires and interview: Based on the identified ESG topics, we designed and distributed online questionnaire to internal and external stakeholders such as the management, employees, customers and suppliers respectively, and conducted interviews with selected stakeholders and finally summarized and analyzed material ESG topics;
3. Confirmation of results: After the material topics are identified, the ESG Working Group, the management and the ESG Committee discuss those issues, and the Board will finally determines the material ESG topics for the year.

第一部分：敬天愛人•創意精彩生活 (續)

利益相關方溝通(續)

關鍵性議題識別

關鍵議題識別過程包括與內部和外部利益相關方的溝通，旨在識別對業務最具重要性的環境和社會影響。本集團定期開展ESG關鍵議題識別，以確定對集團及其利益相關方具有重大影響的環境和社會問題，從而指導ESG工作的推進和報告的編製，提升信息披露的質量。

關鍵性議題識別流程：

1. 議題識別：綜合考慮本集團現狀、行業概況、面臨風險和機遇等因素，識別出與集團及其利益相關方相關的ESG議題；
2. 問卷調研和訪談：根據識別出的ESG議題，分別對管理層、員工、客戶和供應商等內外利益相關方設計和發放在線調研問卷，並選取利益相關方進行訪談，最終匯總分析出關鍵性ESG議題；
3. 結果確認：關鍵性議題識別後，由ESG工作組、管理層、ESG委員會商討，並最終由董事會確定本年度的關鍵性ESG議題。

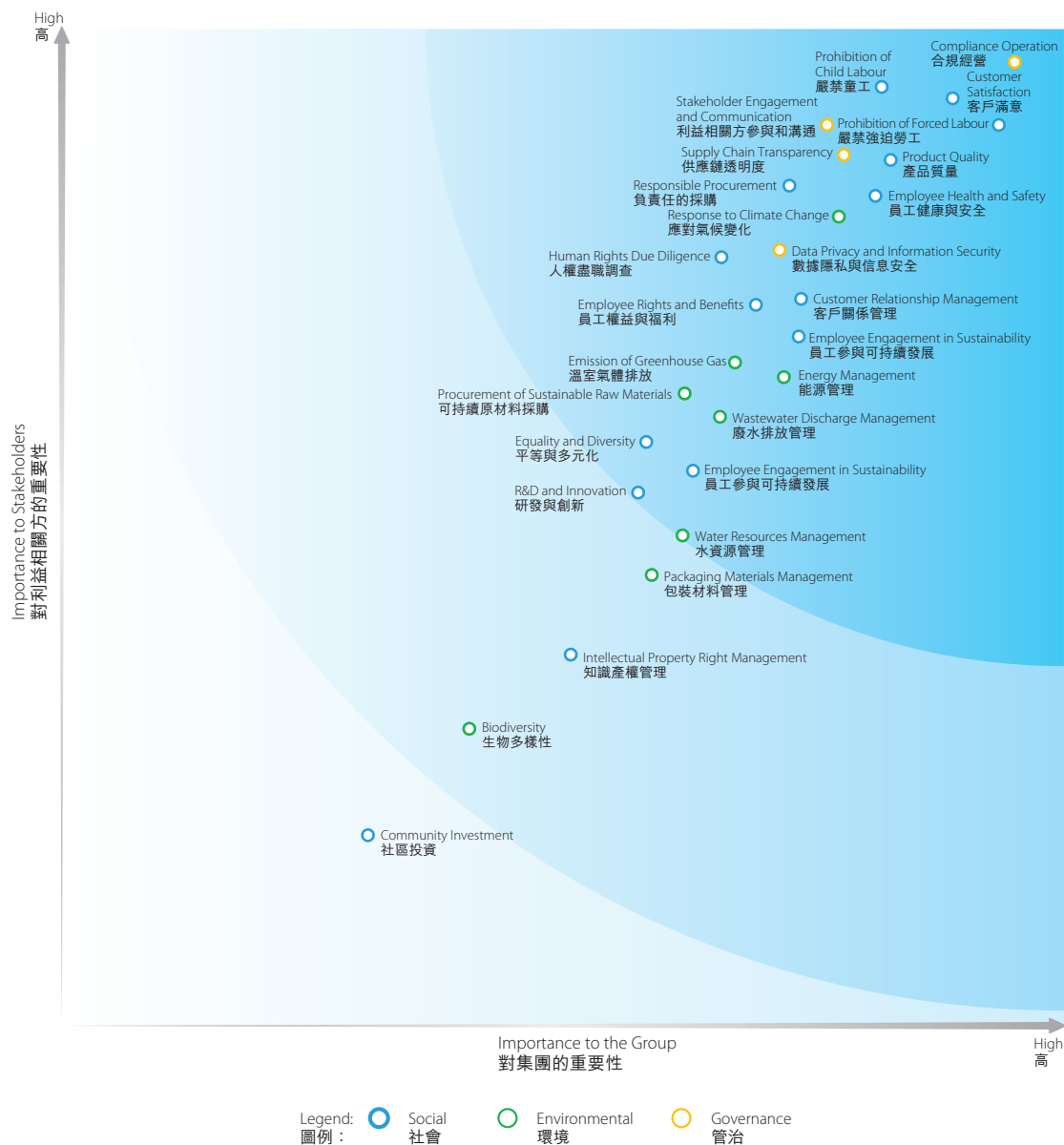
環境、社會及管治報告(續) ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

PART I: RESPECTING THE NATURE • CREATING A WONDERFUL LIFE (Continued)

Stakeholders Communication (Continued)

Identification of Material Topics (Continued)

Based on the analysis of the results of material topics identification of this year, 27 material topics were identified and plotted into a material topics analysis matrix.



Identification of Material Topics
關鍵性議題識別

第一部分：敬天愛人•創意精彩生活(續)

利益相關方溝通(續)

關鍵性議題識別(續)

經由本年度的關鍵性議題識別結果分析，我們確定了27項關鍵性議題，並將其繪製成關鍵性議題分析矩陣。

PART I: RESPECTING THE NATURE • CREATING A WONDERFUL LIFE *(Continued)*

Sustainable Development Management

ESG Governance Structure

The Board

- Effectiveness of the Board
 - The Board plays an important role in the Group's environmental, social and governance matters, regularly listens to the ESG Committee and its subordinate units to report on sustainable development work and is responsible for making decisions on major ESG matters, identifying ESG control risks and making effective recommendations in a timely manner. The Board has set up the ESG Committee, the management and the ESG Working Group. Each unit will regularly report ESG matters to the higher-level unit to ensure the smooth implementation of sustainable development work and the full implementation of the Group's ESG management practices.
 - The Board is the highest governing body of the Group as to ESG matters, assumes full responsibility for the ESG strategy and reporting of the Group, provides support to the Group for our commitment of fulfilling ESG responsibilities, and is responsible for leading and supervising the Group on ESG strategic decisions and performance.
- Independence of the Board
 - The Board consists of three executive directors and three independent non-executive directors of the Company. The Chairman of the Board and Chief Executive Officer are held by two different persons, who are responsible for the management of the Board and the management of the operation of the Group respectively. The appointments of the three independent non-executive Directors meet the independence guidelines as set out in Rule 3.13 of the Hong Kong Listing Rules.

第一部分：敬天愛人•創意精彩生活 *(續)*

可持續發展管理

ESG管治架構

董事會

- 董事會有效性
 - 董事會在本集團的環境、社會及管治事宜方面擔任重要角色，定期聽取ESG委員會及其下屬單位匯報可持續發展工作，負責對重大ESG事宜作出決策，同時識別ESG管控風險並及時提出有效建議。董事會下設有ESG委員會、管理層與ESG工作小組，每一單位都會定期向上級單位匯報ESG事宜，以確保可持續發展工作的順利開展，同時保證集團的ESG管理實踐得到充分落實。
 - 董事會是本集團ESG事宜最高管治機構，對本集團的ESG策略及匯報承擔全部責任，支持本集團對於履行ESG責任所作的承諾，並負責領導及監督本集團的ESG戰略決策和表現。
- 董事會獨立性
 - 董事會包含本公司的3位執行董事，3位獨立非執行董事。董事會主席與行政總裁由兩位不同人士擔任，分別進行董事會管理與集團運營業務管理。3位獨立非執行董事的任命符合香港上市規則第3.13條所載的獨立性指引。

PART I: RESPECTING THE NATURE • CREATING A WONDERFUL LIFE *(Continued)*

Sustainable Development Management *(Continued)*

ESG Governance Structure *(Continued)*

The Board *(Continued)*

- Diversity
 - Since 2013 to the present, the Board has adhered to and implemented the Board diversity policy.
 - Objectives of the Board diversity policy implemented:
 - The candidate(s) for election to the Board shall have overseas working experience (outside the PRC);
 - Should ensure that directors of the Company are elected on a gender-neutral basis and that the Board should have at least one female member;
 - The candidate(s) for election to the Board shall have other industry's working experience;
 - The candidate(s) for election to the Board should possess knowledge and skills in different fields.
 - All six current Board members have overseas experience and two of them possesses accounting and other professional qualifications.
 - The Board is also composed of two genders, with female representation of 16.7%.
- Participation of the Board: 1 Board meeting related to ESG issues in total was convened in the year 2024.

ESG Committee

- The ESG Committee comprises one executive director and three independent non-executive directors of the Company, and they meet at least once a year. This committee is responsible for reviewing the Group's ESG performance, identifying, evaluating, and managing significant ESG-related issues, reviewing ESG goals, monitoring progress towards ESG objectives, and approving the annual ESG report.

第一部分：敬天愛人•創意精彩生活 *(續)*

可持續發展管理 *(續)*

ESG管治架構 *(續)*

董事會 *(續)*

- 多元化
 - 董事會於2023年至今，一直貫徹並執行董事會成員多元化政策。
 - 已執行董事會多元化政策目標：
 - 董事會候選董事應具備海外(中國境外)工作經驗；
 - 應確保不限性別地選任本公司董事，且董事會應至少有一名女性成員；
 - 董事會候選董事應具備其他行業工作經驗；
 - 董事會候選董事應具備不同領域的知識及技術。
 - 目前六名董事會成員均具備海外工作經驗，且其中兩名董事具備會計和其他專業資格。
 - 董事會成員亦由兩種性別組成，女性代表佔16.7%。
- 董事會參與：2024年度共召開與ESG議題相關的董事會1次。

ESG委員會

- ESG委員會成員包括本公司一名執行董事和三名獨立非執行董事，每年至少開會一次。該委員會負責審議集團的ESG表現，識別、評估並管理重要的ESG相關事宜，檢討ESG目標，監督ESG目標達成進度，並審批年度ESG報告。

PART I: RESPECTING THE NATURE • CREATING A WONDERFUL LIFE *(Continued)*

Sustainable Development Management *(Continued)*

ESG Governance Structure *(Continued)*

Management

- The management is responsible for assessing and determining the Group's risks relating to ESG, ensuring that the Group has in place an appropriate and effective ESG risk management and internal control system, reporting to the ESG Committee on ESG-related risks and opportunities and progress in achieving ESG objectives, and confirming the effectiveness of the ESG system.

ESG Working Group

- The ESG Working Group is composed of major departments of the Group. The heads of each department are directly involved, where there are persons in charge of the ESG management and reporting, reporting to the management of the Group on the progress of ESG management and reporting.
- The ESG team (including the ESG Committee, management and the ESG Working Group) also has a strong focus on diversity management, with team members having a diverse range of professional backgrounds, skills and experience; in which the proportion of female members has increased to 54.5%. The growth in this proportion not only reflects our emphasis on gender diversity but also demonstrates our active efforts in promoting aspects such as gender equality, contributing to the creation of a more equitable and inclusive working environment.

第一部分：敬天愛人•創意精彩生活 *(續)*

可持續發展管理 *(續)*

ESG管治架構 *(續)*

管理層

- 管理層負責評估及釐定本集團有關ESG的風險，確保本集團設立合適及有效的ESG風險管理及內部控制系統，向ESG委員會匯報ESG相關的風險與機遇及ESG目標達成進展，並確認ESG系統是否有效。

ESG工作組

- ESG工作組由集團主要部門組成。各部門負責人直接參與，並指定專人負責開展ESG管理和報告的工作，向本集團管理層匯報ESG管理和報告的工作進度。
- ESG工作團隊(包括ESG委員會、管理層及ESG工作組)亦非常注重多元化管理，各團隊成員具備多元化的專業背景、技能及經驗；其中女性成員佔比增至54.5%。這一比例的增長不僅體現了我們對性別多樣性的重視，也反映了我們在推動性別平等方面的積極努力，有助於構建一個更加公平和包容的工作環境。



ESG Governance Structure
ESG管治架構

PART I: RESPECTING THE NATURE • CREATING A WONDERFUL LIFE *(Continued)*

Sustainable Development Management *(Continued)*

Risk Control

A sound risk management and control system is key for the enterprise to make steady progress amid intense market competition. Therefore, the Group attaches great importance to risk management and control in environmental, social and governance aspects. In order to more effectively identify, evaluate, prioritize and manage ESG risks, we have established a sound risk control structure and defined the responsibilities of each department to ensure that the Group can promptly respond to and properly manage potential risks.

第一部分：敬天愛人 • 創意精彩生活 *(續)*

可持續發展管理 *(續)*

風險管控

健全的風險管控制度是企業在激烈市場競爭中保持穩健發展的關鍵。因此，本集團高度重視環境、社會和治理方面的風險管控。為更有效地識別、評估、排列優先次序和管理ESG風險，我們建立了完善的風險管控架構，並明確了各部門的職責，以確保集團能夠及時應對並妥善管理潛在的風險。



PART I: RESPECTING THE NATURE • CREATING A WONDERFUL LIFE *(Continued)*

Sustainable Development Management *(Continued)*

Risk Control *(Continued)*

The operating model of the Group's risk management and internal control framework conforms to the internal control framework of COSO (the "Committee of Sponsoring Organizations of the Treadway Commission") in the following five aspects:

第一部分：敬天愛人•創意精彩生活 *(續)*

可持續發展管理 *(續)*

風險管控 *(續)*

本集團風險管理及內部監控框架運作方式與COSO委員會(the Committee of Sponsoring Organizations of the Treadway Commission)內部監控框架一致，包括下列五方面內容：

Control Environment 監控環境	The Group has established a clear organizational structure that grants each level of management the necessary authority to operate its different business functions, subject to the limitations on the scope of authority set by the Board. The Board meets regularly to discuss and approve the business strategies and working plans set by each operating units. The Group will report our ESG performance to the Board on monthly basis. Our governance rules and requirements are very transparent to employees. We hope to build up risk awareness and internal controls responsibility in our corporate culture by creating an internal organizational environment driven by the management operating philosophy, risk awareness, integrity and ethical values. 本集團已建立清晰的組織架構，授予各級管理層經營不同業務職能所需的權力，惟其權力範圍受到董事會設定的限制。董事會定期開會討論及通過各營運單位所制定的業務策略及工作計劃。本集團的ESG表現亦會每月向董事會報告。公司管治守則及制度規定對員工均非常透明，我們希望在企業文化中建立風險意識及內部監控責任感，營造以管理運作理念、風險意識、誠信及道德價值驅動的內部組織環境。
Risk Assessment 風險評估	The Group identifies, assesses and grades the risks that are most relevant to the success of the Group based on the possibility of occurrence and the impact on the financial result of the risk. Risk management and internal controls team is responsible for setting the appropriate tone from the top, performing risk assessments, as well as taking care of the design, implementation and maintenance of internal controls. Meanwhile, it requires department heads from each of the operating units to identify operating risks from the bottom in order to determine the major risks and the risk levels of the Group. 本集團識別、評估、並就與本集團成功與否最為有關的風險進行評級（根據該等風險發生的可能性及其對財務結果的影響）。風險管理及內部監控小組負責「自上而下」為監控定調、風險評估及設計、執行、維護內部控制，同時「自下而上」要求各營運單位主管參與識別運營風險，從而確定本集團的主要風險及風險等級。
Control Activities 監控活動	The Group has policies and procedures in place for all business functions, including authorization, approval and audit, recommendation, asset protection and division of duty, to ensure effective execution of organization objectives and mitigation of risk activities. 本集團為各業務功能設定政策及程序，包括授權、批准及審核、建議、資產保障及職責分工，確保有效執行組織目標及降低風險活動。
Information and Communication 信息及溝通	The Risk Management and Internal Control team conducts a risk assessment at least once a year and compiles an "Annual Risk Management Report" that identifies the risks and their related monitoring procedures. The report is submitted to the Board and reviewed annually by the Audit Committee of the Board. 風險管理及內部監控小組每年至少進行一次風險評估工作，編製《風險管理年度報告》，載明所識別的風險及其相關監控程序，報告將提交董事會，並由董事會審核委員會每年審議。
Monitoring 監察工作	The Group implements effective self-assessment monitoring and risk management by conducting internal reviews and communicating key monitoring procedures to employees to continuously monitor internal control processes. Adjustments are made in response to the results of the monitoring process to improve internal control activities. 本集團實行有效的自我評估監控及風險管理，通過內部評審及向員工傳達關鍵的監控程序，以持續監控內部控制流程。應對監控過程的結果作出修正，以改善內部監控活動。

Internal control process of COSO
COSO委員會內部監控程序

PART I: RESPECTING THE NATURE • CREATING A WONDERFUL LIFE *(Continued)*

Sustainable Development Management *(Continued)*

ESG Commitments and Goals

The Group adopts the 3R principles (Reduce, Reuse and Recycle) to set commitments and targets that are in line with its sustainable development direction, striving to become a leader in sustainable development in the industry.

The Group's main business includes yarn and garment fabric, where the production and sales of the yarn business account for more than 70%. The purchased electricity is our primary source of energy consumption and carbon emissions. The yarn business mainly involves physical processes, combining customer preferences for environmentally friendly raw materials which do not involve the use of chemicals, dyes, or the discharge of dyeing wastewater, resulting in limited environmental impact. In contrast, garment fabric production involves water resources consumption, waste discharge, and chemical usage. In response to these environmental impacts, we have established comprehensive sustainable development goals and plans to minimize its environmental impact. The Group will continue to fuel the implementation of such sustainability commitments and goals.

Sustainability Commitments

- Introduce more sustainable raw materials into the production process, such as organic, recycled, biodegradable, and reusable materials;
- Enhance the practice and innovation of raw materials and production traceability technologies;
- Continue to reduce energy and water consumption by using more energy-saving and water-saving technologies as well as low-energy consumption and environmentally friendly equipment;
- Comprehensive control of wastewater, exhaust gas and solid waste generated during the production process to continuously reduce the environmental impact caused by pollution and emissions;
- Gradually increase the proportion of clean energy used in the production process.

第一部分：敬天愛人•創意精彩生活 (續)

可持續發展管理(續)

ESG承諾與目標

本集團採用3R原則「減量化(reduce)、再利用(reuse)和再循環(recycle)」，並制定了與可持續發展方向相契合的承諾與目標，致力於成為行業可持續發展的引領者。

本集團的主要業務為紗線和面料，其中紗線業務的生產和銷售佔比超過70%，其外購電力是能源消耗和碳排放的主要來源。紗線業務以物理工藝為主，結合客戶需求，優先使用環保型原材料，不涉及化學品、染劑的使用，也不會產生印染污水，因此對環境的影響較為有限。相比之下，面料生產則涉及水資源消耗、排污和化學品使用。針對這些環境影響，我們已制定了全面的可持續發展目標和計劃以減少其環境影響。集團將持續推動這些可持續發展承諾和目標的實施。

可持續發展承諾

- 在生產過程中引入更多可持續原料，例如有機、再生、可降解、回用物質；
- 加強原材料和生產溯源技術的實踐和創新；
- 通過使用更多節能節水技術及低能耗、環保型設備，持續降低能源及水資源消耗；
- 對生產過程中產生的廢水、廢氣和固體廢棄物進行全面管控，持續減少污染排放所造成的環境影響；
- 逐步提升生產過程中對清潔能源的利用比重。

PART I: RESPECTING THE NATURE • CREATING A WONDERFUL LIFE *(Continued)*

Sustainable Development Management *(Continued)*

ESG Commitments and Goals *(Continued)*

Sustainable Development Goals

- Reduce the Group's greenhouse gas ("GHG") emission intensity by 5% in 2025 compared to 2020;
- Reduce the Group's emission intensity of hazardous waste by 5% in 2025 compared to 2020;
- Reduce the Group's wastewater discharge intensity by 10% in 2025 compared to 2020;
- Reduce the Group's water consumption intensity by 10% in 2025 compared to 2020.

Social Responsibility Commitments

- No major safety accidents;
- Provide an equal, healthy and safe working environment;
- Continue to provide training and development opportunities for employees.

第一部分：敬天愛人•創意精彩生活 *(續)*

可持續發展管理 *(續)*

ESG承諾與目標 *(續)*

可持續發展目標

- 2025年集團溫室氣體排放強度較2020年減少5%；
- 2025年集團有害廢棄物排放強度較2020年減少5%；
- 2025年集團廢水排放強度較2020年減少10%；
- 2025年集團用水強度較2020年減少10%。

社會責任承諾

- 無重大安全責任事故發生；
- 提供平等、健康及安全的工作環境；
- 持續為員工提供培訓與發展的機會。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE

Responding to Climate Change

The Group is deeply aware of the far-reaching impact of climate change on the global economy and society, and we have therefore made responding to climate change a core issue in our sustainable development. Based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the International Sustainability Standards Board (ISSB), we have established a comprehensive climate risk management system that integrates climate action across the board, from governance, strategies and risk management to indicators and targets, to ensure that our business model adapts to and capitalizes on the challenges and opportunities presented by climate change.

Task Force on Climate-related Financial Disclosures (TCFD)

Governance

The Board is the final decision maker for the Group's climate change management. The ESG Committee reports to the Board on climate change risks and counter-measures as well as the results of implementation every year.

- Clear role of the ESG Committee: The ESG Committee of the Group is the responsible organization for climate change management, and is responsible for identifying and assessing climate-related risks, proposing counter-measures against different risks and reporting to the Board on a regular basis.
- Decision-making by the Board: As the highest decision-making body for climate change management, the Board is responsible for approving and overseeing the climate-related risks and response strategies proposed by the ESG Committee.
- Overseeing role of the Board: The role of the Board in overseeing the work of the ESG Committee and climate-related risk management, including oversight of the approval and implementation of climate risk management strategy, is emphasized.

Strategies

- In-depth analysis of business impact: We have conducted an in-depth analysis of the impact of our business on climate and the environment, with the concept of sustainable development running through all aspects of procurement, transport, production and sales.

第二部分：綠色發展 • 構建永續未來

應對氣候變化

本集團深刻認識到氣候變化對全球經濟和社會的深遠影響，因此我們將應對氣候變化作為企業可持續發展的核心議題。基於氣候相關財務信息披露工作組(Task Force on Climate-related Financial Disclosures, TCFD)和國際可持續發展標準理事會(International Sustainability Standards Board, ISSB)的建議，我們構建了一個全面的氣候風險管理體系，從治理、戰略、風險管理到指標和目標，全方位整合氣候行動，以確保我們的業務模式能夠適應和把握氣候變化帶來的挑戰與機遇。

氣候相關財務信息披露(TCFD)

治理

董事會是本集團氣候變化管理的最高決策機構，每年由ESG委員會向董事會報告氣候變化風險與應對措施，以及工作執行成果。

- ESG委員會角色明確：本集團ESG委員會是氣候變化管理的責任組織，負責識別與評估氣候相關風險，並針對不同風險提出應對措施，定期向董事會報告。
- 董事會決策：董事會作為氣候變化管理的最高決策機構，負責審批和監督ESG委員會提出的氣候相關風險與應對策略。
- 董事會監督角色：強調董事會在監督ESG委員會工作和氣候相關風險管理中的作用，包括對氣候風險管理策略的審批和執行情況的監督。

策略

- 業務影響深度分析：深度分析業務對氣候及環境的影響，將可持續發展理念貫穿在採購、運輸、生產、銷售等所有環節。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Responding to Climate Change *(Continued)*

Task Force on Climate-related Financial Disclosures (TCFD)
(Continued)

Strategies *(Continued)*

- 3R principles in practice: We have provided concrete examples and data to demonstrate how the principles of reduce, reuse and recycle can be implemented in business and the impact of these measures on reducing carbon emissions and improving resource efficiency. The following are the measures taken by the Group to address climate change:
 - o Carbon footprint monitoring
 - o Sustainable raw materials procurement
 - o Practice and innovation of production traceability technologies
 - o Carbon emission reduction for logistics and warehousing
 - o Carbon emission management on suppliers
 - o Innovation and research and development of zero carbon products
 - o Biodiversity conservation
- Climate scenario construction: Effective measures are taken to effectively reduce carbon emissions and non-clean energy consumption in the course of operations, and different climate scenarios (RCP 1.9, RCP 2.6 and RCP 4) are initially constructed, taking into account the Nationally Determined Contributions (NDC) scenarios, in order to reflect the potential impacts under different policy and market environments. Through the preliminary climate scenario construction, we have analyzed the physical and transition risks that may arise from climate change, and assessed the potential impacts on our business. Additionally, we have developed corresponding risk mitigation strategies, which may include further investment in green technologies, optimization of supply chain management, improvement of energy efficiency, etc.; and set up a monitoring mechanism to regularly assess the changes in climate scenarios and their impact on the business; and enhanced the climate resilience and adaptive capacity of the enterprise. We are committed to being a textile manufacturer that stands for sustainable development.

第二部分：綠色發展 • 構建永續未來
(續)

應對氣候變化 *(續)*

氣候相關財務信息披露(TCFD) *(續)*

策略 *(續)*

- 3R原則的具體實施：提供具體的案例和數據，展示如何在業務中實施減量化(reduce)、再利用(reuse)和再循環(recycle)原則，以及這些措施對減少碳排放和提高資源效率的影響。以下為本集團為應對氣候變化所採取的措施：
 - o 碳足跡監測
 - o 可持續原材料採購
 - o 生產溯源技術的實踐和創新
 - o 減少物流倉儲碳排放
 - o 供應商碳排放管理
 - o 零碳產品創新研發
 - o 生物多樣性保護
- 氣候情景構建：在運營過程中採取有效措施切實減少碳排放與非清潔能源消耗，初步構建不同氣候情景(RCP 1.9、RCP 2.6和RCP 4)，並考慮國家自主貢獻(NDC)相關情景，以反映不同政策和市場環境下的潛在影響。通過初步氣候場景構建，分析氣候變化可能引起的實體風險與轉型風險，評估對業務的潛在影響。接下來我們也會進一步制定相應的風險緩解策略，這可能包括進一步投資綠色技術、優化供應鏈管理、提高能源效率等；並建立監測機制，定期評估氣候情景的變化及其對業務的影響；以增強企業的氣候韌性和適應能力。致力於成為能代表可持續發展的紡織製造商。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Responding to Climate Change *(Continued)*

Task Force on Climate-related Financial Disclosures (TCFD)
(Continued)

Strategies *(Continued)*

- Disclosure of climate-related opportunities: We have identified and disclosed opportunities brought by climate change, such as green energy investments and low-carbon technology innovations, to promote business growth and sustainable development.
- Relevant transition plans: We have developed specific transition plans to ensure that the transition to a low-carbon economy is effective in addressing the challenges posed by policy, market and technology changes.
- Climate resilience: We have enhanced our climate resilience through flexible business models and contingency plans to ensure business continuity and stability in the face of uncertainty caused by climate change.

Risk Management

- Risk identification and assessment process: We have established the process for identifying and assessing climate-related risks. The identification of climate risk factors is conducted every three years and integrated with the Group's actual operations.
- Opportunity identification: Opportunities brought by climate change, such as green energy investments and low-carbon technology innovations, are simultaneously considered in risk management to promote business growth and sustainable development.
- Risk management integration: Climate risk is an important part of the Group's overall risk identification and management, and responding to climate change is one of the material topics of ongoing importance for the year.

第二部分：綠色發展•構建永續未來
(續)

應對氣候變化 *(續)*

氣候相關財務信息披露(TCFD) *(續)*

策略 *(續)*

- 氣候相關機遇披露：識別和披露氣候變化帶來的機遇，如綠色能源投資和低碳技術創新，促進業務增長和可持續發展。
- 相關轉型計劃：制定具體的轉型計劃，確保在向低碳經濟轉型過程中，能夠有效應對政策、市場和技術變化帶來的挑戰。
- 氣候韌性：增強企業的氣候韌性，通過靈活的業務模式和應急預案，確保在面對氣候變化帶來的不確定性時，能夠保持運營的連續性和穩定性。

風險管理

- 風險識別與評估流程：已建立識別和評估氣候相關風險的流程，每三年進行一次氣候風險因子識別，並與集團實際運營情況相結合。
- 機遇識別：在風險管理中同時考慮氣候變化帶來的機遇，如綠色能源投資、低碳技術創新等，以促進業務增長和可持續發展。
- 風險管理整合：氣候風險是集團整體風險識別管理的重要組成部分，應對氣候變化是年度持續重要關鍵性議題之一。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Responding to Climate Change *(Continued)*

Task Force on Climate-related Financial Disclosures (TCFD)
(Continued)

Targets and Indicators

- Emission reduction targets:
 - o We have set a reduction target of reducing the Group's GHG emission intensity by 5% in 2025 compared to 2020;
 - o We have monitored in accordance with ISO14064 standards;
 - o We have disclosed GHG emissions in annual ESG report every year.
- Third-party verification: We have expanded the proportion of third-party verification to increase the transparency and credibility of data.
- Implementation of reduction targets: We have formulated and implemented the 2024 Scope 1 and Scope 2 GHG emission reduction targets.

The Group has set GHG emission control targets and monitored and disclosed its own GHG emission.

第二部分：綠色發展 • 構建永續未來
(續)

應對氣候變化 *(續)*

氣候相關財務信息披露(TCFD) *(續)*

目標與指標

- 減排目標：
 - o 已設立2025年集團溫室氣體排放強度較2020年減少5%的減排目標；
 - o 依據ISO14064標準進行盤查；
 - o 每年在年度ESG報告中披露溫室氣體排放情況。
- 第三方驗證：擴大第三方驗證比例，提高數據的透明度和可信度。
- 執行減量目標：已制定並執行2024年範圍一和範圍二的溫室氣體排放減量目標。

本集團設立了溫室氣體排放管控目標，並對自身的溫室氣體排放進行盤查和披露。

GHG emission target
溫室氣體排放目標



Reduce the Group's GHG emission intensity by 5% in 2025 compared to 2020
2025年集團溫室氣體排放強度較2020年減少5%

環境、社會及管治報告(續) ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Responding to Climate Change (Continued)

Task Force on Climate-related Financial Disclosures (TCFD) (Continued)

Targets and Indicators (Continued)

第二部分：綠色發展•構建永續未來 (續)

應對氣候變化(續)

氣候相關財務信息披露(TCFD)(續)

目標與指標(續)

	2024	2023	2022	Unit 單位
GHG emissions ¹ 溫室氣體排放 ¹				
Scope 1: direct emissions 範圍一：直接排放	72,896	68,121	100,833	tCO ₂ e 噸二氧化碳當量
Scope 2: energy indirect emissions 範圍二：能源間接排放	1,239,765	1,130,299	1,322,323	tCO ₂ e 噸二氧化碳當量
Total GHG emissions 溫室氣體排放總量	1,312,661	1,198,421	1,423,156	tCO ₂ e 噸二氧化碳當量
GHG emissions per RMB million sales 每百萬元人民幣銷售額 溫室氣體排放量	57.0 ²	52.7	59.8	tCO ₂ e/RMB million sales 噸二氧化碳當量／ 百萬元人民幣銷售額

GHG emission data of the Group in the past three years
集團近三年溫室氣體排放數據

Notes:

註：

- The Group primarily produces GHG due to energy consumption in the production process, which includes Scope 1: direct emissions (petrol, diesel oil, liquefied petroleum gas and natural gas, etc.) and Scope 2: energy indirect emissions (purchased electricity and steam, etc.). Calculations of GHG of the Group are presented in tonnes of carbon dioxide equivalent (tCO₂e) and audited in accordance with the "Requirements of the greenhouse gas emissions accounting and reporting — Part 12: Textile and garment enterprises" published by the National Development and Reform Commission of the People's Republic of China.
- Due to factors such as market price fluctuations, increased extreme weather and changes in product structure, sales did not increase in tandem with the increase in production volume in 2024, resulting in a slight increase in GHG emissions per RMB million sales as compared to 2023.

- 本集團的溫室氣體排放主要來自於生產過程的能源消耗，包括範圍一：直接排放（汽油、柴油、液化石油氣和天然氣等）和範圍二：能源間接排放（外購電力和蒸汽等）。本集團的溫室氣體核算以二氧化碳當量為單位，並依據中華人民共和國國家發展和改革委員會提出的《溫室氣體排放核算與報告要求第12部分：紡織服裝企業》進行核算。
- 因市場價格波動、極端天氣增多、產品結構變化等原因；在2024年度產量上升的情況下，銷售額未同步增加，致使百萬元人民幣銷售額的溫室氣體排放量相較於2023年略增。

Through these measures, the Group is committed to playing an active role in responding to climate change while ensuring the long-term sustainable development and resilience of the Group.

通過這些措施，本集團致力於在應對氣候變化方面發揮積極作用，同時確保集團的長期可持續發展和韌性。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Responding to Climate Change (Continued)

Environmental Risk Identification

The Group deeply understands the far-reaching impact that climate change may have on the global economy and society. To this end, we have established a comprehensive risk management system to effectively identify, assess and monitor the climate-related risks we may face. The system not only helps us to better adapt to environmental changes and improve our ability to cope with risks, but also ensures that the Group can achieve long-term success in an uncertain environment. Through questionnaires and interviews on material topics, and in conjunction with existing internal climate change management objectives, we have identified key environmental risks and assessed the potential impact these risks may have on the Group's operations and finances. Through this process, we were able to gain insight into the impact of climate risks on incomes and expenses, assets and liabilities, thereby providing more transparent and accurate information in our financial reporting.

Physical risk

第二部分：綠色發展 • 構建永續未來 (續)

應對氣候變化 (續)

環境風險識別

本集團深刻理解氣候變化對全球經濟和社會可能產生的深遠影響。為此，我們建立了全面的風險管理體系，以有效識別、評估和監控我們可能面臨的氣候相關風險。該體系不僅幫助我們更好地適應環境變化，提高應對風險的能力，而且確保了集團在不確定的環境中能夠實現長期成功。我們通過關鍵性議題問卷調查及訪談，結合內部現有的氣候變化管理目標，識別出關鍵的環境風險，並評估這些風險對集團運營和財務可能產生的潛在影響。通過這一流程，我們能夠深入了解氣候風險對收入和支出、資產和負債的影響，從而在財務報告中提供更加透明和準確的信息。

實體風險

Risk Type 風險類型	Risk Category 風險類別	Risk Assessment 風險評估	Counter-Measures 應對措施
Physical	Acute	Extreme weather such as floods and typhoons causes damage to our plants and machinery, inability of employees to work as usual, interruption of transportation and supply chain, damage to goods and other situations, which may affect our production and operation, resulting in an increase in operating costs and a decrease in revenue.	- Formulate contingency plans for extreme weather - Establish an contingency workforce - Enhance the maintenance of plants and equipment - Pay attention to climate information and plan ahead
實體	急性	水災、颱風等極端天氣造成廠房機器損壞、員工無法如常上班、運輸及供應鏈中斷、貨物受損等情況，影響生產作業，導致運營成本上升，營收下降。	- 制定極端天氣應急預案 - 成立應急工作小組 - 加強對廠房及設備的維護 - 關注氣候資訊，未雨綢繆

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Responding to Climate Change (Continued)

Environmental Risk Identification (Continued)

Physical risk (Continued)

第二部分：綠色發展 • 構建永續未來 (續)

應對氣候變化 (續)

環境風險識別 (續)

實體風險 (續)

Risk Type 風險類型	Risk Category 風險類別	Risk Assessment 風險評估	Counter-Measures 應對措施
Physical (Continued)	Chronic	Rising temperatures may increase electricity consumption and may lead to higher operating costs; higher global average temperatures may reduce the comfort of employees in the workplace. Higher average temperatures due to climate change may affect agricultural cultivation products and yields, pushing up the purchase price of natural fibers such as cotton.	- Reasonably arrange equipment operation to avoid continuous high-temperature operation - Optimize workplace ventilation design - Pay attention to the health and safety of employees, increase high-temperature subsidies, medical expenses, etc. - Technical update of refrigeration equipment and production equipment - Sustainable raw materials sourcing and new product development
實體 (續)	慢性	氣溫上升可能增加用電量，導致營運成本上升；全球平均溫度升高，員工工作環境舒適度下降。 氣候變化導致平均氣溫升高，可能影響農業種植產品和產量，推高棉花等天然纖維的採購價格。	- 合理安排設備運營，避免持續高溫運營 - 優化工作場所通風設計 - 關注員工健康安全，增加高溫補貼、醫療支出等 - 對製冷設備和生產設備進行技術更新 - 可持續原材料採購及新產品開發

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Responding to Climate Change (Continued)

Environmental Risk Identification (Continued)

Transition risk

第二部分：綠色發展 • 構建永續未來 (續)

應對氣候變化 (續)

環境風險識別 (續)

轉型風險

Risk Type 風險類型	Risk Category 風險類別	Risk Assessment 風險評估	Counter-Measures 應對措施
Transition	Policy and law	Increasing investment costs due to the increasingly stringent requirements of low-carbon environmental protection policies and regulations; increase in electricity fees and energy costs due to energy structure adjustment and electricity price reform; increase in carbon pricing and carbon emission costs. The Hong Kong Stock Exchange's mandatory disclosure requirements for Scope 1 and Scope 2 GHG emissions for Main Board issuers for financial years commencing on or after 1 January 2025 onwards.	- Strengthen the study of laws and regulations on carbon emission requirements - Increase renewable energy usage year by year - Internal discussion on carbon pricing mechanism - Strengthen GHG emissions reporting obligations and compliance disclosure
轉型	政策和法律	低碳環保政策和法規需求日益嚴苛，導致投入成本增加；能源結構調整和電價改革導致電費上漲，能源成本增加；碳定價上升，碳排放成本增加。 香港聯交所從2025年1月1日或之後開始的財政年度起對主板發行人關於範圍1和範圍2溫室氣體排放強制披露的要求。	- 加強對碳排放要求的法律法規學習 - 逐年增加可再生能源使用量 - 內部探討碳定價機制 - 強化溫室氣體排放量報道義務及合規披露
	Technology	Increasing automation, investment in fixed assets and relative increase in electricity consumption have led to higher operating costs.	- Strengthen research on automation of production and operation equipment - Phase out old equipment with high power consumption
	技術	自動化程度不斷提高，固定資產的投入和用電量的相對上升，導致營運成本上升。	- 加強對生產運營設備自動化的研究 - 逐步淘汰老舊且耗電量高的設備

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Responding to Climate Change (Continued)

Environmental Risk Identification (Continued)

Transition risk (Continued)

第二部分：綠色發展•構建永續未來 (續)

應對氣候變化 (續)

環境風險識別 (續)

轉型風險 (續)

Risk Type 風險類型	Risk Category 風險類別	Risk Assessment 風險評估	Counter-Measures 應對措施
Transition (Continued) 轉型(續)	Market	As the concept of sustainability becomes more popular, we may not be able to meet our customers' high demands for product quality and environmental friendliness, resulting in a decline in revenue. With the changing climate, we may face higher raw materials prices, damage to cotton plantations and shortages of various materials, resulting in higher production costs.	• Deeply understand customers' requirements for products • Search for alternative raw materials • Enhance supplier evaluation • Pay attention to market changes and reserve necessary materials for production
	市場	可持續理念逐漸深入人心，可能無法滿足客戶對產品質量及環保性的高要求，使營收下降；隨著氣候不斷變化，可能面臨原材料價格上漲、棉花種植地受損以及各種所需物料短缺等情況，導致生產成本上升。	• 深入了解客戶對於產品的要求 • 尋找可替代原材料 • 加強對供應商的評估 • 關注市場變化，對生產必需物料進行儲備
	Reputation	Brand customers turn to green and environmentally friendly products such as sustainable and recyclable products for reputation, resulting in a decline in revenue.	• Continue to develop environmentally friendly products • Low carbon or other environmental certifications for products and raw materials
	聲譽	品牌客戶為聲譽而轉向可持續、可回收等綠色環保產品，導致營收下降。	• 持續研發環保產品 • 對產品和原材料進行低碳或其他環境認證

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Responding to Climate Change (Continued)

Environmental Risk Identification (Continued)

Transition risk (Continued)

第二部分：綠色發展 • 構建永續未來 (續)

應對氣候變化 (續)

環境風險識別 (續)

轉型風險 (續)

Risk Type 風險類型	Risk Category 風險類別	Risk Assessment 風險評估	Counter-Measures 應對措施
Transition (Continued)	Supply Chain	The shortage of supply capacity of raw materials suppliers, extreme weather during transportation of raw materials, or quality problems of raw materials lead to supply chain interruption and force production suspension.	• Improve the supplier evaluation system • Establish an contingency plan for supply chain disruption • Strengthen quality inspection of raw materials
轉型 (續)	供應鏈	原材料供應商供應能力不足，運輸原材料途中遇到極端天氣，或原材料存在質量問題，導致供應鏈中斷，被迫停止生產。	• 完善供應商評估體系 • 建立供應鏈中斷應急預案 • 加強對原材料的質量檢測
	Society	Social issues such as the prohibition of forced labour, provision of a healthy and safe working environment and caring for employees have been well received by the public. In view of the Group's extensive business scope, it may face labour disputes, employee casualties and environmental violations, resulting in damage to the corporate reputation and a decline in revenue.	• Strengthen human rights management and protect employees' rights • Conduct regular risk assessment in the workplace of employees • Strengthen humanistic care and enhance employees' sense of belonging • Regularly test wastewater, exhaust gas and other emissions
	社會	禁止強迫勞工、提供健康與安全的工作環境以及關懷員工等社會議題已深受公眾關注，鑒於本集團的業務範圍較廣，可能會面臨員工勞動糾紛、員工傷亡以及環境違規等問題，導致企業聲譽受損，營收下降。	• 加強人權管理，維護員工權益 • 定期對員工工作場所進行風險評估 • 加強人文關懷，提高員工的歸屬感 • 定期對廢水、廢氣等排放物進行檢測

Physical Risk and Transition Risk Identification
實體風險與轉型風險識別

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Low-carbon and Circular Economy

Low-carbon concepts and practices are one of the key strategies for the global community to cope with climate change. The Group actively responds to a series of medium and long-term goals and plans for addressing climate change, such as carbon peaking and carbon neutrality, continues to conduct research and analysis in low-carbon operations, low-carbon technologies, energy substitution, resource recycling, innovation and cooperation and circular economy, and explores its own emission reduction potential to carry out emission reduction work in all aspects.

The Group is one of the first batch of companies in the “30•60 Chinese Textile and Apparel Carbon Neutrality Acceleration Initiative” recognized by China National Textile and Apparel Council, which includes 17 market-leading brand enterprises and 40 key textile enterprises in China. Meanwhile, our subsidiaries have also obtained a number of low-carbon enterprise certifications or honours, for example, the Shandong subsidiary is a national green supply chain management enterprise and a national green factory recognized by the Ministry of Industry and Information Technology of China; and it is also a “Low-carbon Enterprise” in the National Labour Competition for Green Development of Textile Industry recognized by China National Textile and Apparel Council.



Being an enterprise in “30•60 Chinese Textile and Apparel Enterprises for Expediting Carbon Neutrality Campaign”
「30•60中國紡織服裝碳中和加速計劃」企業

第二部分：綠色發展•構建永續未來 (續)

低碳與循環經濟

低碳理念和實踐是全球社會應對氣候變化的關鍵戰略之一，本集團積極主動地響應碳達峰、碳中和等一系列應對氣候變化的中長期目標和規劃，持續在低碳運營、低碳技術、能源替代、資源回收、創新與合作及循環經濟等多方面進行研究分析，深挖自身減排潛力，全方面開展減排工作。

本集團是中國紡織工業聯合會認定的首批「30•60中國紡織服裝碳中和加速計劃」企業，該碳中和加速計劃包括中國17家市場領先品牌企業和40家重點紡織企業。同時，集團子公司也獲得了多項低碳企業認證或榮譽，例如：山東子公司為中國工業和信息化部認定的國家級綠色供應鏈管理企業，國家級綠色工廠；同時也是中國紡織工業聯合會認定的全國紡織行業綠色發展勞動競賽「低碳企業」。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Low-carbon and Circular Economy (Continued)

Energy Substitution and Recycling

Promoting and adopting clean energy technologies can help replace traditional high-carbon energy and reduce the negative impact on the environment, which is also one of the key ways to achieve the dual-carbon goals. As at 31 December 2024, the Group had eight subsidiaries which had photovoltaic projects in operation, with a total installed capacity of 71.7 MW. In 2024, the Group's total photovoltaic power generation reached 37,717 MWh, representing a decrease of over 37,604 tonnes of carbon dioxide emission. In addition, one subsidiary was constructing photovoltaic projects with a total installed capacity of 12.6 MW during the year.



Rooftop photovoltaic power generation project of Changzhou subsidiary
常州子公司屋頂光伏發電項目

Low-carbon Certification

The Group is committed to sustainability in the selection of raw materials and packaging materials. Our procurement and technology development teams constantly monitor market dynamics and actively introduce low-carbon and eco-friendly materials to support our carbon reduction targets. These materials include natural sustainable fibers, recycled fibers and biodegradable fibers, which not only reduce the impact on the environment, but also demonstrate our commitment to ecological balance.

The Group attaches great importance to the full implementation of low-carbon projects in various subsidiaries and has obtained relevant sustainable labels and certifications. Among them, 80.9% of the subsidiaries obtained the Global Recycled Standard ("GRS"), and 52.4% of the subsidiaries obtained the Recycled Claim Standard ("RCS"), reducing our dependence on non-renewable resources through materials reuse, reducing resource and energy consumption and waste discharge, and contributing to sustainable development.

第二部分：綠色發展 • 構建永續未來 (續)

低碳與循環經濟(續)

能源替代與回收

推廣和採用清潔能源技術，有助於替代傳統的高碳能源，降低對環境的負面影響，同時也是實現雙碳目標的關鍵途徑之一。截止至2024年12月31日，本集團共有八家子公司光伏項目投入運營，總裝機容量為71.7兆瓦。2024年，本集團光伏發電總量達到3,771.7萬度，相當於減少超過37,604噸二氧化碳排放量。此外，本年度還有一家子公司正在建設光伏項目，總裝機容量達到12.6兆瓦。

低碳認證

本集團致力於在原材料和包裝材料的選擇上實現可持續發展。我們的採購和技術開發團隊不斷監測市場動態，積極引入低碳環保材料，以支持我們的減碳目標。這些材料包括天然可持續纖維、再生纖維和可降解纖維，它們不僅減少了對環境的影響，也體現了我們對生態平衡的承諾。

本集團高度重視低碳項目在各個子公司的充分落實，並獲得了相關的可持續標籤及認證。其中80.9%的子公司獲得全球認證標準(Global Recycled Standard, GRS)認證證書，52.4%的子公司獲得回收含量聲明標準(Recycle Claim Standard, RCS)的認證證書，通過材料再利用，減少對不可再生資源的依賴，減少資源能耗消耗與廢棄物排放，為可持續發展作出貢獻。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Low-carbon and Circular Economy (Continued)

Low-carbon Certification (Continued)

In 2024, 10.2% of the fibers sourced by the Group were Forest Stewardship Council ("FSC")/Programme for the Endorsement of Forest Certification ("PEFC") certified viscose fibers, and three subsidiaries obtained the FSC certifications, which ensured that certified products are sourced from well-managed forests. Three other subsidiaries have obtained the Sustainable Regenerated Cellulosics Content Standard ("SRCCS") certification.



Global Recycled Standard
全球回收標準



Global Organic Textile Standard (GOTS)
全球有機紡織品標準認證GOTS



Forest Stewardship Council (FSC)
FSC森林認證

第二部分：綠色發展 • 構建永續未來 (續)

低碳與循環經濟(續)

低碳認證(續)

2024年，本集團採購的經森林管理委員會(Forest Stewardship Council, FSC)/森林認證體系認可計劃(Programme for the Endorsement of Forest Certification, PEFC)認證的黏膠纖維佔纖維採購量的10.2%，並有三家子公司獲得FSC森林認證，以確保認證產品來自管理良好的森林。另有三家子公司獲得可持續再生纖維素含量標準 Sustainable Regenerated Cellulosics Content Standard (SRCCS)認證。



Recycled Claim Standard
回收含量聲明標準



Organic Content Standard (OCS)
有機含量標準認證OCS



Sustainable Regenerated Cellulosics Content Standard (SRCCS)
可持續再生纖維素含量標準(SRCCS)

Low-carbon Certification Projects of the Group
集團低碳認證項目

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Low-carbon and Circular Economy *(Continued)*

Environmental Certification

The Group assesses the carbon emissions and environmental impacts of its production processes annually through Higg Facility Environmental Module ("FEM") of Worldly, a third-party platform, and the self-assessment results of the Group's subsidiaries are verified onsite by a third-party independent verification company. Higg FEM is an innovative environmental self-assessment tool with assessment indicators including environmental management system, energy and GHG emissions, air pollution emissions, water resources usage, wastewater management, waste management, chemicals management, etc. It standardizes how factories measure and assess their environmental performance year by year. FEM can help manufacturers, retailers and brands provide a very accurate picture of their environmental impact. Factories can use the FEM communication toolkit to share verified FEM scores and environmental performance details with external stakeholders, including business partners, NGOs and potential customers in company reports, websites and social media. A factory's use of the FEM communication toolkit reflects its commitment to sustainability and its willingness to share verified and credible information with stakeholders. It promotes dialog among value chain partners to enhance sustainability across the global value chain and equips them with the ability to identify, prioritize and extend sustainability efforts.



Facility Environmental Module (Higg FEM)
工廠環境模塊(Higg FEM)

第二部分：綠色發展 • 構建永續未來
(續)

低碳與循環經濟 *(續)*

環境認證

本集團每年通過第三方平台Worldly工廠環境模塊Higg FEM (Facility Environmental Module)評估生產過程中的碳排放及環境影響，並由第三方獨立驗證公司對本集團子公司的自評結果進行現場驗證。Higg FEM是一套創新性的環境自我評估工具，評估指標包括環境管理系統、能源和溫室氣體排放、空氣污染排放物、水資源利用、廢水管理、廢棄物管理、化學品管理等；它將工廠如何衡量和評估其環境績效逐年標準化。FEM能夠幫助製造商、零售商和品牌非常準確地反映其公司的環境影響。工廠可使用FEM溝通工具包與外部利益相關者(包括公司的報告、網站和社交媒體中的商業夥伴、非政府組織和潛在客戶)分享經過驗證的FEM評分和環境績效詳解。工廠使用FEM溝通工具包反映了其對可持續性的承諾並且願意與利益相關者共享經過驗證的可信信息。它促進了價值鏈合作夥伴之間的對話，以提高全球價值鏈各環節的可持續發展能力，並使他們有能力確定、優先考慮和擴展可持續發展工作。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Low-carbon and Circular Economy (Continued)

Environmental Certification (Continued)

In 2024, seven subsidiaries of the Group carried out Higg FEM self-assessment, and five garment fabric subsidiaries passed the third-party Higg FEM verification on the basis of self-assessment, and the verification results were widely accepted by international brand customers. The latest Higg FEM verification results showed that:

- All subsidiaries involved in the Higg FEM environmental project have identified significant environmental impacts; established environmental management policies and organizational structures; set up systems, procedures and records to monitor the effective prevention of groundwater and soil contamination; and obtained certificates such as ISO14001, ISO50001, RCS, OCS, GRS, etc., of which four subsidiaries have also actively participated in the project of Zero Discharge of Hazardous Chemicals ("ZDHC") Gateway — Wastewater module (with ZDHC ClearStream).
- All subsidiaries involved in the Higg FEM environmental project have established energy management baselines and set energy saving and emission reduction targets and indicators. Among them, the Shandong, Xuzhou and Guangdong subsidiaries have measured their domestic and production energy consumption respectively to follow up on energy consumption in more detail, and have reduced their energy consumption for both natural gas and electricity.

Research and Development of Low-carbon (Zero-carbon), Recycled and Environmentally Friendly Products

Environmentally friendly products have become an important part of sustainable development, and consumer demand for such products is increasing. By actively promoting the research, development and production of environmentally friendly products, enterprises not only respond to the global trend of carbon reduction, but also enhance their social image. Therefore, the Group collaborates with suppliers to innovate and develop zero-carbon, low-carbon, and comfortable green products from the perspective of business sustainability. The following is a detailed introduction of our product line:

Low-carbon (Zero-carbon) Products

- Carbon Zero Tencel/Carbon Zero Modal: Carbon Zero Tencel and Carbon Zero Modal launched by Lenzing Company are a new generation of sustainable, carbon-neutral fibers. These fibers are characterized by lower carbon emissions and energy consumption in the fabric business and are certified carbon neutral by CarbonNeutral.

第二部分：綠色發展 • 構建永續未來 (續)

低碳與循環經濟(續)

環境認證(續)

2024年度，本集團七家子公司進行了Higg FEM自評，五家面料子公司在自評基礎上通過了第三方的Higg FEM驗證，驗證結果廣為國際品牌客戶所接受。通過最新的Higg FEM驗證結果顯示：

- 所有參與Higg FEM環境項目的子公司均識別了重大環境影響；建立了環境管理政策及組織架構；建立了制度、程序、記錄監督有效防止地下水、土壤污染的情況發生；獲得了ISO14001，ISO50001，RCS，OCS，GRS等證書，其中四家子公司還積極參與了有害化學物質零排放廢水排放管理(Zero Discharge of Hazardous Chemicals, ZDHC) Gateway — Wastewater module (with ZDHC ClearStream)項目。
- 所有參與Higg FEM環境項目的子公司均已設立能源管理基線，設定節能減排目標、指標。其中山東子公司，徐州子公司和廣東子公司都分別計量了生活能耗和生產能耗，更加詳細地跟進耗能情況，天然氣和電的能耗都有所降低。

低(零)碳、再生及環保產品研發

環保產品已成為可持續發展的重要組成部分，消費者對這類產品的需求日益增長。企業通過積極推動環保產品的研發和生產，不僅響應全球減碳趨勢，還能提升企業的社會形象。因此，本集團與供應商合作，從業務的可持續發展出發，致力於創新研發零碳、低碳、舒適的綠色產品。以下是我們產品線的詳細介紹：

低(零)碳產品

- 零碳天絲／零碳莫代爾：蘭精公司推出的零碳天絲和零碳莫代爾(Carbon Zero Tencel, Carbon Zero Modal)是新一代的可持續性零中和纖維。這些纖維以較低的碳排放和面料業務能耗為特點，並獲得了CarbonNeutral的碳中和認證。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Low-carbon and Circular Economy *(Continued)*

Research and Development of Low-carbon (Zero-carbon), Recycled and Environmentally Friendly Products *(Continued)*

Low-carbon (Zero-carbon) Products *(Continued)*

- Low-carbon natural fibers: The Group is committed to using low-carbon natural fibers to achieve more sustainable production. We primarily use low-carbon and sustainable natural cotton, which significantly reduces carbon emissions when compared to traditional cotton. In addition, we have also developed low-carbon hemp fibers, particularly hemp, which uses 75% less water than traditional cotton, reduces pesticide use during cultivation and helps improve soil health, and a hectare of hemp can absorb up to 13.4 tonnes of carbon dioxide. In addition to hemp fiber, we have also developed innovative sustainable natural fibers such as pineapple leaf fiber and banana leaf fiber. Although the development of these new types of fibers is relatively challenging, they have significant advantages in water and energy conservation compared to traditional cotton fibers. Through these efforts, the Group has contributed to the sustainable development of the textile industry while promoting low-carbon and environmentally friendly products.

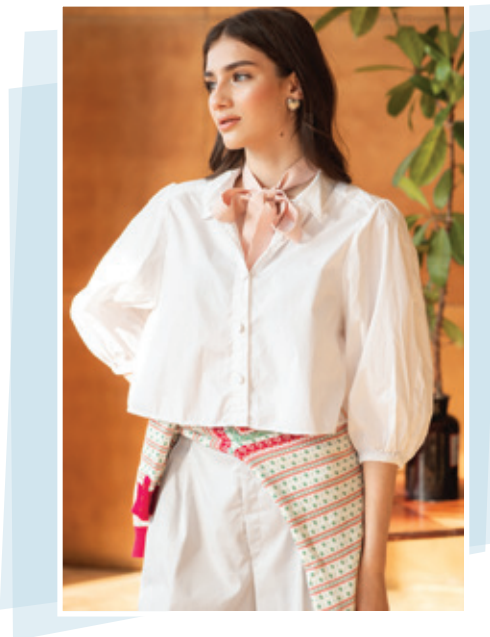
第二部分：綠色發展 • 構建永續未來 *(續)*

低碳與循環經濟 *(續)*

低(零)碳、再生及環保產品研發 *(續)*

低(零)碳產品 *(續)*

- 低碳天然纖維：本集團致力於使用低碳天然纖維，以實現更加可持續的生產。我們主要採用低碳可持續的天然棉花，這種可持續棉花的碳排放量較傳統棉花顯著降低。此外，我們還開發了低碳麻纖維，尤其是漢麻，其耗水量比傳統棉花少75%，在種植過程中減少農藥的使用，有助於改善土壤健康，並且每公頃漢麻能夠吸收高達13.4噸的二氧化碳。除了麻纖維，我們還研發了菠蘿葉纖維和香蕉葉纖維等創新的可持續性天然纖維。雖然這些新型纖維的開發難度較大，但它們在節水和節能方面相較於傳統棉花纖維具有明顯優勢。通過這些努力，本集團在推動低碳環保的同時，也為紡織行業的可持續發展做出了貢獻。



Low-carbon natural fibers, Tencel
低碳天然纖維、天絲

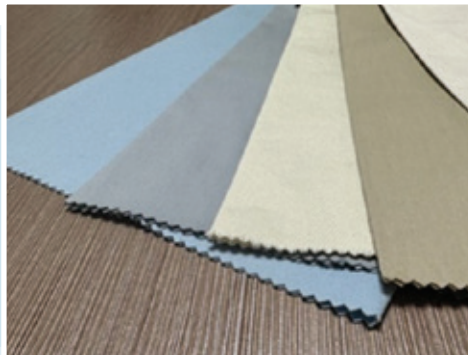
PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Low-carbon and Circular Economy *(Continued)*

Research and Development of Low-carbon (Zero-carbon), Recycled and Environmentally Friendly Products *(Continued)*

Low-carbon (Zero-carbon) Products *(Continued)*

- Low-carbon dyeing process: The dyeing factory has developed a low-water-consumption pigment dyeing technology that uses new auxiliaries, making the colour fastness of dyed fabrics close to that of vat dyeing, and is suitable for the production of medium to light colours. Low-carbon pigment dyeing consumes 75% less water compared to traditional reactive dyeing and saves 54% in energy consumption.



Product samples using a low-carbon dyeing process
低碳染色工藝產品樣圖

第二部分：綠色發展 • 構建永續未來
(續)

低碳與循環經濟 *(續)*

低(零)碳、再生及環保產品研發 *(續)*

低(零)碳產品 *(續)*

- 低碳染色工藝：染色工廠開發的低耗水塗料染色技術，使用新型助劑，使染色面料牢度接近還原染色，適合中淺色生產。低碳塗料染色耗水量比傳統活性染色低75%，能耗節省54%。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Low-carbon and Circular Economy *(Continued)*

Research and Development of Low-carbon (Zero-carbon), Recycled and Environmentally Friendly Products *(Continued)*

Recycled Products

- Recycled polyester: Chemically recycled polyester is produced by chemically degrading old polyester clothes and then repolymerizing them into new polyester, effectively reducing the waste and old clothes and non-degradable garbage. Physical recycled polyester is obtained by recycling waste plastic bottles. In 2024, the Group's usage was equivalent to recycling nearly 2 billion plastic bottles, which reduced approximately 83 million kilograms of carbon dioxide emissions, accounting for over 30% of the total polyester usage.
- Recycled diacetate, recycled viscose, recycled Tencel: These fibers are produced by chemically degrading waste and old clothes and polymerizing them with virgin wood pulp, which are a new generation of sustainable fibers that are degradable. Chemical recycled cellulose fiber accounts for 10% of cellulose fiber.

第二部分：綠色發展 • 構建永續未來 *(續)*

低碳與循環經濟 *(續)*

低(零)碳、再生及環保產品研發 *(續)*

再生產品

- 再生滌綸：化學再生滌綸通過化學降解廢舊滌綸衣物，再聚合生成新的滌綸，有效減少廢舊衣物問題和不可降解垃圾。物理再生滌綸則通過回收廢舊塑料瓶，集團在2024年度的使用量相當於回收近20億只塑料瓶，減少了約8,300萬公斤的二氧化碳排放量，佔總滌綸使用量的30%以上。
- 再生二醋酸、再生黏膠、再生天絲：這些纖維通過化學降解廢舊衣物，並與原生木漿混合聚合生成，屬於新一代的可持續性纖維，且可降解。化學再生纖維素纖維佔纖維素纖維的10%。



Recycled products
再生產品

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Low-carbon and Circular Economy *(Continued)*

Research and Development of Low-carbon (Zero-carbon), Recycled and Environmentally Friendly Products *(Continued)*

Environmentally Friendly Products

- Bio-based synthetic fibers: In contrast to traditional petrochemical feedstocks, bio-based synthetic fibers are derived from plants, which the carbon dioxide absorbed during photosynthesis can offset the carbon emissions generated by the combustion of product. Pure bio-based synthetic fibers emit 58% less carbon than traditional petroleum-based fibers. The Group has developed and produced textiles using bio-based polyester, bio-based nylon and polylactic acid (PLA) fibers.



Eco-friendly fiber clothing
環保纖維服裝

Through continuous innovation and research and development, the Group has launched a series of environmentally friendly products covering a full range of solutions from zero-carbon fibers to low-carbon dyeing processes. Our products not only reduce our impact on the environment, but also increase the recycling rate of resources, demonstrating our commitment to sustainable development. Through these efforts, we aim to provide consumers with greener and healthier choices, while actively contributing to the protection of the global environment.

第二部分：綠色發展 • 構建永續未來
(續)

低碳與循環經濟 (續)

低(零)碳、再生及環保產品研發 (續)

環保產品

- 生物基合成纖維：與傳統石油化工原料相比，生物基合成纖維取自植物，其光合作用消耗的二氧化碳可抵消產品燃燒產生的碳排放量。純生物基合成纖維的碳排放量比傳統石油基纖維減少58%。集團已開發並生產使用生物基滌綸、生物基尼龍和聚乳酸纖維(PLA)的紡織品。

本集團通過不斷創新和研發，推出了一系列環保產品，涵蓋了從零碳纖維到低碳染色工藝的全方位解決方案。我們的產品不僅減少了對環境的影響，還提高了資源的循環利用率，體現了我們對可持續發展的承諾。通過這些努力，我們旨在為消費者提供更環保、更健康的選擇，同時為保護地球環境做出積極貢獻。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Low-carbon and Circular Economy *(Continued)*

Low-carbon Cooperation with International Brands

At present, carbon reduction is an issue of high concern both internationally and socially, and many leading international apparel brands have launched brand carbon reduction targets for their suppliers. In order to better cooperate with brand customers and improve service quality, the Group's garment fabric subsidiary has jointly created a series of recycled products with leading international brands. At the same time, Vietnamese subsidiary and Shandong subsidiary are actively participating in international leading brands' water conservation and carbon reduction projects and have developed a series of action plans for carbon reduction and water resources conservation to meet the international brand's target of 40% carbon reduction and increased water reuse by 2030. Three other subsidiaries of the Group are actively participating in international leading brands' energy consumption projects to meet the brand's target of 56% carbon reduction by 2030 and net zero emissions by 2040.

Carbon Emission Management

Based on the existing carbon emission system management, the Group began using S-Carbon, a smart platform for carbon emission management, in November 2024, marking a significant step forward in responding to climate change and promoting sustainable development. By using the carbon emission management platform S-Carbon, we not only demonstrate our commitment to environmental protection, ensuring that we can accurately and timely collect and report relevant data to meet the disclosure requirements of regulatory authorities; but also actively respond to the Hong Kong Stock Exchange requirement for Main Board issuers to mandatorily disclose Scope 1 and Scope 2 GHG emissions for financial years commencing on or after 1 January 2025.

第二部分：綠色發展 • 構建永續未來 *(續)*

低碳與循環經濟 *(續)*

國際品牌低碳合作

目前減碳是一個國際與社會都高度關注的議題，不少國際領先的服裝品牌都對其供應商推出品牌的減碳目標。為更好地與品牌客戶合作，提高服務質量，本集團的面料子公司與國際領先品牌共同打造了再生系列產品。與此同時，越南子公司和山東子公司積極參與了國際領先品牌的水資源節約項目與碳減排項目，在減碳與節約水資源方面制定了一系列行動計劃，以達到該國際品牌2030年減碳40%和增加回用水量的要求。另有三家集團子公司積極參與了國際領先品牌的能耗項目，以達到該品牌於2030年減碳56%和2040年淨零排放目標。

碳排放管理

本集團在現有碳排放系統管理基礎上，於2024年11月已啟用S-Carbon碳排放管理智慧平台，標誌著我們在應對氣候變化和推動可持續發展方面邁出了重要一步。通過啟用碳排放管理平台S-Carbon，我們不僅展示了對環境保護的承諾，確保了我們能夠準確、及時地收集和報告相關數據，滿足監管機構的披露要求；也積極響應了香港聯交所將從2025年1月1日或之後開始的財政年度起對主板發行人關於範圍1和範圍2溫室氣體排放強制披露的要求。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Low-carbon and Circular Economy (Continued)

Carbon Emission Management (Continued)

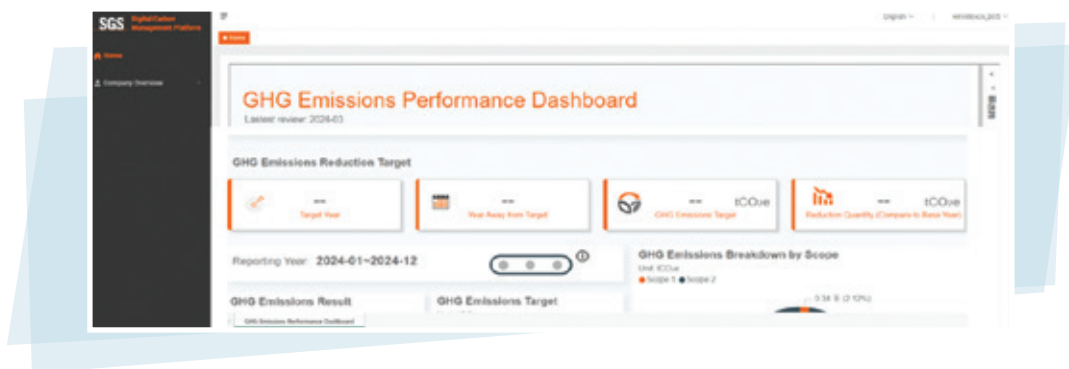
Currently, two subsidiaries of the Group have joined the S-Carbon platform and conducted pilot carbon emission data management, collecting data on direct emissions (Scope 1) and indirect emissions (Scope 2) and calculating carbon emissions. It is expected that by 2025, the carbon emission platform will cover 40% of the Group's subsidiaries. Additionally, the Group is researching and developing its own carbon emission management platform. The Group's continuous research and innovation in the carbon emission management platform will enable us to integrate and enhance the existing carbon emission system management, effectively monitor and report the Group's carbon footprint. By gaining an in-depth understanding of carbon emission data, we can better assess and manage risks related to climate change, providing investors with a more comprehensive risk assessment. The data provided by the platform will help us formulate and implement effective emission reduction strategies, promoting the Group's transition to a low-carbon economy. Through effective carbon emission management, we encourage innovation and development of new low-carbon technologies, which not only help reduce carbon emissions but also bring new business opportunities to the Group.

第二部分：綠色發展 • 構建永續未來 (續)

低碳與循環經濟(續)

碳排放管理(續)

目前本集團有兩家子公司已納入S-Carbon平台並進行試點碳排放數據管理，進行直接排放(範圍1)和間接排放(範圍2)數據收集及碳排放計算。預計在2025年該碳排放平台將覆蓋集團40%子公司。另外，本集團也在研發自身的碳排放管理平台。本集團在碳排放管理平台的不斷研發和創新，將使我們能夠整合並提升現有碳排放系統管理，有效監測和報告集團的碳足跡。通過深入了解碳排放數據，我們可以更好地評估和管理與氣候變化相關的風險，為投資者提供更全面的風險評估。平台提供的數據將幫助我們制定和實施有效的減排策略，推動集團向低碳經濟轉型。通過有效的碳排放管理，我們鼓勵創新和開發新的低碳技術，這不僅有助於減少碳排放，也為本集團帶來新的商業機會。



S-Carbon Platform
S-Carbon平台

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Low-carbon and Circular Economy (Continued)

Carbon Emission Management (Continued)

At the same time, the Group gives priority to suppliers and partners with outstanding sustainability performance, encourages suppliers to use clean energy, improve production efficiency, use sustainable raw materials to achieve carbon emission reduction. For example, our major cellulose fiber supplier has been approved for Science-Based Targets (SBTs) for carbon and has signed the "Fashion Industry Charter for Climate Action of the United Nations" with a set target of net zero carbon dioxide emissions by 2050. The Group has purchased a variety of zero-carbon products from the cellulose fiber supplier. From 2006, the Group has joined force with suppliers on technology innovation to empower zero-carbon fibers with better performance, integrates the concept of environmental protection into our products from the perspective of green and sustainable development of fabrics to create low carbon, environmental-friendly and comfortable green products, including Lyocell and Modal fibers, to reduce the carbon footprint of our products from the beginning.

Green Logistics and Warehousing

The Group has established textile subsidiaries worldwide, effectively reducing carbon emissions during transportation through global production capacity layout, nearby procurement and nearby sales. In particular, at the dyeing subsidiary in the Americas, we actively promote the sourcing of local chemical products, which not only reduces carbon emissions from long-distance transportation, but also drives the development of local economy and technology.

For warehousing, the Group uses smart stereoscopic warehouses, which reduce carbon emission to the maximum extent through increasing space utilization rate and automatic remote management.

第二部分：綠色發展 • 構建永續未來 (續)

低碳與循環經濟(續)

碳排放管理(續)

同時，本集團優先選擇可持續發展表現突出的供應商及合作夥伴，鼓勵供應商使用清潔能源、提高生產效率、使用可持續原材料，以實現碳排放的減少。例如，我們的主要木質纖維供應商已獲批准科學碳目標 (Science-Based Targets, SBTs) 且已簽署《聯合國時尚業氣候行動憲章》，設定2050年實現二氧化碳淨零排放的目標。本集團已從該木質纖維供應商處購買多款零碳產品。從2006年至今，我們攜手供應商合作技術創新賦予零碳纖維以更好的性能，從面料的綠色可持續發展角度將環保理念融於產品，打造低碳環保舒適的綠色產品，包括萊賽爾、莫代爾纖維等，以從源頭上減少集團產品的碳足跡。

綠色物流倉儲

本集團在全球範圍內設立紡織子公司，通過全球產能佈局、就近採購、就近銷售的方式，有效減少運輸過程中的碳排放。特別是在美洲的染整子公司，我們積極推動當地化工產品的採購，既減少了長途運輸的碳排放，也促進了當地經濟和技術的發展。

針對倉儲環節，本集團使用了智能化立體倉庫，通過提升空間利用率及自動化遠程管理，最大限度減少碳排放。



Smart stereoscopic warehouse of our subsidiary
子公司智能化立體倉庫

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Low-carbon and Circular Economy (Continued)

Green Logistics and Warehousing (Continued)

In 2024, we strived to make continuous improvement in the rationalization, standardization, informatization of logistics as well as low-carbon technology. We optimized our logistics routes, encouraged centralized purchasing and transportation, and changed the mode of long-distance transport for goods from trucks to trains to reduce carbon emissions from batch transportation. At the same time, we have implemented an effective logistics management system, utilizing electronic operations to rationalize the scheduling of loads and accurately manage the Group's logistics. For example, our logistics at our Jiangyin warehouse is well-managed, greatly reducing carbon emissions by reducing road transport through waterways.

For our Vietnam subsidiaries, we pay special attention to logistics-related GHG emission statistics. By collecting and analyzing logistics data from our Vietnam subsidiaries, we ensure that our emission reduction measures are effectively implemented and that we continue to improve our environmental performance.

In new or renewed logistics contracts, we added clauses related to environmental and social sustainability requirements to bind our co-operating companies, and supplemented clauses related to environmental and social sustainability in the assessment system for transport companies.

Green Packaging

The Group is committed to reducing the consumption of packaging materials and promoting the use of sustainable packaging. To this end, we have issued the "Packaging Statement" in which we commit to the following measures:

- Increase reusable packaging: We are committed to adopting more reusable packaging materials to reduce the use of single-use packaging.
- Increase proportion of recyclable packaging: We actively adopt recyclable materials to promote the recycling of resources.

第二部分：綠色發展 • 構建永續未來 (續)

低碳與循環經濟(續)

綠色物流倉儲(續)

在2024年度，我們持續致力於物流的合理化、標準化、信息化和低碳技術改進。我們優化物流路線，鼓勵集中採購與集中運輸，將長距離貨物的運輸方式從卡車改為火車，減少分批運輸的碳排放。同時，我們執行有效的物流管理系統，利用電子化操作合理排載，精確化管理集團物流。例如，我們在江陰倉庫的物流管理良好，通過水路運輸減少陸路運輸，有效降低碳排放。

對於越南各子公司，我們特別關注物流相關的溫室氣體(GHG)排放數據統計。通過收集和分析越南子公司的物流數據，確保我們的減排措施得到有效執行，並持續改進我們的環境績效。

在新簽或續簽的物流合同中，我們增加了與環境和社會可持續發展要求相關的條款，對合作公司進行約束，並在運輸公司的考核制度中補充環境和社會可持續發展相關的條款。

綠色包裝

本集團致力於減少包裝材料消耗並推廣可持續包裝的使用，為此我們發佈了《包裝聲明》，承諾採取以下措施：

- 增加可重複使用包裝：我們致力於採用更多可重複使用的包裝材料，以減少一次性包裝的使用。
- 提升可回收包裝比例：我們積極採用可回收材料，以促進資源的循環利用。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Low-carbon and Circular Economy *(Continued)*

Green Packaging *(Continued)*

- Eliminate single-use plastic packaging: We are phasing out single-use plastic packaging to reduce its environmental impact.
- Promote the use of recycled materials: We increased the use of recycled materials as packaging solutions to promote environmental protection.
- Ensure effective recycling of recyclable packaging: We ensure that recyclable packaging is properly recycled in order to reuse resources.



Simplified packaging for yarn
紗線簡化包裝

In 2024, the Group and its subsidiaries continued to explore the possibility of recycling packaging materials and endeavored to reduce the consumption of packaging materials. Below are some specific examples of practices:

- Nantong subsidiary: It effectively reduced packaging usage by reusing raw materials packaging pallets.
- Changzhou subsidiary: It sold discarded bags and cartons for reuse to further reduce resource waste.
- Jiangsu subsidiary: It required paper tube suppliers to use FSC (Forest Stewardship Council) certified environmentally friendly raw paper for paper tubes, and ensured that bag leather packaging suppliers provided PVC-free instruction manuals to meet the organic environmental requirements for packaging yarn.

第二部分：綠色發展 • 構建永續未來
(續)

低碳與循環經濟 *(續)*

綠色包裝 *(續)*

- 淘汰一次性塑料包裝：我們逐步淘汰一次性塑料包裝，以減少對環境的影響。
- 推動使用回收材料：我們增加使用回收材料作為包裝解決方案，以促進環保。
- 確保可回收包裝的有效回收：我們確保可回收包裝得到妥善回收，以實現資源的再利用。

在2024年度，本集團及子公司不斷探索包裝材料循環利用的可能性，並努力減少包裝材料的消耗量。以下是一些具體的實踐案例：

- 南通子公司：通過重複利用原料包裝托盤，有效減少了包裝用量。
- 常州子公司：將廢棄的包裝袋及紙箱出售進行再利用，進一步降低了資源浪費。
- 江蘇子公司：要求紙管供應商使用獲得FSC(森林管理委員會)認證的環保紙管原紙，並確保袋皮包裝供應商提供不含PVC的說明書，以滿足包裝紗線的有機環保要求。

PART II: GREEN DEVELOPMENT • BUILDING A
SUSTAINABLE FUTURE (Continued)

Low-carbon and Circular Economy (Continued)

Green Packaging (Continued)

- Yarn subsidiaries: Some yarn subsidiaries simplified their yarn packaging, with some yarns being packaged in film-wrapping, which simplifies the packaging process while reducing the use of non-degradable packaging materials.

Through these measures, we have not only reduced the consumption of packaging materials, but also improved the efficiency of their use, making a positive contribution to environmental protection. We will continue our efforts to seek more innovative packaging solutions to achieve the goal of green packaging.

第二部分：綠色發展 • 構建永續未來
(續)

低碳與循環經濟 (續)

綠色包裝 (續)

- 紗線子公司：部分紗線子公司對紗線包裝進行簡化，部分紗線採用薄膜纏繞的包裝方式，簡化了包裝流程，同時減少了不可降解包裝材料的使用。

通過這些措施，我們不僅減少了包裝材料的消耗，還提高了包裝材料的使用效率，為環境保護做出了積極貢獻。我們將繼續努力，尋求更多創新的包裝解決方案，以實現綠色包裝的目標。

	2024	2023	2022	Unit 單位
Packaging material consumption ¹ 包裝材料消耗 ¹				
Packaging material consumption 包裝材料使用量	20,407	18,197	17,705	Tonnes 噸
Packaging material consumption per RMB million sales 每百萬元人民幣銷售額 包裝材料使用量	0.9	0.8	0.7	Tonnes/RMB million sales 噸／百萬元 人民幣銷售額

Packaging material consumption of the Group in the past three years
集團近三年包裝材料消耗情況

Note:

1. Due to the increase in production capacity, changes in product structure and packaging requirements in 2024, the total amount of packaging materials used and consumption per unit sale of the Group increased slightly as compared to 2023.

註：

1. 由於2024年產能提升、產品結構及包裝要求變化，本集團包裝材料使用總量及銷售額單耗相較於2023年有略增。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Emission and Waste

Managing emissions and waste is an important segment of the environmental management and sustainable development of enterprises. In order to scientifically manage emission and waste and reduce environmental pollution, the Group has adopted the following comprehensive measures:

- Compliance with regulations: We have strictly complied with local, national and international environmental regulations relating to air and GHG emissions, and generation of hazardous and non-hazardous waste, ensuring that our emissions and waste management meet legal standards.
- Regular assessment: We have regularly assessed our emissions and waste generation and have established a monitoring system to track and record the types, quantities and sources of emissions and waste.
- Principle of reduction: We have adopted the principle of reduction to reduce emissions and waste generation by optimizing production processes, improving technology and recycling resources.
- Investment in environmental protection: We have invested in environmentally friendly technologies and equipment to reduce the content of emissions and the hazardous nature of waste through technological upgrades and to improve the efficiency of resource utilization.
- Green design: At the product design stage, we have taken into account life cycle analysis and environmental protection principles, and selected materials and production processes that have less impact on the environment in order to reduce waste generation.
- Waste sorting: We have implemented an effective waste sorting system to classify waste into recyclables, hazardous waste and general waste, and taken appropriate treatment measures.

第二部分：綠色發展 • 構建永續未來 (續)

排放與廢棄物

管理排放和廢棄物是企業環境管理和可持續發展的關鍵環節。為了科學地管理排放與廢棄物，減少對環境的污染，本集團採取了以下綜合措施：

- 遵守法規：我們嚴格遵守當地、國家和國際有關大氣及溫室氣體排放，以及產生有害及無害廢物的環境法規，確保企業的排放和廢棄物管理達到法律標準。
- 定期評估：我們定期評估企業的排放和廢棄物產生情況，並建立監測系統來追蹤和記錄排放和廢棄物的種類、數量及來源。
- 減量原則：我們採用減量原則，通過優化生產流程、技術改進和資源回收再利用等方法，降低排放和廢棄物的產生。
- 環保投資：我們投資於環保技術和設備，通過技術升級減少排放物的含量和廢棄物的危害性，提高資源利用效率。
- 綠色設計：在產品設計階段，我們考慮到生命週期分析和環保原則，選擇對環境影響較小的材料和生產工藝，以減少廢棄物的生成。
- 廢棄物分揀：我們實施有效的廢棄物分揀系統，將廢棄物劃分為可回收物、有害廢棄物和一般廢棄物，並採取相應的處理措施。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Emission and Waste (Continued)

- **Compliant disposal:** We have followed compliant waste disposal methods to ensure that waste is disposed of in a manner that complies with regulations and prevents adverse impacts on the environment and public health.
- **Resource conversion:** We have explored ways to convert waste into resources, such as biomass energy, renewable energy, circular economy, etc., to minimize negative impacts on the environment.
- **Employee training:** We have provided training to our employees on environmental protection and waste management to enhance their awareness of environmental protection and to ensure that proper waste disposal processes are implemented.
- **Continuous improvement:** We have regularly reviewed and evaluated our emissions and waste management policies and practices, and continually improved our management systems based on feedback and experience to meet changing environmental requirements and corporate objectives.

Through these measures, the Group is committed to achieving environmental sustainability while ensuring long-term business growth and social responsibility. We believe that through continuous efforts and innovation, we can drive green corporate growth while protecting the environment.

Strict Emission Management

The Company and its subsidiaries strictly comply with relevant national laws and regulations, such as the “Environmental Protection Law of the People’s Republic of China”, the “Prevention and Control of Water Pollution Law of the People’s Republic of China” and the “Prevention and Control of Environmental Pollution by Solid Waste Law of the People’s Republic of China”, and are committed to the implementation of emission reduction measures and the strengthening of pollutant control at source, process management as well as end-of-pipe treatment. We have effectively reduced the impact of wastewater on the environment through recycling and reuse of wastewater and biochemical methods of plant effluent treatment. Meanwhile, through technological innovation and equipment upgrading, we have reduced exhaust gas emissions. In addition, we have revamped our processes and strictly enforced regulations on the handling and transport of waste to mitigate the impact of waste on the environment.

第二部分：綠色發展 • 構建永續未來 (續)

排放與廢棄物(續)

- **合規處置：**我們遵循合規的廢棄物處置方法，確保廢棄物以符合法規的方式進行處置，防止對環境和公共健康造成不良影響。
- **資源轉化：**我們探索將廢棄物轉化為資源的方法，如生物質能源、再生能源、循環經濟等，以最大程度減少對環境的負面影響。
- **員工培訓：**我們提供員工環境保護和廢棄物管理的培訓，增強他們的環保意識，確保正確的廢棄物處理流程得到執行。
- **持續改進：**我們定期審查和評估排放和廢棄物管理政策和實踐，根據反饋和經驗不斷改進管理系統，以適應變化的環境要求和企業目標。

通過這些措施，本集團致力於實現環境的可持續性，同時確保業務的長期發展和社會責任的履行。我們相信，通過持續的努力和創新，我們可以在保護環境的同時，推動企業的綠色增長。

嚴格排放管理

本公司及其子公司嚴格遵守國家相關法律法規，包括《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》以及《中華人民共和國固體廢物污染環境防治法》等，致力於實施減排措施，強化污染物的源頭控制、過程管理以及末端治理。我們通過廢水的循環再利用和廠區污水處理的生物化學方法，有效降低了廢水對環境的影響。同時，通過技術革新和設備更新，我們減少了廢氣排放。此外，我們還對工藝流程進行了改造，並嚴格執行廢棄物的處理和運輸規定，以減輕廢棄物對環境的影響。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Emission and Waste (Continued)

Wastewater Discharge Management

The Group requires separate treatment for manufacturing effluent and domestic sewage: manufacturing effluent is reused or, if not reusable, discharged to the sewage pipelines of the factory area and discharged when reaching the standard after passing through the sewage treatment device; domestic sewage is processed by the biochemical treatment facility in the factory area and discharged into the domestic sewage pipelines of the factory area after reaching the discharge standard, and finally discharged into the municipal sewage pipelines for centralized treatment and discharge when reaching the standard.

The Group has no issue in sourcing water fit for purpose.

第二部分：綠色發展 • 構建永續未來 (續)

排放與廢棄物 (續)

廢水排放管理

本集團要求對生產廢水和生活污水進行分別處理：生產廢水循環使用，不能循環使用的排入廠區內的污水管道，並經過污水處理裝置後達標排放；生活污水經廠區內的生化處理裝置生化處理，達到排放標準後排入廠區內生活污水管道，最終進入市政污水管網統一處理並達標排放。

本集團在物色適合作該用途的用水方面並無問題。

Wastewater discharge target
廢水排放目標



Reduce the Group's wastewater discharge intensity by 10% in 2025 compared to 2020
2025年集團廢水排放強度較2020年減少10%

Each subsidiary regularly reviews wastewater management plans and measures, and invests in the construction of appropriate wastewater treatment facilities, including physical, chemical and biological treatment facilities, to ensure effective wastewater purification and treatment.

各子公司定期審查廢水管理計劃和措施，投資建設適當的廢水處理設施，包括物理、化學和生物處理設施，以確保對廢水進行有效的淨化和處理。

	2024	2023	2022	Unit 單位
Wastewater discharge ¹ 廢水排放 ¹				
Total wastewater discharge 廢水排放總量	6,816,792	5,954,604	7,354,598	Tonnes 噸
Wastewater discharge per RMB million sales 每百萬元人民幣銷售額 廢水排放量	296.0	262.0	308.9	Tonnes/ RMB million sales 噸／百萬元 人民幣銷售額

Wastewater discharge of the Group in the past three years
集團近三年廢水排放情況

Note:

註：

1. Due to factors such as market price fluctuations, increased extreme weather and changes in product structure, sales did not increase in tandem with the increase in production volume in 2024, resulting in a slight increase in wastewater discharge per RMB million sales as compared to 2023.

1. 因市場價格波動、極端天氣增多、產品結構變化等原因；在2024年度產量上升的情況下，銷售額未同步增加，致使百萬元人民幣銷售額的廢水排放量相較於2023年有略增。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Emission and Waste (Continued)

Wastewater Discharge Management (Continued)

According to business needs, the Group conducted semi-annual or annual wastewater testing in 2024 in accordance with the ZDHC and met the standards. The ZDHC Alliance is a Group of international apparel and footwear industry brands and retailers that work together to develop and publish a joint roadmap and the Manufacturing Restricted Substances List (MRSL), pledging to lead the apparel and footwear industry in all paths of emissions in the supply chain of all products to achieve zero discharge of hazardous chemicals.

At the same time, according to the latest Higg FEM factory environmental module verification results, all subsidiaries involved in self-assessment and verification have established wastewater contingency plans and conducted annual wastewater contingency drills. In addition to conducting wastewater testing in accordance with national and industry legal requirements and meeting national and industry discharge standards, Shandong subsidiary, Xuzhou subsidiary, Guangdong subsidiary, and Southern Vietnam subsidiary have also conducted more stringent wastewater testing based on ZDHC wastewater discharge requirements, and the results showed that ZDHC wastewater discharge standards were met.

Xuzhou subsidiary actively responded to national environmental protection policies by installing a dyeing salt recovery system, effectively enhancing corporate social responsibility and environmental impact. The following is a summary of cases regarding wastewater management by the subsidiary:

- Wastewater treatment and resource reuse: The dyeing salt recovery system processes 250 cubic meters of wastewater daily, producing 50 cubic meters of salt water with a concentration of 150 grams per liter for workshop use. After the implementation of system, the daily discharge of wastewater decreased by 140 cubic meters, the salt concentration reduced by 2,000 milligrams per liter, saving 7.5 tonnes of salt per day, and approximately 140 cubic meters of clean water were reused, significantly improving resource utilization efficiency and reducing production costs.

第二部分：綠色發展 • 構建永續未來 (續)

排放與廢棄物(續)

廢水排放管理(續)

本集團根據業務需要，按照ZDHC標準，於2024年進行了半年度或年度的廢水檢測並符合標準。ZDHC(有害化學物質零排放)聯盟是由眾多國際服裝及鞋類行業品牌和零售商組成的團體，成員品牌共同制定、發佈聯合路線圖和生產限用物質清單(Manufacturing Restricted Substances List, MRSL)，承諾引領服裝和鞋類行業在所有產品的供應鏈中的所有排放途徑達到有害化學物質零排放。

同時，根據最新Higg FEM工廠環境模塊驗證結果顯示，所有參與自評和驗證的子公司均建立了污水應急預案，並進行了年度污水應急預案演練。除了根據國家和行業的法律要求進行了廢水檢測並符合國標和行業排放標準外，山東子公司、徐州子公司，廣東子公司，以及南越子公司還根據ZDHC廢水排放要求做了更加嚴格的廢水檢測，結果顯示都符合ZDHC廢水排放的要求。

徐州子公司積極響應國家環保政策，通過安裝染色鹽回用系統，有效提升了企業社會責任和環境影響。以下是該子公司在廢水管理方面的案例匯總：

- 廢水處理與資源回用：染色鹽回用系統每日處理250立方米廢水，產出50立方米、濃度為150克／升的鹽水供車間使用。系統實施後，日排放廢水量減少140立方米，鹽濃度降低2,000毫克／升，每天節省7.5噸鹽，回用約140立方米清水，顯著提高了資源利用率和降低了生產成本。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Emission and Waste *(Continued)*

Wastewater Discharge Management *(Continued)*

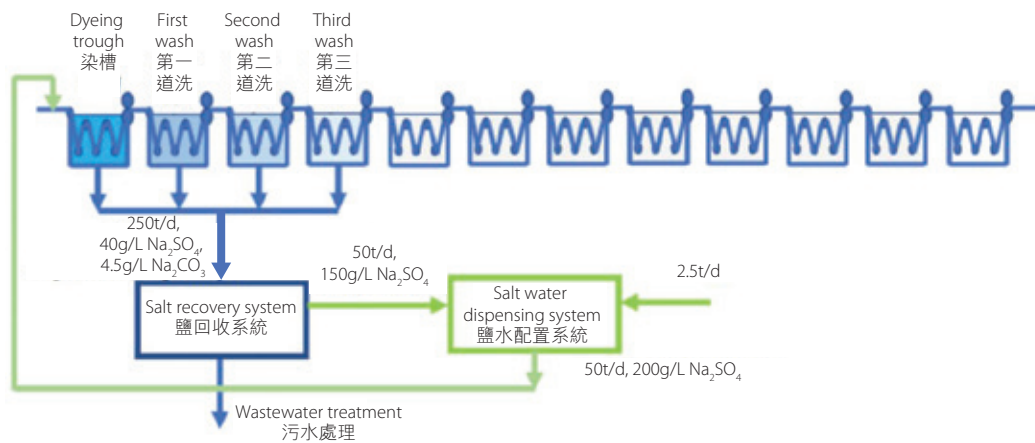
- Environmental impact reduction: By treating dyeing and washing wastewater, Xuzhou subsidiary has effectively reduced the concentration of pollutants in the wastewater, thereby reducing the risk of pollution to surrounding water bodies and protecting the local ecological environment.
- Corporate social responsibility: The environmental protection actions of Xuzhou subsidiary complied with the local government's environmental protection policies, enhancing the company's social image and strengthening the trust of customers and the public. The subsidiary enhanced environmental awareness through employee training, guiding employees to actively practice environmental protection concepts, creating a positive atmosphere of full participation in environmental protection.

第二部分：綠色發展 • 構建永續未來 *(續)*

排放與廢棄物 *(續)*

廢水排放管理 *(續)*

- 環境影響降低：通過處理染色及水洗廢水，徐州子公司有效降低了廢水中污染物濃度，減少了對周邊水體的污染風險，保護了當地生態環境。
- 企業社會責任：徐州子公司的環保行動符合當地政府的環境保護政策，提升了企業的社會形象，並增強了客戶和公眾的信任。子公司通過員工培訓增強了環保意識，引導員工積極踐行環保理念，形成了全員參與環保的良好氛圍。



Dyeing salt recovery system of Xuzhou subsidiary
徐州子公司染色鹽回用系統

The dyeing salt recovery system of Xuzhou subsidiary not only reduces waste of resources and environmental pollution, but also enhances the company's social image and market competitiveness, demonstrating the positive efforts of the company in environmental protection and social responsibility. In the future, Xuzhou subsidiary will continue to promote sustainable development, apply more environmental protection technologies and contribute to green production.

徐州子公司的染色鹽回用系統不僅減少了資源浪費和環境污染，還提升了企業的社會形象和市場競爭力，展現了企業在環境保護和社會責任方面的積極努力。未來，徐州子公司將繼續推動可持續發展，應用更多環保技術，為綠色生產貢獻力量。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Emission and Waste (Continued)

Exhaust Gas Emission Management

Each of the Group's subsidiaries regularly reviews its emission management plans and measures, invests in adequate and effective exhaust gas treatment facilities, carries out preventive maintenance on a regular basis, maintains its equipment in good working order, and continuously ensures that the emission standards for exhaust gas are met.

According to the Higg FEM factory environmental module verification results, all subsidiaries involved in self-assessment and verification have identified a list of exhaust emission sources, including mobile exhaust emission sources, based on the stricter requirements of the module. They conducted annual testing of both organized and unorganized exhaust emissions in accordance with the requirements of the pollutant discharge permit and met the standards, and monitored the annual exhaust pollutant emissions. Shandong subsidiary, Xuzhou subsidiary, Zhuhai subsidiary, and Southern Vietnam subsidiary also monitored the situation of ozone-depleting substances in exhaust gas.

Waste Management

In terms of waste management, the Group is committed to achieving efficient and environmentally friendly waste disposal processes to reduce environmental risks, enhance sustainability, and fulfill our corporate social responsibility. Our primary waste includes waste cotton, office and domestic waste, waste equipment parts and components, and waste cotton yarn. In order to manage these wastes more effectively, we have set a five-year target to reduce waste discharge and managed waste in accordance with relevant regulations and notices, such as the "Notice on Enhancing Customized Placement of Rubbish Bin and Classified Management" and the "Notice on Enhancing Management and Classified Deposit of Industrial Waste and Domestic Waste". The following are the management measures of the Group:

- Standardized disposal of hazardous waste: All subsidiaries have standardized the disposal process of hazardous waste, established storage facilities of hazardous waste that meet the requirements, and entrusted qualified units for harmless treatment. We ensure that the entire process of hazardous waste from generation, storage, transfer, utilization to disposal is legal and compliant, so as to prevent environmental risks.

第二部分：綠色發展 • 構建永續未來 (續)

排放與廢棄物 (續)

廢氣排放管理

本集團各子公司定期審查廢氣排放管理計劃和措施，投資建設充分有效的廢氣處理設施，定期進行預防性維修保養，維持設備良好運行，持續確保廢氣達標排放。

根據Higg FEM工廠環境模塊驗證結果顯示，所有參與自評和驗證的子公司依據模塊更嚴格的要求，均識別了包括移動廢氣排放源在內的廢氣排放源清單，根據排污許可證要求進行了年度有組織廢氣、無組織廢氣檢測並符合標準，監督年度內廢氣污染物的排放量。山東子公司、徐州子公司、珠海子公司，以及南越子公司還跟蹤了廢氣中破壞臭氧層物質的情況。

廢棄物管理

在廢棄物管理方面，本集團致力於實現高效、環保的廢棄物處理流程，以降低環境風險、提升可持續性，並履行我們的企業社會責任。我們的主要廢棄物包括廢棉、辦公及生活垃圾、設備廢零部件和廢棉紗。為了更有效地管理這些廢棄物，我們設定了五年減少廢棄物排放的目標，並依據相關法規和通知，如《關於加強垃圾桶定製定位和分類管理的通知》和《關於加強工業垃圾、生活垃圾管理和歸類放置的通知》，進行廢棄物管理。以下是本集團的管理措施：

- 規範危險廢棄物處置：所有子公司均已規範危險廢棄物的處置流程，建立了符合要求的危險廢棄物貯存設施，並委託有資質的單位進行無害化處理。我們確保危險廢棄物從產生、貯存、轉移、利用到處置的全流程都合法合規，以防範環境風險。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Emission and Waste *(Continued)*

Waste Management *(Continued)*

- Waste classification management: We have incorporated the classification management of domestic waste and industrial waste into the scope of enterprise management, requiring the classified collection of solid waste and storage by category at temporary storage points within the factory. At the temporary storage points, we have erected signs clearly indicating the type, quantity, and storage period of the waste.
- Waste recycling: Waste generated during the production process, such as cotton waste, is reused as much as possible as project raw materials. For the remaining waste cotton and impurities, we collect them for sale to achieve resource reutilization.
- Treatment of general solid waste: General solid waste, such as domestic waste, is collectively handled by the Department of Environment and Hygiene to ensure that the disposal of waste complies with regulatory requirements.

Through these measures, we have not only improved the efficiency and compliance of our waste management, but also promoted the recycling of resources and reduced our impact on the environment. We will continue our efforts to minimize waste through innovation and improvement, contributing to the environmental protection and the promotion of sustainable development.

第二部分：綠色發展 • 構建永續未來 *(續)*

排放與廢棄物 *(續)*

廢棄物管理 *(續)*

- 垃圾分類管理：我們將生活垃圾和工業垃圾分類管理納入企業管理範疇，要求對固體廢棄物進行分類收集，並按照類別存放在廠內臨時存放點。在暫存點，我們豎立標識，明確標明廢棄物的種類、數量及存放期限。
- 廢料回收利用：在生產過程中產生的回花等廢料，我們儘可能回用為項目原料。對於剩餘的廢棉和雜質，我們收集後進行外售，實現資源的再利用。
- 一般固體廢棄物處理：生活垃圾等一般固體廢棄物由環衛部門統一處理，確保廢棄物的處理符合法規要求。

通過這些措施，我們不僅提高了廢棄物管理的效率和合規性，還促進了資源的循環利用，減少了對環境的影響。我們將繼續努力，通過創新和改進，實現廢棄物的最小化，為保護環境和推動可持續發展做出貢獻。

Waste discharge target

廢氣物排放目標



Reduce the Group's hazardous waste emission intensity by 5% in 2025 compared to 2020
2025年集團有害廢棄物排放強度較2020年減少5%

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Emission and Waste (Continued)

Waste Management (Continued)

Meanwhile, according to the latest Higg FEM factory environmental module verification results, all subsidiaries involved in self-assessment and verification have conducted statistics on general solid waste and hazardous waste, and declared and transferred hazardous waste in accordance with the law. All subsidiaries have carried out on-site management of general solid waste and hazardous waste in accordance with the law, effectively preventing the pollution of groundwater and soil. Shandong subsidiary, Xuzhou subsidiary and Southern Vietnam subsidiary set baselines, improvement targets and indicators, and improvement measures for general solid waste and hazardous waste. In addition, Shandong subsidiary also set baselines and improvement targets and indicators for solid waste disposal methods.

第二部分：綠色發展 • 構建永續未來 (續)

排放與廢棄物 (續)

廢棄物管理 (續)

同時，根據最新的Higg FEM工廠環境模塊驗證結果顯示，所有參與自評和驗證的子公司均進行了一般固廢和危險廢棄物的統計，對危險廢棄物依法進行了申報和轉移。各個子公司對一般固廢和危險廢棄物均依法進行現場管理，有效防止了對地下水和土壤的污染。山東子公司、徐州子公司，以及南越子公司設定了一般固廢和危廢的基線、改善目標和指標以及改善措施，除此之外，山東子公司還設定了固廢處置方式的基線和改善目標、指標。

	2024	2023	2022	Unit 單位
Waste discharge ¹ 廢棄物排放 ¹				
Hazardous waste discharge 有害廢棄物排放量	3,443	4,273	3,684	Tonnes 噸
Hazardous waste discharge per RMB million sales 每百萬元人民幣銷售額 有害廢棄物排放量	0.1	0.2	0.2	Tonnes/ RMB million sales 噸／百萬元 人民幣銷售額
Non-hazardous waste discharge 無害廢棄物排放量	21,622	17,827	24,840	Tonnes 噸
Non-hazardous waste discharge per RMB million sales 每百萬元人民幣銷售額 無害廢棄物排放量	0.9	0.8	1.0	Tonnes/ RMB million sales 噸／百萬元 人民幣銷售額

Waste discharge of the Group in the past three years to be updated
集團近三年廢棄物排放情況需要更新

Notes:

註：

- Due to the increase in production capacity, management and technical optimization in 2024, the hazardous waste discharge decreased as compared to 2023.
- Due to factors such as market price fluctuations, increased extreme weather and changes in product structure, sales did not increase in tandem with the increase in production volume in 2024, resulting in a slight increase in non-hazardous waste discharge per RMB million sales as compared to 2023.

- 由於2024年產能提升、管理及技術優化等原因，有害廢棄物排放量相較於2023年有所下降。
- 因市場價格波動、極端天氣增多、產品結構變化等原因；在2024年度產量上升的情況下，銷售額未同步增加，致使百萬元人民幣銷售額的無害廢棄物的排放量相較於2023年有略增。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Energy Use

Energy use is a key factor in climate change and air pollution, and efficient energy management can not only reduce GHG emissions and environmental pollution but also lower costs and enhance a company's market competitiveness. The Group and its subsidiaries strictly comply with energy-related laws and regulations, and have set clear energy use targets and assessment standards. The following are our optimization measures in energy management:

- Compliance and target setting: We have complied with energy regulations and set specific targets for energy use, while establishing assessment standards to ensure the achievement of these targets.
- Facility and equipment maintenance: We have regularly inspected and maintained energy facilities and equipment to enhance energy efficiency and reduce energy consumption.
- Employee awareness enhancement: We have improved employees' awareness of energy management through training and communication activities, encouraging them to actively participate in energy-saving initiatives, making them an important force in promoting energy conservation.

Through these measures, we are committed to achieving efficient use of energy, reducing environmental impact, while enhancing the Group's economic benefits and market competitiveness.

In 2024, the subsidiaries of the Group conducted energy audits in accordance with the laws, and several subsidiaries implemented energy-saving projects. Among them:

- Changzhou subsidiary: By improving the indoor operating conditions of air conditioning, managing lighting and energy-saving renovations, recovering waste heat from air compressors, and transforming circulating water pumps, it is estimated that 900,000 kWh of electricity can be saved annually;

第二部分：綠色發展 • 構建永續未來 *(續)*

能源使用

能源使用是氣候變化和空氣污染的關鍵因素，而高效的能源管理不僅能夠減少溫室氣體排放和環境污染，還能降低成本，增強企業的市場競爭力。本集團及子公司嚴格遵守能源相關法律法規，並設定了明確的能源使用目標和考核標準。以下是我們在能源管理方面的優化措施：

- 合規與目標設定：我們遵循能源法規，並為能源使用設定了具體目標，同時建立了考核標準以確保目標的實現。
- 設施與設備維護：我們定期對能源設施和設備進行檢查和維護，以提升能效和降低能源消耗。
- 員工意識提升：我們通過培訓和溝通活動提高員工對能源管理的認識，鼓勵他們積極參與節能行動，使他們成為推動能源節約的重要力量。

通過這些措施，我們致力於實現能源的高效使用，減少對環境的影響，同時提升本集團的經濟效益和市場競爭力。

本集團子公司於2024年度依法開展了能源審計，多家子公司開展了節能項目。其中：

- 常州子公司：通過空調室內運行狀態的提升、照明管理與節能改造、空壓機餘熱回收、循環水泵改造，預計每年可節省電力900,000千瓦時；

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Energy Use (Continued)

- Xuzhou subsidiary: It installed a heat energy recovery device for the air compressor, which not only effectively improved the operating temperature of air compressor and reduced machine failures, but also used the recovered heat energy to heat domestic water, meeting the employees' bathing water needs. It is estimated that up to RMB200,000 can be saved annually;
- Southern Vietnam subsidiary: By investing RMB1 million to replace a magnetic levitation chiller, it is expected to save 850 thousand kWh of electricity annually; an inverter was added to the suction motor of a spinning frame to reduce the suction negative pressure, with an expected electricity saving of 30%;
- Zhanjiang subsidiary: It invested RMB6.91 million to purchase advanced winding machines through technological upgrades, further improving the yield rate and reducing energy consumption, with an expected annual saving of 120 thousand kWh of electricity and a reduction of 400 thousand cubic meters of compressed gas;
- Zhuhai subsidiary: It invested RMB2.35 million to replace indirect heating using a natural gas boiler with direct natural gas combustion for heating, reducing one heat energy conversion step, enhancing thermal efficiency, and achieving natural gas savings. It is estimated that funds of RMB1.51 million can be saved annually;
- Shandong subsidiary: It organized and implemented 36 energy-saving projects, which significantly improved production efficiency and reduced energy consumption through the implementation of renovated project. In October 2024, the Company achieved the "benchmark level" in unit energy consumption at the municipal level.

第二部分：綠色發展•構建永續未來(續)

能源使用(續)

- 徐州子公司：為空壓機加裝了熱能回收裝置，這不僅有效改善了空壓機的運行溫度，減少了機器故障，還利用回收的熱能加熱生活用水，滿足了員工洗澡用水需求。預計每年可節省達20萬元人民幣；
- 南越子公司：通過投入100萬元人民幣，更換一台磁懸浮製冷機，預計每年節省電力85萬千瓦時；對一台細紗機吸風電機增加變頻器降低吸風負壓，預計節省電力30%；
- 湛江子公司：投入691萬元人民幣，通過技術升級改造購置先進的絡筒機，進一步提升良品率和降低能耗，預計實現每年節省電力12萬千瓦時，減少壓縮氣體40萬立方米；
- 珠海子公司：投入235萬元人民幣，將天然氣直接燃燒供熱代替了用天然氣鍋爐間接供熱，減少了一道熱能轉換，同時提升了熱效率，實現天然氣節省。預計每年可節省資金151萬元人民幣；
- 山東子公司：組織開展36項節能項目改造，通過改造項目的實施，很大程度的提高了生產效率和節約能耗，2024年10月公司獲得市級單位能耗值達「標桿水平」。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Energy Use (Continued)

The relevant similar energy-saving solutions have achieved good economic and social benefits in all subsidiaries.

第二部分：綠色發展 • 構建永續未來 (續)

能源使用 (續)

相關類似節能方案在各子公司都取得了良好的經濟與社會效益。

	2024	2023	2022	Unit 單位
Energy consumption ¹ 能源消耗 ¹				
Direct energy consumption 直接能源消耗量	290,704	276,261	425,042	MWh 兆瓦時
Indirect energy consumption 間接能源消耗量	2,355,420	2,084,652	2,153,524	MWh 兆瓦時
Total energy consumption 能源消耗總量	2,646,123	2,360,914	2,578,566	MWh 兆瓦時
Energy consumption per RMB million sales 每百萬元人民幣銷售額 能源消耗量	114.9	103.9	108.3	MWh/RMB million sales 兆瓦時／ 百萬元人民幣銷售額

Energy consumption of the Group in the past three years
集團近三年能源使用情況

Notes:

- The Group primarily produces GHG due to energy consumption in the production process, which includes Scope 1: direct emissions (petrol, diesel oil, liquefied petroleum gas and natural gas, etc.) and Scope 2: energy indirect emissions (purchased electricity and steam, etc.). Calculations of GHG of the Group are presented in tonnes of carbon dioxide equivalent (tCO₂e) and audited in accordance with the "Requirements of the greenhouse gas emissions accounting and reporting — Part 12: Textile and garment enterprises" published by the National Development and Reform Commission of the People's Republic of China.
- Due to factors such as market price fluctuations, increased extreme weather and changes in product structure, sales did not increase in tandem with the increase in production volume in 2024, resulting in a slight increase in energy consumption per RMB million sales as compared to 2023.

註：

- 本集團的溫室氣體排放主要來自於生產過程的能源消耗，包括範圍一：直接排放（汽油、柴油、液化石油氣和天然氣等）和範圍二：能源間接排放（外購電力和蒸汽等）。本集團的溫室氣體核算以二氧化碳當量為單位，並依據中華人民共和國國家發展和改革委員會提出的《溫室氣體排放核算與報告要求第12部分：紡織服裝企業》進行核算。
- 因市場價格波動、極端天氣增多、產品結構變化等原因：在2024年度產量上升的情況下，銷售額未同步增加，致使百萬元人民幣銷售額的能源消耗量相較於2023年有略增。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Water Resources Management

第二部分：綠色發展 • 構建永續未來 (續)

水資源管理

Water saving target 節約用水目標



Reduce the Group's water consumption intensity by 10% in 2025 compared to 2020
2025年集團用水強度較2020年減少10%

The Group places great emphasis on water resources management, ensuring the sustainable use of water resources and reducing waste. Our water use primarily relies on municipal water supply, with some subsidiaries legally utilizing river water, groundwater, or reservoir water, ensuring a stable supply of water sources. The following are the water resources management measures we have implemented:

- Compliance with laws and regulations: We have strictly adhered to local water resources management laws and regulations to ensure lawful and compliant water use, thereby avoiding legal risks.
- Water resources assessment: We have conducted a comprehensive water resources assessment, taking into account factors such as climate change, precipitation and hydrogeology, to formulate a reasonable management plan.
- Management objective setting: Based on the assessment results, we have set specific objectives such as improving water use efficiency, reducing water pollution, and protecting aquatic ecosystems.
- Water quality monitoring: We have established a water quality monitoring system, conducted regular testing of physical, chemical and biological indicators to ensure water quality standards are met and issues are identified promptly.
- Recycling and reuse: We have explored the possibility of using treated wastewater for irrigation and industrial processes, or recycling and reusing of cooling water.
- Contingency plan: We have developed a water crisis contingency plan to address unexpected events such as droughts and floods, ensuring a swift and effective response in emergencies.
- 遵守法律法規：我們嚴格遵守當地水資源管理的法律法規，確保用水合法合規，避免法律風險。
- 水資源評估：進行全面的水資源評估，考慮氣候變化、降水和水文地質等因素，以制定合理的管理計劃。
- 管理目標設定：基於評估結果，我們設定了提高用水效率、減少水污染和保護水生生態系統等具體目標。
- 水質監測：建立水質監測系統，定期檢測物理、化學和生物指標，確保水質達標，並及時發現問題。
- 回收與再利用：探索廢水處理後用於灌溉、工業過程或冷卻水的回收再利用可能性。
- 應急計劃：制定水危機應急計劃，以應對乾旱、洪水等突發事件，確保緊急情況下能迅速有效應對。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Water Resources Management (Continued)

At the same time, we actively foster a culture of water conservation, encourage employees to develop water-saving habits and create a water-saving enterprise environment:

- Use of water-saving products: We have adopted water-saving products and implemented water resources recycling.
- Water usage habits: Employees are required to turn off taps promptly after use to avoid waste.
- Leakage inspection: We have regularly inspected pipelines to prevent leakage and eliminate continuous water flow.
- Measurement and statistical management: Separate water meters were installed in office areas, living areas, production areas, and construction sites, with designated personnel responsible for recording. Monthly water balance data analysis was conducted to optimize water resources allocation.

Through these measures, we are committed to enhancing the efficiency of water resources management, reducing waste, protecting the environment, and simultaneously improving our sense of social responsibility and sustainable development capability.

In 2024, the subsidiaries of the Group actively responded to the Group's water-saving initiative, implemented a number of water-saving measures, and achieved remarkable results:

- Northern Vietnam subsidiary: By inspecting the fire-fighting pipeline network and renovating the leaking areas, it is estimated that upon completion of the renovation, 21,600 tonnes of water can be saved annually compared to last year.
- Xuzhou subsidiary: It renovated the entire factory's water supply pipeline system, significantly reducing the company's water usage and discharge, achieving dual benefits of environmental protection and cost reduction for the company. After being put into operation, it can reduce water usage by 180 thousand tonnes annually, with an estimated annual saving of RMB324 thousand in water fees.
- Southern Vietnam subsidiary: It invested approximately RMB300 thousand to implement a condensate water recycling project, which is expected to reduce fresh water usage by 21% and save 8 to 10% of hot air supply.

第二部分：綠色發展 • 構建永續未來 (續)

水資源管理 (續)

同時，我們積極營造節水文化，鼓勵員工養成節水習慣，打造節水型企業環境：

- 節水產品使用：採用節水型產品，實施水資源的重複利用。
- 用水習慣：要求員工用水後及時關閉水龍頭，避免浪費。
- 漏水檢查：定期檢查水管，防止漏水，杜絕長流水現象。
- 計量統計管理：在辦公區、生活區、生產區和施工現場設置獨立水錶，由專人負責登記，每月進行水平衡數據分析，優化水資源分配。

通過這些措施，我們致力於提升水資源管理效率，減少浪費，保護環境，同時提高企業的社會責任感和可持續發展能力。

在2024年，本集團子公司積極響應集團的節水倡議，實施了多項節水措施，並取得了顯著的成效：

- 北越子公司：通過檢查消防管網並對漏水區域進行更新改造，預計改造完成後，與去年相比，每年可節水21,600噸。
- 徐州子公司：對全廠供水管網系統進行改造，顯著減少了企業用水量及排放量，實現了環境保護和企業成本降低的雙重效益。投入運行後，全年可減少用水18萬噸，預計每年可節省水費達32.4萬元人民幣。
- 南越子公司：投入約30萬元人民幣實施回用冷凝水項目，預計可實現清水用量減少21%，同時節省8~10%的熱風供給量。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Water Resources Management (Continued)

Through the implementation of these water-saving projects, the Group has not only made positive progress in environmental protection but also achieved significant economic benefits. These achievements demonstrate the Group's emphasis on water resources management and its firm commitment to improving water resources utilization efficiency and promoting sustainable development. We will continue to explore and implement more water-saving measures to reduce environmental impact while optimizing our operating costs, striving to build a resource-efficient and environmentally friendly enterprise.

第二部分：綠色發展•構建永續未來(續)

水資源管理(續)

通過這些節水項目的實施，本集團不僅在環境保護方面取得了積極進展，還在經濟效益上實現了顯著提升。這些成果展示了本集團對水資源管理的重視，以及在提高水資源利用效率和推動可持續發展方面的堅定承諾。我們將繼續探索和實施更多的節水措施，以減少對環境的影響，同時優化我們的運營成本，為建設資源節約型和環境友好型企業而努力。

	2024	2023	2022	Unit 單位
Water resources consumption ¹ 水資源消耗 ¹				
Total water consumption 總用水量	8,185,395	7,458,298	9,050,271	Tonnes 噸
Water consumption per RMB million sales 每百萬元人民幣銷售額 用水消耗量	355.4	328.2	380.2	Tonnes/ RMB million sales 噸／百萬元 人民幣銷售額

Water resources consumption of the Group in the past three years
集團近三年水資源消耗情況

Note:

- Due to factors such as market price fluctuations, increased extreme weather and changes in product structure, sales did not increase in tandem with the increase in production volume in 2024, resulting in a slight increase in water consumption per RMB million sales as compared to 2023.

註：

- 因市場價格波動、極端天氣增多、產品結構變化等原因；在2024年度產量上升的情況下，銷售額未同步增加，致使百萬元人民幣銷售額的用水消耗量相較於2023年有略增。

Environmental Impact

Environmental Management System

The Group and its subsidiaries strictly comply with relevant local laws and regulations, such as the "Environmental Protection Law of the People's Republic of China", the "Prevention and Control of Water Pollution Law of the People's Republic of China" and the "Prevention and Control of Environmental Pollution by Solid Waste Law of the People's Republic of China". In 2024, a total of nine subsidiaries of the Group obtained ISO14001 environmental management system certification, which covered subsidiaries in yarn and garment fabric segments.

環境影響

環境管理體系

本集團及各子公司嚴格遵守當地的相關法律法規，如《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》與《中華人民共和國固體廢物污染環境防治法》等。本集團於2024年度已有九家子公司通過環境管理體系ISO14001認證，該認證覆蓋了紗線與面料板塊子公司。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Environmental Impact (Continued)

Chemical Control

The Group attaches great importance to the safe management of chemicals and strictly complies with the regulations or requirements on chemicals imposed by the relevant local authorities and brand owners. The Group has established a systematic and rigorous chemical management system and platform, and strictly manages the chemicals used in all aspects of synthetic fibers, production and water treatment, including the storage, transportation, use of chemicals and disposal of hazardous waste. In purchasing raw chemical materials, we have established a system that fully complies with the European Union's "Registration, Evaluation, Authorization and Restriction of Chemicals" ("REACH"). We also refer to stricter chemical management standards such as ZDHC, and set the Group's own standards in combination with customer requirements, and are actively committed to banning or reducing substances that cause environmental load in products.

第二部分：綠色發展•構建永續未來(續)

環境影響(續)

化學品管控

本集團高度重視化學品的安全管理，嚴格遵守各地有關部門及品牌商關於化學品的法規或要求，建立了系統嚴謹的化學品管理體系和平台，對合成纖維、生產和水處理等各環節使用的化學品均進行嚴格管理，包括化學品的儲存、運輸、使用和危險廢棄物的處理等。在購買化學品原料方面，我們已建立了一個完全符合歐盟《關於化學品註冊、評估、許可和限制的法規》(REACH)的體系。我們亦參考ZDHC等更加嚴格的化學品管理標準，並結合客戶要求，設置本集團的自主標準，積極致力於禁用或削減產品中對環境造成負荷的物質。

Goal 目標	Status 狀態
100% of chemicals used meet the relevant requirements of REACH 所使用的化學品100%滿足REACH的相關要求	Satisfied 已滿足
Over 65% of chemicals used can reach ZDHC Gateway Level 1 or above 超過65%所使用的化學品能達到ZDHC Gateway Level 1或以上	Completed 已完成
Updated the electronic data platform for storing all chemical information to enhance file sharing and transparency in the use of chemicals 更新儲存所有化學品數據的電子數據平台，以加強文件共享性、化學品使用透明度	Completed 已完成
Recycled polyester fiber bisphenol A meets the standards 再生滌綸纖維雙酚A符合標準	Completed 已完成

Chemical management objectives

化學品管理目標

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Environmental Impact (Continued)

Chemical Control (Continued)

Chemical Management Process

The Group ensures that the chemicals used comply with the standards in a comprehensive way from the source, finished products to waste:

Regularly check the updates of relevant laws and regulations, and update the procurement standards of the Group
定期檢查相關法律法規更新狀態，並更新本集團的採購標準

Provide updated procurement standards simultaneously to suppliers or manufacturers, require them to fill in chemical declaration list and provide documentation and data such as safety data sheets (MSDS)
將更新後的採購標準同步給供貨商或生產商，要求其填寫化學品申報列表，並提供安全資料表(MSDS)等文件數據

Compile a full list of chemicals based on technical information for the chemicals procured
根據所採購的化學品的技術數據，製作完整的化學品列表

Upload chemical information to a third-party data platform (such as BVE3 or Clean Chain) monthly to verify its environmental standard level
每月將化學品數據上傳到第三方的數據平台(例如BVE3或Clean Chain)，核查其環保標準級別

Regularly send chemicals not registered with ZDHC to third-party institutions for testing of restricted substances to ensure that all chemicals used meet regulatory requirements; and we also conduct tests for restricted substances on finished products as well as sewage and sludge generated during the production process
對於未在ZDHC註冊的化學品，定期送第三方機構檢測限用物質，確保所有使用的化學品符合規範要求；我們亦對生產的成品以及生產過程中產生的污水、污泥進行限用物質檢測

Chemical management process
化學品管理流程

Chemical Management Platform

At the same time, in order to ensure the safe use of chemicals, the Group has developed a management platform for chemicals using the office automation (OA) system to strengthen the review and documentation management of various chemicals, such as chemical technology data sheet ("TDS") and material safety data sheet ("MSDS"). Only chemicals that have passed the OA review will enter the procurement process to avoid chemicals that have not passed the review from entering the production process and avoid safety or quality hazards.

第二部分：綠色發展 • 構建永續未來 (續)

環境影響 (續)

化學品管控 (續)

化學品管理流程

本集團從源頭、成品到廢棄物全覆蓋式確保所使用的化學品符合規範：

化學品管理平台

同時，為確保化學品的安全使用，本集團利用辦公自動化(Office Automation, OA)系統開發了化學品的管理平台，加強了各種化學品的評審和文件管理，例如化學品技術使用說明書(Technical Data Sheet, TDS)和物質安全資料表(Material Safety Data Sheet, MSDS)。只有經過OA評審的化學品才進入採購流程，避免未經過評審的化學品進入生產流程，避免安全或質量隱患。

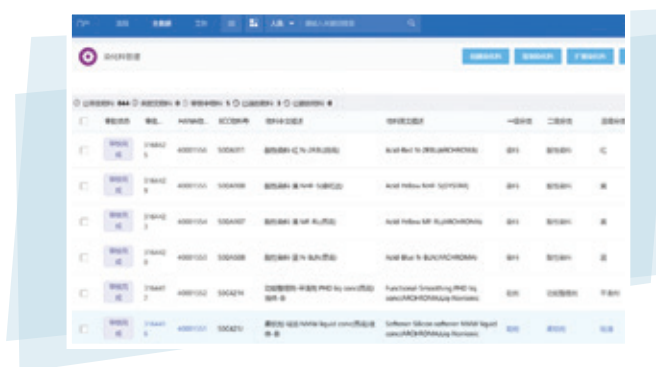
PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Environmental Impact (Continued)

Chemical Control (Continued)

Chemical Management Platform (Continued)

Registration by attributes: All chemicals follow standard multi-layer classification methods, requiring registration of chemicals by attributes, rather than simply using the name of the chemicals, so that repeated registration can be avoided. At the same time, registration of chemicals by attributes can also strengthen the safety of chemical storage, use and disposal. While registering chemicals, all additives must be uploaded to MSDS and TDS. Each subsidiary can also check the MSDS and TDS directly into the system.



Chemical management platform
化學品管理平台

In order to unify the classification and management of chemicals, we assign a unique number to each chemical to ensure that our subsidiaries can use a uniform number when purchasing the same chemical and avoid inconsistencies in numbering.

After the subsidiary applies for chemicals, the technical department of the Group will review and judge whether the chemicals are at risk of use according to the content of MSDS. If there is a risk associated with the use of chemicals, it will be indicated in the comment, and the information will be directly fed back to the chemical management platform system of each subsidiary.

When uploading MSDS, the system can support the upload of documents of multiple versions, such as Chinese, English, Vietnamese or more versions, which are suitable for use by the corresponding subsidiaries. When uploading documents, an effective date of MSDS is required to be indicated to facilitate the system to automatically locate expired MSDS and ensure the effectiveness of all MSDS.

第二部分：綠色發展 • 構建永續未來 (續)

環境影響 (續)

化學品管控 (續)

化學品管理平台 (續)

按屬性註冊：所有化學品有標準的多層分類方法，需要按屬性註冊化學品，而不單只是用化學品的名字，這樣可以避免重複註冊。同時按屬性註冊化學品也可以加強化學品的存儲、使用及處置安全。在註冊化學品的同時，所有助劑必須上傳MSDS和TDS。各子公司也可以直接進系統查詢MSDS和TDS。

為了統一化學品的分類管理，我們為每一種化學品分配了唯一的編號，以確保各子公司在採購相同化學品時能夠使用統一的編號，避免出現編號不一致的情況。

子公司申請化學品後，由集團技術部門審核，根據MSDS的內容判斷化學品是否有使用風險。若有相關使用風險的化學品，會在評語中註明，信息會直接反饋到各子公司的化學品管理平台系統中。

在上傳MSDS的時候，系統可以支持多個版本的文件上傳，例如中文，英文，越文或更多版本，適合對應各子公司使用。在上傳文件的同時，需要註明MSDS的有效日期，以方便系統自動查找過期的MSDS，確保所有MSDS的有效性。

環境、社會及管治報告(續) ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Environmental Impact (Continued)

Chemical Control (Continued)

Chemicals Use Standards

The chemicals we use, either by itself or fabrics after normal processing, must meet the following requirements:

第二部分：綠色發展•構建永續未來(續)

環境影響(續)

化學品管控(續)

化學品使用標準

我們所使用的化學品本身或經正常加工處理後的面料，必須符合以下要求：

Type 種類	Content 內容	Satisfying Requirements 滿足要求
Chemicals 化學品	EU REACH Substances of Very High Concern (SVHC) 歐盟REACH高度關注物質(SVHC)	Must 必須
	Conflict Minerals 衝突礦物	Must 必須
	Manufacturing Restricted Substances List (MRSL) 生產限用物質清單(MRSL)	Must 必須
	ZDHC MRSL Level 1 or above ZDHC MRSL Level 1或以上	Priority 優先
	Oeko-Tex's EcoPassport Oeko-Tex's EcoPassport	Priority 優先
	GOTS GOTS	Priority 優先
	Oeko-Tex Appendix 4 Class II Oeko-Tex Appendix 4 Class II	Must 必須
	Oeko-Tex Appendix 6 Class II Oeko-Tex Appendix 6 Class II	Priority 優先
	Restricted Substances List (RSL) of American Apparel & Footwear Association (AAFA) 美國服裝鞋履協會(American Apparel & Footwear Association, AAFA) 限制物質清單(RSL)	Priority 優先
	California Proposition 65 (CA Prop 65) 加利福尼亞州65號提案CA Prop 65	Priority 優先
	Restricted Substances List (RSL) 限用化學品清單(RSL)	Priority 優先

Chemical use standards
化學品使用標準

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Environmental Impact *(Continued)*

Chemical Control *(Continued)*

Chemicals Use Standards *(Continued)*

The Group has established the “Prohibited Chemicals List” in accordance with ZDHC MRSL, Oeko-Tex Appendix 6 and the requirements of brand owners. We have also required our suppliers to declare the chemicals they use according to this list. 50% of the Group’s subsidiaries are Oeko-Tex 100 certified.

Relevant subsidiaries of the Group conducted monthly audits of chemical inventories and invited third-party institutions to conduct external audits. In 2024, there was no non-compliant chemical in the subsidiaries.

At the same time, we will keep track of updates of laws and regulations in time, and regularly update the list based on customers’ requirements, and publish it on the official website.

Reduce the amount of formaldehyde in chemicals: Traditional non-iron finishing of cotton requires the use of chemicals containing formaldehyde, while the general market requires the amount of formaldehyde in non-iron garment fabrics to be less than 60 ppm. In order to provide consumers with healthier products, we have developed formaldehyde-free non-iron resin finishing agents. In 2022, the project of replacing non-iron finishing agents in the Group’s Vietnam factory has been completed. This can basically achieve the non-iron effect of traditional resins and has been verified by FITI Testing & Research Institute, a third-party testing agency. Formaldehyde (less than the detection limit) is not detected in the testing results of garment fabrics.

In order to effectively reduce environmental pollution, enhance resource utilization efficiency, and ensure compliance with international and domestic environmental regulations, we have implemented stricter control standards for the BPA (Bisphenol A) content in recycled polyester, requiring its content to be below 1 ppm. This initiative reflects our commitment to environmental protection. By reducing the use of harmful substances, we are dedicated to promoting the green transformation of the industry while ensuring the safety and environmental friendliness of our products to meet the demand for sustainable products of the global market.

第二部分：綠色發展 • 構建永續未來 *(續)*

環境影響 *(續)*

化學品管控 *(續)*

化學品使用標準 *(續)*

本集團已根據ZDHC MRSL、Oeko-Tex Appendix 6以及品牌商的要求建立了《禁用化學品列表》。我們同時要求供貨商依據此列表申報其使用的化學品。其中50%集團子公司獲得了Oeko-Tex 100認證。

本集團相關子公司對化學品庫存進行月度審核，並邀請第三方機構進行外部審核。各子公司於2024年無不合規化學品。

與此同時，我們會及時查看相關法律法規的更新情況，並結合客戶要求，定期對此清單進行更新，並於官網進行公佈。

減少化學品的甲醛含量：傳統棉的免燙整理需要採用含有甲醛的化學品，而一般市場要求免燙面料的甲醛含量應低於60 ppm。我們為了給消費者提供更健康的產品，開發出無甲醛免燙樹脂整理劑。本集團越南子公司早已在2022年完成了替換無甲醛樹脂項目，其效果基本能達到傳統樹脂的免燙效果，並已通過第三方檢測機構FITI Testing & Research Institute鑑定，面料未檢出甲醛物質（低於檢出限值）。

為了有效降低環境污染、提升資源利用效率，並確保符合國際與國內環保法規，我們對再生滌綸中的BPA（雙酚A）含量實施了更為嚴格的控制標準，要求其含量低於1ppm。這一舉措體現了我們對環境保護的承諾，通過減少有害物質的使用，我們致力於推動行業的綠色轉型，同時保障產品的安全性和環保性，以滿足全球市場對可持續產品的需求。

環境、社會及管治報告 (續) ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Environmental Impact (Continued)

Chemical Control (Continued)

Chemicals Use Standards (Continued)

Reduce the use of fluorocarbon chemicals: The European Stockholm Convention has only stopped the use of carbon-8 fluorocarbon chemicals since 2020. In 2022, the Group had already 100% eliminated the use of all fluorocarbon chemicals, completely stopped using fluorocarbon compounds (PFAS), and switched to more environmentally friendly non-fluorocarbon chemicals, which are water repellent and easy to decontaminate.

第二部分：綠色發展 • 構建永續未來 (續)

環境影響 (續)

化學品管控 (續)

化學品使用標準 (續)

減少氟碳類化學品的使用：歐洲斯德哥爾摩公約(Stockholm Convention)在2020年才停止使用碳八類氟碳化學品。而在2022年，本集團就已100%排除所有氟碳化學品的使用，完全停用氟碳類化合物(PFAS)，改為使用較為環保的非氟碳化學品，同時能達到良好的防水和易去污效果。

Item 項目	Commencement Time 開始時間	Project Status 項目狀態
Stop using fluorocarbon chemicals 停止氟碳類化學品的使用	January 2022 2022年1月	Completed 完成
Reduce quinoline in disperse and vat dyes 減少在分散和還原染料中的喹啉	June 2021 2021年6月	Completed 完成
Use formaldehyde-free non-iron resin instead of traditional non-iron resin with formaldehyde for a proportion 使用無甲醛免燙樹脂代替傳統的含甲醛免燙樹脂比例	May 2021 2021年5月	Completed 完成
Use p-Chloroaniline-free reactive dyes instead of traditional reactive dyes with p-Chloroaniline 使用無對氯苯胺的活性染料代替傳統含對氯苯胺的活性染料	May 2021 2021年5月	Continuous substitution 持續替代
Ensure that recycled polyester bisphenol A meets the standards 確保再生滌綸雙酚A符合標準	January 2024 2024年1月	Completed 完成

Chemical phase out or replacement project
化學品淘汰或替代項目

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Environmental Impact *(Continued)*

Chemical Control *(Continued)*

Chemicals Use Standards *(Continued)*

Procurement of Environmentally Friendly Chemicals

The Group uses environmentally-friendly dyeing chemicals to replace traditional chemicals, so as to reduce the use of chemicals and alleviate the pressure on sewage treatment, which is conducive to the improvement of the aquatic ecological environment.

- Dyes made from renewable materials of EarthColors® are used, the raw materials of which came from the waste from the nonedible agricultural or medicinal herbs industry;
- Silicon oil resynthesized from waste silicon hoses are used;
- Use high-fastness pigment dyeing auxiliaries are used to replace some traditional dyes, significantly reducing water and energy consumption;
- Reactive polyester one-bath dyeing process is developed to reduce water and energy consumption;
- Cellulase instead of chemical acid and alkali is used in the pretreatment of biopolishing;
- Catalase instead of the chemical of sodium thiosulphate is used in deoxygenation after boiling and bleaching.

Chemical Verification

In 2024, seven subsidiaries of the Group completed the self-assessment of Higg FEM, among which five fabric subsidiaries passed the Higg FEM third-party verification based on the self-assessment results, and the results were widely recognized by international brand clients. In terms of chemical management, Xuzhou subsidiary received the ZDHC Supplier to Zero (Level 2) certification, and the Southern Vietnam subsidiary received the ZDHC Supplier to Zero (Level 1) certification, effectively controlling MRSL and meeting the needs of customers and stakeholders. The Southern Vietnam subsidiary also actively participated in the ZDHC InCheck project and was committed to managing chemicals with stricter standards.

第二部分：綠色發展 • 構建永續未來 *(續)*

環境影響 *(續)*

化學品管控 *(續)*

化學品使用標準 *(續)*

環保化學品採購

本集團使用環保染化料代替傳統化學品，以減少化學品用量、減輕污水處理壓力，有助於水生環境的改善。

- 使用EarthColors®可再生物料合成的染料，其原材料來自非食用農業或製藥廢棄物；
- 使用廢棄硅軟管再合成的硅軟油；
- 使用高牢度的塗料染色助劑，代替部份傳統染料染色，大幅度減少用水和能耗；
- 開發活性滌綸一浴法染色，減少用水量和能耗；
- 在前處理採用生物拋光工序，使用纖維素酶代替化學品酸和碱；
- 在煮漂後除氧環節，使用除氧酶代替化學品硫代硫酸鈉。

化學品驗證

2024年，本集團七家子公司完成了Higg FEM自評，其中五家面料子公司基於自評結果通過了Higg FEM第三方驗證，其結果被國際品牌客戶廣泛認可。在化學品管理方面，徐州子公司榮獲ZDHC Supplier to Zero (Level 2)認證，南越子公司榮獲ZDHC Supplier to Zero (Level 1)認證，有效管控了MRSL，滿足客戶及利益相關方需求。南越子公司還積極參與ZDHC InCheck項目，致力於以更嚴格標準管理化學品。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Environmental Impact (Continued)

Chemical Control (Continued)

Chemicals Use Standards (Continued)

Improving Consumer Awareness

For products with chemical risks, we will provide our customers with a MSDS or fabric data sheet, stating the relevant information of the chemical, such as the name, content, risk warning and first aid measures.

We have published on our official website the production materials list of the Group's products, including yarns, grey fabrics, dyed fabrics, denim fabrics and garments, etc., and promised and implemented that the materials used are in compliance with environmental protection and health standards.

Protecting Biodiversity

The development of global fashion, apparel, textile and footwear industries depends, to a large extent, on the continued existence of a healthy ecosystem and the resources provided by nature. We promise to adhere to global biodiversity conservation targets and the "Regulations on Nature Reserves of the People's Republic of China", coexisting harmoniously with the environment.

As part of our efforts to protect nature and biodiversity throughout our value chain, we have clearly defined our sustainability principles and required all external partners and internal marketing and production operation teams to follow. The principle of sustainable development is a comprehensive guideline for us to prevent and reduce waste, reduce environmental impact, and ensure the participation of our production, operation and management personnel in protecting the ecological environment and community well-being. We aim to protect, restore and improve the natural ecology throughout our value chain, and to promote, encourage and share improvements in biodiversity risk disclosures and best practices through collaboration with stakeholders.

In 2023, the Group conducted a biodiversity impact and risk assessment, actively communicated with relevant parties to identify and manage the risks posed by business activities to biodiversity and ecosystems, and incorporated biodiversity conservation into stakeholders' material topics. In 2024, we further standardized production and operations in the areas put into production to avoid a net loss to biodiversity.

第二部分：綠色發展•構建永續未來(續)

環境影響(續)

化學品管控(續)

化學品使用標準(續)

提高消費者認知

對於存在化學風險的產品，我們將向客戶提供物資安全資料表(MSDS)或面料數據表(Fabric Data Sheet)，註明該化學品的名稱、含量、風險提示及急救措施等相關信息。

我們在官網公佈本集團產品的生產物料表，包括紗線、坯布、色布、牛仔面料及服裝等，承諾並踐行所使用材料均符合環保及健康標準。

保護生物多樣性

全球時尚、服裝、紡織和製鞋業的發展，在很大程度上依賴於健康生態系統的持續存在以及大自然提供的資源。我們承諾遵循全球生物多樣性保護目標和《中華人民共和國自然保護區條例》，與環境和諧共生。

作為我們在整個價值鏈中保護自然及生物多樣性努力的一部分，我們明確規定了可持續發展原則，並要求所有外部合作夥伴和內部營銷及生產運營團隊遵守。可持續發展原則是我們預防及減少浪費、削減環境影響，以及確保參與公司生產運管及管理人員保護生態環境和社區福祉的綜合性指南。我們的目標是在整個價值鏈中保護、修復和改善自然生態，並通過與利益相關方合作，提倡、鼓勵和分享改進生物多樣性風險披露與最佳實踐。

在2023年本集團已開展了生物多樣性影響及風險評估，並積極與相關方溝通，識別和管理業務活動對生物多樣性和生態系統造成的風險，我們也把生物多樣性保護納入到了利益相關方關鍵性議題中。在2024年，我們進一步在投產區域進行規範生產和運營，避免對生物多樣性造成淨損失。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)***Protecting Biodiversity** *(Continued)*

The annual biodiversity impact and risk assessment showed that our production operations and raw materials supply chain have the greatest impact on biodiversity, particularly the cultivation methods of natural fibers associated with cotton. In the process of cotton procurement, the Group particularly focused on and promoted the sustainable cotton fields and biodiversity management of cotton suppliers. Our core cotton supplier has adopted various biodiversity and sustainable cotton field initiatives, such as:

1. Biodiversity commitment: It is committed to protecting existing forests and native vegetation, particularly within its cotton supply chain, with a promise to achieve zero deforestation and conversion of natural vegetation by 2025.
2. Regenerative agriculture practices: This cotton supplier has established a global regenerative agriculture team to promote the implementation of regenerative agriculture practices in key supply chains, aiming to improve soil health, enhance biodiversity, and restore water sources.
3. Coordinating sustainable commitments and practices: It has collaborated with multiple partners to advance the sustainability of cotton fields, including Better Cotton and regenagri® certification, ensuring that cotton production meets sustainable standards.
4. GHG emission management: A target has been set to reduce Scope 1 and Scope 2 GHG emissions by 33.6% by 2030, and in 2023, the GHG emissions were disclosed through the CDP climate change questionnaire, receiving a "B" rating. Additionally, Scope 3 emissions have been calculated since 2023.
5. Good agricultural practices: It has implemented advanced agricultural technologies such as precision fertilization, crop protection, and soil management in its managed farms to enhance the sustainability of agricultural production.

第二部分：綠色發展 • 構建永續未來 *(續)***保護生物多樣性** *(續)*

在年度生物多樣性影響及風險評估中顯示，我們的生產運營與原材料供應鏈對生物多樣性影響最大，尤其是與棉花相關的天然纖維耕作方式。本集團在進行棉花採購過程中，尤其關注並推動棉花供應商的可持續棉田和生物多樣性管理。我們的核心棉花供應商採取了多樣的生物多樣性和可持續棉田舉措，例如：

1. 生物多樣性承諾：致力於保護現有森林和原生植被，特別是在其棉花供應鏈中，承諾到2025年實現零砍伐和自然植被轉化。
2. 再生農業實踐：該棉花供應商建立了全球再生農業團隊，推動在關鍵供應鏈中實施再生農業實踐，以改善土壤健康、促進生物多樣性和恢復水源。
3. 協同可持續承諾與實踐：與多個合作夥伴共同推進棉田可持續性，包括Better Cotton和regenagri®認證，確保棉花生產符合可持續標準。
4. 溫室氣體排放管理：設定了到2030年減少33.6% Scope 1和Scope 2溫室氣體排放的目標，並在2023年通過CDP氣候變化問卷披露其溫室氣體排放情況，獲得「B」評分。並在從2023年開始計算Scope 3排放。
5. 良好農業實踐：在其管理的農場中實施精準施肥、作物保護和土壤管理等先進農業技術，以提高農業生產的可持續性。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Protecting Biodiversity *(Continued)*

6. Livelihoods of cotton farmers: It has collaborated with local foundations to support small farmers in adopting sustainable agricultural practices, helping them to increase their income and living standards, particularly in the micro-farming projects in Brazil.



Sustainable cotton site in the United States
美國可持續棉花基地

As part of the Group's biodiversity practice, we have been committed to the development and use of new eco-friendly products to reduce or eliminate the negative impact on biodiversity. For example, the use of GOTS-certified organic cotton can reduce carbon emissions by 45% compared with traditional cotton, while reducing the amount of pesticides used, helping to improve soil health, reducing the use of pesticides and chemicals, and eliminating the negative impact of biodiversity found in the impact assessment; we also purchase viscose fibers that are certified by the Forest Stewardship Council (FSC) and the Program for the Endorsement of Forest Certification (PEFC); and we have also developed a new generation of environmentally friendly PLA polylactose fiber that replaces traditional petrochemical with plant-based raw materials, which has good cracking feature and can reduce the impact on the environment. Beginning in 2023, the Group's fabric subsidiary has also gradually adopted antimony-free polyester to replace the traditional antimony-based polyester. This transformation is not only in line with the production process and quality indicators, but also can reduce the impact on the environment, eliminate the potential negative impact of antimony on the nervous system and digestive system of the human body, and reduce the impact of heavy metals on the environment and ecology.

第二部分：綠色發展 • 構建永續未來
(續)

保護生物多樣性 *(續)*

6. 棉農生計：與當地基金會合作，支持小農戶採用可持續的農業實踐，幫助他們提高收入和生活水平，特別是在巴西的微農項目中。

在本集團的生物多樣性實踐中，我們一直致力於開發、使用新型生態友好產品，以降低或消除生物多樣性的負面影響，例如使用經GOTS認證的有機棉比傳統棉花可減少45%碳排放，同時減少農藥用量，有助於改善土壤健康度，降低農藥及化學品使用，可消除影響評估中發現的生物多樣性負面影響；我們還採購經森林管理委員會(FSC)和森林認證體系認可計劃(PEFC)認證的黏膠纖維；我們也開發了新一代以植物為原料替代傳統石油化工的環保型PLA聚乳糖纖維(Polylactic fiber)，此類纖維具有良好的裂解性，能夠降低對環境的影響。本集團的面料子公司也於2023年開始逐步採用無銻滌綸代替傳統的有銻滌綸，該項轉化不僅符合生產工藝和質量指標，還能夠降低對環境的影響，消除銻對人體的神經系統和消化系統潛在的負面影響，降低重金屬對環境生態的影響。

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE (Continued)

Protecting Biodiversity (Continued)

At the same time, we have also formulated a series of measures to implement the concept of biodiversity protection in production and manufacturing:

- Introduce the activated dye wet distillation process, dyeing cylinder low-bath ratio colouration and low-temperature biological enzyme treatment process;
- Improve the three-tier energy consumption measurement system;
- Achieve materials classification and recycling, substitution of coal with natural gas, residual heat and alkali recovery, countercurrent washing and condensate water reuse;
- Use online intelligent materials supply system and Manufacturing Execution System (MES);
- Eliminate thermal oil and improvement of equipment insulation;
- Install solar power generation roof and water purification system;
- Implement management system certifications, such as ZDHC, OEKO-TEX-100, GRS and other projects.

第二部分：綠色發展•構建永續未來(續)

保護生物多樣性(續)

同時，我們還制定了一系列措施，以貫徹落實生產製造環節生物多樣性保護理念：

- 導入活性染料濕蒸工藝、染缸低浴比染色與低溫生物酶處理工藝；
- 完善能耗三級計量體系；
- 實現物資分類回收、天然氣替代煤炭、餘熱及鹼回收、逆流洗與冷凝水回用；
- 使用在線智能供料系統及製造執行系統(Manufacturing Execution System, MES)；
- 淘汰導熱油並改進設備保溫；
- 安裝太陽能發電屋頂與淨水處理系統；
- 推行管理體系認證，例如ZDHC、OEKO-TEX-100、GRS等項目。



Sustainable cotton field management of suppliers
供應商可持續棉田管理

PART II: GREEN DEVELOPMENT • BUILDING A SUSTAINABLE FUTURE *(Continued)*

Protecting Biodiversity *(Continued)*

In conclusion, by promoting clean production and recycling, we eliminate or reduce the discharge of waste water, exhaust gases, solid waste and hazardous waste from the source, continuously improve the efficiency of materials, water, electricity and steam, and replace or reduce the use of chemicals, so as to achieve biodiversity protection in the production and manufacturing process.

In addition, we are committed to building a sustainable development ecosystem, and improving the awareness and protection of biodiversity value among employees, managers, shareholders, partners, suppliers and other stakeholders through diversified channels and methods. Within the Group, we actively implement biodiversity protection practices within the organization. Greening and planting trees in the factory area create a green and garden-style factory environment. At the same time, we assist local communities in maintaining a diversified ecological environment, strictly comply with environmental protection laws and regulations, ensure that waste discharge meets the standards, monitor sewage discharge, protect the healthy water body of local community lakes, and jointly maintain a clean and orderly community environment. We also participated in fire safety drills in local communities, charitable donations for poverty alleviation and contingency plans for wind prevention, flood control and flood fighting and emergency rescue. Meanwhile, we actively respond to the national call to promote the employment of people with disabilities. We jointly publicize and promote the concept of sustainable development through continuous interaction with stakeholders.

第二部分：綠色發展•構建永續未來
(續)

保護生物多樣性 *(續)*

總之，我們通過提倡清潔生產、循環利用，從源頭消除或降低廢水、廢氣、固態廢棄物及有害廢棄物排放，持續提高材料、水、電和蒸汽效率，替代或減少化學品使用，從而在生產製造環節實現生物多樣性保護。

此外，我們致力於構建可持續發展生態圈，通過多樣化的渠道和方式提高員工、管理者、股東、合作夥伴、供應商等利益相關方對生物多樣性價值的認同和協作保護意識。在集團內部，我們積極履行企業內的生物多樣性保護實踐。在企業廠區內開展綠化植樹，打造綠色及花園式廠區環境。同時，我們協助當地社區共同維護多樣化生態環境，嚴格按照環境保護法律法規，確保廢棄物達標排放，監測污水排放，保護當地社區湖泊的健康水體，共同維護清潔有序的社區環境。我們還參與了當地社區消防安全演練、扶貧救急慈善捐助和防風、防汛、抗洪搶險應急預案等項目。同時，我們還積極響應國家號召，促進殘疾人就業。我們通過與利益相關方保持持續互動，共同宣傳並推廣可持續發展理念。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER

Talent Management

The Group always believes that employees are the essential components for core corporate competitiveness. Adhering to the operation concept of people-oriented development, paying attention to the protection of employee rights, and continuous caring for the well-being of employees are the keys to ensure the sustainable development of the Company. We strive to provide a safe, healthy, comfortable and harmonious working environment and atmosphere for our employees, safeguarding their legitimate rights and interests, caring for their physical and mental health and safety, and keeping focusing on their growth and development. To this end, we have established an equitable, inclusive and diverse human resources management policy.

Human Rights Due Diligence

The Group places great importance on the protection of human rights and consistently regards the respect and safeguarding of human rights as one of the core components of corporate social responsibility. To ensure that we do not violate anyone's fundamental rights in our global operations, we have established a comprehensive human rights due diligence process. This process is designed to systematically identify, assess, and manage human rights risks related to the Group's business activities, particularly in supply chain management and relationship with partnerships.

By regularly conducting human rights due diligence reviews, we are able to gain in-depth insights into potential human rights risk areas and promptly take corrective actions to ensure that all business processes comply with international human rights standards and norms. At the same time, we closely collaborate with suppliers and partners to promote their adherence to relevant social responsibility requirements and jointly commit to improving the overall performance of human rights management in the supply chain.

The due diligence process includes a comprehensive assessment of employee welfare, working conditions, non-discrimination policies, and the absence of forced labour, among other aspects. For any identified human rights risks, we take swift and effective measures to address them and ensure transparency and timely responses through internal and external communication channels. By continuously optimizing the human rights due diligence process, we not only fulfill our legal and ethical responsibilities as a company but also strive to create a fairer and more just business environment for employees, partners, and society at large.

第三部分：和諧共生 • 同塑社會責任

人才管理

本集團始終認為員工是企业核心競爭力的重要组成部分，坚持以人为本的发展理念，注重员工权益保护，持续关爱员工幸福生活，这是确保公司可持续发展的关键所在。我们致力于为员工提供安全、健康、舒适与和谐的工作环境，保障员工合法权益，关注员工身心健康与安全，并持续支持员工的成长与发展。为此，我们已经建立并运行了平等、包容和多元化的人力资源管理政策。

人權盡責調查程序

本集團高度重視人權保護，始終將尊重和保障人權作為企業社會責任的核心內容之一。為確保我們在全球運營中不侵犯任何人的基本權利，我們建立了完善的人權盡責調查程序。該程序旨在系統地識別、評估並管理與集團業務活動相關的人權風險，特別是在供應鏈管理和合作夥伴關係中。

通過定期開展人權盡責審查，我們能夠深入了解潛在的人權風險點，及時採取糾正措施，確保所有業務環節符合國際人權標準與規範。同時，我們與供應商和合作夥伴緊密合作，推動其遵循相應的社會責任要求，並共同致力於提高整體供應鏈的人權管理績效水平。

該調查程序包括對員工福利、工作條件、無歧視政策、無強迫勞動等方面的全面評估。對於發現的人權風險，我們會採取迅速有效的措施進行改進，並通過內部和外部溝通渠道，確保透明度和及時響應。通過持續優化人權盡責調查流程，我們不僅履行企業的法律與道德責任，也致力於為員工、合作夥伴以及社會創造更加公平與公正的商業合作環境。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER (Continued)

Talent Management (Continued)

Employment Management

The Group always adheres to the principles of fairness, respect, and inclusion, committed to creating a safe, healthy, and supportive work environment for employees' personal development. Our employment management policies aim to ensure that all employees enjoy equal employment opportunities, comply with labour laws and regulations, and protect employees' fundamental rights. We strictly prohibit any form of discrimination, forced labour, or child labour, and are dedicated to establishing a diverse and inclusive workplace where every employee can work in an atmosphere of equality, dignity, and respect.

Besides, we strictly comply with relevant local laws, regulations and policies, including but not limited to the "Labour Law of the People's Republic of China" and the "Labour Contract Law of the People's Republic of China", and regulate employee management in accordance with internal rules and regulations such as the "Code of Conduct for Employees of Texhong Group", the "Recruitment Management Policy", the "Employee Induction and Loss of Office Management Requirement", etc. We provide training to employees in various forms. The Group invites external lawyers to make explanations to employees on the "Labour Law of the People's Republic of China", the "Labour Contract Law of the People's Republic of China" as well as other laws and regulations, to ensure that they are aware of their legal rights and familiar with the channels for reporting irregularities.

In addition, the Group signs written labour contracts with all employees and continues to operate in a compliant way. We have implemented an annual leave system in accordance with the law, complied with the requirements of national laws and regulations on working hours, and arranged overtime work with advance communication and agreement as well as on a voluntary basis, with overtime pay as required by local laws and regulations.

第三部分：和諧共生•同塑社會責任(續)

人才管理(續)

僱傭管理

本集團始終秉持公平、尊重和包容的原則，致力於為員工創造一個安全、健康和有益於個人發展的工作環境。我們的僱傭管理政策旨在確保所有員工享有平等的就業機會，遵守勞動法律法規，維護員工的基本權益。我們嚴格禁止任何形式的歧視、強迫勞動或童工，致力於建立多元化與包容性的工作場所，確保每一位員工都能在平等、體面和尊重的氛圍中工作。

此外，我們嚴格遵守並執行當地有關法律、法規和政策，包括但不限於《中華人民共和國勞動法》和《中華人民共和國勞動合同法》等，同時依據《天虹集團員工行為準則》、《招聘管理制度》以及《員工入離職管理規定》等內部規章制度，規範員工管理服務。我們通過多種形式對員工進行培訓，集團邀請外部律師對員工進行關於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》以及其他法律法規的講解，確保員工了解自己的合法權益並熟知違規事項的投訴建議及舉報渠道。

此外，本集團與所有員工簽訂書面勞動合同，持續合規運營。我們依法建立年休假制度，遵守各國家法律、法規中要求的工作時間，在提前溝通協商並遵循自願的原則下安排加班，並按照當地法律法規要求支付加班費。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING
SOCIAL RESPONSIBILITIES TOGETHER (Continued)

Talent Management (Continued)

Labour Standards

As at 31 December 2024, the subsidiaries of the Group within the scope of this ESG Report had a total of 18,725 employees, including 9,106 in Mainland China and 9,619 employees overseas.

As at 31 December 2024, the total number of employees of the subsidiaries within the scope of this ESG Report is as follows:

By gender 按性別	Male 男	10,209	By employment type 按僱傭類型	Full-time 全職	18,723
	Female 女	8,516		Part-time 兼職	2
By age 按年齡	< 30	5,841	By geographical region 按地域	Domestic 國內	9,106
	30–50	11,391		Foreign 國外	9,619
	> 50	1,493			

Employee data of subsidiaries within the scope of 2024 ESG Report
2024年ESG報告範圍內附屬子公司的員工數據

As at 31 December 2024, the employee turnover rate of subsidiaries within the scope of this ESG Report is as follows:

截至2024年12月31日，本ESG報告範圍內各附屬子公司的員工流失率情況如下：

By age 按年齡	< 30	2.90%	By gender 按性別	Male 男	2.61%
	30–50	1.70%		Female 女	1.60%
	> 50	0.99%	By geographical region 按地域	Domestic 國內	2.62%
				Foreign 國外	1.61%

Employee turnover rate of subsidiaries within the scope of 2024 ESG Report
2024年ESG報告範圍內附屬子公司的員工流失率

* The employee turnover rate of each category is the annual average of the employee turnover rate of each category per month. Monthly employee turnover rate of each category = number of employees leaving each category in each month/total number of employees of each category in each month

* 各類別的員工流失率為每月各類別的員工流失率的年度均值。各類別的每月員工流失率=每月各類別離職的員工人數/每月各類別員工總數

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Talent Management *(Continued)*

Labour Standards *(Continued)*

The Group strictly complies with the relevant laws and regulations regarding stringent prevention of child and forced labour, including but not limited to the “Provisions on the Prohibition of Using Child Labour”, the “Law of the People’s Republic of China on the Protection of Minors” and the “Special Protection of Juvenile Employees Regulations”. To further implement this commitment, We have published “Principles on Prohibition of Forced Labour” on our official website, and through communication and training for all employees, we ensure that every employee explicitly understands that opposing forced labour as the fundamental policy of the Group. The Group always adheres to the principle of zero tolerance, and no department and personnel shall violate such policy. Employees have the right to refuse and directly report to superior authorities for work arrangements from superior that violate safety regulations and personal safety. The Group strictly prohibits the recruitment of child labour. All job applicants are required to pass the age verification to ensure that their identity documents are true and valid and meet the legal working age.

If instances of child or forced labour are discovered, the management of the Group will make reports on a timely basis to the relevant enforcement agencies and investigate internally the possible faults in the recruitment process which led to such incidents and implement remedial measures as appropriate.

All subsidiaries have established the Corporate Social Responsibility Committee and clarified its responsibilities, comprehensively established and implemented the social responsibility management system, and ensured effective risk control and continuous improvement through the implementation of the “Social Responsibility Policy and Procedure Document” and the “Long-term Objectives and Control Plan for Employee Protection”.

In addition, the Group’s “Code of Conduct for Suppliers” clearly prohibits the use of child labour and forced labour by suppliers, the remuneration of labour must meet statutory requirements, the rights of employees to association and collective bargaining should be respected, and no employee should be subjected to any form of discrimination, harassment or abuse in respect of employment.

In 2024, there were no cases of non-compliance in relation to violation of labour standards and labour rights by the Group.

第三部分：和諧共生•同塑社會責任 *(續)*

人才管理 *(續)*

勞動用工準則 *(續)*

本集團嚴格遵守相關法律法規，堅決防止僱傭童工或強迫勞動，涵蓋但不限於《禁止使用童工規定》、《中華人民共和國未成年人保護法》和《未成年工特殊保護規定》。為進一步落實這一承諾，我們在官網上發佈了《禁止使用強迫勞動的原則》，並通過全員培訓與溝通，確保每一位員工明確認識到，禁止強迫勞動是本集團的基本政策。集團始終堅持零容忍的原則，任何部門和人員都不得違反該政策。針對上級違反安全規定或侵犯員工人身安全的行為，員工有權拒絕並可直接向更高層級報告。本集團堅決禁止招聘童工，所有求職者在入職前都必須通過嚴格的年齡和身份審核，確保其身份證件真實有效，且符合法定用工年齡要求。

一旦發現童工或強迫勞動現象，集團管理層將及時向相關機構報告，並展開內部調查以查明招聘流程中可能的疏漏，同時將採取相應措施予以糾正。

所有子公司已成立企業社會責任委員會，並明確其職責，全面建立並執行社會責任管理體系。通過實施《社會責任政策與程序文件》和《員工保護的長期目標及控制方案》，確保有效的風險管控並持續推動改進。

此外，本集團的《供應商行為準則》明確要求供應商禁止使用童工和強迫勞工，確保勞動用工薪酬符合法定標準，尊重員工結社與集體談判的權利，並保障員工在就業過程中不受任何形式的歧視、騷擾或虐待。

本集團於2024年度未發生違反勞工準則及侵犯勞工權益方面的違法違規案件。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Talent Management *(Continued)*

Diversity and Equal Opportunity

In terms of employment management, the Group advocates equality and diversity by implementing the “Anti-Discrimination Policy” so that employees are not discriminated against based on their gender, age, race, skin colour, nationality, religious belief, disability, academic background, home town, height, weight, personal character, etc. The “Employee Manual” of the Group also indicates zero tolerance for harassment and discrimination, so as to ensure that all employees could work in a respected and fair environment and are entitled to be treated in an equal way.

In addition, the Group pays special attention to the rights of employees with disabilities. The Group actively responds to the nation’s advocacy of safeguarding employments with disabilities by providing them with equal employment opportunities and remuneration, which enables them to unleash their potential in different positions. At the same time, for employees of different nationalities, races and religious beliefs, other than ensuring their right to enjoy equal access to employment, the Group also respects their customs and religious belief, offering them an inclusive and respected working environment.

The Group places great emphasis on the career development and promotion opportunities for female managers, committed to building a diverse and gender-balanced management team. Currently, the proportion of women among all managers has reached 44.2%, showing a notable improvement compared to 2023. This change not only reflects our commitment to gender equality but also indicates the Group’s positive progress in fostering female leadership development. By providing equal career development opportunities, training, and promotion pathways, we encourage female managers to realize their potential and contribute their insights and leadership skills at the decision-making level. This diverse management team enhances innovation, boosts team performance, and promotes a more inclusive and efficient work environment. We will continue to strive for higher levels of gender diversity and equality, ensuring that all employees can grow and succeed in a fair and supportive environment.

第三部分：和諧共生 • 同塑社會責任 *(續)*

人才管理 *(續)*

多元平等機會

本集團在員工僱傭管理方面秉持平等與多元化的原則，制定了《反歧視政策》，確保員工不會因性別、年齡、種族、膚色、國籍、宗教信仰、殘疾、教育背景、地域、身高、體重、個人性格等因素受到任何形式的歧視。本集團《員工手冊》進一步明確了對騷擾和歧視的零容忍態度，確保所有員工都能在一個尊重和公正的環境中工作，享有被平等對待的權利。

此外，本集團特別關注殘疾員工的權益，積極響應國家關於保障殘疾人就業的倡導，提供平等的就業機會和薪酬待遇，幫助他們在各類崗位上充分發揮潛力。同時，對於來自不同國籍、種族和宗教信仰的員工，集團不僅確保其享有平等就業的權利，還尊重他們的風俗習慣和宗教信仰，為他們提供包容和尊重的工作環境。

本集團高度重視女性管理人員的職業發展和晉升機會，致力於構建一個多元化和性別平衡的管理團隊。目前，女性在所有管理人員中的比例達到了44.2%，相較於2023年有一定程度的提升。這一變化不僅反映了我們對性別平等的承諾，也表明了集團在推動女性領導力發展方面取得了積極進展。通過提供平等的職業發展機會、培訓和晉升路徑，我們鼓勵女性管理人員發揮其潛力，並在決策層面貢獻她們的洞察力和領導才能。這種多元化的管理團隊有助於增強創新能力，提升團隊績效，並促進更加包容和高效的工作環境。我們將繼續努力，以實現更高水平的性別多樣性和平等，確保所有員工都能在公平和支持性的環境中成長和成功。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Talent Management *(Continued)*

Diversity and Equal Opportunity *(Continued)*

第三部分：和諧共生•同塑社會責任
(續)

人才管理(續)

多元平等機會(續)

Category 類別	Proportion of Female Management 女性管理人員佔比
Senior management 高層管理人員	21.8%
Mid-level management 中層管理人員	35.4%
Entry-level management 基層管理人員	42.1%
Total number of management 所有管理人員	44.2%

Proportion of female management in the Group in 2024
2024年集團女性管理者比例

Remuneration Management

The Group upholds the principles of fairness, transparency, and motivation, providing employees with a market-competitive compensation and benefits system to attract, incentivize, and retain top talent. Our compensation management policy is based on job responsibilities, work performance, market conditions, and industry standards, ensuring that salary distribution is fair and just, closely linked to employees' contributions and company performance.

In compliance with laws and regulations, the Group has established management systems such as the "Employee Promotion Management Regulations" and the "Performance Management Measures" to guide the compensation management and promotion mechanisms for employees. We have implemented comprehensive performance incentive policies that cover all types of employees: management personnel primarily undergo monthly and year-end comprehensive performance evaluations, while sales personnel are evaluated monthly based on performance metrics, and subsidiary employees primarily receive piece-rate wages with year-end performance bonuses. Additionally, we conduct regular salary reviews to ensure that compensation levels align with industry and market changes, while also considering employees' career development and quality of life.

薪酬管理

本集團秉持公平、透明和激勵的原則，為員工提供具有市場競爭力的薪酬福利體系，以吸引、激勵和留住優秀人才。我們的薪酬管理政策基於崗位職責、工作表現、市場行情以及行業標準，確保薪酬分配公平、公正，並與員工的貢獻和公司業績緊密掛鉤。

在遵守法律法規的基礎上，本集團制定了《員工晉升管理規定》和《績效管理辦法》等管理制度，為員工薪酬管理與晉升機制提供指導。同時設置了全面的績效激勵政策，覆蓋所有類型員工：管理人員主要採用月度及年終綜合績效考評，業務人員主要採用月度提成績效考評，子公司員工主要採用月度計件工資和年終績效獎勵。同時，我們會定期進行薪酬審查，確保薪酬水平符合行業和市場的變化，同時關注員工的職業發展和生活質量。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER (Continued)

Talent Management (Continued)

Remuneration Management (Continued)

From 2022 to 2024, the Group continuously optimized its compensation structure to ensure that the salary levels of management personnel and frontline employees consistently increased. During this period, management salaries received significant enhancements to reflect their critical roles in company operations, strategic decision-making, and team management. At the same time, frontline employees also saw steady salary increases, demonstrating the Group's commitment to valuing its foundational workforce and recognizing their hard work. The growth in salaries not only aligns with market compensation trends but also fully considers the Group's performance improvements and individual employee contributions, further enhancing employees' sense of belonging and motivation. Through this salary adjustment, the Group has further refined its employee incentive mechanisms, increasing overall employee satisfaction and loyalty, thereby laying a more solid human resources foundation for the Group's sustainable development.

Talent Training

The Group consistently views talent as the core driving force behind corporate development, dedicated to continuously enhancing employees' professional skills and overall qualities through multi-level and multi-field training and development programs. We have established a systematic talent development system that includes onboarding training for new employees, job skills training, management capability enhancement training, and leadership development programs, addressing the needs of employees at different levels and functions. At the same time, we have set up a dedicated talent development working group and focus on systematically promoting employee growth and development.

As the Group continues to deepen and extend its international industrial layout, global supply chains, and the strategy of creating a vertically integrated industrial platform, along with the increasing automation of spinning industry equipment, we recognize that building a strong talent team is essential for driving sustainable corporate development. Therefore, we have launched the "Sailing Project — Seedling Plan" for university students. This program implements a three-tiered training system of preliminary, targeted, and specialized training, alongside a "2+3+2" training model and a "dual mentorship" mechanism to foster talent development.

第三部分：和諧共生 • 同塑社會責任 (續)

人才管理 (續)

薪酬管理 (續)

從2022年至2024年，集團不斷優化薪酬結構，確保管理人員與一線員工的薪資水平持續增長。在此期間，管理人員的薪資得到了有力提升，以反映其在公司運營、戰略決策和團隊管理中的關鍵作用。同時，一線員工的薪資也穩步上漲，體現了集團對基礎員工的重視和對其辛勤勞動的充分肯定。薪資的增長不僅符合市場薪酬趨勢，也充分考慮了本集團業績的提升和員工個人貢獻，進一步增強了員工的歸屬感和工作動力。通過這一薪資調整，本集團進一步優化了員工激勵機制，提升了整體員工滿意度和忠誠度，為集團的可持續發展奠定了更加堅實的人力資源基礎。

人才培養

本集團始終將人才視為企業發展的核心動力，致力於通過多層次、多領域的培訓與發展計劃，持續提升員工的專業技能和綜合素質。我們構建了系統化的人才培養體系，包括新員工入職培訓、崗位技能培訓、管理能力提升培訓以及領導力發展計劃等，覆蓋不同層級和職能的員工需求。同時，我們專門設立了人才培養與發展工作小組，致力於系統化推動員工成長與發展。

隨著集團公司國際化產業佈局、全球化供應及打造垂直整合產業平台戰略的不斷深入和延伸發展，以及紡紗產業設備自動化程度的不斷提高，我們深刻認識到，打造一支堅實的人才隊伍是推動企業持續發展的必然之路。因此，我們推出了大學生「啟航工程 — 青苗計劃」方案，該方案通過預培、定培、專培三級培養體系、「2+3+2」培養模式以及「雙導師」機制等開展人才培養工作。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER (Continued)

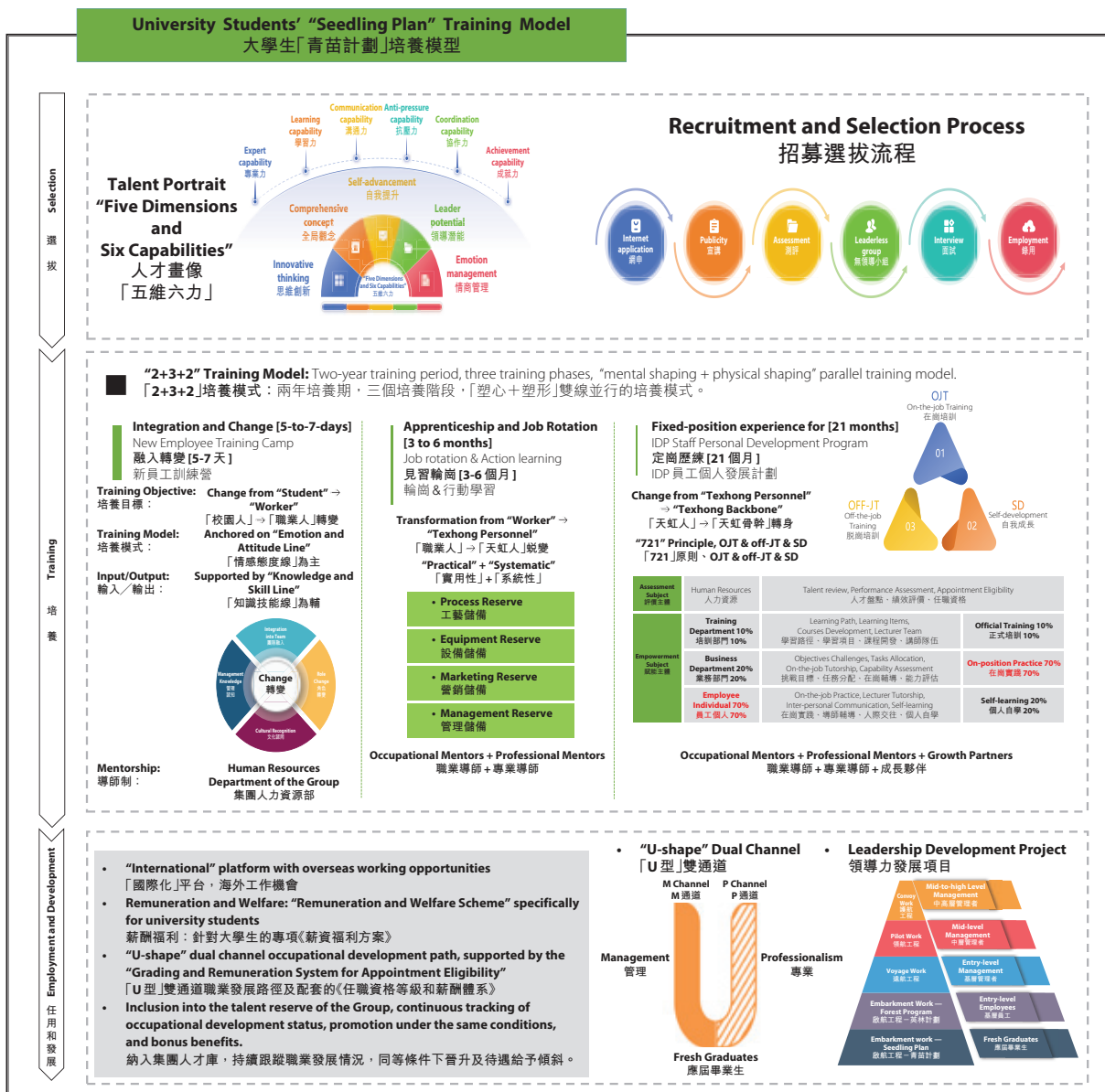
Talent Management (Continued)

Talent Training (Continued)

第三部分：和諧共生•同塑社會責任(續)

人才管理(續)

人才培養(續)



University Students' "Seedling Plan" Training Model
大學生「青苗計劃」培養模型

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Talent Management *(Continued)*

Training Programs

In order to better implement the talent training work, the Group has formulated and implemented the following key programs in 2024:

Management Trainee Program:

To address the current shortage of talent in various fields dominated by process technology, given the rapid development of the Group both domestically and internationally, and train up the talent team capable of supporting the continuous growth of the Group, it is essential and urgent to cultivate human resources. As the “source” of the talent reserve, university students are the key to the talent training strategy of the Group. Therefore, we have conducted a comprehensive review and optimization of the reserve and training programs for university students.

The Group has launched a “management trainee” program targeting university students, which is planned and implemented surrounding the four major categories of “process, equipment (automation), sales, and functionalities”. After the successful recruitment of 5 management trainees for sales positions in 2023, we further expanded the recruitment scale in 2024 with 26 additional management trainees for various positions such as sales, process and equipment.

第三部分：和諧共生 • 同塑社會責任 *(續)*

人才管理 *(續)*

培訓項目

為了更有效地推進人才培養工作，本集團於2024年度精心策劃並實施了以下重點項目：

管培生項目：

為了滿足集團在國內外快速發展的需求，解決以工藝技術為核心的人才短缺問題，並培養能夠支持集團持續成長的人才隊伍，人才培養變得至關重要和迫切。大學生作為人才儲備的「源頭」，是集團人才培養戰略的關鍵。因此，我們對大學生儲備和培養項目進行了全面的審視和優化。

本集團推出了針對大學生的「管理培訓生」(管培生)項目，該項目圍繞「工藝、自動化設備、銷售、職能管理」四大核心領域進行規劃和實施。在2023年成功招聘了5名銷售崗位的管培生之後，2024年我們進一步擴大了招聘規模，增加了26名涵蓋銷售、工藝、設備等多個崗位的管培生。



Management trainee program
管理培訓生項目

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Talent Management *(Continued)*

Training Programs *(Continued)*

Management Trainee Program: *(Continued)*

The Group's management trainee program not only reserves key talent for the Group but also provides an effective solution to the employment challenges faced by university graduates. Through this program, we aim to cultivate a Group of future leaders who possess both professional skills and the ability to adapt to the Group's development needs, injecting new vitality and innovative momentum into the long-term growth of the organization.

In 2019, the Group launched a cooperative program for Vietnamese overseas students. All expenses incurred by Vietnamese students studying in China are covered by the Group, and upon graduation, they will receive a diploma recognized by the Chinese Ministry of Education. In 2024, a total of 22 Vietnamese students studied in China.

第三部分：和諧共生•同塑社會責任
(續)

人才管理 *(續)*

培訓項目 *(續)*

管培生項目： *(續)*

本集團的管培生計劃不僅為本集團儲備了關鍵人才，還為解決大學生就業難題提供了有效的途徑。通過這一計劃，我們旨在培養出一批既具備專業技能，又能夠適應集團發展需求的未來領導者，為集團的長遠發展注入新的活力和創新動力。

本集團在2019年推出了越南海外留學生合作項目，所有越南籍來華學生在中國留學期間產生的費用都由本集團承擔，並且其畢業後可獲得中國教育部認可的大專畢業證。2024年共有22名越南籍學生到中國進行學習。



Vietnamese students studying in China, 2024
2024越南來華留學生

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER (Continued)

Talent Management (Continued)

Training Programs (Continued)

Reserve Talent Program:

Reserve talent program is a project carried out by the Group around the entry level frontline employees with the aim of building a professional and high-quality reserve talent team, improve the quality of corporate human resources and bolster corporate competitiveness. The project has established a three-tiered training system of “preliminary, targeted, and specialized training”. First, according to the position allocation, key management positions and technical positions at all levels are identified, and the demand for reserve talents is proposed. Then, they undergo the four-month centralized training stage (preliminary training). After the completion of the centralized training, trainees are required to undergo a corresponding assessment. Talents who pass the assessment will have corresponding allowances or an increase in their monthly salary level. Trainees who pass the centralized training stage will enter the two-tutor guidance (targeted training) stage, that is, professional tutors and career mentors will work together to provide guidance. After this stage, trainees who successfully passed the final exam and obtained the graduation certificate will be selected into the reserve talent pool and enjoy the benefit of reserve talents. So far, the project has been successfully implemented and completed in six yarn subsidiaries, with a total of 113 outstanding employees included into the talent reserve.

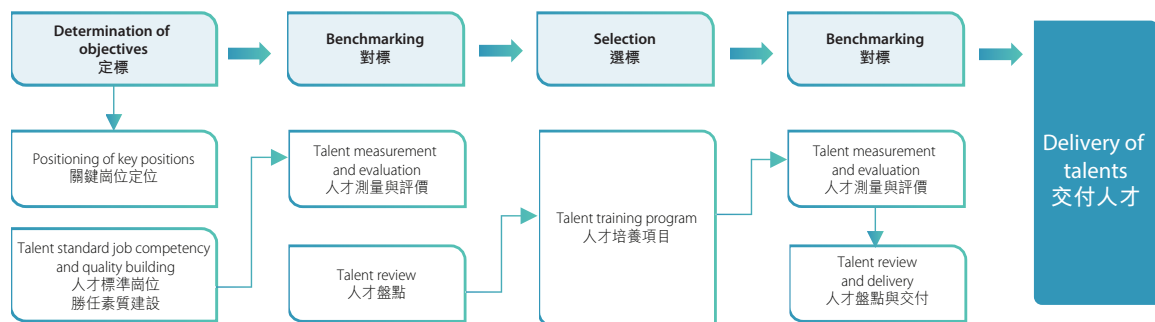
第三部分：和諧共生 • 同塑社會責任 (續)

人才管理 (續)

培訓項目 (續)

後備人才項目：

後備人才項目是本集團圍繞基層一線員工開展的項目，目的在於建立一支專業過硬、素質過硬的後備人才隊伍，提高企業人力資源質量，提升企業競爭力。在該項目中建立了「預培、定培、專培」三級培訓體系，首先根據崗位配置情況，識別出各層級的關鍵管理崗位和技術崗位，提出後備人才需求，然後進入為期四個月的集中培訓階段(預培)，在集中培訓結束後，學員需要參加相應的考核，通過考核的人才都會有相應的津貼或提高月薪等級。通過集中培訓階段的學員將進入雙導師幫帶輔導(定培)階段，即專業導師和職業導師共同幫帶輔導，在該階段結束後，順利通過結業考試獲得結業證書的學員將入選後備人才庫，享受後備人才待遇。截至目前，該項目已成功在六家紗線子公司實施並圓滿完成，共有113名員工脫穎而出，被納入後備人才庫。



Reserve talent training process
後備人才培養流程

PART III: HARMONIOUS CO-EXISTENCE • SHAPING
SOCIAL RESPONSIBILITIES TOGETHER (Continued)

Talent Management (Continued)

Training Programs (Continued)

Training Incentive Policy:

In addition to the training programs carried out by the Group, we have also formulated incentive policies to actively encourage employees to obtain professional certificates or complete corresponding professional course to continuously enhance their own skills and professional quality:

- Adjust the salary and remuneration structure for employees who have obtained new education qualifications;
- Provide skill allowances for employees who have acquired specific skills;
- Disburse rating allowances for employees who have obtained skilled worker and technician rating.

In 2024, the total training hours of the employees of the Group were 2,328,207 hours, representing a significant growth as compared to that of 891,332 hours in 2023. The Group specifically places emphasis on the training of entry-level management and front-line employees. The average training hours and percentage of employees trained by employee category are as follows:

Training for Employees 員工受訓情況		Average Training Hours 平均受訓時數	Percentage of Employees Trained 受訓百分比
Employee category 按員工類別	Senior/Mid-level management 高層／中層管理人員	37.15	100%
	Entry-level/office clerk 基層／辦公室文員	56.25	100%
	Front-line employees and others 一線員工及其他	63.63	100%
Gender 按性別	Male 男性	57.95	100%
	Female 女性	67.11	100%

Training for employees of the Group in 2024
2024年本集團員工受訓情況

第三部分：和諧共生•同塑社會責任
(續)

人才管理(續)

培訓項目(續)

培訓激勵政策：

除了集團組織的各類培訓項目外，我們還制定了激勵政策，積極鼓勵員工考取專業證書或完成相關專業課程，不斷提升自身技能與專業素養：

- 針對獲取新教育學歷的員工，調整薪資結構；
- 針對獲得特定技能的員工，提供技能津貼；
- 針對取得技工技師評級的員工，發放評級津貼。

2024年，本集團員工總受訓時數為2,328,207小時，與2023年員工總受訓時數891,332小時相比有顯著提升。本集團尤其重視基層管理人員和一線員工的培訓，按員工類別劃分的員工平均受訓時數和受訓百分比如下：

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Talent Management *(Continued)*

Skill Improvement

The Group attaches great importance to the skill enhancement of employees, and treats it as a key driving force for sustainable corporate development. To this end, we have established a comprehensive skill training system. Surrounding position needs and industry development trend, employees are regularly provided with targeted professional training courses, which cover various areas including production technique, management capability, market expansion and innovative application, to ensure that the skills of employees keep pace with the times.

Equipment Specialized Talent Training Program:

To further enhance employees' technical capabilities in equipment operation and management, the Group has established a specialized equipment training program at its Jiangsu subsidiary, officially starting in early July 2024. This training program aims to provide systematic and professional course offerings, helping employees master the operation skills and maintenance techniques of advanced equipment, while also improving their adaptability and problem-solving abilities in real work scenarios.

The training program covers multiple modules, including basic knowledge of textiles, the working principles and operating methods of various types of equipment, and key focus areas for training on different devices. Experienced instructors will guide the sessions, ensuring both the depth and breadth of the training outcomes. This initiative not only provides employees with a platform for growth but also injects new vitality into the Group's equipment management and production efficiency.

第三部分：和諧共生 • 同塑社會責任
(續)

人才管理 *(續)*

技能提升

本集團高度重視員工的技能提升，將其視為企業可持續發展的重要推動力。為此，我們建立了全面的技能培訓體系，圍繞崗位需求與行業發展趨勢，定期為員工提供針對性的專業培訓課程。培訓內容涵蓋生產技術、管理能力、市場拓展、創新應用等多個領域，確保員工的技能與時俱進。

設備專項人才培訓項目：

為進一步提升員工在設備操作與管理方面的技術能力，本集團於江蘇子公司設立了設備專項人才培訓班，並於2024年7月初正式開班。該培訓班旨在通過系統化、專業化的課程設置，幫助員工掌握先進設備的操作技能和維護技術，同時提升其在實際工作中的應變與解決問題能力。

培訓課程涵蓋了紡織基礎知識、各類設備的工作原理和操作方式以及不同設備中的培訓重點單項等多個模塊，並配備經驗豐富的導師進行指導，確保培訓效果的深度與廣度。此舉不僅為員工提供了成長的平台，也為集團的設備管理與生產效率提升注入了新的活力。



Opening ceremony for specialized talent training program
專項人才培訓班開班儀式

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Talent Management *(Continued)*

Skill Improvement *(Continued)*

Skilled Worker and Technician Program:

To stimulate the innovation among equipment line staff, create an atmosphere of diligent learning and skill research, the Group strives to promote technological advancement via technology modification and innovation, so as to ensure the continuous training of equipment line talents and stable team development. Such measure aims to stimulate the enthusiasm for active participation in innovation, technology breakthrough and lean production for the equipment line employees to the maximum extent, thereby benefitting the Group in terms of continuous improvement in overall efficiency.

For equipment maintenance personnel, the Group has established the grading system of technical titles as early as 2019. According to the skill level and the employment period, technicians can apply for different titles, and different titles are corresponding to different allowances and incentives. Such measure does not only increase the occupational development room for employees, but also further strengthens team cohesion and skill innovation capabilities, laying a solid foundation for the Group's long-term development.

Operation Skill Improvement Project:

To help new operators familiarize themselves with operational processes and enhance their skills quickly, our Group has implemented a mentorship program in its subsidiaries. Mentorship by stages is the core component of the program, and each month is considered a stage. At the end of each stage, the day shift operators involved in the production process assess the new operators' skill, while the production department supervisor conducts sampling assessments based on the "Standard for Training New Operators and Mentors" to confirm proficiency.

第三部分：和諧共生•同塑社會責任
(續)

人才管理 *(續)*

技能提升 *(續)*

技工技師項目：

為激發設備線人員的創新活力，營造勤學敏思、钻研技能的良好氛圍，本集團致力於通過技改創新推動技術進步，確保設備線人才的持續培養和隊伍的穩定發展。此舉旨在最大限度地鼓勵設備線員工積極參與創新、技術攻關和精益生產，助力集團整體效益的不斷提升。

針對設備維修人員，集團早在2019年就引入了技術職稱評定體系。根據員工的技能水平與入職年限，技工可申請不同等級的職稱，每個職稱均對應相應的津貼激勵。這一舉措不僅提升了員工的職業發展空間，也進一步增強了團隊凝聚力和技術創新能力，為集團的長期發展奠定了堅實基礎。

操作技能提升項目：

為幫助新入職操作員快速熟悉操作流程並提升技能水平，本集團在各子公司推行了「師徒幫教」計劃。該計劃以分階段指導為核心，每個月為一個階段。階段結束後，由工序白班操作員對新員工的操作技能進行評估，同時生產部操作主管依據《運轉新工和師傅幫帶達標標準》進行抽測和鑑定確認。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER (Continued)

Talent Management (Continued)

Skill Improvement (Continued)

Operation Skill Improvement Project: (Continued)

The Group rewards both the new employees who complete the targets and their mentors, so as to stimulate joint improvement of both the mentees and the mentors. This program does not only accelerate the integration and growth of new employees, but also further optimizes the skill succession system, providing strong support to the enterprise for establishing a highly efficient and stable operation team.



Skill training base site
技能培訓基地現場

Key Talent Review Project:

The Group conducts key position identification and talent review and research for four types of personnel, namely “process, equipment, operation management and function”, to form a comprehensive talent pool, and formulates a personalized “cultivating & training” plan accordingly.

In the key talent review program in 2024, we customized the future development direction or position of every key talents to help them determine personal goals and growth paths, and clearly planned their own occupational progression directions. In order to ensure the smooth development of various training programs and the acceptance of training results, the Group arranged tour inspections of various subsidiaries in 2024. At the same time, the Group has designated the period from 15 November to 15 December every year as the sustainable development training month to deeply promote the concept of sustainable development and to ensure that such concept is extensively implemented and put into practice among all employees.

第三部分：和諧共生 • 同塑社會責任 (續)

人才管理 (續)

技能提升 (續)

操作技能提升項目： (續)

對於完成目標的新員工及其指導師傅，本集團提供相應的獎勵，以激勵師徒共同進步。此項計劃不僅加快了新員工的融入與成長，也進一步優化了技能傳承機制，為企業打造高效、穩定的操作團隊提供了有力支持。

關鍵人才盤點項目：

本集團針對「工藝、設備、運轉管理和職能」四類關鍵崗位人員，開展了崗位識別與人才盤點調研，建立了完整的人才庫，並根據不同崗位需求制定了個性化的「培養&培訓」方案。

在2024年的關鍵人才盤點項目中，我們為每位關鍵人才量身定製了未來發展方向或崗位，幫助他們明確個人目標與成長路徑，清晰規劃自身的職業進步方向。為確保各項培訓項目的順利實施和培訓成果的有效驗證，集團於2024年組織了對各子公司的巡迴檢查。同時，本集團將每年11月15日至12月15日定為可持續發展培訓月，旨在深入推廣可持續發展理念，確保該理念在全體員工中得到廣泛貫徹與落實。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Talent Management *(Continued)*

Employee Care and Welfare

The Group always keeps in mind the “people-oriented” management concept and pays attention to the physical and mental health as well as the well being of employees. Coffee klatches are held monthly between general managers to maintain regular communication with employees, and seminars among workshop heads, chief operators and chief mechanists are held. In these meeting, we strive to create a job culture of adequate confidence, respect, communication and mutual-benefit. By actively listening to employees’ views, timely resolving their problems and doubts in work and life, and sharing the best practice, we promote an excellent team cooperation model. Through such measures, we help employees establish a good working attitude, and enhance their sense of belonging and loyalty to the team and the Group.

Besides, in order to attract and retain excellent talents, and improve the job satisfaction of employees, we conduct satisfaction surveys with our employees through offline or online questionnaires every year, and conducts surveys on the working environment, salary and benefits, dormitory conditions and canteen foods, and make timely improvements and continue to optimize the working environment based on the satisfaction survey results, so as to create a more positive and healthy corporate culture. The followings are employee care cases of some subsidiaries:

Case 1: Xuzhou subsidiary organizes a summer cooling event to provide employees with summer supplies.

第三部分：和諧共生•同塑社會責任 (續)

人才管理(續)

員工關懷與福利

本集團始終秉持「以人為本」的管理理念，關注員工的身心健康與福祉。每月，我們通過總經理茶話會定期與員工進行溝通，並組織車間班組、值班長和機組長等座談會。在這些會議中，我們致力於營造一個充滿信任、尊重、溝通與互助的工作文化，積極傾聽員工的聲音，及時解決他們在工作和生活中遇到的問題與困惑，分享最佳實踐，推動良好的團隊合作模式。通過這種方式，我們幫助員工樹立積極的工作心態，增強他們對班組和本集團的歸屬感與忠誠度。

此外，為了吸引和留住優秀人才，並提高員工的工作滿意度，我們每年通過線下與在線問卷形式開展員工滿意度調查，涵蓋工作環境、薪資待遇、宿舍條件、食堂伙食等方面。根據調查結果，我們會及時進行改進，持續優化工作環境，創造更加積極、健康的企業文化。以下為部分子公司員工關懷案例：

案例1：徐州子公司舉辦夏季送清涼活動，為員工送上夏季用品。



Employee care campaign of Xuzhou subsidiary
徐州子公司員工關愛活動

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Talent Management *(Continued)*

Employee Care and Welfare *(Continued)*

Case 2: To offer convenience to employees of the Northern Vietnam subsidiary regarding transportation during the Chinese New Year, the Group specifically arranges designated vehicle transportation service to ensure that employees could smoothly visit their home towns and return to work on time.

Case 3: In 2024 Chinese New Year, Changzhou subsidiary invited the leaders of the Group and over 100 employees resided in the factory who could not return to their home towns to jointly participate in the Chinese New Year reunion meal to share festive warmth and joy.

第三部分：和諧共生 • 同塑社會責任
(續)

人才管理 *(續)*

員工關懷與福利 *(續)*

案例2：北越子公司為方便員工春節期間的出行，本集團特別安排了專車接送服務，確保員工順利返鄉與準時返回公司上班。

案例3：常州子公司於2024年春節邀請集團領導與100餘名住廠未能返鄉員工，共同參加新春團圓聚餐，分享節日的溫馨與喜悅。



Employee care campaign of Changzhou subsidiary
常州子公司員工關愛活動

Case 4: To enrich off-duty life of employees and enhance interaction and cooperation among teams, the Southern Vietnam subsidiary organizes unique flower arrangement competition and cooking competition.

Case 5: To encourage employees actively leading a healthy lifestyle and enhance team cooperation, the Northern Vietnam subsidiary organizes the Autumn sports meeting.

案例4：南越子公司為豐富員工的業餘生活，增進團隊間的交流與合作，舉辦了別開生面的插花比賽和廚藝比賽。

案例5：北越子公司為了鼓勵員工積極參與健康生活方式，增強團隊協作精神，舉辦了秋季運動會。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER (Continued)

Safety and Health

In addition to strictly complying with the relevant local laws and regulations regarding employee health and safety, such as the “Work Safety Law of the People’s Republic of China”, the “Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases”, the “Measures for the Supervision and Administration of Occupational Health Surveillance”, and the “Design Standards for Occupational Safety and Health for Businesses in the Textile Industry”, the Group has introduced a series of internal rules and systems to safeguard workplace safety and prevent occupational diseases. The Group specifically pays attention to the protection of female employees, and devotes its efforts to achieving the balance between work and life of its employees.

The Group strictly implements the Group’s “Occupational Health and Safety Policy”, committing to improve the occupational health and safety management system continuously, and formulating and setting out a series of action plans. In addition, each subsidiary has also established a systematic occupational safety management policy procedure. As at the end of 2024, a total of seven subsidiaries of the Group have passed the ISO45001 Occupational Health and Safety Management System Certification, and a total of three subsidiaries have obtained the Safety Production Standardization level 3 Certification.

In 2024, the Group further strengthened safety management by initiating a special activity focused on investigating and rectifying the root causes of work-related accidents. We have also continued to promote and enhance safety culture. The total number of workdays lost due to work-related injuries in 2024 was 5,786 days, representing a 22.3% decrease compared to the number of lost workdays due to injuries in 2023. From 2022 to 2024, the Group has recorded zero fatalities due to work-related injuries or occupational diseases.

Occupational Rights of Female Employees

Female employees are widely distributed in different positions and hierarchies in the Group, and play an important role. We strictly comply with national and local laws and regulations, such as the “Law of the People’s Republic of China on the Protection of Women’s Rights and Interests”, the “Regulations on Labour Protection of Female Employees” and the “Regulations on Healthcare of Female Employees”. The Group protects the equal employment rights of female employees and is committed to equal pay for equal work between men and women.

第三部分：和諧共生•同塑社會責任(續)

安全健康

本集團始終嚴格遵守各地關於員工健康與安全的法律法規，如《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》、《職業健康監護管理辦法》及《紡織工業企業職業安全衛生設計規範》等，並通過一系列內部規章制度規範公司的安全生產與職業病防護工作。集團特別重視女性員工的保護，致力於實現員工的工作與生活平衡。

本集團嚴格執行《職業健康安全政策》，並承諾不斷改進職業健康安全管理体系，制定並落實具體行動計劃。各子公司也都建立了系統化的職業安全管理政策程序。截至2024年底，集團已有七家子公司通過了ISO45001職業健康安全管理体系認證，三家子公司通過了三級安全生產標準化認證。

在2024年，本集團進一步加強安全管理，我們已開展了針對工傷事故的根本原因調查與整改專項活動，並持續推進並加強安全文化建設。2024年本集團因工傷造成的工作日損失為5,786天，較2023年工傷工時損失天數同比下降了22.3%。自2022年至2024年，本集團因工傷或職業病導致死亡的事件為零。

女員工職業權利

本集團的女性員工遍佈各個崗位和層級，發揮著重要作用。我們嚴格遵守國家及地方法律法規，包括《中華人民共和國婦女權益保障法》、《女職工勞動保護規定》和《女職工保健工作規定》等，致力於保障女性員工的平等就業權利，並堅守男女同工同酬的承諾。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Safety and Health *(Continued)*

Occupational Rights of Female Employees *(Continued)*

We also focus on the problems encountered by female employees at work and in life, prohibit all forms of sexual harassment in the workplace. At the same time, the Group is committed to not reducing the wages of female employees or dismiss them for reasons such as marriage, pregnancy, maternity leave or breastfeeding. We are committed to providing a fair, safe, and supportive work environment for our female employees, ensuring they can realize their self-worth in their career development.

Safe Production and Training

Safety production directly affects the safety of employees' lives and the sustainable development of the enterprise. Therefore, the Group attaches great importance to safety production, establishes a safety management system and implements a top-to-bottom safety management accountability system: the marketing and production department of the Group is responsible for the management and supervision of the production process and sites to ensure the effective implementation of various safety measures; each subsidiary conducts inspections according to the regulations, identifies problems and coordinate and solve them in a timely manner; operators of each process operate in accordance with the operating procedures, and regularly conducts self-inspection and mutual inspection, so as to ensure the elimination of safety hazards.

The Group determines safety production responsibilities for all subsidiaries and the management in accordance with the "Safety Production Management System" and a series of other institutional regulations, listing out the levels of safety accidents and corresponding penalties in details. In addition, we strictly implement the principle of "not letting go of four things", which means not letting go until the accident cause is investigated, responsible personnel are dealt with, corrective measures are implemented, and relevant personnel receive education. We do not only enhance safety education among employees, but also ensure the implementation of rectification measures. With the continuous advancement of 6S management and logistic support work in the Group and its subsidiaries, a safer and more effective working environment can be established.

Besides, we deeply understand that employees' safety awareness and skills are key to ensuring workplace safety and preventing accidents, the Group regularly conducts multi-level, comprehensive safety training. This ensures that all employees are familiar with and strictly adhere to the Group's safety rules and regulations. The training covers various aspects, including safety operating procedures, emergency response measures, fire safety, and occupational disease prevention. It is conducted through a combination of online and offline methods, ensuring that employees can access the latest safety knowledge anytime, anywhere.

第三部分：和諧共生 • 同塑社會責任 *(續)*

安全健康 *(續)*

女員工職業權利 *(續)*

我們關注女性員工在工作和生活中可能遇到的各種問題，堅決禁止任何形式的職場性騷擾。同時，集團承諾不會因女性員工的結婚、懷孕、產假或哺乳等原因而降低其薪資待遇或終止勞動合同。我們始終致力於為女性員工提供公平、安全和支持的工作環境，確保她們能夠在職業發展中實現自我價值。

安全生產及培訓

安全生產不僅關乎員工的生命安全，也直接影響到企業的可持續發展。因此，本集團始終將安全生產視為重中之重，全面建立了健全的安全管理體系，並實施自上而下的安全責任制。集團營銷生產部負責全程監管生產過程與現場管理，確保各項安全措施得以有效執行；各子公司定期開展巡檢，及時發現問題並協調解決；各工序操作人員嚴格按照操作規程執行，並定期進行自檢與互檢，確保安全隱患及時消除。

本集團通過《安全生產管理制度》等一系列規章制度，明確了各子公司和管理層的安全生產責任，細化了安全事故等級和相應的處罰措施。此外，我們嚴格執行「四不放過」原則，即事故原因未查清不放過、責任人員未處理不放過、整改措施未落實不放過、相關人員未受教育不放過。我們不僅強化員工的安全教育，還確保整改措施的落實，持續推動集團及各子公司6S管理和後勤保障工作，營造更加安全、高效的生產環境。

此外，我們深知員工的安全意識和技能是保障工作場所安全、預防事故發生的關鍵。因此，本集團定期開展多層次、全方位的安全培訓，確保所有員工熟悉並嚴格遵守本集團的安全規章制度。培訓內容覆蓋安全操作規程、緊急應變措施、消防安全、職業病防護等多個方面，通過線上與線下相結合的方式進行，確保員工能夠隨時隨地接受最新的安全知識。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Safety and Health *(Continued)*

Safe Production and Training *(Continued)*

Case 1: The Northern Vietnam subsidiary offers customized safety training for employees in key positions monthly to ensure that those employees are familiar with the safety skill and contingency response capability required for their positions.



Safety training of the Northern Vietnam subsidiary
北越子公司安全培訓

Case 2: Changzhou subsidiary organizes fire drills and explains fire safety knowledge to employees to enhance their contingency response capability and self-protection awareness regarding fire.



Fire drill of Changzhou subsidiary
常州子公司消防演習

第三部分：和諧共生 • 同塑社會責任
(續)

安全健康 *(續)*

安全生產及培訓 *(續)*

案例1：北越子公司為關鍵崗位員工提供定制化的安全培訓，每月進行一次，確保員工掌握崗位所需的安全技能與應急處置能力。

案例2：常州子公司組織了消防演習，並為員工詳細講解了消防安全知識，以增強員工的火災應急響應能力和自我保護意識。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Safety and Health *(Continued)*

Occupational Health

All subsidiaries of the Group have established an Occupational Health and Safety Production Committee, with the General Manager serving as the team leader, the Deputy General Manager of production serving as the vice team leader, and the plant managers and department managers of each division serving as members. The Group always strictly implements relevant requirements such as the "Occupational Health and Safety Management System" and the "Management System for Distribution of Labour Protection Articles," and continuously improves and optimizes the existing systems, so as to completely safeguard the occupational health and safety of employees.

In accordance with the requirements of relevant laws and regulations, all subsidiaries of the Group carried out annual inspection on occupational hazards in 2024, and provided occupational protection measures for employees who are exposed to risks of occupational hazards based on the inspection result, so as to ensure effective prevention of occupational diseases for employees during their duty as well as secure their physical and mental health. In addition, corresponding pre-employment, post-employment and on-the-job annual health examinations for occupation diseases are arranged for employees of all subsidiaries of the Group who are exposed to risks of occupational hazards.

第三部分：和諧共生 • 同塑社會責任 *(續)*

安全健康 *(續)*

職業健康

集團所有子公司成立了職業健康與安全生產委員會，委員會由總經理擔任組長，生產副總擔任副組長，各分廠廠長及部門經理為成員。集團始終嚴格執行《職業衛生安全管理制度》和《勞動保護用品發放管理制度》等相關規定，持續完善和優化現有的管理體系，以確保員工的職業健康和安全得到全方位保障。

根據相關法律法規的要求，集團所有子公司在2024年開展了職業危害因素年度檢測。根據檢測結果，針對可能面臨職業危害風險的員工，我們已為其提供了相應的職業防護措施，確保員工在工作中能夠有效預防職業病的發生，保障其身心健康。此外，本集團所有子公司有職業危害因素暴露風險的員工均接受了相應的崗前、離崗職業體檢及在崗年度職業體檢。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Safety and Health *(Continued)*

Mental Health Support

The Group has always placed a high priority on the physical and mental health of its employees, particularly in maintaining psychological well-being. A good mental state is not only crucial for individual work performance but also directly affects team collaboration efficiency and the overall development of the enterprise. As a result, psychological health support has become one of the core aspects of the Group's employee welfare system. To this end, the Group has launched a series of psychological health support measures, including regular mental health lectures, organizing psychological counseling services, and providing employees with access to professional psychological guidance. Additionally, the Group has established an employee mental health hotline to ensure that employees can receive timely professional help and support when facing work or life pressures. We encourage employees to actively participate in activities related to mental health, enhance their psychological resilience, and better cope with challenges at work, promoting a win-win situation for both physical and mental health as well as career development.

Case 1: Nantong subsidiary offers professional psychological consultation service for employees to help them effectively alleviate work pressure and emotion issues, thereby facilitating their physical and mental health.

Case 2: Since April 2024, Changzhou subsidiary successively organized the "Outstanding Life and Spiritual Journey" training program for its employees.

第三部分：和諧共生•同塑社會責任 *(續)*

安全健康 *(續)*

心理健康支持

本集團始終高度重視員工的身心健康，尤其是心理健康的維護。良好的心理狀態不僅對個人的工作表現至關重要，也直接影響團隊的合作效率和企業的整體發展。因此，心理健康支持已成為集團員工福利體系的核心內容之一。為此，本集團推出了一系列心理健康支持措施，包括定期舉辦心理健康講座、組織心理諮詢服務，並為員工提供專業的心理輔導渠道。此外，集團還設立了員工心理關懷熱線，確保員工在面臨工作或生活壓力時，能夠及時獲得專業的幫助和支持。我們鼓勵員工積極參與心理健康相關活動，提升心理韌性，從而更好地應對工作中的挑戰，促進身心健康與職業發展的雙贏。

案例1：南通子公司為員工提供專業的心理諮詢服務，旨在幫助員工有效緩解工作壓力和情緒困擾，促進其身心健康。

案例2：常州子公司自2024年4月起，陸續組織員工參與「卓越人生•心靈之旅」培訓活動。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Quality Management

Quality management is also one of the key areas highly concerned by the Group. Product quality can directly affect the reputation, customer satisfaction, market competitiveness and sustainable operation of the enterprise. Therefore, the Group strictly abides by relevant local laws and regulations, such as the “Product Quality Law of the People’s Republic of China”, the “Law of the People’s Republic of China on the Protection of Consumers’ Rights and Interests” and the “National General Safety Technical Code for Textile Products”. The Group has continuously improved its internal systems such as the “Quality Assurance Structure”, the “Quality Work Manual”, the “Rules on Order Assessment and Product Modification” and the “Rules on Product Manufacturing and Warehousing”.

To ensure the effectiveness of quality management, the Group has established a sound quality assurance inspection system to clarify the position and duties of each responsible person, inspection requirements, inspection frequency, etc., and require all inspectors to, with the objective of resolving problems and realizing effective control, ensure the rectification measures are properly implemented. At the same time, we always put product quality on the top of the list of strategy. By strengthening quality control and enhancing the professionalism of quality assurance team, we ensure the complete implementation of quality management throughout the entire production process.

In 2024, the Group strictly controlled our product quality and safety, and conducted production with specified materials according to the requirement of customers, to ensure our compliance of laws and regulations in various countries. As a result, no product recall related to safety or health issues occurred. As of 2024, a total of ten subsidiaries within the Group have passed the ISO9000 Quality Management System Certification, which further enhanced the level of world recognition in terms of quality control.

第三部分：和諧共生 • 同塑社會責任 *(續)*

質量管理

質量管理也是本集團重點關注的核心領域之一，因為產品質量直接關係到企業的聲譽、客戶滿意度、市場競爭力以及可持續經營能力。因此，本集團嚴格遵守相關法律法規，如《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》和《國家紡織產品基本安全技術規範》等，並持續完善內部的《質量保障體系》、《質量工作手冊》、《訂單評審及品種調整相關規定》和《產品生產及入庫相關規定》等制度體系。

為確保質量管理的有效性，本集團建立了完善的質保檢查體系，明確各責任崗位的職責、檢查標準和頻次，並要求檢查人員以解決問題和實現有效控制為目標，確保整改措施落實到位。同時，我們始終將產品質量作為戰略的重中之重，強化質量把關，提升質量保障隊伍的專業能力，確保生產全過程中質量管理工作的全面落實。

在2024年，我們嚴格控制產品質量與安全，並根據客戶要求選擇合適的原材料進行生產，確保符合各國法規要求，成功避免了因產品安全 and 健康問題引起的任何召回事件。截至2024年，本集團已有十家子公司通過了ISO9000質量管理體系認證，進一步提升了質量管控的全球認可度。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER (Continued)

Quality Management (Continued)

Product Responsibility

In strict compliance with the “Quality Management and Shutdown Policy”, the “Rules on Quality Issue Handling” and other Regulations, the Group shall immediately stop production when the quality fluctuates and finally reaches the shutdown standard (e.g. raw materials inspection fails to meet the internal control standards, etc.), and notify the relevant managers to organize rectification, and start the production only after passing the inspection. Meanwhile, we will impose economic and administrative penalties on the person in charge of quality assurance according to the “Accountability System for Quality Issues” systems and based on the issue natures, so as to ensure accountability is held. With the occurrence of quality and safety issues of sold products, timely recall will be implemented following the established recall procedures to safeguard consumers’ rights.

Besides, the Group has improved the operating skill level of our employees, strengthened the awareness of standard operation, and further improved product quality through monthly quality analysis meetings, internal and external quality training sessions, operation competitions, etc. Through continuous training and implementation, we keep on enhancing awareness of quality among all employees to foster constant optimization of quality management.

Case 1: For Jiangsu subsidiary, real-time online data is pushed through the MES system, and a dedicated Texhong quality alert group has been established. For cases of continuous exceedance without visible corrective effects, measures are implemented to halt operations for rectification. At the same time, the interception and handling of finished products are strictly carried out according to established procedures to ensure that quality issues are resolved promptly and effectively.

Case 2: The Southern Vietnam subsidiary has established a sound quality examination procedure and regularly provides training for cotton inspection personnel to ensure the effectiveness of inspection and product quality.

第三部分：和諧共生•同塑社會責任(續)

質量管理(續)

產品責任

本集團嚴格遵循《質量管理關車制度》及《質量問題與措施相關規定》，當產品質量波動達到關車標準時(如原料檢驗不符合內控標準等)，將立即停產，並通知相關管理人員組織整改，確保整改合格後方可恢復生產。同時，我們依據《質量問題責任追究制度》，根據問題的性質對質保負責人進行經濟與行政處罰，確保責任落實。如果銷售的產品出現質量安全問題，我們將按照既定的召回程序，迅速啟動召回流程，保障消費者的權益。

此外，本集團定期通過月度質量分析會議、內外部質量培訓、操作技能競賽等多種形式，提升員工的操作技能，強化規範操作意識，進一步提高產品質量。通過持續的培訓與實踐，我們不斷增強全員的質量意識，推動質量管理的不斷優化。

案例1：江蘇子公司通過MES系統實時在線推送數據，並建立了天虹質量警報專群。對於持續超標且未見整改效果的情況，實施掛牌停車整改措施。同時，對於成品的截留與處理也嚴格按照規定流程執行，確保質量問題得到及時有效解決。

案例2：南越子公司建立了完善的產品質量檢測程序，定期對棉花檢驗人員進行培訓，以確保檢驗的有效性與產品質量。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Quality Management *(Continued)*

Quality Management

The Group has always regarded quality management as one of the core elements of our business strategy. We understand that excellent product quality is fundamental to ensuring customer satisfaction, enhancing brand value, improving market competitiveness, and achieving sustainable development. To this end, we strictly comply with relevant national and regional laws and regulations, such as the “Product Quality Law of the People’s Republic of China”, the “Consumer Rights Protection Law of the People’s Republic of China”, and the “National Basic Safety Technical Regulations for Textile Products”, ensuring that every product meets industry standards and international requirements.

The Group has established a comprehensive quality management system to ensure that every link from raw materials procurement to product delivery is rigorously controlled. We have set up a professional quality management team and utilize advanced quality inspection equipment and technology to conduct comprehensive monitoring and inspection of the production process, ensuring that each batch of products meets the highest standards before leaving the factory.

To promote participation in quality management across the organization, the Group regularly conducts quality training and operational skills competitions to enhance employees’ quality awareness and operational capabilities. In addition, we conduct regular quality analysis meetings and data feedback sessions to continuously track product quality, promptly identify and resolve potential issues, and ensure ongoing improvement and innovation of our products.

In terms of supply chain management, the Group has established close cooperative relationships with suppliers, rigorously selecting high-quality suppliers to ensure that the raw materials procured meet safety and quality standards. Through regular reviews and quality assessments, we maintain a high standard of supply chain quality. We also adhere to a strict product traceability system to ensure that the source and production process of each product are traceable and monitorable, maximizing the safety and reliability of our products. As of the end of 2024, the Group has obtained numerous international certifications and certificates related to sustainable production and products, such as OEKO-TEX-100, GRS, OCS, RCS, and BCI.

第三部分：和諧共生 • 同塑社會責任 *(續)*

質量管理 *(續)*

品質管理

本集團始終將品質管理作為經營戰略中的核心要素之一，我們知道卓越的產品質量是確保客戶滿意、提升品牌價值、增強市場競爭力和實現可持續發展的基礎。為此，我們嚴格遵守國家及地區相關的法律法規，如《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》和《國家紡織產品基本安全技術規範》等，確保每一項產品都符合行業標準及國際要求。

本集團已建立完善的質量管理體系，確保從原材料採購到產品交付的每一個環節都嚴格把關。我們設立了專業的質量管理團隊，並採用先進的質量檢測設備和技術，對生產過程進行全面監控和檢驗，確保每一批產品在出廠前都能達到最高標準。

為推動全員參與質量管理，集團定期開展質量培訓和操作技能比賽，提升員工的質量意識和操作水平。此外，我們通過定期的質量分析會和數據反饋，持續跟蹤產品質量，及時發現並解決潛在問題，確保產品的持續改進和創新。

在供應鏈管理方面，集團與供應商建立了緊密的合作關係，嚴格篩選優質供應商，確保所採購的原材料符合安全與質量標準，並通過定期審查和質量評估，維持良好的供應鏈質量。我們還遵循嚴格的產品追溯制度，確保每一件產品的來源和生產過程可追溯、可監控，最大限度地保障產品的安全性和可靠性。截至2024年底，本集團獲得了諸多與可持續生產和產品相關的國際認證及證書，如OEKO-TEX-100，GRS，OCS，RCS，BCI等。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER (Continued)

Quality Management (Continued)

Product Promotion

The Group's external publicity methods and channels mainly include exhibitions, the Group's internal exhibition halls, product brochures, Group and product introduction materials specially provided to customers. The core purpose of such publicity is to demonstrate the Group's management philosophy, production capabilities, introduce product specifications and describe product features and other specific contents in details, which are used as key auxiliary materials in the process of communication with customers. We thoroughly understand that false publicity harms the Group's reputation and also weakens customers' confidence and satisfaction. As such, we always adhere to the principle of true and accurate publicity to ensure that all contents of external publicity are based on facts.

To ensure the authenticity and accuracy of the publicity content, all publicity materials are jointly examined and controlled by the President's Office and business department of the Group, and regularly reviewed and updated by the President's Office and business department of the Group to ensure that real, complete and effective information is delivered to customers. At the same time, we place emphasis on details and precision, ensure that every publicity could precisely reflects the real capabilities and product advantages of the Group, thus enhancing customers' trust and satisfaction. Through such measures, we strive to establish long-term and solid customer relations to promote the sustainable development of the enterprise.

Customer Service

The Group places a high priority on customer service, viewing it as one of the core objectives of our business development. We adhere to the principles of rapid response and precise service to meet the diverse needs of our customers and continuously enhance customer satisfaction. Specific measures of our customer service are as follows:

- Dedicated Liaison Personnel: We assign dedicated liaison personnel for different clients to ensure timely resolution of customer needs regarding order quality, quantity, delivery times, and more. We respond quickly to customer feedback and continuously optimize service quality to enhance customer satisfaction and loyalty.

第三部分：和諧共生•同塑社會責任(續)

質量管理(續)

產品宣傳

本集團的對外宣傳途徑與渠道多樣，涵蓋了展會、本集團內部展廳、產品宣傳冊，以及為客戶量身定製的集團及產品介紹資料等。這些宣傳材料的核心目的是展示集團的管理理念、生產實力，以及詳細介紹產品規格和特性等內容，作為與客戶溝通的重要輔助工具。我們深刻意識到，虛假宣傳不僅會損害本集團的聲譽，還可能顯著削弱客戶的信任與滿意度，因此我們始終堅持真實、準確的宣傳原則，確保所有對外宣傳內容都建立在事實基礎上。

為確保宣傳內容的真實性與準確性，本集團由總裁辦和業務部門共同把關、管控所有宣傳材料。宣傳內容定期由總裁辦和業務部進行審查和更新，以確保向客戶傳遞的信息始終真實、全面、有效。同時，我們注重細節與精準，確保每一項宣傳都能夠精準反映集團的實際能力與產品優勢，進而增強客戶的信賴和滿意度。通過這些舉措，我們致力於建立長期穩固的客戶關係，推動企業的可持續發展。

客戶服務

本集團高度重視客戶服務，將其視為企業發展的核心目標之一。我們堅持快速響應和精準服務的原則，以滿足客戶的多元化需求，並不斷提升客戶滿意度。以下是我們客戶服務的具體措施：

- 專屬對接人員：我們為不同客戶安排專門的對接人員，確保及時解決客戶在訂單質量、數量、交貨期等方面的需求，快速響應客戶反饋，並持續優化服務質量，以提高客戶滿意度和忠誠度。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER (Continued)

Quality Management (Continued)

Customer Service (Continued)

- **Market Visits and Collaboration:** The Group's subsidiaries regularly conduct market visits with clients to gain a deeper understanding of their needs and collaboratively develop new products. This not only strengthens the trust between both parties but also enables us to stay informed about market trends and customer feedback, allowing for continuous service improvement.
- **Satisfaction Surveys:** The Market Information Department organizes satisfaction surveys for key clients every six months, inviting customers to complete the "Customer Satisfaction Survey" form. This allows us to make targeted improvements to our services based on the feedback received.
- **Technical Support:** Our professional technical team provides comprehensive technical support to clients based on quality and after-sales management requirements, earning high recognition from our customers.
- **Customer Service System:** Each subsidiary has established a comprehensive customer service system that records and addresses quality issues raised by clients on a case-by-case basis. All issues are promptly reported to the relevant responsible departments for analysis and resolution, ensuring that clients receive a clear response within 20 days. For significant quality issues, the business manager will coordinate the handling and arrange on-site visits.
- **After-Sales Service Reports:** The Quality Department regularly compiles customer feedback, analyzes issues, and prepares after-sales service reports. The Customer Service Manager supervises service execution, conducts monthly summaries and annual reviews, and organizes high-level client visits when necessary.
- **Information Security:** Our Group treats customer information as a corporate secret. All employees must strictly adhere to the confidentiality provisions outlined in the "Employee Handbook", and are prohibited from disclosing or misusing customer data without authorization, ensuring the security of customer information.

Through these measures, we are committed to providing high-quality products and services, protecting customer privacy, and establishing long-term and stable partnerships. In 2024, the Group did not receive any complaint from customers regarding service, privacy breaches, or significant product quality issues.

第三部分：和諧共生 • 同塑社會責任 (續)

質量管理 (續)

客戶服務 (續)

- **市場走訪與合作：**集團子公司定期與客戶進行市場走訪，深入了解客戶需求，合作開發新產品。這不僅增強了雙方的信任關係，也使我們能夠及時掌握市場動態和客戶意見，從而持續改進服務水平。
- **滿意度調查：**市場信息部每半年組織對主要客戶的滿意度調查，邀請客戶填寫《客戶滿意度調查表》，以便我們針對性地改進服務。
- **技術支持：**我們的專業技術團隊根據質量和售後管理要求，為客戶提供全方位的技術支持，贏得了客戶的高度認可。
- **客戶服務制度：**各子公司已建立完善的客戶服務制度，對客戶提出的質量問題進行逐一記錄和處理。所有問題都會及時反饋給相關責任部門進行原因分析和處理，並確保在20日內給客戶明確的答覆。對於重大質量問題，業務經理將協調處理，並安排現場走訪。
- **售後服務報告：**質量部門定期匯總客戶反饋，分析問題並編寫售後服務報告。客服經理監督服務執行，進行月度總結和年度回顧，必要時組織高層客戶走訪。
- **信息安全：**本集團將客戶信息視為企業機密，所有員工均需嚴格遵守《員工手冊》中的保密規定，未經授權不得泄露或濫用客戶數據，確保客戶信息的安全。

通過這些措施，我們致力於為客戶提供高質量的產品和服務，保護客戶隱私，建立長期穩定的合作關係。二零二四年，本集團未收到客戶關於服務、隱私權洩漏及重大產品質量相關的投訴。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Quality Management *(Continued)*

Contingency Response

The Group places special emphasis on establishing and maintaining an efficient contingency response mechanism in the field of quality management to ensure rapid action can be taken when quality issues arise, minimizing potential harm to both customers and the Group. The following are the key steps in our quality contingency response process:

- **Problem Identification:** Through monitoring systems and customer feedback, we can quickly identify quality issues and immediately organize the relevant departments for emergency response.
- **Rapid Response:** The Quality Management Department will immediately activate the contingency plan, forming a dedicated task force to conduct an in-depth analysis of the issue, trace and determine the root causes of the issue, and implement effective corrective actions.
- **Review and Improvement:** Regular contingency response review meetings will be held to review the handling results of quality issues, learn from the experiences, and prevent the recurrence of problems.
- **Customer Communication:** For significant quality issues, we will promptly notify customers according to established procedures and negotiate solutions. If necessary, we will initiate product recall procedures to protect customer interests to the greatest extent.
- **Contingency Drills:** To enhance employees' contingency response capabilities, we regularly conduct internal quality contingency drills to ensure the Group can swiftly and accurately respond to unexpected quality incidents, maintaining product quality and customer trust.

Through these measures, we are committed to building a quality management system that can quickly respond to and effectively resolve issues, ensuring the quality of products and services, protecting customer rights, and enhancing the Group's market competitiveness.

第三部分：和諧共生•同塑社會責任 (續)

質量管理(續)

應急響應

本集團在質量管理領域特別注重建立和維護一個高效的應急響應機制，以確保在質量問題發生時能夠迅速採取行動，減少對客戶及本集團的潛在損害。以下是我們質量應急響應流程的關鍵步驟：

- **問題識別：**通過監控系統和客戶反饋，我們能夠迅速發現質量問題，並立即組織相關部門進行緊急響應。
- **迅速響應：**質量管理部門會立刻啟動應急預案，組建專門的工作小組，對問題進行深入分析，追溯原因，以確定問題的根本原因，並實施有效的糾正措施。
- **評審與改進：**定期舉行應急響應評審會議，對質量問題的處理結果進行覆盤，從中吸取教訓，防止問題再次發生。
- **客戶溝通：**對於重大質量問題，我們會按照既定流程及時通知客戶，並協商解決方案。在必要時，我們會啟動產品召回程序，以最大程度地保護客戶利益。
- **應急演練：**為了提升員工的應急響應能力，我們定期在內部開展質量應急演練，確保本集團能夠迅速、準確地應對突發質量事件，維護產品質量和客戶信任。

通過這些措施，我們致力於構建一個能夠快速反應和有效解決問題的質量管理體系，以保障產品和服務的質量，維護客戶的權益，同時提升本集團的市場競爭力。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Innovative Management

The Group adheres to the corporate spirit of “Professionalism and Innovation”, emphasizes the operation policy of “Live in the Quality” and the action plan of “Innovation to Excellence”, creates high-quality products, and seeks valuable innovation for the Group and the customers with refinement upon excellence in any situation, making every effort to achieve outstanding level in every aspect of work.

Product Innovation

In the Group’s development strategy, we understand that innovation is the core driving force for sustainable enterprise growth and enhancing market competitiveness. Therefore, we consistently prioritize product innovation at the heart of our strategic development and actively invest resources in technological research and product optimization. To respond to rapidly changing market demands and customer expectations, we continuously increase research and development investment, introduce leading technologies, improve production processes, and promote technological innovation and product iteration. Through these initiatives, we consistently launch innovative products that align with market trends and meet customer needs, while striving to enhance product added value and market differentiation competitiveness. For example, by researching core technologies such as core yarn tension control, we ensure consistent core yarn tension, resulting in uniformly elastic yarn. We study core yarn positioning technology to ensure the core yarn is centered in the yarn, eliminating off-center yarns. We research core yarn breakage braking technology to prevent hollow core yarns. Additionally, through research on core yarn and outer fiber “speed ratio” control technology, we produce various high-quality core-spun yarns. Moreover, by studying key technologies such as the vacuum level in compact spinning, the condensation zone, and the spinning triangle zone, and optimizing parameters like the number of mesh holes in the outer skin and negative pressure fan settings, we achieve tighter yarns with a smoother appearance, less fluff, greater strength, and improved abrasion resistance.

第三部分：和諧共生 • 同塑社會責任 *(續)*

創新管理

本集團秉持「專業、創新」的企業精神，強調「生存於質量」的經營方針與「創新卓越」的行動綱領，致力於打造高品質的產品，追求對本集團及客戶具有長期價值的創新，不斷精益求精，力求在每一項工作中都達到卓越的標準。

產品創新

在本集團的發展戰略中，我們深知創新是推動企業持續發展和提升市場競爭力的核心動力。因此，我們始終將產品創新置於戰略發展的核心位置，並積極投入資源進行技術研發和產品優化。為應對快速變化的市場需求和客戶期望，我們持續增加研發投入，引進領先的技術，改進生產工藝，推動技術創新和產品迭代。通過這些舉措，我們不斷推出符合市場趨勢、滿足客戶需求的創新產品，並努力提升產品的附加值和市場差異化競爭力。例如，通過對芯絲張力控制技術進行研究，使芯絲張力保持一致，使紗線具有均勻一致的彈性；通過對芯絲定位技術進行研究，使芯紗分佈在紗的中心位置，杜絕偏位紗；通過對芯絲斷絲剎車技術進行研究，杜絕空芯紗；通過對芯絲與外包纖維「速比」控制技術等核心技術進行研究，紡製出各類優質的包芯紗。另外，通過對緊密紡真空度、凝聚區、紡紗三角區等核心技術研究，並對外套皮圈網眼數、負壓風機參數進行優化，使紗線更緊密、外觀更光潔、毛羽更少，強力更高，更耐磨。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Innovative Management *(Continued)*

Technological Innovation

The Group always pursues a differentiated development strategy and focuses on technological innovation and product upgrade, striving to stand out in fierce market competition. We continue to invest a large amount of capital in research and development, and have successively established scientific and research platforms such as the Texhong Education College, the Texhong Group Yarn Research and Development Center, the Jiangsu Post-doctoral Innovation Practice Base, the Texhong International Group Retail Products Research and Development Center, etc., and Shandong Subsidiary National Technology Research and Development Center, etc., and actively carried out independent technological research and innovation.

Leveraging its strong technological and innovative capabilities, the Group has established a superior reputation in the industry, attracting the attention and cooperation from many internationally renowned fiber suppliers. The Group cooperates with Lenzing from Austria so as to produce high-end woven yarn, denim yarn and high-end yarn for knitting using its Tencel fiber, Modal fiber and viscose, fostering the diversification of fiber products. Besides, we also actively apply the eco-friendly concept in polyester production and commingled yarns with other fibers, and strengthened the cooperation with international customers to develop the acrylic warmth yarn for knitting.

The Group is committed to expanding the market through innovative products, exploring the application of multifunctional fibers and new environmentally friendly materials, and promoting sustainable development. In the research and development of new fabrics, we closely integrate yarn technology, continuously driving industrial upgrading and building an international fabric business platform. A number of subsidiaries have obtained the certificate for high-tech enterprise and established a special core-covered yarn textile engineering center in Jiangsu Province, laying a solid technology foundation for future development.

Case 1: The dyeing subsidiary under the Group adopts the Utility management system to make real-time online capture and monitoring of energy and water resources usage data, to ensure the accuracy and transparency of energy management. The system not only automatically analyzes the consumption of energy and water but also intelligently generates corresponding energy-saving plans based on the specific requirements of each order.

第三部分：和諧共生•同塑社會責任 *(續)*

創新管理 *(續)*

科技創新

本集團始終踐行差異化發展戰略，專注於技術創新與產品升級，力求在激烈的市場競爭中脫穎而出。我們持續加大研發投入，先後建立了天虹教育學院、天虹集團紗線研發中心、江蘇省博士後創新實踐基地、天虹國際集團零售商品研發中心以及山東子公司國家技術研發中心等科研平台，積極開展自主技術研究和創新。

憑藉強大的技術實力和創新能力，本集團已在行業內樹立了卓越的聲譽，吸引了眾多國際知名纖維供應商的合作與關注。與奧地利蘭精公司合作，使用其天絲纖維、莫代爾纖維和黏膠纖維生產高檔機織紗、牛仔紗以及高檔針織用紗，推動了纖維產品的多樣化。此外，我們還積極應用具有環保概念的滌綸和其他纖維的混紡紗線，並與國際客戶合作，共同開發腈綸保暖針織用紗。

本集團致力於通過創新產品拓展市場，探索多功能纖維和新型環保材料的應用，推進可持續發展。在新型面料研發方面，我們密切結合紗線技術，不斷推動產業升級並構建國際化面料業務平台。多家子公司已獲得高新技術企業認證，並且成立了江蘇省特種包芯紗紡織工程中心，為未來的發展奠定了堅實的技術基礎。

案例1：本集團旗下的染整子公司採用Utility management系統，實時在線捕捉和監測能源和水資源的使用數據，確保能源管理的精確性與透明度。系統不僅能夠自動分析能源和水的消耗情況，還能根據每個訂單的具體需求，智能生成相應的節能計劃。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER (Continued)

Innovative Management (Continued)

Technological Innovation (Continued)

Case 2: Changzhou subsidiary collaborates with research institutions and universities to innovate and transform the Siro spun with core filament process, aiming to enhance production efficiency and promote technological advancement.



Siro spun with core filament process
賽絡紡包芯紗工藝

Case 3: Energy-saving and Environmental Protection Technology Innovation: Extracting heat from the compressor oil pipes and achieving heat exchange with the thermal conversion system allows the oil temperature of 80–100°C to be completely transferred to the hot water system, raising its temperature to 50–65°C. Such heat is then supplied to the factory through a temperature control system and a delivery system.

Case 4: Water-Cooled Motor Energy-Saving Technology Innovation: Specifically designed for the operating environment of the main motor of fine spinning machines, this innovation does not alter the original motor installation dimensions. The motor casing is made entirely of steel plates, treated for rust resistance and then high-frequency welded. By utilizing water cooling circulation, it controls the motor's temperature rise and reduces energy loss. During operation, the surface temperature of the motor remains nearly equal to the ambient temperature, preventing heat dissipation to the outside. This reduces reliance on air conditioning and refrigeration during production, improves the working environment for employees, and lowers electricity consumption in production.

第三部分：和諧共生 • 同塑社會責任 (續)

創新管理 (續)

科技創新 (續)

案例2：常州子公司與科研機構和高校攜手合作，針對賽絡紡包芯紗工藝開展創新改造，以提升生產效率並推動技術進步。

案例3：節能環保技術創新：將空壓機熱量從油管引出，與熱能轉換系統實現熱量交換，將80–100°C的油溫，全部交換到熱水系統，使其溫度達到50–65°C，再通過溫控系統、輸送系統為工廠提供熱源。

案例4：水冷電機節能技術創新：針對紡織用細紗機主電機的使用環境，在不改變原電機安裝尺寸的基礎上專門設計；電機機殼採用全鋼板通過防鏽處理後高頻焊接而成，利用水冷循環，控制電機溫升，降低電機損耗；電機在使用過程中電機表面溫度幾乎接近環境溫度，對外界不發散熱量，減少生產過程中對空調和製冷的依賴，改善員工工作環境，降低生產耗電。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER (Continued)

Innovative Management (Continued)

Application of Artificial Intelligence

In promoting sustainable development, our Group actively explores and applies artificial intelligence technology, aiming to enhance operational efficiency, optimize resource allocation, and strengthen product innovation capabilities. By introducing AI algorithms and machine learning techniques, we can monitor production processes in real-time, accurately predict market demand, and optimize supply chain management, effectively reducing resource waste and lowering production costs.

Application of AI Automatic Packing Line for Yarn tubes: This system integrates sensors, barcode recognition, industrial robots, automatic navigation technology, and database management to achieve the automated packing process for yarn tubes. It can automatically complete yarn dropping, intelligent thread-up, and the automated conveying and storage of yarn tubes, along with intelligent variety recognition capabilities. Additionally, it can automatically bag, package, and attach smart labels. Through industrial robots, the finished products can be intelligently conveyed, stacked, stored, and transferred. This series of automation not only enhances production efficiency but also helps reduce manufacturing costs. The intelligence of the entire process ensures continuity and flexibility in production while minimizing human intervention, improving overall production performance.

AI Intelligent Colour Matching System: This system uses a spectrometer to accurately measure the colours after dyeing and inputs this data into the AI system. Corresponding dyeing formulas are also recorded in the system. After multiple rounds of machine learning, the system can optimize formulas, significantly improving the accuracy of single dyeing during sampling. Experimental data shows that the dyeing accuracy of traditional formulas, without AI learning, is about 70%, while formulas learned by AI can achieve an accuracy of 90% in a single dyeing process. This system significantly enhances the ability to control colour quality, ensuring precise matching and stability of colours, while greatly reducing dye waste and environmental pollution. This intelligent colour matching system allows us to accurately adjust colour ratios and dye quantities, reducing water and energy consumption and enhancing the sustainability of production.

第三部分：和諧共生•同塑社會責任(續)

創新管理(續)

人工智能應用

在推動可持續發展的過程中，本集團積極探索並應用人工智能技術，致力於提升運營效率、優化資源配置並增強產品創新能力。通過引入AI算法和機器學習技術，我們能夠實時監控生產流程、精準預測市場需求並優化供應鏈管理，從而有效減少資源浪費、降低生產成本。

AI筒紗自動裝包線的應用：集成了傳感器、條碼識別、工業機器人、自動導航技術和數據庫管理，以實現筒紗的自動化包裝流程。這一系統能夠自動完成落紗、智能生頭、筒紗的自動輸送與存儲，並具備品種智能識別功能。此外，它還能自動進行套袋、打包，並附上智能標識。通過工業機器人，包裝完成的成品能夠被智能地輸送、碼垛、存儲和轉運。這一系列自動化操作不僅提升了生產效率，還有助於降低製造成本。整個流程的智能化確保了生產的連續性和靈活性，同時減少了人工干預，提高了整體的生產性能。

AI智能配色系統：通過分光光譜儀對染色後的顏色進行精確測量，並將這些數據輸入AI系統。同時，相應的染色配方也被錄入系統。在經過多輪的機器學習後，系統能夠優化配方，顯著提升打樣時一次染色的準確率。實驗數據顯示，未經AI學習的傳統配方染色準確率約為70%，而經過AI學習後的配方，一次染色的準確率可提升至90%。這一系統顯著增強了顏色質量的控制能力，不僅確保色彩的精準匹配和穩定性，還大幅減少了染料的浪費與對環境的污染。這一智能化配色系統，使我們能夠精確調整用色比例和染料用量，降低水電能源消耗，提升生產的可持續性。

**PART III: HARMONIOUS CO-EXISTENCE • SHAPING
SOCIAL RESPONSIBILITIES TOGETHER** (Continued)

Innovative Management (Continued)

Application of Artificial Intelligence (Continued)

第三部分：和諧共生 • 同塑社會責任
(續)

創新管理 (續)

人工智能應用 (續)



AI Intelligent Colour Matching System — Application of Spectrometer
AI智能配色系統 — 分光光譜儀的使用

Intellectual Property

The Group always regards intellectual property rights as its core assets and takes all necessary measures to ensure its legitimate rights and interests in the market. We strictly comply with relevant local laws and regulations, such as the “Trademark Law of the People’s Republic of China”, the “Patent Law of the People’s Republic of China”, the “Regulation for the Implementation of Patent Law of the People’s Republic of China”, etc., and internally implement a series of regulations including the “Management Policy on Intellectual Property Rights”, the “Management Policy on Transformation of Scientific and Technological Achievements”, the “Incentive Measures on Transformation of Scientific and Technological Achievements”, the “Management Policy on Research and Development Structure”, to ensure effective protection and management of various intellectual property. As of 31 December 2024, the Group owned 938 intellectual property rights of various types in total, including 121 invention patents, 806 utility model patents and 11 software copyrights. Besides, the Group also actively participates in the formulation of industry standards, and has so far participated in the formulation of 25 national and textile industry standards. Through such measures, we keep on strengthening corporate innovation, enhance market competitiveness, and maintaining our leading position in international competition.

知識產權

本集團始終將知識產權視為企業發展的核心資產，並採取一切必要措施以確保其在市場中的合法權益。我們嚴格遵守《中華人民共和國商標法》、《中華人民共和國專利法》和《中華人民共和國專利法實施細則》等法律法規，並在內部實施《知識產權管理制度》、《科技成果轉化管理制度》、《科技成果轉化獎勵辦法》和《研發組織管理制度》等一系列規範，確保各項知識產權得到有效保護和管理。截至2024年12月31日，本集團共擁有938件各類知識產權，其中包括121件發明專利、806件實用新型專利和11件軟件著作權。此外，本集團還積極參與行業標準的制定，至今已參與制定了25項國家標準和紡織行業標準。通過這些措施，我們不斷強化企業創新能力，提升市場競爭力，確保在全球化競爭中保持領先地位。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER (Continued)

Innovative Management (Continued)

Skill advancement

In the Group's sustainable development strategy, technological improvement has always held a significant position. We deeply understand that technological advancements not only enhance production efficiency but also drive improvements in product quality and optimize resource utilization, thereby achieving environmental protection and sustainable development goals. Consequently, we continue to increase our investment in technological improvements, promoting a comprehensive upgrade of research and development and technology applications.

The Group has made significant progress in various fields by continuously optimizing production processes, enhancing automation levels, and introducing advanced technologies. To ensure the sustainability and effectiveness of technological improvements, we have established a comprehensive research and development team and engaged in deep collaboration with relevant research institutions and universities. By aligning with industry development trends and market demands, we promote rapid iteration and upgrading of technologies.

Case 1: An automatic dropping device was added to the roving machine. Once the bobbins are full, the machine automatically drops the yarn, completing the process within one minute. This initiative eliminates repetitive labour for employees, allowing them to focus on lighter itineracy and maintenance tasks, while also increasing the machine efficiency from 97% to 98.5%.

Case 2: A yarn-inserting robot was configured for the winding machine. The robot mechanically finds the yarn ends and automatically circulates while replenishing the yarn stock, with personnel responsible for monitoring and feeding the machine, as well as handling any abnormalities. This initiative significantly reduces labour intensity and repetitive tasks. Before the upgrade, one person could only supervise one winding machine; with the yarn-inserting robot, one person can now manage four winding machines, resulting in a 300% increase in efficiency.

Case 3: An electric itineracy cart was provided for the roving machine operators. They only need to get off the cart to handle exceptions when necessary, resulting in an average daily walking distance of less than 3,000 steps, with the rest of the itineracy done without walking. This initiative greatly reduces labour intensity, increasing the average number of machines monitored per person from 13 to 22, and improving monitoring efficiency by nearly 70%.

第三部分：和諧共生•同塑社會責任(續)

創新管理(續)

技術改進

在本集團的可持續發展戰略中，技術改進始終佔據著重要地位。我們深刻了解技術改進不僅能提升生產效率，還能推動產品質量的提升和資源的優化利用，從而實現環保和可持續發展目標。因此，我們持續加大對技術改進的投資，推動研發和技術應用的全面升級。

本集團通過不斷優化生產工藝、提升自動化水平和引入先進技術，已在多個領域取得顯著進展。為確保技術改進的持續性和有效性，我們還建立了完善的技術研發團隊，並與相關科研機構和高校展開深度合作，結合行業發展趨勢和市場需求，推動技術的快速迭代和升級。

案例1：為細紗機台加裝集落裝置，紗管紡滿後機器自動落紗，1分鐘內可完成落紗。此舉取消了員工的重複勞動，改為輕便的巡迴、維保工作，同時可將機台效率從97%提高到98.5%。

案例2：為絡筒機配置插紗機器人，機器人機械找頭並自動巡迴，同時補滿紗庫，人工負責巡迴與上料，對異常情況進行處理。此舉大幅減輕勞動強度，減少重複勞動，改造前1人只能負責看管1台絡筒機，使用插紗機器人後，1人可看管4台絡筒機，效率提高300%。

案例3：為細紗擋車工配置電動巡迴車，僅在需要的情況下下車處理異常，日均行走不到3,000步，其餘巡迴全程不用步行。此舉大幅減輕勞動強度，人均看台從13台提高到22台，看台效率提升近70%。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER (Continued)

Innovative Management (Continued)

Skill advancement (Continued)

Case 4: Customized sliding seats of various heights were designed based on the fixed working heights of different job roles. Employees can perform their tasks while seated and move without standing up, using foot pedals to slide the seat. This initiative reduces pressure on the lower back and alleviates fatigue from prolonged standing, benefiting the physical and mental well-being of employees.

Case 5: Air Jet Spun Core Yarn: Air jet spinning utilizes a stationary air jet spinning tube to replace high-speed spinning cups in the spinning process. Traditional air jet spinning is suitable for producing synthetic fiber products, which are often limited in variety. Through technological improvements, a specially designed core-spun yarn device was added to standard air jet spinning machines. During the production of air jet spun core yarn, the core fibers are unwound from a dedicated feeding device, then pass through a tension device and a guide before entering the front roller nip. The outer fiber strands are stretched by a draft mechanism and merge with the core fibers at the front roller nip, before being sucked into the nozzle. The outer fibers, acted upon by high-speed rotating airflow in the twisting chamber, are twisted together with the core fibers to form the new air jet spun core yarn. This product has good elasticity, addressing the issue of stiffness commonly associated with air jet spun products.

Community Investment

The Group has always attached great importance to community investment, and firmly believes that the success of an enterprise should not only be marked by economic benefits, but also be based on its responsibility and contribution to the society. Through continuous community investment, we are committed to building a more prosperous, healthy and sustainable community environment. We have established close partnerships with local and surrounding communities to support projects in education, environmental protection, social welfare and other fields through funds, resources and voluntary services. We strongly believe that through collective efforts, we can not only create more opportunities for the community, but also stimulate the sense of common responsibility of the society and jointly build a better future. To us, community investment is not only a responsibility, but also our commitment to giving back to the society and one of the driving forces for sustainable development. In order to better implement community construction projects, we have established the "Charity and Public Welfare Management System of Texhong International Group", so as to ensure the orderly and efficient implementation of every charity and public welfare campaign. In 2024, the Group made charitable contributions amounting to approximately RMB203,000.

第三部分：和諧共生 • 同塑社會責任 (續)

創新管理 (續)

技術改進 (續)

案例4：參照各工種的固定工作高度，定製不同高度的滑動座椅，工作時可以以坐姿進行勞動，移動時不需要起身，通過腳蹬即可平移，減少腰部壓力。此舉能夠緩解員工久站的疲勞，有益於員工身心健康。

案例5：渦流紡包芯紗：渦流紡紗是利用固定不動的渦流紡紗管，來代替高速回轉的紡紗杯進行紡紗的一種紡紗方法，傳統的渦流紡適合生產化纖類的產品，產品單一。通過技術改進，在普通渦流紡紗機加裝特製的包芯紗裝置，紡制渦流紡包芯紗時，芯絲從專門的芯絲餵入裝置上退繞，經張力裝置與導絲器後進入前羅拉鉗口。外包纖維須條經牽伸機構的牽伸作用後，與芯絲在前羅拉鉗口處匯合，隨後被吸入噴嘴。外包纖維在加捻腔內受到高速旋轉氣流的作用與芯絲一起被捻入新形成的紗中成為渦流包芯紗。該產品具有彈性好，解決了渦流紡產品手感硬的缺點。

社區投資

本集團一直高度重視社區投資，堅信企業的成功不僅應以經濟效益為標準，更應以對社會的責任與貢獻為基石。我們通過持續的社區投資，致力於建設更加繁榮、健康、可持續的社區環境。我們與當地及周邊社區建立了緊密的合作關係，積極支持教育、環境保護、社會福利等多個領域的項目，提供資金、資源和志願服務。我們深信，通過共同努力，不僅能為社區創造更多機會，還能激發社會的共同責任感，共同打造一個更美好的未來。對於我們來說，社區投資不僅是一項責任，更是我們對社會回饋的承諾，是推動可持續發展的重要動力之一。為更好地落實社區建設項目，我們專門制定了《天虹國際集團慈善與公益管理制度》，確保每一項慈善和公益活動都能夠有序高效地執行。於2024年，本集團作出慈善貢獻約人民幣203,000元。

PART III: HARMONIOUS CO-EXISTENCE • SHAPING SOCIAL RESPONSIBILITIES TOGETHER *(Continued)*

Community Investment *(Continued)*

Case 1: In July 2024, Xuzhou subsidiary actively fulfilled its corporate social responsibility by donating a batch of food and personal care items to the Fengxian Fire Rescue Team, expressing respect and support for the hard work of the firefighters.

Case 2: Xuzhou subsidiary donated RMB50,000 for charity affairs in Wujin District.

Case 3: The Northern Vietnam subsidiary calls on employees to participate in the local community's voluntary blood donation day.

第三部分：和諧共生•同塑社會責任 (續)

社區投資(續)

案例1：2024年7月，徐州子公司積極履行企業社會責任，向豐縣消防救援大隊捐贈了一批食品和洗護用品，表達了對消防隊員們辛勤付出的敬意與支持。

案例2：常州子公司為武進區慈善事業捐贈人民幣5萬元人民幣。

案例3：北越子公司呼籲員工參加當地社區的無償獻血日。



The Northern Vietnam subsidiary participates in local community event
北越子公司參加當地社區活動

Case 4: On 15 September 2024, the general manager of the Southern Vietnam subsidiary attended the opening ceremony of the Chinese Department at Ho Chi Minh City University of Education, and represented the Company to grant scholarships for 2024 to Ho Chi Minh City University of Education, assisting underprivileged students in successfully completing their university courses and to reward outstanding students.

Case 5: On 15 September 2024, the Northern Vietnam subsidiary donated gifts to children and families affected by flooding in Xieng Khouang, Vietnam.

案例4：2024年9月15日，南越子公司總經理出席胡志明師範大學中文系開學典禮，並代表公司給胡志明師範大學贊助2024年獎學金，以協助家庭貧困的大學生順利完成大學課程與獎勵成績優秀的大學生。

案例5：2024年9月15日，北越子公司向越南仙安縣受洪水影響的兒童和家庭贈送禮物。

PART IV: IMPARTIAL AND TRANSPARENT • LEADING RESPONSIBLE INVESTMENTS**Business Ethics**

The Group deeply understands compliance with business ethics is the cornerstone of corporate success and sustainable development. We always uphold the principles of integrity, impartiality and responsibility in business activities, which is demonstrated not only in our policies and statements but also in our daily operations and decisions. We promise to provide high-quality products and services, and always put the interests of customers first. For instance, we ensure the opinions of our customers are heard and adopted through the implementation of strict quality control procedures and customer feedback mechanisms. In the relationship with partners, we insist on fair competition and maintain the foundation of honest cooperation, strictly executing the principles of transparency and impartiality in the bidding process would be an example. We treat our employees as our most valuable asset and are committed to creating a fair, inclusive and safe working environment with training and development opportunities that enable them to reach their full potential. Our employees have not only enhanced their personal professional qualities but also strengthened team cohesion and the competitiveness of the Company through participating in the learning activity with the theme of "Integrity Texhong".

Code of Business Conduct

The Group spared no effort in integrating business ethics management into daily operations, formulated a set of ethical guidelines in accordance with the "Company Law of the People's Republic of China", the "Bidding Law of the People's Republic of China" and other relevant laws and regulations, including the "Code of Conduct for Employees" and "Code of Conduct for Suppliers". These guidelines specify high standards of integrity, transparency and responsibility including requirements such as prohibition of bribery, fair competition, and environmental protection. We require all employees, suppliers, customers and other partners to uphold integrity and participate in the supervision system of integrity operation.

All cooperative suppliers must sign and strictly abide by the "Code of Conduct for Suppliers", while employees in management and key positions are required to sign the "Employee Integrity Commitment" and be familiar with the contents of the "Code of Conduct for Employees". In addition, we launched the learning activity with the theme of "Integrity Texhong", encouraging employees to actively participate to enhance their understanding and practice of business ethics through regular training and communication.

第四部分：公正透明・引領責任投資**商業道德**

本集團深知遵守商業道德是企業成功和可持續發展的基石。在商業活動中，我們始終秉持誠信、公正和負責的原則，這不僅體現在我們的政策和聲明中，也體現在我們的日常運營和決策里。我們承諾提供高質量的產品和服務，始終以客戶的利益為先。例如，通過實施嚴格的質量控制流程和客戶反饋機制，我們確保客戶的聲音被聽取並採納。在與合作夥伴的關係中，我們堅持公平競爭，維護誠信合作的基礎，如在招標過程中嚴格執行透明和公正的原則。對待員工，我們視其為企業最寶貴的資產，一如既往地致力於創造一個公平、包容和安全的工作環境；提供培訓和發展機會，使他們能夠充分發揮潛力。我們的員工通過參與「廉潔天虹」主題學習活動，不僅提升了個人職業素養，也增強了團隊的凝聚力和公司的競爭力。

商業行為準則

本集團致力於將商業道德管理融入日常運營，依據《中華人民共和國公司法》、《中華人民共和國招標投標法》等相關法律法規，我們制定了一系列道德準則，包括《員工行為準則》和《供應商行為準則》。這些準則詳細規定了誠信、透明和責任的高標準，包括禁止賄賂、公平競爭和環境保護等要求。我們要求所有員工、供應商、客戶及其他合作夥伴恪守誠信，參與監督誠信經營體系。

所有合作供應商需簽署並嚴格遵守《供應商行為準則》，而管理崗位與關鍵崗位員工則需簽訂《員工廉潔從業承諾書》，並熟悉《員工行為準則》內容。此外，我們推出「廉潔天虹」主題學習活動，鼓勵員工積極參與，並通過定期培訓和溝通，提高員工對商業道德的理解和實踐。

PART IV: IMPARTIAL AND TRANSPARENT • LEADING RESPONSIBLE INVESTMENTS (Continued)

Business Ethics (Continued)

Code of Business Conduct (Continued)

Our internal audit department cooperates with the President's Office of the Group to conduct business ethics audits on all subsidiaries every year, so as to ensure the guidelines are executed effectively, and updates and improvements are made according to feedback and changes in the market.

In 2024, the Group successfully achieved the annual goal of integrity operation. Specific goals include increasing employee training coverage and enhancing supply chain transparency. Through the collective efforts of the entire Group, employee training coverage reached 100%, and more stringent supervision and evaluation mechanisms were implemented in the supply chain to ensure its sustainability and compliance. These achievements not only demonstrated our firm commitment to business ethics but also laid a solid foundation for our long-term success and sustainable development.



Anti-bribery and Anti-corruption

To maintain a fair, ethical and efficient business environment, the Group strictly complies with laws and regulations relating to anticorruption and bribery in the global context. We have zero tolerance for corruption and strictly prohibit any act of bribery, fraud, extortion, abuse of power, misappropriation of company assets or sacrificing company interests for personal gain and money laundering. Based on this, we have established a sound anti-corruption system in accordance with the "Criminal Law of the People's Republic of China", the "Anti-Unfair Competition Law of the People's Republic of China" and the "United Nations Convention against Corruption", including the "Regulations on Anti-Bribery and Anti-Corruption", the "Reward Measures for Integrity and Self-discipline", and the "Protection and Reward System for Whistle-blowers" to ensure such principles and measures are effectively executed.

第四部分：公正透明•引領責任投資 (續)

商業道德(續)

商業行為準則(續)

我們的內審部門與集團總裁辦合作，每年對所有子公司進行商業道德專項審核，確保準則得到有效執行，並根據反饋和市場變化進行更新和改進。

在2024年，本集團成功實現了年度誠信經營目標。具體目標包括提升員工培訓覆蓋率和增強供應鏈透明度。經過全集團的共同努力，員工培訓覆蓋率達到100%，供應鏈中實施了更嚴格的監督和評估機制，確保供應鏈的可持續發展和合規性。這些成就不僅彰顯了我們對商業道德的堅定承諾，也為我們的長期成功和可持續發展打下了堅實基礎。

反賄賂反腐敗

為維護公平、道德及高效的經營環境，本集團在全球範圍內嚴格遵守反貪污及賄賂的相關法律及法規。我們對腐敗行為持零容忍態度，堅決禁止任何形式的賄賂、舞弊、勒索、濫用職權、挪用公司資產或犧牲公司利益以換取個人利益及洗黑錢的行為。基於此，我們依據《中華人民共和國刑法》、《中華人民共和國反不正當競爭法》以及《聯合國反腐敗公約》，建立了一套完善的反腐敗制度體系，包括《反賄賂及反腐敗管理條例》、《廉潔自律獎勵辦法》和《舉報人保護和獎勵制度》等，確保這些原則和措施得到有效執行。

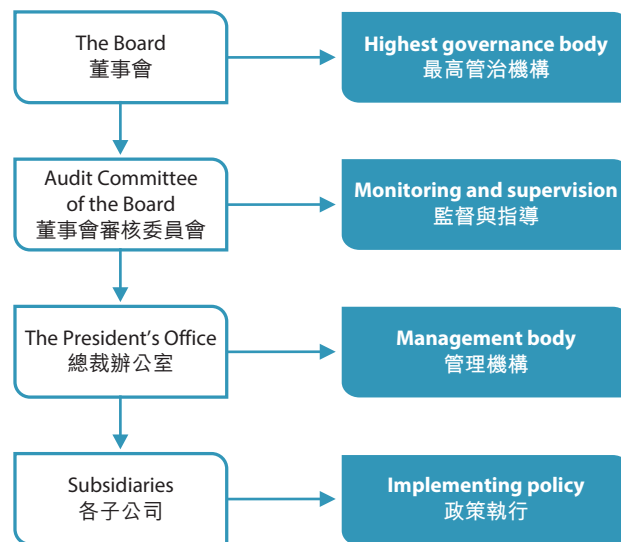
PART IV: IMPARTIAL AND TRANSPARENT • LEADING RESPONSIBLE INVESTMENTS *(Continued)*

Business Ethics *(Continued)*

Anti-bribery and Anti-corruption *(Continued)*

The Group takes the “Anti-Commercial Bribery Agreement” as an essential appendix for the contract to come into effect, requiring all cooperative suppliers to sign the agreement. We have conducted a joint special inspection on the signing of the “Anti-Commercial Bribery Agreement” since 2019 and successfully completed the inspection work in the year of 2024, taking proactive and effective rectification measures for the identified issues.

Business ethics management is a core component of the compliance system of the Group. We have not only integrated compliance supervision into our daily management, but also established and publicly disclosed a clear governance system and structure, content of supervision work and corresponding responsibilities. The Board is the highest governing body for business ethics management, which is responsible for formulating and monitoring the general direction and policies of ethics management. The Audit Committee of the Board is responsible for monitoring and guiding the implementation of the code of conduct, standards and policies of the Group, which ensures that our business ethics management measures are effectively implemented and continuous updates and improvements are made according to changes in the market and regulations.



Business Ethics Management System
商業道德管理體系

第四部分：公正透明 • 引領責任投資 *(續)*

商業道德 *(續)*

反賄賂反腐敗 *(續)*

本集團將《反商業賄賂協議書》作為合同生效的必備附件，並要求所有合作供應商簽署。自2019年起，我們對《反商業賄賂協議書》的簽訂情況進行了聯合專項檢查，並在2024年度順利完成了檢查工作，針對發現的問題採取了積極有效的整改措施。

商業道德管理是本集團合規體系的核心組成部分。我們不僅將合規監管融入日常管理，還設立並公開披露了明確的管治體系架構、監管工作內容及相應責任，確保透明度和責任制。董事會作為商業道德管理的最高管治機構，負責制定和監督道德管理的總體方向和政策。董事會審核委員會則負責監督與指導本集團的行為規則、標準和政策的執行情況，確保我們的商業道德管理措施得到有效實施，並根據市場和法規的變化進行持續更新和改進。

PART IV: IMPARTIAL AND TRANSPARENT • LEADING RESPONSIBLE INVESTMENTS (Continued)

Business Ethics (Continued)

Anti-bribery and Anti-corruption (Continued)

Through regular training and communication activities, we further enhanced employees' awareness of anti-bribery and anti-corruption, strengthening their implementation in daily work. All subsidiaries conducted regular anti-corruption training in the year 2024, developing specific corruption prevention training materials for different levels of employees, including executives, managers, sales and procurement, business follow-up, and junior staff, with the training covering all employees.



Anti-corruption training in Niguozi company 2024
2024尼國子公司反貪污培訓

As the responsible management body for anti-corruption work of the Group, the President's Office of the Group bears the important responsibility of ensuring the transparency and integrity of the Group's business. Highlights of our work include:

- Risk identification and prevention: We continuously organize and optimize the work procedure of the Group in order to identify potential risk points of corruption, and formulate effective preventive measures so as to reduce the occurrence of corruption acts at source.
- Investigation and report: The President's Office of the Group is responsible for conducting thorough investigations into all suspected acts of corruption, and ensuring results of investigations are reported to the board in a timely and precise manner to facilitate the adoption of corresponding management decisions.
- Law execution: Regarding any acts of corruption that are against the law, we will strictly submit to the judicial authorities according to legal requirements to demonstrate the Group's firm stance of zero tolerance towards corruption.

第四部分：公正透明 • 引領責任投資 (續)

商業道德(續)

反賄賂反腐敗(續)

通過定期的培訓和溝通活動，我們進一步提升員工對於反賄賂和反腐敗的認識，強化其在日常工作中的執行力度。所有子公司在2024年度均定期開展了反貪污培訓，為高管、經理主管級、銷售採購、業務跟單、基層等不同層級的員工開發了特定的防貪污培訓教材，培訓覆蓋所有員工。

集團總裁辦公室作為集團反腐敗工作的歸口管理機構，承擔著確保集團業務透明度和誠信度的重要職責。我們的工作重點包括：

- 風險識別與預防：我們持續梳理和優化集團的工作流程，以識別潛在的腐敗風險點，並制定有效的預防措施，從而在源頭上減少腐敗行為的發生。
- 調查與報告：集團總裁辦公室負責對所有涉嫌腐敗的行為進行徹底調查，並確保調查結果及時、準確地匯報給董事會，以便採取相應的管理決策。
- 法律執行：對於任何觸犯法律的腐敗行為，我們將嚴格按法律要求提交給司法機關處理，以彰顯集團對腐敗零容忍的堅定立場。

**PART IV: IMPARTIAL AND TRANSPARENT •
LEADING RESPONSIBLE INVESTMENTS** (Continued)

Business Ethics (Continued)

Anti-bribery and Anti-corruption (Continued)

- Education and training: We regularly urge each of the departments and subsidiaries to conduct self-inspections on corruption and carry out communication training and education on anti-corruption and corruption prevention to enhance compliance awareness and ethical standards among all employees.

Under the guidance and supervision of the Group, each subsidiary formulates and implements specific anti-corruption measures based on their respective actual conditions. They are responsible for investigating potential internal corruption acts, or unconditionally cooperating with the President's Office of the Group to conduct investigations, and jointly addressing internal corruption issues within the company. Through such close cooperation between the Company and its subsidiaries, we have established a robust anti-corruption network to ensure that the Group's business practices consistently adhere to the highest ethical and legal standards.

Monitoring Channels

The Group is committed to creating a transparent and clean business environment. To this end, we provide regular education and training on anti-corruption for our directors and staff to ensure that they fully understand and comply with the anti-corruption policies of the Group. Our "Protection and Reward System for Whistle-blowers" aims at encouraging employees and business partners to raise their opinions and suggestion proactively, especially against acts in violation of the "Regulations on Anti-Bribery and Anti-Corruption".

To facilitate internal and external personnel in reporting corruption issues, the Group has publicly disclosed its internal anti-corruption system on the official website and provided multiple reporting channels, including telephone, email, post, online message on its official website, and appointment for visits as detailed below. Once a report is received, we will immediately verify and initiate the investigation procedures. For valid reports, we will provide cash rewards to the whistle-blower or cooperative units, while strictly prohibiting malicious whistleblowing or false accusations.

- By telephone: +86-21-20680206, +86-21-20680285
- By email: jubao1@texhong.com; jubao2@texhong.com

第四部分：公正透明 • 引領責任投資
(續)

商業道德 (續)

反賄賂反腐敗 (續)

- 教育與培訓：我們定期督促各部門和子公司進行腐敗自查，並開展反腐、防腐的溝通培訓教育，以提升全員的合規意識和道德標準。

各子公司在集團的指導和監督下，根據各自的實際情況，擬訂並執行具體的反腐敗措施。它們負責調查內部可能的腐敗行為，或無條件配合集團總裁辦公室進行調查，並共同處理公司內部的腐敗問題。通過這種本公司與子公司之間的緊密合作，我們構建了一個強有力的反腐敗網絡，確保集團的商業行為始終遵循最高的道德和法律標準。

監察渠道

本集團致力於營造一個透明和廉潔的經營環境。為此，我們定期為董事及員工提供反貪污教育及培訓，確保他們充分理解並遵守集團的反貪污政策。我們的《舉報人保護和獎勵制度》旨在鼓勵員工及業務合作夥伴積極提出意見、建議，特別是針對違反《反賄賂及反腐敗管理條例》的行為。

為便於內外部人員舉報腐敗問題，本集團在官網公開了內部反腐制度，並提供了多種舉報途徑，包括下文所詳述的電話、電子郵件、信函、官網在線留言和預約來訪等。一旦收到舉報，我們將立即進行核實並啟動調查程序。對於有效的舉報，我們將給予舉報人或合作單位現金獎勵，同時嚴格禁止惡意舉報或誣告陷害。

- 電話舉報：+86-21-20680206，+86-21-20680285
- 電子郵件舉報：jubao1@texhong.com; jubao2@texhong.com

**PART IV: IMPARTIAL AND TRANSPARENT •
LEADING RESPONSIBLE INVESTMENTS** *(Continued)*

Business Ethics *(Continued)*

Monitoring Channels *(Continued)*

- By post: The President's Office, 23rd Floor, Tower C, The SOHO Bund, 88 East Zhongshan No.2 Road, Huangpu District, 200001 Shanghai, the People's Republic of China
- Link of the official website: through the official website of Texhong International Group Limited
- Via visit by appointment: Visit by appointment service is provided to ensure the safety and privacy of the whistleblower.
- Other appropriate forms: The whistleblower can choose other forms of whistleblowing one deems appropriate.

The Group ensures the whistleblowers' safety and interests through the establishment of a sound ethical governance structure and strict protection measures. As the only investigating department authorized by the Audit Committee of the Board, the President's Office is responsible for conducting handling all investigations on corruption acts, and reports directly to the Chairman of the Board, the President or the Audit Committee of the Board to ensure the independence and objectivity of acceptance and investigation of reports. We keep the personal information of the whistleblowers and the reported information strictly confidential, with stringent management and control system and procedures.

The Group has set up a secret "Special Protection List" in particular for real-name reporting units or individuals, which is managed by a special person from the President's Office to ensure that the safety and privacy of the whistleblower are strictly protected. For suppliers, customers and other partners who voluntarily provide corruption information, we will provide additional protective measures, including exemption rights, business development protection rights and additional rewards, etc.

As of the year 2024, the Group has not encountered any legal cases regarding corruption against the Group or its employees, which reflects our firm commitment in terms of anti-corruption and anti-bribery.

第四部分：公正透明 • 引領責任投資
(續)

商業道德 *(續)*

監察渠道 *(續)*

- 信函舉報：中華人民共和國上海市黃浦區中山東二路88號外灘SOHO·C棟23樓，郵編200001，總裁辦公室
- 官網鏈接：天虹國際集團有限公司官網
- 預約來訪舉報：提供預約來訪服務，確保舉報人的安全和隱私。
- 其他合適形式：舉報人可選擇其認為合適的其他舉報形式。

本集團通過建立完善的道德管治架構和嚴格的保護措施，確保舉報人的安全和權益。總裁辦公室作為董事會審計委員會唯一授權的調查部門，負責處理所有腐敗行為的調查，並直接向董事局主席、總裁或董事會審核委員會匯報，確保舉報受理和調查工作的獨立性和客觀性。我們對舉報人的個人信息及舉報數據實行嚴格保密，並有嚴格的管控制度和流程。

對於實名舉報的單位或個人，本集團特別設置了秘密的「特別保護名單」，由總裁辦公室專人管理，確保舉報人的安全和隱私得到嚴格保護。對於主動提供腐敗信息的供應商、客戶及其他合作夥伴，我們將提供額外的保護措施，包括豁免權、業務發展保障權及額外獎勵。

截至2024年度，本集團未發生任何針對本集團或其員工的貪污訴訟案件，這體現了我們在反貪污和反腐敗方面的堅定承諾。

**PART IV: IMPARTIAL AND TRANSPARENT •
LEADING RESPONSIBLE INVESTMENTS** *(Continued)*

Business Ethics *(Continued)*

Business Ethics Training

The Group attaches great importance in business ethics and anti-corruption education, and every year it formulates a comprehensive business ethics training program for employees of all types including full-time and part-time ones. Through diverse means of training such as promoting through mail, signing relevant agreements on professional ethics and training on professional ethics and training on rules and systems, we are committed in enhancing the ethical standard and anti-corruption ability of our employees.

In the year 2024, we have raised the intensity of the training and conducted 648 trainings on anti-corruption and business ethics, ensuring all employees' participation. These trainings covered the latest changes in laws and regulations, policies of the Group and analysis of actual cases, aiming at enhancing our employees' understanding to the importance of business ethics, and strengthen ethical actions in their daily work.

Our training programs not only includes theoretical learning but also combines with interactive workshops and simulation drills so as to enhance the sense of engagement and employees' ability to apply in reality. Through continuous assessments and collection of feedback on the results of the training, we continue to optimize the training contents to make sure the training is closely related to the actual work of our employees and fulfils the latest requirements of business ethics and laws at the same time.

Moreover, the Group established a continuous learning and development platform to encourage its employees to learn and enhance themselves proactively, so as to build a corporate culture with business ethics as its core. Through these efforts, we have successfully ingrained the concepts of business ethics and anti-corruption into the hearts of every employee, laying a solid foundation for the Group's sustainable development.

第四部分：公正透明 • 引領責任投資
(續)

商業道德 *(續)*

商業道德培訓

本集團高度重視商業道德和反貪污教育，每年為包括全職和兼職在內的所有類型員工制定全面的商業道德培訓計劃。通過多元化的培訓方法，如郵件宣傳、簽署職業道德相關協議以及規章制度的培訓，我們致力於提升員工的道德標準認知和反貪污能力。

在2024年度，我們加大了培訓力度，共開展了648次反貪污及商業道德培訓，確保了全員參與。這些培訓涵蓋了最新的法律法規變化、本集團政策以及實際案例分析，旨在提高員工對商業道德重要性的認識，並強化其在日常工作中的道德行為。

我們的培訓計劃不僅包括理論學習，還結合了互動式工作坊和模擬演練，以增強員工的參與感和實際應用能力。通過對培訓效果的持續評估和反饋收集，我們不斷優化培訓內容，確保培訓與員工的實際工作緊密相關，同時滿足最新的商業道德和法律要求。

此外，本集團還建立了一個持續的學習和發展平台，鼓勵員工在日常工作中主動學習和提升，以建立一個以商業道德為核心的企業文化。通過這些努力，我們成功地將商業道德和反貪污的理念深植於每個員工的心中，為集團的可持續發展奠定了堅實的基礎。

PART IV: IMPARTIAL AND TRANSPARENT • LEADING RESPONSIBLE INVESTMENTS *(Continued)*

Supply Chain Management

Supply chain management is a key part of ensuring high efficiency and responsible operation of an enterprise, covering the whole value chain from raw materials procurement to product delivery. The Group understands that the sustainability of a supply chain is of paramount importance to the success of an enterprise, therefore, we deem supply chain management as a core component of enterprise operation. Not only did we establish a complete supplier management system, but we also implemented full life cycle product management and built a raw materials traceability platform, in order to raise the transparency and traceability of the supply chain.

To reduce the supply chain risks and its impact on the environment and society, we have adopted the following measures:

- Stringent supplier management: we have built cooperative relationships based on performance with suppliers. Through regular assessments and audits, we ensure suppliers are in compliance with our environmental and social responsibility standards.
- Full life cycle management: We strictly manage every aspect of our products from raw materials procurement to the final product to reduce environmental impact and improve resource efficiency.
- Traceability platform: We have established and strengthened the raw materials traceability platform to ensure transparency of raw materials sources, support responsible procurement practices, and provide consumers with detailed information on product origins.
- Third-party audit: Our subsidiaries strictly adhere to requirements of brands and accept audits by the brand or its designated third parties to ensure compliance and best practices of the supply chain.
- Sustainability comes first: In procurement decisions, we prioritize suppliers who excel in environmental protection, social responsibility, and ethical trade, promoting the entire supply chain towards a more sustainable direction.

第四部分：公正透明•引領責任投資 (續)

供應鏈管理

供應鏈管理是確保企業高效、負責任運營的關鍵環節，覆蓋了從原材料採購到產品交付的整個價值鏈。本集團深知供應鏈的可持續性對企業成功至關重要，因此我們將供應鏈管理視為業務運營的核心組成部分。我們不僅建立了完善的供應商管理體系，還實施了全生命週期的產品管理，並構建了原材料溯源平台，以提高供應鏈的透明度和可追溯性。

為降低供應鏈風險及其對環境和社會的影響，我們採取了以下措施：

- 嚴格的供應商管理：我們與供應商建立了基於績效的合作關係，通過定期評估和審計，確保供應商遵守我們的環境和社會責任標準。
- 全生命週期管理：我們對產品從原材料採購到最終產品的每個環節都進行嚴格管理，以減少環境影響並提高資源效率。
- 溯源平台：我們搭建並強化了原材料溯源平台，確保原材料的來源透明，支持負責任的採購實踐，並為消費者提供產品來源的詳細信息。
- 第三方審核：我們的子公司嚴格遵守品牌要求，並接受品牌方或其安排的第三方審核，以確保供應鏈的合規性和最佳實踐。
- 可持續性優先：在採購決策中，我們優先考慮那些在環境保護、社會責任和倫理貿易方面表現出色的供應商，推動整個供應鏈向更加可持續的方向發展。

PART IV: IMPARTIAL AND TRANSPARENT • LEADING RESPONSIBLE INVESTMENTS (Continued)

Supply Chain Management (Continued)

With these measures, the Group is committed to building a strong, flexible and responsible supply chain, which does not only satisfy the needs of our customers but also protects the environment and supports the well-being of society. Our supply chain management strategy emphasizes cooperation, innovation and continuous improvement to achieve long-term business success and positive social impacts.

Environment 環境

Procuring environmentally friendly raw materials, reducing waste generated, saving water, reducing GHG emissions, and saving energy efficiently
採購環保原材料、減少廢物產生、節約用水、減少溫室氣體排放、高效節能

Society 社會

Protecting employee's health, safety and human rights and supporting the employment, contracting and partnership of socially vulnerable groups
保護員工健康和 safety 以及人權，支持弱勢社群的聘用、簽約和合作關係

Supplier Management System

The Group highly values establishing mutually beneficial long-term cooperative relationships with suppliers. To ensure the compliance and sustainability of the supply chain, we require all suppliers to comply with and sign the "Code of Conduct for Suppliers" which includes regulations related to human rights, environmental protection, anti-discrimination, safety, and health. Procurement contracts include explicit clauses on integrity, and all suppliers are required to sign the "Anti-Commercial Bribery Agreement". Currently, all suppliers of key materials such as fibers, yarns, greige fabric, and dye materials must annually re-sign the "Code of Conduct for Suppliers" to comply with Group's "Sustainable Procurement Policy". When the product quality and price are comparable, we prefer to collaborate with suppliers who demonstrate outstanding performance in environmental and social responsibility.

第四部分：公正透明 • 引領責任投資 (續)

供應鏈管理(續)

通過這些措施，本集團致力於構建一個強大、靈活且負責任的供應鏈，不僅滿足客戶需求，也保護環境，支持社會福祉。我們的供應鏈管理策略強調合作、創新和持續改進，以實現長期的業務成功和積極的社會影響。

供應商管理體系

本集團高度重視與供應商建立互惠互利的長期合作關係。為確保供應鏈的合規性和可持續性，我們要求所有供應商遵守並簽署包含人權、環保、反歧視、安全健康相關條例的《供應商行為準則》。採購合同中包含明確的廉政條款，並與所有供應商簽訂《反商業賄賂協議書》。目前，所有纖維、紗線、坯布和染化料等關鍵材料的供應商每年均須重新簽署《供應商行為準則》，以符合集團的《可持續採購政策》。在產品質量和價格相當的情況下，我們優先選擇在環境和社會責任方面表現出色的供應商進行合作。

**PART IV: IMPARTIAL AND TRANSPARENT •
LEADING RESPONSIBLE INVESTMENTS** *(Continued)*

Supply Chain Management *(Continued)*

Supplier Management System *(Continued)*

The Group conducts strict screening of new suppliers in accordance with the "Supplier Admission Procedures". We conduct management of suppliers by tiers, and categorize suppliers into five categories, namely strategic suppliers, preferred suppliers, ordinary suppliers, temporary suppliers, and blacklisted suppliers, and adopt differentiated cooperation strategies for different categories of suppliers. Every year, we conduct on-site inspections of suppliers and perform a comprehensive review from multiple dimensions such as price, quality, quality assurance, and credit. For example, in the year 2024, the Jiangsu subsidiary further strengthened the management of leather packaging suppliers, requiring that all supplied leather must not contain PVC components to ensure that sensitive materials such as organic cotton are not contaminated during the packaging process.

We regularly inspect the suppliers' supply channels and confirm whether the product quality is up to standard and whether there is any fraudulent behavior. Once substandard product quality or non-compliant operations are identified, we will intervene immediately; for suppliers who fail to improve product quality within the specified period or whose substandard situation persists after intervention, we will suspend procurement or terminate cooperation. At the end of each year, the Group conducts an annual assessment of all suppliers, considering sustainability as an integral component of the evaluation criteria.

In addition, the Group and its subsidiaries regularly conduct supplier audits, including document audits and on-site audits. We place special emphasis on traceability audits of suppliers and urge them to follow up on rectification suggestions in a timely manner after the audits, in order to continuously improve the supplier management system.

第四部分：公正透明 • 引領責任投資
(續)

供應鏈管理 *(續)*

供應商管理體系 *(續)*

本集團依據《供應商准入管理制度》對新加入的供應商進行嚴格篩選。我們對供應商實行分級管理，將供應商分為戰略供應商、優先供應商、普通供應商、臨時供應商和黑名單供應商五類，並對不同類別的供應商採取差異化的合作策略。每年，我們都會對供應商進行實地考察，從價格、質量、質保、信用等多個維度進行全面審核。例如，在2024年度，江蘇子公司進一步加強了對袋皮包裝供應商的管理，要求所有供應的袋皮不得含有PVC成分，以確保有機棉等敏感材料在包裝過程中不被污染。

我們定期抽檢供應商的供應渠道，並確認產品質量是否合格，是否存在欺詐行為。一旦發現供貨質量不合格或不合規操作，我們會立即進行干預；對於在規定期限內未能提高產品質量的供應商或若干預後供應商仍出現不合格情況，我們將暫停採購或終止合作。每年年末，本集團對所有供應商進行年度評估，將可持續性作為評估標準的重要組成部分。

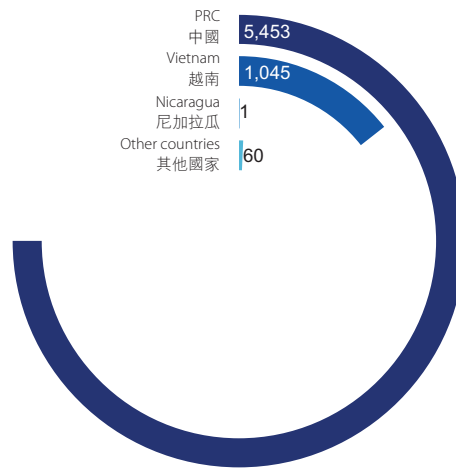
此外，本集團及子公司對供應商定期進行包括文件審核和現場審核在內的供應商審核。我們特別重視對供應商的溯源審核，並在審核結束後敦促供應商及時跟進整改建議，以不斷完善供應商管理體系。

**PART IV: IMPARTIAL AND TRANSPARENT •
LEADING RESPONSIBLE INVESTMENTS** *(Continued)*

Supply Chain Management *(Continued)*

Supplier Management System *(Continued)*

As of 31 December 2024, the total number of suppliers of the Group was 6,559, categorized by countries as follows:



Suppliers Distribution by Country in 2024
2024年按國家劃分的供應商分佈

The transparency in such data demonstrates our rigorous approach to supply chain management and high standards for our partners. Through these measures, the Group is committed to building a responsible, efficient, and sustainable supply chain system.

Raw Materials Procurement

The Group focuses on selecting low-carbon and environmentally friendly raw materials, prioritizing those from recycled, reused, eco-friendly planting and production processes. To this end, we have implemented a series of relevant policies and procedures in the field of raw materials procurement. In monitoring the raw materials procurement process, we have established a comprehensive supplier evaluation and management mechanism to ensure the sustainability of the entire supply chain.

第四部分：公正透明 • 引領責任投資
(續)

供應鏈管理 *(續)*

供應商管理體系 *(續)*

截至2024年12月31日，本集團供應商總數為6,559家，按國家劃分如下：

這一數據的透明化展示了我們在供應鏈管理上的嚴謹態度和對合作夥伴的高標準要求。通過這些措施，本集團致力於構建一個負責任、高效和可持續的供應鏈生態系統。

原材料採購

本集團專注於選擇低碳和環保的原材料，優先採用那些來自再生、再利用、環保種植和生產過程的原材料，為此我們在原材料採購領域實施了一系列相關政策和程序。在監控原材料採購程序方面，我們建立了全面的供應商評估和管理機制，以保障整個供應鏈的可持續性。

PART IV: IMPARTIAL AND TRANSPARENT • LEADING RESPONSIBLE INVESTMENTS (Continued)

Supply Chain Management (Continued)

Raw Materials Procurement (Continued)

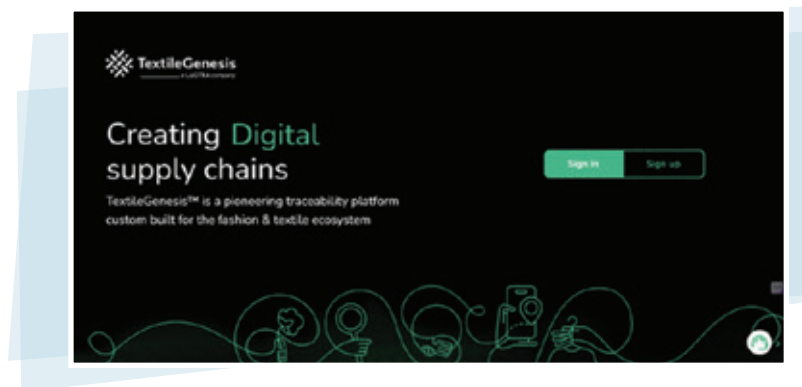
Our cotton procurement has achieved 100% traceability of origin, ensuring that the cotton used in our supply chain is of clear origin, and we commit to continue purchasing more certified cotton in terms of sustainability. In addition, the Group has also joined the Textile Genesis fiber traceability platform, which covers traceable cotton, viscose, and other non-cotton fibers. This vertical industry chain traceability management platform enhances the traceability credibility from raw materials to finished products. Some internationally renowned brands are also utilizing this platform, enabling customers to directly inquire about the production path and raw materials information of products, thereby significantly enhancing traceability transparency. These measures not only ensure the sustainability of raw materials procurement but also enhance the transparency and efficiency of the supply chain, meeting the growing global market demand for sustainability and transparency.

第四部分：公正透明•引領責任投資(續)

供應鏈管理(續)

原材料採購(續)

我們的棉花採購實現了100%的產地可追溯性，確保我們供應鏈中使用的棉花都是來源清晰的，並且我們承諾將繼續採購更多經過可持續認證的棉花。此外，本集團還加入了Textile Genesis纖維溯源平台，該平台覆蓋了可溯源的棉花、黏膠以及其他非棉花纖維。這一垂直產業鏈式的溯源管理平台增強了從原材料到成品的溯源可信度。一些國際知名品牌也在利用這個平台，使客戶能夠直接查詢產品的生產路徑和原材料信息，從而大幅提升了溯源透明度。這些措施不僅確保了原材料採購的可持續性，還提高了供應鏈的透明度和效率，滿足了全球市場對可持續發展和透明度日益增長的需求。



Textile Genesis Fiber Traceability Platform
Textile Genesis纖維溯源平台

Life Cycle Assessment

The Group has been working with the Social Responsibility Office of the China National Textile and Apparel Council for our yarn business in 2023 to complete the carbon emission measurement for the production process of key products such as Tencel through the full life cycle assessment ("LCA") model. On this basis, the Group continue to follow up with the LCA work in 2024 and provide corresponding carbon emission report according to the requirements of our customers. We continue to collaborate with upstream and downstream enterprises for our yarn segment to complete the whole-process assessment of carbon emission for the main products of the Group such as Tencel and Modal.

生命週期評價

本集團紗線業務已在2023年與中國紡織工業聯合會社會責任辦公室合作，通過全生命週期評價(LCA)模型，完成了天絲等關鍵產品的生產過程碳排放測定工作。在此基礎上，本集團於2024年繼續跟進LCA工作，並根據客戶要求提供相應的碳排放報告。紗線板塊持續與上下游企業合作，完成天絲、莫代爾等本集團主要產品的全流程碳排放評價工作。

PART IV: IMPARTIAL AND TRANSPARENT • LEADING RESPONSIBLE INVESTMENTS (Continued)

Supply Chain Management (Continued)

Industry Cooperation

The Group actively forms close partnerships with suppliers and downstream companies in the fabric and garment industries to jointly promote the use of sustainable cotton such as organic cotton, CmiA African cotton and recycled cotton. As one of the first members of the Cotton LEADS project jointly established by the cotton industry in Australia and the United States, we actively participated in building a cotton sustainability certification system. In addition, we have passed the organic certification of subsidiaries production, storage, environment, and trade standards by third-party certification agencies which ensured the sustainability of the entire supply chain.

We actively participated in the brand owners' environmental protection projects such as Clean-by-design, Climate Roadmap, and Real Good, etc. In particular, Clean-by-design project, jointly initiated by the Natural Resources Defense Council (NRDC) and the Council of Fashion Designers of America (CFDA), aiming to achieve revolutionary changes in the global supply chain by conducting assessments and implementing economically viable solutions at the factory level to save energy and water and reduce pollution. Besides energy saving and carbon reduction projects cooperated with brands, we have enhanced cooperation with multiple brands in terms of social responsibility and traceability audit and all audit results are recognized by brand customers. On the other hand, we have conducted training and practices related to OPPEX operation management with brand owners to raise the operation efficiency of the subsidiaries of the Group.

The Group also conveys the concept of environmental protection and sustainable management to suppliers through supplier visits, exchanges and on-site visits, etc. We encourage suppliers to adopt environmentally friendly products and efficient energy-saving products, and continuously pay attention to the protection of employees' rights and interests of suppliers, to continuously improve environmental and social performance. Through these measures, not only did we enhance synergy with our partners but also set an example of sustainable development for the entire industry.

International Brands and Third-parties Audits

To promote the cooperation between each subsidiary and brands, each subsidiary actively cooperates with the brand management requirements, and actively accepts various verifications and audits of the subsidiary's corporate social responsibility, environment, cotton tracing and traceability management by international brands and third parties. The Group's subsidiaries were audited by a number of international brands and third parties in 2024, and the audit results were all passed.

第四部分：公正透明 • 引領責任投資 (續)

供應鏈管理(續)

產業合作

本集團積極與供應商及面料和製衣行業的下游公司建立緊密的合作夥伴關係，共同推廣有機棉、CmiA非洲棉和再生棉等可持續棉花的使用。作為澳大利亞和美國棉花行業合作創立的Cotton LEADS項目的首批會員，我們積極參與構建棉花的可持續認證體系。此外，我們通過第三方認證機構對子公司的生產、倉儲、環境和交易規範進行有機認證，確保整個供應鏈的可持續性。

我們積極參與品牌方的環保項目，包括Clean-by-design、Climate Roadmap和Real Good。Clean-by-design項目是由自然資源保護協會(NRDC)和美國時裝設計師協會(CFDA)聯合發起的，目標是通過在工廠層面評估和實施經濟可行的方案來節能、節水和減少污染，以此推動全球供應鏈的革命性變化。除了與品牌合作的節能減碳項目，我們還加強了與多個品牌在社會責任和溯源審核方面的合作，審核結果均得到了品牌客戶的認可。此外，我們與品牌方進行了OPPEX運營管理相關的培訓和實踐，以提升集團子公司的營運效率。

本集團還通過供應商走訪、交流和實地考察等方式，向供應商傳達環保節能和可持續管理的理念。我們鼓勵供應商採用環保產品和高效節能產品，並持續關注供應商的員工權益保障，以持續提升環境和社會績效。通過這些措施，我們不僅加強了與合作夥伴的協同效應，也為整個行業樹立了可持續發展的典範。

國際品牌及第三方審核

為促進各子公司與品牌的合作，各子公司積極配合品牌管理要求，主動接受國際品牌及第三方對子公司現場進行企業社會責任、環境、棉花追蹤以及溯源管理等各類驗證審核。本集團各子公司於2024年度接受了多個國際品牌及第三方審核，審核結果均為通過。

**PART IV: IMPARTIAL AND TRANSPARENT •
LEADING RESPONSIBLE INVESTMENTS** *(Continued)*

Supply Chain Management *(Continued)*

SLCP Verification project:

The Social and Labor Convergence Program ("SLCP") is one of the key international projects in which the Group participates. SLCP aims to objectively assess social and labour conditions in the global apparel and footwear supply chain through the Converged Assessment Framework (CAF). As of 31 December 2024, SLCP has covered 75 countries and regions globally, with 272 stakeholders signing the SLCP statement.

The Group has a total of nine subsidiaries participating in SLCP verification, among which four subsidiaries underwent the advanced level Step 1+2 verification, and five subsidiaries underwent the highest level Step 1+2+3 beyond compliance verification. After the completion of SLCP verification, we have chosen an SLCP accredited data hosting platform (Accredited Host, AH) to store and share the verification data, enhancing supply chain transparency.

The Group has achieved significant improvements in labour employment, working hours control, and management systems in all SLCP verifications. Additionally, compared to the year 2023, more subsidiaries have undergone the highest level of SLCP beyond compliance verification, further focusing on employee well-being and community impact. The verification results are widely accepted by international brands. Except for the subsidiaries participating in the SLCP project, all other subsidiaries of the Group have received basic training on SLCP self-assessment and verification requirements. Through these training, we have enhanced employees' understanding of SLCP standards, ensuring continuous improvement and the promotion of best practices in the supply chain.

第四部分：公正透明 • 引領責任投資
(續)

供應鏈管理 *(續)*

SLCP驗證項目

社會勞工整合項目(The Social and Labor Convergence Program, SLCP)是本集團重點參與的國際項目之一。SLCP旨在通過整合評估框架(CAF)，客觀評估全球服裝和鞋類供應鏈中的社會和勞工條件。截至2024年12月31日，SLCP已覆蓋全球75個國家和區域，有272個利益相關方簽署了SLCP聲明。

本集團共有九家子公司參與了SLCP驗證，其中四家子公司接受了進階級別的步驟Step 1+2驗證，五家子公司接受了最高級別的步驟Step 1+2+3超越合規驗證。SLCP驗證結束後，我們選擇SLCP認可的數據託管平台(Accredited Host, AH)存儲和共享驗證數據，增強供應鏈透明度。

本集團所有SLCP驗證均在勞動用工、工作時間管控及管理體系方面均有顯著的提升。另外較之2023年度，有更多子公司接受了最高級別的SLCP超越合規驗證，進一步關注員工福祉和社區影響。驗證結果被國際品牌廣泛接受。除了參與SLCP項目的子公司外，本集團其他所有子公司均接受了基本的SLCP自評和驗證要求培訓。通過這些培訓，我們提升了員工對SLCP標準的理解，確保供應鏈的持續改進和最佳實踐的推廣。



The Social and Labor Convergence Program (SLCP)
社會勞工整合項目(SLCP)

PART IV: IMPARTIAL AND TRANSPARENT • LEADING RESPONSIBLE INVESTMENTS (Continued)

Information Security

Smart Platform

The Group actively utilizes artificial intelligence and big data technology to develop multiple smart platforms to enhance operational efficiency and decision-making quality:

- Business Intelligence Fine BI Platform: This platform enables business personnel to easily perform data filtering, analysis, and aggregation, facilitating rapid report development and intuitive presentation. It supports exploratory data analysis, helping to promptly identify and address business risks.
- Smart BI Platform: Provides comprehensive business intelligence solutions, including dashboards, queries, and multidimensional analysis. The platform possesses robust data processing capabilities, integrating various data preprocessing, feature engineering, and mining algorithms to support complex data analysis requirements.
- Group Procurement Platform: Procurement transparency and resource allocation efficiency are enhanced through intelligent management. The platform works closely with suppliers to ensure cost and service advantages, while transforming consumer data into assets for decision support.

These platforms enhance the Group's ability to respond to market changes by improving data transparency and accessibility, optimizing resource allocation, and reducing costs.

第四部分：公正透明 • 引領責任投資 (續)

信息安全

智慧平台

本集團積極運用人工智能和大數據技術，打造了多個智慧平台以提高運營效率和決策質量：

- 商業智能Fine BI平台：這一平台使業務人員能夠輕鬆進行數據篩選、分析和匯總，實現報表的快速開發和直觀展示。它支持探索式數據分析，幫助及時發現並應對業務風險。
- Smart BI平台：提供全面的商業智能解決方案，包括儀表盤、查詢、多維分析等。該平台擁有強大的數據處理能力，集成了多種數據預處理、特徵工程和挖掘算法，以支持複雜的數據分析需求。
- 集團採購平台：通過智能化管理，提升採購透明度和資源配置效率。平台與供應商緊密合作，確保成本和服務優勢，同時將消費數據轉化為決策支持的資產。

這些平台通過提高數據的透明度和可訪問性，強化了集團對市場變化的響應能力，優化了資源配置，並降低了成本。



Business Intelligence Fine BI Platform
商業智能Fine BI平台

PART IV: IMPARTIAL AND TRANSPARENT • LEADING RESPONSIBLE INVESTMENTS *(Continued)*

Information Security *(Continued)*

Information Security

In the modern business environment, information security is vital to the stable operation and sustainable development of an enterprise. The Group attaches great importance to information security management, builds a complete information security organizational structure and a management system to comprehensively protect the information security of the Group, customers and employees. In 2024, our digital intelligence management department conducted comprehensive assessments of the information security through system verification, penetration testing, contingency exercises and other measures, and effectively rectified issues identified, which ensured that no major information security incidents have occurred in this year.

Information Security Management Mechanism

In accordance with the "Personal Information Protection Law of the People's Republic of China" and the "Data Security Law of the People's Republic of China", we have formulated a series of information security management regulations, comprehensively covering the IT server rooms, internet and LAN, data information and email accounts of the Group to ensure that the information security is impeccable.

IT Server Room Security Management

- Duty management: Strictly abide by job duties, implement server room duty management.
- Equipment management: Administrators are responsible for the safety maintenance and management of various equipment and operating systems in the server room.
- Monitoring duties: Administrators conscientiously perform monitoring duties, and timely discover and solve the failure of the hardware system.
- Environment monitoring: Regularly check temperature, humidity, voltage and other parameters, and undergo sanitization and disinfection.
- Confidentiality system: Strictly abide by the confidentiality system, and unauthorized personnel are not allowed to enter the server room.
- Data backup: Administrators conduct regular inspections of the server room and take the backup data away for safe storage off-site.

第四部分：公正透明 • 引領責任投資 (續)

信息安全 (續)

信息安全

在現代商業環境中，信息安全對企業的穩健運營和可持續發展至關重要。本集團高度重視信息安全管理，構建了完善的信息安全組織架構和管理體系，以全面保護集團、客戶與員工的信息安全。2024年，我們的數智管理部通過系統核查、滲透測試和應急演練等措施，對信息安全進行了全面評估，並對發現的問題進行了有效整改，確保了本年度未發生任何重大信息安全事故。

信息安全管理體系

依據《中華人民共和國個人信息保護法》和《中華人民共和國數據安全法》，我們制定了一系列信息安全管理規定，全面覆蓋集團的IT機房、互聯網與局域網、數據信息以及郵件賬號等方面，確保信息安全無懈可擊。

IT機房安全管理

- 值班管理：嚴格遵守崗位職責，實施機房值班管理。
- 設備管理：管理員負責機房內設備和操作系統的安全維護和管理。
- 監控職責：管理員認真履行監控職責，及時發現並解決硬件系統故障。
- 環境監控：定期檢查機房溫濕度、電壓等參數，並進行消毒殺菌。
- 保密制度：嚴格遵守保密制度，非授權人員不得進入機房。
- 數據備份：管理員定期巡檢機房，並將備份數據安全異地存放。

**PART IV: IMPARTIAL AND TRANSPARENT •
LEADING RESPONSIBLE INVESTMENTS** *(Continued)*

Information Security *(Continued)*

Information Security Management Mechanism *(Continued)*

Internet and LAN Security Management

- Account management: Formulate the "Policy of IT Account/ Authority Application" to standardize the application process.
- Internet security: Standardize the use of domain accounts, public disks, communication tools and SAP accounts to ensure network security.

Data Information Security Management

- Data storing: Media for backup data with a clear label and be stored off-site to ensure its physical security.
- Data management: Undergo stringent management to equipment or media of non-application business data, including allocation, transfer, disposal or destruction.
- Data backup: Back up data and keep it regularly or permanently before clearing data.
- Equipment maintenance: Back up, delete and register sensitive information of storage media before sending computers to external parties for maintenance.
- Virus prevention: Designate specific personnel to be responsible for the prevention of computer viruses.

Mail Account Safety Management Regulations

- Account application: Strictly follow the process of "IT Account/ Authority Application".
- Information record: All facilities and information in the email system shall be recorded by the information management department.
- Information sending: Send key documents carefully to prevent information leakage in the process of email transmittance.

Through these measures, the Group has ensured the effective management and control of each part of information security, which provides sturdy protection for the steady operation and sustainable development of the Group.

第四部分：公正透明 • 引領責任投資
(續)

信息安全 *(續)*

信息安全管理體系 *(續)*

互聯網與局域網安全管理

- 賬號管理：制定《IT賬戶／權限申請》政策，規範賬號申請流程。
- 網絡安全：規範域賬號、公共盤、通訊工具及SAP賬號的使用，確保網絡安全。

數據信息安全管理

- 數據存儲：備份數據介質明確標識並異地存放，確保物理安全。
- 數據管理：對非應用性業務數據的設備或介質進行嚴格管理，包括調撥、轉讓、廢棄或銷毀。
- 數據備份：在數據清理前進行備份，並定期或永久保存。
- 設備維修：計算機設備外修前，備份並刪除存儲介質中的敏感信息，並登記。
- 病毒防範：指定專人負責計算機病毒防範工作。

郵件賬號安全管理規定

- 賬號申請：嚴格遵守《IT賬戶／權限申請》流程。
- 信息記錄：電子郵件系統的所有設施與信息需在信息管理部記錄。
- 信息發送：謹慎發送關鍵文件，以防電子郵件傳輸過程中的信息泄露。

通過這些措施，本集團確保了信息安全的各個環節都得到了有效管理和控制，為集團的穩健運營和可持續發展提供了堅實的保障。

**PART IV: IMPARTIAL AND TRANSPARENT •
LEADING RESPONSIBLE INVESTMENTS** *(Continued)*

Governance and Incentives

The Group has adopted comprehensive and forward-looking measures in governance to ensure transparency and accountability in the decision-making and operation. We have strengthened the management's commitment to environmental, social, and governance objectives by linking executive compensation to ESG performance, while also motivating them to strive towards achieving these goals. The Group has granted additional rewards to executives who have achieved significant accomplishments in the ESG field, in recognition of their contributions to corporate sustainability.

In addition, our internal audit department operates independently and conducts an annual review of ESG compliance. Through regular ESG compliance audits, we are able to identify potential risks and issues in a timely manner and adopt corresponding risk mitigation measures. This helps us prevent and mitigate ESG risks that may affect the Group's reputation and financial condition. The results of the internal audit will be directly reported to the management and the Board to formulate improvement measures and continuously enhance our ESG management level. This ensured that the Group meets the requirements of social responsibility and environmental responsibility while pursuing economic benefits.

This approach of combining governance and incentives not only promotes the sustainable development of the Group but also enhances the trust of all stakeholders. Through these measures, we are committed to creating a more responsible and sustainable corporate future.

第四部分：公正透明 • 引領責任投資
(續)

治理與激勵

本集團在管治方面採取了全面而前瞻性的措施，以確保決策和運營的透明度和責任性。我們通過將高管薪酬與ESG績效掛鉤，強化了管理層對環境、社會和治理目標的承諾，同時激勵他們為實現這些目標而努力。對於在ESG領域取得顯著成就的高管，集團已給予額外的獎勵，以表彰他們對企業可持續發展的貢獻。

此外，我們的內部審計部門獨立運作，每年對ESG合規性進行審查，通過定期的ESG合規審計，我們能夠及時發現潛在的風險和問題，並採取相應的風險緩解措施。這有助於我們預防和減少可能對本集團聲譽和財務狀況造成影響的ESG風險。內部審計結果將直接反饋給管理層和董事會，以便制定改進措施，不斷提升我們的ESG管理水平。這確保本集團在追求經濟效益的同時，也能滿足社會責任和環境責任的要求。

這種治理與激勵相結合的方法，不僅促進了本集團的可持續發展，也增強了所有利益相關方的信任。通過這些措施，我們致力於打造一個更加負責任和可持續的企業未來。

APPENDIX A. HKEX KPI INDEX

附錄A. HKEX KPI指標索引表

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)		Location of Disclosure 披露位置
Environment 環境			
A1 Emissions 排放物	General Disclosure 一般披露	Relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展•構建永續未來 — 排放與廢棄物
	A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展•構建永續未來 — 排放與廢棄物
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)強度(如以每產量單位、每項設施計算)。	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展•構建永續未來 — 排放與廢棄物
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)強度(如以每產量單位、每項設施計算)。	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展•構建永續未來 — 排放與廢棄物
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)強度(如以每產量單位、每項設施計算)。	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展•構建永續未來 — 排放與廢棄物
	A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展•構建永續未來 — 排放與廢棄物
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展•構建永續未來 — 排放與廢棄物

APPENDIX A. HKEX KPI INDEX (Continued)

附錄A. HKEX KPI指標索引表(續)

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)		Location of Disclosure 披露位置
A2 Use of Resources 資源使用	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Part II: Green Development • Building a Sustainable Future — Low-carbon and Circular Economy, Energy Use, Water Resources Management
	一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	第二部分：綠色發展•構建永續未來 — 低碳與循環經濟、能源使用、水資源管理
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in'000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及強度(如以每產量單位、每項設施計算)。	Part II: Green Development • Building a Sustainable Future — Energy Use 第二部分：綠色發展•構建永續未來 — 能源使用
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及強度(如以每產量單位、每項設施計算)。	Part II: Green Development • Building a Sustainable Future — Water Resources Management 第二部分：綠色發展•構建永續未來 — 水資源管理
	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。	Part II: Green Development • Building a Sustainable Future — Energy Use 第二部分：綠色發展•構建永續未來 — 能源使用
	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。	Part II: Green Development • Building a Sustainable Future — Water Resources Management 第二部分：綠色發展•構建永續未來 — 水資源管理
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	Part II: Green Development • Building a Sustainable Future — Low-carbon and Circular Economy 第二部分：綠色發展•構建永續未來 — 低碳與循環經濟

APPENDIX A. HKEX KPI INDEX (Continued)

附錄A. HKEX KPI指標索引表(續)

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)		Location of Disclosure 披露位置
A3 The Environment and Natural Resources 環境及天然 資源	General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Part II: Green Development • Building a Sustainable Future — Emission and Waste, Water Resources Management, Environmental Impact
	一般披露	減低發行人對環境及天然資源造成重大影響的政策。	第二部分：綠色發展•構建永續未來 — 排放與廢棄物、水資源管理、環境影響
	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。	Part II: Green Development • Building a Sustainable Future — Responding to Climate Change, Low-carbon and Circular Economy, Emission and Waste, Energy Use, Water Resources Management, Environmental Impact 第二部分：綠色發展•構建永續未來 — 應對氣候變化、低碳與循環經濟、排放與廢棄物、能源使用、水資源管理、環境影響
A4 Climate Change 氣候變化	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Part I: Respecting the Nature • Creating a Wonderful Life — Sustainable Development Management Part II: Green Development • Building a Sustainable Future — Responding to Climate Change
	一般披露	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。	第一部分：敬天愛人•創意精彩生活 — 可持續發展管理 第二部分：綠色發展•構建永續未來 — 應對氣候變化
	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. 描述已影響及可能對發行人產生影響的重大氣候相關事宜，及應對行動。	Part II: Green Development • Building a Sustainable Future — Responding to Climate Change 第二部分：綠色發展•構建永續未來 — 應對氣候變化

環境、社會及管治報告(續)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (CONTINUED)

APPENDIX A. HKEX KPI INDEX (Continued)

附錄A. HKEX KPI指標索引表(續)

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)		Location of Disclosure 披露位置
Social 社會			
Employment and Labour Practices 僱傭及勞工常規			
B1 Employment 僱傭	General Disclosure 一般披露	Relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management 第三部分：和諧共生・同塑社會責任 — 人才管理
	B1.1	Total workforce by gender, employment type (for example, full- 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。	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management 第三部分：和諧共生・同塑社會責任 — 人才管理
	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。	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management 第三部分：和諧共生・同塑社會責任 — 人才管理

APPENDIX A. HKEX KPI INDEX (Continued)

附錄A. HKEX KPI指標索引表(續)

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)		Location of Disclosure 披露位置
B2 Health and Safety 健康與安全	General Disclosure	Relating to providing a safe working environment and protecting employees from occupational hazards: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Safety and Health
	一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	第三部分：和諧共生・同塑社會責任 — 安全健康
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)因工亡故的人數及比率。	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Safety and Health 第三部分：和諧共生・同塑社會責任 — 安全健康
	B2.2	Lost days due to work injury. 因工傷損失工作日數。	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Safety and Health 第三部分：和諧共生・同塑社會責任 — 安全健康
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Safety and Health 第三部分：和諧共生・同塑社會責任 — 安全健康

APPENDIX A. HKEX KPI INDEX (Continued)

附錄A. HKEX KPI指標索引表(續)

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)		Location of Disclosure 披露位置
B3 Development and Training 發展及培訓	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management
	一般披露	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。	第三部分：和諧共生•同塑社會責任 — 人才管理
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management
	B3.2	The average training hours completed per employee by gender and employee category.	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management
B4 Labour Standards 勞工準則	General Disclosure	Relating to preventing child and forced labour: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management
	一般披露	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	第三部分：和諧共生•同塑社會責任 — 人才管理
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management
	B4.2	Description of steps taken to eliminate such practices when discovered.	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management
		描述在發現違規情況時消除有關情況所採取的步驟。	第三部分：和諧共生•同塑社會責任 — 人才管理

APPENDIX A. HKEX KPI INDEX (Continued)

附錄A. HKEX KPI指標索引表(續)

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)		Location of Disclosure 披露位置
Operating Practices 運營慣例			
B5 Supply Chain Management 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。	Part IV: Impartial and Transparent • Leading Responsible Investments — Supply Chain Management 第四部分：公正透明•引領責任投資 — 供應鏈管理
	B5.1	Number of suppliers by geographical region. 按地區劃分的供貨商數目。	Part IV: Impartial and Transparent • Leading Responsible Investments — Supply Chain Management 第四部分：公正透明•引領責任投資 — 供應鏈管理
	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. 描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目，以及相關執行及監察方法。	Part IV: Impartial and Transparent • Leading Responsible Investments — Supply Chain Management 第四部分：公正透明•引領責任投資 — 供應鏈管理
	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。	Part IV: Impartial and Transparent • Leading Responsible Investments — Supply Chain Management 第四部分：公正透明•引領責任投資 — 供應鏈管理
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供貨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。	Part IV: Impartial and Transparent • Leading Responsible Investments — Supply Chain Management 第四部分：公正透明•引領責任投資 — 供應鏈管理

APPENDIX A. HKEX KPI INDEX (Continued)

附錄A. HKEX KPI指標索引表(續)

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)		Location of Disclosure 披露位置
B6 Product Responsibility 產品責任	General Disclosure	Relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Quality Management
	一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	第三部分：和諧共生•同塑社會責任 — 質量管理
	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。	Not applicable 不適用
	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。	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Quality Management 第三部分：和諧共生•同塑社會責任 — 質量管理
	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。	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Quality Management 第三部分：和諧共生•同塑社會責任 — 質量管理
	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。	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Quality Management 第三部分：和諧共生•同塑社會責任 — 質量管理
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Quality Management 第三部分：和諧共生•同塑社會責任 — 質量管理

APPENDIX A. HKEX KPI INDEX (Continued)

附錄A. HKEX KPI指標索引表(續)

Aspect 層面	General Disclosure and Key Performance Indicators (KPI) 一般披露及關鍵績效指標(KPI)		Location of Disclosure 披露位置
B7 Anti-corruption 反貪污	General Disclosure	Relating to bribery, extortion, fraud and money laundering: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	Part IV: Impartial and Transparent • Leading Responsible Investments — Business Ethics
	一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	第四部分：公正透明・引領責任投資 — 商業道德
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Part IV: Impartial and Transparent • Leading Responsible Investments — Business Ethics 第四部分：公正透明・引領責任投資 — 商業道德
	B7.2	Description of preventive measures and whistleblowing 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。	Part IV: Impartial and Transparent • Leading Responsible Investments — Business Ethics 第四部分：公正透明・引領責任投資 — 商業道德
	B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Part IV: Impartial and Transparent • Leading Responsible Investments — Business Ethics 第四部分：公正透明・引領責任投資 — 商業道德
Community 社區			
B8 Community Investment 社區投資	General Disclosure	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.	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Community Investment
	一般披露	有關以社區參與來了解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。	第三部分：和諧共生・同塑社會責任 — 社區投資
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Community Investment 第三部分：和諧共生・同塑社會責任 — 社區投資
	B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Community Investment 第三部分：和諧共生・同塑社會責任 — 社區投資

APPENDIX B. GRI STANDARDS (2021) INDEX

附錄B. GRI準則(2021)索引表

Use of Instructions	Texhong International Group reported with reference to the GRI Standards for the period from 1 January 2023 to 31 December 2023.		
使用說明	天虹國際集團自2023年01月01日至2023年12月31日期間內，參照（引用）GRI準則進行報告。		
GRI 1 used	GRI 1: Foundation 2021		
使用的GRI 1	GRI 1：基礎2021		
GRI Indicator		Explanation of Indicators	Location of Disclosure
GRI指標		指標說明	披露位置
GRI 2 2021	2-1	Organizational details	About the Report
		組織詳細情況	Part I: Respecting the Nature • Creating a Wonderful Life — About Us 關於本報告 第一部分：敬天愛人・創意精彩生活 — 關於我們
	2-2	Entities included in the organization’s sustainability reporting	About the Report
		納入組織可持續發展報告的實體	關於本報告
	2-3	Reporting Period, frequency and contact point	About the Report
		報導期、報告頻率及聯繫人	關於本報告
	2-4	Restatement of information	About the Report
		信息重述	關於本報告
	2-6	Activities, value chain and other business relationships	Part I: Respecting the Nature • Creating a Wonderful Life — About Us
		活動、價值鏈和其他業務關係	第一部分：敬天愛人・創意精彩生活 — 關於我們
	2-7	Employees	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management
		員工	第三部分：和諧共生・同塑社會責任 — 人才管理
	2-8	Workers who are not employees	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together —Talent Management
		員工之外的工作者	第三部分：和諧共生・同塑社會責任 — 人才管理
	2-9	Governance structure and composition	Part I: Respecting the Nature • Creating a Wonderful Life — Sustainable Development Management
		管治架構和組成	第一部分：敬天愛人・創意精彩生活 — 可持續發展管理
	2-10	Nomination and selection of the highest governance body	Part I: Respecting the Nature • Creating a Wonderful Life — Sustainable Development Management
		最高管治機構的提名和遴選	第一部分：敬天愛人・創意精彩生活 — 可持續發展管理

APPENDIX B. GRI STANDARDS (2021) INDEX

(Continued)

附錄B. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Explanation of Indicators 指標說明	Location of Disclosure 披露位置
2-11	Chair of the highest governance body 最高管治機構的主席	Part I: Respecting the Nature • Creating a Wonderful Life — Sustainable Development Management 第一部分：敬天愛人・創意精彩生活 — 可持續發展管理
2-12	Role of the highest governance body in overseeing the management of impacts 在管理影響方面，最高管治機構的監督作用	Part I: Respecting the Nature • Creating a Wonderful Life — Sustainable Development Management 第一部分：敬天愛人・創意精彩生活 — 可持續發展管理
2-13	Delegation of responsibility for managing impacts 為管理影響的責任授權	Part I: Respecting the Nature • Creating a Wonderful Life — Sustainable Development Management 第一部分：敬天愛人・創意精彩生活 — 可持續發展管理
2-14	Role of the highest governance body in sustainability reporting 最高管治機構在可持續發展報告中的作用	Part I: Respecting the Nature • Creating a Wonderful Life — Sustainable Development Management 第一部分：敬天愛人・創意精彩生活 — 可持續發展管理
2-15	Conflicts of interest 利益衝突	Part I: Respecting the Nature • Creating a Wonderful Life — Stakeholders Communication 第一部分：敬天愛人・創意精彩生活 — 利益相關方溝通
2-16	Communication of critical concerns 重要關切問題的溝通	Part I: Respecting the Nature • Creating a Wonderful Life — Stakeholders Communication 第一部分：敬天愛人・創意精彩生活 — 利益相關方溝通
2-17	Collective knowledge of the highest governance body 最高管治機構的共同知識	Part I: Respecting the Nature • Creating a Wonderful Life — Sustainable Development Management 第一部分：敬天愛人・創意精彩生活 — 可持續發展管理
2-18	Evaluation of the performance of the highest governance body 對最高管治機構的績效評估	Part I: Respecting the Nature • Creating a Wonderful Life — Sustainable Development Management 第一部分：敬天愛人・創意精彩生活 — 可持續發展管理
2-22	Statement on sustainability development strategy 關於可持續發展策略的聲明	Part I: Respecting the Nature • Creating a Wonderful Life — Sustainable Development Management 第一部分：敬天愛人・創意精彩生活 — 可持續發展管理

APPENDIX B. GRI STANDARDS (2021) INDEX

(Continued)

附錄B. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Explanation of Indicators 指標說明	Location of Disclosure 披露位置
2-26	Mechanisms for seeking advice and raising concerns 尋求建議和提出關切的機制	Part IV: Impartial and Transparent • Leading Responsible Investments — Business Ethics 第四部分：公正透明・引領責任投資 — 商業道德
2-27	Compliance with laws and regulations 遵守法律法規	Part II: Green Development • Building a Sustainable Future — Environmental Impact Part IV: Impartial and Transparent • Leading Responsible Investments — Business Ethics 第二部分：綠色發展・構建永續未來 — 環境影響 第四部分：公正透明・引領責任投資 — 商業道德
2-28	Membership associations 協會的成員資格	Part I: Respecting the Nature • Creating a Wonderful Life — About Us 第一部分：敬天愛人・創意精彩生活 — 關於我們
2-29	Approach to stakeholder engagement 利益相關方參與的方法	Part I: Respecting the Nature • Creating a Wonderful Life — Stakeholders Communication 第一部分：敬天愛人・創意精彩生活 — 利益相關方溝通
2-30	Collective bargaining agreements 集體談判協議	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management 第三部分：和諧共生・同塑社會責任 — 人才管理
GRI 3 2021	3-1	Process to determine material topics 確定實質性議題的過程
	3-2	List of material topics 實質性議題清單
	3-3	Management of material topics 實質性議題的管理
GRI 201 2016	201-2	Financial implications and other risks and opportunities due to climate change 氣候變化帶來的財務影響以及其他風險和機遇
	201-3	Defined benefit plan obligations and other retirement plans 固定福利計劃義務和其他退休計劃

APPENDIX B. GRI STANDARDS (2021) INDEX

(Continued)

附錄B. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Explanation of Indicators 指標說明	Location of Disclosure 披露位置
GRI 205 2016	205-1 Operations assessed for risks related to corruption 已進行腐敗風險評估的運營點	Part IV: Impartial and Transparent • Leading Responsible Investments — Business Ethics 第四部分：公正透明•引領責任投資—商業道德
	205-2 Communication and training of anti-corruption policies and procedures 反腐敗政策和程序的傳達及培訓	Part IV: Impartial and Transparent • Leading Responsible Investments — Business Ethics 第四部分：公正透明•引領責任投資—商業道德
	205-3 Confirmed incidents of corruption and actions taken 經確認的腐敗事件和採取的行動	Part IV: Impartial and Transparent • Leading Responsible Investments — Business Ethics 第四部分：公正透明•引領責任投資—商業道德
GRI 302 2016	302-1 Energy consumption within the organization 組織內部的能源消耗量	Part II: Green Development • Building a Sustainable Future — Energy Use 第二部分：綠色發展•構建永續未來—能源使用
	302-2 Energy consumption outside of the organization 組織外部的能源消耗量	Part II: Green Development • Building a Sustainable Future — Energy Use 第二部分：綠色發展•構建永續未來—能源使用
	302-3 Energy intensity 能源強度	Part II: Green Development • Building a Sustainable Future — Energy Use 第二部分：綠色發展•構建永續未來—能源使用
	302-4 Reduction of energy consumption 減少能源消耗	Part II: Green Development • Building a Sustainable Future — Energy Use 第二部分：綠色發展•構建永續未來—能源使用
	302-5 Reduction in energy requirement of products and services 產品和服務的能源需求下降	Part II: Green Development • Building a Sustainable Future — Energy Use 第二部分：綠色發展•構建永續未來—能源使用
GRI 303 2018	303-1 Interactions between the organization and water as a shared resource 組織與水作為共有資源的相互影響	Part II: Green Development • Building a Sustainable Future — Water Resources Management 第二部分：綠色發展•構建永續未來—水資源管理
	303-2 Management of water discharge-related impacts 管理與排水相關的影響	Part II: Green Development • Building a Sustainable Future — Emission and Waste, Water Resources Management 第二部分：綠色發展•構建永續未來—排放與廢棄物、水資源管理
	303-3 Water withdrawal 取水	Part II: Green Development • Building a Sustainable Future — Water Resources Management 第二部分：綠色發展•構建永續未來—水資源管理

APPENDIX B. GRI STANDARDS (2021) INDEX

(Continued)

附錄B. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Explanation of Indicators 指標說明	Location of Disclosure 披露位置
	303-4 Water discharge 排水	Part II: Green Development • Building a Sustainable Future — Water Resources Management 第二部分：綠色發展・構建永續未來——水資源管理
	303-5 Water consumption 耗水	Part II: Green Development • Building a Sustainable Future — Water Resources Management 第二部分：綠色發展・構建永續未來——水資源管理
GRI 304 2016	304-2 Significant impacts of activities, products and services on biodiversity 活動、產品和服務對生物多樣性的重大影響	Part II: Green Development • Building a Sustainable Future — Protecting Biodiversity 第二部分：綠色發展・構建永續未來——保護生物多樣性
GRI 305 2016	305-1 Direct (Scope 1) GHG emissions 直接(範圍1)溫室氣體排放	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展・構建永續未來——排放與廢棄物
	305-2 Energy indirect (Scope 2) GHG emissions 能源間接(範圍2)溫室氣體排放	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展・構建永續未來——排放與廢棄物
	305-3 Other indirect (Scope 3) GHG emissions 其他間接(範圍3)溫室氣體排放	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展・構建永續未來——排放與廢棄物
	305-4 GHG emission intensity 溫室氣體排放強度	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展・構建永續未來——排放與廢棄物
	305-5 Reduction of GHG emission 溫室氣體減排量	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展・構建永續未來——排放與廢棄物
GRI 306 2020	306-1 Waste generation and significant waste-related impacts 廢棄物的產生及廢棄物相關重大影響	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展・構建永續未來——排放與廢棄物
	306-2 Management of significant waste-related impacts 廢棄物相關重大影響的管理	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展・構建永續未來——排放與廢棄物
	306-3 Waste produced 產生的廢棄物	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展・構建永續未來——排放與廢棄物

APPENDIX B. GRI STANDARDS (2021) INDEX

(Continued)

附錄B. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Explanation of Indicators 指標說明	Location of Disclosure 披露位置
	306-4 Waste diverted from disposal 從處置中轉移的廢棄物	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展•構建永續未來 — 排放與廢棄物
	306-5 Waste directed to disposal 進入處置的廢棄物	Part II: Green Development • Building a Sustainable Future — Emission and Waste 第二部分：綠色發展•構建永續未來 — 排放與廢棄物
GRI 308 2016	308-1 New suppliers that were screened using environmental criteria 使用環境評價維度篩選的新供應商	Part IV: Impartial and Transparent • Leading Responsible Investments — Supply Chain Management 第四部分：公正透明•引領責任投資 — 供應鏈管理
GRI 401 2016	401-1 New employee hires and employee turnover 新進員工僱傭率和員工流動率	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management 第三部分：和諧共生•同塑社會責任 — 人才管理
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 提供給全職員工(不包括臨時或兼職員工)的福利	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management 第三部分：和諧共生•同塑社會責任 — 人才管理
	401-3 Parental leave 育兒假	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management 第三部分：和諧共生•同塑社會責任 — 人才管理
GRI 403 2018	403-1 Occupational health and safety management system 職業健康安全管理體系	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Safety and Health 第三部分：和諧共生•同塑社會責任 — 安全健康
	403-2 Hazard identification, risk assessment and incident investigation 危害識別、風險評估和事故調查	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Safety and Health 第三部分：和諧共生•同塑社會責任 — 安全健康
	403-3 Occupational health services 職業健康服務	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management, Safety and Health 第三部分：和諧共生•同塑社會責任 — 人才管理、安全健康
	403-4 Occupational health and safety affairs: Worker participation, consultation and communication 職業健康安全事務：工作者的參與、意見徵詢和溝通	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Safety and Health 第三部分：和諧共生•同塑社會責任 — 安全健康

APPENDIX B. GRI STANDARDS (2021) INDEX

(Continued)

附錄B. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Explanation of Indicators 指標說明	Location of Disclosure 披露位置
	403-5 Worker training on occupational health and safety 工作者職業健康安全培訓	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Safety and Health 第三部分：和諧共生・同塑社會責任 — 安全健康
	403-6 Promotion of worker health 促進工作者健康	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Safety and Health 第三部分：和諧共生・同塑社會責任 — 安全健康
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防和減緩與業務關係直接相關的職業健康安全影響	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Safety and Health 第三部分：和諧共生・同塑社會責任 — 安全健康
	403-8 Workers covered by an occupational health and safety management system 職業健康安全管理體系覆蓋的工作者	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Safety and Health 第三部分：和諧共生・同塑社會責任 — 安全健康
	403-9 Work-related injuries 工傷	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Safety and Health 第三部分：和諧共生・同塑社會責任 — 安全健康
GRI 404 2016	404-1 Average hours of training per year per employee 每名員工每年接受訓練的平均時數	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management 第三部分：和諧共生・同塑社會責任 — 人才管理
	404-2 Programs for upgrading employee skills and transition assistance programs 員工技能提升方案和過渡援助方案	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management 第三部分：和諧共生・同塑社會責任 — 人才管理
	404-3 Percentage of employees receiving regular performance and career development reviews 定期接受績效及職業發展檢核的員工百分比	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management 第三部分：和諧共生・同塑社會責任 — 人才管理
GRI 405 2016	405-1 Diversity of governance bodies and employees 管治機構與員工的多元化	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management 第三部分：和諧共生・同塑社會責任 — 人才管理

APPENDIX B. GRI STANDARDS (2021) INDEX

(Continued)

附錄B. GRI準則(2021)索引表(續)

GRI Indicator GRI指標		Explanation of Indicators 指標說明	Location of Disclosure 披露位置
GRI 406 2016	406-1	Incidents of discrimination and corrective actions taken 歧視事件及採取的糾正行動	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management 第三部分：和諧共生・同塑社會責任 — 人才管理
GRI 408 2016	408-1	Operations and suppliers at significant risk for incidents of child labour 具有重大童工事件風險的運營點和供應商	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management Part IV: Impartial and Transparent • Leading Responsible Investments — Supply Chain Management 第三部分：和諧共生・同塑社會責任 — 人才管理 第四部分：公正透明・引領責任投資 — 供應鏈管理
GRI 409 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour 具有強迫或強制勞動事件重大風險的運營點和供應商	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Talent Management Part IV: Impartial and Transparent • Leading Responsible Investments — Supply Chain Management 第三部分：和諧共生・同塑社會責任 — 人才管理 第四部分：公正透明・引領責任投資 — 供應鏈管理
GRI 413 2016	413-1	Operations with local community engagement, impact assessments, and development programs 有當地社區參與、影響評估和發展計劃的運營點	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Community Investment 第三部分：和諧共生・同塑社會責任 — 社區投資
GRI 414 2016	414-1	New suppliers that were screened using social criteria 使用社會評價維度篩選的新供應商	Part IV: Impartial and Transparent • Leading Responsible Investments — Supply Chain Management 第四部分：公正透明・引領責任投資 — 供應鏈管理
GRI 416 2016	416-1	Assessment of the health and safety impacts of product and service categories 評估產品和服務類別的健康與安全影響	Part III: Harmonious Co-existence • Shaping Social Responsibilities Together — Quality Management 第三部分：和諧共生・同塑社會責任 — 質量管理
GRI 418 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data 涉及侵犯客戶隱私和丟失客戶資料的經證實的投訴	Part IV: Impartial and Transparent • Leading Responsible Investments — Information Security 第四部分：公正透明・引領責任投資 — 信息安全

APPENDIX C. TCFD DISCLOSURE INDEX

附錄C. TCFD披露索引表

Categories 類別	Corporate Strategy and Actions 公司策略與行動	Location of Disclosure 披露位置
Governance 治理	1. Description of the Board's oversight of climate-related risks and opportunities. 2. Description of the role of management in assessing and managing climate-related risks and opportunities.	Part IV: Impartial and Transparent • Leading Responsible Investments — Responding to Climate Change 第四部分：公正透明・引領責任投資 — 應對氣候變化
Strategy 策略	1. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. 2. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. 3. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Part IV: Impartial and Transparent • Leading Responsible Investments — Responding to Climate Change
Risk Management 風險管理	1. Describe the organization's processes for identifying and assessing climate-related risks. 2. Describe the organization's processes for managing climate-related risks. 3. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Part IV: Impartial and Transparent • Leading Responsible Investments — Responding to Climate Change
Metrics and Targets 指標與目標	1. Describe the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. 2. Disclose Scope 1, Scope 2 and Scope 3 (if applicable) greenhouse gas emissions and related risks. 3. Describe the targets used by the organization to manage climate-related risks and opportunities, and the performance against targets.	Part IV: Impartial and Transparent • Leading Responsible Investments — Responding to Climate Change
	1. 描述董事會對氣候相關風險與機會的監督情況。 2. 描述管理階層在評估和管理氣候相關風險與機會的角色。	
	1. 描述組織所鑑別的短、中、長期氣候相關風險與機會。 2. 描述組織在業務、策略和財務規劃上與氣候相關風險與機會的影響。 3. 描述組織在策略上的韌性，並考慮不同氣候相關情境（包括2°C或更嚴苛的情境）。	第四部分：公正透明・引領責任投資 — 應對氣候變化
	1. Describe the organization's processes for identifying and assessing climate-related risks. 2. Describe the organization's processes for managing climate-related risks. 3. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Part IV: Impartial and Transparent • Leading Responsible Investments — Responding to Climate Change
	1. 描述組織在氣候相關風險的鑑別和評估流程。 2. 描述組織在氣候相關風險的管理流程。 3. 描述氣候相關風險的鑑別、評估和管理流程如何整合在組織的整體風險管理制度。	第四部分：公正透明・引領責任投資 — 應對氣候變化
	1. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. 2. Disclose Scope 1, Scope 2 and Scope 3 (if applicable) greenhouse gas emissions and related risks. 3. Describe the targets used by the organization to manage climate-related risks and opportunities, and the performance against targets.	Part IV: Impartial and Transparent • Leading Responsible Investments — Responding to Climate Change
	1. 披露組織依循策略和風險管理流程進行評估氣候相關風險與機會所使用的指標。 2. 披露範疇1、範疇2和範疇3（如適用）溫室氣體排放和相關風險。 3. 描述組織在管理氣候相關風險與機會所使用的目標，以及落實該目標的表現。	第四部分：公正透明・引領責任投資 — 應對氣候變化

