

CHINA GAS INDUSTRY INVESTMENT HOLDINGS CO. LTD.

(於開曼群島註冊成立的成員有限公司)

(Incorporated in the Cayman Islands with members' limited liability)

股份代號 Stock code: 1940



2025

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



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

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環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

關於本報告

報告簡介

本環境、社會及管治報告（「**環境、社會及管治報告**」或「**報告**」）概述China Gas Industry Investment Holdings Co. Ltd（「**本集團**」或「**我們**」）的環境、社會及管治舉措、計劃和表現，並展示我們對可持續發展的承諾。本集團堅持按照環境、社會及管治管理原則進行可持續發展，以令本公司能夠持續不斷為持份者創造價值，並有效和負責任地處理本集團的環境、社會及管治事宜，將其作為業務戰略的核心部分，因為我們相信這是未來取得持續成功的關鍵。

報告期間

環境、社會及管治報告詳述本集團於截至2025年12月31日止年度（「**報告期間**」）環境、社會及管治方面的活動、挑戰和採取的措施。

報告範圍

本集團主要透過其全資附屬公司唐山唐鋼氣體有限公司（「**唐鋼氣體**」）經營生產專業氣體。

ABOUT THE REPORT

Introduction

This Environmental, Social, and Governance (ESG) report (the “**ESG Report**” or the “**Report**”) outlines the ESG initiatives, plans, and performance of China Gas Industry Investment Holdings Co. Ltd (referred to as “**the Group**” or “**we**”). It shows our commitment to sustainability. The Group follows ESG management principles to pursue sustainable development, ensuring that we continuously create value for stakeholders and effectively and responsibly manage our environmental, social, and governance issues as a core part of our business strategy, believing this is key to future success.

Reporting Period

The ESG Report details the Group’s activities, challenges and measures taken in environmental, social and governance aspects for the year ended 31 December 2025 (the “**Reporting Period**”).

Reporting Scope

The Group mainly operated the production of specialty gases through its wholly-owned subsidiary Tangshan Tangsteel Gases Co., Ltd. (唐山唐鋼氣體有限公司) (“**TTG**”).

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

唐鋼氣體是於2007年2月8日由唐山鋼鐵股份有限公司與本公司共同投資創立的河北省第一家中外合資氣體生產企業。唐鋼氣體設立安全部、生產設備部、技術品質部、財務部、銷售部及綜合部等六個管理部門，以及煉鋼分公司、玉田分公司、樂亭分公司、不銹鋼分公司、煉鐵分公司等5間分公司及灤縣唐鋼氣體、東新村、新區唐鋼氣體總部(前稱中氣投(唐山))等3間廠房。本集團堅持以市場為導向，與時俱進並創新發展。本集團堅持以質量求存，不斷提高服務質量。始終堅持質量第一，用戶至上，誠信經營，為用戶提供全方位服務，為社會奉獻最優質產品的經營理念，在可持續發展的道路，時刻把質量、安全、環保、節能作為企業的靈魂，以增強顧客滿意度。同時，本集團會按照新型工業化道路的要求，期望唐鋼氣體能成為華北第一及國內外知名的「GGG唐鋼氣體」品牌。

唐鋼氣體是本集團於2025年度的年報重點關注範疇，亦是本集團之主營業務，故其對環境、社會及管治相關性較高。

報告框架

環境、社會及管治報告根據香港聯合交易所有限公司(「聯交所」)上市規則附錄C2所載的《環境、社會及管治報告守則》編製。並已遵循所有「強制披露規定」及「不遵守就解釋」條文，以及重要性、量化、平衡及一致性匯報原則。於編製環境、社會及管治報告時，本集團已採納聯交所發佈的有關環境、社會及管治的指引材料所載的國際標準及排放系數，以計算有關關鍵績效指標(「關鍵績效指標」)，編製環境、社會及管治報告的方式較去年並無變動。對重要性的應用詳述於本環境、社會及管治報告「重要性評估」一節。

TTG is the first Sino-foreign equity joint venture gas production enterprise in Hebei Province, which was jointly invested and established by Tangshan Steel Company Limited (唐山鋼鐵股份有限公司) and the Company on 8 February 2007. TTG has set up six departments including the safety department, the production facilities department, the technology quality department, the finance department, the sales department, and the general department, five branches which include steelmaking branch, Yutian branch, Laoting branch, stainless steel branch and ironmaking branch, and three plants, such as Luanxian Tangsteel Gases, Dongxin Village and New District TTG headquarter (formerly known as Zhongqi Investment (Tangshan) plant). The Group is committed to a market-oriented approach, and strives to keep pace with the times and develop with innovation. The Group prides itself on its excellence of quality and continuously improves its service quality. In particular, the Group has always stood by the philosophy of taking quality and customer as the first priority and management with integrity to provide users with all-round services and the society with the best quality products. In pursuing sustainable development, the Group always regards quality, safety, environmental protection and energy conservation as the core values of the enterprise, aiming to enhance customer satisfaction. In addition, the Group, aligning with requirements of the “new path of industrialisation”, aspires to develop TTG as the number one provider in North China and a nationally and internationally well-known “GGG TTG” brand.

TTG is the Group’s key area of focus in the annual report for 2025, as it is the Group’s main business. Therefore, it is of high relevance to the Group’s ESG matters.

Reporting Framework

The ESG Report has been prepared in accordance with the Environmental, Social and Governance Reporting Code as set out in Appendix C2 to the Listing Rules of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”), all “mandatory disclosure” requirements and “comply or explain” provisions, and materiality, quantitative, balance and consistency reporting principles. In preparing the ESG report, the Group has adopted the international standards and emission coefficient as set out in ESG guiding materials published by the Stock Exchange, to calculate relevant key performance indicators (“**Key Performance Indicators**”). The way of preparing the ESG report remains the same as adopted last year. Application to materiality is detailed in the section headed “Materiality Assessment” of the ESG Report.

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

報告編寫遵循聯交所《環境、社會及管治報告守則》中的匯報原則：「重要性」、「量化」、「平衡」以及「一致性」。

重要性：於報告期內，本集團進行重要性評估以識別重要議題，以確定重要議題作為環境、社會及管治報告的編寫重點。這些議題的重要性均由環境、社會及管治委員會審閱和確認。更多詳情請參考「持份者溝通」及「重要性評估」章節。

量化：環境、社會及管治報告中所披露量化數據已附加補充說明，以解釋在計算排放量和能源消耗量時使用的任何標準、方法和轉換系數的來源。

平衡：本報告旨在對本集團的可持續發展表現提供全面和公平的看法，並沒有遺漏任何與重大環境、社會及管治主題相關的信息。

一致性：本環境、社會及管治報告的編製方法與上年度基本一致，並已就披露範圍和計算方法有變的數據提供解釋。

數據來源及責任聲明

環境、社會及管治報告所披露的資料來自本集團內部文件、統計報告及有關公開材料。本集團承諾環境、社會及管治報告不存在任何虛假資料、誤導性陳述或者重大遺漏，並對其內容的真實性、準確性及完整性承擔責任。

The Report has been compiled in compliance with the reporting principles of “materiality”, “quantitative”, “balance” and “consistency” as described in the ESG Reporting Code.

Materiality: During the Reporting Period, the Group performed materiality assessment to identify material issues primarily to be disclosed in the ESG Report. The materiality of such issues has been reviewed and confirmed by the ESG Committee. For more details, please refer to the sections headed “Communication with Stakeholders” and “Materiality Assessment”

Quantitative: The quantitative data disclosed in the ESG Report has been affixed a supplementary statement to illustrate the sources of any standard, methodology and conversion factors used in calculating emissions and energy consumption.

Balance: The Report aims to provide a comprehensive and fair view on the sustainable development performance of the Group, without missing any information in relation to material environmental, social and governance issues.

Consistency: The ESG Report has been prepared adopting the same method as in last year, and explanations have been provided for data with changes in disclosure scope and calculation methods.

Source of Data and Responsibility Statement

The information disclosed in the ESG Report sources from the Group's internal documents, statistic reports and relevant public information. The Group undertakes that the ESG Report does not contain any false information, misleading statement or material omission, and assumes responsibility for the authenticity, accuracy and completeness of contents therein.

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

前瞻性陳述

本報告包含前瞻性陳述，其乃基於本集團對其及其附屬公司經營的業務和市場的當前預期、估計、預測、理念和假設。這些前瞻性陳述不是對未來業績的保證，並受市場風險、不確定性和本集團無法控制的因素所影響。因此，實際結果及回報可能與本報告所載假設及陳述有重大差異。

聯繫我們

本集團高度重視讀者的寶貴意見。倘閣下對環境、社會及管治報告有任何疑問或建議，請通過以下方式聯繫本集團：

電郵：ir@cghldgs.com

環境、社會及管治治理架構

董事會聲明

董事會就本集團的環境、社會及管治策略承擔整體責任，監察制訂行政管理、執行及相關匯報事宜。董事會評估本集團在環境、社會及管治目標方面取得的進展，並檢討可持續發展目標、氣候風險和機會、客戶體驗和員工情緒等關鍵主題。董事會獲定期提供有關環境、社會及管治事項的最新具體資訊，範疇包括能源政策、持份者權利及員工福祉。董事會成員接受環境、社會及管治相關培訓作為其入職及持續發展的一部分，並尋求更多機會建立此範疇的技能及經驗。

Forward-looking Statements

This ESG Report contains forward-looking statements which are based on the current expectations, estimations, projections, beliefs, and assumptions of the Group about the businesses and the markets in which the Group and its subsidiaries operate. These forward-looking statements are not guarantees of future performance and are subject to market risks, uncertainties, and factors beyond the control of the Group. Therefore, actual results and returns may differ from the assumptions made and the statements contained in this ESG Report.

Contact Us

The Group attaches high importance to readers' valuable opinions. If you have any doubt or suggestion on the ESG Report, please contact the Group via the following means:

E-mail: ir@cghldgs.com

ESG GOVERNANCE STRUCTURE

Board Statement

The Board assumes overall responsibility for the Group's environmental, social and governance strategies, and oversees the formulation, administrative management, implementation and related reporting. The Board assesses progress in achieving ESG goals and reviews key issues including sustainable development goals, climate risk and opportunities, customer experience and employee morale. The Board is provided with the latest concrete information on ESG matters on a regular basis, covering energy policies, stakeholder rights and employee benefits. The Board members receive ESG related training, as a part of onboarding requirement and continuous professional development, and seek more opportunities to enhance skills and experience in this area.

環境、社會及管治報告

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董事會

在管治架構中，董事會集體肩負起本集團環境、社會及管治事宜的全部責任，其需至少每年一次集體討論環境、社會及管治相關事宜，為本集團的可持續發展戰略給予方向性指導，確保風險管理及內部監控系統的有效性，董事會負責審批環境、社會及管治中長期戰略及年度目標，確保環境、社會及管治(含氣候風險)因素全面融入重大投資、並購及融資等關鍵決策以及企業整體風險管理框架中。董事會負責審批風險評估方法、情景分析及應對策略，確保風險管理及內部監控系統的有效性，並且負責審批環境、社會及管治報告，對其真實性、準確性及完整性承擔最終責任，並確保符合聯交所守則及框架要求。

環境、社會及管治委員會

本集團已制定環境、社會及管治治理架構，為進一步完善其可持續發展管治架構：於董事會下設立環境、社會及管治委員會(「委員會」)，由本集團的財務總監擔任主席，負責本集團環境、社會及管治事務的各部門主管作為主要成員，務求更有效地將可持續發展的考慮納入本集團決策過程之中。

在日常營運中，委員會負責搜集我們在環境、社會及管治方面的相關資料及數據以編製本環境、社會及管治報告。委員會每年舉行會議向董事會匯報，協助辨識本集團的環境、社會及管治及氣候相關風險與機遇，建立風險識別、評估、監控與應對機制，評估本集團內部控制機制的有效性。委員會亦會檢查和評估本集團在環境、健康與安全、勞工標準、產品責任等不同方面的表現，定期收集、分析環境、社會及管治數據，監控目標達成進度。委員會至少每年一次向董事會進行匯報，在必要時給出建議。董事會將討論重要的環境、社會及管治議題以及本集團的管理策略及方針，以求不斷改善本集團的可持續發展表現。

Board

In the governance structure, the Board takes overall responsibility for ESG matters of the Group, and conducts collective discussions on ESG related matters at least once a year to provide directional guidance for the sustainable development strategy of the Group. The Board is also responsible for ensuring the effectiveness of risk management and internal control systems, examining and approving the medium to long-term ESG strategy and annual targets, ensuring that ESG factors (including climate-related risks) are fully integrated into key decisions such as significant investments, mergers and acquisitions, and financing, as well as the enterprise's overall risk management framework. The Board is responsible for approving risk assessment methodologies, scenario analyses and response strategies, ensuring the effectiveness of risk management and internal control systems. Furthermore, it is responsible for approving the ESG Report, assuming ultimate responsibility for its authenticity, accuracy and completeness, and ensuring compliance with the requirements of the Stock Exchange's codes and guidelines.

ESG Committee

The Group has established an ESG governance framework. In order to further improve its sustainable development governance structure, the Group has established the ESG Committee (the “Committee”) under the Board. The Chief Finance Officer of the Group serves as the chairman of the Committee, and its key members comprise the heads of departments responsible for ESG affairs of the Group, in order to more effectively incorporate sustainable development considerations into the decision-making process of the Group.

In ordinary operations, the Committee is responsible for collecting relevant information and data on ESG aspects for the preparation of the ESG reports. The Committee meets annually to report to the Board, assists in identifying the Group's ESG and climate-related risks and opportunities, establishes mechanisms for risk identification, assessment, monitoring and response and assesses the effectiveness of the Group's ESG internal control mechanism. The Committee also examines and evaluates the performance in different aspects such as environment, health and safety, labour standards, and product responsibility. It regularly collects and analyses ESG data to monitor progress towards targets. The Committee reports to the Board at least once a year and makes recommendations when necessary. The Board will discuss material ESG issues as well as management strategies and policies of the Group, so as to continuously enhance the sustainable development performance of the Group.

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

持份者溝通

本集團亦非常重視對持份者，包括但不限於客戶及僱員，以及非政府組織而言攸關重要的事宜。本集團積極尋求每個機會，以了解及與持份者溝通，確保可改善產品及服務。本集團深信持份者對業務持續取得成功而言擔當重要角色。

Communication with Stakeholders

The Group also highly values matters that are significant to stakeholders, including but not limited to customers and employees and non-governmental organisations. The Group actively seeks every opportunity to understand and communicate with stakeholders to ensure improvement of products and services. The Group firmly believes that stakeholders play an important role in sustained success of its business.

主要持份者

Key stakeholders

參與渠道

Engagement Channels

股東及投資者

Shareholders and investors

- 股東週年大會
- Annual general meetings
- 財務報告
- Financial reports
- 公告及通函
- Announcements and circulars
- 公司網站
- Company website

客戶

Customers

- 客戶服務熱線
- Customer service hotline
- 客戶投訴機制
- Customer complaint mechanism
- 社交媒體
- Social media
- 滿意度問卷
- Satisfaction questionnaire

員工

Employees

- 培訓、研討會及簡報會
- Training sessions, seminars and briefings
- 績效檢討
- Performance review
- 員工投訴機制
- Employee complaint mechanism
- 內部溝通
- Internal communication

環境、社會及管治報告

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主要持份者

Key stakeholders

參與渠道

Engagement Channels

供應商

Suppliers

- 供應商評估會議
- Supplier evaluation meetings
- 供應商審核
- Supplier audits
- 招標選擇
- Tender selection
- 定期溝通
- Regular communication

社區及非政府組織

Community and non-governmental organisations

- 社區活動
- Community activities
- 義工活動
- Volunteer activities
- 贊助與捐贈
- Sponsorships and donations

媒體及公眾

Media and the public

- 環境、社會及管治報告
- ESG reports
- 公司網站
- Company website
- 社交媒體平台
- Social media platforms

政府及監管機構

Governments and regulators

- 書面或電子通信
 - Written or electronic communications
 - 定期匯報表現
 - Regular performance reporting
 - 信息披露
 - Information disclosures
-

重要性評估

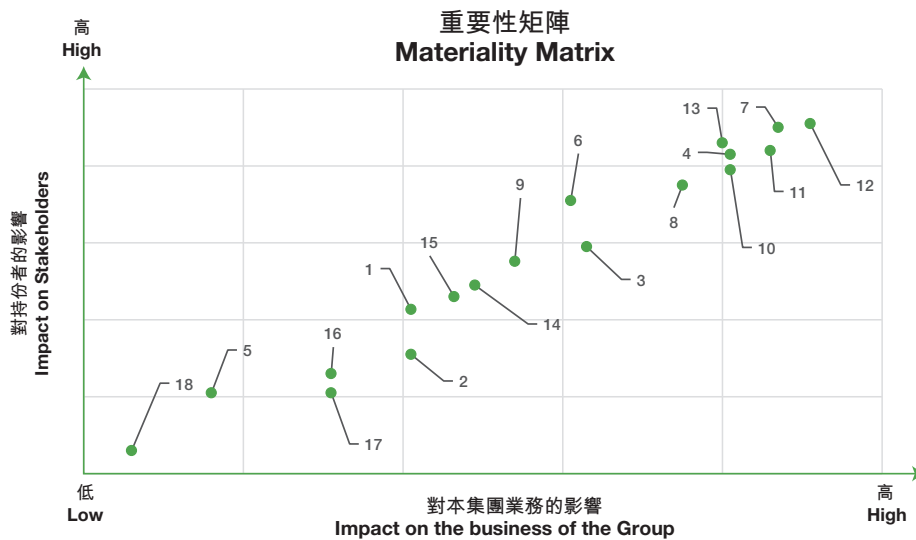
為更好地了解不同持份者對環境、社會及管治事宜的意見及期望，本集團每年進行重要性評估。本集團確保使用各種平台及溝通渠道來接觸、聆聽及回應其主要持份者。通過與持份者進行全面溝通，本集團得以了解其持份者的期望及關注。所獲得的反饋意見使本集團能夠作出更明智的決策，並更好地評估及管理該等商業決策產生的影響。

下表總結對已識別的环境、社會及管治事宜進行重要性評估的結果：

MATERIALITY ASSESSMENT

To better understand stakeholders' opinions and expectations on ESG matters, the Group performs materiality assessment on an annual basis. The Group ensures the use of various platforms and communication channels to reach, listen and respond to its major stakeholders. Through comprehensive communication with stakeholders, the Group understands the expectations and concerns of its stakeholders. The feedback opinions obtained enable the Group to make informed decision and better assess and manage the impacts arising from these business decision-making.

The table below summarises the results of the materiality assessment performed on identified ESG matters:



- | | | |
|--|---|--|
| 1. 溫室氣體排放
GHG emissions | 2. 廢棄物管理
Waste management | 3. 使用天然資源
Use of natural resources |
| 4. 能源消耗及耗水量
Energy and water consumption | 5. 氣候變化
Climate change | 6. 勞工準則
Labour standards |
| 7. 職業健康及安全
Occupational health and safety | 8. 培訓與發展
Training and development | 9. 吸引及挽留人才
Talent attraction and retention |
| 10. 可持續供應鏈
Sustainable supply chain | 11. 供應鏈風險管理
Supply chain risk management | 12. 產品質素及安全
Product quality and safety |
| 13. 顧客關係
Customer relationship | 14. 網路安全
Cyber security | 15. 客戶數據私隱
Customer data privacy |
| 16. 知識產權
Intellectual property | 17. 反貪污
Anti-corruption | 18. 社區投資及當地社區參與
Community investment and local community engagement |

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

應對氣候變化

氣候管治

董事會監督

董事會下設環境、社會及管治委員會，對氣候相關風險與機遇的監督工作承擔最終責任，確保其成員具備或培養應對氣候挑戰、制定相關戰略所需的專業能力與素養，具體通過開展定期培訓、與外部顧問溝通協作的方式落實。

董事會每年至少召開一次會議，聽取環境、社會及治理委員會提交的報告，報告內容涵蓋新出現的氣候風險、監管政策動態以及氣候目標的推進進度。氣候因素考量被納入戰略規劃、重大投資決策及風險管理框架，同時會對財務效益與環境影響之間的平衡關係進行明確評估。儘管與氣候相關的績效指標尚未納入薪酬政策，本集團達成各項氣候目標的承諾仍完整不變。

有關環境、社會及管治治理架構的詳細信息，敬請參閱本報告「董事會聲明」章節。

納入戰略與決策制定

環境、社會及管治委員會積極將氣候相關風險和機遇融入本集團的長期戰略和運營規劃。在審查重大交易或資本項目時，會將氣候影響與財務和運營因素一併評估。這種方法確保可持續發展目標與業務增長保持一致，同時降低與氣候變化相關的潛在風險。

ADDRESSING CLIMATE CHANGE

Climate Governance

Board Oversight

The Board has established an ESG Committee, which assumes ultimate responsibility for overseeing climate-related risks and opportunities. It ensures that its members possess or develop the professional expertise and competencies required to address climate challenges and formulate relevant strategies, specifically through conducting regular training and engaging in communication and collaboration with external advisors.

The Board holds at least one meeting annually to receive reports submitted by the ESG Committee. The reports cover emerging climate risks, updates on regulatory policies, and progress towards climate targets. Climate considerations are integrated into strategic planning, major investment decisions and the risk management framework, with a clear assessment of the balance between financial returns and environmental impact being conducted. Although climate-related performance indicators are not yet incorporated into remuneration policies, the Group's commitment to achieving its climate objectives remains fully intact.

For detailed information on the ESG governance structure, please refer to the "Board Statement" section of this report.

Integration into Strategy and Decision-Making

The ESG Committee proactively integrates climate-related risks and opportunities into the Group's long-term strategy and operational planning. When reviewing material transactions or capital projects, climate impact is assessed alongside financial and operational factors. This approach ensures that sustainability objectives are aligned with business growth while mitigating potential risks associated with climate change.

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目標設定與績效監測

環境、社會及管治委員會負責監督氣候相關目標的制定，包括溫室氣體減排目標和能源效率提升。針對這些目標的進展通過明確的績效指標進行監測，並定期審查，並且向董事會持續彙報相關目標的最新進展。

管理職責與整合

在管理層面，氣候治理職責被分配給各業務單元的經理，這些經理直接向高級管理層彙報。該職能負責協調治理流程並實施控制措施，以監測氣候風險和機遇。這些控制措施與企業風險管理和運營規劃相結合，確保可持續性監督的整體性，並確保符合監管要求。內部控制和內部審計流程會定期審查這些控制措施，以確保其有效性並符合最佳實踐。

策略

識別氣候相關風險和機遇

本集團持續關注全球及本地應對氣候變化的政策趨勢與行動進展，並結合國際主流氣候情景分析框架，對業務運營及價值鏈可能面臨的氣候相關風險與機遇進行識別、評估和應對。我們將氣候相關考量納入企業戰略及經營規劃，並明確界定短期(1-5年)、中期(6-10年)及長期(10年以上)的影響範圍，以確保氣候風險管理與本集團可持續發展戰略保持一致。

Target Setting and Performance Monitoring

The ESG Committee oversees the formulation of climate-related targets, including greenhouse gas emission reduction targets and energy efficiency improvement. Progress against these targets is monitored through clearly defined performance indicators and reviewed on a regular basis, with ongoing updates on the latest progress of relevant targets being reported to the Board.

Management Responsibilities and Integration

At the management level, climate governance responsibilities are assigned to managers of respective business units, who report directly to senior management. This function is responsible for coordinating governance processes and implementing control measures to monitor climate risks and opportunities. These control measures are integrated with enterprise risk management and operational planning to ensure the integrity of sustainability oversight and compliance with regulatory requirements. Internal control and internal audit processes regularly review these measures to ensure their effectiveness and alignment with best practices.

Strategy

Identifying Climate-Related Risks and Opportunities

The Group continuously monitors global and local policy trends and actions in addressing climate change. By integrating internationally recognised climate scenario analysis frameworks, we identify, assess and respond to climate-related risks and opportunities that may impact our business operations and value chain. We incorporate climate-related considerations into our corporate strategy and operational planning, with clearly defined impact horizons for the short-term (1-5 years), mid-term (6-10 years) and long-term (over 10 years), ensuring that climate risk management remains aligned with the Group's sustainable development strategy.

短期 Short-term
(1-5年) (1-5 years)

中期 Mid-term
(6-10年) (6-10 years)

長期 Long-term
(10年以上) (Over 10 years)

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氣候相關風險與機遇管理

氣候變化既帶來風險，也蘊含機遇。我們秉持均衡管理理念，綜合考量其潛在的正面與負面影響，在實現企業價值最大化的同時，盡可能降低對業務的不利影響。

Managing Climate-related Risks and Opportunities

Climate change presents both risks and opportunities. We take a balanced approach that considers potential positive and negative impacts, enabling us to maximise corporate value while minimising adverse effects on our business.

氣候變化相關風險及機遇識別表

Climate-Related Risk and Opportunity Identification Table

風險及機遇類別 Risk and Opportunity Category	風險描述 Risk Description	時間維度 Time Horizon
實體風險 Physical Risks	<p>風、暴雨、冰雪、颱風、極端酷熱以及水資源短缺等天氣事件頻率及嚴重程度增加，威脅員工安全、影響產能與營運地點，對收入造成直接負面影響。</p> <p>Increased frequency and severity of weather events such as windstorms, heavy rainfall, snow and ice, typhoons, extreme heat, and water scarcity, threatening employee safety, impacting production capacity and operational sites, and directly adversely affecting revenue.</p>	<p>短期至中期(急性風險) Short to Medium Term (Acute Risks)</p> <p>長期(慢性趨勢) Long Term (Chronic Trends)</p>
過渡風險 Transition Risks	<p>氣候變化導致監管、技術及市場格局演變，包括國家政策收緊、環境相關稅項出台、客戶偏好轉向環保業務。</p> <p>Evolution of the regulatory, technological and market landscape driven by climate change, including the tightening of national policies, introduction of environment-related taxes, and a shift in customer preferences towards environmentally friendly businesses.</p>	<p>短期(政策收緊) Short Term (Policy Tightening)</p> <p>中期(環境稅項) Medium Term (Environmental Taxes)</p> <p>長期(客戶偏好轉變) Long Term (Shift in Customer Preferences)</p>
機遇 Opportunities	<p>氣候變化帶來消費者偏好機遇，本集團可推出低碳方案與綠色產品，節能降本、優化供應鏈效率，強化韌性吸引投資，獲取綠色融資，提升競爭力。</p> <p>Climate change gives rise to opportunities arising from shifts in consumer preferences. The Group can introduce low-carbon solutions and green products, achieve energy savings and cost reductions, optimise supply chain efficiency, enhance resilience to attract investment, secure green financing, and improve competitiveness.</p>	<p>短期(響應需求) Short Term (Responding to Demand)</p> <p>中期(擴市場份額) Medium Term (Expanding Market Share)</p> <p>長期(增強韌性) Long Term (Enhancing Resilience)</p>

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氣候變化對商業模式及價值鏈的財務影響

本集團持續監測全球和本地氣候政策，並採用國際公認的情景分析框架，以識別、評估並應對其對本集團的商業模式和價值鏈造成的財務影響。

Financial Impacts of Climate Change on Business Model and Value Chain

The Group continuously monitors global and local climate policies and adopts internationally recognised scenario analysis frameworks to identify, assess and respond to the financial impacts on the Group's business model and value chain.

對商業模式的財務影響 Financial Impacts on Business Model

對價值鏈財務影響 Financial Impacts on Value Chain

急性物理風險－極端高溫／降雨／洪水

Acute Physical Risks – Extreme Heat/Heavy Rainfall/Flooding

- 應對極端高溫需安裝冷卻設備，為提升氣候韌性升級基礎設施，均直接推高資本支出。
- Responding to extreme heat necessitates the installation of cooling equipment, while enhancing climate resilience requires infrastructure upgrades, both directly increasing capital expenditure.
- 高溫津貼、醫療費用相應增加；保險費率普遍上漲，部分高風險地區甚至無法投保；物業維護成本增加。
- Heat allowance and medical expenses increase accordingly; insurance premiums generally rise, with some high-risk areas becoming uninsurable; property maintenance costs escalate.
- 極端天氣導致基礎設施、設備損壞，引發資產減值與高額維修成本；庫存因災損壞、短期收入下滑；極端高溫引發電力短缺，直接擾亂運營並造成收入損失。
- Extreme weather causes damage to infrastructure and equipment, leading to asset impairment and substantial repair costs; inventory is damaged due to disasters, resulting in short-term revenue decline; extreme heat triggers power shortages, directly disrupting operations and causing revenue loss.
- 供電及冷卻系統故障、限電停電，會間接影響雲端服務與物流網絡，進而波及其他關聯業務；工廠與物流中斷導致交付周期不穩定，直接衝擊銷售額；施工項目因極端天氣延誤，推高保險費用支出。
- Malfunctions in power supply and cooling systems, along with power restrictions and outages, indirectly affect cloud services and logistics networks, thereby impacting other related businesses. Factory and logistics disruptions lead to unstable delivery cycles, directly impacting sales; construction projects are delayed due to extreme weather, driving up insurance costs.
- 極端天氣會造成產量下降、產品質量不穩定，同時推高原材料採購成本。
- Extreme weather results in reduced output and unstable product quality, while also driving up raw material procurement costs.
- 物流中斷引發產品短缺
- Logistics disruptions lead to product shortages.

慢性物理風險－水資源短缺

Chronic Physical Risks – Water Scarcity

- 採購替代水源會增加運營成本
- Sourcing alternative water supplies increases operating costs
- 節水項目會產生額外費用
- Water conservation projects incur additional expenses
- 原材料供應減少，導致長期成本上升
- Reduced raw material supply leads to long-term cost increases
- 增加採購成本
- Increases procurement costs
- 原材料供應不穩定，需要尋找替代採購渠道。
- Unstable supply of raw materials necessitates the search for alternative sourcing channels

對商業模式的財務影響

Financial Impacts on Business Model

對價值鏈財務影響

Financial Impacts on Value Chain

轉型風險－政策與法規風險／技術風險／市場風險／聲譽風險

Transition Risks-Policy and Regulatory Risks/Technology Risks/Market Risks/Reputation Risks

- 氣候政策收緊推高運營與資本成本；披露要求趨嚴增加合規成本，或需調整投資組合
- Tightening climate policies drive up operating and capital costs; increasingly stringent disclosure requirements raise compliance costs and may necessitate portfolio adjustments
- 低碳技術轉型需高額研發與設備投入，可能引發資產減值
- Low-carbon technology transition requires substantial R&D and equipment investment, potentially triggering asset impairment
- 消費者偏好低碳導致傳統產品需求下滑、收入減少；研發綠色產品增加研發與生產成本
- Consumer preference for low-carbon products leads to declining demand for traditional products and reduced revenue; green product R&D increases R&D and production costs
- 供應鏈合規引發間接成本結構變化；供應商不合規會轉嫁成本；跨國客戶要求高披露透明度；碳價上漲導致成本增加、利潤率下降
- Supply chain compliance leads to changes in indirect cost structures; non-compliance by suppliers results in cost pass-through; multinational clients demand high disclosure transparency; rising carbon prices increase costs and erode profit margins
- 供應商技術升級改變競爭格局，推高採購成本；下游客戶採用綠色方案，合作關係可能強化
- Supplier technology upgrades alter the competitive landscape, driving up procurement costs; downstream customers adopt green solutions, potentially strengthening partnerships
- 上游供應商低碳轉型推高採購成本；下游客戶要求綠色產品，未達標則訂單流失、銷售受損
- Upstream suppliers' low-carbon transition drives up procurement costs; downstream customers demand green products, and failure to meet standards leads to order loss and impaired sales
- 環境考量不足會損害合作關係，減少企業間合作
- Inadequate environmental considerations damage partnerships and reduce inter-enterprise collaboration

機遇－消費者偏好機遇／資源效率機遇／市場機遇／氣候韌性

Opportunities – Consumer Preference Opportunities/

Resource Efficiency Opportunities/Market Opportunities/Climate Resilience

- 提供低碳數字化轉型方案；布局可再生能源與綠色金融，吸引可持續投資者
- Providing low-carbon digital transformation solutions; deploying renewable energy and green finance initiatives to attract sustainable investors
- 推出綠色產品，提升市場份額和資產溢價
- Launching green products to increase market share and asset premium
- 節能節水，提升運營效率並降低成本
- Energy and water conservation enhance operational efficiency and reduce costs
- 加強氣候韌性，吸引投資者與客戶，減少氣候相關損失
- Strengthening climate resilience attracts investors and customers while reducing climate-related losses
- 下游客戶低碳需求增長，鞏固長期合作關係
- Growing low-carbon demand from downstream customers strengthens long-term partnerships
- 上游效率改造，減少採購成本
- Upstream efficiency improvements reduce procurement costs
- 可再生能源與綠色金融領域投資，擴大客戶基礎並增強韌性
- Investments in renewable energy and green finance expand the customer base and enhance resilience
- 提升合作標準，增強競爭力，改善綠色融資條件
- Raising collaboration standards enhances competitiveness and improves access to green financing

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氣候韌性與情景分析

本集團從短期、中期和長期三個時間維度出發，通過情景分析評估自身戰略與商業模式應對氣候相關變化的韌性。

分析採用的多種情景源自政府間氣候變化專門委員會(IPCC)與國際能源署(IEA)，其中一項情景與最新國際氣候協定的目標相符。本集團採用以下兩種情景路徑，針對2030年和2050年兩個時間節點開展氣候情景分析。分析主要借鑒了IPCC第六次評估報告(AR6)中提出的兩種典型共享社會經濟路徑(SSP)，分別為SSP1-2.6和SSP5-8.5。其中，SSP1-2.6代表相對低碳排放情景，而SSP5-8.5則代表高碳排放情景。

Climate Resilience and Scenario Analysis

From the perspective of three time dimensions of short-term, medium-term and long-term, the Group assesses the resilience of its strategy and business model in responding to climate-related changes through scenario analysis.

The various scenarios adopted in the analysis are derived from the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA), one of which is consistent with the goals of the latest international climate agreements. The Group has adopted the following two scenario pathways to conduct climate scenario analysis for the two time nodes of 2030 and 2050. The analysis mainly draws on two typical Shared Socioeconomic Pathways (SSPs) proposed in the IPCC Sixth Assessment Report (AR6), namely SSP1-2.6 and SSP5-8.5. Among them, SSP1-2.6 represents a relatively low-carbon emission scenario, while SSP5-8.5 represents a high-carbon emission scenario.

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綠松色情景 – IPCCSSP1-2.6與國際能源署
公開承諾情景(APS)
棕色情景 – IPCCSSP5-8.5與國際能源署既
定政策情景(SPS)

Turquoise Scenario – IPCCSSP1-2.6 and IEA Announced Pledges Scenario
(APS)

Brown Scenario – IPCCSSP5-8.5 and IEA Stated Policies Scenario (SPS)

綠松色情景

Turquoise Scenario

2060年前全球平均氣溫上升幅度為1.7°C，2100年前上升
幅度為1.8°C

The global average temperature is projected to rise by
1.7°C by 2060 and 1.8° C by 2100

綠松色情景描繪了全球氣候行動力度強勁的未來圖景。該
發展路徑要求實施嚴格的氣候政策，推動各領域加速脫
碳，重點方向包括可再生能源快速推廣應用、交通與工
業電氣化、低碳燃料普及、碳捕集與封存技術規模化落
地，以及植樹造林與森林恢復工作的推進。

The Turquoise Scenario depicts a future picture of
strong global climate action. This development pathway
requires the implementation of strict climate policies to
accelerate decarbonisation across all sectors, with key
directions including the rapid promotion and application
of renewable energy, electrification of transportation and
industry, popularisation of low-carbon fuels, large-scale
implementation of carbon capture and storage (CCS)
technologies and advancement of afforestation and forest
restoration efforts.

相較於高排放發展路徑，該情景雖能降低氣候實體風險，
但也存在合規成本、技術投入等短期轉型挑戰。對企業
而言，這意味著需承擔更高的前期投入，不過同時也能在
低碳市場中獲得更強的長期韌性與發展機遇，與國際氣
候協定及淨零排放目標相契合。

Compared with the high-emission development pathway,
although this scenario can reduce physical climate
risks, it also presents short-term transition risks such
as compliance costs and technological investment. For
enterprises, this means bearing higher upfront investment,
but at the same time, they can gain stronger long-term
resilience and development opportunities in the low-carbon
market, which is consistent with international climate
agreements and net-zero emission goals.

棕色情景

Brown Scenario

2060年前全球平均氣溫上升幅度超過2.4°C，2100年前上
升幅度達4.4°C

The global average temperature is projected to rise by over
2.4° C by 2060 and 4.4° C by 2100

棕色情景則描繪了全球氣候行動力度有限的未來圖景。該
發展路徑完全依賴現行政策及各國自主貢獻目標(NDCs)，
在脫碳與氣候適應領域的投入微乎其微。由此將引發嚴
重且難以預測的氣候實體影響，包括極端天氣頻發、海
平面上升及資源短缺等問題。

The Brown Scenario, on the other hand, depicts a future
picture of limited global climate action. This development
pathway relies entirely on existing policies and countries'
Nationally Determined Contributions (NDCs), with minimal
investment in decarbonisation and climate adaptation.
This will lead to severe and unpredictable physical climate
impacts, including frequent extreme weather events, rising
sea levels, and resource shortages.

由於缺乏嚴格的氣候政策，該情景下的轉型風險相對較
低，但企業將面臨因資產損毀、供應鏈中斷及保險成本
攀升帶來的支出增加問題。這一情景凸顯出，在持續的
氣候實體風險之下，企業亟需採取有力的氣候適應措施，
才能維持運營韌性，保障長期財務表現。

Due to the lack of strict climate policies, transition risks
under this scenario are relatively low, but enterprises will
face increased expenditures caused by asset damage,
supply chain disruptions, and rising insurance costs. This
scenario highlights that in the face of ongoing physical
climate risks, enterprises urgently need to take robust
climate adaptation measures to maintain operational
resilience and ensure long-term financial performance.

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實體風險及轉型風險對2050年對資產價值的潛在影響 Potential Impact of Physical and Transition Risks on Asset Value by 2050

氣候相關風險因素	Climate-Related Risk Factors	運營地：河北及香港 Operating Locations: Hebei and Hong Kong	
		綠松色情景 Turquoise Scenario	高碳發展情景 High-Carbon Development Scenario
實體風險 Physical Risks			
極端高溫	Extreme Heat	低 Low	中 Medium
極端降雨／洪水	Extreme Rainfall/Floods	低 Low	高 High
水資源短缺	Water Scarcity	低 Low	中 Medium
轉型風險 Transition Risks			
政策與法規風險	Policy and Regulatory Risk	低 Low	高 High
市場風險	Market Risk	低 Low	高 High
技術風險	Technology Risk	低 Low	中 Medium
聲譽風險	Reputation Risk	低 Low	高 High

我們的戰略保持韌性，並通過嵌入業務規劃的適應和減緩措施予以支持。本集團將持續定期更新情景分析，以反映不斷演變的科學、法規和市場動態。

Our strategy remains resilient and is supported by adaptation and mitigation measures embedded in business planning. The Group will regularly update the scenario analysis to reflect the evolving scientific, regulatory, and market dynamics.

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適應與減緩計劃

基於情景分析結論，本集團已制定下述適應及減緩措施，以應對實體風險與轉型風險。

Adaptation and Mitigation Plans

Based on the findings of the scenario analysis, the Group has formulated the below adaptation and mitigation measures to tackle physical and transition risks.

風險類型

Risk type

急性物理風險

Acute physical risks

適應和減緩措施

Adaptation and Mitigation Measures

- 定期演練，測試應急響應、危機管理及業務連續性計劃
- Conduct regular drills to test emergency response, crisis management, and business continuity plans
- 針對各類氣候情景制定強化與本地化措施，應對極端天氣
- Develop enhanced and localised measures for various climate scenarios to respond to extreme weather
- 推進設施及供應商工廠通風降溫改造，改善工作環境
- Promote ventilation and cooling renovations of facilities and suppliers' factories to improve the working environment
- 辦公選址納入洪水與水體風險考量
- Incorporate flood and water body risks into office location selection
- 關鍵設備(服務器、空調等)安置於符合防洪抗風標準的位置
- Place key equipment (such as servers and air conditioners) in locations that meet flood and wind resistance standards
- 本集團內實施針對性措施，降低人員傷亡風險
- Implement targeted measures within the Group to reduce the risk of casualties

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風險類型 Risk type	適應和減緩措施 Adaptation and Mitigation Measures
慢性物理風險 Chronic physical risks	<ul style="list-style-type: none"> • 在辦公地點選擇過程中考慮周邊水資源的影響 • Consider the impact of surrounding water resources in the process of office location selection • 使用節水設備，並改造現有設備以提高用水效率 • Use water-saving equipment and renovate existing equipment to improve water use efficiency • 評估在出現短缺情況下替代水源的可用性，並安裝備用供水設施 • Assess the availability of alternative water sources in case of shortages and install backup water supply facilities
轉型風險 Transition risks	<ul style="list-style-type: none"> • 跟蹤全球及國內氣候信息披露趨勢與最新要求 • Track global and domestic trends and latest requirements for climate information disclosure • 優化碳排放披露與管理，回應利益相關方反饋，監測國內碳市場發展 • Optimise carbon emission disclosure and management, respond to stakeholder feedback, and monitor the development of the domestic carbon market • 按監管要求高質量披露能耗與碳排放數據，制定環境風險控制計劃 • Disclose energy consumption and carbon emission data in high quality in accordance with regulatory requirements and formulate environmental risk control plans • 評估氣候風險對業務的影響，建立氣候風險管理機制，防範聲譽風險 • Assess the impact of climate risks on the business, establish a climate risk management mechanism, and prevent reputational risks • 完善法律風險管理政策，納入氣候相關風險考量 • Improve legal risk management policies and incorporate climate-related risk considerations

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當前及預計財務影響

依據《環境、社會及管治報告守則》之合理資料寬免規定，本集團並未披露易受氣候相關實體風險、轉型風險及機會影響的資產金額與業務活動佔比。本集團尚未就氣候相關風險及機會分配資本開支、融資或投資額度。本集團正開展評估工作，並將於日後就節能設備投資及應急事宜籌備制訂相關預算。本集團目前於氣候策略、情境分析及決策流程中，並未採用內部碳定價機制。

氣候相關轉型計劃

基於我們已識別的氣候相關風險和機遇，以及對業務模式韌性的評估，我們制定了應對氣候變化的氣候轉型計劃。該計劃重點在於減少溫室氣體排放並適應氣候影響。計劃首先對當前狀況進行全面評估，包括排放清單和脆弱性識別，隨後設定明確的短期、中期和長期目標，聚焦實現淨零排放。

主要策略包括使用可再生能源、提高能源效率、推動可持續交通以及改善廢棄物管理。同時，我們優先考慮適應措施，如升級基礎設施和實施高效的水資源管理實踐。通過社區參與和合作夥伴關係來吸引利益相關方的支持和資源至關重要。積極制定氣候友好型政策是有效實施的關鍵，並輔以定期監測和報告以確保透明度。對創新技術的投資將提高認知度並推動實現氣候目標的實際行動。

Current and Anticipated Financial Effect

By applying reasonable information relief of ESG Reporting Code, the Group does not disclose the amount and percentage of assets and business activities vulnerable to climate-related physical risks, transition risks and opportunities. The Group has not allocated capital expenditure, financing or investment towards climate-related risks and opportunities. We are evaluating and will come up with a budget in the future for investments in energy-efficient equipment or preparation of emergency situations. Internal carbon pricing mechanisms are currently not applied in our climate strategy, scenario analysis and decision-making.

Climate-Related Transition Plan

Based on the identified climate-related risks and opportunities, as well as the assessment of the resilience of its business model, the Group has formulated a climate transition plan to address climate change. The plan focuses on reducing greenhouse gas (GHG) emissions and adapting to climate impacts. The plan first conducts a comprehensive assessment of the current situation, including emission inventories and vulnerability identification, and then sets clear short-term, medium-term, and long-term goals, focusing on achieving net-zero emissions.

Key strategies include the use of renewable energy, improvement of energy efficiency, promotion of sustainable transportation and improvement of waste management. At the same time, we prioritise adaptation measures, such as upgrading infrastructure and implementing efficient water resource management practices. Attracting stakeholder support and resources through community engagement and partnerships is crucial. The active formulation of climate-friendly policies is key to effective implementation, supplemented by regular monitoring and reporting to ensure transparency. Investment in innovative technologies will raise awareness and drive practical actions towards achieving climate goals.

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氣候風險管理

有效的風險管理對本集團長遠發展至關重要。本集團採用結構化一體化管理方法，在全業務運營及價值鏈範圍內，開展氣候相關風險與機遇的識別、評估、排序及監控。該框架以政策制度和標準化流程為支撐，整合內外部數據、行業基準及監管要求，全面納入企業風險管理(ERM)體系。

企業風險管理體系包含已建立的風險溝通機制及風險應對措施相關規程。董事會對本集團風險承受範圍負最終責任，負責建立、維護並監督風險管理及內部控制體系的有效運行。

本集團基於政府間氣候變化專門委員會(IPCC)、央行與監管機構綠色金融網絡(NGFS)等國際公認框架開展氣候相關情景分析，為風險識別工作提供依據，並評估不同氣候發展路徑下可能產生的潛在影響。採用定性與定量閾值結合的方式評估風險，考量風險性質、發生概率及對財務運營的影響程度。氣候風險優先級劃分納入ERM體系，與其他戰略及運營風險管理要求保持一致；通過向高級管理層定期報告、融入內部審計流程，實現風險持續監控，及時優化管理策略。

本集團持續提升情景分析能力並擴大業務覆蓋範圍，同時採用相同方法識別評估資源利用效率提升、低碳市場拓展等機遇。上述流程均嵌入本集團的企業風險管理體系，為投資決策、資本配置及韌性規劃提供依據，助力實現長期可持續發展目標。

Climate Risk Management

Effective risk management is crucial to the long-term development of the Group. The Group adopts a structured and integrated management approach to identify, assess, prioritise, and monitor climate-related risks and opportunities across all business operations and the value chain. This framework is supported by policies, systems, and standardised processes, integrating internal and external data, industry benchmarks, and regulatory requirements, and is fully incorporated into the Enterprise Risk Management (ERM) system.

The ERM system includes established risk communication mechanisms and procedures related to risk response measures. The Board bears ultimate responsibility for the Group's risk appetite and is responsible for establishing, maintaining, and overseeing the effective operation of the risk management and internal control systems.

The Group conducts climate-related scenario analysis based on internationally recognised frameworks such as the Intergovernmental Panel on Climate Change (IPCC) and the Network for Greening the Financial System (NGFS), providing a basis for risk identification and assessing potential impacts under different climate development pathways. A combination of qualitative and quantitative thresholds is used to assess risks, considering the nature of risks, their probability of occurrence, and the extent of their impact on financial operations. The prioritisation of climate risks is incorporated into the ERM system, consistent with other strategic and operational risk management requirements; continuous risk monitoring is achieved through regular reporting to senior management and integration into internal audit processes, enabling timely optimisation of management strategies.

The Group continuously enhances its scenario analysis capabilities and expands its business coverage, while using the same method to identify and assess opportunities such as improving resource utilisation efficiency and expanding the low-carbon market. The above processes are all embedded in the Group's ERM system, providing a basis for investment decisions, capital allocation, and resilience planning, and helping to achieve long-term sustainable development goals.

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氣候與自然相關目標

本集團已制定契合自身戰略目標及監管要求的氣候相關目標，涵蓋整體電力消耗量、耗水量、溫室氣體排放量及廢物量的減排目標。旨在為氣候減緩和適應工作提供支持。

Climate and Nature-Related Targets

The Group has formulated climate-related targets aligned with its strategic objectives and regulatory requirements, covering targets for overall electricity consumption, water consumption, GHG emissions and waste reduction. These targets aim to support climate mitigation and adaptation efforts.

目標—以2025年為基準年 Target (with 2025 as the baseline year)	短期(2025-2030) Short-term (2025-2030)	中期(2030-2040) Mid-term (2030-2040)	長期(2050之後) Long-term (after 2050)
溫室氣體密度 GHG intensity	保持不變或者下降1%-3% Remain unchanged or decrease by 1% to 3%	下降5%-10% Decrease by 5% to 10%	下降11%以上 Decrease by more than 11%
外購電力及蒸汽消耗密度 Purchased electricity and steam intensity			
水資源消耗密度 Water consumption intensity			
有害廢棄物密度 Hazardous waste intensity			
無害廢棄物密度 Non-hazardous waste intensity			

溫室氣體排放

本集團持續開展溫室氣體盤查工作，盤查範圍包括燃燒柴油以及天然氣引起的直接溫室氣體排放(範圍一)、外購電力及外購蒸汽產生間接溫室氣體排放(範圍二)以及處理廢紙、工廠廢棄物、員工通勤、商務差旅及污水處理產生的其他間接溫室氣體排放(範圍三)。本集團在營運過程中，能源消耗是溫室氣體排放的主要部份。但園區內種植的樹木可吸收部分溫室氣體，進而抵銷本集團範圍一溫室氣體排放量的一部份。本集團高度重視提高能源效率及減少能源消耗。本集團意識到能源的選擇和使用對溫室氣體排放的影響巨大，因此會努力尋找可再生能源和能效改進等措施，以減少間接排放並提升可持續性。

GHG emissions

The Group continues to conduct greenhouse gas (GHG) verification. The scope of the inventory includes direct GHG emissions (scope 1) from diesel and natural gas combustion, indirect GHG emissions (scope 2) from purchased electricity and purchased steam, and other indirect GHG emissions (scope 3) generated from waste paper processing, factory waste, employee commuting, business travel, and wastewater treatment. In the Group's operations, energy consumption constitutes the primary source of GHG emissions. However, the trees planted within the park can absorb some GHG, thereby offsetting a portion of the Group's GHG emissions in scope 1. The Group places high importance on improving energy efficiency and reducing energy use. Recognizing the significant impact of energy choices and consumption on GHG emissions, the Group is committed to exploring measures such as renewable energy adoption and energy efficiency improvements to reduce indirect emissions and enhance sustainability.

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於報告期間，溫室氣體排放詳情載於下表： GHG emissions during the Reporting Period are detailed in the table below:

指標 ¹	Indicator ¹	單位 Unit	2025年 2025	2024年 2024
直接溫室氣體排放(範圍一)	Direct GHG emissions (Scope 1)	噸二氧化碳當量 tonnes CO ₂ e	640	582
間接溫室氣體排放(範圍二)	Indirect GHG emissions (Scope 2)	噸二氧化碳當量 tonnes CO ₂ e	898,279	699,282
—以地域為基準	— location based			
其他間接溫室氣體排放(範圍三)	Other indirect GHG emissions (Scope 3)	噸二氧化碳當量 tonnes CO ₂ e	557	1,217
—類別5：廢棄物處理	— category 5 : waste disposal			
—類別6：航空商務差旅	— category 6 : business travel by air			
—類別7：員工通勤	— category 7 : employee commuting			
範圍一—碳移	Scope 1 – carbon displacement	噸二氧化碳當量 tonnes CO ₂ e	(0.14)	–
溫室氣體排放總量 (範圍一&範圍二&範圍三)	Total GHG emissions (Scope 1 & Scope 2 & Scope 3)	噸二氧化碳當量 tonnes CO ₂ e	899,475	701,081
溫室氣體排放密度 (溫室氣體排放總量/生產總量 ²)	GHG emission intensity (Total GHG emissions/ Total production ²)	噸二氧化碳當量/噸 tonnes CO ₂ e/tonne	0.15	0.14

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附註：

1. 本集團之溫室氣體排放包含二氧化碳(CO₂)、甲烷(CH₄)及一氧化二氮(N₂O)，並已換算為二氧化碳當量公噸予以呈現，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、香港交易所發佈的《如何準備環境、社會及管治報告－附錄二：環境關鍵績效指標匯報指引》、中華人民共和國生態環境部發佈2025年12月發佈的最新電力二氧化碳排放因子公告、及港燈電力投資的《2024年可持續發展報告》。
2. 範疇二排放採用地區基礎法計算，該方法以能源消耗所在地區電網的平均排放強度作為計算依據。
3. 截至2025年12月31日，本集團的生產總量為5,992,059噸(2024：5,109,796)。此數據亦會用作計算其他密度數據。

環境

為堅守本集團可持續發展的承諾及目標，以及遵守環境保護相關法律法規的規定，本集團致力減少經營活動對環境的影響。

於報告期間，本集團已嚴格遵守並且沒有違反對其有重大影響的所有相關環保法律及法規，包括但不限於中國大陸的《中華人民共和國環境保護法》及《中華人民共和國水污染防治法》。

Notes:

1. Our GHG emissions include CO₂, CH₄ and N₂O and are converted to reflect the tonnes of CO₂ equivalent with reference to, including but not limited to, the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard published by the World Resources Institute and the World Business Council for Sustainable Development, the How to Prepare an Environmental, Social, and Governance Report – Appendix 2: Reporting Guidance on Environmental KPIs issued by the Hong Kong Stock Exchange, the latest Announcement on Carbon Dioxide Emission Factors in Power Sector released by the Ministry of Ecology and Environment of the People's Republic of China in December 2025, and the 2024 Sustainability Report of HK Electric Investments.
2. Scope 2 emissions are calculated using a location-based approach, which is based on the average emission intensity of the local electricity grid where the energy is consumed.
3. As of 31 December 2025, the Group's total production was 5,992,059 tonnes (2024: 5,109,796). This data is also used to calculate other intensity metrics.

ENVIRONMENT

To maintain the Group's sustainable development commitments and goals, and comply with the provisions of laws and regulations on environmental protection, the Group strives to reduce the impacts of its business activities on the environment.

During the Reporting Period, the Group has strictly complied with all and did not violate any relevant environmental laws and regulations that have a significant impact on it, including but not limited to the Law of the People's Republic of China on Environmental Protection (《中華人民共和國環境保護法》), and the Law of the People's Republic of China on Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》).

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排放物

廢氣排放

本集團2025年度對車輛運營使用數據開展重新梳理與統計，本期數據較往年存在一定差異。集團車輛主要使用天然氣、柴油作為燃料，對應廢氣排放情況列示如下：

EMISSION

Air Emission

In 2025, the Group conducted a re-sorting and re-statistics of the vehicle operation usage data, with the current period's data exhibiting certain discrepancies compared to previous years. The Group's vehicles are fuelled mainly by natural gas and diesel, with corresponding air emission detailed as follows:

指標	Indicator	單位 Unit	2025年 2025	2024年 2024
硫化合物(SO _x)	Sulphur oxides (SO _x)	公斤 kg	1,138.76	少於0.01 Less than 0.01
氮氧化物(NO _x)	Nitrogen oxides (NO _x)	公斤 kg	0.93	少於0.01 Less than 0.01
顆粒物(PM)	Particulate matters (PM)	公斤 kg	81.88	0

廢物管理

有害廢棄物

本集團已制定並執行《固體廢棄物管理制度》，通過對生產和本土固體廢棄物的分類、收集及處理，確保本集團所產出的廢棄物不會對環境造成污染，並符合本集團環境方針、《中華人民共和國環境保護法》、以及當地之法律法規。有害廢棄物和不可回收的工業廢棄物由管理層委託國家認可及有相關資質的廢棄物處理機構處理。

Waste Management

Hazardous waste

The Group has formulated and implemented the "Solid Waste Management System" (《固體廢棄物管理制度》), which aims to ensure that the wastes produced by the Group will not pollute the environment and will comply with the Group's environmental policy as well as local laws and regulations by sorting, collecting, and treating solid wastes generated from production and local operation. Hazardous wastes and non-recyclable industrial wastes will be treated by state accredited and qualified waste disposal organisations which are commissioned by the management.

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本集團要求其附屬公司按照《一般工業固體廢物貯存、處置場污染控制標準》及《危險廢物貯存污染控制標準》等法規之要求管理及監察處置固體廢棄物。固體廢棄物主要包括有害固體廢棄物、可回收固體廢棄物，以及不可回收固體廢棄物如辦公與生活垃圾。本集團分別設置固體廢棄物及有害廢棄物貯存設施。生產設備部委託有資質認證單位處理可回收的固體廢棄物、不可回收的固體廢棄物及有害廢棄物。本年度處置有害廢棄物的認證單位為樂亭縣海暢環保科技有限公司，本集團於選擇該認證單位時進行了資質驗證，包括查閱該認證單位的背景資料及《河北省危險廢物經營許可證》，以確保能按照中華人民共和國（「中國」）及安全環保部門規定安全處理有害廢棄物。

The Group requires its subsidiaries to manage and supervise their disposal of solid waste in accordance with the provisions of the General Industrial Solid Waste Storage and Pollution Control Standards for External Sites (《一般工業固體廢物貯存、處置場污染控制標準》) and the Pollution Control Standards for Hazardous Waste Storage (《危險廢物貯存污染控制標準》) and other regulations. Solid waste mainly includes hazardous solid waste, recyclable solid waste, and non-recyclable solid waste such as office and domestic waste. The Group has set up storage facilities for solid waste and hazardous waste. The production facilities department engages qualified organisations for the disposal of recyclable solid waste, non-recyclable solid waste, and hazardous waste. This year, the qualified organisation for the disposal of hazardous waste is Hai Chang HB Co., Ltd. (樂亭縣海暢環保科技有限公司). The Group had carried out qualification verification during the selection process for the qualified organisation, including review of its background information and the certificate of hazardous waste management license in Hebei to ensure compliance with the People's Republic of China ("China") and the safe disposal of hazardous waste as regulated by the safety and environmental protection department.



環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

– 無害廢棄物

辦公室的一般垃圾，包括廢紙以及其他一般食品包裝與飲料瓶罐的棄置，是無害廢棄物的主要來源，該等廢棄物每天獲妥當處理以維持工作場所的衛生。儘管如此，本集團倡導綠色及可持續工作環境理念，並採用「4R」原則（減少、再利用、循環及回收）以盡量減少廢棄物的產生。

– Non-hazardous waste

General office waste, including discarded paper, general food packaging and beverage containers, constitutes the primary source of non-hazardous waste. Such waste is properly disposed of daily to maintain workplace hygiene. Nonetheless, the Group advocates for a green and sustainable working environment and adheres to the “4R” (Reduce, Reuse, Recycle, and Recover) principle to minimise waste generation.

指標	Indicator	單位 Indicator	2025年 2025	2024年 2024
有害廢棄物總量	Total hazardous waste	公斤 kg	10,465	17,343
有害廢棄物密度(有害廢棄物總量/生產總量)	Hazardous waste intensity (total hazardous waste/total production)	公斤/噸 kg/tonnes	0.00174	0.00339
無害廢棄物總量	Total non-hazardous waste	公斤 kg	48,500.00	32,705.66
無害廢棄物密度(無害廢棄物總量/生產總量 ³)	Non-hazardous waste intensity (total non-hazardous waste/total production ³)	公斤/噸 kg/tonnes	0.0081	0.0064

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

資源使用

能源管理

本集團已制定並執行《能源資源管理辦法》，以管理本集團生產及生活過程中對能源的使用，以達到提高能源、資源使用率，節能降耗的目的。本集團安排能源管理員專項負責能源管理的各項工作，並對能源消耗數據進行統計與分析，以便改進技術及工藝，降低能源消耗。

本集團不僅嚴格遵守《中華人民共和國節約能源法》，更從日常工作中培養僱員節約資源、循環再用的習慣。為保護自然資源、提高營運效率，本集團密切留意資源使用，確保資源利用最大化，杜絕浪費。本集團各部門定期向生產設備部匯報資源使用狀況，並針對問題及時作出改善行動。

財務部負責制定能源成本指標計劃，定期召開能源管理工作會議，對前期能源工作進行總結，並計劃下一期的能源成本指標計劃，制訂節能降耗的具體方案。人力資源部負責制定生活區域及辦公區域的用電器具的節約能源方案及資源控制，例如向僱員宣傳下班後必須關閉電燈及空調等，以避免待機耗電造成能源浪費。隨著唐鋼區位調整，各生產區域匹配生產，為進一步節能降耗，通過對各生產區域生產設備調整，減少生產用水及生產用蒸汽等輔助能源消耗量。

USE OF RESOURCES

Energy management

The Group has formulated and implemented the “Energy and Resources Management Measures” (《能源資源管理辦法》) to manage the use of energy in the production and daily operation of the Group with the purpose of improving the utilisation rate of energy and resources, energy conservation, and reducing energy consumption. The Group has designated an energy specialist responsible for tasking energy management and conducting statistics and analysis of energy consumption data in order to improve technology and processes, and to reduce energy consumption.

The Group not only strictly abides by the Energy Conservation Law of the People’s Republic of China (《中華人民共和國節約能源法》), but also encourages its employees to foster resource conservation and recycling habits in daily work. To protect natural resources and increase operation efficiency, the Group closely monitors the use of resources to ensure full use of resources and avoid waste. Each department of the Group must regularly report on the use of resources to the production facilities department and take corrective actions for issues arisen in a timely manner.

The finance department is responsible for formulating index plan of energy cost, convening energy management meetings regularly to summarise the previous performance of energy-saving. In such meetings, they also formulate a new plan index plan of energy cost for the upcoming fixed term and specify a detailed resolution on reducing energy consumption and energy saving. The human resources department is responsible for formulating plans to save energy for the use of electrical appliances in living areas and offices, as well as implementing resource control, for example, encouraging employees to turn off lights and air-conditioners after work, which can avoid energy consumption due to appliances remaining on standby mode. With the location adjustment in TTG plants, flexible production has been realised amongst all production plants, to further enhance energy conservation and consumption reduction, adjustments to production equipment across all production zones have been implemented. This has resulted in decreased usage of auxiliary energy sources such as production water and steam.

環境、社會及管治報告

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本集團於2025年度，採用一系列的節能減排措施，其具體內容及相關成效評估如下：

In 2025, the Group implemented a series of energy-saving and emission reduction measures, the specifics and related effectiveness evaluations of which are as follows:

節能減排措施

Energy-Saving and Emission Reduction Measures

措施內容及相關成效評估

Content and Related Effectiveness Evaluations

照明用電管理及

安裝發光二極管(LED)

Lighting electricity management and installation of light-emitting diodes (LEDs)

設備廠房、空分塔、辦公室及其他公共區域的部分照明已採用發光二極管取代白熾燈及汞燈，並充分利用自然光，在光度滿足的情況下不用電燈，以降低電源使用量。

Partial lighting in equipment workshops, air separation towers, offices, and other public areas has been replaced with LEDs, substituting incandescent and mercury lamps. Natural light is utilised to the fullest extent, and electric lights are turned off when sufficient ambient light is available to reduce electricity consumption.

用水及設施管理

Water and facility management

生產設備部負責監察用水設備正常運行，防止漏水等情況造成浪費，並教育僱員建立節水意識，要求僱員於用水完畢後關閉水龍頭，以免造成浪費。

The production facilities department is responsible for monitoring the normal operation of water-using equipment to prevent leaks and other forms of waste. Employees are educated on water conservation awareness and required to turn off taps after use to avoid water wastage.

無害廢棄物

Non-hazardous waste

設備廠房產生的可回收一般廢棄物包括廢鐵、廢鋼、廢銅、鋁、含鐵量高的淤泥、廢皮帶及廢輪胎。本集團生產設備部委託有資質認證單位處理可回收的固體廢棄物，以此盡最大努力減低對環境的影響。

Recyclable general waste generated in equipment workshops includes scrap iron, steel, copper, aluminum, sludge with high iron content, discarded belts, and tires. The Group's production facilities department entrusts certified units to handle recyclable solid waste, thereby making every effort to reduce environmental impact.

此外，於報告期間，本集團更換了水泵，二期制氫項目循環水系統7#8#9#水泵為利舊設備，設備老舊頻繁維修，電機已不符合國家新能效要求，屬淘汰產品。2025年進行了設備更新，更換新水泵電機為GB30254-2024標準內國家最新一級能效電機，水泵節能效率要求達到GB19762-2007內一級能效標準，水泵單耗降低，減少能源介質消耗。

Additionally, during the Reporting Period, the Group replaced water pumps. Pumps Nos. 7, 8 and 9 within the circulating water system of the phase II hydrogen production project were reused equipment. Such ageing equipment was frequently maintained, and their motors no longer met national new energy efficiency requirements, rendering them obsolete products. In 2025, the Group undertook equipment upgrades, replacing water pump motors with the latest Class 1 energy efficiency motors compliant with the GB30254-2024 standard, and the energy-saving efficiency requirements for water pumps were required to meet the Class 1 standards specified in GB19762-2007, resulting in reduced unit consumption of the water pump and decreased consumption of energy-carrying media.

環境、社會及管治報告

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本集團的能源消耗表現概述如下：

An overview of the Group's energy consumption performance is as follows:

能源種類	Type of Energy Consumption	單位 Unit	2025年 2025	2024年 2024
直接能源消耗	Direct energy consumption	千瓦時 kWh	2,881,561	2,636,991
間接能源消耗 外購電力及蒸汽	Indirect energy consumption Purchased electricity and steam	千瓦時 kWh	1,566,345,412	1,386,374,476
能源總消耗量	Total energy consumption	千瓦時 kWh	1,532,909,853	1,305,808,267
能源總消耗密度	Total energy consumption intensity	千瓦時／生產總量 ³ kWh/total production ³	255.8	257.6

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

用水管理

本集團並無求取水源方面的任何問題，且現時水供應能滿足其日常營運需要。本集團水資源消耗極少，主要用於基本清潔及衛生。為減少水浪費，本集團積極促進僱員的節水意識，全面提高用水效益。本集團已實施下列措施節約用水措施：

- 及時修復辦公室內的水管、水龍頭或馬桶等設備的漏水問題，避免不必要的水損失。
- 通過內部宣傳和培訓，提高員工對節約用水的意識，鼓勵他們在日常工作中採取節水措施。
- 合理使用水源設備，充分利用其容量，減少不必要的用水。

於報告期間，本集團的用水量如下：

Water Management

The Group has encountered no issues in sourcing water, and the current water supply meets its daily operational needs. The Group's water consumption is minimal, primarily used for basic cleaning and sanitation. To reduce water wastage, the Group actively promotes water conservation awareness among employees and strives to improve overall water efficiency. The following water-saving measures have been implemented:

- Promptly repairing leaks in office plumbing, taps, or toilets to avoid water loss.
- Enhancing employees' awareness of water conservation through internal campaigns and training, encouraging them to adopt water-saving practices in their daily work.
- Using water facilities reasonably and maximizing their capacity to reduce unnecessary water usage.

During the Reporting Period, the Group's water consumption was as follows:

指標	Indicator	單位 Unit	2025年 2025	2024年 2024
用水量	water consumption	立方米 m ³	2,990,500	2,680,080
用水量密度	water consumption intensity	立方米／生產總量 ³ m ³ /total production ³	0.50	0.52

包裝材料

由於本集團核心業務活動並不涉及使用包裝材料，故並無這方面的數據。

Packaging Materials

Since the Group's core business activities do not involve the use of packaging materials, no data is available in this respect.

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境及天然資源

為嚴格遵守法律法規包括《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法(2021修正)》、《中華人民共和國環境影響評價法(2018修正)》及相關法規，本集團制定了《管理手冊》及建立了符合GB/T24001-2016 (ISO14001)標準的環境管理體系，能有效減少了生產及經營活動帶來的污染物排放和資源消耗。公司業務活動過程中會產生噪音，為減低對周邊環境的影響，公司設置了消音設施，最大限度減少噪音影響。

社會

本集團深信與僱員保持良好關係是企業成功的關鍵之一。為了提升僱員滿意度，本集團為僱員提供具有競爭力的薪酬福利及完善的培訓計劃，鼓勵僱員發揮潛力並一展所長。本集團每年舉辦僱員團建活動如運動比賽及步行活動等，有助提升僱員歸屬感，打造一個友好和諧的工作環境。

報告期間內，本集團並無發現任何有關薪酬及解僱、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重大不遵守相關法律法規的情況而對本集團產生重大影響。包括但不限於中國大陸的《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國安全生產法》以及香港法例第57章《僱傭條例》。

ENVIRONMENT AND NATURAL RESOURCES

In strict compliance with 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 Atmospheric Pollution (Amended in 2021) (《中華人民共和國大氣污染防治法(2021修正)》), the Law of the People's Republic of China on Environmental Impact Assessment (Amended in 2018) (《中華人民共和國環境影響評價法(2018修正)》) and related regulations, the Group has formulated its Management Handbook《管理手冊》and established its environmental management system which conforms to GB/T 24001-2016 (ISO 14001) standards, thereby effectively reducing pollutant discharge and resource consumption resulting from production and operation. To reduce the impact on the surrounding environment, the Group has installed noise-cancelling facilities to minimise the impact of inevitable noise generated during its operations.

SOCIAL

The Group believes that maintaining a good relationship with its employees is one of the key factors which leads to success of an enterprise. To enhance employee satisfaction, the Group provides a competitive remuneration and benefits and comprehensive training plan for employees to unleash their potential. Team-building activities, such as sport competitions and walking events, annually organised by the Group, promote a sense of belonging among the employees and build a harmonious working environment.

During the Reporting Period, the Group was not aware of any material violation of the relevant laws and regulations having significant impacts on the Group in relation to remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination and other treatment and benefits, including but not limited to the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》 in Mainland China and the Employment Ordinance (《僱傭條例》) (Chapter 57 of the Laws of Hong Kong).

僱傭

僱傭慣例

本集團已根據相關勞工法律和法規制定了內部政策，涵蓋了補償和解僱、招聘和晉升、工時、假期、平等機會、多元性、反歧視、其他利益和福利、僱傭發展和培訓以及童工和強制勞工等方面。為確保員工清晰且一致地了解和貫徹本集團的主要政策，我們設有「員工手冊」，其中詳細列出了員工的權利，例如工時、可享有的假期、其他利益和福利。所有員工都可以索取「員工手冊」，以便參考和了解他們的權益。本集團致力於建立一個公平、透明和支持員工發展的工作環境，以確保員工的權益得到充分尊重和保護。

福利及利益

本集團為僱員提供良好福利，為了提高僱員對集團的歸屬感、對工作的投入感及參與感，本集團在崗僱員每兩年可進行一次身體檢查，全部費用由本集團承擔，而且根據崗位特殊要求，本集團亦會安排專項身體檢查，以保障僱員健康。

本集團根據《中華人民共和國工會法》及《中華人民共和國民法通則》之規定設有工會，以加強與僱員之間的溝通，並為僱員安排多項有意義及娛樂性的團建活動，當中包括運動比賽、僱員技術比賽及休閒活動等。

EMPLOYMENT

Employment practices

The Group has formulated internal policies in accordance with relevant labour laws and regulations, covering areas such as compensation and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination, other benefits and welfare, employment development and training, and child and forced labour. To ensure that employees clearly and consistently understand and implement the Group's key policies, we have formulated an "Employee Handbook", which details the rights of employees, such as working hours, leave entitlements, other benefits and welfare. "Employee Handbook" is available to all employees upon request for referring and understanding their rights and interests. The Group is committed to establishing a fair, transparent and supportive working environment to ensure that employees' rights and interests are fully respected and protected.

Welfare and Benefits

The Group offers attractive benefits to its employees. To enhance the employees' sense of belonging to the Group, devotion to their jobs and enthusiasm for work, our employees are entitled to a medical examination every two years, with all costs covered by the Group. Additionally, based on specific job requirements, the Group will arrange specialised health checks to ensure employee well-being.

The Group has established a labour union in accordance with the Labour Union Law of the People's Republic of China (《中華人民共和國工會法》) and the General Principles of the Civil Law of the People's Republic of China (《中華人民共和國民法通則》) with aims to strengthen communication with employees and through which the Group can organise various meaningful and joyful team-building activities for employees, including sports games, employee technical skill competitions and leisure activities, etc.

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

平等機會、多元化及反歧視

本集團一直致力於為員工提供公平的工作環境，確保他們受到公平待遇並獲得充分尊重。對所有員工的評估和薪酬制度都基於他們的技能和能力，而不論他們的種族、宗教、性別、年齡或殘疾狀況。

本集團提供平等就業機會，保障僱員不因年齡、民族、種族、性別及宗教信仰不同而遭受歧視，並致力營造平等、尊重、多元化及互助友愛的企業文化與工作氛圍。本集團提供不少於相關政府法例及法規的休息時間及假期，並同時保障僱員權益及致力建立和諧的勞工關係。

截至2025年12月31日，本集團總共有309名僱員(2024年：324名僱員)，這些員工按性別、年齡組別及地區劃分的明細如下：

Equal Opportunities, Diversity and Anti-Discrimination

The Group always endeavours to provide a fair working environment where employees are treated equally and respectfully. All employees are assessed and remunerated based on their skills and abilities, regardless of their race, religion, gender, age or disability.

Equal employment opportunities are offered employees to protect them against discrimination based on age, ethnicity, race, gender and religion. The Group also strives to create an equal, respectful, diversified, friendly corporate culture and working atmosphere. The Group offers rest periods and holidays no less than those specified by relevant laws and regulations, while also protecting employees' interests and endeavouring to establish harmonious labour relationships.

As at 31 December 2025, the Group had a total of 309 employees (2024: 324 employees), a breakdown of these employees by gender, age group and geographical region is set out below:

類別	Category	2025年 2025	2024年 2024
按性別	By gender		
男性	Male	298	296
女性	Female	11	28
按僱傭類別	By employment category		
高級管理層	Senior management	11	9
中級管理層	Middle management	24	20
初級僱員	Junior employees	274	295
按年齡組別	By age group		
30歲以下	Below 30	14	10
30-50歲	30 to 50	138	155
50歲以上	Above 50	157	159
按地區劃分	By geographical region		
香港	Hong Kong	2	2
中國	Mainland China	307	322

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

吸引及保留人才

我們極其重視吸引及保留人才，採用多種招聘渠道，以具競爭力的薪酬及多項福利招募最優秀的人才。我們會根據個人的整體貢獻和市場狀況定期審查員工的表現和薪酬，以確保我們能夠以符合我們文化和價值觀的方式激勵同事。我們的目標是提供公正和良好的工作條件，包括合理工作時數、公平工作條件和報酬。

本集團已制定並執行《員工手冊》、《人力資源管理考核辦法》、《崗位績效薪級工資制規範運行實施細則》及《員工各種保險及企業年金管理規定》等為全面規範本集團全體僱員的行為，以達現代化企業需求。本集團除遵守中國之《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《工傷保險條例》外，並就招聘、晉升、解僱、工作時數、假期、薪酬、福利及退休等方面作出管理規定。本集團為僱員提供了具有競爭力的薪資及福利待遇，並根據勞動市場變動及時調整薪資及待遇水平，以吸引及保留人才，並激勵僱員。

此外，我們鼓勵內部晉升，為員工提供額外機會，充分發揮他們的潛力。集團的方針將有助同事釐清對表現的期望、發掘發展機會及獲取所需資源。於報告期間，我們的員工流失率為8.41%，流失員工均為退休人員(2024: 8.64%)。

Talent attraction and retention

We give priority to attracting and retaining talents and use a variety of recruitment channels to recruit the best talents at competitive salaries and with a wide range of benefits. We regularly review the performance and compensation of our employees based on their overall individual contribution and market conditions to ensure that we motivate our colleagues in a way that is consistent with our culture and values. We aim to provide fair and favorable working conditions, including reasonable working hours, fair working conditions and compensation.

The Group has fully specified the behaviours of all employees of the Group by formulating and implementing its Staff Handbook (《員工手冊》), the Measures for Human Resources Management and Assessment (《人力資源管理考核辦法》), the Rules for Standardising Operation and Implementation of Post Performance Salary Mechanism (《崗位績效薪級工資制規範運行實施細則》) and the Measures on Management of Employees' Insurance and Corporate Annual Pension (《員工各種保險及企業年金管理規定》) to modernise the Group. Apart from abiding by the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and the Regulation on Work-Related Injury Insurances (《工傷保險條例》), the Group has also stipulated provisions in respect of recruitment, promotion, dismissal, working hours, holidays, remunerations, benefits and retirement. The Group offers competitive salaries and benefits to employees and adjusts these based on changes in the labour market to attract and retain talent, as well as to motivate employees.

In addition, we encourage internal promotion to provide staff with additional opportunities to realise their full potential, which will help our colleagues to clarify their performance expectations, explore development opportunities and access the resources they need. During the Reporting Period, our staff turnover rate was 8.41%, and all departed employees were retirees (2024: 8.64%).

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本集團按性別、年齡及地區劃分的流失比率詳細分佈如下：

During the Reporting Period, the detailed distribution of the Group's turnover rate by gender, age and region was as follows:

指標	Indicator	2025年 2025 員工離職百分比 ⁴ (%) Employee turnover rate ⁴ (%)	2024年 2024 員工離職百分比 ⁴ (%) Employee turnover rate ⁴ (%)
按性別分類	By gender		
男性	Male	6.71%	7.09%
女性	Female	54.55%	25.00%
按年齡組別分類	By age group		
<30	Below 30	—	—
31-50	30 to 50	5.80%	5.16%
>50	Above 50	11.46%	12.58%
按地區分類	By geographical region		
香港	Hong Kong	—	—
中國	Mainland China	8.47%	8.70%

附註：

Note:

4. 用於計算員工離職百分比的公式為：該類別僱員的離職人數／該類別僱員總數*100%

4. Formula used to calculate the employee turnover rate: number of departed employees of the specific category/total number of employees of the category * 100%

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健康與安全

安全生產和職業健康安全是本集團的關注事項之一，本集團已採取措施確保遵守有關健康與安全的適用法律及法規。報告期間內，本集團並無發現任何有關健康和安全的重大不遵守法律法規的行為而對本集團產生重大影響。本集團遵守各種有關勞動、安全和工作相關事故的中國法律和法規，如《中華人民共和國職業病防治法》、《中華人民共和國消防法》、《危險化學品安全管理條例》、《中華人民共和國安全生產法》、《安全工作許可證條例》、《危險化學品經營許可證管理辦法》及《危險化學品登記管理辦法》。

本集團的工業氣體生產廠房設有專職人員，負責監管勞工、衛生及安全狀況。此外本集團透過分發安全指導手冊、培訓研討會及定期安全知識以及響應測試，為僱員提供入職及定期安全教育計劃。由於僱員透過電腦化營運控制室控制及監察生產設施的日常營運，因此本集團承受的健康與安全風險極低。

集團鼓勵員工積極參與安全管理，提供意見和建議，共同促進工作場所的安全性和健康性。於報告期間報告期間，本集團未發生任何因工傷導致的工作相關死亡或失去工作日數的情況，工傷死亡率為0%。這是集團對職業健康與安全的關注和努力的成果，也是對員工福祉的堅定承諾。

Health and Safety

Production safety and occupational health and safety are the key matters of concern for the Group. The Group has taken measures to ensure compliance with applicable laws and regulations in respect of health and safety. During the Reporting Period, the Group was not aware of any material violation of the relevant laws and regulations having significant impacts on the Group in relation to health and safety. The Group complies with various laws and regulations of the People's Republic of China in connection with labour, safety and work-related accidents, such as the Law on the Prevention and Control of Occupational Diseases of the People's Republic of China (《中華人民共和國職業病防治法》), the Fire Control Law of the People's Republic of China (《中華人民共和國消防法》), the Regulations on the Safety Management of Hazardous Chemicals (《危險化學品安全管理條例》), the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》), the Regulations on Safe Work Permits (《安全工作許可證條例》), the Measures for the Administration of Hazardous Chemicals Business Licenses (《危險化學品經營許可證管理辦法》) and the Measures for the Administration of Registration of Hazardous Chemicals (《危險化學品登記管理辦法》).

The Group has designated personnel, who are responsible for supervising its labour, hygiene and safety conditions, for its industrial gas production plants. In addition, the Group provides induction and regular safety education programs for its employees through distribution of safety instruction manuals, training seminars and regular safety knowledge and response testing. As the personnel control and monitor the daily operation of the production facilities from computerised operation control rooms, the Group's exposure to health and safety risks is minimal.

The Group encourages employees to actively participate in safety management, provide opinions and suggestions, and jointly promote the safety and health of the workplace. During the Reporting Period, the Group did not experience any work-related deaths or lost workdays due to occupational injuries, resulting in a work injury fatality rate of 0%. This is the result of the Group's attention to and efforts in occupational health and safety, and it is also a firm commitment to the well-being of employees.

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健康與安全指標	Health and Safety		2025年 2025	2024年 2024	2023年 2023
	Indicators	單位 Unit			
因工死亡	Work-related fatalities	案例(件) Case(s)	0	1	0
死亡率	Fatality rate	%	0	0.3	0
因工傷損失工作日	Lost days due to work injury	天 Days	0	0	0

為了加強對職業病防治工作的管理，提高職業病防治及控制的水準，切實保障勞動者在勞動過程中的職業健康與安全，實現本集團所制定的職業健康安全目標，促進企業的經濟發展，本集團採納及執行以下相關制度：

In order to strengthen the management for and enhance the quality of the prevention and control of occupational diseases, effectively secure the labourers' occupational health and safety during their work, reach the target for occupational health and safety set by the Group, and facilitate corporate economic development, the Group has adopted and implemented relevant systems as set out below:

- 《質量、環境及職業健康安全管理体系管理手冊》；
- 《環境、職業健康安全績效測量與監視管理程序》；
- 《安全教育培訓制度》；
- 《危險源及較大風險場所、設備和設施安全管理制度》；
- 《安全檢查及隱患整改制度》；
- 《重大危險源安全管理制度》；及
- 《應急準備與響應管理程序》。
- Management Manuals for Quality, Environmental and Occupational Health and Safety Management System (《質量、環境及職業健康安全管理体系管理手冊》)；
- Management Processes for Performance Assessment and Supervision of Environmental and Occupational Health and Safety (《環境、職業健康安全績效測量與監視管理程序》)；
- Safety Education and Training System (《安全教育培訓制度》)；
- Management System for the Safety of Hazard Installations and Site, Equipment and Facilities with Higher Risks (《危險源及較大風險場所、設備和設施安全管理制度》)；
- Safety Inspection and Correction of Defects System (《安全檢查及隱患整改制度》)；
- Safety Management Policy for Major Hazard Installations (《重大危險源安全管理制度》)； and
- Emergency Preparedness and Response Management Procedures (《應急準備與響應管理程序》)。

安全培訓

安全部負責組織及制定年度安全教育培訓計劃、實施及執行，並需要對本集團整體的安全教育培訓工作進行監督管理。其他部門職責包括組織各部門崗位危險有害因素辨識及製作培訓教材，確保相關培訓包含所需的專項技術訓練及安全教育。各部門協助安全部實施年度安全教育培訓計劃，並負責對各部門新進僱員進行安全教育及崗前訓練。所有新進僱員必須接受安全培訓，各僱員之培訓時間不得少於72小時，未經獲取安全培訓合格的僱員不予允許上崗作業。培訓工作重點包括職業衛生基礎知識及防護、應急知識及事故案例分析、安全用電常識、消防知識培訓及特殊作業安全知識等。

安全培訓涵蓋安全、職業衛生及消防3個範疇。此外，安全部需安排從業人員每年進行再培訓，並且培訓時間不得少於20小時，培訓內容包括：有關危險化學品安全生產新推行的法律、法規、標準及規範；有關危險化學品生產新材料、新技術、新工藝、新設備安全技術要求及典型事故案例與討論等。

Safety Training

The safety department is responsible for organising, formulating and implementing annual safety education training, as well as monitoring and managing the overall work on safety education trainings of the Group. It is the responsibility of the other departments to organise dangerous and hazardous factors identification training and prepare training materials to ensure the necessary special technology training and safety education are included in relevant training. All departments shall provide assistance to the safety department to implement annual training plan of safety education and conduct safety education and pre-job training for the new employees. All new employees must receive the safety training with training hours no less than 72 hours per person, and must not begin working until the safety training test has been passed. The training focuses on basic knowledge and protection of occupational health, emergency knowledge and analysis of accident cases, common knowledge on safe use of electricity, training of fire control and specialised operation safety, etc.

Safety training covers 3 aspects, including safety, occupational health and fire control. In addition, the safety department is supposed to arrange re-training for the workers annually with not less than 20 hours per employee. The training includes new laws, regulations, standards, and requirements related to safe production of hazardous chemicals, new materials, technology, processes, safety technique requirements of new equipment, and discussion on typical accident cases related to hazardous chemicals production.

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以下為本集團於報告期內對應集團內部的
風險排查隱患治理情況：

The following sets forth the Group's internal risk identification and hazard
control activities during the Reporting Period:

風險隱患 Hazard Description	存在問題 Problems	整改情況 Rectification Status
液氧儲罐平台及 護欄隱患 Hazards of liquid oxygen storage tank platform and guardrails	安全意識不足，液氧儲槽多處平台踏板及 護欄腐蝕嚴重，頂部護欄缺少腳踢板。 Inadequate safety awareness, such as multiple platforms and guardrails of the liquid oxygen storage tank were severely corroded, and the top guardrail lacked a toe board.	已修復腐蝕平台加腳踢板 The corroded platform has been repaired, and toe boards have been installed.
高空作業未繫安全帶 隱患 Hazard of working at heights without safety harness	一期制氧廠房管道保溫作業，作業人員未 繫安全帶，落差約10米 During insulation work on pipelines in the Phase I oxygen plant, a worker failed to wear a safety harness while working at a height of approximately 10 meters.	已完成，已經對施工單位人員進行教育， 並責令其整改，高空作業必須佩戴安全帶， 高掛低用。 Completed. The construction personnel have been educated, and corrective actions have been mandated. Safety harnesses must be worn when working at heights, with the lanyard attached to a secure anchor point above.
危化品車輛充裝管理 隱患 Hazard in filling management of hazardous chemical vehicles	液體儲槽區域危險化學品槽車冀CC1217， 提供的罐體壓力錶檢驗報告超期，車輛鑰 匙未放置到充液室 For hazardous chemical tanker (License Plate: Ji CC1217) in the liquid storage tank area, the inspection certificate for the tank pressure gauge was overdue, and the vehicle keys were not placed in the filling room	已完成，已經收到最新壓力錶證書，並對 充裝人員進行培訓，每輛車停好後都要將 鑰匙交給門衛。 Completed. The latest pressure gauge certificate has been received, and filling operators have been trained. All vehicles must leave their keys with the security guard after parking.
高空作業票缺失隱患 Hazard of missing work- at-height permit	裝置區蒸汽、CO ₂ 管道焊接作業，未辨識 出高空墜落危險且未開具高空作業票。 Welding work on steam and CO ₂ pipelines in the plant area failed to identify the risk of falling from height, and a work-at-height permit was not obtained.	已完成，已補辦高空作業票 Completed. The work-at-height permit has been obtained retroactively.
人體靜電導出裝置失靈 隱患 Hazard of malfunction of human body static electricity discharge device	液氧儲槽人體靜電導出裝置失靈 The human body static electricity discharge device at the liquid oxygen storage tank was malfunctioning	已完成，導電裝置已修復 Completed. The static electricity conductive device has been repaired.

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發展及培訓

本集團的發展圍繞著以人為本的理念，高度重視員工的個人發展。通過投資員工的培訓，可以提升員工的工作滿意度和忠誠度。集團內部提供多種不同類型的培訓，旨在增加員工的知識並提高他們的能力。

本集團按照《中華人民共和國安全生產法》、國家安全生產監督管理總局安監號[2006]3號《生產經營單位安全培訓規定》以及河北省冀政[2006]69號《落實生產經營單位安全生產主體責任暫行規定》，制定、採納及執行《安全教育培訓制度》，以貫徹本集團「安全第一，預防為主，綜合治理」的安全生產方針，提高全體僱員的安全技術素質，確保僱員掌握崗位工作安全、品質、效率、成本及環保等基本要求並具備實踐能力。

通過為員工提供培訓和發展機會，我們希望激發他們的潛力，並為他們提供成長和晉升的途徑。我們重視員工的個人發展，並建立一個學習型組織，鼓勵員工不斷學習、成長和創新。通過這種方式，我們相信員工將能夠更好地應對工作挑戰，並取得個人和職業上的成功。

Development and Training

The development of the Group revolves around the people-oriented concept and the Group attaches great importance to the personal development of employees. By investing in employees through training, employees' job satisfaction and loyalty can be enhanced. Different types of in-house training are provided by the Group with the aim of improving employees' knowledge and abilities.

The Group has formulated, adopted and implemented the Safety Education and Training System according to the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》), the Provisions on Safety Training for Production and Operation Entities (State Administration of Work Safety An Jian No. [2006]3) (國家安全生產監督管理總局安監 號[2006]3號《生產經營單位安全培訓規定》) and the Provisional Provisions on the Implementation of the Principal Responsibility of Production and Operation Units for Safety Production (Hebei Yi Zheng No. [2006]69) (河北省冀政[2006]69號《落實生產經營單位安全生產主體責任暫行規定》). With full implementation of the Group's work safety policy of "Safety first, prevention is key and comprehensive governance", it can improve all employees' abilities to deal with safety issues and ensure that each employee understands the basic requirements of work safety, quality, efficiency, cost and environmental friendly, etc., and could practice it.

By providing training and development opportunities to employees, we hope to unleash their potential and provide them with approaches for growth and promotion. We cherish the personal development of employees and have established a learning organization to encourage continuous learning, growth and innovation of employees. In this way, we believe that employees will be able to better cope with job challenges and achieve personal and occupational success.



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於報告期間，本集團按性別及僱員類別劃分的僱員受訓百分比明細如下：

如下圖所示：

During the Reporting Period, the breakdown of the percentage of employees trained by gender and employee category of the Group was as follows:

The details are as follows:

指標	Indicator	2025年 2025 受訓員工明細 ⁵ (%) Breakdown of employees trained ⁵ (%)	2024年 2024 受訓員工明細 ⁵ (%) Breakdown of employees trained ⁵ (%)
受訓僱員百分比	Percentage of employees receiving training	100%	100%
按性別分類	By gender		
- 男性	- Male	96%	95%
- 女性	- Female	4%	5%
按僱員類別分類	By employee category		
- 管理層	- Management	4%	3%
- 中層員工	- Middle-level employees	8%	7%
- 初級員工	- Junior employees	88%	90%

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於報告期間，本集團員工培訓率為100% (2024: 89.5%)，本集團按性別及僱員類別劃分的僱員受訓平均時數明細如下：

During the Reporting Period, the Group's employee training rate was 100% (2024:89.5%). The breakdown of the average training hours of employees of the Group by gender and employee category is set out below:

指標	Indicator	2025年 2025 員工平均受訓 ⁶ 時數 (小時) Average training hours of employees ⁶ (hours)	2024年 2024 員工平均受訓 ⁶ 時數 (小時) Average training hours of employees ⁶ (hours)
每名僱員完成受訓平均時數	Average training hours completed per employee	118	89
按性別分類	By gender		
- 男性	- Male	118	93
- 女性	- Female	118	50
按僱員類別分類	By employee category		
- 管理層	- Management	118	22
- 中層員工	- Middle-level employees	118	25
- 初級員工	- Junior employees	118	96

附註：

Notes:

5. 受訓員工明細計算公式=x類僱員受訓人數／總受訓僱員*100%

5. Formula for calculating the breakdown of employees trained = number of employees trained under x category/total number of employees trained * 100%

6. 員工平均受訓時數計算公式=總受訓時數／僱員總人數

6. Formula for calculating average training hours of employees = total training hours/total number of employees

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勞工準則

防止童工及強制勞工

本集團明確界定，僱用童工及強制勞工屬嚴重違背勞動倫理與基本權益的行為，因此承擔責任以竭力反對一切僱用童工及強迫勞動的行為，嚴格遵守所有針對禁止僱用童工及強制勞工之法律法規。本集團制定並執行《招聘管理制度》及《員工手冊》，嚴格履行勞動合同制度，所有入職僱員被正式錄用時會與本集團簽訂勞動合同或聘用協定，在正式入職時本集團會檢查僱員的相關及有效證照。

如發現童工或強制勞工的情況，本集團將會立即與其解除勞動合同，並追責該責任人。

我們致力於確保招聘過程的合規性和透明度，並嚴格遵守法律和法規的要求，重視員工的權益和福祉，並努力為他們提供公正和平等的就業機會。集團將繼續加強內部審閱程式，確保招聘過程的準確性和合法性，並持續提升招聘標準，以確保每一位員工都能在公平和透明的環境中獲得就業機會。

報告期間內，本集團並無發現任何有關防止童工或強制勞工的重大不遵守法律法規的行為而對本集團產生重大影響。本集團嚴格遵守與勞工準則有關的地方法律法規，如《中華人民共和國勞動法》、《中華人民共和國未成年人保護法》及《禁止使用童工規定》。

LABOUR STANDARDS

Preventing Child and Forced Labour

The Group explicitly defines the employment of child and forced labour as a serious violation of labour ethics and fundamental rights and is therefore committed to the prevention of child labour and forced labour and is in strict compliance with all laws and regulations relating to the prohibition of child and forced labour employment. The Group has adopted and enforced the Recruitment Management System (《招聘管理制度》) and the Staff Handbook (《員工手冊》) and has strictly complied with the labour contract system. All new employees will sign a labour contract or employment agreement with the Group when they accept their job offers, and the Group will check the relevant and valid certificate(s) of the employees when they officially commence work.

If instances of child labour or forced labour are discovered, the labour contract will be terminated immediately, and the responsible person will be held accountable.

We are committed to ensuring the compliance and transparency of the recruitment process, and strictly comply with the requirements of laws and regulations, value the rights and well-being of employees, and strive to provide them with fair and equal employment opportunities. The Group will continue to strengthen the internal review process to ensure the accuracy and legality of the recruitment process, and continuously improve the recruitment standards to ensure that every employee can obtain employment opportunities in a fair and transparent environment.

During the Reporting Period, the Group was not aware of any material non-compliance with child and forced labour-related laws and regulations, that would have a significant impact on the Group. The Group strictly complied with local laws and regulations relating to labour standards, such as the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Law on Protection of Minors of the People's Republic of China (《中華人民共和國未成年人保護法》) and the Provisions on Prohibition of Child Labour (《禁止使用童工規定》).

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供應鏈管理

本集團主要採購的物資包括材料、設備備件、油品、危險化學品及勞動保護用品等。由於涉及採購危險化學品，因此本集團已制定並執行《採購控制程序》，以確保採購物資符合質量、環境及職業健康安全的要求。本年度，集團共與52家供應商展開了合作，我們建立了良好的合作關係，通過定期溝通和合作，共同解決問題、改進流程，確保供應鏈的穩定性和可靠性。

SUPPLY CHAIN MANAGEMENT

Resources purchased by the Group mainly include materials, equipment spare parts, oil products, hazardous chemicals, and labour protection products, etc. In respect of the purchase of hazardous chemicals, the Group has formulated and implemented the “Procurement Control Procedures” to ensure that the purchased resources meet the requirements on quality, environmental and occupational health and safety. During the Year, the Group cooperated with a total of 52 suppliers. We have established a good working relationship, and through regular communication and cooperation, we work together to solve problems and improve processes to ensure the stability and reliability of the supply chain.

地區劃分	By geographic area	供應商數量 Number of suppliers
東北地區	Northeast China	5
華中地區	Central China	4
華東地區	Eastern China	6
華北地區	Northern China	33
西北地區	Northwest China	1
西南地區	Southwest China	3

本集團對於選擇供應商會因應採購產品的分類而採用相應的評價方式，評價內容主要為：(i)產品質量是否滿足本集團要求；(ii)供應商能否履行合同；及(iii)供應商能否滿足本集團環境及安全衛生要求。對危險化學品供應商及勞工保護用品供應商，本集團要求供應商提供生產許可證、製造安全許可證、經營許可證、運輸許可證及產品合格證等，以確保合乎本集團的環境及社會要求。相關供應商准入評價會由本集團綜合部門負責，並需由綜合部門主管審批後編製《合格供方名單》，並且由本集團生產設備部每年對相關供應商進行年度評估，以確保相關供應商持續滿足本集團在採購上對質量、環境及職業健康安全的要求。

In terms of supplier selection, the Group has adopted appropriate evaluation methods accordingly based on the different types of products to be purchased, with the main criteria as follows: (i) whether the product quality can satisfy the Group's requirements; (ii) whether the suppliers can perform the contracts; and (iii) whether the suppliers can meet the Group's environmental, safety and sanitation requirements. For suppliers of hazardous chemicals and labour protection products, the Group requires them to provide the production licence, the manufacturing safety licence, the operation permit, the transportation permit, the product qualification certificate, and others, to ensure that the relevant suppliers can fulfil the environment and social requirements of the Group. The initial assessment of suppliers will be undertaken by the general department of the Group and approved by the director of the general department, who will then prepare the list of qualified suppliers. Moreover, the production facilities department of the Group conducts annual assessment on relevant suppliers to ensure they consistently meet the Group's procurement requirements on quality, environmental and occupational health and safety.

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綠色採購

綠色採購是一種重要的商業實踐，旨在促進可持續發展和環境保護，透過選擇和使用符合環境友好標準的產品和服務，可以對環境產生積極的影響。集團在採購過程中，會將環境因素納入考慮，努力與提供符合環境標準的產品的綠色供應商合作，優先考慮那些具有環境認證的產品，例如能源效率高、可再生能源使用、低碳排放、無毒無害、可回收和可循環利用的產品。綠色採購不僅有助於減少環境衝擊，還可以促進創新和可持續發展。通過支持環境友好的供應鏈，可以推動綠色技術和產品的發展，並為集團的業務和社區創造更可持續的價值。

產品責任

質量保證

本集團於管道工業氣體客戶的生產現場或附近生產工業氣體。因此，本集團通常與管道工業氣體客戶簽訂長期工業氣體供應合約，合約期限為15至30年。本集團需按照供應合約的規定，提供合乎規格的氣體產品，包括但不限於純度、壓力水平、溫度和保證正常供應量。本集團積極配合第三方調研、第三方檢驗或省市級部門對產品質量的抽檢，規範產品檢驗操作。本集團的液化工業氣體客戶一般位於本集團的工業氣體生產廠房半徑250至300公里範圍內，液化工業氣體客戶包括於多種行業經營業務的獨立第三方，涉及醫療、航運、工程、光伏、食品及汽車等。本集團與具有穩定常規液化氣體產品需求的客戶訂立液化氣體供應合約，確保液化工業氣體產品應符合國家標準化管理委員會訂明的國家標準。倘產品質量不符合特定國家標準，客戶可在12小時內通知本集團，並可於產品交付後24小時內拒絕接收貨物。本集團收到通知後，倘核實確認有關缺陷，本集團會向相關客戶退款。

Green Procurement

Green procurement is an important business practice that promotes sustainable development and environmental protection and can have a positive impact on the environment by selecting and using environmentally friendly products and services. In the procurement process, the Group will consider environmental factors and strive to cooperate with green suppliers who provide products that meet environmental standards, and give priority to products with environmental certifications, such as products with high energy efficiency, use of renewable energy, low-carbon emissions, and those which are non-toxic and harmless, recyclable and reusable. Green procurement not only helps reduce environmental impact, but also promotes innovation and sustainable development. Supporting an environmentally friendly supply chain can promote the development of green technologies and products and create more sustainable value for the Group's business and community.

PRODUCT RESPONSIBILITY

Quality Assurance

As the Group's production of industrial gas is conducted on, or in close proximity to, the production sites of its pipeline industrial gas customers, the Group generally enters into long-term industrial gas supply contracts for a term ranging from 15 to 30 years with its pipeline industrial gas customers. The Group shall, in accordance with the requirements of the supply contracts, provide the gas products which meet the specifications, including but not limited to purity, pressure level, temperature and guaranteed normal quantity of supply. The Group actively cooperates with second-party investigations, third-party inspections, and provincial or municipal authorities in conducting random product quality inspections, and standardizes its product inspection procedures. The Group's liquefied industrial gas customers are usually located within a radius of 250km to 300km from its industrial gas production plants, and customers of its liquefied industrial gas include independent third parties which operate in a wide range of industries, including medical, shipping, engineering, photovoltaic, food and automotive. The Group enters into liquefied gas supply contracts with customers that have a stable and regular demand for liquefied gas products to ensure that the liquefied industrial gas products comply with the national standards prescribed by the Standardisation Administration of the People's Republic of China. If the quality of the products does not satisfy the specified national standards, customers may inform the Group within 12 hours and refuse to accept the goods within 24 hours upon delivery. Upon notice, the Group shall refund its customers if such defect is verified and confirmed by the Group.

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本集團為確保有能力滿足客戶對產品的要求，於各生產廠房設有專職質量控制技術人員，負責透過先進質量控制系統監察產品的質量。此外，本集團透過使用技術設備及先進線上分析系統以分析、檢查及報告任何質量缺陷（如純度及壓力水平問題），以控制工業氣體產品的質量，從而確保氣體供應符合國家標準及滿足客戶需求。

唐鋼氣體已取得《藥品生產許可證》，許可醫用氣體液態醫用氧氣，有效期由2022年8月16日至2027年8月17日。

To ensure the products can meet customers' requirements, the Group has designated quality control technicians in each of its production plants responsible for monitoring the quality of the products through the quality control systems. In addition, the Group controls the quality of its industrial gas products by technical equipment and advanced online analysis systems which can analyse, detect and report any quality defects, such as purity and pressure level issues, to ensure its gas supplies comply with national standards and meet customers' requirements.

TTG has obtained the Drug Manufacturing Certificate which allows TTG to manufacture medical-use gas and medical-use liquefied oxygen, for a term from 16 August 2022 to 17 August 2027.



唐鋼氣體已取得《安全生產許可證》許可生產壓縮及液化氣體，如氧、氮、氫氣、有效期由2023年12月3日至2026年12月2日。

本集團嚴格遵守《中華人民共和國產品質量法(2018修正)》，為其生產的產品質量負責。根據《中華人民共和國藥品管理法實施條例(2019修訂)》，無證的藥品不得在中國生產。於頒發許可證前，政府相關部門會對藥品生產商的生產設施進行檢查，並確定設施內的衛生條件、質量保證體系、管理結構和設備是否達到所要求的標準。

TTG has obtained the production safety license which allows it to produce compressed and liquefied gas, such as oxygen, nitrogen, and hydrogen, for a term commencing from 3 December 2023 and ending on 2 December 2026.

The Group strictly complies with the Product Quality Law of the People's Republic of China (Amended in 2018) (《中華人民共和國產品質量法(2018修正)》) and takes responsibility for the quality of the products it produces. According to the Implementation of the Drug Administration Law of the People's Republic of China (Amended in 2019) (《中華人民共和國藥品管理法實施條例(2019修訂)》), drugs without the certificate cannot be manufactured in China. Prior to the issuance of the certificate, the relevant government departments will inspect the pharmaceutical manufacturer's production facilities and determine whether the sanitary conditions, quality assurance systems, management structures and equipment in the facilities meet the required standards.

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本集團嚴格遵守並沒有違反對其有重大影響的有關產品責任的相關法律及法規，包括但不限於中國大陸的《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》、《中華人民共和國民法典》。

於報告期間，本集團並無已售出或已運送產品因安全或健康理由而需收回。

投訴處理程序

本集團歡迎客戶提出意見及建議。本集團提供多種溝通渠道，例如社交媒體、會員頻道、電話熱線、電子郵件及網頁。本集團會定期設立溝通渠道及反饋系統，以便從客戶收集滿意度資料及改進建議。

本集團綜合及全面分析客戶的反饋意見，並監察客戶對其業務的滿意程度。我們將採取跟進行動，包括內部評估及修改僱員培訓計劃、制定改進方案及完善現有管理程序，以解決已識別的問題。本集團將及時向客戶提供反饋。

The Group has strictly complied with and has not violated the relevant laws and regulations on product liability that have a significant impact on it, including but not limited to the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》), the Law of the People's Republic of China on Protection of Consumer Rights and Interests (《中華人民共和國消費者權益保護法》) and the Civil Code of the People's Republic of China (《中華人民共和國民法典》) in Mainland China.

During the Reporting Period, there were no products sold or shipped subject to recalls for safety or health reasons.

Complaint Handling Procedures

The Group welcomes comments and suggestions from its customers. The Group provides a variety of communication channels, for instance, social media, membership channel, phone hotline, emails, and websites. Regular communication channels and feedback systems are in place to gather information on satisfaction and suggestions for improvement from its customers.

The Group consolidates and comprehensively analyses the customers' feedback and monitors the level of customer satisfaction in its business. Follow-up actions, including internal evaluation and modification of training programs for employees, formulation of improvement plan and refining the existing management procedures will be taken to address the identified issues. Feedback will be provided to the customers in a timely manner.

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個人資料私隱

本集團重視個人資料的隱私保護，在收集、使用和存儲客戶個人資料時遵守適用的隱私法律和法規。為建立客戶信任及忠誠，本集團已推行措施，減低僱員向外界洩漏機密資料的風險，保護客戶個人資料的機密性和完整性。除客戶合約列明的用途外，本集團嚴禁將客戶的個人資料用作任何用途。倘若任何僱員被發現不當使用客戶的個人資料，本集團將對該名僱員作出紀律處分，並保留追究其法律責任的權利。

此外，本集團所有僱員均簽署保密協議，確保知悉保護本集團機密資料所受法律約束的責任。另外，本集團維持高安全系數的資訊科技系統，防止未經授權獲取機密資料。我們將繼續加強資料保護措施，定期審查和更新隱私政策，定期升級營運系統、安全項目及硬件，從而讓客戶資料免受駭客侵害。

知識產權

本集團重視生產所需的技術，以進一步鞏固領先地位及增強競爭力。本集團設有專責研發團隊，由約20名於工業氣體生產設施設計、建築及經營方面擁有豐富行業經驗的工程師組成，研發團隊負責開發工程解決方案，以改善生產流程。

研發團隊其中一項主要研發成果為與北京科技大學合作有關鋼鐵公司供氧系統的改良及創新的項目。此研究項目已經開發出多個技術解決方案，稱為「近零釋放」，可減少釋放鋼鐵廠生產過程中未使用的氣體，從而將現場客戶的工業氣體消耗量減至最少。上述研發成果亦曾獲多個獎項，包括唐山市科技進步一等獎、河北省科學技術獎三等獎及冶金科學技術獎一等獎。本集團擬於未來繼續開發及實施更先進、可靠及低成本的生产程序及技術。

Personal Data Privacy

The Group attaches importance to the protection of the privacy of personal data and complies with applicable privacy laws and regulations in the collection, use and storage of customers' personal data. In order to build customer trust and loyalty, the Group has implemented measures to minimise the risk of employees leaking confidential information to the outside and to protect the confidentiality and integrity of customers' personal data. The Group strictly prohibits the use of customers' personal data for any purpose other than those specified in the customer contracts. If any employee is found to have misused customers' personal data, the Group will take disciplinary action against the employee and reserves the right to pursue legal liability.

In addition, all employees of the Group have signed confidentiality agreements to ensure that they are aware of their legally binding obligations to protect the Group's confidential information. In addition, the Group maintains a high-security information technology system to prevent unauthorised access to confidential information. We will continue to strengthen our data protection measures by regularly reviewing and updating our privacy policy, and upgrading our operating systems, security programmes and hardware on a regular basis to keep our customers' data safe from hackers.

Intellectual Property Rights

The Group places emphasis on the technologies required for production to further consolidate its leading position and enhance its competitiveness. The Group has a dedicated research and development (R&D) team consisting of approximately 20 engineers with extensive industry experience in the design, construction and operation of industrial gas production facilities. The R&D team is responsible for developing engineering solutions to improve production processes.

One of the key R&D achievements of the R&D team is a joint research project with Beijing University of Science and Technology on the improvement and innovation of oxygen supply system for iron and steel companies. This research project has developed several technical solutions, which are known as "near-zero emission" to reduce the release of unutilised gas in the production process of iron and steel plant and thus minimise the industrial gas consumption for on-site customers. It has been awarded various prizes, including the first prize of Tangshan Science and Technology Progress Award (唐山市科技進步一等獎), the third prize of Hebei Province Science and Technology Award (河北省科學技術獎三等獎) and the first prize of Metallurgical Science and Technology Award (冶金科學技術獎一等獎). The Group intends to continue to focus on the development and implementation of more advanced, reliable and lower cost production processes and technologies.

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本集團附屬公司唐山唐鋼氣體有限公司及灤縣唐鋼氣體有限公司於2022年獲批准為高新技術企業。

Tangshan Tangsteel Gases Co., Ltd. and Luanxian Tangsteel Gases Co., Ltd. (灤縣唐鋼氣體有限公司), subsidiaries of the Group, were approved as High and New Technology Enterprises in China in 2022.



本集團致力遵守知識產權的相關法例及規例，並透過重續專利及商標，尊重及保障其知識產權(「知識產權」)。為確保客戶產品的知識產權，於外判予供應商的程序中獲得適當的保護，於聘請前必須簽署有關知識產權的保密協議。本集團與其僱員訂立標準的僱傭合約，當中載列有關知識產權及保密性的規定。於報告期間，本集團遵守並沒有違反對其有重大影響的與知識產權有關的法律及法規，包括但不限於中國大陸的《中華人民共和國商標法》、《中華人民共和國著作權法》以及香港法例第528章《版權條例》。

The Group is committed to compliance with relevant laws and regulations in relation to intellectual property (“IP”) right by valuing and protecting its intellectual properties through renewals of patent and trademark. To ensure that the IP rights of the customer’s products are properly protected during the processes outsourced to suppliers, a confidentiality agreement regarding IP rights must be signed with the supplier before engagement. The Group enters into standard employment contracts with its employees which contain provisions on IP rights and confidentiality. During the Reporting Period, the Group complied with and did not violate any laws and regulations related to intellectual property rights that have a significant impact on the Group, including but not limited to the Trademark Law of the People’s Republic of China (《中華人民共和國商標法》) and the Copyright Law of the People’s Republic of China (《中華人民共和國著作權法》) in Mainland China and the Copyright Ordinance (Chapter 528 of the Laws of Hong Kong).

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反貪污

本集團非常注重反貪污工作。《員工手冊》及《廠紀條例》詳細列明瞭所有僱員須遵守的行為標準。如員工徇私舞弊，損害集團利益，本集團會按照國家法律法規處理。

一旦發現違規情況，員工可透過書面方式或親身進行舉報。本集團會對舉報者的身份予以保密，本集團會將所有指控列為敏感及保密處理。未經舉報人同意，不會披露其身分。

本集團為鼓勵員工遵守有關制度，實行企業獎懲制度，制定了《員工違紀處理細則》，並由綜合部、安全部、生產設備部及技術質量部等部門之成員組成檢查小組，負責監督及檢查全體員工紀律，對違紀員工進行懲處。此外，本集團還為65名員工及1名董事提供反貪腐培訓，共計培訓時長1,202小時。

於報告期間，本集團嚴格遵守並沒有違反有關防止賄賂、勒索、欺詐及洗錢的所有相關法律及法規，包括但不限於中國大陸的《中華人民共和國刑法》及《中華人民共和國反洗錢法》以及香港的香港法例第201章《防止賄賂條例》、香港法例第455章《有組織及嚴重罪行條例》。

ANTI-CORRUPTION

The Group places great importance on anti-corruption work. The Staff Handbook and Factory Rules and Regulations (《廠紀條例》) set out in detail the standards of conduct that all employees are required to follow. If any of the employees engages in malpractices for personal gain and infringes the interests of the Group, the Group will take action in accordance with the relevant national laws and regulations.

Once any violation is discovered, employees should report it in writing or in person. The Group will keep the identity of the whistleblower confidential and will handle all allegations in a sensitive and confidential manner. Without the whistle-blower's consent, his/her identity will not be divulged.

To encourage employees to comply with related regulations, the Group has implemented the reward and punishment system and developed the "Disciplinary Action Policy" (《員工違紀處理細則》). Moreover, an inspection team consisting of members of the general department, the safety department, the production facilities department and the technology and quality department has been established, and is responsible for supervising and inspecting the compliance of staff discipline by all employees, as well as taking disciplinary action against the employees who violate the regulations. Additionally, the Group provided anti-corruption training to 65 employees and one director, totalling 1,202 hours of training.

During the Reporting Period, the Group strictly complied with and did not violate all of the laws and regulations related to prevention of bribery, extortion, fraud and money laundering, including but not limited to the Criminal Law of the People's Republic of China (《中華人民共和國刑法》) and Anti-Money Laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》) in Mainland China, and the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) and Organised and Serious Crimes Ordinance (Chapter 455 of the Laws of Hong Kong) in Hong Kong.

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舉報機制

本集團堅決反對任何形式的腐敗行為，並致力於建立廉潔和誠信的企業文化。我們鼓勵員工積極參與反腐敗工作，認識到舉報的重要性，並保證舉報者的保密和安全。本集團制定了「反腐敗管理制度」及「舉報政策」，清晰載列舉報貪污及欺詐個案的程序，鼓勵員工舉報任何可疑的欺詐活動，舉報潛在個案後，本集團將審慎進行調查，並將編製調查報告及呈交予董事會，任何欺詐個案一經證實，將根據政策予以處罰。本集團有責任保護舉報人不受潛在報復的影響，在整個調查過程中，舉報人身份是匿名的，並受到保護。此外，舉報人不應該被置於與就業有關的任何不利地位。因此，根據本程序善意舉報的僱員應確保得到保護，不被不公平地解僱或受害，即使後來證明舉報沒有得到證實。

於報告期間，本集團並無任何已知悉或匯報針對本集團或其僱員提出並已審理的貪污及洗錢個案。

社區投資

社區發展是集團可持續發展戰略中不可或缺的重要環節，本集團始終秉持企業公民理念，高度重視與社區的和諧共融發展，將社區責任納入企業長期發展規劃。集團將持續關注社區公共需求與民生發展，積極踐行社會責任初心，堅持以穩健經營、合規發展為基礎，落實企業服務社會、回饋社會的能力根基。未來，集團將結合自身業務布局與發展實際，持續完善社會責任管理體系，有序推進社區關懷、公益實踐等社會責任行動，以務實舉措履行企業社會使命，助力社區高質量建設與可持續發展，與社會各界攜手共創共享良性發展環境。

Whistleblowing Mechanism

The Group is firmly opposed to corruption in any form and is committed to building a corporate culture of integrity and honesty. We encourage our employees to actively participate in anti-corruption efforts by recognising the importance of reporting and ensuring the confidentiality and safety of those who do so. The Group has established an “Anti-Corruption Management System (反腐敗管理制度)” and a “Whistleblowing Policy (舉報政策)”, which clearly set out the procedures for reporting corruption and fraudulent cases and encourages staff to report any suspected fraudulent activities. Upon reporting of a potential case, the Group will carry out an investigation in a prudent manner and an investigation report will be compiled and submitted to the Board, and any fraudulent case, once substantiated, will be penalised in accordance with the policy. The Group has a responsibility to protect whistleblowers from potential retaliation, and the identity of whistleblowers is anonymous and protected throughout the investigation process. In addition, whistleblowers should not be placed at any disadvantage in relation to their employment. Employees who report in good faith under this procedure shall therefore be assured of protection against unfair dismissal or victimisation, even if the report subsequently proves to be unsubstantiated.

During the Reporting Period, no corruption and money laundering cases against the Group or its employees were noted or reported that have been brought to trial.

COMMUNITY INVESTMENT

Community development constitutes an indispensable component of the Group's sustainable development strategy. Upholding the principles of corporate citizenship, the Group places paramount importance on fostering harmonious and inclusive development with local communities, integrating community responsibility into its long-term corporate development plans. The Group shall remain steadfast in addressing community needs and advancing public welfare, actively upholding its founding commitment to social responsibility. Grounded in prudent operations and compliant development, it shall reinforce the foundational capabilities enabling enterprises to serve and give back to society. Moving forward, the Group will continue to refine its social responsibility management system in alignment with its operational footprint and developmental realities. We shall systematically advance community engagement initiatives and philanthropic endeavours, fulfilling our corporate social mission through pragmatic measures. This commitment aims to bolster high-quality community development and sustainable progress, collaborating with all sectors of society to foster a shared environment conducive to positive growth.

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聯交所環境、社會及管治報告守則內容索引 THE STOCK EXCHANGE ESG REPORTING CODE CONTENT INDEX

強制披露規定 Mandatory Disclosure Requirements	章節／聲明 Section/Statement	
管治架構 Governance Structure	環境、社會及管治治理架構 ESG governance structure	
匯報原則 Reporting Principles	報告框架 Reporting Framework	
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層面A1：排放物 Aspect A1: Emissions	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。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to Exhaust Gas and GHG emissions, discharges into water and land, and generation of hazardous and nonhazardous waste.	排放物 Emissions
KPIA1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	排放物 Emissions
KPI A1.2	由應對氣候變化取代 Replaced by “addressing climate change”	應對氣候變化－溫室氣體排放 Addressing Climate Change – GHG emissions
KPIA1.3	所產生有害廢棄物總量(以噸計算)及密度。 Total hazardous waste produced (in tonnes) and intensity.	排放物－廢棄物管理 Emissions – Waste Management
KPIA1.4	所產生無害廢棄物總量(以噸計算)及密度。 Total non-hazardous waste produced (in tonnes) and intensity.	排放物－廢棄物管理 Emissions – Waste Management
KPIA1.5	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。 Description of emission target(s) set and steps taken to achieve them.	排放物；環境目標 Emissions; Environmental Targets

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KPIA1.6	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。 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	排放物－廢棄物管理 Emissions – Waste Management
層面A2：使用資源 Aspect A2: Use of Resources		
一般披露 General Disclosure	有效使用資源(包括能源、水及其他原材料)的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	資源使用 Use of Resources
KPIA2.1	按類型劃分的直接及／或間接能源總耗量及密度。 Direct and/or indirect energy consumption by type in total and intensity.	資源使用－能源管理 Use of Resources – Energy Management
KPIA2.2	總耗水量及密度。 Water consumption in total and intensity.	資源使用－用水管理 Use of Resources – Water Management
KPIA2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy use efficiency target(s) set and steps taken to achieve them.	資源使用－能源管理； 環境目標 Use of Resources –Energy Management; Environmental Targets
KPIA2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	資源使用－水資源 Use of Resources – Water Management
KPIA2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	資源使用－包裝材料 Use of Resources – Packaging Materials

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Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)	Description	Section/Statement
層面A3：環境及天然資源		
Aspect A3: The Environment and Natural Resources		
一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimising the issuer's significant impacts on the environment and natural resources.	環境及天然資源 Environment and Natural Resources
KPIA3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	環境及天然資源 Environment and Natural Resources
層面A4：氣候變化		
Aspect A4: Climate Change		
一般披露 General Disclosure	由應對氣候變化取代 Replaced by "addressing climate change"	應對氣候變化—氣候管 治；策略；氣候風險 管理；氣候與自然相 關目標 Addressing Climate Change – Climate Governance; Strategy; Climate Risk Management; Climate and Nature- related Targets
層面B1：僱傭		
Aspect B1: Employment		
一般披露 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (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。 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.	僱傭 Employment

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KPIB1.1	按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的員工總數。 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	僱傭－平等機會、多元 化及反歧視 Employment – Equal Opportunity, Diversity and Anti- discrimination
KPIB1.2	按性別、年齡組別及地區劃分的員工流失比率。 Employee turnover rate by gender, age group and geographical region.	僱傭－平等機會、多元 化及反歧視 Employment – Equal Opportunity, Diversity and Anti- discrimination
層面B2：健康及安全 Aspect B2: Health and Safety		
一般披露 General Disclosure	有關提供安全工作環境及保障員工避免職業性危害的： (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。 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.	健康與安全 Health and Safety
KPIB2.1	過去三年(包括匯報年度)每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	健康與安全 Health and Safety
KPIB2.2	因工傷損失工作日數。 Lost days due to work injury.	健康與安全 Health and Safety
KPIB2.3	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。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	健康與安全 Health and Safety

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層面B3：發展及培訓		
Aspect B3: Development and Training		
一般披露 General Disclosure	有關提升員工履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	發展及培訓 Development and Training
KPIB3.1	按性別及員工類別(如高級管理層、中級管理層)劃分的受訓員工百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	發展及培訓 Development and Training
KPIB3.2	按性別及員工類別劃分，每名員工完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	發展及培訓 Development and Training
層面B4：勞工準則		
Aspect B4: Labour Standards		
一般披露 General Disclosure	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。 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.	勞工準則 Labour Standards
KPIB4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labour.	勞工準則－防止童工及 強制勞工 Labour Standards – Preventing Child and Forced Labour
KPIB4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered.	勞工準則－防止童工及 強制勞工 Labour Standards – Preventing Child and Forced Labour

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層面B5：供應鏈管理 Aspect B5: Supply Chain Management		
一般披露 General Disclosure	管理供應鏈的環境及社會風險政策 Policies on managing environmental and social risks of the supply chain	供應鏈管理 Supply Chain Management
KPIB5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	供應鏈管理 Supply Chain Management
KPIB5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	供應鏈管理－公開公平 採購 Supply Chain Management – Open and Fair Procurement
KPIB5.3	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。 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	供應鏈管理－綠色採購 Supply Chain Management – Green Procurement
KPIB5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	供應鏈管理 Supply Chain Management

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層面 B6：產品責任		
Aspect B6: Product Responsibility		
一般披露 General Disclosure	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。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	產品責任 Product Responsibility
KPIB6.1	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。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	產品責任－質量保證 Product Responsibility – Quality Assurance
KPIB6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with.	產品責任－投訴處理程 序 Product Responsibility – Complaint Handling Procedures
KPIB6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	產品責任－知識產權 Product Responsibility – Intellectual Property Rights
KPIB6.4	描述質量檢定過程及產品回收程式。 Description of quality assurance process and recall procedures.	產品責任－質量保證 Product Responsibility – Quality Assurance
KPIB6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	產品責任－個人資料私 隱 Product Responsibility – Personal Data Privacy

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層面 B7：反貪污 Aspect B7: Anti-corruption		
一般披露 General Disclosure	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。 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.	反貪污 Anti-corruption
KPIB7.1	於匯報期內對發行人或其員工提出並已審結的貪污訴訟案件的數目及訴訟結果。 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	反貪污 Anti-corruption
KPIB7.2	描述防範措施及舉報程式，以及相關執行及監察方法。 Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored.	反貪污－舉報機制 Anti-corruption – Whistleblowing Mechanism
KPIB7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and staff.	反貪污 Anti-corruption
B8：社區投資 Aspect B8: Community Investment		
一般披露 General Disclosure	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	社區投資 Community Investment
KPIB8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	社區投資 Community Investment
KPIB8.2	在專注範疇所動用的資源(如金錢或時間)。 Resources contributed (e.g. money or time) to the focus area.	社區投資 Community Investment

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

氣候相關披露 Climate-related Disclosures	說明 Description	章節/聲明 Section/Statement
管治 Governance 策略 Strategy 風險管理 Risk Management	管治 Governance 策略 Strategy 風險管理 Risk Management	氣候管治 Climate Governance 策略 Strategy 氣候風險管理 Climate Risk Management 氣候與自然相關目標 Climate and Nature-Related Targets 策略 Strategy
指標及目標 Metrics and Targets	溫室氣體排放 GHG Emissions 跨行業指標－氣候相關實體風險、轉型風險及機遇 Cross-industry Metrics – Climate-related Physical Risks, Transition Risks and Opportunities 跨行業指標－資本配置 Cross-industry Metrics – Capital Deployment 內部碳定價 Internal Carbon Prices 薪酬 Remuneration 行業指標 Industry-based Metrics 氣候相關目標 Climate-related Targets	策略 Strategy 策略－當前及預計財務影響 Strategy – Current and Anticipated Financial Effect 氣候管治 Climate Governance 本集團尚未根據國際財務報告準則第S2號的行業指引應用行業指標。 The Group has not applied industry based metrics under the industry based Guidance for IFRS S2. 氣候與自然相關目標 Climate and Nature-Related Targets



**CHINA GAS INDUSTRY
INVESTMENT
HOLDINGS CO. LTD.**