



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

2025
ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT
環境、社會及
管治報告

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環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

PREFACE

As a multinational company that recognises the importance of social responsibility and sustainable development, we have always adhered to the core principle of “Respect for nature and love for mankind, benefiting oneself while benefiting others”, and integrated sustainable development into every aspect of the Group’s strategy. In 2025, the Group continued to strengthen its practices and innovation in environmental protection, social responsibility and corporate governance, driving sustainable corporate growth and creating greater value for society, employees, shareholders and all other stakeholders.

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

Looking ahead, we will further deepen the implementation of our ESG strategy, continuously improve our governance, actively drive green transformation, fulfill our social responsibilities, create more value for society, and achieve genuine win-win outcomes.

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 of the Environmental, Social and Governance Reporting Code (the “ESG Reporting Code”) as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”) (the “Hong Kong Listing Rules”), with partial reference to relevant documents including 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 2025. Based on this 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。2025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、社會及管治報告守則》（簡稱「ESG報告守則」）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2025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 2025 to 31 December 2025, 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 Code. In full compliance with the “comply or explain” disclosure requirement, this Report provides explanations as to why certain disclosure rules do not apply to the Group, adhering to the reporting principles of the ESG Reporting Code:

- “Materiality”: The Group determines material ESG issues through stakeholder engagement and a materiality assessment;
- “Quantitative”: This Report quantitatively discloses the applicable KPIs, standards and methodologies for the environmental and social aspects of the Group, with explanation of the purpose and impact of the quantitative data, and provides appropriate comparative data;
- “Consistency”: There is no change in the statistical methods used for the relevant disclosures in this Report, and the disclosure standards are consistent with those of prior years.

Availability

The Report is published in electronic form and is available for viewing or downloading on the Company’s website (<http://www.texhong.com>) and the “HKEXnews” website of The Stock Exchange of Hong Kong Limited (<http://www.hkexnews.hk>). In the event of any discrepancy in the interpretation of the English and Chinese texts, the Chinese text 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2025年1月1日起至2025年12月31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21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報告守則》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報告守則》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 has always adhered to the core values of “Respect for nature and love for mankind”, regards sustainable development as a strategic priority, and fully integrates it into every aspect of the value chain. To achieve this objective, we have established ESG strategies and goals, continuously optimized our ESG framework, and advanced the Group’s sustainable development.

ESG GOVERNANCE STATEMENT

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

The Board attaches great importance to the sustainable development of the Group, and requires the ESG Committee and relevant departments to report regularly to the Board on sustainable development progress on an annual basis. Through regular reporting, we are able to identify and address shortcomings in sustainable development in a timely manner, and formulate strategic measures to further improve performance. This mechanism ensures the continuous advancement of sustainable development work and provides a sound basis for identifying and addressing ESG risks. For further details on the Board’s ESG management approach and strategy, please refer to the section headed “PART I: INTELLIGENT TEXTILES • CREATING A HAPPY 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：智慧紡織·共創幸福生活」可持續發展管理。

CHAIRMAN'S STATEMENT

Dear shareholders, partners, employees and friends from all walks of life,

Welcome to the 2025 ESG Report of Texhong International Group (the "Group" or "we"). At this new stage of ESG development, the Group firmly believes that ESG is inseparable from the long-term growth of the enterprise. Guided by the principle of "steady progress with continuous improvement", underpinned by "data transparency" and supported by "standardization", we are committed to making ESG a powerful driver of quality-driven growth. These commitments and achievements would not have been possible without the strategic guidance of the Board, the effective execution of management, the dedicated commitment of all employees, and the trust and wholehearted support of all our stakeholders.

In today's complex and ever-changing global economic environment, we have consistently upheld the core values of "Respect for nature and love for mankind, benefiting oneself while benefiting others", with "professionalism and innovation" as our corporate spirit, and adhered to our business philosophy of "quality as the foundation of survival, management as the core, competition in the market, and product range as the key to success". This reflects our enduring commitment to environmental stewardship and deepening sincere cooperation with stakeholders, as well as our unwavering pursuit of the vision of "becoming a happiness enterprise of continuous learning and growth, and co-creating a green and wonderful life". We remain dedicated to delivering long-term and stable value to our employees, customers and shareholders through sustainable, high value-added products and value-added services, actively fulfilling our social responsibilities, giving back to society, and driving the harmonious coexistence and mutual development of the enterprise, the environment and society.

In 2025, we focused on two key breakthroughs: first, building a comprehensive green supply chain to embed the principles of sustainable development throughout our entire business operations; and second, strategically developing an intelligent carbon management platform that uses digital means to consolidate key environmental data across all production sites — including energy, water resources and the three types of waste (wastewater, exhaust gas and solid waste) — to provide robust support for precise carbon emission management and green transformation. At the same time, we continued to deepen our innovation in low-carbon technologies, safeguard employee wellbeing, and uphold the fundamental principles of business ethics and compliance, translating our commitments into tangible action.

主席致辭

尊敬的各位股東、合作夥伴、員工及社會各界朋友：

歡迎查閱天虹國際集團(以下簡稱「本集團」或「我們」)2025年ESG報告。站在ESG發展的新階段，本集團始終堅信ESG與企業長遠發展密不可分。我們將以「穩中有升」為導向、「數據透明」為原則、「標準化建設」為支撐，讓ESG真正成為企業高質量發展的強大動能。這份堅持與成效，離不開董事會的戰略領航，管理層的高效落地，全體員工的躬身踐行，更離不開所有利益相關方的信任與鼎力支持。

當下全球經濟環境複雜多變，我們始終秉持「敬天愛人、自利利他」的核心價值觀，以「專業、創新」為企業精神，堅守「生存於質量、核心於管理、搏擊於市場、決勝於品種」的經營方針——既延續著重視生態環保、深化利益相關方精誠合作的發展基因，也始終踐行「成為持續學習成長的幸福企業，共創綠色精彩生活」的美好願景。我們始終致力於以可持續的高附加值產品與增值服務，為員工、客戶、股東創造長期穩定價值；積極履行社會責任，真誠回饋社會，全力推動企業與環境、社會的協同共生與共同發展。

2025年，我們聚焦兩大核心突破：一是全方位打造綠色供應鏈，讓可持續發展理念貫穿業務全鏈路；二是戰略性搭建智慧碳平台，通過數字化手段整合全生產基地的能源、水資源及「三廢」等關鍵環境數據，為碳排放精準管控與綠色轉型提供堅實支撐。與此同時，我們深耕低碳技術創新，全力守護員工福祉，嚴守商業倫理與合規底線，用實實在在的行動兌現可持續發展的承諾。

CHAIRMAN'S STATEMENT *(Continued)*

Sound corporate governance and a firm commitment to social responsibility are the source of our confidence to navigate market cycles, and more importantly, the foundation of our long-term competitiveness, as well as a solemn commitment to all our stakeholders. We will remain anchored to the path of sustainable development, deepen the full integration of ESG into our business operations, continuously refine our quantitative targets and action roadmaps, embed climate governance and supply chain sustainability into our core strategy, and make solid progress in greenhouse gas emission reduction and climate risk management. Going ahead, we look forward to working hand in hand with all our stakeholders to chart a shared course towards a sustainable future.

Hong Tianzhu

Chairman

Hong Kong, 26 March 2026

主席致辭(續)

良好的公司治理與堅定的社會責任擔當，是我們穿越市場週期的底氣，更是構築長期競爭力的核心，亦是對全體利益相關方的莊嚴承諾。我們將始終錨定可持續發展方向，深化ESG與業務的全面融合，持續優化量化目標與行動路徑，把氣候治理、供應鏈可持續納入戰略核心，紮實推進溫室氣體減排與氣候風險應對。未來，我們期待與所有利益相關方同心同行、攜手並進，共繪可持續發展的美好藍圖。

洪天祝

主席

香港，二零二六年三月二十六日

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

2025 ESG PERFORMANCE HIGHLIGHTS

2025 ESG 績效亮點



* Data of subsidiaries within the scope of the 2025 ESG Report
* 2025年ESG報告範圍內子公司數據

FEATURE 1: BUILDING A COMPREHENSIVE GREEN SUPPLY CHAIN

The green transformation of the textile and apparel industry is accelerating, and building a sustainable supply chain from raw materials to finished products has become a core approach for enterprises to address climate challenges and fulfill their environmental responsibilities. In response to stakeholder concerns, the Group has positioned sustainable supply chain management as a strategic pillar of its ESG framework, and is systematically advancing three areas of work: first, expanding the application of sustainable fibers and strengthening the traceability system; second, deepening innovation in circular technologies to reduce the environmental footprint across the entire value chain; and third, extending green certifications and developing a presence in frontier recycled materials. Through these initiatives, the Group is building an industry-leading green supply system to drive low-carbon and circular development across the industry.

I. Strengthening the Green Raw Material Foundation and Deepening the Sustainable Fiber Matrix

The Group is committed to implementing sustainable development at the source, and has established a multi-tiered and comprehensive sustainable fiber procurement system. In 2025, we achieved material improvements in the coverage of several key sustainable fiber certifications, systematically reinforcing our green raw material foundation:

- Regenerative agriculture and organic cotton: 25% of partner farms/factories have obtained regenerative agriculture certification (Regenerative Agriculture Standard, Regenagri), marking a shift in source management from “minimizing harm” to “active restoration”. Procurement of organic cotton continued to grow, with cultivation conducted throughout in accordance with ecological principles, effectively eliminating and substituting pesticide use, and protecting farmland biodiversity and consumer safety.

專題一：全方位打造綠色供應鏈

紡織服裝綠色轉型加速，打造從原料到成品的可持續供應鏈，已成為企業應對氣候挑戰、踐行環境責任的核心路徑。為響應利益相關方關切，本集團將可持續供應鏈列為ESG戰略支柱，系統推進三方面工作：一是擴大可持續纖維應用，完善溯源體系；二是深化循環技術創新，降低全鏈條環境足跡；三是拓展綠色認證，佈局前沿再生材料。通過系列舉措，構建行業領先的綠色供應體系，驅動產業低碳循環發展。

一、築牢綠色原料基礎，全面深化可持續纖維矩陣

本集團堅持從源頭落實可持續發展，建立起多層次、廣覆蓋的可持續纖維採購體系。2025年，我們在多項關鍵可持續纖維認證的覆蓋比例上均實現實質性提升，體系化築牢綠色原料基礎：

- 再生農業與有機棉：25%合作農場／工廠已獲再生農業認證(Regenerative Agriculture Standard, Regenagri)，源頭管理從「減少傷害」走向「積極修復」；有機棉採購量持續提升，種植全程遵循生態原則，有效消除及替代農藥使用，保護農田生物多樣性及消費者安全。



Regenerative Agriculture Standard — Regenagri
再生農業認證 Regenagri

FEATURE 1: BUILDING A COMPREHENSIVE GREEN SUPPLY CHAIN *(Continued)*

I. Strengthening the Green Raw Material Foundation and Deepening the Sustainable Fiber Matrix *(Continued)*

- Recycled fiber system: Global Recycled Standard (GRS) and Recycled Claim Standard (RCS) certifications cover the core supply chain, ensuring the traceability and environmental benefits of recycled polyester and other recycled components, and reducing dependence on virgin resources.



Global Recycled Standard (GRS)
全球回收標準GRS

- Diversified sustainable fiber network: The Group is actively expanding into natural and plant-based sources. Wood-based fibers certified by the Forest Stewardship Council (FSC) and viscose meeting the Sustainable Regenerated Cellulosic Content Standard (SRCCS) are 100% traceable. The Group continues to invest in natural, low-carbon and water-efficient bast fibers, steadily increasing the proportion of certified European flax and hemp raw materials to ensure the quality of low-carbon cultivation and processing in Europe, reflecting its proactive approach to building a diversified portfolio of high-performance green raw materials.



Forest Stewardship Council (FSC)
FSC森林認證

專題一：全方位打造綠色供應鏈(續)

一、築牢綠色原料基礎，全面深化可持續纖維矩陣(續)

- 回收纖維體系：全球回收標準(Global Recycled Standard, GRS)與回收含量聲明標準(Recycled Claim Standard, RCS)認證覆蓋核心供應鏈，確保回收滌綸等成分可追溯與環境效益，減少對原生資源依賴。



Recycled Claim Standard (RCS)
回收含量聲明標準RCS

- 多元化可持續纖維網絡：積極拓展天然及植物基來源，森林管理委員會(Forest Stewardship Council, FSC)認證木源纖維與符合可持續再生纖維素含量標準(SRCCS)的黏膠100%可追溯；持續投入天然低碳、節水的麻纖維，穩步提升歐洲亞麻和大麻認證原料比例，保障歐洲本地低碳種植與加工品質，彰顯對多元化高性能綠色原料的積極佈局。



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

FEATURE 1: BUILDING A COMPREHENSIVE GREEN SUPPLY CHAIN (Continued)

II. Focusing on Circular Material Breakthroughs and Leading Decarbonization Innovation across the Value Chain

While consolidating its foundation of certified fibers, the Group brings forward-looking vision and substantive investment to lead the research, development and application of closed-loop circular technologies — a critical pathway to achieving deep decarbonization and closing the waste loop.

1. Scaling up hydrolysis-based chemical recycling of polyester: The Group has significantly increased its use of chemically recycled polyester produced through this process. The technology employs a solvent-free reaction system with a lower environmental footprint, and can efficiently depolymerize complex post-consumer textiles such as polyester-cotton blends, breaking polyester down to pure monomers for repolymerization at a quality level comparable to virgin material. This delivers a high-value solution for mixed waste streams that are difficult to recycle mechanically, and directly drives deep decarbonization across the value chain.
2. Leading the cellulosic closed loop — becoming a CIRCULOSE®-recognized producer: The Group is not merely an explorer of CIRCULOSE® material, but an integral part of its global commercialization network. Leveraging its proven technology and scalable capacity in the chemical recycling of post-consumer cotton textiles, the Group has successfully converted discarded textiles into high-quality recycled pulp for use in the manufacture of new fibers, and has been officially recognized as an approved CIRCULOSE® supplier (www.circulose.com). This recognition reflects the Group's leading capabilities in the research, development and commercialization of fiber-to-fiber closed-loop technologies. The Group is currently translating this transformative material into a range of commercial products, actively driving the textile industry towards a zero-waste textile future.

專題一：全方位打造綠色供應鏈(續)

二、 聚焦循環材料突破，引領價值鏈降碳革新

在夯實基礎認證纖維的同時，本集團以前瞻視野與實質投入，引領閉環循環技術研發與應用，是實現深度脫碳與廢料閉環的關鍵路徑。

1. 水解法化學再生滌綸規模化：本集團顯著提升該工藝再生滌綸用量。技術採用無溶劑反應體系，環境足跡更低，可高效解聚滌棉混紡等複雜舊紡織品，將聚酯還原為純淨單體再聚合，品質媲美原生。此舉為難以物理回收的混合廢料提供高值方案，並直接驅動價值鏈深度降碳。
2. 引領纖維素閉環 — 成為 CIRCULOSE® 認可生產商：本集團不僅是 CIRCULOSE® 材料探索者，更是其全球商業化網絡中的重要一環。憑藉在廢舊棉織物化學再生領域的成熟技術與規模化產能，我們已成功將廢棄紡織品轉化為高品質再生漿料，並應用於新型纖維製造，由此正式獲評為 CIRCULOSE® 官方認可供應商 (www.circulose.com)。這一認證充分體現了本集團在「纖維到纖維」閉環技術研發與產業化實踐中的領先實力。目前，我們正將這一革命性材料轉化為系列商業化產品，積極推動紡織行業邁向「無廢紡織」的未來。



CIRCULOSE®

CIRCULOSE®
循環纖維素 CIRCULOSE®

FEATURE 1: BUILDING A COMPREHENSIVE GREEN SUPPLY CHAIN *(Continued)*

III. Strengthening End-to-end Traceability Management to Ensure Supply Chain Transparency and Integrity

The Group firmly believes that credible commitments require transparent traceability. In 2025, we took the lead in implementing the higher-tier Better Cotton Initiative Physical Traceability certification (BCI Physical Traceability), establishing rigorous segregation management across all physical stages from cotton to yarn to achieve full physical traceability of Better Cotton throughout the supply chain. This has significantly enhanced supply chain integrity and transparency, ensuring that our environmental and social commitments are fulfilled at every link in the chain, and instilling confidence in our brand clients and consumers.



Better Cotton Initiative Physical Traceability certification
良好棉花發展協會可追溯性認證
BCI-Physical Traceability

From deepening its sustainable fiber matrix and strengthening end-to-end traceability, to leading the commercialization of chemical recycling technologies, the Group is systematically building a more responsible and resilient supply chain ecosystem. Each certification achieved and each new technology brought to scale represents a milestone in the Group's long-term commitment to sustainability. The Group will continue to intensify its investment in the R&D and commercialisation of green raw materials — such as bast fibers — and core closed-loop technologies — including hydrolysis-based recycling and CIRCULOSE® applications — working hand in hand with value chain partners to advance collective carbon reduction across the full industry chain, accelerate the circular and low-carbon transformation of the textile sector, and contribute its professional expertise to the sustainable development of the industry.

專題一：全方位打造綠色供應鏈(續)

三、強化全程溯源管理，確保供應鏈透明可信

本集團堅信可信的承諾離不開透明追溯。2025年，我們率先落地更高階的良好棉花發展協會可追溯性認證(Better Cotton Initiative Physical Traceability, BCI-Physical)，在棉花到紗線各物理環節建立嚴格隔離管理，實現「良好棉花」全程物理可追溯，顯著提升供應鏈完整性與透明度，讓環境與社會效益承諾環環落地，為品牌客戶與消費者注入信心。

從深耕可持續纖維矩陣、強化全程溯源，到引領化學循環技術產業化，本集團正系統構建更負責任、更具韌性的供應鏈生態。每一項認證、每一項新技術落地，都是本集團對可持續長期承諾的里程碑。本集團將繼續加碼綠色原料(如麻纖維)與閉環核心技術(水解法再生、CIRCULOSE®應用)的研發投產，攜手價值鏈夥伴，推行全產業鏈共同減碳，加速紡織行業循環低碳轉型，為行業可持續發展貢獻專業力量。

FEATURE 2: STRATEGICALLY BUILDING AN INTELLIGENT CARBON MANAGEMENT PLATFORM

As the global push towards “dual carbon” goals accelerates, investors, clients and the public are placing ever-higher demands on the transparency and credibility of environmental information. Precisely measuring its own environmental footprint is the Group’s starting point for fulfilling its social responsibilities and responding to science-based decarbonization initiatives, as well as a key enabler for identifying areas for improvement, managing climate risks and capturing green opportunities. Amid the rising tide of transition towards carbon neutrality, the Group firmly believes that clear and reliable insight is the foundation of sustainable transformation. ESG performance is central to the measurement of long-term value, and accurate, transparent environmental data is the cornerstone on which it rests. To this end, the Group’s self-developed Intelligent Carbon Management Platform is more than a data system — it is a strategic initiative to embed sustainability into the operational core of the business. The Platform efficiently consolidates and manages key environmental data across all of the Group’s production sites, covering energy, water resources, wastewater, chemicals and solid waste, providing a digital engine to drive the achievement of emissions reduction targets and the continuous improvement of environmental performance.

I. Commitment and Action: from Compliance to Value Creation

In the past, fragmented data collection made it difficult to achieve group-wide precision management. The Group proactively sought change, investing from 2024 to build a unified digital carbon management platform. Building on a pilot rollout at selected production sites in 2024, the Platform was extended to full group-wide deployment in 2025, elevating environmental management from “meeting disclosure requirements” to a “core operational capability”. Data now drives every improvement in energy efficiency and resource optimization, delivering a dual benefit of environmental and economic gains, and reinforcing the Group’s low-carbon competitiveness.

專題二：戰略性搭建智慧碳平台

全球「雙碳」進程提速，投資者、客戶、公眾對環境信息的透明度、可信度提出更高要求。本集團精確測算自身環境足跡，是履行社會責任、響應科學減碳倡議的起點，也是識別改進空間、管控氣候風險、捕捉綠色機遇的關鍵。在邁向碳中和的浪潮中，本集團堅信清晰可靠的洞察力是可持續轉型的起點。環境、社會及治理(ESG)表現是衡量長期價值的核​​心，而精準、透明的環境數據則是基石。為此，我們自主研發的智能碳管理平台，不僅是一個數據系統，更是把可持續植入運營內核的戰略舉措。平台高效整合並管理本集團所有生產基地能源、水資源、廢水、化學品及固體廢物等關鍵環境數據，為達成減排目標、持續提升環境績效提供數字化引擎。

一、承諾與行動：從合規到價值創造

過去，分散的數據收集難以實現集團化精細管理。本集團主動尋求變革，從2024年開始投資建成了統一的碳管理數字平台，並在2024年生產基地試點的基礎上，於2025年擴展到全集團的使用，將環境管理從「滿足披露」升級到「核心運營能力」。數據驅動每一次能效提升與資源優化，實現環境收益與經濟收益雙贏，夯實低碳競爭力。

FEATURE 2: STRATEGICALLY BUILDING AN INTELLIGENT CARBON MANAGEMENT PLATFORM

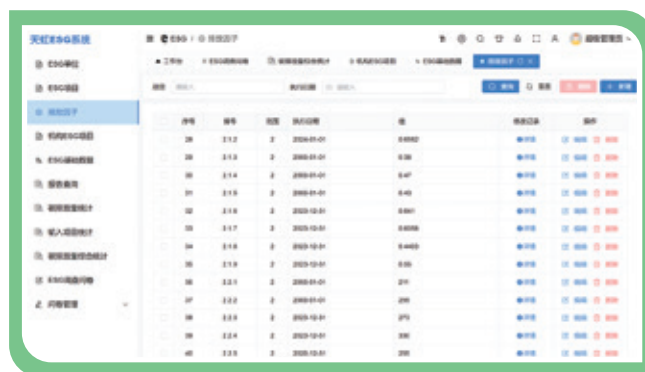
(Continued)

II. Core Platform Capabilities: Precision, Efficiency and Foresight

The Group's Intelligent Carbon Management Platform combines innovation with practicality, delivering reliable data support for sustainable development on an ongoing basis:

1. Comprehensive Coverage

The Group has achieved comprehensive coverage of all production sites through a standardized digital data entry portal. Environmental data spanning electricity, steam, natural gas, water, wastewater and waste can all be submitted in a structured format and updated in real time through the online system. This has completely eliminated the data fragmentation that previously existed, effectively ensuring the consistency and comparability of environmental data at the group level.



2. Adhering to International Standards and Scientifically Defining Boundaries

Strictly following the Science Based Targets initiative (SBTi) accounting framework, the Platform clearly delineates Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy) and Scope 3 (indirect emissions from the value chain), establishing a baseline for setting and tracking emissions reduction targets across the full value chain.

專題二：戰略性搭建智慧碳平台(續)

二、平台核心能力：精準、高效、前瞻

本集團智能碳管理平台集創新與實用為一體，持續為可持續發展提供可信賴的數據支撐：

1. 全域覆蓋

本集團已實現標準化數字入口對所有生產基地的全面覆蓋，包括電力、蒸汽、天然氣、水、廢水及廢棄物等環境相關數據，均可通過線上系統進行規範化填報和實時匯總更新。此舉徹底消除了以往數據碎片化的問題，有效保障了集團層面環境數據的一致性與可比性。

2. 遵循國際標準，科學界定邊界

嚴格遵循科學碳目標倡議(Science Based Targets Initiative, SBTi)核算框架，清晰界定範圍1(直接排放)、範圍2(外購能源間接排放)及範圍3(價值鏈間接排放)，為設定並追蹤全價值鏈減排目標奠定基線。

FEATURE 2: STRATEGICALLY BUILDING AN INTELLIGENT CARBON MANAGEMENT PLATFORM

(Continued)

II. Core Platform Capabilities: Precision, Efficiency and Foresight (Continued)

3. Intelligent Emission Factor Library

- Localization: Automatically matches regional power grid cleanliness profiles and fuel characteristics, with differentiated emission factors for more accurate results.
- Dynamic updates: Refreshed in real time in line with national guidelines and industry standards, ensuring continuous alignment with the latest authoritative requirements.

4. Deep Insights

- Carbon accounts at group, site and product levels generated at the click of a button.
- Unit-output carbon intensity calculated automatically, with internal benchmarking driving healthy competition across sites.
- Visual dashboards present emissions structure, trends and key drivers in real time — letting the data speak and enabling precise action.

5. Enabling the Closed Loop

The full cycle of “monitor — analyze — decide — act — review” is managed online, transforming the annual carbon inventory into day-to-day operational optimization.

- Real-time tracking of deviations from targets
- Rapid identification of emissions hotspots
- Simulation of projected returns from emissions reduction initiatives

專題二：戰略性搭建智慧碳平台(續)

二、平台核心能力：精準、高效、前瞻(續)

3. 智能因子庫

- 本地化：自動匹配區域電網清潔度、燃料特性，差異化排放因子讓結果更真實。
- 動態更新：隨國家指南與行業標準實時刷新，始終符合最新權威要求。

4. 深度洞察

- 一鍵生成集團、基地、產品級碳賬。
- 自動計算單位產量碳強度，內部對標驅動良性競賽。
- 可視化儀表盤實時呈現結構、趨勢與驅動因素，數據「說話」，行動精準。

5. 賦能閉環

「監測 — 分析 — 決策 — 行動 — 覆核」全鏈路在線，把年度碳盤點變為日常運營優化。

- 實時追蹤目標偏差
- 快速定位排放熱點
- 模擬減排項目收益



FEATURE 2: STRATEGICALLY BUILDING AN INTELLIGENT CARBON MANAGEMENT PLATFORM

(Continued)

II. Core Platform Capabilities: Precision, Efficiency and Foresight *(Continued)*

5. Enabling the Closed Loop *(Continued)*

The Group's Intelligent Carbon Management Platform has been fully commissioned, marking a significant step forward in the systematic development of its environmental data management framework. The core value of the Platform lies in its use of digital technology to systematically enhance the reliability, transparency and auditability of the Group's environmental data, thereby providing an efficient and unified data foundation and operational platform for carbon accounting and ESG disclosure.

Going forward, the Group will continue to refine the Platform's capabilities and explore collaborative integration with authoritative external carbon accounting platforms and supply chain carbon data systems, fully unlocking the potential of integrated data connectivity. At the same time, the Group will focus on enhancing the transparency and operational efficiency of carbon management across the full value chain, positioning the Intelligent Carbon Management Platform as a robust infrastructure to support the Group's steady progress towards its carbon neutrality goals and underpin its sustainable development.

專題二：戰略性搭建智慧碳平台(續)

二、平台核心能力：精準、高效、前瞻(續)

5. 賦能閉環(續)

本集團智能化碳管理平台已全面投入運行，標誌著我們在環境數據管理體系化建設上邁出了關鍵一步。該平台的核心價值在於，依託數字化技術，系統性提升了集團環境數據的可靠性、透明度與可審計性，從而為碳核算與ESG信息披露工作提供了高效、統一的數據基礎與操作平台。

未來本集團將持續優化平台功能，探索與外部權威碳核算平台及供應鏈碳數據系統的協同對接，充分釋放數據聯動潛力。同時，我們將著力提升全價值鏈碳管理的透明度與運行效率，使該智慧碳管理平台成為集團穩步推進碳中和目標的可靠基礎設施，為可持續發展提供堅實支撐。

PART I: INTELLIGENT TEXTILES • CREATING A HAPPY LIFE

About Us

Group Profile

The Group is a world-leading supplier of core-spun cotton textiles and a competitive leader in the cotton textile industry. The Group focuses on the manufacture and sale of high value-added fashion cotton textiles, is committed to becoming a happiness enterprise of continuous learning and growth, and drives industry development through professionalism and innovation. Headquartered in Shanghai, China, the Group operates large-scale production bases in China and a number of countries worldwide, with 4.26 million spindles, over 1,700 weaving and knitting machines and corresponding dyeing and finishing equipment, total investment exceeding RMB15 billion, and global sales exceeding RMB22 billion.

The Group has long been committed to product differentiation and industrial upgrading, driving technological innovation and transformation in the cotton textile industry. The Group collaborates with internationally renowned fiber suppliers to incorporate premium fibers such as LYCRA® spandex, TENCEL™ and Modal, and develops new yarn products incorporating environmental concepts. Leveraging its strong research and development capabilities integrated with its business operations, the Group continuously improves product quality to meet the demands of global markets.

The Group's vision is to become a happiness enterprise of continuous learning and growth, inspiring creative living. Its mission is to create maximum value for employees, customers and shareholders, and to give back to society. Going forward, Texhong will continue to optimize its global production footprint and advance sustainable development, with a platform-based and regionalized model as its principal strategies, driving the textile industry towards a green, innovative and sustainable future.

Group Recognitions

- Among the inaugural cohort of enterprises under the "30·60 China Textile and Apparel Carbon Neutrality Acceleration Plan"
- Named partner for the China Denim Fabric Trend Release at China International Fashion Week Spring/Summer 2025
- One subsidiary awarded the national "Green Factory" designation
- Three subsidiaries awarded provincial "Green Factory" designations
- Three subsidiaries awarded provincial "Advanced-Level Smart Factory" designations

第一部分：智慧紡織·共創幸福生活

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。集團總部位於中國上海，在中國及全球多個國家設有大型生產基地，擁有426萬紗錠及逾1,700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，全球銷售額超過220億元人民幣。

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2025年春夏中國國際時裝週 — 中國牛仔面料流行趨勢發布合作夥伴
- 一家子公司獲評國家級「綠色工廠」榮譽稱號
- 三家子公司獲評省級「綠色工廠」榮譽稱號
- 三家子公司獲評省級「先進級智能工廠」榮譽稱號

PART I: INTELLIGENT TEXTILES • CREATING A HAPPY LIFE (Continued)

About Us (Continued)

Industry Contributions

The Group has consistently aligned itself with national development objectives, actively responding to the call for sustainable development, maintaining a deep focus on the textile manufacturing industry, and contributing its industry expertise to drive progress across the sector. Since 2019, the Group has participated in the drafting of 27 industry standards and group standards, of which 15 have been approved and officially promulgated by the Ministry of Industry and Information Technology of the People's Republic of China, and five have been approved and promulgated by the China Cotton Textile Association.

第一部分：智慧紡織•共創幸福生活 (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27項行業標準和團體標準，其中15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併發佈實施。

Standard Name 標準名稱	Standard No. 標準號	Category 類別
Vortex-spun cotton colour-spun yarn 渦流紡棉色紡紗	TC/CCTA 30701-2020	Group standard 團標
Cotton/polyester blended colour-spun yarn 棉與滌混紡色紡紗	FZ/T 12016-2021	Industry standard 行標
Cotton/polyamide-ester fiber blended grey yarn 棉聚酰胺酯纖維混紡本色紗線	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	Industry standard 行標
Cotton/wool blended polyester low-stretch filament core-spun grey yarn 棉羊毛混紡滌綸低彈絲包芯本色紗	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	Group standard 團標
Cotton grey balanced yarn 棉本色平衡紗	TC/CCTA 30102-2021	Group standard 團標
Polyester/viscose blended polyester-spandex double core-spun grey yarn 滌黏混紡包滌氨雙芯本色紗	TC/CCTA 30501-2022	Group standard 團標

PART I: INTELLIGENT TEXTILES • CREATING A HAPPY LIFE *(Continued)*

About Us *(Continued)*

Industry Contributions *(Continued)*

第一部分：智慧紡織 • 共創幸福生活
(續)

關於我們(續)

行業貢獻(續)

Standard Name 標準名稱	Standard No. 標準號	Category 類別
Colour-spun yarn containing recycled cotton 含循環再利用棉色紡紗	TC/CCTA 30901-2022	Group standard 團標
Viscose/cotton/acrylic blended colour-spun yarn 黏纖棉腈綸混紡色紡紗	FZ/T 12075-2022	Industry standard 行標
Pure cotton slub grey yarn 純棉竹節本色紗	FZ/T 12032-2023	Industry standard 行標
Cotton/regenerated cellulose fiber blended colour-spun yarn 棉與再生纖維素纖維混紡色紡紗線	FZ/T 12029-2023	Industry standard 行標
Pure cotton slub colour-spun yarn 純棉竹節色紡紗	FZ/T 12033-2023	Industry standard 行標
Cotton slub grey fabric 棉竹節本色布	FZ/T 13029-2014	Industry standard 行標
Polyester/viscose blended colour-spun yarn 滌綸與黏纖混紡色紡紗線	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	Industry standard 行標
Cotton/polyester stretch yarn/spandex double core-spun grey yarn 棉滌綸彈力絲氨綸雙包芯本色紗	FZ/T 12014-2014	Industry standard 行標
Cotton/phase-change viscose fiber blended grey yarn 棉與相變黏膠纖維混紡本色紗	FZ/T 12082-2025	Industry standard 行標
Cotton/spandex core-spun colour-spun yarn 棉氨綸包芯色紡紗	FZ/T 12034-2025	Industry standard 行標
Cotton colour-spun yarn 棉色紡紗	FZ/T 12014-2025	Industry standard 行標

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

PART I: INTELLIGENT TEXTILES • CREATING A HAPPY LIFE (Continued)

Stakeholder Engagement

The Group has maintained ongoing engagement with its various stakeholders, providing a range of communication channels and establishing effective engagement mechanisms with key groups including government authorities, shareholders/investors, customers, employees, partners and the community. Through a variety of means, the Group identifies and actively responds to the needs and concerns of its stakeholders, and welcomes their oversight. The table below sets out details of the primary communication methods, frequency and other information for each of the Group's key stakeholder groups. Matters are assigned to the relevant departments by designated personnel for handling and response, based on the nature and scope of the issues raised.

第一部分：智慧紡織•共創幸福生活 (續)

利益相關方溝通

本集團一直與各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，本集團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。

Stakeholder 利益相關方	Engagement channels 溝通機制	Frequency 溝通頻率	Key topics 主要內容
Government 政府	<ul style="list-style-type: none"> • Routine regulatory oversight • Official correspondence • Meetings and exchanges 	Multiple times a year 一年多次	<ul style="list-style-type: none"> • Compliance with laws and regulations • Tax compliance • Labor rights • Environmental protection • 遵紀守法 • 依法納稅 • 勞工權益 • 環境保護
Shareholders/Investors 股東／投資者	<ul style="list-style-type: none"> • General meetings • Company website • Email, telephone and fax • Investor relations activities • HKEX website • 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 	Multiple times a year 一年多次	<ul style="list-style-type: none"> • Information disclosure • Investment returns • Corporate governance • Risk control • Sustainable development • 信息披露 • 投資回報 • 公司治理 • 風險控制 • 可持續發展
Employees 員工	<ul style="list-style-type: none"> • Grievance email and hotline • Annual conference and daily meetings • Internal publication (Texhong Newsletter) • Employee activities • 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 	Daily 每天	<ul style="list-style-type: none"> • Remuneration and benefits • Occupational health and safety • Training and development opportunities • Open communication and protection of human rights • 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: INTELLIGENT TEXTILES • CREATING A HAPPY LIFE (Continued)

第一部分：智慧紡織 • 共創幸福生活 (續)

Stakeholder Engagement (Continued)

利益相關方溝通 (續)

Stakeholder 利益相關方	Engagement channels 溝通機制	Frequency 溝通頻率	Key topics 主要內容
Customers 客戶	<ul style="list-style-type: none"> Customer satisfaction surveys Customer visits Customer complaint handling 	Multiple times a month 每月多次	<ul style="list-style-type: none"> Product quality and safety Quality service Product innovation Sustainable development 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	<ul style="list-style-type: none"> Project collaboration negotiations Supplier visits Quality communication 項目合作談判 供貨商走訪 質量溝通 	Multiple times a year 一年多次	<ul style="list-style-type: none"> 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
Community 社會公眾	<ul style="list-style-type: none"> Charitable donations Volunteer services 慈善捐贈 志願者服務 	Multiple times a year 一年多次	<ul style="list-style-type: none"> Promoting local employment Promoting social harmony Charitable contributions 促進當地就業 促進社會和諧 公益捐助
Environment 環境	<ul style="list-style-type: none"> Results of regulatory inspections Results of third-party testing institutions ESG reports and ratings Upstream and downstream supply chain communication Production and operational performance assessment 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 	Multiple times a year 一年多次	<ul style="list-style-type: none"> Reduction of waste emissions Clean energy Forest conservation Addressing 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: INTELLIGENT TEXTILES • CREATING A HAPPY LIFE *(Continued)*

Stakeholder Engagement *(Continued)*

The materiality identification process involves engagement with internal and external stakeholders, with the aim of identifying the most material environmental and social impacts for the business. The Group conducts regular ESG materiality identification to determine the environmental and social issues of significant impact to the Group and its stakeholders, thereby guiding the advancement of ESG work and the preparation of the Report, and improving the quality of disclosure.

Materiality identification process:

1. Issue identification: Taking into account factors including the Group's current position, industry landscape, and risks and opportunities faced, ESG issues relevant to the Group and its stakeholders are identified.
2. Questionnaire surveys and interviews: Based on the ESG issues identified, online questionnaires are designed and distributed to internal and external stakeholders including management, employees, customers and suppliers. Selected stakeholders are also interviewed, with the results consolidated and analyzed to determine the key ESG issues.
3. Results confirmation: Following the identification of key issues, the ESG Working Group, management and the ESG Committee deliberate on the findings, with the key ESG issues for the year ultimately confirmed by the Board.

第一部分：智慧紡織•共創幸福生活 (續)

利益相關方溝通(續)

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。

PART I: INTELLIGENT TEXTILES • CREATING A HAPPY LIFE *(Continued)*

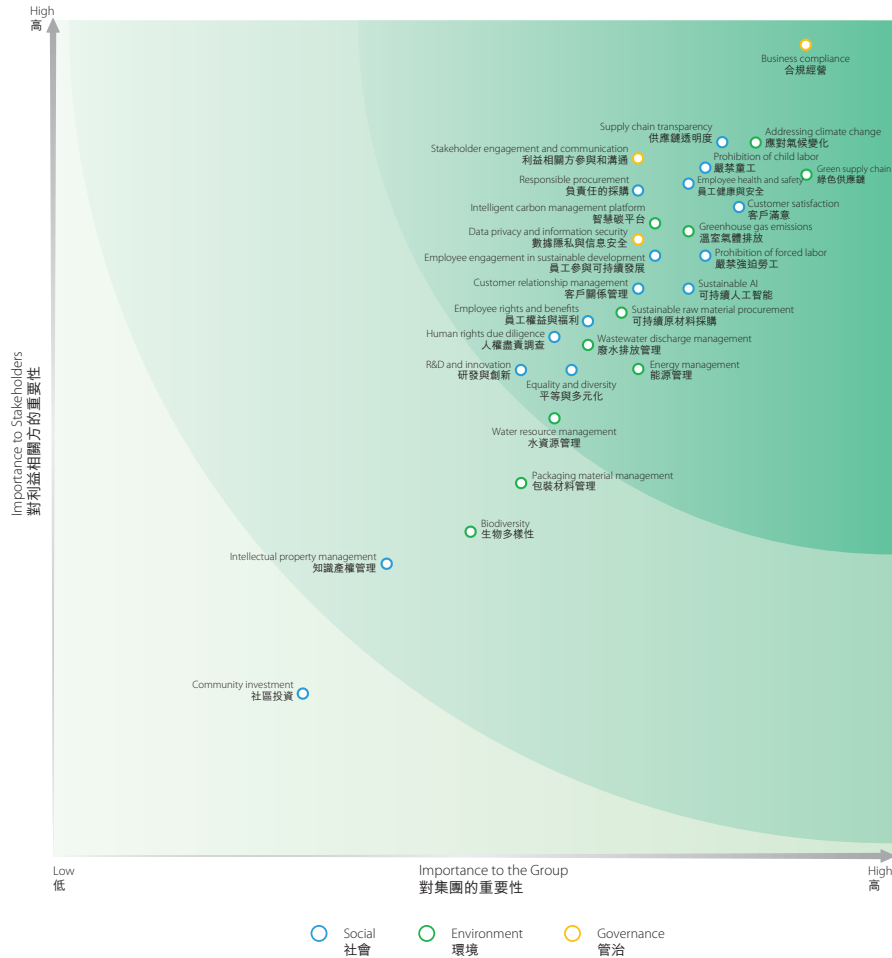
Stakeholder Engagement *(Continued)*

Based on the results of this year's materiality identification, we have identified 30 key ESG issues, which are presented in the materiality matrix below.

第一部分：智慧紡織 • 共創幸福生活 *(續)*

利益相關方溝通 *(續)*

經由本年度的關鍵性議題識別結果分析，我們確定了30項關鍵性議題，並將其繪製成關鍵性議題分析矩陣。



Materiality analysis matrix
關鍵性議題分析矩陣圖

PART I: INTELLIGENT TEXTILES • CREATING A HAPPY LIFE *(Continued)*

Sustainable Development Management

ESG Governance Framework

The Board

- Board effectiveness
 - The Board plays a key role in the Group's environmental, social and governance matters. It regularly receives reports from the ESG Committee and its subordinate bodies on sustainable development work, is responsible for making decisions on material ESG matters, and identifies ESG governance and control risks while providing timely and effective recommendations. The ESG Committee, management and the ESG Working Group have been established under the Board, and each reports regularly to the relevant superior body on ESG matters, to ensure the smooth conduct of sustainable development work and the full implementation of the Group's ESG management practices.
 - The Board is the highest governance body for ESG matters within the Group, bearing overall responsibility for the Group's ESG strategy and reporting, supporting the Group's commitment to fulfilling its ESG responsibilities, and leading and overseeing the Group's ESG strategic decisions and performance.
- Board independence
 - The Board comprises three executive Directors and three independent non-executive Directors. The roles of Chairman and Chief Executive Officer are held by two different individuals, with separate responsibility for board management and the management of the Group's operations respectively. The appointment of the three independent non-executive Directors is in compliance with the independence guidelines set out in Rule 3.13 of the Hong Kong Listing Rules.
- Diversity
 - The Board has upheld and implemented its board diversity policy since 2023.

第一部分：智慧紡織•共創幸福生活(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
 - 董事會由3位執行董事和3位獨立非執行董事組成。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。
- 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。

PART I: INTELLIGENT TEXTILES • CREATING A HAPPY LIFE (Continued)

Sustainable Development Management (Continued)

ESG Governance Framework (Continued)

The Board (Continued)

- Diversity (Continued)
 - Board diversity policy objectives implemented:
 - Director candidates should possess overseas (outside Mainland China) work experience;
 - The appointment of Directors of the Company should be conducted without regard to gender, and the Board should include at least one female member;
 - Director candidates should have work experience across other industries;
 - Director candidates should possess knowledge and expertise in diverse fields.
 - All six current Board members have overseas work experience, and two Directors hold accounting and other professional qualifications.
 - The Board comprises members of both genders, with female representation at 16.7%.
 - Gender diversity on the Board drives governance quality and effectiveness, broadens strategic horizons and enhances decision-making capacity; the appropriate representation of female Directors achieves a multi-dimensional balance of Board experience and perspectives, elevates decision-making quality through inclusive governance, and consolidates the governance foundation for the Company's sustainable development. One additional female Director is planned for appointment in 2026, representing a continued and steady commitment to advancing gender diversity on the Board.
 - The Board will continue to enhance gender diversity and will further appoint additional female Directors in the future.
- Board engagement: One Board meeting concerning ESG matters was convened during 2025.

第一部分：智慧紡織•共創幸福生活(續)

可持續發展管理(續)

ESG管治架構(續)

董事會(續)

- 多元化(續)
 - 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%。
 - 董事會性別多元化賦能治理提質增效，拓寬戰略視野、優化決策效能；女性董事合理配置，實現董事會經驗與視角的多元平衡，以包容性治理提升決策科學性，築牢公司可持續發展治理根基。
 - 董事會將持續提升性別多元化水平，並在未來進一步委任女性董事。
- 董事會參與：2025年度共召開與ESG議題相關的董事會1次。

PART I: INTELLIGENT TEXTILES • CREATING A HAPPY LIFE *(Continued)*

Sustainable Development Management *(Continued)*

ESG Governance Framework *(Continued)*

ESG Committee

- The ESG Committee comprises one executive Director and three independent non-executive Directors of the Company, and meets at least once a year. The Committee is responsible for reviewing the Group's ESG performance, identifying, assessing and managing material ESG-related matters, reviewing ESG targets, monitoring progress towards the achievement of ESG targets, and approving the annual ESG report.

Management

- Management is responsible for assessing and determining the Group's ESG-related risks, ensuring that the Group has established appropriate and effective ESG risk management and internal control systems, reporting ESG-related risks and opportunities and progress towards the achievement of ESG targets to the ESG Committee, and confirming the effectiveness of the ESG systems.

ESG Working Group

- The ESG Working Group comprises the Group's key departments. Department heads are directly involved and designate dedicated personnel to carry out ESG management and reporting work, and report progress on ESG management and reporting to the Group's management.
- The ESG working team (comprising the ESG Committee, management and the ESG Working Group) also places considerable emphasis on diversity management, with team members possessing diverse professional backgrounds, skills and experience; female members account for 54.5% of the total. This proportion reflects the Group's commitment to gender diversity and its active efforts to promote gender equality, contributing to the building of a more equitable and inclusive working environment.

第一部分：智慧紡織•共創幸福生活 (續)

可持續發展管理(續)

ESG管治架構(續)

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。

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；其中女性成員佔比為54.5%。這一比例不僅體現了本集團對性別多樣性的重視，也反映了本集團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。

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

**PART I: INTELLIGENT TEXTILES • CREATING A
HAPPY LIFE** *(Continued)*

Sustainable Development Management *(Continued)*

ESG Governance Framework *(Continued)*

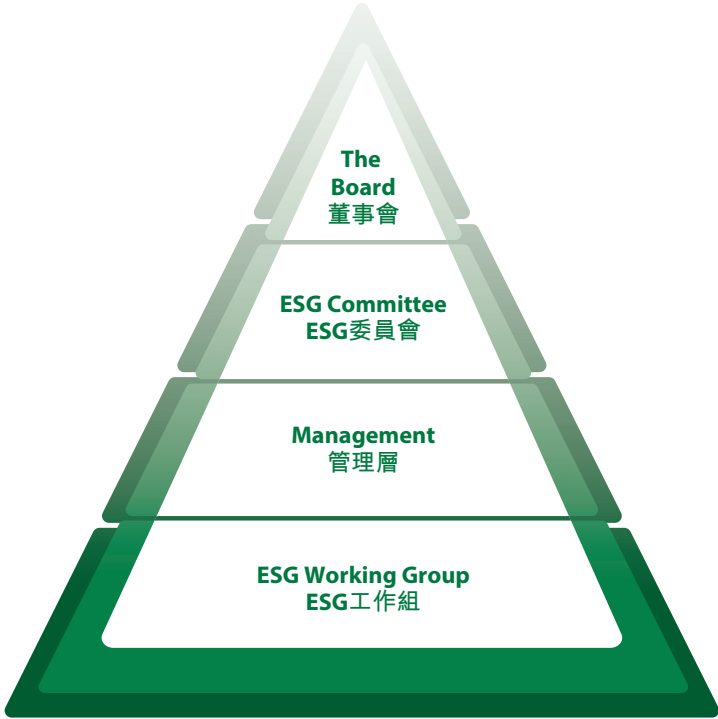
ESG Working Group *(Continued)*

第一部分：智慧紡織•共創幸福生活
(續)

可持續發展管理(續)

ESG管治架構(續)

ESG工作組(續)



ESG governance framework
ESG管治架構

PART I: INTELLIGENT TEXTILES • CREATING A HAPPY LIFE (Continued)

Sustainable Development Management (Continued)

Risk Control

A sound risk control system is key to maintaining steady development in a competitive market environment. The Group therefore attaches great importance to risk control in the areas of environment, social and governance. To identify, assess, prioritize and manage ESG risks more effectively, the Group has established a robust risk control framework and clearly defined the responsibilities of each department, to ensure that the Group is able to respond promptly and manage potential risks appropriately.

第一部分：智慧紡織•共創幸福生活(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，本集團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: INTELLIGENT TEXTILES • CREATING A HAPPY LIFE (Continued)

Sustainable Development Management (Continued)

Risk Control (Continued)

The Group's risk management and internal control framework operates in a manner consistent with the internal control framework of the Committee of Sponsoring Organizations of the Treadway Commission (COSO), and encompasses the following five components:

Control Environment

監控環境

The Group has established a clear organizational structure that delegates to management at all levels the authority required to operate the various business functions, subject to the limits set by the Board. The Board meets regularly to discuss and approve the business strategies and work plans formulated by the operating units. The Group's ESG performance is also reported to the Board on a monthly basis. The Group's corporate governance codes and policies are fully transparent to all employees. The Group aims to foster risk awareness and a sense of responsibility for internal control within its corporate culture, creating an internal organizational environment driven by management's 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 rates the risks most relevant to its success based on the likelihood of occurrence and their impact on financial results. The Risk Management and Internal Control Team takes a top-down approach to set the tone for oversight, conduct risk assessments, and design, implement and maintain internal controls, while simultaneously adopting a bottom-up approach that requires the heads of operating units to participate in identifying operational risks, thereby determining the Group's key risks and risk ratings.

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 establishes policies and procedures for each business function, encompassing authorization, approval and review, recommendations, asset safeguarding and segregation of duties, to ensure the effective execution of organizational objectives and the 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 & communication

信息及溝通

The Risk Management and Internal Control Team conducts risk assessment work at least once a year and prepares an Annual Risk Management Report setting out the identified risks and their related control procedures. The Report is submitted to the Board and reviewed annually by the Audit Committee.

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，並由審核委員會每年審議。

Monitoring

監察工作

The Group implements effective self-assessment monitoring and risk management, and continuously monitors its internal control processes through internal reviews and the communication of key control procedures to employees. Corrections 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。

第一部分：智慧紡織•共創幸福生活(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：

Internal control procedures of the COSO Committee
COSO委員會內部監控程序

PART I: INTELLIGENT TEXTILES • CREATING A HAPPY LIFE *(Continued)*

Sustainable Development Management *(Continued)*

ESG Commitments and Targets

The Group embraces the 3R principles — Reduce, Reuse and Recycle — and has formulated commitments and targets in alignment with its sustainable development direction, aspiring to become an industry leader in sustainable development.

The Group's principal businesses are yarns and fabrics, with yarn production and sales accounting for more than 70% of the total. Purchased electricity is the primary source of energy consumption and carbon emissions in the yarn business. Yarn production is predominantly based on physical processes and, in line with customer requirements, prioritizes the use of eco-friendly raw materials. It does not involve the use of chemicals or dyes and generates no printing and dyeing wastewater, and its environmental impact is therefore relatively limited. Fabric production, by contrast, involves water consumption, wastewater discharge and the use of chemicals. To address these environmental impacts, the Group has formulated comprehensive sustainable development targets and plans to reduce its environmental footprint. The Group will continue to drive the implementation of these sustainable development commitments and targets.

Sustainable Development Commitments

- Introduce more sustainable raw materials into the production process, such as organic, recycled, biodegradable and recovered materials;
- Strengthen the practice and innovation of traceability technology for raw materials and production processes;
- Continuously reduce energy and water consumption through the increased use of energy-saving and water-saving technologies and low-energy-consumption, eco-friendly equipment;
- Implement comprehensive controls over wastewater, exhaust gases and solid waste generated during the production process, and continuously reduce the environmental impact of pollution emissions;
- Progressively increase the share of clean energy used in the production process.

第一部分：智慧紡織•共創幸福生活 (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: INTELLIGENT TEXTILES • CREATING A HAPPY LIFE *(Continued)*

Sustainable Development Management *(Continued)*

ESG Commitments and Targets *(Continued)*

Sustainable Development Targets

- Reduce the Group's Scope 1 and Scope 2 greenhouse gas emission relative intensity by 30% by 2030, compared to 2020;
- Reduce the Group's hazardous waste discharge relative intensity by 50% by 2030 compared to 2020;
- Reduce the Group's wastewater discharge relative intensity by 30% by 2030 compared to 2020;
- Reduce the Group's water consumption relative intensity by 30% by 2030 compared to 2020.

Social Responsibility Commitments

- Zero major safety incidents;
- Provide an equal, healthy and safe working environment;
- Continuously provide employees with training and development opportunities.

第一部分：智慧紡織•共創幸福生活
(續)

可持續發展管理 *(續)*

ESG承諾與目標 *(續)*

可持續發展目標

- 2030年集團範圍1及範圍2溫室氣體排放相對強度較2020年減少30%；
- 2030年集團有害廢棄物排放相對強度較2020年減少50%；
- 2030年集團廢水排放相對強度較2020年減少30%；
- 2030年集團用水相對強度較2020年減少30%。

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 DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER

Addressing Climate Change

The Group fully recognizes the far-reaching impact of climate change on the global economy and society, and has accordingly positioned addressing climate change as a core priority of its sustainable development agenda. Drawing on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the International Sustainability Standards Board (ISSB), and in accordance with the requirements of Part D of the Environmental, Social and Governance Reporting Code (ESG Reporting Code) of the Hong Kong Stock Exchange, the Group has established a comprehensive climate risk management framework that integrates climate action across all dimensions — spanning governance, strategy, risk management, and metrics and targets — to ensure that the Group's business model is equipped to adapt to and capture the challenges and opportunities presented by climate change.

Climate-related Financial Disclosures (TCFD)

Governance

The Board is the highest decision-making body for the Group's climate change management. The ESG Committee reports to the Board on an annual basis on climate-related risks and response measures, as well as the outcomes of implementation work.

- Clearly defined role of the ESG Committee: The Group's ESG Committee is the responsible body for climate change management. It is responsible for identifying and assessing climate-related risks, proposing response measures for different types of risks, and reporting to the Board on a regular basis.
- Board decision-making: 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.
- Board oversight role: The Board oversees the ESG Committee and climate-related risk management; its core responsibilities include approving relevant strategies and monitoring their implementation. It continuously assesses its skills and competencies to oversee climate-related risks and opportunities and receives regular updates aligned with the Company's actual operating conditions and regulatory policy developments. The Board also oversees the setting of and progress towards climate-related targets, taking relevant performance metrics into account, including in remuneration assessments where applicable.
- Manner and frequency: The Board convenes one ESG-related meeting per year, at which progress on climate-related matters is discussed. The ESG Committee meets at least once a year, with a focus on core climate-related matters.

第二部分：綠色驅動•共築零碳未來

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)和國際可持續發展準則理事會(International Sustainability Standards Board, ISSB)的建議以及香港交易所《環境、社會及管治報告守則》(Environmental, Social and Governance Reporting Code) D部分的要求，本集團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，以確保本集團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：董事會統籌督導ESG委員會運作及氣候相關風險管理工作，核心權責包括審批相關戰略規劃、監督戰略落地執行。董事會持續評估自身督導氣候相關風險與機遇的履職技能與勝任能力，定期聽取貼合公司經營實際與監管政策動態的專項工作進展匯報。同時，董事會亦督導氣候相關目標的制定與落地推進，將相關績效指標納入統籌考量，並於適用情形下將其納入薪酬考核範疇。
- 方式及頻率：董事會每年召開一次ESG議題相關會議，在會議中討論氣候相關事宜進展；ESG委員會每年至少舉行一次會議，重點關注氣候相關核心事項。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Addressing Climate Change (Continued)

Climate-related Financial Disclosures (TCFD) (Continued)

Governance (Continued)

- Skills and capabilities: The Group places great importance on enhancing the climate governance competencies of Board and ESG Committee members through online and offline training to strengthen professional capabilities. The Group is also exploring the establishment of a mechanism linking management remuneration to climate performance, to incentivize key personnel in achieving climate governance objectives.

Strategy

- In-depth analysis of business impacts: Conduct in-depth analysis of the business's impacts on the climate and the environment, embedding the principles of sustainable development across all business processes, including procurement, transportation, production and sales.
- Specific implementation of the 3R principles: Provide specific case studies and data to demonstrate how the Reduce, Reuse and Recycle principles are implemented across the business, and the impact of these measures on reducing carbon emissions and improving resource efficiency. The following sets out the measures taken by the Group to address climate change:
 - o Carbon footprint monitoring
 - o Sustainable raw material procurement
 - o Practice and innovation of production traceability technology
 - o Renewable energy substitution
 - o Reducing carbon emissions from logistics and warehousing
 - o Green packaging
 - o Supplier carbon emission management
 - o Research and development of zero-carbon product innovations
 - o Biodiversity conservation

第二部分：綠色驅動•共築零碳未來(續)

應對氣候變化(續)

氣候相關財務信息披露(TCFD)(續)

治理(續)

- 技能與能力：本集團高度重視董事會及ESG委員會成員氣候治理素養提升，通過線上線下培訓強化專業能力；同時正在探討構建管理人員薪酬與氣候績效掛鉤機制，激勵核心人員助力達成氣候治理目標。

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。
- 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 可再生能源替代
 - o 減少物流倉儲碳排放
 - o 綠色包裝
 - 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

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Addressing Climate Change (Continued)

Climate-related Financial Disclosures (TCFD) (Continued)

Strategy (Continued)

- Climate scenario development: The Group takes effective measures in its operations to reduce carbon emissions and the consumption of non-clean energy, and has commenced the preliminary development of multiple climate scenarios — including RCP 2.6, RCP 4.5 and RCP 8.5 — with reference to Nationally Determined Contributions (NDCs)-related scenarios, in order to reflect the potential impacts under different policy and market environments. Through this preliminary climate scenario development, the Group analyzes the physical risks and transition risks that climate change may give rise to, and assesses their potential impacts on the business. Going forward, the Group will further develop corresponding risk mitigation strategies — which may include further investment in green technologies, optimization of supply chain management, and improvement of energy efficiency — and will establish a monitoring mechanism to regularly assess changes in climate scenarios and their impacts on the business, with a view to strengthening the Group's climate resilience and adaptive capacity. The Group is committed to becoming a textile manufacturer that embodies sustainable development.
- Disclosure of climate-related opportunities: Identify and disclose opportunities arising from climate change, such as investment in green energy and innovation in low-carbon technologies, to drive business growth and sustainable development.
- Relevant transition plans: Develop specific transition plans to effectively address the challenges arising from policy, market and technological changes in the course of transitioning to a low-carbon economy.
- Climate resilience: Strengthen the Group's climate resilience through flexible business models and contingency plans to ensure operational continuity and stability in the face of uncertainties arising from climate change.

Risk Management

- Risk identification and assessment process: The Group has established a process for identifying and assessing climate-related risks. Climate risk factor identification is conducted every three years and integrated with the Group's actual operational conditions.

第二部分：綠色驅動•共築零碳未來(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RCP 2.6、RCP 4.5及RCP 8.5等不同氣候情景，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。通過初步氣候情景構建，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。
- 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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Addressing Climate Change (Continued)

Climate-related Financial Disclosures (TCFD) (Continued)

Risk Management (Continued)

- Risk prioritization: Climate-related risks with significant potential impacts and a high likelihood of occurrence in the near term are accorded priority in the assessment and ranking process, and are confirmed as material risks of the Group.
- Opportunity identification: Opportunities arising from climate change — such as investment in green energy and innovation in low-carbon technologies — are considered concurrently within the risk management process, with a view to driving business growth and sustainable development.
- Integration of risk management: Climate risk is an integral component of the Group's overall risk identification and management framework, and addressing climate change is one of the key recurring material topics on an annual basis.

Targets and Metrics

- Emissions reduction targets:
 - The Group has successfully achieved and significantly exceeded its target of reducing the Group's greenhouse gas emission intensity by 5% by 2025 compared to 2020;
 - GHG inventories are conducted in accordance with ISO 14064; and
 - Greenhouse gas emissions are disclosed annually in the annual ESG report.
- Third-party verification: Expand the proportion of third-party verification to enhance the transparency and credibility of data.
- Execution of reduction targets: Scope 1 and Scope 2 greenhouse gas emission reduction targets for 2025 have been formulated and are being executed.

The Group has established greenhouse gas emission control targets, and conducts inventories of and discloses its greenhouse gas emissions.

第二部分：綠色驅動•共築零碳未來(續)

應對氣候變化(續)

氣候相關財務信息披露(TCFD)(續)

風險管理(續)

- 風險優先排列：潛在影響突出、短期易發的氣候相關風險，優先納入評估排序，確認為本集團重大風險。
- 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。

目標與指標

- 減排目標：
 - 已成功達到並顯著超越2025年集團溫室氣體排放強度較2020年減少5%的減排目標；
 - 依據ISO 14064標準進行盤查；
 - 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2025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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Addressing Climate Change (Continued)

Climate-related Financial Disclosures (TCFD) (Continued)

Risk Management (Continued)

As at 2025, the Group has successfully achieved and significantly exceeded its greenhouse gas emission control targets. Against the 5% reduction target set with 2020 as the base year, the actual relative intensity of the Group's greenhouse gas emissions in 2025 decreased by 31.5%, substantially exceeding expectations. At the same time, the accompanying emission inventory and information disclosure work has been completed in full, in strict compliance with all applicable requirements.

The Group is progressing with a dedicated planning initiative and intends to fully incorporate Scope 3 greenhouse gas emissions into its emissions reduction target management framework in the near future, while simultaneously clarifying the core rules and key parameters of the target-setting methodology, including whether targets will be based on total or net greenhouse gas emissions and whether carbon credits or other offset mechanisms will be applied.

第二部分：綠色驅動•共築零碳未來 (續)

應對氣候變化 (續)

氣候相關財務信息披露(TCFD) (續)

風險管理 (續)

截至2025年，本集團已成功達成並顯著超越溫室氣體排放管控目標。相較於以2020年為基準設定的5%減排目標，2025年實際溫室氣體排放相對強度下降幅度達31.5%，超額完成預期。與此同時，配套的排放盤查與信息披露工作均嚴格遵循相關規範要求，已全面順利完成。

本集團正推進專項規劃工作，擬將範圍3溫室氣體排放全面納入集團減排目標管理體系，同步釐清目標設定方法學的核心規則與關鍵參數，包括：減排目標核算基準採用溫室氣體總排放量抑或淨排放量、是否啟用碳信用額及其他排放抵銷機制。

GHG emissions target exceeded
溫室氣體排放超額完成目標



The Group's relative greenhouse gas emission relative intensity in 2025 decreased by 31.5% compared to 2020
2025年集團溫室氣體排放相對強度較2020年減少31.5%

	2025	2024	2023	Unit 單位
Greenhouse gas emissions ¹ 溫室氣體排放 ¹				
Scope 1: Direct emissions 範圍一：直接排放	64,396	72,896	68,121	tCO ₂ e 噸二氧化碳當量
Scope 2: Energy indirect emissions 範圍二：能源間接排放	1,211,375	1,239,765	1,130,299	tCO ₂ e 噸二氧化碳當量
Total greenhouse gas emissions 溫室氣體排放總量	1,275,771	1,312,661	1,198,421	tCO ₂ e 噸二氧化碳當量
Greenhouse gas emissions per RMB million in sales 每百萬元人民幣銷售額 溫室氣體排放量	55.7	57.0	52.7	tCO ₂ e/RMB million in sales 噸二氧化碳當量/ 百萬元人民幣銷售額

The Group's Greenhouse Gas Emissions Data for the Past Three Years
集團近三年溫室氣體排放數據

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Addressing Climate Change (Continued)

Climate-related Financial Disclosures (TCFD) (Continued)

Risk Management (Continued)

Notes:

1. The Group's greenhouse gas emissions are primarily derived from energy consumption during the production process, comprising Scope 1: direct emissions (petrol, diesel, liquefied petroleum gas, natural gas, etc.) and Scope 2: energy indirect emissions (purchased electricity and steam, etc.). The Group's greenhouse gas accounting is conducted in tonnes of CO₂ equivalent, in accordance with the Requirements for the Accounting and Reporting of Greenhouse Gas Emissions — Part 12: Textile and Apparel Enterprises issued by the National Development and Reform Commission of the People's Republic of China. No significant changes were made to the measurement approach, inputs, or assumptions during the reporting period.
2. Scope 2 greenhouse gas emissions are calculated and reported using the location-based method, based on the average emission factors of the electricity grids connected to the Group's purchased energy sources. No contractual energy instruments, such as renewable energy certificates (RECs) or power purchase agreements (PPAs), were applied to adjust Scope 2 emissions during the reporting period.

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

Environmental Risk Identification

The Group has a thorough understanding of the potentially far-reaching impacts of climate change on the global economy and society. To this end, the Group has established a comprehensive risk management framework to effectively identify, assess and monitor climate-related risks that the Group may face. This framework not only enables the Group to better adapt to changes in the operating environment and strengthen its capacity to manage risks, but also ensures that the Group is positioned to achieve long-term success in an environment of uncertainty. Through materiality questionnaire surveys and interviews, combined with the Group's existing internal climate change management objectives, key environmental risks are identified and their potential impacts on the Group's operations and finances are assessed. This process enables the Group to gain a thorough understanding of the impacts of climate risks on revenues and expenditures, and assets and liabilities, thereby providing more transparent and accurate information in financial reports.

The Group continues to assess the current and anticipated effects of climate-related risks and opportunities on its operating model and value chain, including the identification and assessment of climate-related physical risks, while concurrently exploring potential carbon pricing mechanisms and progressively advancing supplementary data collection, with a view to providing more detailed disclosures in future reporting periods.

第二部分：綠色驅動•共築零碳未來(續)

應對氣候變化(續)

氣候相關財務信息披露(TCFD)(續)

風險管理(續)

註：

1. 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。報告期內，計量方法、輸入參數及相關假設均未出現重大變動。
2. 本集團範圍2溫室氣體排放採用區位法進行核算與披露，核算數據基於本集團外購能源所接入電網的平均排放因子計算所得。報告期內，本集團未透過可再生能源證書(REC)、購電協議(PPA)等合約能源工具，對範圍2溫室氣體排放量進行核算調整。

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。

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具透明和準確的信息。

本集團持續研判氣候相關風險與機遇對集團營運模式及價值鏈帶來的當期與可預期影響，包括開展氣候相關實體風險的識別與評估工作；同時持續探索潛在的碳定價機制，逐步推進補充數據收集工作，以期於後續報告期內提供更為詳盡的信息披露。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Addressing Climate Change (Continued)

Environmental Risk Identification (Continued)

Physical Risks

第二部分：綠色驅動•共築零碳未來
(續)

應對氣候變化(續)

環境風險識別(續)

實體風險

Risk Type 風險類型	Risk Category 風險類別	Risk Assessment 風險評估	Response Measures 應對措施
Physical 實體	Acute 急性	Extreme weather events such as floods and typhoons may cause damage to production facilities and machinery, prevent employees from attending work, disrupt transportation and supply chains, and damage goods, thereby affecting production operations, leading to increased operating costs and decreased revenue. 水災、颱風等極端天氣造成廠房機器損壞、員工無法正常上班、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。	<ul style="list-style-type: none"> • Formulate emergency response plans for extreme weather events • Establish emergency response teams • Strengthen maintenance of production facilities and equipment • Monitor climate information and take preventive measures • 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
	Chronic 慢性	Rising temperatures may increase electricity consumption, leading to higher operating costs; rising global average temperatures may reduce the comfort of the working environment for employees. Climate change-induced increases in average temperatures may affect agricultural crops and yields, driving up procurement prices for natural fibers such as cotton. 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	<ul style="list-style-type: none"> • Arrange equipment operations appropriately to avoid continuous operation during extreme heat • Optimize workplace ventilation design • Pay attention to employee occupational health and safety, and increase heat subsidies and medical expenditure • Carry out technological upgrades of cooling and production equipment • Pursue sustainable raw material procurement and new product development • 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 • 關注員工職業健康安全，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 DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Addressing Climate Change (Continued)

Environmental Risk Identification (Continued)

Transition Risks

第二部分：綠色驅動•共築零碳未來
(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	Response Measures 應對措施
Transition	Policy and legal	<p>Increasingly stringent low-carbon and environmental policies and regulations are leading to higher input costs; energy mix adjustments and electricity pricing reforms are driving up electricity costs and increasing energy expenses; rising carbon pricing is increasing carbon emission costs.</p> <p>The Hong Kong Stock Exchange requires mandatory disclosure of Scope 1 and Scope 2 greenhouse gas emissions by Main Board issuers for financial years commencing on or after 1 January 2025.</p> <p>For financial years commencing on or after 1 January 2025, the Hong Kong Stock Exchange has introduced new climate-related information disclosure requirements for listed companies under the ESG Reporting Code framework, further strengthening compliance and regulatory requirements and urging listed companies to accelerate and improve the quality of their climate information disclosures.</p>	<ul style="list-style-type: none"> Strengthen the study of laws and regulations relating to carbon emission requirements Progressively increase the use of renewable energy year on year Conduct internal discussions on carbon pricing mechanisms Strengthen greenhouse gas emission reporting obligations and compliance disclosures Closely monitor new domestic and international climate and environmental regulations to ensure full compliance throughout operations
轉型	政策和法律	<p>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。</p> <p>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。</p> <p>香港聯交所從2025年1月1日或之後開始的財政年度起，於《環境、社會及管治報告守則》框架下出台上市公司氣候相關信息披露新規，進一步強化合規監管要求，督促上市公司提速提質推進氣候信息披露工作。</p>	<ul style="list-style-type: none"> 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 密切關注國內外氣候環境新規，保障運營全程合規

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

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Addressing Climate Change (Continued)

Environmental Risk Identification (Continued)

Transition Risks (Continued)

第二部分：綠色驅動•共築零碳未來(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	Response Measures 應對措施
	Technology 技術	The increasing degree of automation is leading to higher investment in fixed assets and a relative increase in electricity consumption, resulting in higher operating costs. 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。	<ul style="list-style-type: none"> Strengthen research into the automation of production and operational equipment Gradually phase out outdated equipment with high electricity consumption 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
	Market 市場	As sustainability becomes increasingly mainstream, failure to meet clients' high standards for product quality and environmental performance may lead to a decline in revenue; as climate change continues, the Group may face rising raw material prices, damage to cotton-growing regions and shortages of various required materials, leading to increased production costs. 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。	<ul style="list-style-type: none"> Develop a thorough understanding of clients' product requirements Identify alternative raw materials Strengthen the assessment of suppliers Monitor market changes and build up reserves of essential production materials 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

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Addressing Climate Change (Continued)

Environmental Risk Identification (Continued)

Transition Risks (Continued)

第二部分：綠色驅動•共築零碳未來
(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	Response Measures 應對措施
	Reputation	Brand clients are shifting towards sustainable, recyclable and other green products for reputational reasons, which may lead to a decline in revenue.	<ul style="list-style-type: none"> • Continue to develop environmentally friendly products • Obtain 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。	<ul style="list-style-type: none"> • 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
	Supply chain	Insufficient supply capacity of raw material suppliers, extreme weather events during the transportation of raw materials, or quality issues with raw materials may result in supply chain disruptions and forced production stoppages.	<ul style="list-style-type: none"> • Improve the supplier assessment system • Establish contingency plans for supply chain disruptions • Strengthen quality testing of raw materials
	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。	<ul style="list-style-type: none"> • 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

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Addressing Climate Change (Continued)

Environmental Risk Identification (Continued)

Transition Risks (Continued)

第二部分：綠色驅動•共築零碳未來(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	Response Measures 應對措施
	Social	Social issues such as the prohibition of forced labor, the provision of healthy and safe working environments, and employee welfare have attracted significant public attention. Given the broad scope of the Group's operations, it may face employee labor disputes, employee injuries or fatalities, and environmental violations, which could damage corporate reputation and lead to a decline in revenue.	<ul style="list-style-type: none"> Strengthen human rights management and protect employee rights and interests Conduct regular risk assessments of employee workplaces Strengthen employee care to enhance employees' sense of belonging Conduct regular testing of 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。	<ul style="list-style-type: none"> 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 DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Low-carbon Practices and the Circular Economy

Low-carbon principles and practices are among the key strategies adopted by the global community in response to climate change. The Group has proactively responded to a series of medium- to long-term climate change targets and plans, including carbon peaking and carbon neutrality, and continues to conduct research and analysis across multiple areas — including low-carbon operations, low-carbon technologies, energy substitution, resource recovery, innovation and collaboration, and the circular economy — to fully explore its own emissions reduction potential and carry out emissions reduction efforts on all fronts.

The Group is among the inaugural cohort of enterprises under the “30•60 China Textile and Apparel Carbon Neutrality Acceleration Plan” recognized by the China National Textile and Apparel Council. The Plan comprises 23 market-leading brand enterprises and 42 key textile enterprises in China. At the same time, the Group’s subsidiaries have obtained a number of low-carbon enterprise certifications and honors. For example, the Shandong subsidiary has been recognized by the Ministry of Industry and Information Technology of the People’s Republic of China as a national-level green supply chain management enterprise and a national-level “Green Factory”; it has also been recognized by the China National Textile and Apparel Council as a “Low-Carbon Enterprise” under the national textile industry green development labor competition. Three Xuzhou subsidiaries have been designated as provincial-level “Green Factories” in Jiangsu Province.

The Group continues to align an increasing portion of its assets and business activities with climate-related opportunities, including low-carbon operations, circular economy initiatives, and energy substitution projects, while progressively enhancing its ESG reporting systems to quantify the share of assets and activities contributing to these opportunities in future disclosures.



Recognized as an enterprise under the “30•60 China Textile and Apparel Carbon Neutrality Acceleration Plan”
[30•60中國紡織服裝碳中和加速計劃]企業

第二部分：綠色驅動•共築零碳未來 (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23家市場領先品牌企業和42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」。三家徐州子公司為江蘇省級綠色工廠。

本集團持續推動更多資產及經營活動與氣候相關機遇相契合，涵蓋低碳營運、循環經濟舉措、能源替代項目等領域；同時正逐步完善ESG匯報體系，以期於後續披露中，量化對上述氣候相關機遇有貢獻的資產及經營活動佔比。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Low-carbon Practices and the Circular Economy *(Continued)*

Energy Substitution and Recovery

As at 31 December 2025, a total of fourteen of the Group's subsidiaries have completed the construction and commissioning of distributed photovoltaic power stations, with a combined installed capacity of 181.3 MW and an estimated average annual power generation of 206.12 million kWh. Total photovoltaic power generation in 2025 amounted to 128.817 million kWh, equivalent to a reduction of over 61,188 tonnes of CO₂ emissions. Looking ahead, the Group will continue to explore innovative applications for photovoltaic energy, with plans to construct an additional distributed photovoltaic power station with an installed capacity of 25.5 MW in 2026.



Rooftop photovoltaic power generation project of the North Vietnam subsidiary
北越子公司屋頂光伏發電項目

Low-carbon Certification

The Group is committed to achieving sustainable development in the selection of raw materials and packaging materials. Our procurement and technical development teams continuously monitor market trends and actively introduce low-carbon and environmentally 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 reflect our commitment to ecological balance.

第二部分：綠色驅動•共築零碳未來 (續)

低碳與循環經濟(續)

能源替代與回收

截止至2025年12月31日，本集團共有十四家子公司建成分佈式光伏發電站並投入運營，總裝機容量為181.3兆瓦，預計年平均發電量20,612萬度。2025年光伏發電總量為12,881.7萬度，相當於減少超過61,188噸二氧化碳排放量。未來，本集團將持續創新光伏應用場景，2026年擬再建一座裝機容量為25.5兆瓦分佈式光伏發電站。

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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Low-carbon Practices and the Circular Economy (Continued)

Low-carbon Certification (Continued)

The Group has continuously implemented and upgraded its sustainable management system across all operations, building a comprehensive low-carbon certification matrix across its global operating network:

- Circular recycling: 81.0% of subsidiaries have obtained Global Recycled Standard (GRS) certification, 61.9% of subsidiaries have obtained Recycled Claim Standard (RCS) certification, and over 80% of subsidiaries have recycled material traceability management capabilities, supporting the development of the circular economy in the textile industry;
- Organic and natural fibers: seven subsidiaries have obtained Global Organic Textile Standard (GOTS) certification, and ten subsidiaries have obtained Organic Content Standard (OCS) certification, safeguarding end-to-end organic integrity from farm to finished garment;
- Source management: four subsidiaries have obtained Forest Stewardship Council (FSC) certification, ensuring the compliance of wood-based fiber sources; five subsidiaries have been among the first to obtain regenerative agriculture certification, extending sustainable practices to soil and ecological conservation;
- Diversified certification: four subsidiaries have obtained Sustainable Recycled Cellulose Content Standard (SRCCS) certification; continued breakthroughs have been achieved in regional certification areas including China recycled material certification and European linen certification, forming a green certification system that balances international standards with regional requirements.

第二部分：綠色驅動•共築零碳未來(續)

低碳與循環經濟(續)

低碳認證(續)

本集團全域持續推行並升級可持續管理體系，已在全球運營網絡構建起全面的低碳認證矩陣：

- 循環再生領域：81.0%的子公司已通過全球回收標準(Global Recycled Standard, GRS)認證，61.9%的子公司獲得回收含量聲明標準(Recycled Claim Standard, RCS)認證，超80%子公司具備再生材料追溯管理能力，助力紡織業循環經濟發展；
- 有機與天然纖維領域：七家子公司通過全球有機紡織品標準(Global Organic Textile Standard, GOTS)認證，十家子公司獲得有機含量標準(Organic Content Standard, OCS)認證，保障從農田到成衣的全鏈路有機完整性；
- 源頭管理領域：四家子公司取得森林管理委員會(Forest Stewardship Council, FSC)認證，確保木質纖維來源合規；五家子公司率先獲得再生農業認證，將可持續實踐延伸至土壤與生態保護；
- 多元認證佈局：四家子公司通過可持續再生纖維素含量標準(Sustainable Recycled Cellulose Content Standard, SRCCS)認證；在中國再生材料認證、歐洲亞麻認證等區域特色領域持續突破，形成兼顧國際規範與區域需求的綠色認證體系。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Low-carbon Practices and the Circular Economy (Continued)

Low-carbon Certification (Continued)

The low-carbon certification system provides strong support for the green procurement strategy, driving the optimization and upgrading of the raw material mix. In 2025, the Group achieved significant breakthroughs in the application of eco-friendly materials:

- Procurement of eco-friendly viscose increased by 3.7% year on year;
- Procurement of recycled polyester grew by 6.8%, accelerating the high-value recycling of waste resources;
- procurement of recycled spandex surged by 67% year on year, achieving breakthroughs in the technically challenging recycling of elastic fibers and their application in high-end products.

The Group will continue to deepen and expand its green certification system, using it as a management framework and a core driver of innovation to advance the research and development of low-carbon materials and process innovation, consolidate the foundation for low-carbon operations, and enable emissions reduction across the full value chain. We look forward to working hand in hand with our global partners to build a more resilient and sustainable future for the industry.

第二部分：綠色驅動•共築零碳未來(續)

低碳與循環經濟(續)

低碳認證(續)

低碳認證體系為綠色採購戰略提供有力支撐，推動原材料結構優化升級。2025年，本集團在環保材料應用上取得重大突破：

- 環保黏膠採購量同比增長3.7%；
- 再生滌綸採購量增長6.8%，加速廢棄資源高值化循環；
- 再生氨綸採購量同比大增67%，實現高難度彈性纖維回收技術與高端應用突破。

本集團將持續深化拓展綠色認證體系，以其為管理框架與創新核心，推動低碳材料研發與工藝革新，鞏固低碳運營基礎，賦能全價值鏈減排。我們期待與全球合作夥伴攜手，共築更具韌性與可持續性的行業未來。



Global Recycled Standard (GRS) 全球回收標準



Recycled Claim Standard (RCS) 回收含量聲明標準



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



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



FSC Forest Certification FSC森林認證



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

Low-carbon certifications obtained across the Group 集團低碳認證項目

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Low-carbon Practices and the Circular Economy *(Continued)*

Environmental Certification

The Group conducts annual assessments of carbon emissions and environmental impacts arising from its production processes through the Higg Facility Environmental Module (Higg FEM) on the third-party platform Worldly, with the self-assessment results of the Group's subsidiaries subject to on-site verification by independent third-party verification companies. Developed by Cascale, the Higg Index is a suite of tools that helps brands, retailers and factories of all sizes — regardless of their stage in the sustainability journey — to accurately measure and assess the sustainability performance of their businesses or products. The Higg Index provides a comprehensive perspective, enabling businesses to make meaningful improvements that genuinely safeguard the wellbeing of factory workers, local communities and the environment. The Higg FEM is an innovative environmental self-assessment tool, with assessment indicators covering environmental management systems, energy and greenhouse gas emissions, water resource utilization, wastewater management, air emissions, waste management and chemical management, among others; it standardizes how factories measure and assess their environmental performance on a year-on-year basis. The FEM enables manufacturers, retailers and brands to reflect their environmental impacts with a high degree of accuracy. Factories can use the FEM Communication Toolkit to share verified FEM scores and detailed environmental performance breakdowns with external stakeholders, including business partners, non-governmental organizations and potential customers across corporate reports, websites and social media. The use of the FEM Communication Toolkit by factories demonstrates their commitment to sustainability and their willingness to share verified and credible information with stakeholders. It fosters dialogue among value chain partners to enhance sustainability capabilities across all segments of the global value chain, and empowers them to identify, prioritize and scale their sustainability efforts.

第二部分：綠色驅動•共築零碳未來 (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, FEM) 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。由Cascale開發的Higg Index是一套工具，可幫助各種規模的品牌、零售商和工廠 — 無論處於可持續發展旅程的哪一階段 — 準確測量並評估企業或產品的可持續性表現。Higg Index提供全面視角，使企業能夠做出有意義的改進，切實保護工廠工人、當地社區以及環境的福祉。其中，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、水資源利用、廢水管理、廢氣排放物、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方(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方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。



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

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Low-carbon Practices and the Circular Economy *(Continued)*

Environmental Certification *(Continued)*

In 2025, eight of the Group's subsidiaries completed Higg FEM self-assessments, representing an increase in the participation rate compared to the previous year. Of these, five fabric subsidiaries underwent and passed third-party Higg FEM verification on the basis of their self-assessments, with the verification results widely accepted by international brand clients. The latest Higg FEM verification results show that:

- All subsidiaries participating in the Higg FEM environmental program have completed the identification of significant environmental impacts and established systematic environmental management policies and organizational structures. Through robust systems of policies, procedures and record-keeping oversight mechanisms, the companies have effectively prevented groundwater and soil contamination. At the same time, we have built a comprehensive environmental data quality management system and have obtained a number of authoritative certifications including ISO 14001, GOTS, RCS, OCS and GRS. In addition, four subsidiaries have actively connected to the Zero Discharge of Hazardous Chemicals ("ZDHC") Wastewater Gateway, of which two have further participated in the ZDHC Chemicals Gateway and the ZDHC Supplier to Zero Program, continuously driving collaborative improvement across the supply chain environment.
- All subsidiaries participating in the Higg FEM environmental program have identified their largest energy-consuming units, established energy management baselines, and set energy conservation and emissions reduction targets and indicators. Among them, the Shandong subsidiary, the Xuzhou subsidiaries, the Guangdong subsidiary and the North Vietnam subsidiary have all identified their largest energy-consuming units and tracked energy consumption in detail, with reductions achieved in the consumption of electricity, natural gas, steam and liquefied petroleum gas. The Shandong subsidiary and the Guangdong subsidiary have reused process wastewater, reducing municipal water consumption.

第二部分：綠色驅動•共築零碳未來 (續)

低碳與循環經濟(續)

環境認證(續)

2025年度，本集團八家子公司進行了Higg FEM自評，較之上一年度，參與比例有所提高。其中，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已完成重大環境影響的識別工作，並已建立系統的環境管理政策與組織架構。通過完善的制度、程序和記錄監督機制，公司有效預防了地下水與土壤污染的發生。同時，我們構建了全面的環境數據質量管理體系，並已取得ISO 14001、GOTS、RCS、OCS、GRS等多項權威認證。此外，四家子公司積極接入有害化學物質零排放廢水網關(Zero Discharge of Hazardous Chemicals(以下簡稱為ZDHC)Wastewater Gateway)，其中兩家還進一步參與了ZDHC化學品網關(ZDHC Chemicals Gateway)及危險化學品零排放(ZDHC Supplier to Zero Program)項目，持續推動供應鏈環境的協同改善。
- 所有參與Higg FEM環境項目的子公司均已識別最大能耗單元，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，廣東子公司和北越子公司都識別了最大能耗單元，詳細地跟進耗能情況，電力、天然氣、蒸汽和液化石油氣的能耗都有所降低。山東子公司和廣東子公司對工藝廢水進行再利用，節約了市政水的用量。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Low-carbon Practices and the Circular Economy (Continued)

Low (Zero)-carbon, Recycled and Eco-friendly Product Research and Development

Eco-friendly products have become an important component of sustainable development, with consumer demand for such products growing steadily. By actively driving the research, development and production of eco-friendly products, enterprises not only respond to the global decarbonization trend but also enhance their corporate image. Accordingly, the Group collaborates with its suppliers and, guided by the sustainable development of its business, is committed to the innovative research and development of zero-carbon, low-carbon and comfortable green products. The following is a detailed introduction to our product lines:

Low (zero)-carbon products

- Zero-carbon TENCEL/zero-carbon Modal: Carbon Zero TENCEL™ and Carbon Zero Modal, launched by Lenzing, are a new generation of sustainable carbon-neutral fibers. These fibers are characterized by lower carbon emissions and lower energy consumption in the fabric business, and have obtained Carbon Neutral carbon neutrality certification.
- Low-carbon natural fibers: The Group focuses on the application of low-carbon natural fibers to drive the sustainability of its production. At its core, it uses low-carbon sustainable cotton, which generates significantly lower carbon emissions than conventional cotton. A key focus is the development of hemp fiber, which requires 75% less water than conventional cotton, uses fewer pesticides during cultivation and can absorb 13.4 tonnes of CO₂ per hectare. In addition, the Group continues to develop innovative sustainable natural fibers such as pineapple leaf and banana leaf fibers, which outperform conventional cotton in terms of water and energy savings. These initiatives not only put low-carbon environmental protection into practice but also contribute to the sustainable development of the textile industry.

第二部分：綠色驅動•共築零碳未來(續)

低碳與循環經濟(續)

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碳中和纖維。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Carbon Neutral的碳中和認證。
- 低碳天然纖維：本集團聚焦低碳天然纖維應用，推動生產可持續化。核心採用低碳可持續棉花，碳排放量顯著低於傳統棉花；重點開發漢麻纖維，其耗水量較傳統棉花減少75%，種植少用農藥且每公頃可吸收13.4噸二氧化碳。此外，本集團持續研發菠蘿葉、香蕉葉等创新型可持續天然纖維，在節水節能方面優於傳統棉花。這些舉措既踐行低碳環保，也為紡織行業可持續發展助力。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Low-carbon Practices and the Circular Economy *(Continued)*

Low (Zero)-carbon, Recycled and Eco-friendly Product Research and Development *(Continued)*

Low (zero)-carbon products *(Continued)*

- Solvent-free spandex: Spandex is the core material that gives fabrics their elasticity. Traditional production predominantly uses solvents such as dimethylacetamide (DMAC), posing environmental and safety management risks. We have developed solvent-free spandex production technology and commenced pilot operations, adopting innovative melt spinning or reactive spinning processes that completely eliminate the use of traditional solvents, resolving the emission and recovery challenges caused by solvent evaporation. This not only significantly reduces the carbon footprint of production and environmental risks but also enhances operational safety. Core performance indicators including elastic recovery rate and durability all meet application requirements, providing a clean elasticity solution for product categories such as sportswear and innerwear.
- Low-carbon dyeing processes: The low-water-consumption pigment dyeing technology developed by the dyeing subsidiaries uses new-generation auxiliaries to achieve fabric colorfastness approaching that of vat dyeing, making it suitable for light and medium shade production. Low-carbon pigment dyeing consumes 75% less water than conventional reactive dyeing and saves 54% in energy consumption.

第二部分：綠色驅動•共築零碳未來 (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)

- 無溶劑氨綸：氨綸是賦予織物彈性的核心材料，傳統生產多使用二甲基乙酰胺(Dimethylacetamide, DMAC)等溶劑，存在環境與安全管控風險。我們已研發無溶劑氨綸生產技術並開展試點，採用創新的熔融紡絲或反應紡絲工藝，完全摒棄傳統溶劑，解決了溶劑揮發導致的排放與回收難題，不僅大幅降低生產碳足跡和環境風險，還提升了作業安全性。產品彈性恢復率、耐久性等核心指標均滿足應用需求，為運動服飾、內衣等品類提供清潔彈性解決方案。
- 低碳染色工藝：染色子公司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 DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Low-carbon Practices and the Circular Economy (Continued)

Low (Zero)-carbon, Recycled and Eco-friendly Product Research and Development (Continued)

Recycled Products

- Recycled polyester: Chemically recycled polyester is produced by chemically depolymerizing discarded polyester garments and repolymerizing them into new polyester, effectively reducing the problem of textile waste and non-degradable refuse.
- Recycled diacetate, recycled viscose and recycled TENCEL™: These fibers are produced by chemically depolymerizing discarded garments and blending them with virgin wood pulp for repolymerization, representing a new generation of sustainable fibers that are also biodegradable.
- Recycled acrylic: Conventional acrylic offers warmth comparable to wool but relies on petroleum-based feedstock. We focus on the research, development and promotion of recycled acrylic blended yarns, sourced from industrially recovered acrylonitrile monomers or certified post-consumer acrylic textiles. Leveraging advanced chemical recycling processes, waste materials are converted into high-quality fibers, reducing both crude oil consumption and carbon emissions from the extraction process, while also alleviating pressure on landfills. The product retains excellent loft, dyeability and warmth, achieving the transition from linear consumption to circular regeneration, and providing eco-friendly warmth solutions for sweaters, blankets and outdoor apparel.

Eco-friendly Products

- Bio-based synthetic fibers: Compared with conventional petrochemical feedstock, bio-based synthetic fibers are derived from plants, and the carbon dioxide absorbed through photosynthesis offsets the carbon emissions generated when the products are incinerated. Pure bio-based synthetic fibers reduce carbon emissions by 58% compared with conventional petroleum-based fibers. The Group continues to develop and manufacture textiles using bio-based polyester, bio-based nylon and polylactic acid (PLA) fibers.

第二部分：綠色驅動•共築零碳未來(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。
- 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。
- 再生腈綸：傳統腈綸保暖性接近羊毛，卻依賴石油基原料。我們重點研發並推廣再生腈綸混紡紗線，原料來自工業回收丙烯腈單體或認證廢棄腈綸紡織品。依託先進化學回收工藝，將廢棄物料轉化為高品質纖維，既減少原油消耗與開採環節碳排放，也降低廢棄物填埋壓力。該產品延續優異的蓬鬆度、染色性與保暖性，實現從線性消耗到循環再生的轉型，為毛衣、毯類及戶外服飾提供環保保暖解決方案。

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%。集團持續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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Low-carbon practices and the Circular Economy (Continued)

Low (Zero)-carbon, Recycled and Eco-friendly product Research and Development (Continued)

Eco-friendly Products (Continued)

- TPEE: Thermoplastic polyester elastomer (TPEE) is a high-performance elastic material, and we are exploring its application in functional textiles. The material combines excellent weather resistance, fatigue resistance and recyclability. The core focus of research and development is its processing into fine-denier fibers or films, suited to specialty fabrics requiring high elasticity, high strength and chemical resistance. More importantly, TPEE can be physically recycled through melt re-granulation, opening up a new direction for the development of easily recyclable, high-performance composite textiles.

Through continuous innovation and research and development, the Group has launched a range of eco-friendly products spanning recycled material substitution, circular technology breakthroughs and clean process innovation. We are building a low-carbon product system to support greener choices for our clients and consumers as we work together towards a net-zero future. Our products not only reduce the impact on the environment but also improve the recycling and reuse rate of resources, reflecting our commitment to sustainable development. We will continue to increase our investment in research and development, deepen industry collaboration, and make sustainable textiles the norm across the industry.

Low-carbon Cooperation with International Brands

Carbon reduction is currently a topic of significant concern to both the international community and society at large, and many internationally leading apparel brands have introduced brand-specific carbon reduction targets for their suppliers. To better collaborate with brand clients and enhance service quality, the Group's fabric subsidiaries have partnered with internationally leading brands to develop a range of recycled products. At the same time, the Vietnam subsidiary and the Shandong subsidiary have actively participated in water conservation programs and carbon reduction programs initiated by internationally leading brands, formulating a series of action plans for carbon reduction and water conservation to meet the brand's targets of a 40% reduction in carbon emissions and increased water reuse by 2030. In addition, three of the Group's subsidiaries have actively participated in energy consumption programs initiated by internationally leading brands, working towards the brand's targets of a 56% reduction in carbon emissions by 2030 and net-zero emissions by 2040.

第二部分：綠色驅動•共築零碳未來(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(續)

- TPEE：熱塑性聚酯彈性體(Thermoplastic Polyester Elastomer, TPEE)是高性能彈性材料，我們正探索其在功能性紡織品中的應用。該材料兼具優異耐候性、抗疲勞性與可回收性，研發核心是加工為細旦纖維或薄膜，適配高彈、高強、耐化學性要求的特種面料。更核心的是，TPEE可通過熔融再造粒實現物理回收，為開發易循環高性能複合紡織品提供新方向。

本集團通過不斷創新和研發，推出了一系列環保產品，涵蓋了從再生材料替代、循環技術突破到清潔工藝革新。我們正構建低碳產品體系，助力客戶與消費者綠色選擇，共赴淨零未來。我們的產品不僅減少了对環境的影響，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。我們將持續加大研發投入、深化產業合作，讓可持續紡織品成為行業常態。

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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Low-carbon Practices and the Circular Economy (Continued)

Carbon Emission Management

In November 2024, the Group launched the S-Carbon intelligent carbon emission management platform, building on its existing carbon management system. This represents an important initiative in our response to climate change and advancement of sustainable development. The platform ensures the accurate and timely aggregation and disclosure of carbon data, meeting both regulatory requirements and the relevant provisions of the Hong Kong Stock Exchange — under which Main Board issuers are required to mandatorily disclose Scope 1 and Scope 2 greenhouse gas emission information for financial years commencing on or after 1 January 2025. Currently, two of the Group's subsidiaries have been onboarded to the S-Carbon platform for pilot carbon emission data management, carrying out the collection of direct emission (Scope 1) and indirect emission (Scope 2) data and the calculation of carbon emissions. The carbon emission platform is expected to cover 40% of the Group's subsidiaries by 2026.

In 2025, the Group's proprietary carbon emission management platform was officially launched, covering all of the Group's subsidiaries. The platform consolidates key environmental data across all production sites — including energy, water resources and solid waste — and follows the Science Based Targets initiative (SBTi) international framework to clearly define emission boundaries. With a built-in localized and dynamically updated emission factor library, its accounting is precise and closely aligned with actual conditions. The platform supports one-click generation of carbon emission reports and unit-product carbon intensity benchmarking, presents emission trends intuitively through visual analysis, and enables a “monitor — analyze — decide — act — review” management closed loop, helping each subsidiary to track emissions reduction progress in real time and identify emission hotspots.

The platform not only enhances the reliability and transparency of environmental data, providing unified support for carbon accounting and ESG disclosure, but also streamlines external certification and audit processes and reduces redundancy in data reporting. Going forward, working in tandem with the S-Carbon platform will further integrate the Group's carbon management system, enabling more precise assessment of climate-related risks and implementation of emissions reduction strategies, while driving low-carbon technology innovation, unlocking green business opportunities, and making steady progress towards the carbon neutrality goal.

第二部分：綠色驅動•共築零碳未來(續)

低碳與循環經濟(續)

碳排放管理

2024年11月，本集團在現有碳管理體系基礎上啟用S-Carbon碳排放管理智慧平台，這是我們應對氣候變化、推進可持續發展的重要舉措。該平台保障碳數據精準及時歸集與披露，既滿足監管要求，也響應香港聯交所相關規定——自2025年1月1日或之後起算的財政年度，主板發行人需強制披露範圍1及範圍2溫室氣體排放信息。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2026年該碳排放平台將覆蓋集團40%子公司。

2025年，本集團自主研發的碳排放管理平台正式上線，覆蓋集團所有子公司。該平台整合全部生產基地能源、水資源、固廢等關鍵環境數據，遵循科學碳目標倡議(Science Based Targets initiative, SBTi)國際框架明確排放邊界，內置本地化且動態更新的排放因子庫，核算精準貼合實際。平台支持一鍵生成碳排報告、單位產品碳強度對標，通過可視化分析直觀呈現排放趨勢，還能形成「監測 — 分析 — 決策 — 行動 — 覆核」的管理閉環，助力各子公司實時追蹤減排進度、定位排放熱點。

這一平台不僅提升了環境數據的可靠性與透明度，為碳核算、ESG披露提供統一支撐，還能簡化外部認證審計流程，減少數據填報冗餘。未來與S-Carbon平台協同推進，將進一步整合集團碳管理體系，更精準評估氣候相關風險、落地減排策略，同時帶動低碳技術創新，挖掘綠色商業機會，穩步推進碳中和目標。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Low-carbon Practices and the Circular Economy *(Continued)*

Carbon Emission Management *(Continued)*

At the same time, the Group gives priority to suppliers and partners with outstanding sustainability performance, and encourages suppliers to adopt clean energy, improve production efficiency and use sustainable raw materials, with a view to achieving reductions in carbon emissions. For example, the Group's principal wood-based fiber supplier has obtained approved Science-Based Targets (SBTs) and is a signatory to the United Nations Fashion Industry Charter for Climate Action, with a committed target of achieving net-zero carbon dioxide emissions by 2050. The Group has purchased a number of carbon-neutral products from this wood-based fiber supplier. Since 2006, we have collaborated with our suppliers on technological innovation to enhance the performance of zero-carbon fibers, integrating environmental principles into our products from the perspective of green and sustainable fabric development, and creating low-carbon, eco-friendly and comfortable green products — including lyocell and modal fibers — to reduce the carbon footprint of the Group's products at source.

Green Logistics and Warehousing

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

On the warehousing front, the Group has adopted intelligent high-bay warehousing systems, minimizing carbon emissions through improved space utilization and automated remote management.

第二部分：綠色驅動•共築零碳未來 (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, SBT)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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Low-carbon Practices and the Circular Economy *(Continued)*

Green Logistics and Warehousing *(Continued)*

To enhance the efficiency of logistics management and strengthen carbon monitoring capabilities, the Group has independently developed and launched a unified logistics management platform. The platform integrates functions including transport order management, route planning, carrier coordination and in-transit tracking, enabling comprehensive real-time collection and analysis of logistics operational data such as transport distances, modes, frequency and payload. This data-driven approach not only supports the continuous optimization of the logistics network and the promotion of consolidated shipments and modal shifts from road to rail and road to waterway, but also lays a solid foundation for the quantitative assessment of logistics carbon emissions — by accumulating precise logistics data, efficiently matching emission factors, and scientifically accounting for the carbon footprint of transportation, thereby driving more refined and verifiable environmental performance management.

第二部分：綠色驅動•共築零碳未來 (續)

低碳與循環經濟(續)

綠色物流倉儲(續)

為提升物流管理效率與碳管控能力，集團自主研發並啟用統一物流管理平台，集成運輸訂單管理、路線規劃、承運商協同及在途跟蹤等功能，可全面實時收集分析運輸距離、方式、頻次、載重等物流運營數據。這一數據支撐既能助力持續優化物流網絡，推進集中運輸及公轉鐵、公轉水等模態轉換，也能為後續量化評估物流碳排放築牢基礎 — 通過積累精準物流數據，高效匹配排放因子，科學核算運輸碳足跡，推動環境績效管理精細化、可驗證。



The logistics management platform
物流管理平台

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Low-carbon Practices and the Circular Economy *(Continued)*

Green Logistics and Warehousing *(Continued)*

For the Vietnam subsidiaries, we pay particular attention to the collection of greenhouse gas emission data related to logistics. By collecting and analyzing logistics data from the Vietnam subsidiaries, we ensure that our emissions reduction measures are effectively implemented and that our environmental performance is continuously improved. In 2026, the Group plans to focus on advancing intelligent warehousing development at the Vietnam subsidiaries (which store grey fabrics and finished fabrics) by introducing intelligent equipment such as four-directional automated guided vehicles and fabric roll intelligent sorting robots, significantly enhancing warehousing operational efficiency. This will optimize the speed of fabric roll storage, retrieval, sorting and circulation, and reduce unnecessary handling and storage space wastage through precise inventory positioning and scheduling. At the same time, we will streamline the warehousing and logistics routes from yarn to fabric, optimize inventory layout, reduce inventory levels and shorten internal circulation routes, achieving a synergy of low-carbon performance and high efficiency across the warehousing operations.

In newly signed or renewed logistics contracts, we have incorporated clauses relating to environmental and social sustainability requirements to impose obligations on our partner companies, and have supplemented the assessment systems for transport companies with clauses relating to environmental and social sustainability.

第二部分：綠色驅動•共築零碳未來 (續)

低碳與循環經濟(續)

綠色物流倉儲(續)

對於越南各子公司，我們特別關注物流相關的溫室氣體排放數據統計。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。我們計劃在2026年重點推進越南子公司(存放坯布與成品面料)的智能倉儲建設，計劃引入四向自動導引車(Four-directional Automated Guided Vehicle)、布卷智能分揀機器人等智能設備，大幅提升倉儲運作效率。這將優化布卷存取、分揀及流轉速度，通過精準庫存定位與調度減少無效搬運和存儲空間浪費；同時梳理紗線至面料的倉儲物流路線，優化庫存佈局，降低倉存量、縮短內部流轉路線，實現倉儲環節低碳與高效協同。

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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Low-carbon Practices and the Circular Economy *(Continued)*

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 a Packaging Statement, pledging to adopt the following measures:

- Increasing reusable packaging: We are committed to adopting more reusable packaging materials to reduce the use of single-use packaging.
- Increasing the proportion of recyclable packaging: We actively adopt recyclable materials to promote the circular use of resources.
- Phasing out single-use plastic packaging: We are progressively phasing out single-use plastic packaging to reduce our environmental impact.
- Promoting the use of recycled materials: We are increasing the use of recycled materials as packaging solutions to promote environmental protection.
- Ensuring the effective recovery of recyclable packaging: We ensure that recyclable packaging is properly recovered to achieve the reuse of resources.

第二部分：綠色驅動•共築零碳未來 (續)

低碳與循環經濟(續)

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。
- 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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Low-carbon Practices and the Circular Economy *(Continued)*

Green Packaging *(Continued)*

In 2025, the Group and its subsidiaries continued to explore opportunities for the circular use of packaging materials and worked to reduce packaging material consumption.

The most notable example is the major upgrade of solid sizing agent packaging: solid sizing agents were upgraded from 25 kg small packages to 1-tonne bulk packages, delivering both environmental and efficiency benefits.

Previously, the monthly consumption of 200 tonnes of sizing agents required the dismantling and disposal of 8,000 plastic packaging bags contaminated with chemical sizing agents — a category of hazardous waste involving complex handling procedures, high costs and environmental risks. Following the upgrade, the number of packaging units has been significantly reduced, substantially cutting non-recyclable hazardous waste at source. Furthermore, the bulk bags (flexible intermediate bulk containers) are collected and reused multiple times by suppliers, replacing the single-use disposal model. This not only conserves plastic raw materials but also avoids the environmental and safety hazards associated with the accumulation, transportation and disposal of hazardous waste.

Furthermore, this transformation has optimized warehouse space utilization and reduced the frequency of manual handling. At its core, it exemplifies the circular economy in practice — lowering the carbon footprint and environmental risks associated with production operations — and represents an important step for the enterprise towards green and sustainable manufacturing.

第二部分：綠色驅動•共築零碳未來 (續)

低碳與循環經濟(續)

綠色包裝(續)

在2025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。

最典型案例是固體漿料包裝袋迎來大升級：固體漿料從25公斤小包裝升級為1噸級大包裝，既環保又提效。

以往每月消耗200噸漿料，需拆解處理8,000個沾染化學漿料的塑料包裝袋 — 這類包裝袋屬於危險廢棄物，處理流程複雜、成本高且存在環境風險。升級後，包裝物數量大幅減少，從源頭大幅削減不可回收危廢。更環保的是，噸袋(太空袋/集裝袋)由供應商回收循環使用，可反覆利用多次，替代了一次性廢棄模式，既節約塑料原材料，又規避了危廢堆積、運輸及處理中的環境與安全隱患。

此外，這一變革還優化了倉儲空間、減少人工搬運頻次，核心是踐行循環經濟理念，降低生產環節碳足跡與環境風險，是企業邁向綠色可持續製造的重要一步。



Solid sizing agent packaging bags
固體漿料包裝袋

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Low-carbon Practices and the Circular Economy (Continued)

Green Packaging (Continued)

Through eco-friendly innovations such as these, we have not only reduced the consumption of packaging materials but also improved packaging material utilization efficiency, making a positive contribution to environmental protection. We will continue to pursue innovative packaging solutions to achieve our green packaging goals.

第二部分：綠色驅動•共築零碳未來 (續)

低碳與循環經濟 (續)

綠色包裝 (續)

通過此類環保創新舉措，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。

	2025	2024	2023	Unit 單位
Packaging material consumption 包裝材料消耗				
Packaging material usage 包裝材料使用量	19,799	20,407	18,197	Tonnes 噸
Packaging material usage per RMB million in sales 每百萬元人民幣銷售額 包裝材料使用量	0.9	0.9	0.8	Tonnes/RMB million in sales 噸/百萬元 人民幣銷售額

The Group's Packaging Material Consumption Data for the Past Three Years
集團近三年包裝材料消耗情況

Emissions and Waste

Managing emissions and waste is a key aspect of corporate environmental management and sustainable development. To manage emissions and waste in a scientific manner and reduce environmental pollution, the Group has adopted the following comprehensive measures:

- Regulatory compliance: We strictly comply with local, national and international environmental regulations relating to atmospheric and greenhouse gas emissions, as well as the generation of hazardous and non-hazardous waste, ensuring that the Group's emissions and waste management meet legal standards.
- Regular assessments: We regularly assess the Group's emissions and waste generation, and have established monitoring systems to track and record the types, quantities and sources of emissions and waste.

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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Emissions and Waste *(Continued)*

- Reduction principle: We apply the reduction principle, lowering emissions and waste generation through the optimization of production processes, technological improvements and the recovery and reuse of resources.
- Environmental investment: We invest in environmental technologies and equipment, reducing the content of emissions and the hazardousness of waste through technological upgrades, and improving resource utilization efficiency.
- Green design: At the product design stage, we take into account life cycle analysis and environmental principles, selecting materials and production processes with a lower environmental impact to reduce waste generation.
- Waste sorting: We have implemented an effective waste sorting system, classifying waste into recyclables, hazardous waste and general waste, and adopting corresponding treatment measures for each category.
- Compliant disposal: We follow compliant waste disposal methods, ensuring that waste is disposed of in a manner that meets regulatory requirements, and preventing adverse impacts on the environment and public health.
- Resource conversion: We explore methods for converting waste into resources — such as biomass energy, renewable energy and circular economy applications — to minimize the negative impact on the environment.
- Employee training: We provide employees with training on environmental protection and waste management to enhance their environmental awareness and ensure that proper waste handling procedures are followed.
- Continuous improvement: We regularly review and assess our emissions and waste management policies and practices, and continuously improve our management systems based on feedback and experience to adapt to evolving environmental requirements and corporate objectives.

Through these measures, the Group is committed to achieving environmental sustainability while ensuring the long-term development of its business and the fulfillment of its social responsibilities. We believe that through sustained effort and innovation, we can protect the environment while driving the green growth of the enterprise.

第二部分：綠色驅動•共築零碳未來 (續)

排放與廢棄物(續)

- 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。
- 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及廢棄物管理政策與實踐，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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Emissions and Waste (Continued)

Strict Emission Management

The Company and its subsidiaries strictly comply with relevant national laws and regulations, including the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Water Pollution and the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, and are committed to implementing emissions reduction measures and strengthening source control, process management and end-of-pipe treatment of pollutants. Through the recycling and reuse of wastewater and the application of biochemical methods in on-site sewage treatment, we have effectively reduced the environmental impact of wastewater. At the same time, we have reduced exhaust gas emissions through technological innovation and equipment upgrades. In addition, we have upgraded our production processes and strictly enforced regulations on the handling and transportation of waste, in order to mitigate the environmental impact of waste.

Wastewater Discharge Management

The Group requires that production wastewater and domestic sewage be treated separately: production wastewater is recycled for reuse; wastewater that cannot be recycled is discharged into on-site sewage pipelines and treated by sewage treatment facilities to meet discharge standards before release. Domestic sewage is treated by on-site biochemical treatment facilities to meet discharge standards, then discharged into on-site domestic sewage pipelines, and ultimately enters the municipal sewage network for centralized treatment and compliant discharge.

As at 2025, the Group has successfully achieved its wastewater discharge control and reduction targets. Compared to the baseline set in 2020, the relative intensity of wastewater discharge decreased by 39.9%, substantially exceeding the original reduction target of 10%, demonstrating our significant achievements and firm commitment in environmental management.

第二部分：綠色驅動•共築零碳未來(續)

排放與廢棄物(續)

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。

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處理後達標排放；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。

截至2025年，本集團已順利完成廢水排放管控與減排規劃目標。相比2020年設定的基準，廢水排放相對強度實際降低39.9%，大幅超出原定10%的減排目標，展現了我們在環境管理方面的顯著成效與堅定承諾。

Wastewater discharge target exceeded 廢水排放超額完成目標



The Group's relative wastewater discharge relative intensity in 2025 decreased by 39.9% compared to 2020
2025年集團廢水排放相對強度較2020年減少39.9%

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Emissions and Waste (Continued)

Wastewater Discharge Management (Continued)

Each subsidiary regularly assesses and updates its wastewater management system. Through sustained investment in comprehensive physical, chemical and biological treatment facilities, the subsidiaries achieve systematic purification and efficient treatment of wastewater, ensuring that the quality of discharged water meets environmental standards and the Group's sustainable development targets.

第二部分：綠色驅動•共築零碳未來
(續)

排放與廢棄物 (續)

廢水排放管理 (續)

各子公司定期評估並更新廢水管理體系，通過持續投入建設完善的物理、化學及生物處理設施，實現對廢水的系統性淨化與高效處理，確保排放水質符合環保標準與企業可持續發展目標。

	2025	2024	2023	Unit 單位
Wastewater discharge 廢水排放				
Total wastewater discharge 廢水排放總量	6,214,526	6,816,792	5,954,604	Tonnes 噸
Wastewater discharge per RMB million in sales 每百萬人民幣銷售額 廢水排放量	273.6	296.0	262.0	Tonnes/RMB million in sales 噸/百萬元 人民幣銷售額

The Group's Wastewater Discharge Data for the Past Three Years
集團近三年廢水排放情況

In accordance with its business requirements, the Group conducted semi-annual or annual wastewater testing in 2025 in compliance with ZDHC standards, with all results meeting the required standards. The ZDHC alliance is a coalition of leading international apparel and footwear brands and retailers whose members jointly develop and publish a combined roadmap and a Manufacturing Restricted Substances List (MRSL), committing to lead the apparel and footwear industry towards zero discharge of hazardous chemicals across all discharge pathways in the supply chains of all products.

At the same time, the latest Higg FEM verification results show that all subsidiaries participating in the self-assessment and verification have established wastewater emergency response plans and conducted annual wastewater emergency response drills. In addition to conducting wastewater testing in accordance with national and industry legal requirements and meeting national and industry discharge standards, the Shandong subsidiary, the Xuzhou subsidiaries, the Guangdong subsidiary and the North Vietnam subsidiary also carried out more stringent wastewater testing in accordance with ZDHC wastewater discharge requirements, with all results meeting ZDHC wastewater discharge standards.

本集團根據業務需要按照ZDHC標準於2025年進行了半年度或年度的廢水檢測並符合標準。ZDHC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，以及北越子公司還根據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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Emissions and Waste (Continued)

Exhaust Gas Emission Management

Each of the Group's subsidiaries regularly reviews its exhaust gas emission management plans and measures, invests in the construction of adequate and effective exhaust gas treatment facilities, carries out regular preventive maintenance, maintains equipment in good operating condition, and continuously ensures that exhaust gas emissions meet the required standards.

The latest Higg FEM verification results show that all subsidiaries participating in the self-assessment and verification have, in accordance with the requirements of the module, identified an inventory of exhaust gas emission sources including mobile emission sources, conducted annual testing of both organized and fugitive exhaust gas emissions in accordance with pollutant discharge permit requirements and met the required standards, and monitored exhaust gas pollutant emissions throughout the year. All subsidiaries participating in the Higg FEM environmental program have tracked ozone-depleting substances in their exhaust gas emissions.

Waste Management

In terms of waste management, the Group is committed to achieving efficient and environmentally responsible waste handling processes to reduce environmental risks, enhance sustainability and fulfill our corporate social responsibilities. Our principal waste streams include waste cotton, office and domestic waste, waste equipment parts and waste cotton yarn. To manage these waste streams more effectively, we have set a five-year waste reduction target and carry out waste management in accordance with relevant regulations and internal notices, including the Notice on Strengthening the Customized Positioning and Sorting Management of Waste Bins and the Notice on Strengthening the Management and Categorized Placement of Industrial and Domestic Waste. The following sets out the Group's management measures:

- Standardized hazardous waste disposal: All subsidiaries have standardized their hazardous waste disposal processes, established compliant hazardous waste storage facilities, and engaged qualified entities to carry out harmless treatment. We ensure that the entire process — from the generation, storage, transfer and utilization to the final disposal of hazardous waste — is conducted in full compliance with applicable laws and regulations, so as to prevent environmental risks.

第二部分：綠色驅動•共築零碳未來(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。所有參與Higg FEM環境項目的子公司均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 DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Emissions and Waste (Continued)

Waste Management (Continued)

- Waste sorting management: We have incorporated the sorting management of domestic and industrial waste into the scope of corporate management, requiring the categorized collection of solid waste and its storage by category at designated temporary storage points within the factory premises. At these temporary storage points, signage is erected to clearly indicate the type, quantity and storage duration of the waste.
- Waste material recycling and reuse: Waste materials such as recovered fiber generated during the production process are reused as production inputs to the greatest extent possible. Residual waste cotton and impurities are collected and sold externally, achieving the reuse of resources.
- General solid waste disposal: General solid waste such as domestic waste is handled centrally by municipal sanitation departments, ensuring that waste disposal complies with regulatory requirements.

Through these measures, we have not only enhanced the efficiency and compliance of our waste management practices, but also promoted the circular use of resources and reduced our environmental impact. We will continue to strive, through innovation and improvement, to minimize waste generation, contributing to environmental protection and the advancement of sustainable development.

As at the end of 2025, the Group has fully achieved its waste management and waste reduction targets. The relative intensity of hazardous waste discharge decreased by 68.9% compared to the 2020 baseline, significantly exceeding the original 5% reduction target and surpassing the control requirements with remarkable results, demonstrating the Group's firm commitment to and efficient execution of environmental management.

第二部分：綠色驅動•共築零碳未來(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。在臨時存放點，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。

截至2025年末，本集團已全面達成廢棄物管理及減量化階段目標。其中，有害廢棄物排放相對強度較2020年基準下降68.9%，大幅超越原定5%的減排目標，以顯著成效超額完成管控要求，體現了集團在環境管理方面的堅實承諾與高效執行。

Waste discharge target exceeded 廢棄物排放超額完成目標



The Group's relative hazardous waste discharge relative intensity in 2025 decreased by 68.9% compared to 2020
2025年集團有害廢棄物排放相對強度較2020年減少68.9%

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Emissions and Waste (Continued)

Waste Management (Continued)

At the same time, the latest Higg FEM verification results show that all subsidiaries participating in the self-assessment and verification have compiled statistics on general solid waste and hazardous waste, and have declared and transferred hazardous waste in accordance with the law. Each subsidiary manages general solid waste and hazardous waste on-site in compliance with applicable laws, effectively preventing contamination of groundwater and soil. The Shandong subsidiary, the Xuzhou subsidiaries and the North Vietnam subsidiary have established baselines, improvement targets and indicators, and improvement measures for general solid waste and hazardous waste, with the intensity of both general solid waste and hazardous waste declining in 2025.

For example, the Xuzhou subsidiaries have implemented refined waste sorting management and engaged professional entities to carry out standardized disposal, effectively driving waste minimization and the standardization of disposal processes. In 2025, hazardous waste was reduced by 5.4 tonnes and general solid waste by 232.6 tonnes, resulting in total disposal cost savings of RMB293,000.

第二部分：綠色驅動•共築零碳未來
(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，以及北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，一般固廢和危廢的強度均在2025年度有所降低。

例如徐州子公司，通過對廢棄物實施精細化分類管理，並委託專業單位規範處置。有效推動了廢物的「減量化」和處置過程的「規範化」。2025年減少危險廢棄物5.4噸，一般固體廢物232.6噸，共計節省處置成本29.3萬元人民幣。

	2025	2024	2023	Unit 單位
Waste discharge 廢棄物排放				
Hazardous waste discharge 有害廢棄物排放量	4,232	3,443	4,273	Tonnes 噸
Hazardous waste discharge per RMB million in sales 每百萬元人民幣銷售額 有害廢棄物排放量	0.2 ¹	0.1	0.2	Tonnes/RMB million in sales 噸/百萬元 人民幣銷售額
Non-hazardous waste discharge 無害廢棄物排放量	18,543	21,622	17,827	Tonnes 噸
Non-hazardous waste discharge per RMB million in sales 每百萬元人民幣銷售額 無害廢棄物排放量	0.8	0.9	0.8	Tonnes/RMB million in sales 噸/百萬元 人民幣銷售額

The Group's Waste Discharge Data for the Past Three Years
集團近三年廢棄物排放情況

Notes:

1 Due to factors including increased production capacity, management optimization and technological upgrades in 2025, hazardous waste discharge per RMB million in sales increased slightly compared to 2024.

註：

1. 由於2025年產能提升、管理及技術優化等原因，致使百萬元人民幣銷售額的有害廢棄物排放量相較於2024年略增。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Energy Use

Energy use is a key contributor to climate change and air pollution. Efficient energy management not only reduces greenhouse gas emissions and environmental pollution, but also lowers costs and enhances an enterprise's market competitiveness. The Group and its subsidiaries strictly comply with energy-related laws and regulations, and have established clear energy use targets and assessment standards. The following sets out our optimization measures in energy management:

- Compliance and target-setting: We comply with energy-related regulations and have set specific targets for energy use, while establishing assessment standards to ensure the achievement of these targets.
- Facility and equipment maintenance: We conduct regular inspections and maintenance of energy facilities and equipment to improve energy efficiency and reduce energy consumption.
- Employee awareness: We raise employees' awareness of energy management through training and communication activities, and encourage them to actively participate in energy conservation initiatives, making them a driving force behind energy savings.

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

第二部分：綠色驅動•共築零碳未來 (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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Energy Use (Continued)

The Group's subsidiaries conducted energy audits in accordance with the law during 2025, and a number of subsidiaries carried out energy conservation projects. Among them:

- The Nicaragua subsidiary: A "natural daylighting" retrofit project was launched in the dye workshop. This initiative systematically improves both the working environment and energy efficiency. The project aims to directly optimize work-surface illuminance and uniformity through green, healthy natural light sources, and is also expected to reduce daytime reliance on electric lighting, thereby achieving a dual enhancement of workplace quality and sustainable operational efficiency.
- The South Vietnam subsidiary: Through the retrofit of the compressed air station system, low specific-power compressors were phased out, achieving an 27.8% reduction in specific power consumption. The energy saving rate of the newly installed compressors reached 20.2%, with estimated annual electricity cost savings of RMB2.29 million.
- The Xuzhou subsidiaries: Centrifugal compressors were used to replace screw compressors, achieving pressure fluctuation control, greater system stability, higher heat recovery efficiency and lower maintenance costs. Following the retrofit, the total power of the compressors decreased by 15.8%, with an estimated annual electricity saving of 910,000 kWh.
- The Xuzhou subsidiaries: Two short-frame machines (main motor: 18.5 kW each) were consolidated into one long-frame machine, with the main motor replaced by a 37 kW permanent magnet synchronous water-cooled motor. This achieved a reduction in main motor energy consumption, more stable operation, improved automation and reduced labor requirements, with an estimated annual electricity saving of 1.5 million kWh.
- The North Vietnam subsidiary: In 2025, high-pressure centrifugal compressors were introduced to replace the existing low-pressure oil-free screw compressors. Following the retrofit, the system's specific power decreased from 6.3 kW/(m³/min) to 5.6 kW/(m³/min), representing an energy efficiency improvement of approximately 11.7%. Pipelines and dryer equipment were also retrofitted. The estimated annual energy cost savings amount to RMB2.93 million.
- 尼國子公司：在染料車間啟動了「自然採光」改造工程。該舉措系統性改善工作環境與能效表現。該項目不僅旨在以綠色、健康的自然光源直接優化作業面照度與均勻度，預計還將減少日間對電力照明的依賴，從而實現工作環境品質與可持續運營效率的雙重提升。
- 南越子公司：通過對空壓站系統進行改造，淘汰低供氣比功率空壓機，實現比功率節電率下降27.8%，新增空壓機節能率達20.2%，預計每年可節省電費229萬元人民幣。
- 徐州子公司：使用離心機空壓機替代螺桿空壓機，實現壓力波動控制，使系統更穩定，熱回收效率更高，維護成本低。改造後空壓機總功率下降15.8%，預計每年減少用電量91萬kWh(千瓦時)。
- 徐州子公司：通過將2台短車(主電機18.5 kW(千瓦))合併為1台長車，主電機更換為37 kW(千瓦)永磁同步水冷電機。實現主電機能耗下降，運行更穩定、自動化程度提升，用工減少，預計每年減少用電量150萬kWh(千瓦時)。
- 北越子公司：2025年引進高壓離心空壓機取代原有的低壓無油螺桿空壓機。改造後系統比功率由原來的6.3 kW/(m³/min)(千瓦每立方米每分鐘)下降至5.6 kW/(m³/min)，能效提升約11.7%。同時對管道和乾燥機設備實施改造。預計每年可節省能耗費用293萬元人民幣。

第二部分：綠色驅動•共築零碳未來(續)

能源使用(續)

本集團子公司於2025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：

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Energy Use (Continued)

Similar energy conservation initiatives across the subsidiaries have delivered favorable economic and social outcomes.

第二部分：綠色驅動•共築零碳未來
(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。

	2025	2024	2023	Unit 單位
Energy consumption ¹ 能源消耗 ¹				
Direct energy consumption 直接能源消耗量	254,790	290,704	276,261	MWh 兆瓦時
Indirect energy consumption 間接能源消耗量	2,343,359	2,355,420	2,084,652	MWh 兆瓦時
Total energy consumption 能源消耗總量	2,598,149	2,646,123	2,360,914	MWh 兆瓦時
Energy consumption per RMB million in sales 每百萬元人民幣銷售額 能源消耗量	114.4	114.9	103.9	MWh/RMB million in sales 兆瓦時/ 百萬元人民幣銷售額

The Group's Energy Consumption Data for the Past Three Years
集團近三年能源使用情況

Note:

1 The Group's greenhouse gas emissions are primarily derived from energy consumption during the production process, comprising Scope 1: direct emissions (petrol, diesel, liquefied petroleum gas, natural gas, etc.) and Scope 2: energy indirect emissions (purchased electricity and steam, etc.). The Group's greenhouse gas accounting is conducted in tonnes of CO₂ equivalent, in accordance with the Requirements for the Accounting and Reporting of Greenhouse Gas Emissions — Part 12: Textile and Apparel Enterprises issued by the National Development and Reform Commission of the People's Republic of China.

註：

1. 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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Water Resource Management

As at 2025, the Group has successfully achieved its water conservation and water resource optimization targets. In terms of water consumption intensity, against the 10% reduction target set with 2020 as the base year, the actual relative intensity decreased by 30.8%, substantially exceeding the original control requirements and demonstrating the Group's significant achievements and sustained commitment in water resource management.

Water conservation target exceeded 節約用水超額完成目標



The Group's relative water consumption relative intensity in 2025 decreased by 30.8% compared to 2020
2025年集團用水相對強度較2020年減少30.8%

The Group attaches great importance to water resource management, ensuring the sustainable use of water resources and the reduction of waste. Our water consumption relies primarily on municipal water supply, with certain subsidiaries utilizing river water, groundwater or reservoir water in accordance with the law, ensuring a stable water supply. The following sets out the water resource management measures we have implemented:

- Regulatory compliance: We strictly comply with local laws and regulations on water resource management, ensuring that water use is lawful and compliant, and avoiding legal risks.
- Water resource assessment: Conduct comprehensive water resource assessments that take into account factors such as climate change, precipitation and hydrogeology, in order to formulate sound management plans.
- Management target-setting: Based on the assessment results, we have set specific targets for improving water use efficiency, reducing water pollution and protecting aquatic ecosystems.

第二部分：綠色驅動•共築零碳未來 (續)

水資源管理

截至2025年，本集團已成功實現節約用水及水資源優化目標。在用水強度方面，以2020年為基準設定的減排目標為降低10%，而實際減排相對強度降幅達到30.8%，大幅超出原定管控要求，展現了集團在水資源管理方面的顯著成效與持續努力。

本集團高度重視水資源管理，確保水資源的可持續利用和減少浪費。我們的用水主要依賴市政供水，部分子公司依法利用河水、地下水或水庫水，確保了水源的穩定供應。以下是我們實施的水資源管理措施：

- 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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Water Resource Management (Continued)

- Water quality monitoring: Establish water quality monitoring systems to regularly test physical, chemical and biological indicators, ensuring that water quality meets the required standards and enabling the timely identification of issues.
- Recycling and reuse: Explore the potential for recycling and reusing treated wastewater for irrigation, industrial processes or cooling water.
- Emergency planning: Formulate water crisis emergency response plans to address contingencies such as drought and flooding, ensuring a rapid and effective response in emergency situations.

At the same time, we actively foster a water conservation culture, encouraging employees to develop water-saving habits and creating a water-efficient workplace environment:

- Use of water-saving products: Adopt water-saving products and implement the reuse of water resources.
- Water use habits: Require employees to turn off taps promptly after use to avoid waste.
- Leak inspections: Conduct regular inspections of water pipes to prevent leaks and eliminate instances of continuously running water.
- Metering and statistical management: Install independent water meters in office areas, living quarters, production areas and construction sites, with designated personnel responsible for recording readings. Monthly water balance data analyses are conducted to optimize water resource allocation.

Through these measures, we are committed to improving water resource management efficiency, reducing waste, protecting the environment, and enhancing the enterprise's sense of social responsibility and capacity for sustainable development.

第二部分：綠色驅動•共築零碳未來(續)

水資源管理(續)

- 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。

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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Water Resource Management (Continued)

In 2025, the Group's subsidiaries actively responded to the Group's water conservation initiatives, implementing a number of water-saving measures and achieving notable results:

- The Shandong subsidiary: By establishing a closed-loop recycling system that filters and purifies residual dyeing liquor, the subsidiary has achieved the reuse of pre-sizing indigo and sulfide black dye liquors, with an estimated annual water saving of 11,600 tonnes.
- The Xuzhou subsidiaries: By retrofitting two water purifiers at the compressed air station that had high failure rates and low purification efficiency, the subsidiaries are estimated to achieve annual water savings of 5,000 tonnes.

Through the implementation of these water conservation projects, the Group has not only made positive progress in environmental protection but also achieved significant improvements in economic performance. These results demonstrate the Group's commitment to water resource management and its firm dedication to improving water resource utilization efficiency and driving sustainable development. We will continue to explore and implement additional water-saving measures to reduce our environmental impact while optimizing our operating costs, as we work towards building a resource-efficient and environmentally friendly enterprise.

During 2025, the Group did not encounter any issues in sourcing water fit for its operational purposes.

第二部分：綠色驅動•共築零碳未來 (續)

水資源管理 (續)

在2025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：

- 山東子公司：通過建立閉環循環系統，對染色殘液進行過濾與淨化等工藝，實現准漿靛藍、硫化黑染液回用，預計每年可節約用水量11,600噸。
- 徐州子公司：通過對空壓站2台高故障率和低淨化率的淨水機進行改造，經測算預計每年可節約用水量5,000噸。

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。

2025年度，本集團在採購符合生產營運用途的水源方面，並未遇到任何問題。

	2025	2024	2023	Unit 單位
Water consumption 水資源消耗				
Total water consumption 總用水量	7,789,949	8,185,395	7,458,298	Tonnes 噸
Water consumption per RMB million in sales 每百萬元人民幣銷售額 用水消耗量	342.9	355.4	328.2	Tonnes/RMB million in sales 噸/百萬元 人民幣銷售額

The Group's Water Consumption Data for the Past Three Years
集團近三年水資源消耗情況

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Environmental Impact

Environmental Management System

The Group and its subsidiaries strictly comply with relevant local laws and regulations, including the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Water Pollution and the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste. As at 2025, nine of the Group's subsidiaries have obtained ISO 14001 environmental management system certification, covering subsidiaries in the yarn and fabric business segments.

Chemical Control

The Group attaches great importance to the safe and sustainable management of chemicals, strictly complying with the laws, regulations and requirements of relevant local authorities and brand clients pertaining to chemicals. A comprehensive chemical management system has been established that covers the entire process from sourcing and production to finished products and waste, with management conducted through a digital platform. Building on a foundation of regulatory compliance, we proactively adopt leading standards, set more stringent internal control benchmarks, and focus on prohibiting or reducing the use of chemical substances in our products that pose potential risks to the environment and human health. In respect of the procurement of chemical raw materials, we have established a system that is fully compliant with the European Union's Regulation concerning the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH). We also refer to more stringent chemical management standards such as ZDHC and, in combination with client requirements, have established the Group's own proprietary standards, actively committed to prohibiting or reducing substances in our products that place a burden on the environment. The Group has a dedicated team that continuously monitors and promptly updates developments in global chemical regulations, safeguarding long-term compliance across our business operations.

第二部分：綠色驅動•共築零碳未來 (續)

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2025年度已有九家子公司通過環境管理體系ISO 14001認證，該認證覆蓋了紗線與面料板塊子公司。

化學品管控

本集團高度重視化學品的安全與可持續管理，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，建立覆蓋源頭、生產、產品到廢棄物的全流程化學品管理體系，並通過數字化平台開展管理。在合規基礎上，我們主動採用領先標準，設立更嚴格的內控指標，著力在產品中禁用或削減對環境和健康有潛在風險的化學物質。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。本集團設有專門團隊，持續追蹤並及時更新全球化學品法規動態，保障業務長期合規運營。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Environmental Impact *(Continued)*

Chemical Control *(Continued)*

第二部分：綠色驅動•共築零碳未來
(續)

環境影響(續)

化學品管控(續)

Target 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	Met 已滿足
Over 70% of chemicals used meet ZDHC Gateway Level 1 or above 超過70%所使用的化學品能達到ZDHC Gateway Level 1或以上	Achieved 已完成
Established and continuously improving a unified electronic chemical data management platform to achieve supply chain data transparency and efficient sharing 建立並持續完善統一的化學品電子數據管理平台，實現供應鏈數據透明及高效共享	Achieved 已完成
Bisphenol A content in recycled polyester fiber meets internal control standards more stringent than prevailing market norms (i.e. content below 1 ppm) 再生滌綸纖維雙酚A含量符合嚴於市場常規的內部控制標準(即含量低於1 ppm)	Achieved 已完成
No chemical-related safety incidents occurred at any of the Group's subsidiaries in 2025 2025年度集團各子公司未發生任何化學品相關安全事故	Met 已滿足

Chemical management targets
化學品管理目標

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Environmental Impact (Continued)

Chemical Management Process

The Group adopts a comprehensive approach — from source materials and finished products to waste — to ensure that all chemicals used comply with applicable standards:



Chemical management process
化學品管理流程

Chemical Management Platform

To further ensure the safe use of chemicals, the Group has developed a chemical management platform using its Office Automation (OA) system, strengthening the review and documentation management of all chemicals, including Technical Data Sheets (TDS) and Material Safety Data Sheets (MSDS). Only chemicals that have passed OA review may enter the procurement process, thereby preventing unreviewed chemicals from entering the production process and eliminating potential safety or quality hazards.

Attribute-based registration: All chemicals are subject to a standardized multi-tier classification methodology, whereby chemicals are registered by attribute rather than solely by name, thereby avoiding duplicate registrations. Attribute-based registration also enhances the safety of chemical storage, use and disposal. Upon registration, MSDS and TDS documents must be uploaded for all auxiliaries. Each subsidiary can also access and retrieve MSDS and TDS documents directly through the system.

第二部分：綠色驅動•共築零碳未來(續)

環境影響(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。

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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Environmental Impact *(Continued)*

Chemical Management Platform *(Continued)*

To standardize the classification management of chemicals, we have assigned a unique identification number to each chemical, ensuring that all subsidiaries use a consistent number when procuring the same chemical and preventing discrepancies in numbering.

After a subsidiary submits an application for a chemical, the Group's technical department conducts a review and assesses whether there are any risks associated with its use based on the contents of the MSDS. Where a chemical is identified as posing a usage risk, this is noted in the review comments and the information is fed back directly to the chemical management platform system at each subsidiary.

When uploading MSDS documents, the system supports the upload of multiple language versions of the same file — for example, Chinese, English, Vietnamese or additional versions — to suit the needs of the respective subsidiaries. At the time of upload, the validity date of the MSDS must be specified, enabling the system to automatically identify expired MSDS documents and ensure that all MSDS documents remain current.

第二部分：綠色驅動•共築零碳未來 (續)

環境影響(續)

化學品管理平台(續)

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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Environmental Impact *(Continued)*

Chemical Use Standards

The chemicals we use — whether in their original form or in fabrics that have undergone normal processing — must comply with the following requirements:

第二部分：綠色驅動•共築零碳未來
(續)

環境影響 *(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：

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

Chemical use standards
化學品使用標準

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Environmental Impact *(Continued)*

Chemical Use Standards *(Continued)*

The Group has established a Prohibited Chemicals List based on the ZDHC MRSL, Oeko-Tex Appendix 6 and the requirements of brand clients. We also require suppliers to declare the chemicals they use in accordance with this list. Of the Group's subsidiaries, 66.7% have obtained Oeko-Tex 100 certification.

The Group's relevant subsidiaries conduct monthly audits of their chemical inventories and engage third-party institutions to carry out external audits. No non-compliant chemicals were identified at any subsidiary in 2025.

At the same time, we monitor updates to relevant laws and regulations on a timely basis and, taking into account client requirements, periodically update the list and publish it on our official website.

Reducing formaldehyde content in chemicals: Conventional crease-resistant finishing for cotton requires the use of formaldehyde-containing chemicals, and the general market requirement is that the formaldehyde content of crease-resistant fabrics should be below 60 ppm. In order to provide consumers with healthier products, we have developed a formaldehyde-free crease-resistant resin finishing agent. The Group's Vietnam subsidiary completed the transition to formaldehyde-free resin as early as 2022. The performance of the formaldehyde-free resin is broadly comparable to that of conventional resin in terms of crease resistance, and has been certified by the third-party testing institution FITI Testing & Research Institute, with no formaldehyde detected in the fabric (below the detection limit).

To effectively reduce environmental pollution, enhance resource utilization efficiency and ensure compliance with international and domestic environmental regulations, we have implemented a more stringent control standard for BPA (Bisphenol A) content in recycled polyester fiber, requiring it to be below 1 ppm. This initiative reflects our commitment to environmental protection. By reducing the use of hazardous substances, we are dedicated to driving the green transformation of the industry while safeguarding product safety and environmental sustainability, in order to meet global market demand for sustainable products.

第二部分：綠色驅動•共築零碳未來 (續)

環境影響(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。其中集團66.7%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2025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麵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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Environmental Impact (Continued)

Chemical Use Standards (Continued)

Reducing the use of fluorocarbon chemicals: The European Stockholm Convention only ceased the use of C8 fluorocarbon chemicals in 2020. As early as 2022, the Group had already achieved 100% elimination of all fluorocarbon chemicals, completely discontinuing the use of per- and polyfluoroalkyl substances (PFAS) and switching to eco-friendly alternatives that deliver effective water repellency and stain release performance. In response to increasingly stringent PFAS regulations in markets such as the European Union, the Group proactively submitted fabric samples to an authoritative third-party testing institution for testing in 2025, with results demonstrating that its products are fully compliant with the incoming regulations (French Decree No. 2025-1376), underscoring the forward-looking nature of the Group's compliance efforts.

第二部分：綠色驅動•共築零碳未來
(續)

環境影響 (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(Per-and Polyfluoroalkyl Substances, PFAS)，改為採用環保替代品，同時能達到良好的防水和易去污效果。針對歐盟等市場日趨嚴格的PFAS法規，集團2025年主動將面料樣品送權威第三方檢測機構檢測，結果顯示產品完全符合即將生效的新規(法國第2025-1376號法令)，彰顯了集團合規工作的前瞻性。

Project 項目	Commencement Time 開始時間	Project Status 項目狀態
Cessation of the use of fluorocarbon chemicals 停止氟碳類化學品的使用	January 2022 2022年1月	Completed 完成
Reduction of 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
Substitution of traditional formaldehyde-containing easy-care resins with formaldehyde-free easy-care resins 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
Substitution of traditional para-chloroaniline-containing reactive dyes with para-chloroaniline-free reactive dyes 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	Ongoing substitution 持續替代
Ensuring compliance of bisphenol A levels in recycled polyester with the required 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 and substitution projects
化學品淘汰或替代項目

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Environmental Impact (Continued)

Chemical Use Standards (Continued)

Eco-friendly Chemical Innovation and Application

The Group is committed to the application of eco-friendly chemicals and innovative processes to reduce its environmental footprint at source. Specific initiatives include:

- Promoting the application of bio-based synthetic production auxiliaries (such as bio-based water repellents and bio-based temperature-control auxiliaries), progressively replacing traditional petroleum-based chemicals with renewable raw materials to enhance the sustainability of production;
- Conducting research into and application of plant-based dyeing technologies, using sustainably cultivated natural raw materials, with no petrochemical feedstock used throughout the synthesis and dyeing process, combined with eco-friendly auxiliaries, to eliminate heavy metal emissions and drive the comprehensive adoption of clean dyeing processes;
- Replacing traditional chemicals with enzyme preparations and other biotechnologies in the dyeing and finishing process;
- Promoting high-fixation-rate, one-bath and other high-efficiency processes to achieve water conservation and emissions reduction; and
- Procuring and using recycled and circular materials to build a green closed loop from raw materials to finished products.

Chemical Verification

In 2025, eight of the Group's subsidiaries completed Higg FEM self-assessments, of which five fabric subsidiaries underwent and passed third-party Higg FEM verification on the basis of their self-assessment results, with the verification results widely accepted by international brand clients. In terms of chemical management, the Xuzhou subsidiaries were awarded ZDHC Supplier to Zero Level 2 certification, and the North Vietnam subsidiary was awarded ZDHC Supplier to Zero Level 1 certification, effectively managing and controlling the MRSL. Both subsidiaries participated in the ZDHC Chemicals Gateway project, enabling more stringent and transparent chemical management at source.

第二部分：綠色驅動•共築零碳未來(續)

環境影響(續)

化學品使用標準(續)

環保化學品創新與應用

本集團著力應用環保型化學品與創新工藝，從源頭減少環境足跡，具體舉措包括：

- 推廣應用生物基合成生產助劑(如生物基防水劑、生物基溫控制劑等)，用可再生原料逐步替換傳統石油基化學品，增強生產可持續性；
- 開展植物染料染色技術研究與應用，選用可持續種植的天然原料，合成及染色全程不使用石油化工原料，搭配環保型助劑，杜絕重金屬排放，推動染色工藝全面清潔化；
- 染整工序用酶製劑等生物技術替代傳統化學品；
- 推廣高固色率、一浴法等高效工藝，實現節水減排；
- 採購使用再生循環材料，構建原料到成品的綠色閉環。

化學品驗證

2025年，本集團八家子公司完成了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危險化學品零排放二級認證(ZDHC Supplier to Zero Level 2)，北越子公司榮獲ZDHC危險化學品零排放一級認證(ZDHC Supplier to Zero Level 1)，有效管控了MRSL，兩家子公司均參與了ZDHC化學品網關(ZDHC Chemicals Gateway)項目，從源頭更嚴格、更透明地管理化學品。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Environmental Impact (Continued)

Chemical Use Standards (Continued)

Chemical Verification (Continued)

The ZDHC Supplier to Zero Program and the ZDHC Chemicals Gateway are two projects under one core program centered on chemical management, designed to help enterprises across the textile, apparel, leather and footwear supply chains to progressively establish and strengthen their chemical management systems, achieve “detoxification” at the input stage, and ultimately reduce and eliminate the use and discharge of hazardous chemical substances.

Raising Consumer Awareness

For products that present chemical risks, we provide customers with Material Safety Data Sheets (MSDS) or Fabric Data Sheets, specifying the name, content, risk warnings and first-aid measures of the relevant chemicals.

We publish on our official website the production bills of materials for the Group’s products, covering yarns, grey fabrics, dyed fabrics, denim and garments, committing to and ensuring that all materials used comply with environmental and health standards.

Biodiversity Conservation

The development of the global fashion, apparel, textile and footwear industries is highly dependent on the continued existence of healthy ecosystems and the resources provided by nature. We are committed to adhering to global biodiversity conservation targets and the Regulations of the People’s Republic of China on Nature Reserves, and to coexisting in harmony with the environment.

As part of our efforts to protect nature and biodiversity across the entire value chain, we have established sustainability principles and require compliance from all external partners as well as internal marketing and production operations teams. These sustainability principles serve as a comprehensive guide for preventing and reducing waste, minimizing environmental impacts, and ensuring that all personnel involved in the Company’s production, operations and management protect the ecological environment and community wellbeing. Our goal is to protect, restore and enhance natural ecosystems across the entire value chain, and through collaboration with stakeholders, to advocate, encourage and share improvements in biodiversity risk disclosure and best practices.

第二部分：綠色驅動•共築零碳未來(續)

環境影響(續)

化學品使用標準(續)

化學品驗證(續)

危險化學品零排放(ZDHC Supplier to Zero Program)和ZDHC化學品網關(ZDHC Chemicals Gateway)兩個項目，是圍繞「化學品」展開的一項核心計劃，目標是幫助紡織、服裝、製革和鞋類供應鏈上的企業逐步建立並提升化學品管理體系，從輸入端「去毒化」，最終減少乃至消除有害化學物質的使用與排放。

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質安全資料表(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。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Biodiversity Conservation (Continued)

In 2023, the Group conducted a biodiversity impact and risk assessment, and proactively engaged with relevant parties to identify and manage the risks that business activities pose to biodiversity and ecosystems. We have also incorporated biodiversity conservation into the key material issues for stakeholder engagement. In 2024, we further strengthened the standardization of production and operations at our production sites, with a view to avoiding net loss of biodiversity. In 2025, the relevant management and control systems continued to be optimized and implemented, driving the deep integration of biodiversity conservation with business operations.

The annual biodiversity impact and risk assessment indicates that our production operations and raw material supply chain have the greatest impact on biodiversity, particularly in relation to natural fiber farming practices associated with cotton. In the course of cotton procurement, the Group pays particular attention to and actively promotes sustainable cotton farming and biodiversity management among cotton suppliers. Our core cotton suppliers have adopted a range of biodiversity and sustainable cotton farming initiatives, including:

1. Biodiversity commitment: Committed to protecting forests and native vegetation, and advancing Deforestation- and Conversion-Free (DCF) targets across the cotton supply chain; leveraging the core cotton supplier's global DCF methodology, with satellite monitoring covering high-risk areas to strengthen supply chain compliance verification.
2. Regenerative agriculture practices: The cotton supplier has established a global regenerative agriculture team to drive the implementation of regenerative agriculture practices across key supply chains, with a view to improving soil health, promoting biodiversity and restoring water sources. Certified regenerative agriculture practices are being expanded in cotton-producing regions, with the promotion of techniques such as no-till farming, cover cropping and nutrient management; carbon intervention projects have been launched to quantify carbon removal and emissions reduction outcomes from cotton fields; and climate-smart projects have been initiated to monitor soil organic carbon levels and plant fruit and forest species to enhance biodiversity.

第二部分：綠色驅動•共築零碳未來(續)

保護生物多樣性(續)

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。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。在2025年，相關管控體系持續優化落地，推動生物多樣性保護與業務運營深度融合。

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：致力於保護森林和原生植被，推進棉花供應鏈無砍伐和原生植被轉化(Deforestation-and Conversion-Free, DCF)目標；依託該核心棉花供應商的全球DCF方法論，通過衛星監測覆蓋高風險區域，強化供應鏈合規性驗證。
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。在棉花產地擴展認證再生農業實踐，推廣免耕、覆蓋作物種植和養分管理等技術；啟動碳干預項目，核算棉田碳移除與減排成果；開展氣候智能項目，進行土壤有機碳水平監測，並種植林果植物提升生物多樣性。

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Biodiversity Conservation *(Continued)*

3. Collaborative sustainability commitments and practices: Working with multiple partners to advance cotton field sustainability, including Better Cotton and regenagri® certification, to ensure that cotton production meets sustainability standards.
4. Greenhouse gas emission management: Set a target to reduce Scope 1 and Scope 2 greenhouse gas emissions by 33.6% by 2030; disclosed greenhouse gas emissions through the Carbon Disclosure Project (CDP) in 2023, continued to refine data and advance target implementation in 2024, and achieved the emissions reduction target in 2025.
5. Good agricultural practices: Implementing advanced agricultural techniques including precision fertilization, crop protection and soil management on managed farms to enhance the sustainability of agricultural production. Promoting science-based pest and disease control measures and conducting soil monitoring; optimizing nutrient management through regenerative agriculture practices to reduce dependence on chemical inputs.
6. Cotton farmer livelihoods: Partnering with local foundations to support smallholder farmers in adopting sustainable agricultural practices, helping them to improve their income and living standards. Providing participants with educational materials on pest and disease control; delivering training for smallholder farmers to help them adopt sustainable practices and increase income levels; and connecting cotton farmers with responsible procurement markets through regenagri® certification.

第二部分：綠色驅動•共築零碳未來 (續)

保護生物多樣性(續)

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；2023年通過碳披露項目(Carbon Disclosure Project, CDP)披露溫室氣體排放情況，2024年持續推進數據細化與目標落地，2025年已實現減排目標。
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。推行科學病蟲害防治手段，開展土壤監測；通過再生農業實踐優化養分管理，減少化學投入依賴。
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。為參與者提供病蟲害防治教育材料；開展小農戶培訓，助力其採用可持續實踐、提升收入水平；通過regenagri®認證幫助棉農對接負責任採購市場。



Supplier sustainable cotton
供應商可持續棉花

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER (Continued)

Biodiversity Conservation (Continued)

The Group has consistently integrated biodiversity conservation into the core of its sustainable development strategy, reducing adverse impacts on the ecological environment across all dimensions through product innovation, compliant procurement and production process optimization, and safeguarding biodiversity.

In terms of the research, development and application of eco-friendly products, we actively promote regenerative agriculture cotton, which reduces carbon emissions by over 40% compared to conventional cotton and significantly reduces pesticide use, both improving soil health and eliminating at source the potential harm of pesticides and chemicals to biodiversity. We also procure viscose fibers certified by the Forest Stewardship Council (FSC) and the Programme for the Endorsement of Forest Certification (PEFC), with the relevant subsidiaries having obtained certification to ensure the compliance of wood-based fiber sources and prevent the destruction of forest ecosystems through illegal logging. We have also developed a new generation of eco-friendly polylactic acid (PLA) fibers derived from plant-based raw materials as a substitute for traditional petrochemical feedstock. These fibers possess good degradability and are naturally biodegradable, significantly reducing the long-term environmental impact of traditional petrochemical-based fibers.

In the production and manufacturing process, we put biodiversity conservation principles into practice through a range of initiatives:

- Introducing reactive dye pad-steam processes, low liquor ratio dyeing in dye vats, and low-temperature bio-enzyme treatment processes;
- Enhancing the three-tier energy consumption metering system;
- Achieving categorized material recovery, natural gas substitution for coal, waste heat and alkali recovery, counter-current washing and condensate reuse;
- Deploying online intelligent dosing systems and a Manufacturing Execution System (MES);
- Phasing out heat transfer oil and improving equipment insulation;
- Installing solar power generation rooftops and water purification treatment systems;
- Upgrading solid sizing agent packaging to reusable bulk bags;
- Substituting high-risk chemicals with formaldehyde-free resins, plant-based dyes and other alternatives; and

第二部分：綠色驅動•共築零碳未來(續)

保護生物多樣性(續)

本集團始終將生物多樣性保護融入可持續發展核心，通過產品創新、合規採購與生產工藝優化，全方位降低對生態環境的負面影響，守護生物多樣性。

在生態友好產品研發與應用方面，我們積極推廣再生農業棉花，其碳排放較傳統棉花降低40%以上，且大幅減少農藥使用量，既改善土壤健康，又從源頭消除農藥及化學品對生物多樣性的潛在危害。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，相關子公司已通過認證，確保木質纖維來源合規，避免非法採伐對森林生態系統的破壞。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聚乳酸纖維(Polylactic fiber)，此類纖維具有良好的裂解性，可自然降解，顯著降低傳統石油化工纖維對環境的長期影響。

在生產製造環節，我們通過多項舉措踐行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、餘熱及城回收、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；
- 升級固體漿料包裝，採用可循環噸袋；
- 用無甲醛樹脂、植物染料等替代高風險化學品；

PART II: GREEN DRIVE • BUILDING A ZERO-CARBON FUTURE TOGETHER *(Continued)*

Biodiversity Conservation *(Continued)*

- Pursuing management system certifications, including ZDHC, OEKO-TEX® STANDARD 100 and GRS programs.

第二部分：綠色驅動•共築零碳未來 (續)

保護生物多樣性(續)

- 推行管理體系認證，例如ZDHC、OEKO-TEX® STANDARD 100、GRS等項目。



Supplier sustainable cotton field management
供應商可持續棉田管理

In summary, through the promotion of clean production and circular utilization, we eliminate or reduce the discharge of wastewater, exhaust gases, solid waste and hazardous waste at source, continuously improve the efficiency of materials, water, electricity and steam, substitute or reduce the use of chemicals, apply renewable energy and promote low-carbon certification systems, thereby achieving biodiversity conservation in the production and manufacturing process.

Furthermore, we are committed to building a sustainable development ecosystem, raising awareness among stakeholders — including employees, management, shareholders, partners and suppliers — of the value of biodiversity and fostering a collaborative conservation mindset through diverse channels and approaches. Within the Group, we actively fulfill biodiversity conservation practices at the corporate level, carrying out greening and tree-planting initiatives on factory premises to create green, garden-style working environments. At the same time, we work with local communities to jointly maintain diverse ecological environments, strictly complying with environmental protection laws and regulations, ensuring that waste emissions meet the required standards, monitoring sewage discharge, protecting the healthy water bodies of lakes in local communities, and jointly maintaining a clean and orderly community environment. We have also participated in local community fire safety drills, poverty alleviation and emergency relief charitable donations, and emergency response plans for windstorm, flood prevention and flood rescue operations. At the same time, we actively respond to the call of the state to promote employment opportunities for persons with disabilities. Through sustained engagement with stakeholders and coordination across the supply chain to implement responsible procurement and traceability management, we jointly promote and advance the principles of sustainable development.

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，應用可再生能源、推行低碳認證體系，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，聯動供應鏈落實責任採購與溯源管理，共同宣傳並推廣可持續發展理念。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY

Talent Management

The Group has always regarded its employees as a vital component of its core competitiveness, adhering to a people-oriented development philosophy, emphasizing the protection of employee rights and interests, and caring for the wellbeing of employees on an ongoing basis — all of which are key to ensuring the Company's sustainable development. We are committed to providing employees with a safe, healthy, comfortable and harmonious working environment, safeguarding their lawful rights and interests, attending to their physical and mental health and safety, and continuously supporting their growth and development. To this end, we have established and implemented human resources management policies that promote equality, inclusiveness and diversity.

Human Rights Due Diligence Procedures

The Group attaches great importance to the protection of human rights, and has always regarded the respect for and safeguarding of human rights as one of the core elements of its corporate social responsibility. To ensure that we do not infringe upon the fundamental rights of any person in the course of our global operations, we have established comprehensive human rights due diligence procedures. These procedures are designed to systematically identify, assess and manage human rights risks associated with the Group's business activities, particularly in the areas of supply chain management and partner relationships.

Through the regular conduct of human rights due diligence reviews, we are able to gain an in-depth understanding of potential human rights risk areas, take timely corrective action, and ensure that all business processes comply with international human rights standards and norms. At the same time, we work closely with suppliers and partners to promote their adherence to corresponding social responsibility requirements, and are jointly committed to raising the overall level of human rights management performance across the supply chain.

The due diligence procedures encompass a comprehensive assessment of employee welfare, working conditions, non-discrimination policies, the prohibition of forced labor and other aspects. Where human rights risks are identified, we take prompt and effective measures for improvement, and ensure transparency and timely responsiveness through internal and external communication channels. Through the continuous optimization of our human rights due diligence processes, we not only fulfill our legal and ethical responsibilities as an enterprise, but are also committed to creating a fairer and more equitable business cooperation environment for our employees, partners and society at large.

第三部分：和諧並進•共擔社會責任

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，堅持以人為本的發展理念，注重員工權益保護，持續關愛員工幸福生活，這是確保公司可持續發展的關鍵所在。我們致力於為員工提供安全、健康、舒適與和諧的工作環境，保障員工合法權益，關注員工身心健康與安全，並持續支持員工的成長與發展。為此，我們已經建立並運行了平等、包容和多元化的人力資源管理政策。

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: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Employment Management

The Group has always upheld the principles of fairness, respect and inclusiveness, and is committed to creating a working environment that is safe, healthy and conducive to personal development for its employees. Our employment management policies are designed to ensure that all employees enjoy equal employment opportunities, to comply with labor laws and regulations, and to safeguard the fundamental rights and interests of employees. We strictly prohibit any form of discrimination, forced labor or child labor, and are committed to building a diverse and inclusive workplace that ensures every employee is able to work in an atmosphere of equality, dignity and respect.

Furthermore, we strictly comply with and implement applicable local laws, regulations and policies, including but not limited to the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China, while regulating employee management services in accordance with internal rules and policies such as the Texhong Group Employee Code of Conduct, the Recruitment Management Policy and the Employee Onboarding and Offboarding Management Regulations. We provide training to employees through various channels; the Group engages external lawyers to deliver briefings to employees on the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China and other laws and regulations, ensuring that employees understand their lawful rights and interests and are familiar with the channels available for lodging complaints, suggestions and reports regarding non-compliance matters.

In addition, the Group enters into written labor contracts with all employees, maintaining ongoing compliance in its operations. We have established an annual leave system in accordance with the law, comply with the working hours prescribed by the laws and regulations of each country, arrange overtime on the basis of prior communication and consultation and the principle of voluntariness, and pay overtime compensation in accordance with the requirements of local laws and regulations.

第三部分：和諧並進•共擔社會責任(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: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Labor and Employment Standards

As at 31 December 2025, the Group's subsidiaries within the scope of this ESG Report had a total of 19,167 employees, of which 10,436 were based in the Greater China region and 8,731 were based overseas.

As at 31 December 2025, the total number of employees at each subsidiary within the scope of this ESG Report was as follows:

By gender 按性別	Male 男	9,972	By employment type 按僱傭類型	Full-time 全職	19,165
	Female 女	9,195		Part-time 兼職	2
By age 按年齡	< 30	5,058	By region 按地域	Domestic 國內	10,436
	30-50	11,623		Overseas 國外	8,731
	> 50	2,486			

Employee data of subsidiaries within the scope of the 2025 ESG Report
2025年ESG報告範圍內子公司的員工數據

As at 31 December 2025, the employee turnover rates at each subsidiary within the scope of this ESG Report were as follows:

By age 按年齡	< 30	4.8%	By gender 按性別	Male 男	5.1%
	30-50	4.1%		Female 女	3.1%
	> 50	1.7%	By region 按地域	Domestic 國內	5.0%
				Overseas 國外	2.7%

Employee turnover rates of subsidiaries within the scope of the 2025 ESG Report
2025年ESG報告範圍內子公司的員工流失率

* The employee turnover rate for each category is the annual average of the monthly employee turnover rates for that category. Monthly employee turnover rate for each category = number of employees who left in that category during the month ÷ total number of employees in that category during the month

第三部分：和諧並進•共擔社會責任
(續)

人才管理(續)

勞動用工準則

截至2025年12月31日，本ESG報告範圍內本集團子公司共有19,167名員工，其中大中華區共有10,436名員工，海外共有8,731名員工。

截至2025年12月31日，本ESG報告範圍內各子公司的員工總數為：

截至2025年12月31日，本ESG報告範圍內各子公司的員工流失率情況如下：

* 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: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Labor and Employment Standards (Continued)

The Group has always strictly adhered to the core labor standards of the International Labour Organization (ILO), as well as relevant domestic and international laws and regulations including the Labor Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Minors, the Provisions on the Prohibition of Child Labor and the Provisions on the Special Protection of Juvenile Workers, embedding core requirements — including the prohibition of forced labor, the prohibition of child labor, and the protection of freedom of association and the right to collective bargaining — into every aspect of employment practices, and establishing a systematic and normalized labor rights protection framework. To further implement this commitment, we have published the Principles on the Prohibition of Forced Labor on our official website, and through company-wide training and communication, ensure that every employee clearly understands that the prohibition of forced labor is a fundamental policy of the Group. The Group consistently upholds a zero-tolerance principle, and no department or individual may violate this policy. In cases where a superior violates safety regulations or infringes upon the personal safety of an employee, the employee has the right to refuse and may report the matter directly to a higher level. The Group strictly prohibits the recruitment of child labor; all job applicants must undergo rigorous age and identity verification prior to onboarding to ensure that their identity documents are authentic and valid, and that they meet the statutory minimum working age requirements.

In the event that child labor or forced labor is discovered, the Group's management will promptly report the matter to the relevant authorities and conduct an internal investigation to identify any potential lapses in the recruitment process, and will take corresponding measures to rectify the situation.

All subsidiaries have established Corporate Social Responsibility Committees with clearly defined responsibilities, and have comprehensively established and implemented social responsibility management systems. Through the implementation of the Social Responsibility Policy and Procedures Manual and the Long-term Objectives and Control Plan for Employee Protection, effective risk management is ensured and continuous improvement is driven on an ongoing basis.

In addition, the Group's Supplier Code of Conduct expressly requires suppliers to prohibit the use of child labor and forced labor, ensure that labor remuneration complies with statutory standards, respect the rights of employees to freedom of association and collective bargaining, and ensure that employees are not subject to any form of discrimination, harassment or abuse in the course of their employment.

第三部分：和諧並進•共擔社會責任(續)

人才管理(續)

勞動用工準則(續)

本集團始終嚴格遵循國際勞工組織(ILO)核心勞工標準，以及《中華人民共和國勞動法》《中華人民共和國未成年人保護法》《禁止使用童工規定》《未成年工特殊保護規定》等國內外相關法律法規，將反對強迫勞動、禁止使用童工、保障結社自由與集體談判權等核心要求，切實落實到用工各環節，搭建起系統化、常態化的勞工權益保護體系。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。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Labor and Employment Standards (Continued)

During 2025, there were no incidents of non-compliance with labor standards or infringement of labor rights within the Group.

Diversity and Equal Opportunity

The Group upholds the principles of equality and diversity in its employment management practices, and has formulated an Anti-Discrimination Policy to ensure that employees are not subject to any form of discrimination on the basis of gender, age, race, skin color, nationality, religious belief, disability, educational background, geographic origin, height, weight, personal character or other factors. The Group's Employee Handbook further sets out a zero-tolerance stance towards harassment and discrimination, ensuring that all employees are able to work in an environment of respect and fairness, and are entitled to be treated equally.

In addition, the Group pays particular attention to the rights and interests of employees with disabilities, actively responding to the national call to safeguard employment for persons with disabilities by providing equal employment opportunities and remuneration, and helping them to reach their full potential across a variety of positions. At the same time, for employees of different nationalities, races and religious beliefs, the Group not only ensures their right to equal employment, but also respects their customs and religious practices, providing them with an inclusive and respectful working environment.

The Group attaches great importance to the career development and promotion opportunities of female managers, and is committed to building a diversified and gender-balanced management team. Currently, women account for 45.6% of all management personnel, representing a further increase compared to 2024. This steady improvement not only reflects the Group's commitment to gender equality, but also demonstrates the continued progress in the development of female leadership. By providing equal career development opportunities, training and promotion pathways, we encourage female managers to reach their full potential and contribute their insights and leadership capabilities at the decision-making level. A diversified management team of this kind helps to strengthen innovation capacity, enhance team performance and foster a more inclusive and efficient working environment. We will continue our efforts to achieve a higher level of gender diversity and equality, ensuring that all employees are able to grow and succeed in a fair and supportive environment.

第三部分：和諧並進•共擔社會責任(續)

人才管理(續)

勞動用工準則(續)

本集團於2025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。

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45.6%，相較於2024年有一定程度的提升。這一比例的穩步提升，既印證了集團對性別平等的堅守，也彰顯了女性領導力發展的穩步進展。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: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Diversity and Equal Opportunity (Continued)

第三部分：和諧並進•共擔社會責任 (續)

人才管理 (續)

多元平等機會 (續)

Category 類別	Proportion of female managers 女性管理人員佔比
Senior management 高層管理人員	21.8%
Middle management 中層管理人員	40.1%
Junior management 基層管理人員	46.1%
All management personnel 所有管理人員	45.6%

Proportion of female managers across the Group in 2025
2025年集團女性管理人員比例

Remuneration Management

The Group upholds the principles of fairness, transparency and incentivization, and provides employees with a market-competitive remuneration and benefits system to attract, motivate and retain outstanding talent. Our remuneration management policies are based on job responsibilities, work performance, market conditions and industry benchmarks, ensuring that remuneration is distributed in a fair and equitable manner, and is closely linked to employee contributions and the Company's performance.

On the basis of compliance with laws and regulations, the Group has formulated management policies including the Employee Promotion Management Regulations and the Performance Management Measures to provide guidance on employee remuneration management and promotion mechanisms. At the same time, a comprehensive performance incentive framework has been established, covering all categories of employees: management personnel are primarily assessed through monthly and year-end comprehensive performance appraisals, sales and business personnel are primarily assessed through monthly commission-based performance appraisals, and subsidiary employees are primarily remunerated through monthly piece-rate wages supplemented by year-end performance bonuses. Concurrently, we conduct regular remuneration reviews to ensure that remuneration levels remain aligned with industry and market developments, while also attending to 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: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Remuneration Management (Continued)

From 2022 to 2025, the Group continuously optimized its remuneration structure to ensure sustained salary growth for both management personnel and frontline employees. During this period, the salaries of management personnel were substantially increased to reflect their critical role in corporate operations, strategic decision-making and team management. At the same time, the salaries of frontline employees also grew steadily, with frontline employee wages increasing by 5.9% year on year compared to 2024, reflecting the Group's commitment to its frontline workforce and its full recognition of their hard work. Salary growth not only kept pace with market remuneration trends, but also took full account of improvements in the Group's performance and the individual contributions of employees, further strengthening employees' sense of belonging and motivation. Through these salary adjustments, the Group has further optimized its employee incentive mechanisms, enhanced overall employee satisfaction and loyalty, and laid a more solid human resources foundation for the Group's sustainable development.

Talent Development

The Group has always regarded talent as the core driving force behind corporate development, and is committed to continuously enhancing employees' professional skills and overall competencies through multi-tiered and multi-disciplinary training and development programs. We have established a systematic talent development framework that encompasses new employee onboarding training, job-specific skills training, management capability enhancement training and leadership development programs, addressing the needs of employees across different levels and functions. At the same time, we have established a dedicated Talent Development and Growth Working Group, committed to driving employee growth and development in a systematic manner.

第三部分：和諧並進•共擔社會責任(續)

人才管理(續)

薪酬管理(續)

從2022年至2025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，一線員工工資較2024年同比上漲5.9%，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。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Talent Development (Continued)

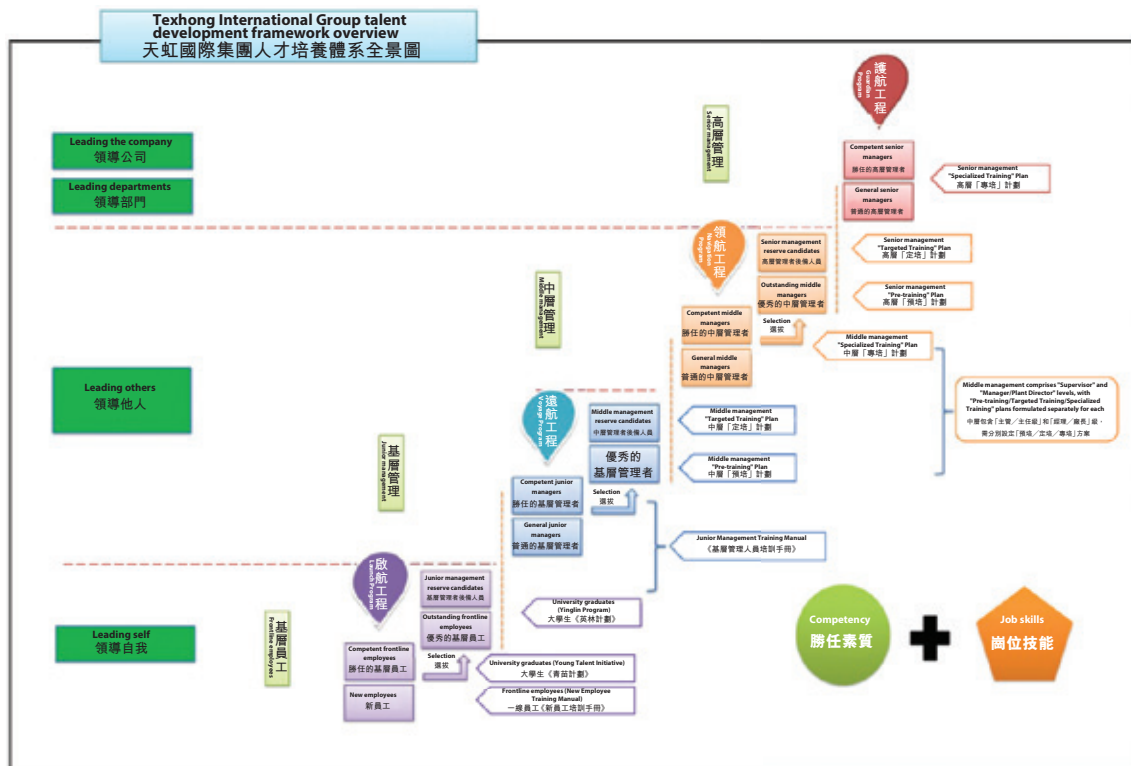
As the Group's international industrial footprint, global supply network and strategy to build a vertically integrated industrial platform continue to deepen and expand, and as the degree of automation in spinning equipment continues to rise, we have come to recognize that building a strong talent pipeline is essential to driving sustained corporate development. The Group has continued to advance its "Launch Program — Young Talent Initiative" for university graduates, leveraging a three-tier development framework comprising pre-training, targeted training and specialized training, combined with a "2+3+2" development model and a "dual mentor" mechanism to deepen talent pipeline development. As at the end of 2025, the program has been systematically implemented and is operating on an ongoing basis. Concurrently, the Group has refined and upgraded its Overall Talent Development Plan Based on Career Planning, updating the talent development framework overview to further clarify development standards and career progression pathways. Each subsidiary has established a dedicated Talent Development Working Group with clearly defined structures and responsibilities, creating a collaborative mechanism under which the Group provides overall coordination while subsidiaries drive on-the-ground implementation. This approach enables the efficient advancement of talent development and training at all levels, consolidating the talent foundation, strengthening organizational resilience, and providing core talent support for the Group's high-quality development.

第三部分：和諧並進•共擔社會責任 (續)

人才管理(續)

人才培養(續)

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。集團持續推進大學生「啟航工程 — 青苗計劃」，依託預培、定培、專培三級培養體系，結合「2+3+2」培養模式與「雙導師」機制深化人才梯隊建設，截至2025年底，計劃已實現體系化落地、常態化運營。同時，集團迭代完善《基於職業生涯規劃的人才培養總體方案》，升級人才培養體系全景圖，進一步明晰培養標準與成長路徑；各子公司均組建專職人才培養工作小組，明確架構與職責，構建集團統籌、子公司落地的協同機制，高效推進各級人才培養與培訓工作，夯實人才根基、強化組織韌性，為企業高質量發展提供核心人才支撐。



Talent development framework overview
人才培養體系全景圖

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Training Programs

To more effectively advance talent development, the Group carefully planned and implemented the following key programs during 2025:

Management Trainee Program:

To meet the demands of the Group's rapid domestic and international expansion, address the shortage of talent centered on process technology, and develop a workforce capable of supporting the Group's sustained growth, talent development has become both critically important and urgent. University graduates, as the "source" of the talent pipeline, are key to the Group's talent development strategy. Accordingly, we have conducted a comprehensive review and optimization of our university graduate recruitment and development program.

The Group launched its Management Trainee Program for university graduates, planned and implemented around four core areas: process technology, automation equipment, sales and functional management. The program has yielded notable results: as at the end of 2025, 29 management trainees had progressed into junior management or technical positions. Building on the success of the 2023-2024 Management Trainee Program, we further expanded our recruitment in 2025, adding 29 management trainees across multiple functions including sales, process technology and equipment.

第三部分：和諧並進•共擔社會責任(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2025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，成效顯著：截至2025年底，已有29名管培生進入基層管理崗位或技術崗位。依託2023-2024年管理培訓生項目的成功經驗，2025年我們進一步擴大了招聘規模，增加了29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: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Training Programs (Continued)

The Group's Management Trainee Program not only builds a pipeline of key talent for the Group, but also provides an effective pathway to address the employment challenges faced by university graduates. Through this program, we aim to develop a cohort of future leaders who possess both professional expertise and the ability to adapt to the Group's evolving needs, injecting fresh vitality and innovative momentum into the Group's long-term development.

Since launching its Vietnam Overseas Student Cooperation Program in 2019, the Group has borne all expenses incurred by Vietnamese students during their studies in China. In addition, to motivate students to grow and excel, tiered scholarships ranging from RMB500 to RMB2,000 are awarded each semester to the top 30% of outstanding students based on overall class performance. Upon successful graduation, students receive a college diploma recognized by the Ministry of Education of the People's Republic of China. In 2025, 17 Vietnamese students came to China to study under the program, and as at the end of 2025, the program had cumulatively sent a total of 76 Vietnamese students to China for their studies.

第三部分：和諧並進•共擔社會責任(續)

人才管理(續)

培訓項目(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。

本集團自2019年推出越南海外留學生合作項目以來，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。此外，為激勵學生成長成才，每學期對班級綜合表現前30%的優秀學生給予人民幣500-2,000元的分級獎學金支持，學生順利畢業後可獲得中國教育部認可的大專學歷畢業證。2025年共有17名越南籍學生赴華就學，截至2025年底，項目累計輸送76名越南留學生來華學習。



2025 Vietnamese study-abroad students in China
2025越南來華留學生

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Training Programs (Continued)

Reserve Talent Program:

The Reserve Talent Program is a Group-level initiative targeting frontline employees, designed to build a reserve talent pool with strong professional capabilities and high caliber, enhance the quality of the enterprise's human resources, and strengthen corporate competitiveness. Under this program, a three-tier training system comprising "Pre-training, Targeted Training and Specialized Training" has been established. First, based on staffing requirements, key management and technical positions at each level are identified and reserve talent needs are determined. Participants then enter a four-month intensive training phase (Pre-training). Upon completion of the intensive training, trainees are required to undertake corresponding assessments; those who pass the assessments receive corresponding allowances or an increase in their monthly salary grade. Trainees who successfully complete the intensive training phase proceed to the Dual Mentor Coaching (Targeted Training) phase, in which they receive guidance from both a professional mentor and a career mentor. By the end of 2025, the second cohort of the Reserve Talent Program had been successfully implemented and completed across nine yarn subsidiaries, with a total of 141 employees participating. Of these, 61 successfully passed the Stage 1 course assessments in Spinning Principles and Textile Materials Science, as well as the Stage 2 Dual Mentor Coaching phase. For trainees who were successfully promoted through Stage 2 of the second cohort, the relevant procedures for their formal transfer out of the reserve talent pool were completed in a timely manner in accordance with regulations, together with the corresponding recalculation of their salaries.

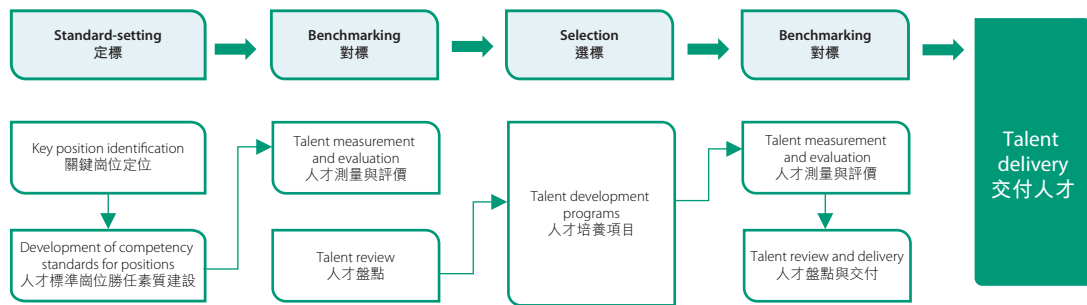
第三部分：和諧並進•共擔社會責任 (續)

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。2025年底，第二期後備人才項目已成功在九家紗線子公司實施並圓滿完成，共有141名員工參與第二期後備人才項目，其中61人順利通過第一階段《紡紗原理》、《紡織材料學》課程考核及第二階段雙導師幫帶定培。針對第二期第二階段成功晉升的學員，已依規及時辦理出庫手續，並同步完成薪資重新核算。



Reserve Talent Development Process
後備人才培養流程

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Training Programs (Continued)

Training Incentive Policies:

In addition to the various training programs organized by the Group, we have also formulated incentive policies to actively encourage employees to obtain professional certifications or complete relevant professional courses, continuously enhancing their skills and professional competencies:

- Salary structure adjustments for employees who obtain new educational qualifications;
- Skills allowances for employees who acquire specific skills; and
- Grading allowances for employees who achieve skilled worker or technician ratings.

In 2025, total training hours across the Group amounted to 779,959 hours. We place particular emphasis on the training of junior management personnel and frontline employees. The average training hours per employee and the percentage of employees trained, broken down by employee category, are as follows:

Employee Training Overview 員工受訓情況		Average Training Hours 平均受訓時數	Percentage of Employees Trained 受訓百分比
By employee category 按員工類別	Senior/middle management 高層／中層管理人員	31.0	100%
	Junior management/office clerks 基層／辦公室文員	29.2	100%
	Frontline employees and others 一線員工及其他	42.3	100%
By gender 按性別	Male 男性	44.6	100%
	Female 女性	36.4	100%

Employee training overview of the Group in 2025
2025年本集團員工受訓情況

第三部分：和諧並進•共擔社會責任 (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。

2025年，本集團員工總受訓時數為779,959小時。我們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: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Skills Enhancement

The Group attaches great importance to the skills enhancement of its employees, regarding it as a vital driver of sustainable corporate development. To this end, we have established a comprehensive skills training system that provides employees with targeted professional training courses on a regular basis, aligned with job requirements and industry development trends. Training content spans multiple areas including production technology, management capabilities, market development and innovative applications, ensuring that employees' skills keep pace with the times.

The Group has continued to advance its Equipment Specialist Training Program, Skilled Worker and Technician Development Program and Operational Skills Enhancement Program, all of which have yielded favorable results. Building on this foundation, in 2025 we carried out further training initiatives of greater depth and granularity.

Equipment Technician Training School Program:

To align with the Group's high-quality development objectives and market competition demands, and to strengthen talent pipeline development and employee empowerment, the Group drew on the equipment training experience gained at the Jiangsu and Shandong subsidiaries in the preceding year to formally establish the Texhong Equipment Technician Training School, with its inaugural training cohort commencing in April 2025.

第三部分：和諧並進•共擔社會責任(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。

本集團持續推進設備專項人才培訓項目、技工技師項目及操作技能提升項目，取得了良好成效。在此基礎上，2025年我們進一步開展了更具深度與精細化的針對性培訓。

設備技工培訓學校培訓項目：

為適配集團高質量發展與市場競爭需求，強化人才梯隊建設與員工賦能，本集團基於江蘇子公司、山東子公司上一年度設備培訓實踐經驗，正式成立天虹設備技工培訓學校，並於2025年4月啟動首期培訓。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Skills Enhancement (Continued)

Equipment Technician Training School Program: (Continued)

The curriculum integrates core modules encompassing general theoretical foundations, specialized knowledge, and hands-on practical training in mechanical, electrical and textile process operations. During the training period, employees' salaries and benefits are guaranteed in full, and outstanding trainees may receive skills-based remuneration upgrades and opportunities for secondment and further professional development. This initiative not only provides employees with a systematic platform for skills enhancement and career development, facilitating the mutual growth of employees and the enterprise, but also addresses technical capability gaps across subsidiaries through standardized training, optimizes the workforce structure and enhances production efficiency, injecting sustained momentum into the Group's sustainable development and the strengthening of its core competitiveness.

第三部分：和諧並進•共擔社會責任 (續)

人才管理 (續)

技能提升 (續)

設備技工培訓學校培訓項目： (續)

課程融合公共理論基礎、專業知識與機械、電氣、紡織工序實操訓練等核心模塊，培訓期間員工工資待遇足額保障，優秀學員可獲技能待遇提升及外派深造機會。此舉既為員工搭建了系統化的技能提升與職業發展平台，助力員工與企業共同成長，也通過標準化培訓補齊各子公司技術短板，優化用工結構、提升生產效率，為集團可持續發展與核心競爭力強化注入持久動力。



Inauguration ceremony of the Equipment Technician Training School
設備技工培訓學校開班儀式

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Skills Enhancement (Continued)

Circuit Board Repair Specialized Skills Training Program:

To address the issues of high costs and inefficiency arising from subsidiaries' reliance on external repair and replacement of equipment circuit boards, the Group partnered with the intelligent manufacturing faculties of cooperating academic institutions to launch the "First Circuit Board Repair Specialized Skills Training Class", building a core maintenance talent pipeline through internal skills development.

This training initiative has not only effectively developed versatile internal technical talent and achieved cost reduction and efficiency improvement through in-house repairs, but has also further enhanced the Group's skills transfer and talent reserve mechanisms, providing solid support for the stability and sustainability of production operations.

第三部分：和諧並進•共擔社會責任(續)

人才管理(續)

技能提升(續)

線路板維修專項技能培訓項目：

為解決各子公司設備線路板依賴外修、換新導致的成本偏高、效率不足等問題，本集團聯合合作院校智能製造相關院系，推出「線路板維修專項技能首期培訓班」，通過內部技能培育搭建核心維修人才梯隊。

此項培訓既有效培育了一專多能的內部技術人才，通過自主維修實現降本增效，也進一步完善了集團技能傳承與人才儲備機制，為生產運營的穩定性與可持續性提供了堅實支撐。



Inauguration ceremony of the First Circuit Board Repair Specialized Skills Training Class
線路板維修專項技能首期培訓班開班儀式

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Skills Enhancement (Continued)

Texhong International Group Customized Training Class Program:

To align with the Group's vertically integrated industrial footprint and intelligent upgrade requirements, and to strengthen the reserve of core skilled talent, the Group has deepened its collaboration with partner academic institutions to jointly establish the "Texhong International Group Customized Training Class", adopting a customized training model to deliver practical, skilled talent tailored to the needs of the industry.

This industry-academia collaboration has not only enabled the Group to precisely develop specialized talent suited to fields such as intelligent manufacturing and electromechanical equipment, filling the skilled talent gap arising from industrial upgrading, but has also provided young students with a stable career pathway and a systematic growth platform, achieving mutual benefits across corporate development, talent cultivation and social value, and injecting sustained talent momentum into the Group's sustainable development.

第三部分：和諧並進•共擔社會責任 (續)

人才管理 (續)

技能提升 (續)

天虹國際集團訂單班培訓項目：

為對接集團垂直整合產業佈局與智能化升級需求，強化核心技能人才梯隊儲備，集團與合作院校深化校企協同，共建「天虹國際集團訂單班」，以訂單式培養模式定向輸送貼合產業需求的實用技能型人才。

此項校企合作不僅為集團精準培育了適配智能製造、機電設備等領域的專項人才，填補了產業升級過程中的技能人才缺口，也為青年學生提供了穩定的就業路徑與系統化的成長平台，實現了企業發展、人才培養與社會價值的共贏，為集團可持續發展注入了長效人才動力。



On-site visit to the Customized Training Class
訂單班現場參觀

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Skills Enhancement (Continued)

Key Talent Review Program:

The Group conducted position identification and talent review research targeting personnel in four categories of key positions: process technology, equipment, production operations management and functional management, establishing a comprehensive talent pool and formulating individualized “development and training” plans based on the specific requirements of each position.

In the 2025 Key Talent Review Program, we tailored a future development direction or target position for each key talent, helping them to clarify their personal goals and growth pathways, and to plan their career progression with clarity. To ensure the smooth implementation of all training programs and the effective verification of training outcomes, the Group organized inspection tours of each subsidiary in 2025. In addition, the Group has designated 15 November to 15 December each year as Sustainable Development Training Month, during which a series of training activities are conducted on an ongoing basis to promote the principles of sustainable development in depth and drive their implementation across all employees.

Employee Care and Benefits

The Group has always upheld a people-oriented management philosophy, attending to the physical and mental health and wellbeing of its employees. Each month, we engage in regular communication with employees through General Manager tea gatherings, and organize discussion forums with workshop teams, shift supervisors and machine team leaders. In these sessions, we are committed to fostering a work culture built on trust, respect, communication and mutual support, actively listening to employees' voices, promptly addressing the issues and concerns they encounter in their work and daily lives, sharing best practices, and promoting effective teamwork. Through these efforts, we help employees to develop a positive work mindset and strengthen their sense of belonging and loyalty to their teams and the Group.

第三部分：和諧並進•共擔社會責任(續)

人才管理(續)

技能提升(續)

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「培養和培訓」方案。

在2025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2025年組織了對各子公司的巡迴檢查。此外，本集團已將每年11月15日至12月15日固定為可持續發展培訓月，通過常態化開展系列培訓活動，深入推廣可持續發展理念，推動其在全體員工中廣泛貫徹落實。

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、值班長和機工組長等座談會。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。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Employee Care and Benefits (Continued)

In addition, in order to attract and retain outstanding talent and enhance employee job satisfaction, we conduct annual employee satisfaction surveys through both offline and online questionnaires, covering areas such as the working environment, salary and benefits, dormitory conditions and canteen meals. Based on the survey results, we make timely improvements, continuously optimizing the working environment and fostering a more positive and healthy corporate culture. The following are selected examples of employee care initiatives at certain subsidiaries:

Case 1: The Xuzhou subsidiaries held a Safety 6S Knowledge Competition, using competition as a vehicle for learning to strengthen safety competency.

第三部分：和諧並進•共擔社會責任(續)

人才管理(續)

員工關懷與福利(續)

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：徐州子公司舉辦安全6S知識競賽，以賽促學強化安全素養。



Safety 6S Knowledge Competition at the Xuzhou subsidiaries
徐州子公司安全6S知識競賽

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Employee Care and Benefits (Continued)

Case 2: The Guangdong subsidiary organized a Chinese New Year welfare distribution event, presenting New Year gifts to 500 employees and achieving full coverage of employee benefits.

第三部分：和諧並進•共擔社會責任 (續)

人才管理 (續)

員工關懷與福利 (續)

案例2：廣東子公司開展春節福利發放活動，為500名員工送上新春禮品，實現全員福利全覆蓋。



Employee care event at the Guangdong subsidiary
廣東子公司員工關愛活動

Case 3: The South Vietnam subsidiary organized three-day, two-night trips in two batches during September and October 2025 for over 350 cross-departmental employees, featuring sightseeing, beach activities and evening banquets, to promote interaction, relieve stress and strengthen employees' sense of belonging.

案例3：南越子公司於2025年9-10月分兩批組織350餘名跨部門員工開展三天兩夜旅遊，通過景點參觀、沙灘遊戲及晚宴，增進交流、舒緩壓力，提升員工歸屬感。



Employee care event at the South Vietnam subsidiary
南越子公司員工關愛活動

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Talent Management (Continued)

Employee Care and Benefits (Continued)

Case 4: The North Vietnam subsidiary held a Spring Cup football tournament and a women's volleyball competition, enriching employees' recreational lives through sporting events, promoting teamwork and cross-departmental interaction, strengthening team cohesion, and enhancing employees' sense of belonging and wellbeing.

第三部分：和諧並進•共擔社會責任 (續)

人才管理 (續)

員工關懷與福利 (續)

案例4：北越子公司舉辦春季杯足球賽與排球小姐比賽，以體育競技豐富員工業餘生活，增進團隊協作與跨部門交流，凝聚團隊向心力，提升員工歸屬感與幸福感。



Employee care event at the North Vietnam subsidiary
北越子公司員工關愛活動

Case 5: The Shandong subsidiary conducted a canteen satisfaction survey, listening to employees' dining needs and collecting suggestions for improvement, to continuously enhance the quality of catering services and strengthen employees' dining experience and sense of belonging.

案例5：山東子公司開展食堂滿意度調查，傾聽員工就餐訴求、收集優化建議，持續提升餐飲服務質量，增強員工就餐體驗與歸屬感。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Safety and Health

The Group has always strictly complied with local laws and regulations relating to employee health and safety, including 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 Administrative Measures for Occupational Health Surveillance and the Code for Occupational Safety and Health Design of Textile Industrial Enterprises, and has regulated the Company's work safety and occupational disease prevention practices through a series of internal rules and policies. The Group pays particular attention to the protection of female employees and is committed to achieving a healthy work-life balance for its workforce.

The Group strictly implements its Occupational Health and Safety Policy and is committed to the continuous improvement of its occupational health and safety management system, formulating and implementing specific action plans. Each subsidiary has also established systematic occupational safety management policies and procedures. As at the end of 2025, seven of the Group's subsidiaries had obtained ISO 45001 occupational health and safety management system certification, and five subsidiaries had obtained Level 3 work safety standardization certification.

In 2025, the Group recorded a total of 5,337 lost working days due to work-related injuries. No work-related fatalities or occupational disease-related deaths occurred in 2023 and 2024; however, in 2025, 1 work-related fatality was recorded, resulting in a fatality rate of 0.0052% (calculated as the number of work-related fatalities divided by the total number of employees). In response, the Group has comprehensively strengthened its safety management by conducting root cause investigations and implementing corrective actions for work-related incidents. A two-tier inspection mechanism involving both the Group and its subsidiaries, including cross-inspections, has been established, alongside the revision and promulgation of core systems covering, among others, production safety management, incident reporting and handling, and contractor safety management. An automated incident reporting workflow (Office Automation, OA) has been introduced to enhance closed-loop management of statistical reporting and the reporting of preventive measures. In addition, a dedicated safety management communication group for subsidiaries has been established, requiring safety officers at each subsidiary to submit weekly hazard identification and inspection reports. Looking ahead, the Group will continue to reinforce closed-loop corrective actions, upgrade safety management systems and automated reporting processes, institutionalize cross-inspections, strengthen hazard identification and supervision, and further embed a strong safety culture to enhance overall safety management effectiveness.

第三部分：和諧並進•共擔社會責任(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體系，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2025年底，集團已有七家子公司通過了ISO 45001職業健康安全管理體系認證，五家子公司通過了三級安全生產標準化認證。

2025年，本集團因工傷導致的損失工作日為5,337天。2023-2024年，本集團未發生任何工傷及職業病相關死亡事故；2025年，發生工傷死亡事故1例，因工死亡比率為0.0052%（計算口徑：因工死亡人數 / 員工總人數）。針對上述情況，本集團全面強化安全管理，專項開展工傷事故根本原因調查與整改工作；同步推行集團與子公司兩級巡迴檢查及互查機制，對安全生產管理、安全事故上報與處理、外協單位安全管理等核心制度作出修訂並頒佈；新建事故自動化(Office Automation, OA)上報流程，完善統計通報、預防措施上報的閉環管理；搭建子公司安全管理工作群，推動各子公司安全負責人每週上報安全隱患排查週報，持續深化安全文化建設。未來，本集團將持續壓實事故整改閉環，升級安全管理制度與自動化上報流程，常態化開展安全互查，強化隱患排查督辦，厚植安全文化，全面提升安全管理效能。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Safety and Health (Continued)

Occupational Rights of Female Employees

Female employees of the Group serve in important roles across all positions and levels. We strictly comply with national and local laws and regulations, including the Law of the People's Republic of China on the Protection of Women's Rights and Interests, the Special Provisions on the Labor Protection of Female Employees, the Provisions on the Health Care of Female Employees and the Special Labor Protection System for Female Employees in the Workplace (Reference Text), and are committed to safeguarding the equal employment rights of female employees and upholding the principle of equal pay for equal work.

We attend to the various issues that female employees may encounter in their work and daily lives, and strictly prohibit any form of workplace sexual harassment. At the same time, the Group undertakes that female employees will not have their remuneration reduced or their labor contracts terminated on the grounds of marriage, pregnancy, maternity leave or breastfeeding. We remain committed to providing female employees with a fair, safe and supportive working environment, ensuring that they are able to fulfill their potential in the course of their career development.

Work Safety and Training

Work safety is not only a matter of employees' lives, but also has a direct bearing on the sustainable development of the enterprise. Accordingly, the Group has always regarded work safety as a top priority, establishing a comprehensive and robust safety management system and implementing a top-down safety accountability framework. The Group's Operations Management Department is responsible for overseeing the entire production process and on-site management, ensuring the effective implementation of all safety measures. Each subsidiary conducts regular inspections to identify issues in a timely manner and coordinate their resolution. Operating personnel at each process stage strictly follow standard operating procedures and carry out regular self-inspections and mutual inspections to ensure the prompt elimination of safety hazards.

第三部分：和諧並進•共擔社會責任(續)

安全健康(續)

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》、《女職工勞動保護特別規定》、《女職工保健工作規定》和《工作場所女職工特殊勞動保護制度(參考文本)》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。

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。集團營運管理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。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Safety and Health (Continued)

Work Safety and Training (Continued)

Through a series of rules and policies including the Work Safety Management Policy, the Group has clearly defined the work safety responsibilities of each subsidiary and management, and has set out detailed safety accident classifications and corresponding penalties. In addition, we strictly enforce the “Four Never Let Go” principle: never let go until the cause of the accident has been identified; never let go until the responsible personnel have been held accountable; never let go until rectification measures have been implemented; and never let go until the relevant personnel have received education. We not only strengthen employees’ safety education, but also ensure the implementation of rectification measures, and continue to drive 6S management and logistics support across the Group and its subsidiaries to create a safer and more efficient production environment.

Furthermore, we are keenly aware that employees’ safety awareness and skills are key to ensuring workplace safety and preventing accidents. Accordingly, the Group conducts regular multi-tiered and comprehensive safety training to ensure that all employees are familiar with and strictly comply with the Group’s safety rules and policies. Training content covers multiple areas including safe operating procedures, emergency response measures, fire safety and occupational disease prevention, and is delivered through a combination of online and offline formats to ensure that employees have access to the latest safety knowledge anytime and anywhere.

Case 1: The North Vietnam subsidiary participated in the 2025 local fire and rescue competition, enhancing practical emergency response capabilities through the competition, strengthening safety awareness and providing an additional safeguard for the company’s work safety.



The North Vietnam subsidiary participating in the fire and rescue competition
北越子公司參加消防救護比賽

第三部分：和諧並進 • 共擔社會責任 (續)

安全健康 (續)

安全生產及培訓 (續)

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。

案例1：北越子公司參加2025年當地消防救護比賽，通過比賽提升應急實戰能力，強化安全意識，為公司安全生產添保障。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Safety and Health (Continued)

Work Safety and Training (Continued)

Case 2: The Nicaragua subsidiary engaged certified personnel from the Nicaraguan Ministry of Labor (Ministerio del Trabajo, MITRAB) to deliver 17 specialized training sessions covering topics including working at heights, chemical safety, manual handling and lockout/tagout procedures. Each training session covered 40 employees, effectively enhancing employees' relevant skills, strengthening safety awareness and supporting work safety.

第三部分：和諧並進•共擔社會責任 (續)

安全健康 (續)

安全生產及培訓 (續)

案例2：尼國子公司邀請尼國勞動部(Ministerio del Trabajo, MITRAB)認證人員開展17項專項培訓，包括高空作業、化學品安全、手動搬運、上鎖掛牌等內容，每項培訓覆蓋40名員工，有效提升員工相關技能、增強安全意識，助力安全生產。



Specialized work safety training at the Nicaragua subsidiary
尼國子公司安全生產專項培訓

Case 3: The Nantong subsidiary conducted specialized work safety training for equipment maintenance personnel, with a focus on developing versatile, multi-skilled talent, effectively reducing operational safety risks.

案例3：南通子公司為設備維修人員開展安全生產專項培訓，重點培養「一專多能」人才，有效降低操作安全風險。



Specialized work safety training at the Nantong subsidiary
南通子公司安全生產專項培訓

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Safety and Health (Continued)

Occupational Health

All of the Group's subsidiaries have established Occupational Health and Work Safety Committees, chaired by the General Manager as team leader, with the Deputy General Manager of Production serving as deputy team leader, and the heads of each plant and department managers as members. The Group has consistently and strictly implemented relevant regulations including the Occupational Health and Safety Management Policy and the Management Policy on the Issuance of Labor Protection Equipment, and has continuously refined and optimized its existing management systems to ensure that employees' occupational health and safety are fully safeguarded.

In accordance with the requirements of relevant laws and regulations, all of the Group's subsidiaries conducted annual occupational hazard factor testing in 2025. Based on the testing results, we have provided corresponding occupational protective measures for employees who may be exposed to occupational hazard factors, ensuring that employees are able to effectively prevent the occurrence of occupational diseases in the course of their work and safeguarding their physical and mental health. In addition, all employees across the Group's subsidiaries who are exposed to occupational hazard factor risks have undergone the corresponding pre-employment, off-post and annual on-the-job occupational health examinations.

第三部分：和諧並進•共擔社會責任(續)

安全健康(續)

職業健康

本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 safety 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2025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因素暴露風險的員工，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: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Safety and Health (Continued)

Occupational Health (Continued)

Case 1: The Xuzhou subsidiaries identified the ergonomic risk of leg fatigue among ring spinning and winding operators caused by the large workshop area and long patrol routes. Focusing on occupational health protection needs, the subsidiaries introduced electric vehicles to replace walking patrols as an optimization measure, effectively reducing physical exertion and leg strain during patrol rounds, mitigating the risk of muscle fatigue and repetitive strain injuries. This initiative is aligned with ergonomic improvement objectives and further strengthens occupational health protection for frontline employees.



Patrol vehicles at the Xuzhou subsidiaries
徐州子公司代步巡查車

Mental Health Support

The Group has always attached great importance to the physical and mental health of its employees, particularly the maintenance of mental wellbeing. A positive mental state is not only essential to individual work performance, but also has a direct impact on team collaboration efficiency and overall corporate development. Accordingly, mental health support has become one of the core elements of the Group's employee benefits system. To this end, the Group has introduced a range of mental health support measures, including the regular hosting of mental health seminars, the provision of counseling services, and the establishment of professional psychological support channels for employees. In addition, the Group has set up an employee mental health care hotline, ensuring that employees are able to obtain professional help and support in a timely manner when facing work or personal pressures. We encourage employees to actively participate in mental health-related activities and to build psychological resilience, enabling them to better cope with workplace challenges and to achieve mutual benefits in both physical and mental wellbeing and career development.

第三部分：和諧並進•共擔社會責任(續)

安全健康(續)

職業健康(續)

案例1：徐州子公司針對細紗工、絡筒工因車間面積大、巡迴路程長引發的腿部疲勞這一人體工效學風險，聚焦職業健康防護需求，通過配備電動車替代步行巡查的優化措施，有效減少員工巡迴過程中的體力消耗與腿部負荷，減輕肌肉疲勞及勞損風險，既貼合人體工效學改進目標，也進一步強化了一線員工職業健康保障。

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。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Quality Management

Quality management is also one of the core areas of focus for the Group, as product quality has a direct bearing on corporate reputation, customer satisfaction, market competitiveness and the ability to operate on a sustainable basis. Accordingly, the Group strictly complies with relevant laws and regulations, including the Product Quality Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Consumer Rights and Interests and the Basic Safety Technical Specifications for National Textile Products, and has continuously refined its internal policy framework, including the Quality Assurance System, the Quality Work Manual, the Regulations on Order Review and Product Mix Adjustment and the Regulations on Product Production and Warehousing.

To ensure the effectiveness of quality management, the Group has established a comprehensive quality assurance inspection system, clearly defining the responsibilities, inspection standards and frequency for each accountable position, and requiring inspectors to focus on problem resolution and effective control to ensure that rectification measures are fully implemented. At the same time, we have consistently prioritized product quality as a strategic imperative, strengthening quality controls, enhancing the professional capabilities of the quality assurance team, and ensuring the comprehensive implementation of quality management throughout the entire production process.

In 2025, we maintained strict control over product quality and safety, selecting appropriate raw materials for production in accordance with customer requirements and ensuring compliance with the regulatory requirements of all applicable jurisdictions, successfully avoiding any product recalls arising from product safety or health concerns. As at 2025, ten of the Group's subsidiaries had obtained ISO 9000 quality management system certification, further enhancing the global recognition of the Group's quality management standards.

第三部分：和諧並進•共擔社會責任(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2025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和健康問題引起的任何召回事件。截至2025年，本集團已有十家子公司通過了ISO 9000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: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Quality Management (Continued)

Product Responsibility

The Group strictly follows the Quality Management Machine Shutdown Policy and the Regulations on Quality Issues and Corrective Measures. When product quality fluctuations reach the threshold for a machine shutdown (such as raw material inspections failing to meet internal control standards), production is halted immediately, and the relevant management personnel are notified to organize rectification, with production resuming only after the rectification has been verified as satisfactory. At the same time, in accordance with the Quality Issue Accountability Policy, we impose financial and administrative penalties on the quality assurance officers responsible, based on the nature of the issue, to ensure that accountability is enforced. In the event that a quality or safety issue arises with a product that has been sold, we will promptly initiate the recall process in accordance with established recall procedures to safeguard consumer rights and interests.

In addition, the Group regularly enhances employees' operational skills and strengthens awareness of standardized operations through various means, including monthly quality analysis meetings, internal and external quality training, and operational skills competitions, to further improve product quality. Through continuous training and practice, we steadily strengthen quality awareness across the entire workforce and drive the ongoing optimization of quality management.

Case 1: In the preceding year, the Jiangsu subsidiary leveraged its Manufacturing Execution System (MES) to push data in real time and established a dedicated Texhong quality alert communication group. For cases of persistent non-compliance without rectification, tagged machine shutdown and rectification measures were imposed, with the interception and handling of finished products strictly carried out in accordance with prescribed procedures to ensure the timely resolution of quality issues. In 2025, building on a refined traceability management system covering procurement, production and warehousing, the subsidiary achieved full end-to-end traceability and verifiability from raw materials to finished products, driving greater precision and efficiency across its processes.

第三部分：和諧並進•共擔社會責任(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：上一年度，江蘇子公司通過製造執行(Manufacturing Execution System, MES)系統實時推送數據，設立天虹質量警報專群；對持續超標未整改的情況採取掛牌停車整改，成品截留與處理嚴格按規定流程執行，確保質量問題及時處置。2025年，依託覆蓋採購、生產、倉儲環節的精細化溯源管理體系，實現原料到成品全環節可追溯、可核查，讓流程更趨精準高效。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Quality Management (Continued)

Product Responsibility (Continued)

Case 2: The South Vietnam subsidiary established a dedicated task force for Chief Value Cotton (CVC) blended yarn varieties, with clearly defined responsibilities to optimize equipment issues relating to carding machines, ring spinning frames and other machinery, stabilize air conditioning temperature and humidity levels, standardize operating procedures, and meet customers' piece-dyeing requirements.



Dedicated task force at the South Vietnam subsidiary
南越子公司攻關小組

Quality Assurance

The Group has always regarded quality assurance as one of the core elements of its business strategy. We recognize that outstanding product quality is the foundation for ensuring customer satisfaction, enhancing brand value, strengthening market competitiveness and achieving sustainable development. To this end, we strictly comply with relevant national and regional laws and regulations, including the Product Quality Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Consumer Rights and Interests and the Basic Safety Technical Specifications for National Textile Products, ensuring that every product meets industry standards and international requirements.

The Group has established a comprehensive quality management system to ensure stringent controls at every stage from raw material procurement to product delivery. We have set up a professional quality management team and adopted advanced quality testing equipment and technologies to conduct comprehensive monitoring and inspection of the production process, ensuring that every batch of products meets the highest standards before leaving the factory.

第三部分：和諧並進•共擔社會責任(續)

質量管理(續)

產品責任(續)

案例2：南越子公司針對棉滌混紡紗(Chief Value Cotton, CVC)品種成立專項攻關小組，明確分工優化梳棉機、細紗機等設備問題，穩定空調溫濕度，規範操作流程，滿足客戶單染要求。

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。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Quality Management (Continued)

Quality Assurance (Continued)

To drive company-wide participation in quality management, the Group regularly conducts quality training and operational skills competitions to enhance employees' quality awareness and operational proficiency. In addition, through regular quality analysis meetings and data feedback, we continuously track product quality, identify and resolve potential issues in a timely manner, and ensure the ongoing improvement and innovation of our products.

In terms of supply chain management, the Group has established close partnerships with its suppliers, rigorously screening quality suppliers to ensure that all raw materials procured meet safety and quality standards, and maintaining supply chain quality through regular reviews and quality assessments. We also adhere to a strict product traceability system, ensuring that the origin and production process of every product is traceable and monitorable, maximizing the safety and reliability of our products. As at the end of 2025, the Group had obtained numerous international certifications and certificates relating to sustainable production and products, including OEKO-TEX® STANDARD 100, GRS, OCS, RCS, GOTS, BCI and Regenagri Cotton, among others.

Product Promotion

The Group employs a diverse range of external promotional channels, including trade exhibitions, the Group's internal showrooms, product brochures, and customized corporate and product presentation materials tailored to individual clients. The core purpose of these promotional materials is to showcase the Group's management philosophy and production capabilities, and to provide detailed information on product specifications and characteristics, serving as an important communication tool for engaging with clients. We are keenly aware that misleading promotion would not only damage the Group's reputation, but could also significantly erode client trust and satisfaction. Accordingly, we consistently uphold the principles of truthful and accurate promotion, ensuring that all external promotional content is grounded in fact.

To ensure the truthfulness and accuracy of promotional content, all promotional materials are jointly reviewed and controlled by the Group's President's Office and the business departments. Promotional content is regularly reviewed and updated by the President's Office and the business departments to ensure that the information communicated to clients is consistently truthful, comprehensive and effective. At the same time, we pay close attention to detail and precision, ensuring that every piece of promotional material accurately reflects the Group's actual capabilities and product strengths, thereby enhancing client trust and satisfaction. Through these measures, we are committed to building long-term and stable client relationships and driving the sustainable development of the enterprise.

第三部分：和諧並進•共擔社會責任(續)

質量管理(續)

品質管理(續)

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2025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® STANDARD 100，GRS，OCS，RCS，GOTS，BCI，Regenagri Cotton等。

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。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Quality Management (Continued)

Customer Service

The Group attaches great importance to customer service, regarding it as one of the core objectives of corporate development. We uphold the principles of rapid response and precise service to meet the diverse needs of our clients and continuously enhance customer satisfaction. The following sets out the specific measures we have taken in respect of customer service:

- Dedicated client liaisons: We assign dedicated liaison personnel to different clients, ensuring the timely resolution of client requirements in respect of order quality, quantity, delivery schedules and other matters, responding swiftly to client feedback, and continuously optimizing service quality to enhance customer satisfaction and loyalty.
- Market visits and collaboration: The Group's subsidiaries conduct regular market visits with clients to gain an in-depth understanding of client needs and to collaborate on the development of new products. This not only strengthens the relationship of trust between both parties, but also enables us to stay abreast of market developments and client feedback, thereby driving the continuous improvement of our service standards.
- Satisfaction surveys: The Market Information Department organizes satisfaction surveys of key clients on a semi-annual basis, inviting clients to complete the Customer Satisfaction Questionnaire, enabling us to make targeted service improvements.
- Technical support: Our professional technical team provides clients with comprehensive technical support in accordance with quality and after-sales management requirements, earning a high degree of client recognition.
- Customer service policies: Each subsidiary has established a comprehensive customer service system, with quality issues raised by clients individually recorded and addressed. All issues are promptly referred to the relevant responsible departments for root cause analysis and resolution, ensuring that the client receives a clear response within 20 days. For major quality issues, the business manager will coordinate the handling process and arrange an on-site visit.
- After-sales service reports: The quality department regularly consolidates client feedback, analyzes issues and prepares after-sales service reports. The customer service manager oversees service delivery, conducts monthly summaries and annual reviews, and organizes senior-level client visits where necessary.

第三部分：和諧並進•共擔社會責任(續)

質量管理(續)

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。
- 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。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Quality Management (Continued)

Customer Service (Continued)

- Information security: The Group treats client information as confidential business data. All employees are required to strictly comply with the confidentiality provisions set out in the Employee Handbook, and may not disclose or misuse client data without authorization, ensuring the security of client information.

Through these measures, we are committed to providing clients with high-quality products and services, protecting client privacy, and building long-term and stable partnerships. In 2025, the Group did not receive any complaints from clients relating to service, privacy breaches or major product quality issues.

Emergency Response

The Group places particular emphasis on establishing and maintaining an efficient emergency response mechanism in the area of quality management, to ensure that prompt action can be taken when quality issues arise and to minimize potential harm to clients and the Group. The following are the key steps in our quality emergency response process:

- Issue identification: Through monitoring systems and client feedback, we are able to identify quality issues swiftly and immediately organize the relevant departments to initiate an emergency response.
- Rapid response: The quality management department immediately activates the emergency response plan, assembles a dedicated working group, conducts an in-depth analysis of the issue and traces its origin to determine the root cause, and implements effective corrective measures.
- Review and improvement: Emergency response review meetings are held on a regular basis to conduct post-incident reviews of the handling of quality issues, draw lessons and prevent recurrence.
- Client communication: For major quality issues, we promptly notify clients in accordance with established procedures and negotiate solutions. Where necessary, we initiate product recall procedures to protect client interests to the greatest extent possible.
- Emergency drills: To enhance employees' emergency response capabilities, we regularly conduct internal quality emergency drills to ensure that the Group is able to respond to unexpected quality incidents swiftly and accurately, safeguarding product quality and client trust.

第三部分：和諧並進•共擔社會責任(續)

質量管理(續)

客戶服務(續)

- 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。二零二五年，本集團未收到客戶關於服務、隱私權泄露及重大產品質量相關的投訴。

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。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Quality Management (Continued)

Emergency Response (Continued)

Through these measures, we are committed to building a quality management system that is capable of responding swiftly and resolving issues effectively, in order to safeguard the quality of our products and services, protect the rights and interests of our clients, and enhance the Group's market competitiveness.

Innovation Management

The Group upholds the corporate spirit of "professionalism and innovation", emphasizing the business philosophy of "quality as the foundation of survival" and the action agenda of "innovation and excellence". We are committed to creating high-quality products, pursuing innovation that delivers long-term value for both the Group and our clients, and continuously striving for the highest standards in every aspect of our work.

Product Innovation

In the Group's development strategy, we recognize that innovation is the core driver of sustained corporate growth and enhanced market competitiveness. Accordingly, we have consistently placed product innovation at the heart of our strategic development, and have actively invested resources in technological research and development and product optimization. To address rapidly evolving market demands and client expectations, we have continued to increase our R&D investment, introduce leading technologies, refine production processes, and drive technological innovation and product iteration. Through these initiatives, we continuously launch innovative products that align with market trends and meet client needs, while striving to enhance the added value and differentiated competitiveness of our products. For example, through core technology research into the modification and functional assembly of three types of bio-based materials, and the optimization of hemp fiber surface reconstruction, wool fiber coating preparation, and chitosan functional yarn forming parameters, we have made our yarns more comfortable, with longer-lasting odor resistance, stronger antibacterial properties, improved moisture absorption and enhanced sustainability. Through core technology research into raw material formulation, modified antibacterial agent preparation, spinning solution preparation and dry spinning processes, and the optimization of raw material weight ratios, ultrasonication conditions and curing process parameters, we have achieved superior and longer-lasting antibacterial performance in textile fiber materials, with a more operationally straightforward preparation process.

第三部分：和諧並進•共擔社會責任(續)

質量管理(續)

應急響應(續)

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。

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價值和市場差異化競爭力。例如，通過對三種生物基材料改性、功能組裝等核心技術研究，並對漢麻纖維表面重構、羊毛纖維塗層製備、殼聚糖功能絲成型參數進行優化，使紗線更舒適、防臭更持久、抗菌性更強、吸濕效果更好、可持續性更優。通過對原料配比、改性抗菌劑製備、紡絲料液調製、乾法紡絲等核心技術研究，並對各原料重量份、超聲處理條件、熟化工藝參數進行優化，使紡織纖維材料抗菌性能更優異、抗菌效果更持久、製備過程更易操作。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Innovation Management (Continued)

Technological Innovation

The Group has consistently pursued a differentiated development strategy, focusing on technological innovation and product upgrades to stand out in an intensely competitive market. We have continued to increase our R&D investment, successively establishing a number of research platforms, including the Texhong Education Academy, the Texhong Group Yarn R&D Center, the Jiangsu Province Postdoctoral Innovation Practice Base, the Texhong International Group Retail Product R&D Center and the National Technology R&D Center at the Shandong subsidiary, and have been actively engaged in independent technological research and innovation.

Leveraging its strong technological capabilities and innovation capacity, the Group has established an outstanding reputation within the industry, attracting collaboration and interest from numerous internationally renowned fiber suppliers. In collaboration with Lenzing of Austria, we use TENCEL™, Modal and viscose fibers to produce premium woven yarns, denim yarns and premium knitting yarns, driving the diversification of our fiber products. In collaboration with Toray, we use its "Toraycen" series of recycled acrylic fibers, blended with cashmere and viscose, to develop new yarn varieties, achieving the circular use of resources and delivering products that combine lightweight warmth, driving the green upgrade of our yarn products. In addition, we actively apply blended yarns incorporating eco-friendly polyester and other fibres, and collaborate with international clients to jointly develop acrylic thermal knitting yarns.

The Group is committed to expanding its market through innovative products, exploring the application of multifunctional fibers and new eco-friendly materials, and advancing sustainable development. In the area of new fabric R&D, we work in close conjunction with yarn technologies to continuously drive industrial upgrading and build an international fabric business platform. A number of subsidiaries have obtained High and New Technology Enterprise certification, and the Jiangsu Province Specialty Core-Spun Yarn Textile Engineering Center has been established, laying a solid technological foundation for future development.

第三部分：和諧並進•共擔社會責任(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。與東麗(Toray)公司合作，使用其「Toraycen」系列再生腈綸纖維，結合羊絨、黏膠混紡開發新型紗線，實現了資源循環利用，產品兼具輕薄保暖特性，推動了紗線產品的綠色升級。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。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Innovation Management (Continued)

Technological Innovation (Continued)

Case 1: Ring spinning intelligent single-spindle monitoring system: This innovation combines Internet of Things (IoT) and artificial intelligence technologies, with high-precision sensors installed on every spindle of each ring spinning frame, enabling millisecond-level real-time monitoring and precise identification of yarn breakages, weak twist and empty spindles, transforming quality control from reactive troubleshooting to proactive early warning and prevention.



Ring spinning intelligent single-spindle monitoring system
細紗智能單錠監測系統

Case 2: The Zhanjiang subsidiary partnered with academic research institutions to jointly undertake the development and research of an innovative project entitled "A Micro-Nano Fiber Multi-Layer Structure Core-Spun Yarn Spinning Device and Its Production Technology", enhancing production efficiency while contributing to technological innovation and industry advancement.

Case 3: Sizing preparation model innovation: The intelligent sizing preparation system is the digital core of the modern textile sizing process, enabling end-to-end automation and precision control from sizing agent management to delivery, fundamentally transforming the traditional model of manual sizing preparation. The system first stores powdered sizing agents in dedicated storage tanks to ensure the raw materials remain dry and stable. When sizing preparation is required, the system automatically transports the designated sizing agents to a high-precision weighing unit, completing the weighing process in strict accordance with formula requirements. The sizing agents, water and other auxiliaries are then fed into the mixing vessel, where the system precisely controls temperature, time and stirring speed to complete the fully automated cooking process, ensuring that the viscosity, concentration and temperature of every batch of sizing liquor fully comply with process standards. Based on the real-time requirements of the sizing machine, the prepared sizing liquor is automatically delivered to the corresponding machine via the conveying system in a timely manner.

第三部分：和諧並進 • 共擔社會責任 (續)

創新管理(續)

科技創新(續)

案例1：細紗智能單錠監測系統：此項創新結合物聯網與人工智能技術，在每台細紗機的每個錠子上都裝了高精度傳感器，能毫秒級實時監測並精準定位紗線斷頭、弱捻、空錠等情況，讓質量控制從被動處理變成了主動預警和預防。

案例2：湛江子公司與學校科研機構攜手，聯合開展「一種微納米纖維多層結構包芯紗紡紗裝置及其生產技術」創新項目的開發研究，既提升生產效率，也助力技術創新與行業進步。

案例3：調漿模式創新：智能調漿系統是現代紡織漿紗工序的數字化核心，能實現漿料管理到配送全流程的自動化與精準控制，徹底改變了依靠人工調漿的傳統模式。系統先把粉狀漿料存放在專用儲罐里，保證原料乾燥穩定。需要調漿時，系統會自動把指定漿料運輸到高精度稱重單元，嚴格按照配方要求完成稱量。之後，漿料、水和其他助劑被送入調漿桶，系統精準控制溫度、時間和攪拌速度，全自動完成調煮，確保每一桶漿液的黏度、濃度和溫度都完全符合工藝標準。根據漿紗機的實時需求，調好的熟漿將通過輸送系統自動及時輸送到對應機台。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

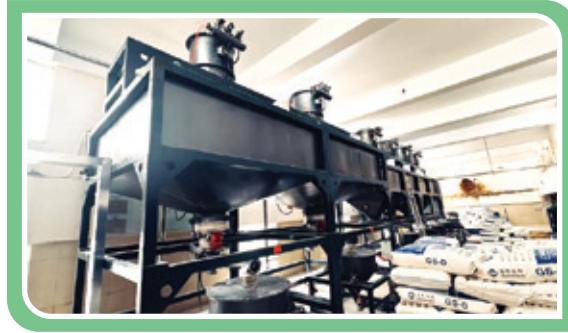
Innovation Management (Continued)

Technological Innovation (Continued)

第三部分：和諧並進•共擔社會責任(續)

創新管理(續)

科技創新(續)



Intelligent sizing preparation system
智能調漿系統

AI Applications

In driving sustainable development, the Group has actively explored and applied artificial intelligence (“AI”) technology, with the aim of improving operational efficiency, optimizing resource allocation and strengthening product innovation capabilities. Through the adoption of AI algorithms and machine learning technologies, we are able to monitor production processes in real time, accurately forecast market demand and optimize supply chain management, thereby reducing resource wastage and lowering production costs.

In the previous year, the Group developed an AI-powered automatic cone yarn packing line and an AI-driven color matching system, both of which delivered notable results. Building on these achievements, the Group has continued to deepen the integrated research and development of AI technology and production processes, further expanding the practical application of AI across production operations.

EHR (Electronic Human Resource) system: The launch of the Group’s Electronic Human Resource (“EHR”) system, embedded with AI technology, marks a decisive step towards the full digitalization and intelligent transformation of the Group’s human resources management. Leveraging AI algorithms to consolidate employee information management, the system optimizes core processes including recruitment, attendance, records management, payroll and performance assessment, and talent development, delivering material improvements in operational efficiency and data accuracy. Beyond standardizing and refining human resources management through AI, the system also provides management with real-time data support and intelligent analytical recommendations, facilitating strategic decision-making and further strengthening the Group’s talent competitiveness and organizational vitality in the textile industry.

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(Artificial Intelligence, AI)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。

上一年度，本集團開發了AI筒紗自動裝包線與AI智能配色系統，成效顯著。在去年的基礎上，本集團持續深化人工智能技術與生產的融合研發，進一步拓展AI在生產環節的落地應用。

EHR (Electronic Human Resource, EHR)系統：人力資源系統上線並嵌入人工智能技術，標誌著集團人力資源管理全面邁向數字化、智能化。借助AI算法統一員工信息管理，優化招聘、考勤、檔案、薪資績效、人才培養等核心流程，顯著提升運營效率與數據準確性。系統不僅通過人工智能實現人力資源的標準化、精細化管理，還能夠為管理層提供實時數據支持與智能分析建議，助力戰略決策，進一步強化企業在紡織行業的人才競爭力與組織活力。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Innovation Management (Continued)

AI Applications (Continued)

第三部分：和諧並進 • 共擔社會責任 (續)

創新管理 (續)

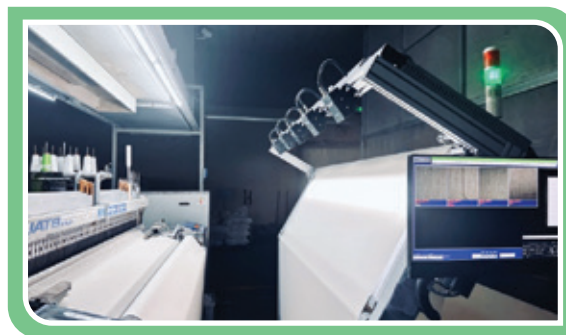
人工智能應用 (續)



The EHR system
EHR系統

AI intelligent fabric inspection system — real-time inspection: In the grey fabric weaving process, we have introduced a real-time fabric inspection system by installing integrated visual inspection equipment directly on the weaving machines, enabling online identification of fabric surface anomalies. The system feeds defect information back to weaving operators immediately, providing operators with a practical decision-support tool that allows them to attend to equipment status and process parameters more promptly, thereby helping to reduce the incidence of substandard fabric.

AI智能驗布系統 — 實時驗布：我們在坯布織造環節引入實時驗布系統，在織布機上加裝集成視覺檢測設備，能在線識別布面異常情況。該系統會把疵點信息即時反饋給織布員工，給操作人員提供實用的輔助判斷工具，方便他們更及時關注設備狀態和工藝參數，幫助減少次布出現。



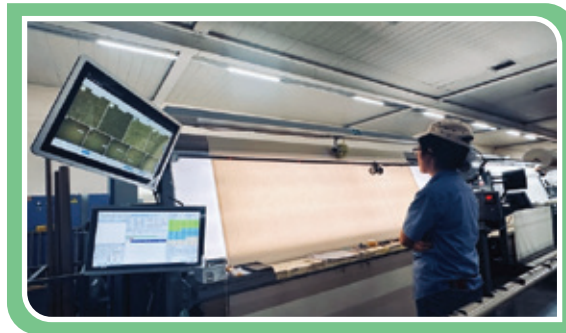
AI real-time fabric inspection system — use of synchronous inspection equipment in weaving
AI實時驗布系統 — 織造同步驗布設備的使用

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Innovation Management (Continued)

AI Applications (Continued)

AI intelligent fabric inspection system — automated inspection: In the dedicated grey fabric inspection process, we have deployed an automated fabric inspection system. Using industrial cameras to capture fabric images, the system automatically identifies and classifies common defects through algorithms, and assigns scores according to established standards, providing an objective reference for inspection and improving the consistency of inspection results. The system also generates defect distribution maps to provide data support for subsequent printing and dyeing processes, optimising cutting plans to improve grey fabric utilisation and reduce material wastage.



AI automated fabric inspection system — use of intelligent inspection equipment for grey fabric
AI自動驗布系統 — 坯布智能檢驗設備的使用

Intellectual Property

The Group has consistently regarded intellectual property as a core asset of its business development, and has taken all necessary measures to safeguard its legal rights and interests in the market. We strictly comply with applicable laws and regulations including the Trade Mark Law of the People's Republic of China, the Patent Law of the People's Republic of China and the Implementing Regulations of the Patent Law of the People's Republic of China, and have implemented internally a series of policies and procedures including the Intellectual Property Management System, the Scientific and Technological Achievement Commercialization Management System, the Scientific and Technological Achievement Commercialization Incentive Measures and the R&D Organization Management System, to ensure the effective protection and management of all intellectual property rights. As at 31 December 2025, the Group held a total of 1,040 intellectual property rights of various types, comprising 141 invention patents, 888 utility model patents and 11 software copyrights. In addition, the Group has actively participated in the formulation of industry standards, having to date contributed to the development of 27 national standards and textile industry standards. Through these measures, we continue to strengthen our innovation capabilities and market competitiveness, ensuring that we maintain a leading position in global competition.

第三部分：和諧並進•共擔社會責任(續)

創新管理(續)

人工智能應用(續)

AI智能驗布系統 — 自動驗布：在獨立的坯布檢驗工序，我們部署了自動驗布系統。該系統通過工業相機採集面料圖像，借助算法自動識別、分類常見疵點，並按標準評分，給檢驗工作提供了客觀參考，能提高檢驗結果的一致性。同時系統會生成疵點分佈圖，為後續印染工序提供數據支持，通過優化分切方案提升坯布利用率，減少材料浪費。

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。至2025年12月31日，本集團共擁有1,040件各類知識產權，其中包括141件發明專利，888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27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: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Innovation Management (Continued)

Technological Improvements

Technological improvements have consistently occupied an important place in the Group's sustainable development strategy. We recognize that technological improvements not only enhance production efficiency, but also drive improvements in product quality and the optimization of resource utilization, thereby supporting our environmental and sustainable development objectives. Accordingly, we continue to increase our investment in technological improvements and advance the comprehensive upgrading of research and development and technology applications.

Through the continuous optimization of production processes, improvements in automation levels and the introduction of advanced technologies, the Group has achieved notable progress across a number of areas. To ensure the sustained delivery and effectiveness of technological improvements, we have also established a dedicated technology research and development team and entered into in-depth collaboration with relevant research institutions and universities, combining industry development trends with market demand to drive the rapid iteration and upgrading of technologies.

The Group has continued to advance a number of ongoing technology improvement initiatives — including the installation of automatic doffing devices on ring spinning frames, the deployment of yarn insertion robots on winding machines, the introduction of electric patrol vehicles for ring frame operators, the adaptation of customized sliding seats for specific job roles, and the advancement of vortex-spun core-spun yarn technology — all yielding significant results. Building on this foundation, in 2025 we further expanded a number of targeted technology improvement initiatives.

Case 1: The Group has been equipped with automatic bobbin transfer technology for winding machines, enabling the continuous automated conveyance of cone yarn. This initiative has effectively reduced the physical burden of repetitive manual labour, improved per-capita work efficiency in the bobbin transfer process by 233%, and delivered significant optimisation and productivity gains across the production flow.

第三部分：和諧並進•共擔社會責任(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。

本集團持續推進細紗機台集落裝置加裝、絡筒機插紗機器人配置、細紗擋車工電動巡迴車配置、定製化工種滑動座椅適配及渦流紡包芯紗技術革新項目，成效顯著。在此基礎上，2025年我們進一步拓展了多項專項技術改進舉措。

案例1：配備絡筒落紗自動輸送技術，實現筒紗自動化連續輸送。此舉有效減輕員工重複體力勞動強度，推筒工序人均工作效率提升233%，實現生產流程的高效優化與效能飛躍。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Innovation Management (Continued)

Technological Improvements (Continued)

Case 2: Integrated visual inspection equipment has been installed on weaving machines, replacing the traditional model of manual visual inspection of fabric surfaces. The system enables accurate online identification of fabric defects and feeds anomaly information back to weaving operators immediately. This provides operators with a practical reference to support their judgement, allowing them to adjust equipment status and process parameters more promptly, effectively reducing the incidence of substandard fabric. Following the introduction of the AI intelligent fabric inspection system, the grey fabric missed-inspection rate decreased by 10% and the work efficiency of fabric inspection staff improved by 28.5%.

Case 3: High-precision sensors have been installed on each spindle of every ring spinning frame, replacing the previous model of manual inspection, which made it difficult to detect anomalies in real time. The system enables millisecond-level real-time monitoring and precise identification of yarn end breakages, weak twists, empty spindles and other conditions, transforming quality control from reactive handling to proactive early warning and prevention. This has effectively reduced the physical workload of employees and driven improvements in production efficiency. Following implementation, the instantaneous end-breakage rate decreased from 11.8‰ to 4.6‰, and employee efficiency improved by 25%.

Case 4: An automatic size preparation system for weaving has been deployed to replace the traditional manual size mixing model, achieving automated and precise control over the entire process from size management to dispensing, including storage, weighing, cooking and delivery. This initiative has eliminated human error, reduced the safety risk of employee exposure to fabric chemicals, and improved per-capita work efficiency in the size preparation process by 200%.

第三部分：和諧並進•共擔社會責任(續)

創新管理(續)

技術改進(續)

案例2：在織布機上加裝集成視覺檢測設備，替代傳統人工肉眼巡檢布面異常的模式，可在線精準識別布面疵點，並將異常信息即時反饋給織布工。此舉為操作人員提供實用的輔助判斷依據，助力其更及時調整設備狀態與工藝參數，有效減少次布產生，使用AI智能驗布系統後，坯布漏驗率下降10%，驗布員工工作效率同步提升28.5%。

案例3：在每台細紗機的每個錠子上安裝高精度傳感器，替代原有人工巡檢難實時捕捉異常的模式，能毫秒級實時監測並精準定位紗線斷紗、弱捻、空錠等狀態，把質量控制從被動處理變成主動預警預防。此舉有效減輕員工勞動強度，驅動生產效率提升。實施後，瞬時斷紗率從11.8‰降至4.6‰；員工效率提升25%。

案例4：配備織造自動調漿系統替代傳統人工調漿模式，實現漿料管理到配送全流程自動化精準控制，自動完成儲存、稱量、調煮、配送等環節。此舉杜絕人為誤差，降低員工接觸面料化學品的安全風險，調漿工序人均工作效率提升200%。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY (Continued)

Community Investment

The Group has consistently attached great importance to community investment, firmly believing that corporate success should be built not only on economic returns but also on a foundation of social responsibility and contribution. Through sustained community investment, we are committed to building more prosperous, healthy and sustainable community environments. We have established close collaborative relationships with local and surrounding communities, and actively support projects across a range of areas including education, environmental protection and social welfare, providing funding, resources and volunteer services. We believe that through collective effort, we can not only create more opportunities for communities but also foster a shared sense of social responsibility, working together towards a better future. For the Group, community investment is not merely a responsibility but a commitment to giving back to society, and an important driver of sustainable development. To better implement community development projects, we have formulated the Texhong International Group Charitable and Public Welfare Management System, ensuring that all charitable and public welfare activities are conducted in a structured and efficient manner. In 2025, the Group contributed a total of approximately RMB5,708,000 in charitable donations, putting our commitment to corporate social responsibility into practice through concrete action.

Case 1: The Group donated HKD6 million in cash and supplies to provide emergency relief to those affected by the Tai Po Wang Fuk Court fire in the Hong Kong Special Administrative Region, comprising HKD3 million in cash and HKD3 million worth of clothing and daily necessities.

第三部分：和諧並進•共擔社會責任(續)

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，我們制定了《天虹國際集團慈善與公益管理制度》，確保每項慈善與公益活動規範、高效開展。2025年，本集團共投入慈善資金約5,708,000元人民幣，以實際行動踐行企業社會責任。

案例1：本集團捐贈600萬元港幣款項及物資，其中包括300萬元港幣現金，以及價值300萬元港幣的衣物和日用品，用於緊急支援中國香港特別行政區受大埔宏福苑火災影響的人士。

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY *(Continued)*

Community Investment *(Continued)*

Case 2: The South Vietnam subsidiary organized union members to visit a local center for the visually impaired, distributing mooncakes to children as a gesture of care and support.

第三部分：和諧並進•共擔社會責任
(續)

社區投資 *(續)*

案例2：南越子公司組織工會成員赴當地盲人中心，為兒童發放月餅，傳遞關愛。



South Vietnam subsidiary participating in community charitable activities
南越子公司參加社區慈善活動

Case 3: On Army Day 2025 (1 August), the Human Resources and Administration Department of the Xuzhou subsidiaries, together with the Safety Division, paid a courtesy visit to local firefighters to express appreciation for their service.

案例3：2025年八一節，徐州子公司人事行政部聯合安全科對當地消防官兵進行慰問。



Xuzhou subsidiaries participating in local community activities
徐州子公司參加當地社區活動

PART III: PROGRESSING IN HARMONY • SHARING SOCIAL RESPONSIBILITY *(Continued)*

Community Investment *(Continued)*

Case 4: The North Vietnam subsidiary contributed RMB27,000 towards the construction and renovation of a local office, improving public facilities within the community.

Case 5: In October 2025, the South Vietnam subsidiary raised RMB33,000 in donations for areas affected by Typhoon No. 10 in Vietnam, submitting the funds to the local government for coordinated disaster relief efforts to support the recovery of affected areas.

第三部分：和諧並進 • 共擔社會責任
(續)

社區投資 *(續)*

案例4：北越子公司出資2.7萬元人民幣為當地建設維修辦公室，改善社區公共設施。

案例5：2025年10月，南越子公司為越南10號颱風受災地區募集捐款3.3萬元人民幣，提交給當地政府統籌救助，助力災區恢復。



South Vietnam subsidiary participating in community charitable activities
南越子公司參加社區慈善活動

PART IV: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER

Business Ethics

The Group recognizes that adherence to business ethics is the cornerstone of corporate success and sustainable development.

In all business activities, we uphold the principles of integrity, fairness and accountability — principles that are reflected not only in our policies and statements, but also in our day-to-day operations and decision-making. We are committed to providing high-quality products and services, and to placing the interests of our customers first. For example, through the implementation of rigorous quality control processes and customer feedback mechanisms, we ensure that the voices of our customers are heard and acted upon.

In our relationships with business partners, we are committed to fair competition and to maintaining the foundation of honest and trustworthy collaboration. In tender processes, for example, we strictly apply the principles of transparency and impartiality.

We regard our employees as the Group's most valuable asset, and remain committed to fostering a fair, inclusive and safe working environment. Business ethics education has been incorporated into our employee training framework, with training and development opportunities provided to enable employees to realize their full potential. For example, through participation in the "Integrity at Texhong" integrity-themed learning program, employees have not only strengthened their individual professional standards but also enhanced team cohesion and the Group's overall competitiveness.

Code of Business Conduct

The Group is committed to integrating business ethics management into its day-to-day operations. In accordance with applicable laws and regulations including the Company Law of the People's Republic of China and the Tendering and Bidding Law of the People's Republic of China, we have formulated a series of codes of conduct, including the Employee Code of Conduct and the Supplier Code of Conduct. These codes set out high standards of integrity, transparency and accountability, covering requirements including the prohibition of bribery, fair competition and environmental protection. We require all employees, suppliers, customers and other business partners to uphold integrity and to participate in the oversight of our integrity-based business management system.

第四部分：公允透明•共驅價值投資

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。例如，在招標過程中嚴格執行透明和公正的原則。

在員工對待中，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；將商業道德教育納入員工培訓體系，提供培訓和發展機會，使他們能夠充分發揮潛力。例如，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。

PART IV: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Business Ethics (Continued)

Code of Business Conduct (Continued)

All partner suppliers are required to sign and strictly comply with the Supplier Code of Conduct, while employees in management and key positions are required to sign the Employee Integrity Pledge and familiarize themselves with the contents of the Employee Code of Conduct. In addition, we have launched the “Integrity at Texhong” integrity-themed learning program, under which all employees participate in regular training sessions and dedicated communications to deepen their understanding and practice of business ethics.

Our internal audit department works in collaboration with the Group President’s Office to conduct a dedicated business ethics audit of all subsidiaries on an annual basis, ensuring that the codes of conduct are effectively implemented and updated and improved in response to feedback and changes in the market environment.

In 2025, the Group successfully achieved its annual integrity management objectives. These objectives included improving employee training coverage and strengthening supply chain transparency. Through the collective efforts of the Group as a whole, employee training coverage reached 100%, and more rigorous oversight and assessment mechanisms were implemented across the supply chain, ensuring its sustainable development and compliance. These achievements reflect our firm commitment to business ethics and lay a solid foundation for our long-term success and sustainable development.

第四部分：公允透明 • 共驅價值投資 (續)

商業道德 (續)

商業行為準則 (續)

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，全員參與定期培訓及專題溝通，提高員工對商業道德的理解和實踐。

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2025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。



PART IV: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Business Ethics (Continued)

Anti-bribery and Anti-corruption

To maintain a fair, ethical and efficient business environment, the Group strictly complies with anti-corruption and anti-bribery laws and regulations worldwide. We adopt a zero-tolerance approach towards corruption, and strictly prohibit all forms of bribery, fraud, extortion, abuse of authority, misappropriation of corporate assets, the sacrifice of corporate interests for personal gain, and money laundering. To this end, 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, we have established a comprehensive anti-corruption institutional framework, including the Anti-Bribery and Anti-Corruption Management Regulations, the Integrity and Self-Discipline Incentive Measures and the Whistleblower Protection and Reward System, to ensure the effective implementation of these principles and measures.

The Group requires the Anti-Commercial Bribery Agreement as a mandatory attachment for the effectiveness of all contracts, and requires all partner suppliers to sign it. Since 2019, the signing status of the Anti-Commercial Bribery Agreement has been incorporated into the annual joint special inspection program, which is conducted on a regular basis each year. The inspection for 2025 has been successfully completed, and proactive and effective remedial measures have been taken to address the issues identified. In response to these issues, we have strengthened our management controls and supervisory mechanisms, and conduct regular special investigations into violations of laws and discipline to safeguard the security and integrity of financial and corporate assets. At the same time, we encourage employee oversight and have established a dedicated team to handle complaints and reports. Convenient and secure reporting channels have been made available, including a dedicated email address, a Group-level complaints and reporting hotline, and suggestion boxes at factory premises. Whistleblowers are afforded strict protection. Once any act of bribery or corruption is substantiated, it is dealt with promptly and impartially, with no tolerance shown.

第四部分：公允透明•共驅價值投資 (續)

商業道德(續)

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。

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，我們將《反商業賄賂協議書》簽訂情況納入年度聯合專項檢查，每年常態化開展，2025年度已順利完成當年檢查工作，針對發現的問題採取了積極有效的整改措施。針對發現的這些問題，我們通過健全管控與監察機制，定期開展違法亂紀專項核查，保障財務及資產安全完整；同時鼓勵員工監督，設立專門小組處理申訴檢舉，開通郵箱、集團申訴檢舉專線、廠區意見箱等便捷安全舉報渠道，嚴格保護舉報人，一經查實賄賂貪污行為，均迅速公正處置，絕不姑息。

PART IV: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Business Ethics (Continued)

Anti-bribery and Anti-corruption (Continued)

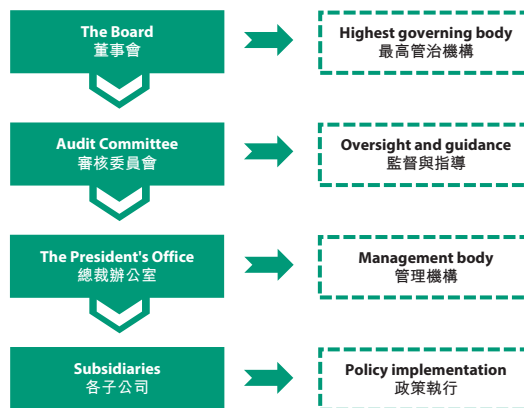
Business ethics management is a core component of the Group's compliance framework. We have not only integrated compliance oversight into day-to-day management, but have also established and publicly disclosed a clear governance structure, the scope of supervisory work and corresponding responsibilities, to ensure transparency and accountability. The Board of Directors, as the highest governing body for business ethics management, is responsible for setting and overseeing the overall direction and policies of ethics management. The Audit Committee of the Board is responsible for supervising and guiding the implementation of the Group's codes of conduct, standards and policies, ensuring that our business ethics management measures are effectively implemented and continuously updated and improved in response to changes in the market and regulatory environment.

第四部分：公允透明 • 共驅價值投資 (續)

商業道德 (續)

反賄賂反腐敗 (續)

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。本集團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。



Business ethics management framework
商業道德管理體系

PART IV: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Business Ethics (Continued)

Anti-bribery and Anti-corruption (Continued)

Through regular training and communication activities, we further strengthen employees' awareness of anti-bribery and anti-corruption, and reinforce rigour of their compliance efforts in day-to-day operations. All subsidiaries conducted regular anti-corruption training during 2025, with dedicated anti-corruption training materials developed for employees at different levels, including senior executives, managers and supervisors, sales and procurement staff, merchandising staff and frontline workers, achieving full employee training coverage. At the same time, anti-corruption requirements have been extended to the supply chain, with suppliers urged to implement integrity and compliance requirements in tandem, building a coordinated internal and external anti-corruption framework.

第四部分：公允透明•共驅價值投資 (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2025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。同時推動反貪污要求延伸至供應鏈，督促供應商同步落實廉潔合規要求，構建內外協同的反貪體系。



Anti-corruption training at the North Vietnam subsidiary, 2025
2025北越子公司反貪污培訓

PART IV: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Business Ethics (Continued)

Anti-bribery and Anti-corruption (Continued)

The Group President's Office serves as the centralized management body for the Group's anti-corruption efforts, bearing the important responsibility of ensuring business transparency and integrity across the Group. Our key areas of focus include:

- Risk identification and prevention: We continuously review and optimize the Group's operational processes to identify potential corruption risk points and formulate effective preventive measures, thereby reducing the incidence of corrupt conduct at source.
- Investigation and reporting: The Group President's Office is responsible for conducting thorough investigations into all suspected acts of corruption, and for ensuring that investigation findings are reported to the Board in a timely and accurate manner to facilitate appropriate management decisions.
- Legal enforcement: Any corrupt conduct that constitutes a violation of the law is referred to the relevant judicial authorities in strict accordance with legal requirements, demonstrating the Group's firm zero-tolerance stance on corruption.
- Education and training: We regularly require all departments and subsidiaries to conduct corruption self-inspections, and carry out anti-corruption communication, training and education to raise compliance awareness and ethical standards among all employees.

Under the guidance and oversight of the Group, each subsidiary formulates and implements specific anti-corruption measures tailored to its own circumstances. Subsidiaries are responsible for investigating potential acts of corruption internally, or for providing unconditional cooperation with the Group President's Office in the conduct of investigations, and for jointly addressing corruption issues within the Group. Through this close collaboration between the Company and its subsidiaries, we have built a robust anti-corruption network that ensures the Group's business conduct consistently adheres to the highest ethical and legal standards.

第四部分：公允透明•共驅價值投資(續)

商業道德(續)

反賄賂反腐敗(續)

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。
- 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。

**PART IV: FAIRNESS AND TRANSPARENCY •
DRIVING VALUE INVESTMENT TOGETHER** (Continued)

Business Ethics (Continued)

Oversight Channels

The Group is committed to fostering a transparent and corruption-free business environment. To this end, we regularly provide anti-corruption education and training to Directors and employees, ensuring that they fully understand and comply with the Group's anti-corruption policies. Our Whistleblower Protection and Reward System is designed to encourage employees and business partners to actively raise opinions and suggestions, particularly in relation to conduct that violates the Anti-Bribery and Anti-Corruption Management Regulations.

To facilitate the reporting of corruption issues by both internal and external parties, the Group has published its internal anti-corruption policies on its official website and provides multiple reporting channels, including telephone, email, written correspondence, online messages via the official website and scheduled in-person visits, as detailed below. Upon receipt of a report, we immediately verify the information and initiate an investigation. Cash rewards are offered to whistleblowers or cooperating entities for substantiated reports, while malicious reporting or false accusations are strictly prohibited.

Telephone: +86-21-20680206, +86-21-20680285

Email: jubao1@texhong.com; jubao2@texhong.com

By post: President's Office, 23/F, Tower C, Bund SOHO, No. 88 East Zhongshan No. 2 Road, Huangpu District, Shanghai, People's Republic of China, Postal Code 200001

Official website: Texhong International Group Limited

Scheduled in-person visits: An appointment-based visit service is available to ensure the safety and privacy of whistleblowers.

Other appropriate means: Whistleblowers may choose any other reporting method they consider appropriate.

第四部分：公允透明•共驅價值投資
(續)

商業道德 (續)

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、電子郵箱、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

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。

PART IV: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Business Ethics (Continued)

Oversight Channels (Continued)

The Group ensures the safety and rights of whistleblowers through the establishment of a robust ethics governance structure and stringent protective measures. The Group President's Office, as the sole investigation department authorized by the Audit Committee of the Board, is responsible for handling all investigations into corrupt conduct and reports directly to the Chairman, the President or the Audit Committee of the Board, ensuring the independence and objectivity of the complaint-handling and investigation process. We maintain strict confidentiality over the personal information of whistleblowers and all reporting data, supported by rigorous management controls and procedures.

For entities or individuals who file reports under their real names, the Group has established a confidential "Special Protection List", managed by designated personnel in the Group President's Office, to ensure that the safety and privacy of whistleblowers are strictly protected. For suppliers, customers and other business partners who proactively provide information on corruption, we offer additional protective measures, including immunity, business development safeguards and additional rewards.

During 2025, no corruption-related litigation was brought against the Group or its employees, reflecting our firm commitment to anti-corruption and anti-bribery.

Business Ethics Training

The Group places great importance on business ethics and anti-corruption education, and formulates a comprehensive business ethics training plan each year for all categories of employees, including full-time and part-time staff. Through diversified training methods — such as email communications, the signing of professional ethics agreements and training on rules and regulations — we are committed to raising employees' awareness of ethical standards and strengthening their anti-corruption capabilities. At the same time, we extend our business ethics initiatives to the supply chain, urging partner suppliers to adopt and practice integrity and compliance-based business standards in tandem.

第四部分：公允透明 • 共驅價值投資 (續)

商業道德(續)

監察渠道(續)

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、總裁或董事會審計委員會匯報，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2025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。

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，同時推動商業道德建設延伸至供應鏈，督促合作供應商同步踐行廉潔合規的商業準則。

PART IV: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Business Ethics (Continued)

Business Ethics Training (Continued)

During 2025, we stepped up our training efforts and conducted a total of 933 anti-corruption and business ethics training sessions, ensuring full employee participation. These sessions covered the latest changes in laws and regulations, Group policies and real-world case studies, with the aim of raising employees' awareness of the importance of business ethics and reinforcing ethical conduct in their day-to-day work.

Our training program encompasses not only theoretical learning but also interactive workshops and simulation exercises designed to enhance employee engagement and practical application. Through ongoing assessment of training effectiveness and the collection of feedback, we continuously refine our training content to ensure that it remains closely aligned with employees' actual work and meets the latest business ethics and legal requirements.

In addition, the Group has established a continuous learning and development platform to encourage employees to take the initiative in learning and self-improvement in their daily work, with a view to building a corporate culture centered on business ethics. Through these efforts, we have succeeded in embedding the principles of business ethics and anti-corruption in the minds of every employee, laying a solid foundation for the Group's sustainable development.

Supply Chain Management

Supply chain management is a critical element in ensuring efficient and responsible business operations, encompassing the entire value chain from raw material procurement to product delivery. The Group recognizes that supply chain sustainability is vital to corporate success, and accordingly regards supply chain management as a core component of its business operations. In 2025, the Group strengthened its focus on building a green supply chain by incorporating it as a pillar of its ESG strategy, with an emphasis on sustainable fiber sourcing, the application of circular technologies and the upgrading of full-chain traceability. In parallel, we continued to deepen existing frameworks including supplier management and full-lifecycle controls. With the goals of reducing carbon emissions and promoting recycling across the entire chain, we are enhancing supply chain sustainability and transparency, and contributing to the green transformation of the industry.

第四部分：公允透明•共驅價值投資 (續)

商業道德(續)

商業道德培訓(續)

在2025年度，我們加大了培訓力度，共開展了933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应用能力。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。

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。2025年，本集團強化綠色供應鏈建設重點，將其納入ESG戰略支柱，聚焦可持續纖維佈局、循環技術應用與全鏈溯源升級；同步深化供應商管理、全生命週期管控等既有體系。以全鏈減碳、循環利用為目標，提升供應鏈可持續性與透明度，助力行業綠色轉型。

PART IV: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Supply Chain Management (Continued)

To mitigate supply chain risks and their environmental and social impact, we have adopted the following measures:

- Rigorous supplier management: We have established performance-based partnerships with our suppliers, and through regular assessments and audits, ensure that suppliers comply with our environmental and social responsibility standards.
- Full-lifecycle management: We apply rigorous controls at every stage of the product lifecycle, from raw material procurement to the finished product, to reduce environmental impact and improve resource efficiency.
- Traceability platform: We have built and strengthened a raw material traceability platform to ensure transparency over the sources of raw materials, support responsible procurement practices and provide consumers with detailed information on product origins.
- Third-party audits: Our subsidiaries strictly comply with brand requirements and undergo audits conducted by brands or third parties appointed by them, to ensure supply chain compliance and best practices.
- Sustainability first: In procurement decisions, we give priority to suppliers that demonstrate strong performance in environmental protection, social responsibility and ethical trade, driving the entire supply chain towards greater sustainability.

第四部分：公允透明•共驅價值投資(續)

供應鏈管理(續)

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: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Supply Chain Management (Continued)

Through these measures, the Group is committed to building a robust, agile and responsible green supply chain that not only meets customer needs, but also protects the environment and supports social well-being. Our supply chain management strategy emphasizes collaboration, innovation and continuous improvement, with a view to achieving long-term business success and positive social impact.

Environment 環境

Procuring environmentally friendly raw materials, reducing waste generation, conserving water, reducing greenhouse gas emissions, energy efficiency and conservation

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 health and safety and human rights, supporting the employment, engagement and partnership of vulnerable communities

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 places great importance on building mutually beneficial, long-term partnerships with its suppliers. To ensure supply chain compliance and sustainability, we require all suppliers to comply with and sign the Supplier Code of Conduct, which covers provisions relating to human rights, environmental protection, anti-discrimination, and occupational health and safety. Procurement contracts contain explicit integrity clauses, and the Anti-Commercial Bribery Agreement is signed with all suppliers. At present, suppliers of all key materials — including fiber, yarn, grey fabric and dyestuffs — are required to re-sign the Supplier Code of Conduct on an annual basis in compliance with the Group's Sustainable Procurement Policy. Where product quality and pricing are comparable, we give preference to suppliers that demonstrate strong performance in environmental and social responsibility.

第四部分：公允透明•共驅價值投資(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、靈活且負責任的綠色供應鏈，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: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER *(Continued)*

Supply Chain Management *(Continued)*

Supplier Management System *(Continued)*

The Group conducts rigorous screening of new suppliers in accordance with the Supplier Admission Management System. We apply a tiered management approach, classifying suppliers into five categories — strategic suppliers, preferred suppliers, standard suppliers, temporary suppliers and blacklisted suppliers — and adopt differentiated partnership strategies for each category. Every year, we carry out on-site inspections of suppliers and conduct comprehensive assessments across multiple dimensions including pricing, quality, warranty and creditworthiness. For example, the Guangdong subsidiary has been driving suppliers to use environmentally friendly raw materials, expressly requiring that modal yarn be zero-carbon modal, and procuring organic cotton and recycled polyester yarn, thereby reducing environmental impact from the upstream end of the supply chain.

We conduct regular spot checks on suppliers' supply channels to verify whether product quality meets the required standards and whether any fraudulent practices exist. Where substandard supply quality or non-compliant practices are identified, we intervene immediately. Suppliers that fail to improve product quality within the prescribed timeframe, or that continue to exhibit non-compliance following intervention, will have their procurement suspended or their partnership terminated. At the end of each year, the Group carries out an annual assessment of all suppliers, with sustainability incorporated as an important component of the assessment criteria.

第四部分：公允透明 • 共驅價值投資 *(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，廣東子公司推動供應商使用環保原料，明確要求原料紗線中莫代爾為零碳莫代爾，並採購有機棉、再生滌原料紗線，從供應鏈上游降低環境影響。

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。

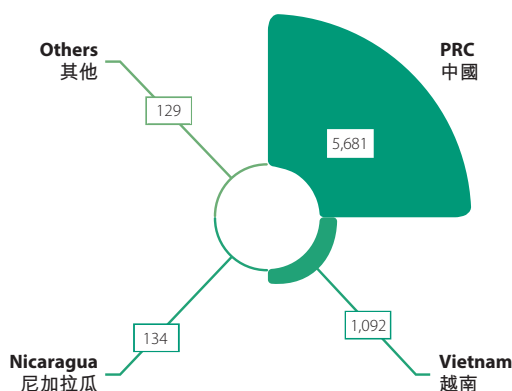
PART IV: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Supply Chain Management (Continued)

Supplier Management System (Continued)

In addition, the Group and its subsidiaries conduct regular supplier audits, encompassing both documentary and on-site audits. We attach particular importance to traceability audits of suppliers, and upon completion of each audit, urge suppliers to follow up promptly on remedial recommendations, so as to continuously improve the supplier management system.

As at 31 December 2025, the Group had a total of 7,036 suppliers, broken down by country as follows:



Supplier distribution by country, 2025
2025年按國家劃分的供應商分佈

This transparent disclosure of data demonstrates our rigorous approach to supply chain management and the high standards we set for our partners. Through these measures, the Group is committed to building a responsible, efficient and sustainable supply chain ecosystem.

Raw Material Procurement

The Group is dedicated to selecting low-carbon and environmentally friendly raw materials, giving priority to materials derived from recycled, reused, sustainably cultivated and environmentally responsible production processes. To this end, we have implemented a series of relevant policies and procedures in the area of raw material procurement. In terms of monitoring raw material procurement processes, we have established a comprehensive supplier assessment and management mechanism to safeguard the sustainability of the entire supply chain.

第四部分：公允透明 • 共驅價值投資 (續)

供應鏈管理 (續)

供應商管理體系 (續)

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。

截至2025年12月31日，本集團供應商總數為7,036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: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Supply Chain Management (Continued)

Raw Material Procurement (Continued)

In 2025, the Company achieved significant optimization in both the proportion of sustainable cotton procurement and its category mix:

- The procurement share of regenerative agriculture cotton (Regenagri) increased by over 226% year on year;
- The procurement share of Better Cotton Initiative mass balance cotton (BCI MB) grew by approximately 23.6% year on year;
- The procurement share of U.S. Cotton Trust Protocol cotton (USCTP) rose by 50% year on year.

At the same time, we have achieved 100% origin traceability for our cotton procurement, ensuring that all cotton used in our supply chain is of clearly identifiable origin. We are committed to continuing to procure a greater proportion of sustainably certified cotton. In addition, the Group has joined the Textile Genesis fiber traceability platform, which covers traceable cotton, viscose and other non-cotton fibers. This vertically integrated traceability management platform enhances the credibility of traceability from raw materials through to finished products. A number of internationally renowned brands also use the platform, enabling customers to directly access information on production pathways and raw material origins, thereby significantly improving traceability transparency. These measures not only ensure the sustainability of raw material procurement, but also enhance supply chain transparency and efficiency, meeting the growing global market demand for sustainable development and transparency.

Life Cycle Assessment

As a practitioner of green textiles, the Group's yarn business deepened its strategic collaboration with the Social Responsibility Office of the China National Textile and Apparel Council (CNTAC) in 2025, continuing to drive the effective implementation of its life cycle assessment (LCA) framework. Focusing on core products such as TENCEL™ and modal, we have precisely aligned with global customers' core demand for low-carbon supply chains. Leveraging scientific LCA models, we produce standardized and traceable carbon emission reports, providing authoritative data to support customers' green procurement decisions.

第四部分：公允透明·共驅價值投資(續)

供應鏈管理(續)

原材料採購(續)

2025年，公司可持續棉花採購佔比與品類佈局均實現顯著優化：

- 再生農業棉花(Regenerative Agriculture, Regenagri)採購佔比同比增幅超226%；
- 良好棉花發展協會棉花(Better Cotton Initiative Mass Balance, BCI MB)採購佔比同比增長約23.6%；
- 美國棉花信任守則棉花(U.S. Cotton Trust Protocol, USCTP)採購佔比同比提升50%。

與此同時，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。

生命週期評價

作為綠色紡織踐行者，本集團紗線業務在2025年深化與中國紡織工業聯合會社會責任辦公室的戰略合作，持續推動全生命週期評價(Life Cycle Assessment, LCA)體系落地見效。我們聚焦天絲、莫代爾等核心產品，精準對接全球客戶對低碳供應鏈的核心訴求，借助科學的LCA模型，出具標準化、可追溯的碳排放報告，為客戶綠色採購提供權威數據支撐。

PART IV: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Supply Chain Management (Continued)

Life Cycle Assessment (Continued)

At the same time, we have worked in coordination with upstream and downstream partners across the industry chain to complete a comprehensive assessment of carbon emissions throughout the entire product process. The North Vietnam subsidiary, the Xuzhou subsidiaries and other locations have taken the lead in advancing low-carbon management upgrades, achieving systematic optimization from the production stage through to the full product lifecycle. The deepening and effective implementation of the LCA framework demonstrates the Group's firm commitment to putting ESG principles into practice. Driven by data, our green manufacturing practices set a benchmark for low-carbon transformation in the textile industry and contribute to the achievement of global sustainable development goals.

Industry Collaboration

The Group actively builds close partnerships with suppliers and downstream companies in the fabric and garment industries to jointly promote the use of sustainable cotton, including organic cotton, CmiA (Cotton made in Africa) and recycled cotton. As a founding member of the Cotton LEADS™ program, jointly established by the Australian and American cotton industries, we actively participate in building a sustainable certification framework for cotton. In addition, we engage third-party certification bodies to carry out organic certification of our subsidiaries' production, warehousing, environmental and trading practices, ensuring the sustainability of the entire supply chain.

In cotton procurement, we work with brand partners to promote regenerative agriculture cotton and BCI Better Cotton. Regenerative agriculture cotton reduces carbon emissions by over 40% compared with conventional cotton, while BCI Better Cotton reduces carbon emissions by 10%–20% compared with conventional cotton, contributing to supply chain decarbonization at source.

In sustainable fiber innovation, we have developed blended yarns combining colored fleece, viscose and certified recycled acrylic. The recycled acrylic is sourced from Toray, a leading chemical fiber manufacturer. The recycled acrylic supplied by Toray is produced using chemical recycling technology, whereby post-consumer or post-industrial acrylic waste is depolymerized and repolymerized, achieving the resource recovery of waste materials at a quality comparable to virgin fiber, while enhancing the credibility of product environmental claims.

第四部分：公允透明•共驅價值投資 (續)

供應鏈管理(續)

生命週期評價(續)

同時，我們聯動產業鏈上下游夥伴協同發力，完成產品全流程碳排放的全覆蓋評價，並在北越子公司、徐州子公司等地率先推進低碳管理升級，實現從生產環節到全生命週期的系統優化。此次LCA體系的深化落地，既彰顯了集團踐行ESG理念的堅定決心，更以數據驅動綠色製造實踐，為紡織行業低碳轉型樹立標桿，助力全球可持續發展目標的實現。

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。

在棉花採購方面，我們聯合品牌夥伴推廣再生農業棉花與BCI良好棉花，再生農業棉花碳排放較傳統棉花降低40%以上，BCI良好棉花碳排放較傳統棉花降低10%–20%，從源頭助力供應鏈減碳。

在可持續纖維創新方面，開發出彩絨、黏膠與認證再生腈綸混紡紗線。其中再生腈綸源自與東麗(Toray)公司——作為領先的化學纖維製造商，其供應的再生腈綸採用化學回收技術，將消費後或工業後的丙烯酸類廢料解聚再重新聚合，既實現廢棄物資源化，品質與原生纖維相當，同時提升了產品環境聲明的可信度。

PART IV: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER *(Continued)*

Supply Chain Management *(Continued)*

Industry Collaboration *(Continued)*

In terms of participation in brands' environmental initiatives, we have taken part in the Clean by Design, Climate Roadmap and Real Good programs. The Clean by Design program was jointly launched by the Natural Resources Defense Council (NRDC) and the Council of Fashion Designers of America (CFDA), with the goal of driving transformative change across global supply chains by assessing and implementing economically viable solutions at the subsidiary level to conserve energy, save water and reduce pollution. In addition to energy-saving and carbon-reduction projects undertaken in collaboration with brands, we have strengthened our cooperation with multiple brands in the areas of social responsibility and traceability audits, with all audit results receiving brand customer approval. Furthermore, we have participated in Operational Excellence (OPPEX) management training and practices with brand partners to enhance the operational efficiency of the Group's subsidiaries.

The Group also communicates the principles of environmental protection, energy conservation and sustainable management to suppliers through supplier visits, exchanges and on-site inspections. We encourage suppliers to adopt environmentally friendly and energy-efficient products, and maintain an ongoing focus on the protection of suppliers' employee rights and interests, so as to continuously improve environmental and social performance. Through these measures, we have not only strengthened the synergies with our partners, but also set an example of sustainable development for the industry as a whole.

International Brands and Third-party Audits

To promote collaboration between our subsidiaries and brands, each subsidiary actively cooperates with brand management requirements and proactively undergoes various verification audits conducted on-site by international brands and third parties, covering corporate social responsibility, environmental compliance, cotton tracking and traceability management, among others. In 2025, the Group's subsidiaries underwent multiple international brand and third-party audits, all of which were passed successfully.

第四部分：公允透明 • 共驅價值投資 *(續)*

供應鏈管理 *(續)*

產業合作 *(續)*

在參與品牌方的環保項目方面，我們參與了Clean-by-design、Climate Roadmap和Real Good項目。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，目標是通過在子公司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卓越運營(Operational Excellence, OPPEX)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2025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: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Supply Chain Management (Continued)

SLCP Verification Program

The Social and Labor Convergence Program (SLCP) is one of the key international programs in which the Group participates. The SLCP aims to objectively assess social and labor conditions across global apparel and footwear supply chains through the Converged Assessment Framework (CAF). As at 31 December 2025, the SLCP covered 122 countries and territories worldwide, with 244 stakeholders having signed the SLCP statement.

A total of ten of the Group's subsidiaries participated in SLCP verification, representing an increase in participation compared with 2024. Of these, five subsidiaries underwent the advanced-level Step 1+2 verification, while the remaining five underwent the highest-level Step 1+2+3 beyond-compliance verification. Following the completion of SLCP verification, we elected to store and share verification data through an SLCP Accredited Host (AH) data hosting platform, enhancing supply chain transparency.

All of the Group's SLCP verifications demonstrated significant improvements in the areas of labor practices, working hours management, employee engagement, environmental health and safety management, and management systems. Compared with 2024, the number of the Group's subsidiaries participating in SLCP verification increased, further expanding the scope of verification coverage. The verification results have been widely accepted by international brands. In addition to the subsidiaries participating in the SLCP program, all other subsidiaries across the Group received training on the basic requirements of SLCP self-assessment and verification. Through this training, we have strengthened employees' understanding of SLCP standards, ensuring the continuous improvement of the supply chain and the promotion of best practices.

第四部分：公允透明•共驅價值投資 (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2025年12月31日，SLCP已覆蓋全球122個國家和區域，有244個利益相關方簽署了SLCP聲明。

本集團共有十家子公司參與了SLCP驗證，較之2024年度，參與比例有所增加。其中五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、員工參與、環境健康安全及管理體系方面均有顯著的提升。較2024年，本集團參與SLCP驗證的子公司數量增加，進一步擴大驗證覆蓋範圍。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: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Information Security

Smart Platforms

The Group actively leverages artificial intelligence and big data technologies, and has developed multiple smart platforms to enhance operational efficiency and decision-making quality:

- Financial shared services platform: Built around SAP (Systems, Applications and Products in Data Processing) as its core, and supplemented by the SAP Shared Services Framework (SAP SSF), treasury management, tax, expense control, imaging, archiving and other systems, the platform breaks down information silos and enables data sharing and interoperability. It has significantly enhanced financial automation efficiency, while also laying a solid foundation for subsequent BI analysis and automated data visualization.
- FineBI business intelligence platform: This platform enables business personnel to easily perform data filtering, analysis and aggregation, and to rapidly develop and intuitively present reports. It supports exploratory data analysis, helping to identify and respond to business risks in a timely manner.
- Smart BI platform: This platform provides a comprehensive business intelligence solution, including dashboards, queries and multidimensional analysis. With powerful data processing capabilities, it integrates a wide range of data preprocessing, feature engineering and mining algorithms to support complex data analysis requirements.
- Group procurement platform: Through intelligent management, the platform enhances procurement transparency and resource allocation efficiency. Working closely with suppliers, the platform ensures cost and service advantages while converting consumption data into decision-support assets.
- AI: The Lexiang knowledge base is widely used across the Group, providing in-depth research support for roles such as R&D and legal affairs. Through plug-ins, AI agents can also be deployed to automate Q&A in scenarios including administration, sales and customer service, reducing the burden of repetitive inquiries.

第四部分：公允透明•共驅價值投資 (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：

- 財務共享平台：以數據處理中的系統、應用與產品(Systems, Applications and Products in Data Processing, SAP)為核心，疊加SAP共享服務框架(SAP Shared Services Framework, SAP SSF)、資金管理、稅務、費控、影像、檔案等系統，打破信息孤島、實現數據共享互通，既顯著提升財務自動化效能，也為後續BI分析及數據自動化呈現築牢基礎。
- 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。
- AI：樂享知識庫應用廣泛，既能為科研、法務等崗位提供深度研究支持，也可通過插件搭建智能體，實現行政、銷售、客服等場景問答自動化，降低重複諮詢壓力。

PART IV: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Information Security (Continued)

Smart Platforms (Continued)

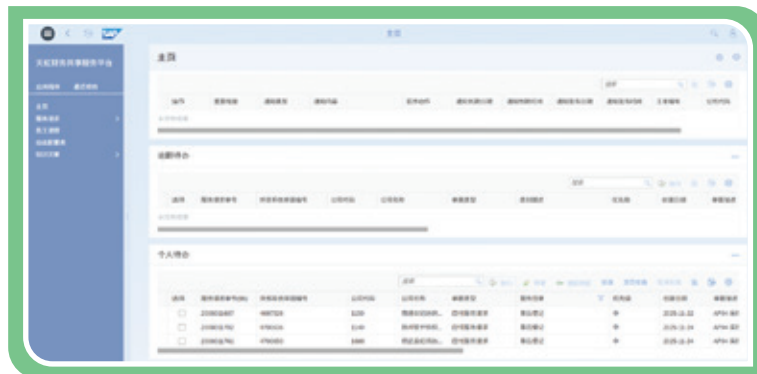
These platforms have strengthened the Group's ability to respond to market changes, optimized resource allocation and reduced costs by enhancing data transparency and accessibility.

第四部分：公允透明•共驅價值投資 (續)

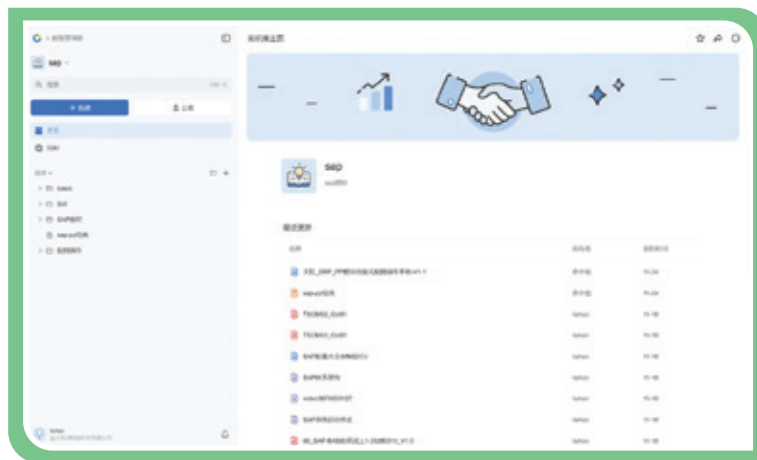
信息安全 (續)

智慧平台 (續)

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。



Financial shared services platform
財務共享平台



Lexiang knowledge base
樂享知識庫

PART IV: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (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 places great importance on information security management, and has established a robust information security organizational structure and management framework to provide comprehensive protection for the information security of the Group, its customers and its employees. In 2025, our Digital Intelligence Management Department conducted a comprehensive assessment of information security through measures including system inspections, penetration testing and emergency drills, and carried out effective remediation of the issues identified, ensuring that no major information security incidents occurred during the year.

In response to the potential risks arising from AI applications, we are exploring the development of a defense framework that “counters intelligent risks with intelligent technology”, equipping our security mechanisms with continuous learning, real-time decision-making and proactive protection capabilities — functioning as a “digital immune system” for the enterprise’s digital ecosystem. This goal is not only about strengthening our security defenses, but about building continuously adaptive security capabilities, achieving an upgrade in security philosophy from passive protection to proactive assurance. By building a “digital immune system” with self-learning, self-adaptive and self-evolving characteristics, we are driving the transformation of the security function from a cost center into a core competitive advantage that supports business innovation and development.

Information Security Management System

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 that comprehensively cover the Group’s IT server rooms, internet and local area networks, data and information, and email accounts, ensuring robust information security across all areas.

IT Server Room Security Management

- Duty management: Strict adherence to designated responsibilities, with a duty management system implemented for the server room.
- Equipment management: Administrators are responsible for the security maintenance and management of equipment and operating systems within the server room.

第四部分：公允透明 • 共驅價值投資 (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。2025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。

面對AI應用帶來的潛在風險，我們探索構建「以智能技術應對智能風險」的防禦體系，讓安全防護機制具備持續學習、實時決策與主動防護能力，如同企業數字生態的「免疫系統」。這一目標不僅是築牢安全防線，更在於建立持續自適應的安全能力，實現從被動防護向主動保障的安全理念升級，構建具備自我學習、自適應、自進化特性的「數字免疫系統」，推動安全職能從成本中心轉型為支撐業務創新發展的核心競爭力。

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。

PART IV: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Information Security (Continued)

Information Security Management System (Continued)

IT Server Room Security Management (Continued)

- Monitoring responsibilities: Administrators diligently fulfill their monitoring responsibilities, identifying and resolving hardware system faults in a timely manner.
- Environmental monitoring: Regular inspections of server room parameters including temperature, humidity and voltage, together with routine disinfection and sterilization.
- Confidentiality protocols: Strict compliance with confidentiality protocols; unauthorized personnel are prohibited from entering the server room.
- Data backup: Administrators conduct regular inspections of the server room, with backup data stored securely at an off-site location.

Internet And LAN Security Management

- Account management: The IT Account/Access Authorization Application policy has been established to standardize the account application process.
- Network security: The use of domain accounts, shared drives, communication tools and SAP accounts is regulated to ensure network security.

Data and Information Security Management

- Data storage: Backup data media are clearly labeled and stored off-site to ensure physical security.
- Data management: Strict controls are applied to the transfer, reassignment, disposal or destruction of devices or media containing non-application business data.
- Data backup: Backups are performed prior to any data purging, and are retained on a periodic or permanent basis.
- Equipment maintenance: Prior to sending computer equipment for external repair, sensitive information on storage media is backed up and deleted, and a record is maintained.
- Virus prevention: Designated personnel are assigned responsibility for computer virus prevention.
- Disaster recovery: A disaster recovery drill is conducted every November to verify the integrity and recoverability of SAP production system database backup files, ensuring that backups remain effective.

第四部分：公允透明•共驅價值投資(續)

信息安全(續)

信息安全管理體系(續)

IT機房安全管理(續)

- 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。

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。
- 災備恢復：每年11月進行災難恢復演練，驗證SAP正式系統數據庫備份文件的完整性和可恢復性，確保備份有效。

PART IV: FAIRNESS AND TRANSPARENCY • DRIVING VALUE INVESTMENT TOGETHER (Continued)

Information Security (Continued)

Information Security Management System (Continued)

Email Account Security Management

- Account application: Strict compliance with the IT Account/ Access Authorization Application process.
- Information recording: All facilities and information relating to the email system are to be recorded with the Information Management Department.
- Information transmission: Key documents are to be sent with caution to prevent information leakage during email transmission.

Through these measures, the Group ensures that every aspect of information security is effectively managed and controlled, providing a solid safeguard for the Group's stable operations and sustainable development.

Governance and Incentives

The Group has adopted comprehensive and forward-looking measures in governance to ensure transparency and accountability in decision-making and operations. By linking executive remuneration to ESG performance, we have reinforced management's commitment to environmental, social and governance objectives, while incentivizing them to work towards achieving these goals. The Group has granted additional rewards to executives who have made notable achievements in the ESG area, in recognition of their contribution to the sustainable development of the enterprise.

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 to prevent and reduce ESG risks that could potentially affect the Group's reputation and financial position. Internal audit findings are reported directly to management and the Board, enabling the formulation of improvement measures and the continuous enhancement of our ESG management standards. This ensures that the Group is able to meet its social and environmental responsibilities while pursuing economic performance.

This combined approach to governance and incentives not only promotes the Group's sustainable development, but also strengthens the trust of all stakeholders. Through these measures, we are committed to building a more responsible and sustainable corporate future.

第四部分：公允透明•共驅價值投資(續)

信息安全(續)

信息安全管理體系(續)

郵件賬號安全管理

- 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。

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)		Section Reference 披露位置
Environmental 環境			
A1 Emissions 排放物	General disclosure 一般 披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、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 Drive · Building a Zero-Carbon Future Together — Emissions and Waste 第二部分：綠色驅動·共築零碳未來 — 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 Drive · Building a Zero-Carbon Future Together — Emissions and Waste 第二部分：綠色驅動·共築零碳未來 — 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 Drive · Building a Zero-Carbon Future Together — Emissions and Waste 第二部分：綠色驅動·共築零碳未來 — 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 Drive · Building a Zero-Carbon Future Together — Emissions and Waste 第二部分：綠色驅動·共築零碳未來 — 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 Drive · Building a Zero-Carbon Future Together — Emissions and Waste 第二部分：綠色驅動·共築零碳未來 — 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 Drive · Building a Zero-Carbon Future Together — Emissions and Waste 第二部分：綠色驅動·共築零碳未來 — 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)	Section Reference 披露位置
A2 Use of Resources 資源使用	General Disclosure 一般披露	Part II: Green Drive • Building a Zero-Carbon Future Together — Low-Carbon Practices and the Circular Economy, Energy Use, Water Resource Management 第二部分：綠色驅動•共築零碳未來 — 低碳與循環經濟、能源使用、水資源管理
	A2.1	Part II: Green Drive • Building a Zero-Carbon Future Together — Energy Use 第二部分：綠色驅動•共築零碳未來 — 能源使用
	A2.2	Part II: Green Drive • Building a Zero-Carbon Future Together — Water Resource Management 第二部分：綠色驅動•共築零碳未來 — 水資源管理
	A2.3	Part II: Green Drive • Building a Zero-Carbon Future Together — Energy Use 第二部分：綠色驅動•共築零碳未來 — 能源使用
	A2.4	Part II: Green Drive • Building a Zero-Carbon Future Together — Water Resource Management 第二部分：綠色驅動•共築零碳未來 — 水資源管理
	A2.5	Part II: Green Drive • Building a Zero-Carbon Future Together — Low-Carbon Practices and the Circular Economy 第二部分：綠色驅動•共築零碳未來 — 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)		Section Reference 披露位置
A3 The Environment and Natural Resources 環境及天然資源	General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Part II: Green Drive • Building a Zero-Carbon Future Together — Emissions and Waste, Water Resource 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：綠色驅動•共築零碳未來 — 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 Drive • Building a Zero-Carbon Future Together — Addressing Climate Change, Low-carbon Practices and the Circular Economy, Emissions and Waste, Energy Use, Water Resource Management, Environmental Impact 第二部分：綠色驅動•共築零碳未來 — 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

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)	Section Reference 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	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。
	B1.1	Total workforce by gender, employment type (e.g. 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。
	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: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進•共擔社會責任 — 人才管理
		Part III: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進•共擔社會責任 — 人才管理
		Part III: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進•共擔社會責任 — 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)	Section Reference 披露位置
B2 Health and Safety 健康與安全	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 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。	Part III: Progressing in Harmony • Sharing Social Responsibility — Safety and Health 第三部分：和諧並進·共擔社會責任 — 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: Progressing in Harmony • Sharing Social Responsibility — Safety and Health 第三部分：和諧並進·共擔社會責任 — 安全健康
	B2.2 Lost days due to work injury. 因工傷損失工作日數。	Part III: Progressing in Harmony • Sharing Social Responsibility — Safety and Health 第三部分：和諧並進·共擔社會責任 — 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: Progressing in Harmony • Sharing Social Responsibility — Safety and Health 第三部分：和諧並進·共擔社會責任 — 安全健康
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 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。	Part III: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進·共擔社會責任 — 人才管理
	B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Part III: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進·共擔社會責任 — 人才管理
	B3.2 The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Part III: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進·共擔社會責任 — 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)	Section Reference 披露位置
B4 Labour Standards 勞工準則	<p>General Disclosure</p> <p>Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.</p> <p>一般披露</p> <p>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。</p>	<p>Part III: Progressing in Harmony • Sharing Social Responsibility — Talent Management</p> <p>第三部分：和諧並進•共擔社會責任 — 人才管理</p>
	<p>B4.1</p> <p>Description of measures to review employment practices to avoid child and forced labour.</p> <p>描述檢討招聘慣例的措施以避免童工及強制勞工。</p>	<p>Part III: Progressing in Harmony • Sharing Social Responsibility — Talent Management</p> <p>第三部分：和諧並進•共擔社會責任 — 人才管理</p>
	<p>B4.2</p> <p>Description of steps taken to eliminate such practices when discovered.</p> <p>描述在發現違規情況時消除有關情況所採取的步驟。</p>	<p>Part III: Progressing in Harmony • Sharing Social Responsibility — Talent Management</p> <p>第三部分：和諧並進•共擔社會責任 — 人才管理</p>

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)		Section Reference 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: Fairness and Transparency • Driving Value Investment Together — Supply Chain Management 第四部分：公允透明·共驅價值投資 — 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: Fairness and Transparency • Driving Value Investment Together — Supply Chain Management 第四部分：公允透明·共驅價值投資 — 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: Fairness and Transparency • Driving Value Investment Together — Supply Chain Management 第四部分：公允透明·共驅價值投資 — 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: Fairness and Transparency • Driving Value Investment Together — Supply Chain Management 第四部分：公允透明·共驅價值投資 — 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: Fairness and Transparency • Driving Value Investment Together — Supply Chain Management 第四部分：公允透明·共驅價值投資 — 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)	Section Reference 披露位置
B6 Product Responsibility 產品責任	<p>General Disclosure</p> <p>Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters of products and services provided, and methods of redress.</p> <p>一般披露</p> <p>有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (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。</p>	<p>Part III: Progressing in Harmony • Sharing Social Responsibility — Quality Management</p> <p>第三部分：和諧並進·共擔社會責任 — 質量管理</p>
B6.1	<p>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。</p>	<p>Not applicable 不適用</p>
B6.2	<p>Number of products and service related complaints received and how they are dealt with.</p> <p>接獲關於產品及服務的投訴數目以及應對方法。</p>	<p>Part III: Progressing in Harmony • Sharing Social Responsibility — Quality Management</p> <p>第三部分：和諧並進·共擔社會責任 — 質量管理</p>
B6.3	<p>Description of practices relating to observing and protecting intellectual property rights.</p> <p>描述與維護及保障知識產權有關的慣例。</p>	<p>Part III: Progressing in Harmony • Sharing Social Responsibility — Quality Management</p> <p>第三部分：和諧並進·共擔社會責任 — 質量管理</p>
B6.4	<p>Description of quality assurance process and recall procedures.</p> <p>描述質量檢定過程及產品回收程序。</p>	<p>Part III: Progressing in Harmony • Sharing Social Responsibility — Quality Management</p> <p>第三部分：和諧並進·共擔社會責任 — 質量管理</p>
B6.5	<p>Description of consumer data protection and privacy policies, and how they are implemented and monitored.</p> <p>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。</p>	<p>Part III: Progressing in Harmony • Sharing Social Responsibility — Quality Management</p> <p>第三部分：和諧並進·共擔社會責任 — 質量管理</p>

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)		Section Reference 披露位置
B7 Anti-corruption 反貪污	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Part IV: Fairness and Transparency • Driving Value Investment Together — 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：公允透明·共驅價值投資 — 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: Fairness and Transparency • Driving Value Investment Together — Business Ethics 第四部分：公允透明·共驅價值投資 — 商業道德
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Part IV: Fairness and Transparency • Driving Value Investment Together — Business Ethics 第四部分：公允透明·共驅價值投資 — 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: Fairness and Transparency • Driving Value Investment Together — Business Ethics 第四部分：公允透明·共驅價值投資 — 商業道德

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)	Section Reference 披露位置
Community 社區		
B8 Community Investment 社區投資	General Disclosure 一般披露	Part III: Progressing in Harmony • Sharing Social Responsibility — Community Investment 第三部分：和諧並進·共擔社會責任 — 社區投資
	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture and 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: Progressing in Harmony • Sharing Social Responsibility — Community Investment 第三部分：和諧並進·共擔社會責任 — 社區投資
	B8.2 Resources contributed (e.g. money or time) to the focus areas. 在專注範疇所動用資源(如金錢或時間)。	Part III: Progressing in Harmony • Sharing Social Responsibility — Community Investment 第三部分：和諧並進·共擔社會責任 — 社區投資

APPENDIX B. HKEX ESG GUIDE COMPLIANCE INDEX (INCLUDING CLIMATE-RELATED CROSS-REFERENCE)

附錄B. HKEX ESG指引符合性索引(含氣候部分對照)

Category 類別	Corporate Strategy and Actions 公司策略與行動	Section Reference 披露位置
Governance 治理	<ol style="list-style-type: none"> 1. Skills and competencies 2. Manner and frequency 3. Roles and responsibilities of the board 4. Monitoring of progress 5. Roles and responsibilities of management <ol style="list-style-type: none"> 1. 技能與能力 2. 方式及頻率 3. 董事會的角色及職責 4. 監察進度 5. 管理層的角色及職責 	<p>Part II: Green Drive • Building a Zero-Carbon Future Together — Addressing Climate Change</p> <p>第二部分：綠色驅動•共築零碳未來 — 應對氣候變化</p>
Strategy 策略	<ol style="list-style-type: none"> 1. Climate-related risks and opportunities 2. Business model and value chain 3. Climate resilience 4. Financial position, financial performance and cash flows 5. Strategy and decision-making <ol style="list-style-type: none"> 1. 氣候相關風險和機遇 2. 業務模式和價值鏈 3. 氣候韌性 4. 財務狀況、財務表現及現金流量 5. 策略和決策 	<p>Part II: Green Drive • Building a Zero-Carbon Future Together — Addressing Climate Change</p> <p>第二部分：綠色驅動•共築零碳未來 — 應對氣候變化</p>
Risk Management 風險管理	<ol style="list-style-type: none"> 1. Risk identification 2. Risk assessment 3. Risk prioritization 4. Risk management 5. Risk integration <ol style="list-style-type: none"> 1. 風險識別 2. 風險評估 3. 風險優先排列 4. 風險管理 5. 風險整合 	<p>Part II: Green Drive • Building a Zero-Carbon Future Together — Addressing Climate Change</p> <p>第二部分：綠色驅動•共築零碳未來 — 應對氣候變化</p>
Metrics and Targets 指標與目標	<ol style="list-style-type: none"> 1. Greenhouse gas emissions 2. Cross-industry metrics 3. Remuneration 4. Industry-based metrics 5. Climate-related targets <ol style="list-style-type: none"> 1. 溫室氣體排放 2. 跨行業指標 3. 薪酬 4. 行業指標 5. 氣候相關目標 	<p>Part II: Green Drive • Building a Zero-Carbon Future Together — Addressing Climate Change</p> <p>第二部分：綠色驅動•共築零碳未來 — 應對氣候變化</p>

APPENDIX C. GRI STANDARDS (2021) CONTENT INDEX

附錄C. GRI準則(2021)索引表

Statement of use		Texhong International Group has reported with reference to the GRI Standards for the period from 1 January 2025 to 31 December 2025.	
使用說明		天虹國際集團自2025年01月01日至2025年12月31日期間內，參照(引用)GRI準則進行報告。	
GRI 1 used 使用的GRI 1		GRI 1: Foundation 2021 GRI 1：基礎2021	
GRI Indicator GRI指標		Indicator Description 指標說明	Section Reference 披露位置
GRI 2 2021	2-1	Organizational details 組織詳細情況	About the Report Part I: Intelligent Textiles • Creating a Happy Life — About Us 關於本報告 第一部分：智慧紡織·共創幸福生活 — 關於我們
	2-2	Entities included in the organization’s sustainability reporting 納入組織可持續發展報告的實體	About the Report 關於本報告
	2-3	Reporting period, frequency and contact point 報導期、報告頻率及聯繫人	About the Report 關於本報告
	2-4	Restatements of information 信息重述	About the Report 關於本報告
	2-6	Activities, value chain and other business relationships 活動、價值鏈和其他業務關係	Part I: Intelligent Textiles • Creating a Happy Life — About Us 第一部分：智慧紡織·共創幸福生活 — 關於我們
	2-7	Employees 員工	Part III: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進·共擔社會責任 — 人才管理
	2-8	Workers who are not employees 員工之外的工作者	Part III: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進·共擔社會責任 — 人才管理
	2-9	Governance structure and composition 管治架構和組成	Part I: Intelligent Textiles • Creating a Happy Life — Sustainable Development Management 第一部分：智慧紡織·共創幸福生活 — 可持續發展管理
	2-10	Nomination and selection of the highest governance body 最高管治機構的提名和遴選	Part I: Intelligent Textiles • Creating a Happy Life — Sustainable Development Management 第一部分：智慧紡織·共創幸福生活 — 可持續發展管理

APPENDIX C. GRI STANDARDS (2021) CONTENT INDEX (Continued)

附錄C. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Indicator Description 指標說明	Section Reference 披露位置
2-11	Chair of the highest governance body 最高管治機構的主席	Part I: Intelligent Textiles • Creating a Happy Life — Sustainable Development Management 第一部分：智慧紡織·共創幸福生活—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: Intelligent Textiles • Creating a Happy Life — Sustainable Development Management 第一部分：智慧紡織·共創幸福生活—可持續發展管理
2-13	Delegation of responsibility for managing impact 為管理影響的責任授權	Part I: Intelligent Textiles • Creating a Happy Life — Sustainable Development Management 第一部分：智慧紡織·共創幸福生活—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: Intelligent Textiles • Creating a Happy Life — Sustainable Development Management 第一部分：智慧紡織·共創幸福生活—可持續發展管理
2-15	Conflicts of interest 利益衝突	Part I: Intelligent Textiles • Creating a Happy Life — Stakeholder Engagement 第一部分：智慧紡織·共創幸福生活—利益相關方溝通
2-16	Communication of critical concerns 重要關切問題的溝通	Part I: Intelligent Textiles • Creating a Happy Life — Stakeholder Engagement 第一部分：智慧紡織·共創幸福生活—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: Intelligent Textiles • Creating a Happy Life — Sustainable Development Management 第一部分：智慧紡織·共創幸福生活—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: Intelligent Textiles • Creating a Happy Life — Sustainable Development Management 第一部分：智慧紡織·共創幸福生活—可持續發展管理
2-22	Statement on sustainable development strategy 關於可持續發展策略的聲明	Part I: Intelligent Textiles • Creating a Happy Life — Sustainable Development Management 第一部分：智慧紡織·共創幸福生活—可持續發展管理

APPENDIX C. GRI STANDARDS (2021) CONTENT INDEX (Continued)

附錄C. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Indicator Description 指標說明	Section Reference 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: Fairness and Transparency • Driving Value Investment Together — Business Ethics 第四部分：公允透明·共驅價值投資—商業道德
2-27	Compliance with laws and regulations 遵守法律法規	Part II: Green Drive • Building a Zero-Carbon Future Together — Environmental Impact Part IV: Fairness and Transparency • Driving Value Investment Together — Business Ethics 第二部分：綠色驅動·共築零碳未來—環境影響 第四部分：公允透明·共驅價值投資—商業道德
2-28	Membership associations 協會的成員資格	Part I: Intelligent Textiles • Creating a Happy Life — About Us 第一部分：智慧紡織·共創幸福生活—關於我們
2-29	Approach to stakeholder engagement 利益相關方參與的方法	Part I: Intelligent Textiles • Creating a Happy Life — Stakeholder Engagement 第一部分：智慧紡織·共創幸福生活—利益相關方溝通
2-30	Collective bargaining agreements 集體談判協議	Part III: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進·共擔社會責任—人才管理
GRI 3 2021	3-1 Process to determine material topics 確定實質性議題的過程	Part I: Intelligent Textiles • Creating a Happy Life — Stakeholder Engagement 第一部分：智慧紡織·共創幸福生活—利益相關方溝通
	3-2 List of material topics 實質性議題清單	Part I: Intelligent Textiles • Creating a Happy Life — Stakeholder Engagement 第一部分：智慧紡織·共創幸福生活—利益相關方溝通
	3-3 Management of material topics 實質性議題的管理	Part I: Intelligent Textiles • Creating a Happy Life — Stakeholder Engagement 第一部分：智慧紡織·共創幸福生活—利益相關方溝通
	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	Part II: Green Drive • Building a Zero-Carbon Future Together — Addressing Climate Change 第二部分：綠色驅動·共築零碳未來—應對氣候變化
	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	Part III: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進·共擔社會責任—人才管理

APPENDIX C. GRI STANDARDS (2021) CONTENT INDEX (Continued)

附錄C. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Indicator Description 指標說明	Section Reference 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: Fairness and Transparency • Driving Value Investment Together — Business Ethics 第四部分：公允透明·共驅價值投資 — 商業道德
	205-2 Communication and training about anti-corruption policies and procedures 反腐敗政策和程序的傳達及培訓	Part IV: Fairness and Transparency • Driving Value Investment Together — Business Ethics 第四部分：公允透明·共驅價值投資 — 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: Fairness and Transparency • Driving Value Investment Together — Business Ethics 第四部分：公允透明·共驅價值投資 — 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 Drive • Building a Zero-Carbon Future Together — Energy Use 第二部分：綠色驅動·共築零碳未來 — 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 Drive • Building a Zero-Carbon Future Together — Energy Use 第二部分：綠色驅動·共築零碳未來 — 能源使用
	302-3 Energy intensity 能源強度	Part II: Green Drive • Building a Zero-Carbon Future Together — Energy Use 第二部分：綠色驅動·共築零碳未來 — 能源使用
	302-4 Reduction of energy consumption 減少能源消耗	Part II: Green Drive • Building a Zero-Carbon Future Together — Energy Use 第二部分：綠色驅動·共築零碳未來 — 能源使用
	302-5 Reductions in energy requirements of products and services 產品和服務的能源需求下降	Part II: Green Drive • Building a Zero-Carbon Future Together — Energy Use 第二部分：綠色驅動·共築零碳未來 — 能源使用

APPENDIX C. GRI STANDARDS (2021) CONTENT INDEX (Continued)

附錄C. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Indicator Description 指標說明	Section Reference 披露位置
GRI 303 2018	303-1 Interactions with water as a shared resource 組織與水作為共有資源的相互影響	Part II: Green Drive • Building a Zero-Carbon Future Together — Water Resource Management 第二部分：綠色驅動•共築零碳未來—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 Drive • Building a Zero-Carbon Future Together — Emissions and Waste; Water Resource Management 第二部分：綠色驅動•共築零碳未來—排放與廢棄物、水資源管理
	303-3 Water withdrawal 取水	Part II: Green Drive • Building a Zero-Carbon Future Together — Water Resource Management 第二部分：綠色驅動•共築零碳未來—水資源管理
	303-4 Water discharge 排水	Part II: Green Drive • Building a Zero-Carbon Future Together — Water Resource Management 第二部分：綠色驅動•共築零碳未來—水資源管理
	303-5 Water consumption 耗水	Part II: Green Drive • Building a Zero-Carbon Future Together — Water Resource Management 第二部分：綠色驅動•共築零碳未來—水資源管理
	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 Drive • Building a Zero-Carbon Future Together — Biodiversity Conservation 第二部分：綠色驅動•共築零碳未來—保護生物多樣性

APPENDIX C. GRI STANDARDS (2021) CONTENT INDEX (Continued)

附錄C. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Indicator Description 指標說明	Section Reference 披露位置
GRI 305 2016	305-1 Direct (Scope 1) GHG emissions 直接(範圍1)溫室氣體排放	Part II: Green Drive • Building a Zero-Carbon Future Together — Emissions and Waste 第二部分：綠色驅動·共築零碳未來— 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 Drive • Building a Zero-Carbon Future Together — Emissions and Waste 第二部分：綠色驅動·共築零碳未來— 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 Drive • Building a Zero-Carbon Future Together — Emissions and Waste 第二部分：綠色驅動·共築零碳未來— 排放與廢棄物
	305-4 GHG emissions intensity 溫室氣體排放強度	Part II: Green Drive • Building a Zero-Carbon Future Together — Emissions and Waste 第二部分：綠色驅動·共築零碳未來— 排放與廢棄物
	305-5 Reduction of GHG emissions 溫室氣體減排量	Part II: Green Drive • Building a Zero-Carbon Future Together — Emissions and Waste 第二部分：綠色驅動·共築零碳未來— 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 Drive • Building a Zero-Carbon Future Together — Emissions and Waste 第二部分：綠色驅動·共築零碳未來— 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 Drive • Building a Zero-Carbon Future Together — Emissions and Waste 第二部分：綠色驅動·共築零碳未來— 排放與廢棄物
	306-3 Waste generated 產生的廢棄物	Part II: Green Drive • Building a Zero-Carbon Future Together — Emissions and Waste 第二部分：綠色驅動·共築零碳未來— 排放與廢棄物
	306-4 Waste diverted from disposal 從處置中轉移的廢棄物	Part II: Green Drive • Building a Zero-Carbon Future Together — Emissions and Waste 第二部分：綠色驅動·共築零碳未來— 排放與廢棄物
	306-5 Waste directed to disposal 進入處置的廢棄物	Part II: Green Drive • Building a Zero-Carbon Future Together — Emissions and Waste 第二部分：綠色驅動·共築零碳未來— 排放與廢棄物

APPENDIX C. GRI STANDARDS (2021) CONTENT INDEX (Continued)

附錄C. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Indicator Description 指標說明	Section Reference 披露位置
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: Fairness and Transparency • Driving Value Investment Together — Supply Chain Management 第四部分：公允透明·共驅價值投資— 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: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進·共擔社會責任— 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: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進·共擔社會責任— 人才管理
	401-3 Parental leave 育兒假	Part III: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進·共擔社會責任— 人才管理

APPENDIX C. GRI STANDARDS (2021) CONTENT INDEX (Continued)

附錄C. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Indicator Description 指標說明	Section Reference 披露位置
GRI 403 2018	403-1 Occupational health and safety management system 職業健康安全管理體系	Part III: Progressing in Harmony · Sharing Social Responsibility — Safety and Health 第三部分：和諧並進·共擔社會責任 — 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: Progressing in Harmony · Sharing Social Responsibility — Safety and Health 第三部分：和諧並進·共擔社會責任 — 安全健康
	403-3 Occupational health services 職業健康服務	Part III: Progressing in Harmony · Sharing Social Responsibility — Talent Management; Safety and Health 第三部分：和諧並進·共擔社會責任 — 人才管理、安全健康
	403-4 Worker participation, consultation, and communication on occupational health and safety 職業健康安全事務：工作者的參與、意見徵詢和溝通	Part III: Progressing in Harmony · Sharing Social Responsibility — Safety and Health 第三部分：和諧並進·共擔社會責任 — 安全健康
	403-5 Worker training on occupational health and safety 工作者職業健康安全培訓	Part III: Progressing in Harmony · Sharing Social Responsibility — Safety and Health 第三部分：和諧並進·共擔社會責任 — 安全健康
	403-6 Promotion of worker health 促進工作者健康	Part III: Progressing in Harmony · Sharing Social Responsibility — Safety and Health 第三部分：和諧並進·共擔社會責任 — 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: Progressing in Harmony · Sharing Social Responsibility — Safety and Health 第三部分：和諧並進·共擔社會責任 — 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: Progressing in Harmony · Sharing Social Responsibility — Safety and Health 第三部分：和諧並進·共擔社會責任 — 安全健康
	403-9 Work-related injuries 工傷	Part III: Progressing in Harmony · Sharing Social Responsibility — Safety and Health 第三部分：和諧並進·共擔社會責任 — 安全健康

APPENDIX C. GRI STANDARDS (2021) CONTENT INDEX (Continued)

附錄C. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Indicator Description 指標說明	Section Reference 披露位置
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: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進·共擔社會責任 — 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: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進·共擔社會責任 — 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: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進·共擔社會責任 — 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: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進·共擔社會責任 — 人才管理
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: Progressing in Harmony • Sharing Social Responsibility — Talent Management 第三部分：和諧並進·共擔社會責任 — 人才管理
GRI 408 2016	408-1 Operations and suppliers at significant risk for incidents of child labor 具有重大童工事件風險的運營點和供應商	Part III: Progressing in Harmony • Sharing Social Responsibility — Talent Management Part IV: Fairness and Transparency • Driving Value Investment Together — Supply Chain Management 第三部分：和諧並進·共擔社會責任 — 人才管理 第四部分：公允透明·共驅價值投資 — 供應鏈管理
GRI 409 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor 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: Progressing in Harmony • Sharing Social Responsibility — Talent Management Part IV: Fairness and Transparency • Driving Value Investment Together — Supply Chain Management 第三部分：和諧並進·共擔社會責任 — 人才管理 第四部分：公允透明·共驅價值投資 — 供應鏈管理

APPENDIX C. GRI STANDARDS (2021) CONTENT INDEX (Continued)

附錄C. GRI準則(2021)索引表(續)

GRI Indicator GRI指標	Indicator Description 指標說明	Section Reference 披露位置
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: Progressing in Harmony • Sharing Social Responsibility — Community Investment 第三部分：和諧並進•共擔社會責任—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: Fairness and Transparency • Driving Value Investment Together — Supply Chain Management 第四部分：公允透明•共驅價值投資—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: Progressing in Harmony • Sharing Social Responsibility — Quality Management 第三部分：和諧並進•共擔社會責任—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: Fairness and Transparency • Driving Value Investment Together — Information Security 第四部分：公允透明•共驅價值投資—信息安全

APPENDIX D. TCFD DISCLOSURE INDEX

附錄D. TCFD披露索引表

Category 類別	Corporate Strategy and Actions 公司策略與行動	Section Reference 披露位置
Governance 治理	<ol style="list-style-type: none"> 1. Describe the board’s oversight of climate-related risks and opportunities. 2. Describe management’s role in assessing and managing climate-related risks and opportunities. 	<p>Part II: Green Drive • Building a Zero-Carbon Future Together — Addressing Climate Change</p> <p>第二部分：綠色驅動•共築零碳未來 — 應對氣候變化</p>
Strategy 策略	<ol style="list-style-type: none"> 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. 	<p>Part II: Green Drive • Building a Zero-Carbon Future Together — Addressing Climate Change</p> <p>第二部分：綠色驅動•共築零碳未來 — 應對氣候變化</p>
Risk Management 風險管理	<ol style="list-style-type: none"> 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. 	<p>Part II: Green Drive • Building a Zero-Carbon Future Together — Addressing Climate Change</p> <p>第二部分：綠色驅動•共築零碳未來 — 應對氣候變化</p>
Metrics and Targets 指標與目標	<ol style="list-style-type: none"> 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. Describe Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks. 3. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. 	<p>Part II: Green Drive • Building a Zero-Carbon Future Together — Addressing Climate Change</p> <p>第二部分：綠色驅動•共築零碳未來 — 應對氣候變化</p>



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