

2025

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告



SINGAMAS

勝獅貨櫃企業有限公司

SINGAMAS CONTAINER HOLDINGS LIMITED

HKEx Stock Code 港交所股份代號：716

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MESSAGE FROM THE BOARD OF DIRECTORS

董事會致辭

Against the global focus on sustainable development, Environmental, Social and Governance (“ESG”) principles have become vital guidelines steering enterprises toward long-term growth. The Group is honoured to present this ESG Report, a document that not only encapsulates our sustained efforts in ESG practices over the reporting period but also our ongoing commitment to advancing long-term, future-focused sustainability. We continue to nurture our commitment to a more sustainable future—an aspiration woven into our long-term strategy and reflected in the thoughtful initiatives we pursue across corporate governance, environmental care, and social responsibility.

In corporate governance, the Group abides by the core principles of transparency, integrity and compliance, building a robust governance framework. We make every effort to comply with relevant laws and regulations, and attach great importance to risk management. Meanwhile, we focus on elevating business ethics standards to underpin the Group’s long-term sustainable development.

The Group recognises the importance of environmental protection and proactively drives green operations across our entire business units. To embed sustainability into core operations, we have integrated environmental protection and automation technologies into our production workflows, and deployed solar panels to boost clean energy utilisation, reduce carbon emissions and lower overall greenhouse gas (“GHG”) output. We also participate in green deposit schemes to allocate funds strategically for sustainable development initiatives, laying a solid financial foundation for rolling out our environmental projects. Complementing these operational measures, our business unit in Singapore specialises in converting brown energy to green energy through energy storage system solutions. With a sharp focus on safety, reliability and sustainability in densely built urban

在全球聚焦可持續發展的背景下，環境、社會及管治（「ESG」）原則已成為引領企業邁向長遠發展的重要方針。本集團很榮幸分享我們的 ESG 報告，本報告不僅概述我們於報告期內在各 ESG 領域的持續努力，更展現本集團推動長期及可持續發展的堅定承諾。我們以建構可持續未來為願景，將此理念融入集團的長遠策略，同時於企業管治、環境保護及社會責任方面穩步落實多項相關措施。

在企業管治方面，本集團秉持透明、誠信及合規的核心原則，建立穩健的管治架構。我們致力遵守相關法律法規，並高度重視風險管理。同時，我們亦不斷提升商業道德標準，以支持集團的長遠及可持續發展。

本集團深明環境保護的重要性，並於各業務單位積極推動綠色營運。我們將環保元素和自動化技術整合至生產流程，並透過安裝太陽能板以提升潔淨能源使用，從而減少碳排放及整體溫室氣體排放。同時，我們透過參與綠色存款計劃，策略性配置資金至可持續發展項目，為推動環保項目時擁有穩健的財務基礎。此外，我們位於新加坡的業務單位專注於能源儲存系統解決方案，致力促進傳統能源轉化為綠色能源。憑藉對高度密集的城市環境中貫徹安全、可靠及可持續性的精確聚焦，加速本集團向低碳商業模式轉型，並在提升本集團綠色能源業務方面發揮重要作用。

environments, it plays a key role in accelerating the Group's transition to a low-carbon business model and bolstering its capabilities in the green energy sector.

Beyond these initiatives, the Group acknowledges the implications of climate change and has conducted a comprehensive assessment to identify climate-specific risks and opportunities for our operations. We will continue to roll out targeted measures across all entities to address climate risks, seize green opportunities and enhance our overall climate resilience.

Regarding our social responsibilities, the Group prioritises employee welfare and development. We maintain a safe, healthy workplace and foster an inclusive culture, while offering diverse training opportunities to support employees' professional development and potential realisation. Moreover, we take an active role in community-focused initiatives, providing support to the communities we serve and deepen our bonds with them. We are convinced that corporate success is inherently tied to societal prosperity, and we will keep devoting ourselves to these endeavours moving forward.

Looking ahead, we will continue to deepen our ESG practices, pursue proactive innovation, and fully embed ESG principles into our strategic planning, operational management, and corporate culture. We also wish to extend our sincere gratitude to our shareholders and all stakeholders for your trust and support, to every team member for their dedication and hard work, and to all partners and members of society for your care and assistance. Let us unite to build a more vibrant and sustainable tomorrow side by side.

除了上述舉措，本集團深切關注氣候變化所帶來的影響，並已進行全面評估，以識別氣候相關風險與機遇。我們在各業務單位持續推行針對性措施，以應對氣候風險、把握綠色機遇，進一步提升本集團對氣候變化的韌性。

在社會責任方面，本集團優先關注員工福祉與發展。我們致力為員工提供安全健康的工作環境，營造包容共融的企業文化，並提供多元化培訓和發展機會，以推動員工的專業成長及潛能發揮。此外，我們積極參與社區相關項目，為所服務的社區提供支援，加強與社區的聯繫。我們深信，企業的成功與社會的繁榮息息相關，未來將持續推動相關工作。

展望未來，我們將持續實踐 ESG 理念，積極推動創新，確保 ESG 原則全面融入我們的策略規劃、營運管理及企業文化當中。我們亦衷心感謝各位股東及持份者的信任和支持，感謝每位員工的投入與努力，以及所有合作夥伴和社會各界人士的幫助。讓我們攜手並肩，共建更繁榮、可持續的未來。

Reporting Scope and Boundary

報告範圍及邊界

This Environmental, Social and Governance Report (this “**Report**”) is the tenth Environmental, Social and Governance (“**ESG**”) report that Singamas Container Holdings Limited (“**Singamas**” or the “**Group**”) presents. This Report is prepared in accordance with the Environmental, Social and Governance Reporting Code (the “**Code**”) issued by The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). This Report is prepared in compliance with all the provisions of “**Comply or Explain**” in the Code. In this reporting period, we continue to apply the Reporting Principles of Materiality, Consistency, Quantitative and Balance in preparation of our ESG report. This Report was confirmed and approved by the board of directors (the “**Board**”) on 26th March 2026.

Reporting Period and Scope

The reporting scope in financial year 2025 (“**FY2025**”) has been refined compared to financial year 2024 (“**FY2024**”). This report covers the information and operating activities of the Group’s Hong Kong Head Office, Shanghai Management Centre, the factories located in China, and Singapore Office, all of which are financially significant and operationally influential to the Group. In light of the business contributions to the Group’s overall revenue from the container depots and logistics businesses attributing a relatively small proportion, the part is not included in this Report. This Report covers operating locations including the Hong Kong Head Office, Shanghai Management Centre, Shanghai Baoshan Pacific Container Co., Ltd. (“**Shanghai Baoshan**”), Shanghai Singamas Container Integration Co., Ltd. (“**Shanghai Integration**”), Shanghai Pacific International Container Co., Ltd. (“**Shanghai Pacific**”), Huizhou Singamas Energy Equipment Co., Ltd. (“**Huizhou Singamas**”), Xiamen Pacific Container Manufacturing Co., Ltd. (“**Xiamen Pacific**”), and Green Tenaga Pte. Ltd. (“**Green Tenaga**”). These business units account for over 90% of the Group’s total revenue. This report covers the period from 1 January to 31 December 2025 (the “**Year**”), which is the same as the financial period in our annual report.

本《環境、社會及管治報告》(下稱「**本報告**」)為勝獅貨櫃企業有限公司(「**勝獅集團**」或「**本集團**»)第十份環境、社會及管治(「**ESG**»)報告。本報告按照香港聯合交易所有限公司(「**聯交所**»)發佈的《環境、社會及管治報告守則》(「**守則**»)編制。本報告已遵守守則內所有「**不遵守就解釋**」條文要求。在本年度的報告編制過程中，我們繼續遵循重要性、一致性、量化及平衡的報告原則。本報告已於2026年3月26日經董事會確認並批准。

報告期和報告範圍

2025 財政年度(「**2025年**»)的報告範圍較2024 財政年度(「**2024年**»)有所調整。本報告涵蓋對本集團具財務重要性及營運影響的業務單位，包括香港總辦事處、上海管理中心、中國工廠以及新加坡辦事處的資訊及營運活動。鑑於集裝箱堆場及物流業務對集團整體收益的貢獻相對較小，因此該部分未納入本報告內容。報告涵蓋的營運地點包括香港總辦事處、上海管理中心、上海寶山太平貨櫃有限公司(「**上海寶山**»)、上海勝獅集成設備有限公司(「**上海集成**»)、上海太平國際貨櫃有限公司(「**上海太平**»)、惠州勝獅能源裝備有限公司(「**惠州勝獅**»)、廈門太平貨櫃製造有限公司(「**廈門太平**»), 以及 Green Tenaga Pte. Ltd. (「**Green Tenaga**»)。上述業務單位佔本集團總收入九成以上。本報告期為2025年1月1日至2025年12月31日(「**本年度**»), 與本集團年報所載之財政期間一致。

Sustainable Development Governance

可持續發展管治

Vision and Mission 願景及使命

Singamas is a renowned container manufacturer in the world and is operating comprehensive container depot networks in the People's Republic of China (the "PRC" or "China"). It also runs container leasing business in recent years. The Group is dedicated to constructing an energy - saving, environmentally friendly, and sustainable container industry chain. Furthermore, in response to the growing demand for green energy, the Group has established a new operating segment dedicated to providing energy storage systems and related engineering solutions aimed at enhancing the efficiency and durability of these systems. We believe this initiative will promote sustainable energy usage and contributing to a greener future.

勝獅集團為全球知名的集裝箱製造商，並在中華人民共和國（「中國」）營運完善的集裝箱堆場網絡。近年亦開展集裝箱租賃業務。本集團致力於打造節能、環保及可持續性的集裝箱產業鏈。此外，為應對綠色能源日益增長的需求，本集團已設立一個新的業務單位，專注於提供能源儲存系統及相關工程解決方案，旨在提升相關系統的效率和耐用性。我們相信，這一舉措將推動可持續能源的應用，並為綠色未來作出貢獻。

ESG Development Strategy

Sustainable development is an important element for us to fulfil our corporate vision and mission. In order to effectively implement the sustainable development strategy, we have set up an ESG Committee guiding the Group to oversee our efforts and social contributions in various fields, and to lead our core operating approaches and objectives into reality. The Group draws inspiration from the United Nations Sustainable Development Goals (SDGs) to shape its sustainability strategy. For more details on the SDGs, please visit <https://sdgs.un.org/goals>.

ESG 發展策略

可持續發展是我們實現企業願景和使命的重要元素。為有效地落實可持續發展策略，我們已成立 ESG 委員會，指導並監督本集團於各範疇的可持續發展工作及社會貢獻，並引領我們的核心營運原則及目標得以落實。本集團參考聯合國可持續發展目標（SDGs），制定可持續發展策略。有關 SDGs 的詳細資訊，請瀏覽 <https://sdgs.un.org/goals>。

ESG Development Strategy

ESG 發展策略

Enhancing Governance and Ensuring Compliance 健全管治 合規經營



Peace, Justice, and Strong Institution
和平、正義和強大的機構

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.
倡建和平、包容的社會以促進可持續發展，讓所有人都能訴諸司法，在各級建立有效、負責和包容的機構。



Partnerships for the Goals
促進目標實現的夥伴關係

Strengthen the means of implementation and revitalise the global partnership for sustainable development.
加強執行手段，重振可持續發展全球夥伴關係。

- Corruption Lawsuits: **0**
貪污相關法律訴訟：0
- Employee Completed In-House Anti-Corruption Training in 2025: **3,135**
2025 年員工完成內部反貪污培訓人次: **3,135**

Tackling Climate Change 應對氣候變化



Climate Action
氣候行動

Take urgent action to combat climate change and its impacts.
採取緊急行動對抗氣候變化及其影響。

Scope 1: **8,953.63 tonnesCO₂e**
範圍 1：8,953.63 公噸二氧化碳當量

Scope 2: **32,381.00 tonnesCO₂e**
範圍 2：32,381.00 公噸二氧化碳當量

Scope 3: **33,495.45 tonnesCO₂e**
範圍 3：33,495.45 公噸二氧化碳當量

ESG Development Strategy

ESG 發展策略

Green Development and Eco-Balance 綠色發展 生態平衡



Clean Water and Sanitation
清潔飲水與衛生設施

Ensure availability and sustainable management of water and sanitation for all.
為所有人提供水和環境衛生，並對其進行可持續管理。



Affordable Clean Energy
可負擔的清潔能源

Ensure access to affordable, reliable, sustainable and modern energy for all.
確保人人獲得可負擔、可靠和可持續的現代能源。



Responsible Consumption and Production
負責任消費和生產

Ensure sustainable consumption and production patterns.
確保採用可持續的消費和生產模式。



Climate Action
氣候行動

Take urgent action to combat climate change and its impacts.
採取緊急行動應對氣候變化及其影響。

- **All factories and Green Tenaga** obtained ISO 14001:2015 Environmental Management System Certification
所有工廠和 Green Tenaga 均已獲得 ISO 14001:2015 環境管理系統認證
- **Xiamen Pacific and Huizhou Singamas** obtained ISO 50001:2018 Energy Management System Certification
廈門太平和惠州勝獅已通過 ISO 50001:2018 能源管理系統認證
- Solar energy consumption **2,275.83 MWh**
太陽能使用量：2,275.83 兆瓦時

ESG Development Strategy

ESG 發展策略

Quality First and Safety Assurance 品質至上 安全保證



Industry, Innovation and Infrastructure
產業、創新和基礎設施

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.

建設具有適應力的基礎設施，促進包容性和可持續的工業化，推動創新。



Responsible Consumption and Production
負責任消費和生產

Ensure sustainable consumption and production patterns.

確保採用可持續的消費和生產模式。

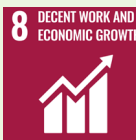
- Product Recall: **0 case**
召回產品：0 個案
- **All factories and Green Tenaga** obtained ISO 9001:2015 Quality Management System certification
所有工廠和Green Tenaga 均取得 ISO 9001:2015 品質管理系統認證
- **9 customer complaints** properly follow up and resolved with satisfactory
9 宗客戶投訴 均得到妥善跟進並以客戶滿意的方式解決

Cultivating Talents and Sharing Success 培養人才 共享成功



Gender Equality
性別平等

Achieve gender equality and empower all women and girls.
實現性別平等，增強所有婦女和女童的權能。



Decent Work and Economic Growth
體面工作與經濟成長

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

促進持久、包容性和可持續的經濟增長，充分的生產性就業和人人獲得體面工作。



Good Health and Well-being
良好的健康與福祉

Ensure healthy lives and promote well-being for all at all ages for all.
確保健康的生活，促進各年齡段人群的福祉。

- Total Training Hours: **43,364.9**
總訓練時數: **43,364.9**
- **Green Tenaga, Huizhou Singamas, Shanghai Baoshan, Shanghai Integration, and Xiamen Pacific** obtained ISO 45001:2018 Occupational Health and Safety Management Systems Certification
Green Tenaga、惠州勝獅、上海寶山、上海集成和廈門太平 均已通過 ISO 45001:2018 職業健康安全管理体系認證

ESG Development Strategy

ESG 發展策略

Fostering Community and Promoting Harmony 助力社會 共建和諧



No Poverty
無貧窮

End poverty in all its forms everywhere.
在全世界消除一切形式的貧困。



Good Health and Well-being
良好的健康與福祉

Ensure healthy lives and promote well-being for all at all ages for all.
確保健康的生活，促進各年齡段人群的福祉。



Sustainable Cities and Community
可持續城市與社區

Make cities and human settlements inclusive, safe, resilient and sustainable.
建設包容、安全、有抵禦災害能力和可持續的城市和人類住區。

- **Hong Kong Head Office** donation for different charities: > **HKD 180K**
香港總辦事處捐獻不同慈善團體: > **HKD 180K**
- **Huizhou Singamas** supported local charities via financial support
惠州勝獅向當地慈善機構提供財務支援
- **Shanghai Baoshan** organised blood donation
上海寶山組織捐血活動
- **Green Tenaga** organised tree planting activity
Green Tenaga 舉辦植樹活動

Stakeholders Engagement

The Group attaches great importance to stakeholders' concern and the expectations of the community. We have established diversified regular communication channels to identify and respond to their concerns. Through enabling in-depth exchanges with our stakeholders, we aim to gain a more profound understanding of their concerns and interests in the realm of sustainability. For more detailed information regarding stakeholder engagement, please refer to the table below use:

與持份者溝通

本集團高度重視持份者的需求及社區的期望。我們已建立多元且定期化的溝通渠道，以識別並回應其關注事項。透過與持份者進行深入且有效的交流，我們得以更深切了解他們對可持續發展方面的關注及利益訴求。有關持份者參與的詳細資料，請參閱下表：

Stakeholder Groups 持份者組別	Expectations and Requirements regarding the Group 對集團的期望與要求	Means of Communication and Response by the Group 集團的溝通與回應方式
 <p>Government and Regulators 政府和監管機構</p>	<ul style="list-style-type: none"> • Compliance with national policies, laws and regulations 遵守國家政策、法律以及規定 • Support local economic growth 支持當地經濟發展 • Promote local employment initiatives 促進當地就業 • Ensure timely and full payment of taxes 確保按時足額交稅 • Ensure production safety 確保生產安全 	<ul style="list-style-type: none"> • Regular meetings with regulatory authorities 定期與監管機構舉行會議 • Monitoring/inspections, assessments, and reporting regularly 定期進行監察/檢查、評估及定期匯報 • Tracking of government announcements 檢索政府公告 • Comprehensive written reports/site visits 提交完整書面報告/安排實地考察

Stakeholder Groups 持份者組別	Expectations and Requirements regarding the Group 對集團的期望與要求	Means of Communication and Response by the Group 集團的溝通與回應方式
 <p>Shareholders and Investors 股東與投資者</p>	<ul style="list-style-type: none"> • Investment returns 投資回報 • Operational compliance 營運合規 • Growth in company values 提升公司價值 • Transparency in information and effective communication 資訊透明與有效溝通 	<ul style="list-style-type: none"> • Shareholders meetings 股東會議 • Announcements and circulars 公告及通函 • Email, telephone communication and company website 郵件、電話溝通及公司網站 • Annual results and interim results announcements 全年以及中期業績公告
 <p>Suppliers 供應商</p>	<ul style="list-style-type: none"> • Integrity in business operations 誠信經營 • Performance of contracts 履行合約 • Mutual benefit and win-win result 實現互利雙贏 	<ul style="list-style-type: none"> • Supplier Evaluations 供應商評估 • Business communication 業務溝通 • Engagement and knowledge sharing 交流與知識共享 • Engagement and cooperation 合作與協作 • Telephone communication/e-mails 電話溝通/電子郵件 • On-site inspections 實地考察

Stakeholder Groups 持份者組別	Expectations and Requirements regarding the Group 對集團的期望與要求	Means of Communication and Response by the Group 集團的溝通與回應方式
 <p>Customers 客戶</p>	<ul style="list-style-type: none"> • Outstanding products and services 優質的產品與服務 • Health and safety 健康與安全 • Compliance with contractual obligations 遵守合約義務 • Integrity in business operations 誠信經營 	<ul style="list-style-type: none"> • Customer service (hotlines/e-mails) 客戶服務 (熱綫/電子郵件) • Customer communication meetings 客戶溝通會議 • Social media platforms 社交媒體平台 • Customer evaluations 客戶評價 • Customer visits and factory tours 客戶來訪及工廠參觀 • Trade exhibitions 行業展覽
 <p>Environmental Conservation Organisation 環境保育機構</p>	<ul style="list-style-type: none"> • Compliant emissions 合規排放 • Energy conservation and emission reduction 節約能源及減少排放 • Efficient water usage 有效用水 	<ul style="list-style-type: none"> • Communication with the local environmental department and residents 與當地環境部門及居民溝通 • Periodic Reporting 定期匯報 • Investigations and inspections 調查與檢查
 <p>Industry Association 行業協會</p>	<ul style="list-style-type: none"> • Establishment of industry standards 建立行業標準 	<ul style="list-style-type: none"> • Participation in industrial forums 參與產業論壇

Stakeholder Groups 持份者組別	Expectations and Requirements regarding the Group 對集團的期望與要求	Means of Communication and Response by the Group 集團的溝通與回應方式
 <p>Employees 僱員</p>	<ul style="list-style-type: none"> • Human rights protection 保障人權 • Occupational health and safety 職業健康與安全 • Remunerations and benefits 薪酬與福利 • Career development 職業發展 • Humanity care 人文關懷 	<ul style="list-style-type: none"> • Company magazine, circulars, notice board, and intranet 公司雜誌、通函、告示板和內聯網 • Opinion collection boxes / mail box / e-mails 意見箱/郵件/電子郵件 • Training and workshop 培訓與研討會 • Employee activities 僱員活動 • Regularly performance reviews 定期進行績效考核 • Satisfaction evaluation 滿意度評估
 <p>Community and the Public 社區與公眾</p>	<ul style="list-style-type: none"> • Participation in charity 參與慈善活動 • Information transparency 資訊透明 	<ul style="list-style-type: none"> • Company website 公司網站 • Announcements 公告 • Media interview 媒體採訪 • Social media platforms 社交媒體平台 • Participation in community activities 參與各類社區活動 • Donations/sponsorship 捐贈/贊助

The Foundation of Sustainable Growth

In 2025, the senior management of Singamas, including the Chairman and Chief Executive Officer, Chief Operating Officer, Chief Financial Officer and Chief Human Resources Officer, conducted an in-person visit to the factories to offer guidance. The senior management acknowledged the efforts and accomplishments of the teams, encouraged innovation, and highlighted the importance of remaining attentive to market changes. They also provided suggestions for improvement and demonstrated care and concern for the employees.

Singamas maintained active engagement in industry events throughout the year. The Group participated in prominent sector-specific exhibitions including Intermodal Asia and Intermodal Europe to showcase our manufacturing capabilities and comprehensive service portfolio. These industry gatherings served as strategic platforms for Singamas to articulate our core business model and value proposition to existing and potential partners. We strive to fostering innovation and facilitating strategic expansion, we will continue our participation in such events to broaden our customer reach, strengthen international trade collaborations, and deepen supply chain integration.

可持續發展基石

2025年，勝獅集團的高級管理人員，包括主席兼首席行政總監、首席營運總監、首席財務總監及首席人力資源總監親臨工廠進行實地探訪並提供指導。高級管理人員對各團隊的努力及成果予以肯定，鼓勵創新，並強調持續關注市場變化的重要性。同時，他們亦提出改進建議，並展現對員工的關懷與支持。

勝獅集團於本年度積極參與業界活動。我們出席了多項具影響力的行業展覽，包括多式聯運亞洲展及歐洲展，以展示集團的製造能力及綜合服務組合。此類行業聚會為我們提供策略性平台，向現有及潛在合作夥伴闡述本集團核心業務模式及價值主張。我們致力推動創新、推動戰略性增長，我們將繼續積極參與相關業界活動，以擴大客戶覆蓋範圍、加強國際貿易合作，並進一步深化供應鏈的整合。



As an Associate Member of the China Container Industry Association (“CCIA”), Huizhou Singamas has actively participated in the development of green container standards. CCIA acts as a vital liaison between the government and enterprises. It provides critical policy recommendations to the authorities, develops industry standards, and proactively tackles key sectoral challenges, including overcapacity and export-related issues.

Through CCIA’s platform and influence, Huizhou Singamas contributes professional expertise derived from its green production practices to help establish unified industry benchmarks for environmental protection and operational performance. These standards aim to standardise green production, improve environmental management, and promote low-carbon development across the container industry. By adopting and implementing such unified standards, the industry can achieve more consistent environmental performance, enhance sustainable operations, and support the high-quality transformation.

作為中國集裝箱行業協會（「CCIA」）的會員，惠州勝獅積極參與綠色集裝箱標準的制定工作。CCIA 作為政府與企業之間的重要橋樑，負責向政府提供政策建議、制定行業標準，並主動應對行業面臨的主要挑戰，包括產能過剩及出口相關議題。

通過 CCIA 的平台與影響力，惠州勝獅貢獻其綠色生產實踐經驗，協助制定行業環保及營運績效標準。相關標準旨在規範綠色生產要求、提升環境管理表現，並推動集裝箱行業的低碳化轉型。通過採納及實施這些統一標準，行業將能實現更一致的環境表現，增強可持續營運能力，並有助於推動行業邁向高品質發展。



During the year, Green Tenaga played host to an academician delegation from Universiti Teknologi Malaysia at its Singaporean premises, where discussions focused on advanced Energy Management System (“EMS”) architectures, hands-on demonstrations of Human-Machine Interface technology, and the real-world application of Energy Storage System (“ESS”) solutions. The engagement underscores the significant potential of collaborative research and industry-academia partnerships to expedite innovation in scalable, sustainable energy infrastructure, while reinforcing the value of bridging theoretical research with practical implementation. It embodies a strong alignment between education and industry in pursuit of a smarter, and greener energy grid.

本年度，Green Tenaga 於其新加坡辦事處接待馬來西亞理工大學的學術代表團，交流內容涵蓋先進能源管理系統（「EMS」）架構、人機界面技術示範，以及儲能系統（「ESS」）方案的實際應用。是次交流展現雙方在推動可持續能源基礎設施創新方面的巨大合作潛力，同時加強了理論研究與實際應用結合的價值。這充分體現產學接軌，共同推動智慧及綠色能源電網上的緊密協作。





Green Tenaga also served as Gold Sponsor at the ASEAN Battery Technology Conference 2025, showcasing ESS's role in advancing clean energy and connecting with sustainability advocates including 2019 Chemistry Nobel Laureate Stanley Whittingham. The team signed strategic Memorandums of Understanding to lay the groundwork for long-term cross-sector collaboration, shared insights on ESS hardware safety in a focused session and contributed to a panel discussion with industry leaders on battery technological progress. This reflects its ESG-driven commitment to green energy innovation and industry partnership.

Green Tenaga 以金級贊助商身份參與 2025 年東盟電池技術會議，展示儲能系統在促進潔淨能源發展的關鍵角色，並與多位可持續發展倡導者交流，其中包括 2019 年諾貝爾化學獎得主 Stanley Whittingham。會議期間，團隊簽署戰略合作備忘錄，為跨界別的長期合作奠定基礎，同時於專題環節分享儲能系統硬件安全性的專業見解，並與業界領袖共同參與電池技術進展的專題討論。是次會議充分體現 Green Tenaga 以 ESG 為導向理念，致力推動綠色能源創新及深化產業合作的承諾。

Awards and Recognitions

The Group consistently strive for excellence and table below highlights the awards and recognitions received.

獎項與榮譽

本集團持續追求卓越，年內所獲得的獎項及認可詳列如下表。

Units 單位	Issuing/Certification Organisations 頒發/認證機構	Name of Certification/ Award obtained in the Year 年內獲得的認證/獎項名稱
Singamas 勝獅集團	Television Broadcasts Limited 電視廣播有限公司	2025 TVB ESG Special Recognition Award with Merit 2025 TVB ESG 特別嘉許獎 - 優異獎
Singamas 勝獅集團	Environmental Campaign Committee (ECC) and Environment and Ecology Bureau 香港特別行政區政府環境及生態局和環境運動委員會	Merit Award in the Manufacturing and Industrial Services category at the 2024 Hong Kong Awards for Environmental Excellence 2024 香港環境卓越大獎 - 製造及工業服務類別 - 優異獎
Huizhou Singamas 惠州勝獅	Huizhou Industry and Information Technology Bureau 惠州市工業和信息化局	Huizhou Green Factory 惠州市綠色工廠
Huizhou Singamas 惠州勝獅	Department of Industry & Information Technology of Guangdong Province 廣東省工業和信息化廳	Guangdong Province Green Factory 廣東省綠色工廠
Huizhou Singamas 惠州勝獅	Department of Science and Technology of Guangdong Province 全國高新技術企業認定管理工作領導小組辦事處	High-technology Enterprise 高新技術企業
Huizhou Singamas 惠州勝獅	Environmental Campaign Committee (ECC) and Environment and Ecology Bureau 香港特別行政區政府環境及生態局和環境運動委員會	Certificate of Appreciation at 2024 Hong Kong Green Innovations Awards with Energy Storage System 2024 香港綠色創新大獎 - 感謝狀 (綠色智慧儲能系統)
Shanghai Baoshan 上海寶山	Baoshan District Development and Reform Commission 寶山區發展和改革委員會	The First Baoshan District Employees' Green and Low-carbon Technology Innovation Competition 首屆寶山區職工綠色低碳技術創新競賽
Shanghai Integration 上海集成	Committee of Yanghang Town, Baoshan District of the Communist Party of China 中共寶山區楊行鎮委員會	Outstanding Contribution Award for Economic and Social Development in Yanghang Town 楊行鎮經濟社會發展突出貢獻獎

Materiality Assessment

The identification and prioritisation of material ESG topics are primarily guided by our ESG consultant's proprietary reporting framework. This assessment is enhanced and validated through a biennial stakeholder engagement survey that systematically captures viewpoints from a diverse range of key stakeholders, including customers, directors, senior management, suppliers, and employees.

The stakeholder survey was last conducted in 2024. Owing to the stable nature of our business operations, the material topics remain consistent over time. Singamas has therefore retained the 2024 assessment results as the foundation and reprioritised the materiality of the topics. The reprioritisation was conducted through internal assessment, based on the Group's long-term business strategy and operational performance, and supported by internationally recognised materiality map, including the ESG industry Materiality Map from Morgan Stanley Capital International (MSCI) and the Sustainability Accounting Standards Board (SASB) Materiality Map, with assistance from a ESG consultant. This reprioritisation strengthened the framework's alignment with both business priorities and stakeholder expectations, resulting in "Responding to Climate Change" being reclassified into the "Extremely Important" category, while other material topics were refined to ensure their continued relevance to the Group's core focus areas.

重要性評估

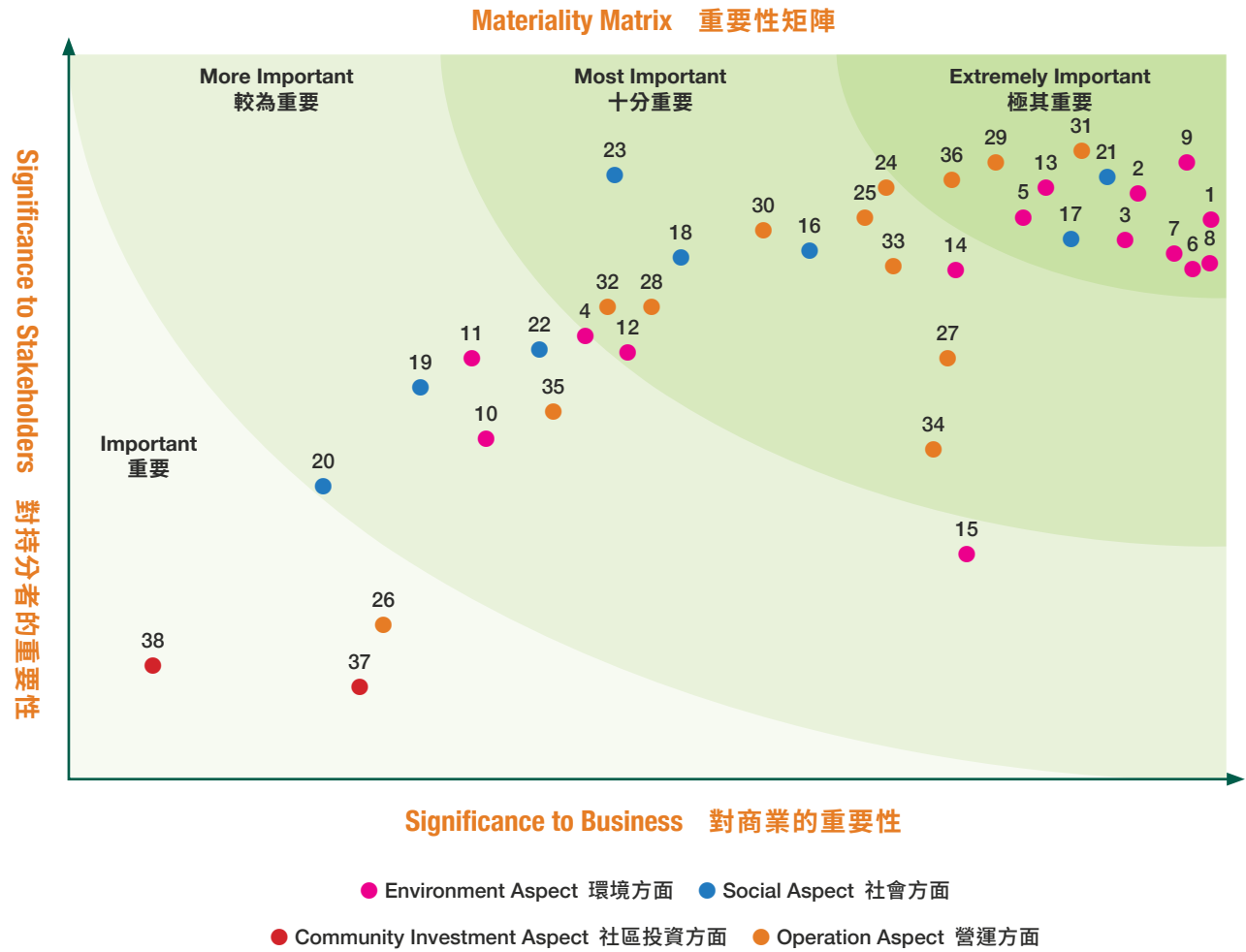
本集團對重大 ESG 議題的識別與優先排序，主要依循 ESG 顧問的專有報告框架進行。此評估透過每兩年一次的持份者問卷調查進行補充及驗證，該調查系統性地收集來自客戶、董事、高級管理人員、供應商及員工等主要持份者的意見。

最近一次的持份者問卷調查於 2024 年完成。由於本集團業務營運模式穩定，重大議題整體維持延續性。因此，勝獅集團以 2024 年的評估結果作為基礎，對相關議題的重要性進行重新排序。此重新排序工作由內部評估主導，依據集團的長期業務策略及營運表現，在 ESG 顧問的協助下，參考國際公認的重要性矩陣，包括明晟公司 (MSCI) 的 ESG 行業重要性矩陣，以及永續會計準則委員會 (SASB) 的重要性矩陣。此次重新排序進一步提升了框架與業務重點及持份者期望的一致性，其中「應對氣候變化」被重新分類至「極其重要」類別，其他重大議題亦相應調整，以確保其持續切合本集團的核心關注領域。



Materiality Assessment

重要性評估



Materiality Assessment

重要性評估

Extremely Important 極其重要

No 編號	Issues 議題
9	Water Resources Management 水資源管理
31	Customer Service Management 客戶服務管理
1	Environmental Compliance 環境合規
21	Occupational Health and Safety 職業健康與安全
2	GHG Emission 溫室氣體排放
8	Energy Management 能源管理
7	Toxic Emission Management 有毒排放物管理
13	Responding to Climate Change 應對氣候變化
29	Product Quality Management 產品質量管理
6	Waste Management 廢棄物管理
3	Air Pollutant Management 空氣污染管理
17	Labour Management 勞動力管理
5	Wastewater Management 廢水管理
36	Business Ethics 商業道德

Most Important 十分重要

No 編號	Issues 議題
24	Operational Compliance 營運合規
25	Supply Chain Management 供應鏈管理
14	Prevention and Handling of Environmental Incidents 環境事故預防及處理
33	Intellectual Property Protection 保護知識產權
16	Employment Compliance 僱傭合規
30	Customer Health and Safety 客戶健康與安全
23	Prevention of Child Labour and Forced Labour 防止童工及強制勞工
27	Procurement Practices 採購慣例

Materiality Assessment

重要性評估

Most Important 十分重要

18	Remuneration and Benefits 薪酬與福利
34	Information Security and Protection of Personal Data 資訊安全及個人資料保護
28	Green Procurement 綠色採購
32	Responsible Sales and Marketing 責任營銷
12	Ecological Protection 生態保護

More Important 較為重要

No 編號	Issues 議題
4	Fleet Emission Management 車輛排放管理
15	Opportunity in Clean Technology 潔淨技術的機遇
22	Training and Development 培訓與發展
11	Green Energy Project 綠色能源項目
35	Raw Materials and Packaging Materials Management 原材料及包裝材料管理
19	Working Hours and Rest Periods 工作時數及休息時間
10	Green Workspace 綠色辦事處
20	Diversity and Equal Opportunity 多元化與平等機會

Important 重要

No 編號	Issues 議題
26	Material Sourcing and Efficiency 材料採購和效率
37	Charity 公益慈善
38	Promotion of Community Development 推動社區發展

Enhancing Governance and Ensuring Compliance

健全管治 合規經營

Governance Structure

Singamas acknowledges that robust governance is foundational to the Group's long-term business growth. We remain focused on safeguarding stakeholders' interests while advancing sustainable development, and have established dedicated committees under the Board of Directors to oversee these priorities (details of each committee's terms of reference are available at <https://www.singamas.com/zh-hk/committees/index>).

The Board of Directors oversees the Group's sustainable development strategy as part of our business strategy and risk management. During the year, the Group strengthened our ESG governance structure by establishing an ESG Committee, which comprises at least one Executive Director and representatives from key Group functions.

The ESG Committee is composed of member with relevant professional qualifications in ESG, thereby ensuring robust expertise to guide the Group's strategy and provide effective oversight. Furthermore, the Group allocates sufficient resources and provides the ESG and climate-related trainings conducted by external consultant, to ensure the organisation possesses the necessary capabilities to discharge its responsibilities.

The ESG Committee oversees the implementation of the Group's ESG strategy, which includes identifying and evaluating ESG and climate-related risks and opportunities, as well as monitoring relevant market trends. These considerations are integrated into the ESG Committee's review of the Group's strategy, ESG risk management processes, and related policies. To ensure active oversight, the ESG Committee addresses ESG and climate-related matters on its agenda at least once a year. These discussions encompass the Group's ESG measurements and climate-related risks and opportunities,

管治架構

勝獅集團深知穩健的企業管治對於集團的長期發展至關重要。我們持續專注於保障持份者的權益，同時促進可持續發展，並於董事會架構下設立多個委員會，以監督相關重點事項（各委員會職權範圍詳載於 <https://www.singamas.com/zh-hk/committees/index>）。

董事會負責監督集團的可持續發展策略，作為其業務策略及風險管理的一部分。年內，本集團進一步強化 ESG 管治架構，成立 ESG 委員會，由不少於一名執行董事及集團主要職能部門的代表組成。

ESG 委員會成員具備 ESG 相關的專業資格，確保具備充分的專業能力，以指導本集團的策略方向並提供有效的監督。此外，本集團投入充足資源，並安排由外部顧問提供的 ESG 及氣候相關培訓，以強化組織履行相關職責的能力。

ESG 委員會負責監督本集團 ESG 策略的落實工作，包括識別及評估 ESG 及氣候相關的風險與機遇，以及監察相關市場趨勢。上述因素均已納入 ESG 委員會對本集團策略、ESG 風險管理流程及相關政策的審視之中。為確保有效監督，ESG 委員會每年至少一次審議 ESG 及氣候相關事項。討論涵蓋集團的 ESG 措施、氣候風險與機遇、緩解措施的有效性，以及達成本集團氣候目標的年度進展。在適當情況下，ESG 委員會會提



the effectiveness of mitigation measures implemented, and annual progress against the Group's climate targets. Where appropriate, the ESG Committee recommends adjustments to ensure the delivery of strategic initiatives.

Supporting the ESG Committee is the ESG Working Group, comprising members nominated by management or the heads of business units and functional units covered by the Group's ESG reporting scope. The ESG Working Group is responsible for executing ESG initiatives within their respective units. Collecting, verifying, consolidating, and archiving ESG data and qualitative information, and reporting the data to the ESG Committee. In addition, the ESG Working Group continues to enhance its monitoring of ESG data quality, performs data analysis, and provides the ESG Committee with updates on climate-related matters.

These principle of roles and duties are fully delivered to business units and function units, empowering the Group to proactively identify emerging climate-related risks and opportunities, make data-driven strategic decisions, and roll out actionable, targeted climate action plans. We believe our newly formulated ESG governance structure will strengthen enterprise-wide end-to-end oversight and execution of climate and ESG initiatives, align operations with sustainable development goals, and underpin the Group's long-term resilience and sustainable growth.

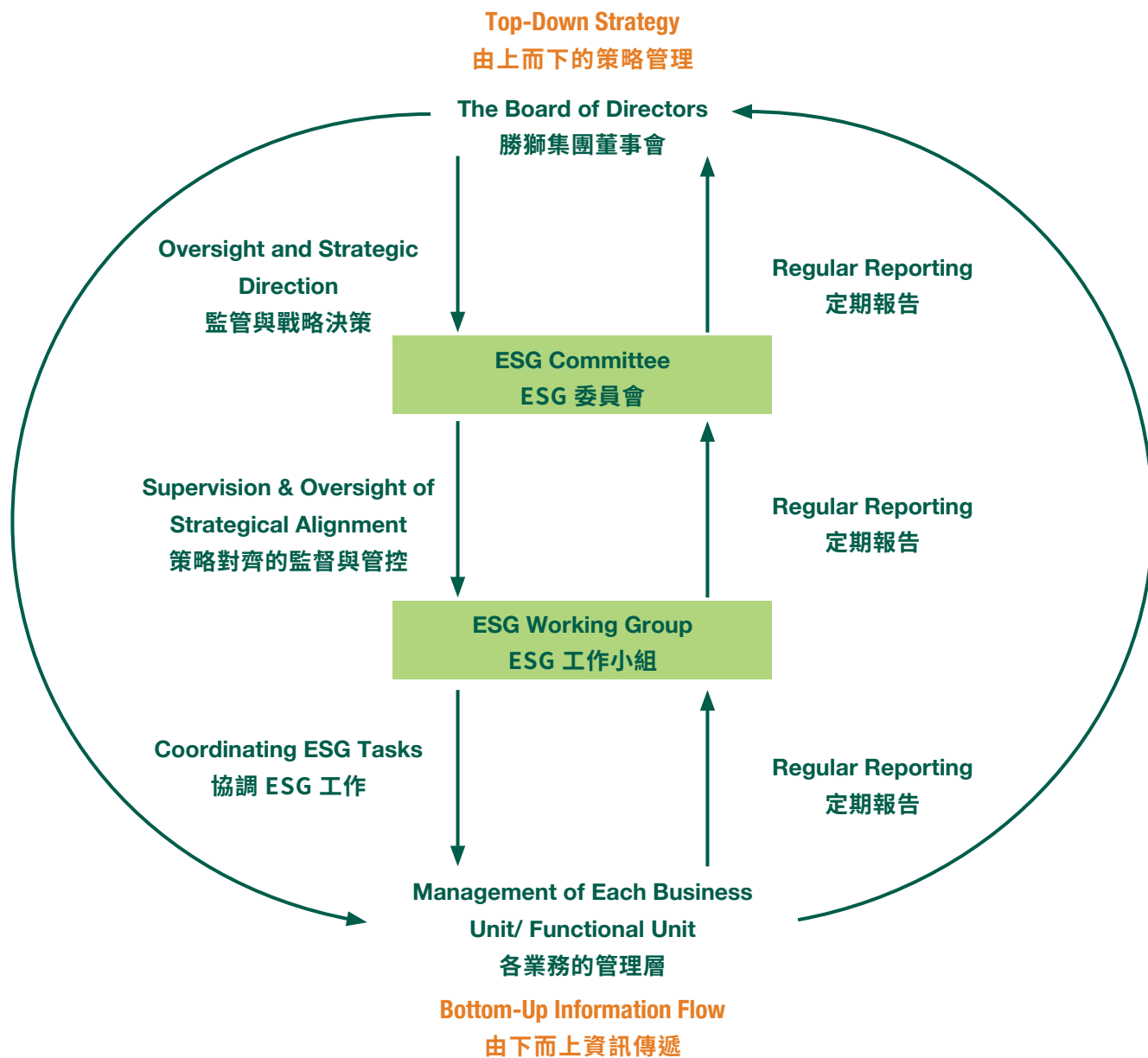
出調整建議，以確保各項策略倡議得以有效推展。

為支援 ESG 委員會的運作，本集團設立 ESG 工作小組，由管理層或各業務單位及其職能部門負責人所提名之成員組成。ESG 工作小組負責在其所屬單位內執行各項 ESG 工作，其職責包括收集、核實、整合及歸檔 ESG 數據及定性資料，並定期向 ESG 委員會匯報。此外，ESG 工作小組持續加強對 ESG 數據質量的監察，進行相關數據分析，並就氣候相關事項向 ESG 委員會提供最新資訊。

上述職責分工原則已全面傳達至各業務單位及職能部門，使集團得以主動識別新興的氣候相關風險與機遇、運用數據作出戰略決策，從而制定可行且具針對性的氣候行動計劃。我們深信，新制定的 ESG 管治架構將加強企業層面的監督與執行能力，使營運與可持續發展目標保持一致，並進一步鞏固集團的長期韌性及可持續增長。

ESG Governance Structure of Singamas

勝獅集團的管治架構





ESG Risk Management

Singamas recognises that our business nature and operating environment carry potential risks that could adversely impact its performance. To maintain effective risk management, we have implemented top-down and bottom-up strategies aligned with our strategic and business objectives, covering both daily operations and ESG-related issues. We have recently expanded our focus on climate-related concerns, and integrated the identification, assessment, prioritisation and monitor of climate risks and opportunities into our overall risk management framework. This integration embeds the management into day-to-day operations, enabling us to address climate change challenges effectively while aligning with our existing risk structure.

Throughout the risk management processes, the Group takes into account a range of parameters, including asset locations and types, historical vulnerability to extreme weather events. We leverage climate data from publicly accessible scenario databases. The following steps summarise the Group's management of climate-related risks and opportunities.

ESG 風險管理

勝獅集團意識到，我們的業務性質及營運環境存在各種潛在風險，可能對集團造成負面影響。為維持有效的風險管理，我們實施了由上而下及由下而上的策略，並與集團整體策略及業務目標一致，涵蓋日常營運及 ESG 相關的風險議題。集團近年加強對氣候相關議題的關注，並已將氣候風險與機遇的識別、評估、優先排序及監察，全面納入現行的風險管理框架之中。該整合方式將氣候風險管理全面納入日常營運，並確保集團在應對氣候變化挑戰時，其管理措施與現有風險管理架構保持一致。

在整個風險管理過程中，集團會綜合考慮多項因素，包括資產所在地、資產類別及過往對極端天氣事件的脆弱程度。我們亦參考公開可獲取的氣候情景資料庫。以下步驟概述了本集團管理氣候相關風險與機遇的主要流程。

Identification 識別

The Group undertakes research into climate change trends, technological change, and domestic industry developments, conducts peer benchmarking exercises, and gathers feedback from stakeholders. Besides, we carry out climate-related scenario analysis tailored to our operational conditions and business characteristics. These initiatives facilitate the comprehensive and objective identification of potential climate risks and opportunities across all the Group's business locations in Hong Kong, China, and Singapore, ensuring that the climate-related risks and opportunities register covers all critical stages of the entire business process.

本集團研究氣候變化趨勢、技術變革及國內行業發展動向，並進行同業基準比較，並收集持份者的意見與反饋。此外，我們根據營運條件及業務特性，開展氣候相關場景分析。上述措施有助於全面客觀地識別本集團在香港、中國及新加坡各業務地點可能面臨的氣候相關風險與機遇，確保氣候相關風險與機遇登記冊涵蓋整個業務流程的所有關鍵環節。

Assessment 評估

The Group conducts a detailed assessment to evaluate the potential impacts of the climate-related risks and opportunities identified in the preceding step on its business model, value chain, and financial performance. This assessment takes into account both the likelihood of occurrence and the magnitude of the impact.

本集團就上一步驟所識別的氣候相關風險與機遇，進行詳細評估，以分析其對本集團業務模式、價值鏈及財務表現可能造成的影響。該評估同時考量事件發生的可能性及其影響程度。

Prioritisation 優先排序

Based on the outcomes of the assessment, the Group prioritises the identified items according to their probability of occurrence and the magnitude of their potential impact.

根據評估結果，本集團會按照事件發生的可能性及其潛在影響程度，對已識別的项目進行優先排序。

Monitoring 監察

The ESG Committee regularly reviews the prioritised climate-related risks and opportunities, along with the corresponding mitigation measures.

ESG 委員會定期審視已優先排序的氣候相關風險與機遇，以及相應的緩解措施。

This structured reporting mechanism strengthens the Board's supervisory oversight and ensures the timely and effective execution of risk mitigation initiatives as well as the realisation of associated opportunities.

系統化的匯報機制加強了董事會的監督職能，確保風險緩解措施得以及時、有效地執行，並促進相關機遇的實現。

Compliance and Business Ethics

Singamas upholds high ethical standards as a cornerstone of our organisational culture and sustainability endeavours, adopting a zero-tolerance stance towards fraud and bribery while ensuring full compliance with applicable laws and regulations across all operating jurisdictions. All directors and employees are obligated to adhere to the Group's code of conduct, which delineates expectations for personal integrity, conflict of interest management, and the reporting channel of unethical practices. Furthermore, business partners and suppliers are required to meet relevant legal and ethical benchmarks, with their ethical performance subject to annual review to uphold the highest standards of professionalism throughout the value chain. During the year, the Group provided compliance trainings (including anti-corruption training) to 3,135 employees.

Moreover, the Group has established a confidential whistleblowing framework to enable stakeholders to raise concerns regarding misconduct or unethical behaviour. Any legal violations identified through investigations are addressed in strict accordance with policy, and may be reported to the relevant local authorities as required.

合規與商業道德

勝獅集團視高標準的職業道德作為企業文化及可持續發展工作的基石，對欺詐及賄賂採取零容忍的態度，同時確保於所有司法管轄區遵守適用法律和法規。所有董事及員工均須嚴格遵守本集團的行為守則，其中明確界定對個人誠信的要求、利益衝突管理，以及舉報不道德行為的渠道。此外，本集團亦要求業務合作夥伴及供應商符合相關法律及道德標準，其道德操守表現須接受年度審查，以確保整個價值鏈維持最高水平的專業操守。本年度，集團向 3,135 名員工提供合規培訓（包括反貪腐培訓）。

此外，本集團已建立舉報機制，使持份者能夠以保密方式反映任何不當行為或不道德行為的疑慮。任何經調查而識別出的違法行為，均會嚴格按照相關政策處理，必要時向當地監管機構報告。



Tackling Climate Change

應對氣候變化



Strategy

Following the workflow outlined in ESG Risk Management Section, Singamas continues to enhance its assessment of climate-related risks and opportunities. During the risk identification process, the Group initially identified 12 climate-related risks and 3 corresponding opportunities, which were then comprehensively evaluated through targeted feedback from business units via questionnaires—prioritising 4 key risks and 1 key opportunity. Recognising their varying impacts on the Group's operations and development, we conducted our first comprehensive climate scenario analysis in the same year. This analysis encompassed both physical and transition risks, as well as climate-related opportunities, associated with the Group's business activities. To undertake a thorough climate scenario analysis, key factors including business model, value chain, financial impact performance and their respective impact time horizons have been taken into account. The Group has selected scenario assumption models and relevant parameters from the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC) and the Phase 5 public release of the Network for Greening the Financial System (NGFS). The selected scenarios and time horizons align with the characteristics of the Group's industry and our strategic objectives and are consistent with China's "Dual Carbon" strategy and the Hong Kong government's target of "Achieving Carbon Neutrality by 2050". Furthermore, the identified climate-related risks and opportunities are assessed to have material impacts across specifically 2030 (short term), 2040 (medium term), and 2050 (long term) respectively. These time horizons are aligned with the Group's strategic business planning.

策略

承接 ESG 風險管理章節所述的工作流程，勝獅集團持續加強對氣候相關風險與機遇的評估。在風險識別階段，本集團初步識別出 12 項氣候相關風險和 3 項相關機遇，並透過問卷調查方式蒐集業務單位的針對性回饋，進行全面評估後，最終優先聚焦 4 項關鍵風險及 1 項關鍵機遇。鑑於上述風險與機遇對本集團營運及發展的影響程度不一，我們於本年度首次進行全面的氣候情境分析，涵蓋與集團業務活動相關的實體風險、轉型風險以及氣候相關機遇。進行氣候情境分析時，多項關鍵因素包括業務模式、價值鏈、財務表現及各項影響的時間範圍已納入考慮。本集團選擇政府間氣候變化專門委員會 (IPCC) 第六次評估報告 (AR6)，以及綠色金融體系網絡 (NGFS) 第五階段公開發布資料中的情境假設模型和相關參數。本集團所採用的情境和時間範圍，均符合行業特性及策略目標，並與國家的「雙碳」戰略及香港政府「在 2050 年前實現碳中和」的目標一致。此外，本集團認為所識別的氣候相關風險及機遇於不同時間範疇均具有重大影響，時間節點分別涵蓋至 2030 年 (短期)、至 2040 年 (中期) 及至 2050 年 (長期)。以上時間範圍依據本集團的策略規劃而釐定。



For the scenario analysis, it is assumed that the Group's existing mitigation measures and the reporting scope will remain unchanged over the assessed time horizons. The table below outlines the climate scenario models used in the Group's assessment of climate-related risks and opportunities, which provide the basis for evaluating potential climate impacts on the Group's business.

在本次情境分析中，我們假設於各評估時間範圍內，本集團既有減緩措施和報告範圍均維持不變。下表列示集團在評估氣候相關風險與機遇時所採用的氣候情境模型，作為分析氣候變化可能對集團業務帶來影響的重要基礎。

Scope 範圍	Same as the reporting boundary, which covers business units in Hong Kong, China, and Singapore. 與報告範圍一致，涵蓋位於香港、中國和新加坡的業務單位。
Scenario Used 應用情境	IPCC for physical risks analysis: IPCC情境 — 用於分析物理風險： <ul style="list-style-type: none">• SSP 1-2.6: Global warming is projected to reach 2.0°C, underpinned by governments' social, economic and clean energy transition efforts that align with historical development trends. Stringent climate policies heighten transition risks for enterprises, with physical risks remaining a material concern for business operations. SSP 1-2.6: 全球升溫幅度預期達到2.0°C，展示各國政府參照歷史發展趨勢，在社會、經濟及清潔能源轉型方面所作的努力。嚴格的氣候政策將加劇企業面臨的轉型風險，而實體風險仍維持顯著水平。• SSP 5-8.5: Global warming exceeds 4°C, driven by delayed governmental climate action, stalled emission reduction and adaptation measures, and inadequate policy frameworks. This scenario triggers severe extreme climate impacts, elevating both immediate and long-term physical risks for enterprises. SSP 5-8.5: 在政府氣候行動延後、減排及適應措施停滯，且氣候政策框架不足的情況下，預計全球升溫將超過4°C。這一情境引發嚴重的極端氣候影響，加劇企業面臨的短期和長期實體風險。



Scope Same as the reporting boundary, which covers business units in Hong Kong, China, and Singapore.
範圍 與報告範圍一致，涵蓋位於香港、中國和新加坡的業務單位。

Scenario NGFS for transition risks analysis:

Used NGFS情境 — 用於分析轉型風險：

應用情境

- Net Zero 2050: Characterised by the early implementation of stringent climate policies worldwide. The scenario targets limiting global warming to well below 1.5°C and achieving global net-zero carbon emissions by approximately 2050, through measures including reduced energy demand and the advancement and adoption of low-carbon technologies.

2050 淨零排放：全球各地及早推行嚴格氣候政策。該情境旨在透過多項措施，包括降低能源需求以及推進和採用低碳技術，力求將全球升溫控制在遠低於 1.5°C，並在約 2050 年實現全球淨零碳排放。

- Current Policies: Encompasses only the climate policies currently in force across jurisdictions, with no new or enhanced climate measures introduced. This leads to a continued rise in GHG emissions, with global warming projected to exceed 3°C and resulting in acute physical risks for businesses.

現行政策情境：僅維持目前已實施的氣候政策，並未引入新的或加強的氣候措施。這導致溫室氣體排放持續上升，全球升溫預計將超過 3°C，為企業帶來嚴峻的實體風險。

The integration of quantitative and qualitative analyses supports a more comprehensive assessment of climate-related risks and opportunities. However, limitations remain in consolidating cross-industry metrics, primarily due to fragmented operational data across business units, and the absence of universally endorsed methodologies for measuring climate-related metrics.

In addition, the Group's climate-related initiatives including the maintenance of resilient business operations and the monitoring of emerging climate regulatory developments, are fully integrated into day-to-day activities. Resources for climate-related risk mitigation and management are incorporated within the Group's overall operational budget. This integration of climate actions into core operations poses challenges in providing quantitative data on the current and anticipated financial impacts of these initiatives.

整合定量與定性分析有助於更全面地評估氣候相關風險與機遇。惟受限各業務單位的營運數據分散，以及缺乏普遍認可的氣候相關指標測量方法，目前在整合跨行業指標方面仍存在一定限制。

此外，本集團的氣候相關措施包括維持穩健具韌性的業務營運，以及持續監察新興的氣候監管發展，已全面融入日常營運中。用於氣候風險緩解及管理的相關資源，亦已納入集團整體營運預算安排。由於氣候行動已融入核心營運，本集團在量化披露該等措施對當前及預期財務影響方面，仍面臨一定挑戰。

Despite these limitations, the Group has identified the key financial implications associated with material climate-related risks and opportunities, with detailed qualitative disclosures set out in the tables below. We are proactively strengthening our internal data-integration capabilities to progressively enhance the depth and granularity of our quantitative climate-related reporting. Furthermore, should material adjustments be made to our operational strategy in response to climate-related factors, the Group is committed to providing timely disclosure of the resulting quantitative financial impacts on our financial position, operating performance, and cash flows.

儘管存在以上挑戰，本集團仍識別出與關鍵氣候相關風險與機遇相關的主要財務影響，並在以下表格中提供詳細的定性披露。我們正積極提升內部數據整合能力，以逐步加強氣候相關量化披露的深度和精細程度。此外，如因氣候因素而需對營運策略作出任何具重大性的調整，本集團將適時披露其對財務狀況、經營表現和現金流所帶來的量化財務影響。



Qualitative Description of the Prioritized Climate Related Risks and Opportunity

優先應對的氣候相關風險與機遇的定性描述

Physical Risk 物理風險				
Description 描述	Key Affected Area 主要影響範圍	Time Horizon 時間維度	Impact on Business 對業務的影響	Impact on Financial Performance 對財務表現的影響
Extreme Weather 極端天氣	The Group's Hong Kong, China, and Singapore Business Units in the Reporting Scope 本集團報告範圍內的香港、中國和新加坡業務單位	Medium Term and Long Term 中期和長期	<p>Business Model 業務模式:</p> <ul style="list-style-type: none"> Disrupted scheduled production 擾亂生產進度 Suspended business activities at affected premises 受影響場地的營運被迫暫停 Impaired ability to deliver products/services on schedule 按時交付產品/服務的能力受損 <p>Value Chain 價值鏈:</p> <ul style="list-style-type: none"> Interrupted supply chain logistics and raw material procurement 供應鏈物流和原材料採購中斷 Delayed upstream delivery and downstream distribution 上游供應及下游配送延誤 Employee commuting disruptions reduce staffing for operation 員工通勤受阻，削弱營運人手配置 	<p>Cost increases 成本上升:</p> <p>Surge in emergency repair and operational contingency costs stemming from weather-related disruptions 因天氣相關干擾導致的緊急維修及營運應急費用激增</p> <p>Revenue shortfall 收入減少:</p> <p>Temporary turnover declines due to business and production suspension 因業務營運和生產暫停，短期內導致營業額下降</p>

Qualitative Description of the Prioritized Climate Related Risks and Opportunity

優先應對的氣候相關風險與機遇的定性描述

Transition Risks 轉型風險				
Description 描述	Key Affected Area 主要影響範圍	Time Horizon 時間維度	Impact on Business 對業務的影響	Impact on Financial Performance 對財務表現的影響
<p>Revision of policies and regulations (tightened climate and energy regulations)</p> <p>政策及法規修訂 (收緊氣候和能源法規)</p>	<p>The Group's Hong Kong, China, and Singapore Business Units in the Reporting Scope</p> <p>本集團報告範圍內的香港、中國和新加坡業務單位</p>	<p>Medium Term and Long Term</p> <p>中期和長期</p>	<p>Business Model 業務模式:</p> <ul style="list-style-type: none"> Adaptation of operational processes to comply with new energy consumption and emissions standards 調整營運流程以符合新的能源消耗及排放標準 Upgrading of production and operational equipment to meet evolving regulatory requirements 升級生產及營運設備以符合監管要求 <p>Value Chain 價值鏈:</p> <ul style="list-style-type: none"> Stricter environmental compliance demands on upstream suppliers, necessitating revised supply chain cooperation standards 上游供應商環境合規要求趨嚴，需修訂供應鏈合作標準 Heightened environmental compliance requirements across downstream distribution networks and logistics partnerships 下游分銷和物流合作方的環境合規要求顯著提高 	<p>Potential rectification costs 潛在整改成本: Expenses for rectifying non-compliant operational and production links 用於整改不合規的營運及生產環節的開支</p> <p>Contingent losses 或然損失: Financial impact from temporary business suspension due to regulatory non-compliance 因不合法規而導致業務暫時中斷所帶來的財務影響</p> <p>Operational cost uplift 營運成本上升: Higher ongoing expenses for climate/energy management, environmental monitoring, pollution control and regular regulatory reporting 用於氣候/能源管理、環境監測、污染控制和定期監管報告的持續開支增加</p>

Qualitative Description of the Prioritized Climate Related Risks and Opportunity

優先應對的氣候相關風險與機遇的定性描述

Transition Risks 轉型風險				
Description 描述	Key Affected Area 主要影響範圍	Time Horizon 時間維度	Impact on Business 對業務的影響	Impact on Financial Performance 對財務表現的影響
<p>Revision of policies and regulations (increasingly stringent environmental compliance standards)</p> <p>政策及法規修訂 (環境合規標準日益嚴格)</p>	<p>The Group's Hong Kong, China, and Singapore Business Units in the Reporting Scope</p> <p>本集團報告範圍內的香港、中國和新加坡業務單位</p>	<p>Long Term 長期</p>	<p>Business Model 業務模式:</p> <ul style="list-style-type: none"> • Stricter environmental monitoring and reporting requirements 環境監測及報告要求趨嚴 • Optimise environmental management systems and increase green operation investment 上游供應鏈夥伴環境准入門檻提升，需加強供應商環境資格審核與篩選 <p>Value Chain 價值鏈:</p> <ul style="list-style-type: none"> • Elevated environmental access thresholds for upstream supply chain partners, requiring enhanced supplier environmental qualification reviews and screening processes 上游供應鏈合作夥伴的環保准入門檻提高，需要對供應商進行環保資格審查及篩選 • Downstream market access increasingly dependent on higher environmental certification standards 下游市場准入越來越依賴更高的環境認證標準 	<p>Potential rectification costs 潛在整改成本:</p> <p>Expenses for rectifying non-compliant operational and production links 用於整改不合規的營運及生產環節的開支</p> <p>Contingent losses 或然損失:</p> <p>Financial impact from temporary business suspension due to regulatory non-compliance 因不符合法規而導致業務暫時中斷所帶來的財務影響</p> <p>Operational cost uplift 營運成本上升:</p> <p>Higher ongoing expenses for climate/energy management, environmental monitoring, pollution control and regular regulatory reporting 用於氣候/能源管理、環境監測、污染控制和定期監管報告的持續開支增加</p>

Qualitative Description of the Prioritized Climate Related Risks and Opportunity

優先應對的氣候相關風險與機遇的定性描述

Transition Risks 轉型風險				
Description 描述	Key Affected Area 主要影響範圍	Time Horizon 時間維度	Impact on Business 對業務的影響	Impact on Financial Performance 對財務表現的影響
<p>Raw material price volatility caused by climate policies</p> <p>氣候政策導致的原材料價格波動</p>	<p>The Group's Hong Kong, China, and Singapore Business Units in the Reporting Scope</p> <p>本集團報告範圍內的香港、中國和新加坡業務單位</p>	<p>Medium Term and Long Term</p> <p>中期和長期</p>	<p>Business Model 業務模式:</p> <ul style="list-style-type: none"> Uncertainty in production cost control, requiring adjustments to pricing strategies and product mix to manage cost volatility <p>生產成本波動增加經營不確定性，需因應成本適時調整產品定價策略及產品組合</p> <p>Value Chain 價值鏈:</p> <ul style="list-style-type: none"> Volatile procurement costs for key raw materials, requiring alternative sourcing channels or materials <p>主要原材料採購成本波動，需要尋找替代原材料或供應渠道</p>	<p>Increased procurement costs 採購成本增加:</p> <p>Significant price volatility and upward pressure on expenditures for critical raw materials</p> <p>關鍵原材料價格大幅波動，對採購支出造成持續上漲壓力</p>

Qualitative Description of the Prioritized Climate Related Risks and Opportunity

優先應對的氣候相關風險與機遇的定性描述

Type of Opportunity 機遇類別				
Description 描述	Key Affected Area 主要影響範圍	Time Horizon 時間維度	Impact on Business 對業務的影響	Impact on Financial Performance 對財務表現的影響
<p>Demand for low-carbon products and services</p> <p>低碳產品與服務需求</p>	<p>The Group's Hong Kong, China, and Singapore Business Units in the Reporting Scope</p> <p>本集團報告範圍內的香港、中國和新加坡業務單位</p>	<p>Short Term, Medium Term, and Long Term</p> <p>短期、中期和長期</p>	<p>Business Model 業務模式:</p> <ul style="list-style-type: none"> Drive innovation in low-carbon products and services to capture emerging green market demand and strengthen the Group's sustainable brand reputation <p>推動低碳產品及服務創新，以把握新興綠色市場需求，強化本集團可持續發展品牌聲譽</p> <p>Value Chain 價值鏈:</p> <ul style="list-style-type: none"> Enhance collaboration with suppliers to adopt low-carbon procurement practices and sustainable raw materials Provide tailored low-carbon solutions that align with customers' sustainability goals, enhancing customer retention and expanding green market penetration <p>加強與供應商合作，採用低碳採購實踐及可持續原材料</p> <p>提供符合客戶可持續發展目標的客製化低碳解決方案，提升客戶忠誠度並擴大綠色市場佔有率</p>	<p>Increased Revenue 收入增加:</p> <p>Strengthened market position and expanded customer base through growing demand for low-carbon products and services.</p> <p>透過低碳產品及服務需求增加，提升市場地位並擴大客戶基礎</p>

Mitigation and Response Measures for the Prioritized Climate Related Risks and Opportunity

優先應對的風險與機遇評估結果的減緩及應對措施

Types of Risks 風險類型	Mitigation Measures 減緩措施
<p>Extreme Weather 極端天氣</p>	<ul style="list-style-type: none"> • Conduct pre-disaster comprehensive inspections of core infrastructure (roofs, drainage systems, electrical/production equipment) to identify and eliminate climate-related physical risks 執行災前全面檢查，對核心基礎設施包（屋頂、排水系統、電氣及生產設備）進行檢視，以識別並消除氣候相關的物理風險 • Stockpile typhoon and flood emergency supplies (such as sandbags, waterproof cloth, emergency lighting) and implement targeted protection/relocation of materials in high-risk areas to mitigate asset damage 儲備颱風和水災應急物資（如沙包、防水布、應急照明），並對高風險區域的物料實施針對性保護/轉移，以減輕資產損害 • Maintain real-time disaster dynamics tracking and smooth internal and external communication channels to enable timely production plan adjustments, reducing operational disruptions caused by extreme weather 保持實時災害動態追蹤和暢通的內外溝通渠道，以便及時調整生產計劃，減少極端天氣造成的營運中斷 • Retain relevant records and photographic evidence of climate mitigation measures for future reference 保留氣候減緩措施的相關記錄和照片證據，供日後參考 • Oversee the implementation of extreme weather response measures through the HSE Department to ensure the effectiveness of asset protection and operational continuity efforts 透過健康、安全與環境部門監督極端天氣應對措施的實施，確保資產保護及營運持續性工作的有效性

Mitigation and Response Measures for the Prioritized Climate Related Risks and Opportunity

優先應對的風險與機遇評估結果的減緩及應對措施

Types of Risks 風險類型	Mitigation Measures 減緩措施
<p>Revision of policies and regulations (tightened climate and energy regulations) 政策及法規修訂 (收緊氣候及能源法規)</p>	<ul style="list-style-type: none"> Track new domestic and international climate, energy and environmental policies via government announcement, compile and assess relevant regulatory requirements, and set up a dedicated team to monitor policy developments like carbon tariffs and energy consumption standards 透過政府公告追蹤國內外新的氣候、能源和環境政策，整理並評估相關監管要求，及設立專責團隊監測碳關稅和能源消耗標準等政策發展
<p>Revision of policies and regulations (increasingly stringent environmental compliance standards) 政策及法規修訂 (環境合規標準日益嚴格)</p>	<ul style="list-style-type: none"> Timely integration of updated regulations through purpose-built internal policies and compliance frameworks 透過專門制定的內部政策和合規框架，及時整合更新後的法規 Strengthen collaboration with the relevant departments to enhance energy conservation and consumption reduction management 加強與相關部門的合作，提升節能減耗管理工作 Conduct employee awareness initiatives to reduce resource wastage consumption 推行員工意識提升活動，以減少不必要的資源消耗 Evaluate existing equipment and facilities against updated environmental and emission standards for compliance, maintain compliant assets regularly, and assess and complete upgrades or replacements for non-compliant facilities before new standards take effect 根據最新的環境和排放標準評估現有設備及設施的合規情況，定期保養合規資產，並在新標準生效前評估和完成對不合規設施的升級或更換 Prepare carbon accounting work in advance for future carbon taxes and emissions trading schemes 提前進行碳核算，為未來的碳稅和排放交易計劃作好準備

Mitigation and Response Measures for the Prioritized Climate Related Risks and Opportunity

優先應對的風險與機遇評估結果的減緩及應對措施

Types of Risks 風險類型	Mitigation Measures 減緩措施
Raw material price volatility caused by climate policies 氣候政策導致的原材料價格波動	<ul style="list-style-type: none"> Closely track raw material price fluctuations 密切追蹤原材料價格波動 Evaluate existing suppliers and prioritise stable, reliable partners, while expanding the pool of potential alternative suppliers 評估現有供應商，優先選擇穩定可靠的合作夥伴，同時擴大潛在替代供應商的來源 Maintain appropriate safety stock for key raw materials and components 為關鍵原材料和零部件維持適當的安全庫存量 Prioritise low-carbon raw material procurement and collaborate with suppliers on emission reduction 優先採購低碳原材料，並與供應商合作進行減排

Type of Opportunity 機遇類型	Response Measures 應對措施
Demand for low-carbon products and services 對低碳產品及服務的需求	<ul style="list-style-type: none"> Build partnership with external parties and research institutions to develop decarbonisation solutions 與外部夥伴及研究機構建立合作關係，共同開發脫碳解決方案 Promote energy storage system solutions and accelerating low-carbon transition 推廣儲能系統解決方案，加速低碳轉型





The Group is actively addressing climate-related challenges through the implementation of the mitigation and response measures. In particular, within the automation and technology aspect, our factories have progressively increased the adoption of automation and recourse-saving measures to improve operational efficiency and reduce emissions. We have also clearly identified the material Scope 3 categories relevant to the Group, as well as completed the preparation of carbon emission trading during the year to fully advance our decarbonisation and climate resilience efforts.

Although the Group has implemented a series of proactive initiatives, it still faces uncertainties that may constrain the effective implementation of our future climate resilience plans, including the unpredictable development of global and regional climate policies, shifting market demand for sustainable products, the evolving severity of physical climate impacts, and the uncertain timing and stringency of applicable climate-related regulations. Nevertheless, the Group possesses robust adaptability to adjust our strategies and business model to address climate-related challenges in the short, medium and long term. This capability is embedded in our daily strategic planning and operational management, supporting timely adjustments to business priorities, operational processes and value chain cooperation arrangement in response to emerging climate risks, regulatory changes and evolving market dynamics.

Looking ahead, the Group will carry out ongoing monitoring of climate-related risks and opportunities, evaluate the efficacy of our mitigation measures, and refine our strategies in alignment with operational progress. These initiatives will steer the advancement of all climate-focused actions, while further bolstering the Group's adaptive resilience against the challenges brought about by climate change.

本集團正透過實施上述減緩和應對措施，積極應對氣候相關挑戰。在自動化與科技方面，我們的工廠正逐步提升自動化和資源節約措施，促進營運效率和減排。我們亦已明確識別與營運最相關的範圍 3 溫室氣體排放類別，並於本年度完成碳排放交易的準備工作，以全面推進脫碳及提升氣候應變能力。

儘管集團已推行一系列積極措施，我們仍需面對多項可能影響未來氣候韌性計劃有效落實的不確定性因素，包括全球及區域氣候政策發展難以預測、市場對可持續產品的需求持續轉變、物理氣候影響的嚴重程度加劇，以及適用之氣候相關法規在推行時程與規管強度上存在不確定性。儘管如此，集團具備穩健的調適能力，可於短、中、長期調整策略與商業模式，以應對氣候相關挑戰。有關能力已融入集團日常策略規劃及營運管理當中，支持集團適時調整業務優先次序、營運流程及價值鏈合作安排，以應對新興氣候風險、法規變動及持續演變的市場態勢。

展望未來，本集團將持續監察氣候相關風險與機遇，並定期評估現行減緩和措施的功效，根據營運進度優化策略。上述措施將進一步引領集團推動各項氣候重點工作，同時強化本集團應對氣候變化時的整體適應能力與韌性。

Metrics and Targets

Singamas is continuously looking for practical approaches to improve our climate resilience and the sustainability of our operations. Guided by global climate commitments, our core focus is on aligning with China's national "Dual Carbon" strategy and Hong Kong's local carbon peaking and neutrality targets, with these initiatives supporting China's commitment to meeting its Paris Agreement obligations.

In order to align with relevant climate frameworks, the Group continuously evaluates our ESG KPIs and has established targeted reduction and management objectives that align with the requirements of national and regional climate and sustainability guidelines. The ESG Committee conducts annual oversight of the progress and performance in achieving these targets and assess the need for any revisions. The results will be reviewed by the Board to further improve the mechanisms for formulating, evaluating and verifying these objectives. Looking ahead, the Group is committed to enhancing transparency and credibility by pursuing independent third-party verification and alignment with a sector-specific decarbonisation methodology for the Group's targets.

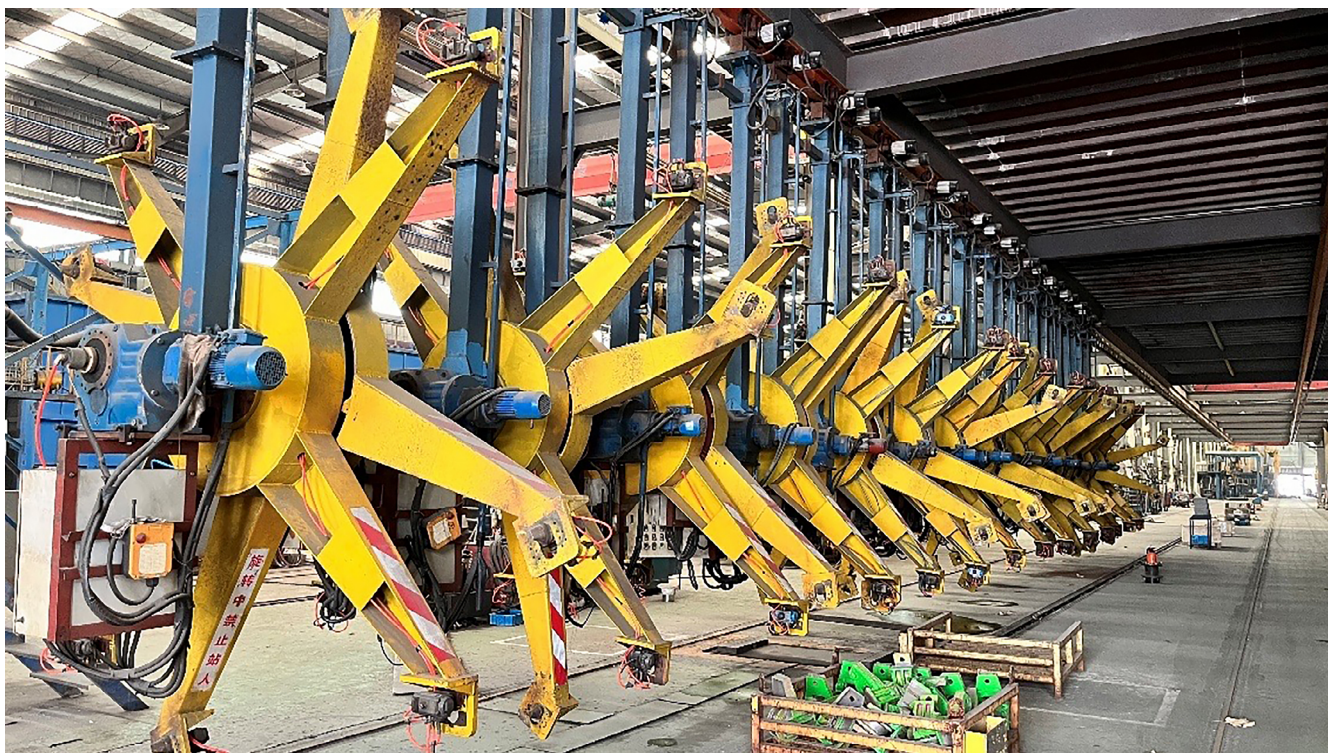
To translate these governed targets into actual emissions reductions, the Group focuses on substantive decarbonisation by improving energy efficiency and optimising operational processes. At present, the Group prioritises compliance with local regulatory requirements and has no plans to utilise carbon credits for emissions offsetting. As a concrete step towards meeting these regulatory obligations, Shanghai Baoshan has completed the technical verification of its historical carbon emissions and has been incorporated into the Shanghai Emission Allowance. Looking ahead, the Group will closely monitor developments in the carbon market and voluntary emission reduction mechanism, with a view to leveraging these tools to support our long-term carbon neutrality goals when appropriate.

指標與目標

勝獅集團持續探索實踐方案，以提升氣候應變能力和營運的可持續性。在全球氣候承諾的指引下，我們的核心重點與國家「雙碳」戰略及香港的「碳達峰、碳中和」目標一致，相關舉措亦有助支持中國履行《巴黎協定》的承諾。

為配合有關氣候框架的要求，本集團持續檢視及評估 ESG 關鍵績效指標，並制定具針對性的減排及管理目標，使其與國家及地區層面的氣候及可持續發展指引保持一致。ESG 委員會每年監督相關目標的進度和表現，並評估是否需要作出修訂。審議結果將提交董事會審閱，以進一步完善目標制定、評估及驗證機制。展望未來，本集團致力提升披露的透明度及公信力，並計劃透過引入獨立第三方驗證，以及使本集團的目標與行業特定的脫碳方法相符，以提升透明度和公信力。

為將這些管治目標轉化為實際的減排成效，本集團專注於透過提升能源效益和優化營運流程來達到實質脫碳。目前，本集團優先考慮遵守當地監管要求，並無計劃使用碳信用抵銷排放。作為履行這些監管責任的具體實踐，上海寶山已完成其歷史碳排放量的技術驗證，並被納入上海排放配額體系。展望未來，本集團將密切監察碳市場和自願減排機制的發展，在適當時運用這些工具支持我們的長遠碳中和目標。



Huizhou Singamas is one of our core operating sites and has been included in the first batch for setting GHG-reduction targets. Using 2025 as the baseline year, Huizhou Singamas commits to achieving a 3% reduction in GHG emissions (Scope 1 and Scope 2 emissions) intensity by 2035.

During the year, the Group carried out GHG inventory identification and assessment exercises to manage out GHG emissions in a targeted and effective manner. These initiatives covered the Group's operations in Hong Kong, China, and Singapore, with accounting for our Scope 1 and Scope 2 emissions in accordance with the requirements of the "Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004)". In addition, the Group completed a preliminary mapping exercise for our Scope 3 emissions sources, with this work align to the requirements of the "Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)". Following a comprehensive review of our core business operations, estimated emission scale, data accessibility, and industry peer research, the Group has included the following categories have been identified as the current material Scope 3 categories for the Group use:

惠州勝獅是本集團的核心營運地點之一，已被納入首批設定溫室氣體減排目標的單位。以2025年為基準年，惠州勝獅承諾於2035年前將溫室氣體排放強度（範圍1和範圍2排放）減少3%。

本年度，本集團進行溫室氣體識別、評估及盤查工作，具針對性和有效地管理溫室氣體排放。這些措施涵蓋本集團在香港、中國及新加坡的營運，並根據《溫室氣體核算體系：企業核算與報告標準（2004年）》的要求核算我們的範圍1和範圍2排放。此外，本集團完成範圍3排放來源的初步對應工作，並符合《溫室氣體核算體系：企業價值鏈（範圍3）核算與報告標準（2011年）》的要求。經全面審視我們的核心業務營運、排放規模估算、數據可獲取性和同行研究結果，本集團已將以下類別納入我們的範圍3計算：



- **Category 2: Capital Goods**
類別 2：資本貨物



- **Category 4: Upstream Transportation and Distribution**
類別 4：上游運輸和配送



- **Category 5: Waste Generated in Operations**
類別 5：營運中產生的廢棄物



- **Category 6: Business Travel**
類別 6：商務出行



- **Category 7: Employee Commuting**
類別 7：員工通勤



- **Category 8: Upstream Leased Assets**
類別 8：上游租賃資產



- **Category 9: Transportation and Distribution of Sold Products**
類別 9：已售產品的運輸和配送



- **Category 13: Downstream Leased Assets**
類別 13：下游租賃資產

We will continue to strengthen data collection for other categories and disclose related information in future reports as appropriate.

Note: For the details of the Group's GHG emissions from 2023 to 2025, please refer to the "Appendix 2 - Sustainability Data at a Glance" of this ESG report.

我們將繼續加強其他類別的資料收集，並視情況在未來的報告中披露有關資訊。

附註：有關本集團2023至2025年的溫室氣體排放詳情，請參閱本報告的「附錄 2 - 可持續發展數據」。

In line with the Group's core strategic priorities of optimising core business performance and delivering long-term value, and consistent with our existing risk management practices, the Group has not yet implemented internal carbon pricing (ICP) mechanisms, nor integrated climate-related considerations into its remuneration policies or governance frameworks. This is largely due to the fact that such elements have not yet been shown to direct and material relevance to our industry, current operational priorities or the requirements of financial decision-making. The Group will continue to monitor developments in climate-related metrics, industry best practices and the practical application of ICP, and will conduct a proactive assessment of the feasibility of embedding these elements into our governance frameworks and remuneration policies when the relevant conditions are mature.

為配合本集團優化關鍵業務表現和創造長期價值的核⼼策略重點，並符合我們現有的風險管理工作，本集團尚未實施內部碳定價 (ICP) 機制，亦未將氣候相關考量納入其薪酬政策或管治框架。這主要是由於這些因素尚未被證明對我們的行業、當前的營運重點或財務決策要求具有直接和重大的相關性。本集團將繼續監察氣候相關指標、行業最佳實踐及內部碳定價的實際應用的發展，並在相關條件成熟時，積極評估將其納入我們管治框架和薪酬政策的可行性。



Green Development and Eco-Balance

綠色發展 生態平衡

Environmental Protection Performance Highlight 環境保護績效亮點

Environmental Aspects 環境目標	Environmental Protection Facilities/ Practices 環保設施/工作	Environmental Performance in the Year 本年度的環境績效
Reducing GHG Emissions 減少溫室氣體排放	<ul style="list-style-type: none"> Reducing reliance on fossil fuels and expanding the adoption of clean energy 減少對化石燃料的依賴，增加使用潔淨能源 Gradually replacing fossil fuel-powered vehicles with electric vehicles 逐步以電動車取代化石燃料驅動的車輛 Facilitating the deployment of rooftop solar power generation systems 推動使用屋頂太陽能發電系統 	<ul style="list-style-type: none"> Expanded solar panel coverage 擴大太陽能板的覆蓋範圍 Expanded the adoption of electric forklifts and vehicles 擴大採用電動叉車及車輛
Enhancing Energy and Resource Efficiency 提升能源及資源使用效益	<ul style="list-style-type: none"> Deploying automated mechanical and electrical equipment to optimise operational processes 部署自動化機電設備，以優化營運流程 	<ul style="list-style-type: none"> Elevated production efficiency and process stability while increasing the flexibility of manufacturing workflows, and minimised per-unit energy and resource usage for finished products. 提升生產效率及流程穩定性，同時提高製作流程的靈活性，並將每製成品的單位能源和資源使用量降至最低
Reducing Air Emissions 減少廢氣排放	<ul style="list-style-type: none"> Installing suitable air filtration systems to control pollutant discharge 安裝合適的空氣過濾系統以控制污染物排放 Using coatings with Volatile Organic Compounds (VOC) content compliant with the minimum legal requirements 採用符合最低法定要求之揮發性有機化合物(VOC)含量標準的塗料物料 	<ul style="list-style-type: none"> Enhanced the operational efficiency of exhaust gas treatment and collection facilities, including Regenerative Thermal Oxidiser (RTO) systems 提升廢氣處理和收集設施，包括蓄熱式熱氧化爐 (RTO) 的運作效率

Environmental Aspects 環境目標	Environmental Protection Facilities/ Practices 環保設施/工作	Environmental Performance in the Year 本年度的環境績效
Minimising Waste 減少廢棄物	<ul style="list-style-type: none"> Adopting waste-minimising equipment, technologies, and product design methodologies 採用有助減少廢棄物產生的設備、技術及產品設計方法 Promoting paperless operations and digitalising corporate records 推行無紙化營運及檔案數碼化 	<ul style="list-style-type: none"> Waste disposal volumes were higher than in FY 2024, attributable to the enhancement of our waste category data collection methodologies and expanded data coverage. Notwithstanding this increase, the Group has continued to implement targeted waste conservation measures across all operations and advance paperless office initiatives to drive waste reduction 由於廢棄物分類數據收集方法的提升，以及涵蓋範圍的擴展，本年度所披露的廢棄物處理量較 2024 年有所增加。然而，本集團已持續落實多項節約減廢措施、推行無紙化辦事處計劃，以減少生產廢棄物
Increasing Water Efficiency 提升用水效益	<ul style="list-style-type: none"> Establishing a sewage treatment and recycling system to reuse treated wastewater that meets regulatory standards 建立污水處理及回收再用系統，重用處理後達標的廢水 	<ul style="list-style-type: none"> Minimised freshwater intake by integrating the recycling and reuse of production-process wastewater into daily operations 將生產過程廢水回收再用，以減少淡水取用量 Achieved zero-discharge of wastewater 實現廢水零排放，進一步提升水資源管理成效

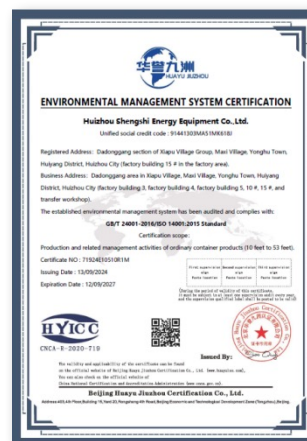


Green Operations

Acknowledging that environmental sustainability is fundamental to Singamas's long-term success, we have consistently committed to fully integrating environmental strategy into our daily operations. All of our manufacturing sites and Green Tenaga have put in place comprehensive EMS and comply with the ISO 14001:2015 Environmental Management System Standards.

綠色營運

本集團深知環境可持續發展是我們實現長期成功的基石，本集團一直致力於將環境策略全面融入日常營運之中。我們所有廠房及 Green Tenaga 均已建立完善的環境管理體系，並符合 ISO 14001:2015 環境管理系統標準。



ISO 14001:2015 Environmental Management System Standards ISO 14001:2015 環境管理系統標準

In addition, we have strengthened our product research and development by integrating sustainability principles throughout the process. We also take proactive measures to promote environmental awareness across our entire value chain, ensuring that sustainability remains a core guiding principle in all aspects of our business operations.

此外，我們通過融入可持續發展理念，加強產品研究及開發能力。我們積極推動整個價值鏈內的環境保護意識，確保可持續發展原則貫徹於業務營運的各個層面。



Green Product 綠色產品

One of our key business priorities is the development of Energy Storage System (“ESS”) container manufacturing and integration. ESS containers serve as an essential enabling solution for the clean-energy transition by facilitating greater integration of renewable energy, which can contribute to emissions reduction, improved energy efficiency, and enhanced reliability of low-carbon power systems when deployed at scale.

我們其中一項的關鍵業務優先事項，是發展儲能系統集裝箱的製造和集成業務。儲能系統集裝箱作為推動清潔能源轉型的重要支柱性解決方案，透過提升可再生能源的系統整合能力，在大規模應用情境下，有助於支持減排、提升能源效率，並增強低碳電力系統的穩定性與可靠性。

Development of Energy Storage System Solutions

In addition to producing standard ISO containers, our manufacturing facilities have expanded into a broad portfolio of customised container solutions. Among the various categories, ESS containers account for the largest share of customised container production, reflecting our continued strategic focus on this segment.

Building on these collaborative innovations and our end-to-end service capabilities, our energy storage products are distributed globally, reaching key markets including North America, Europe, Australia, and Southeast Asia. In addition

儲能系統解決方案的發展

除生產標準的 ISO 集裝箱外，我們的生產設施已擴展至多樣化的客製化集裝箱解決方案。其中，ESS 集裝箱於整體客製化集裝箱生產中佔比最高，充分體現我們持續聚焦於該核心業務方向。

憑藉這些合作創新成果及端到端服務能力，我們的儲能產品已分銷至全球，覆蓋北美、歐洲、澳洲及東南亞等關鍵市場。除產品供應外，本集團亦積極參與大型新能源發電

to its role as an equipment and solutions provider, the Group actively participates in the development of large-scale new energy power generation projects to accelerate the global energy transition. During the year, we have participated in a number of large-scale projects, including BYD's 12.5GWh energy storage project in Saudi Arabia (比亞迪沙特12.5GWh 儲能項目), and the photovoltaic supporting energy storage project in Germany (德國光伏配儲). In addition, we have also been involved in major projects in mainland China, such as the 200MW/400MWh standalone energy storage power station in Henan (河南200MW/400MWh獨立儲能電站) and the 400MW/1600MWh energy storage project in Ganquanpu, Xinjiang (200MW/800MWh for Phase I) (新疆甘泉堡400MW/1600MWh (一期工程200MW/800MWh)).

Green Tenaga provides comprehensive services, including consultation, customised solution design, system engineering, and performance optimisation. The team specialises in delivering modular ESS solutions, supported by robust engineering expertise, project management, and dedicated after-sales services designed at support improvements in system efficiency, reliability, and long-term durability. To fully develop ESS performance capabilities and advance supporting technologies, we continue to invest in collaborative efforts with global partners and research institutions.

項目的開發建設，以加速全球能源轉型。本年度，我們參與多個大型項目，包括比亞迪沙特 12.5GWh 儲能項目，以及德國光伏配儲項目。此外，我們亦參與中國內地的重大項目，例如河南 200MW/400MWh 獨立儲能電站及新疆甘泉堡 400MW/1600MWh (一期工程200MW/800MWh) 儲能項目。

Green Tenaga 提供全面服務，包括諮詢、客製化解決方案設計、系統工程及性能優化。團隊專注於交付模組化 ESS 解決方案，並憑藉強大的工程專業知識、項目管理及專屬售後支援體系的支持下，協助提升系統效率、可靠性及長期耐用性。為全面提升 ESS 的性能表現並推進相關配套技術的發展，我們持續投入資源，與全球合作夥伴及研究機構開展協作。



Case Sharing: Joint Decarbonisation Solutions for ASEAN: Green Tenaga x GoNetZero™ 案例分享：與東盟的聯合脫碳解決方案：Green Tenaga x GoNetZero™

In September 2025, Green Tenaga signed a collaborative Memorandum of Understanding with GoNetZero™, a global decarbonisation solution provider. By combining Green Tenaga's expertise in Energy Storage Systems with GoNetZero's digital decarbonisation platform and verified environmental attributes, the collaboration aims to support Green Tenaga's client and partner businesses with practical, end-to-end pathways to accelerate the net-zero transformation.

2025年9月，Green Tenaga 與全球領先的脫碳解決方案供應商 GoNetZero™ 簽署合作備忘錄。該合作將 Green Tenaga 在能源儲存系統的專業能力，與 GoNetZero™ 的數碼化脫碳平台與經驗證的環境屬性，旨在為 Green Tenaga 的客戶及合作夥伴企業提供具體、端到端的實踐路徑，以加快淨零轉型進程。



Case Sharing: ESS EMS Innovation: Green Tenaga x Advanced Remanufacturing and Technology Centre ("ARTC") 案例分享：ESS EMS 創新：Green Tenaga x ARTC 先進再製造和技術中心 (「ARTC」)

案例分享：ESS EMS 創新：Green Tenaga x ARTC 先進再製造和技術中心 (「ARTC」)

In April 2025, Green Tenaga established a research collaboration with ARTC, a leading facility under Singapore's Agency for Science, Technology and Research. This partnership aims to develop an analytics-powered EMS designed to improve the battery health and energy efficiency of ESS. Subject to successful development and validation, the analytics-powered EMS is expected to be integrated into future Green Tenaga projects across commercial and industrial sectors, supporting intelligent energy solutions.



2025年4月，Green Tenaga 與新加坡科技研究局轄下領先機構 ARTC 簽署研究合作協議。該合作旨在開發一套分析驅動的能源管理系統，專門用以改善儲能系統的電池健康狀況與能源效率。待開發及驗證工作成功完成後，該分析驅動的能源管理系統預計將整合至 Green Tenaga 未來在商業及工業領域的各項項目中，以支持智慧能源解決方案的發展。



Automation Technology

Singamas is dedicated to driving the adoption of automation technologies across our production processes, with a focus on boosting operational efficiency and elevating quality benchmarks. In response to the risks posed by rising material costs, the Group is making sustained investments in automation initiatives and equipment upgrades that optimise resource utilisation and further support our emissions reduction goals.

Huizhou Singamas and Shanghai Baoshan continued to enhance resource efficiency by achieving a reduction in paint consumption of at least approximately 2 kg per 40-foot container, contributing to lower material usage and waste generation.

Xiamen Pacific and Shanghai Baoshan continuously evaluate and optimise their production workflows by introducing various automated tools, including self-developed solutions tailored to our specific processes. Productivity in selected production processes has increased by up to 30% compared with prior manual workflows.

Product Carbon Footprint Measurement

To enhance our understanding and management of greenhouse gas emissions associated with selected products, Huizhou Singamas has engaged an independent third party to verify one of its products emission data during the Year.

自動化技術

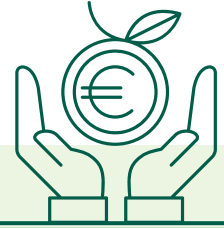
勝獅集團致力於在我們的生產工序中推動自動化技術的應用，聚焦於營運效率的提升和提高品質標準。為應對原材料成本上漲帶來的風險，本集團持續投資自動化技術和設備升級，以優化資源利用，並進一步支持我們的減排目標。

惠州勝獅及上海寶山透過工藝優化，實現每個 40 呎集裝箱的油漆消耗量平均減少不少於約 2 公斤，從而降低原材料使用量及廢棄物產生。

廈門太平和上海寶山透過自動化技術不斷優化他們的生產流程，包括在特定工序中應用自研方案。個別生產工序的生產效率較以往人工作業模式提升最高可達 30%。

產品碳足跡測量

為加強對所選產品相關溫室氣體排放的了解和管理，惠州勝獅於本年度委託獨立第三方，對其中一款產品的排放數據進行核證。



Green Procurement 綠色採購

Singamas actively pursues green procurement to align our supply chain with environmental protection and sustainable development goals. Our business units implement tailored measures to ensure that raw materials comply with applicable environmental standards.

勝獅集團積極推行綠色採購，以確保其供應鏈符合環保和可持續發展的目標。我們各業務單位實施針對性的措施，確保所採購的原材料符合適用的環境標準。

Group-wide Compliance Standards

Singamas ensures that the coatings procured by our factories comply with the Technical Requirement for Low-Volatile Organic Compound Content Coatings (《低揮發性有機化合物含量塗料產品技術要求》) for ISO containers, minimising environmental impact. Our procurement departments regularly evaluate suppliers, prioritising those meeting our sustainability criteria and fostering long-term relationships with environmentally compliant partners.

Business Unit Specific Initiatives

- Huizhou Singamas prioritises sourcing raw materials from green factories and signs agreements with key suppliers, including the Commitment on Prohibition of Using Conflict Minerals (《關於禁止使用衝突礦物的承諾書》) and the Supplementary Agreement on Environmental Protection Control (《關於環保管控的補充協議》), to prohibit conflict minerals and enforce environmental controls.
- Shanghai Baoshan signs the Commitment on Prohibition of Using Conflict Minerals (《關於禁止使用衝突礦物的承諾書》) with key suppliers and requires adherence to national environmental protection and occupational health and safety management requirements throughout the entire lifecycle from production to after-sales services.

集團層面的合規標準

勝獅集團確保旗下工廠為 ISO 集裝箱採購的塗料符合《低揮發性有機化合物含量塗料產品技術要求》，以最大程度減低對環境的影響。我們的採購部門定期對供應商進行評估，優先選擇符合集團可持續發展標準的供應商，並與符合環保要求的供應商建立長期合作關係。

業務單位的合規標準

- 惠州勝獅優先從綠色工廠採購原材料，並與主要供應商簽署多項協議，包括《關於禁止使用衝突礦物的承諾書》及《關於環保管控的補充協議》，禁止使用衝突礦物並加強環境管控措施。
- 上海寶山與主要供應商簽署《關於禁止使用衝突礦物的承諾書》，要求在從生產至售後服務的整個產品生命週期中，全面遵守國家環境保護及職業健康安全管理要求。



- Shanghai Pacific signs a Supplier Environmental and Safety Agreement (《供方環境及安全協議》) with key suppliers, ensuring suppliers comply with environmental and safety requirements, prioritising safe production and minimising pollution.
- Green Tenaga has established internal environmental policies to guide our sustainable procurement practices, embedded environmental criteria into supplier selection. It prioritises suppliers with strong environmental and safety commitments, with clear expectations on chemical handling, noise control, and waste management. For chemical procurement, suppliers are required to provide Safety Data Sheets to ensure full transparency and compliance. Besides, environmental responsibilities are integrated into contractor management. All contractors must comply with our environmental requirements, including proper waste disposal and pollutions prevention during all outsourced work.

Singamas will continue to advance green procurement practices, aligning our supply chain with high environmental protection and sustainability standards to contribute confidently to our green and sustainable development goals.

Green Deposit

Singamas is committed to incorporating sustainable development into our investment decisions while supporting the transition to a low-carbon economy. During the year, we participated in United Overseas Bank Limited's green deposit programme, placing a USD 10 million short-term green deposit. The funds from this deposit are fully dedicated to financing initiatives that advance sustainable development.

- 上海太平與主要供應商簽署《供方環境及安全協議》，確保供應商符合環境及安全要求，優先保障安全生產，並致力將污染影響降至最低。
- Green Tenaga 已建立內部環境政策，為可持續採購實踐提供明確指引，並於供應商甄選過程中納入環境相關準則。公司優先選擇在環境保護及安全方面具備良好承諾的供應商，並就化學品處理、噪音控制及廢物管理等訂立明確要求。在化學品採購方面，供應商需提供安全資料表，以確保資訊透明和符合法規要求。此外，Green Tenaga 已將環境責任納入承包商管理機制。所有承包商在進行外判工程或服務期間，均須遵守相關環境保護要求，包含妥善處理廢物及採取適當的污染防治措施。

勝獅集團透過完善綠色採購管理，確保我們的供應鏈符合高水平的環境保護及可持續發展標準，配合本集團的綠色和可持續發展目標。

綠色存款

勝獅集團已在投資決策過程中納入可持續發展因素，並透過相關投資方向支持低碳經濟轉型。本年度，我們參與大華銀行有限公司推出的綠色存款計劃，並投入 1,000 萬美元作為短期綠色存款。該筆存款資金將全數用於可持續發展項目。

Environmental Impact Management

環境影響管理

To drive Singamas's low-carbon shift and enhance resource efficiency, we have implemented a series of measures. These include replacing conventional vehicles with electric vehicles (such as electric forklifts), prioritizing the use of renewable energy in daily operations, and adopting treatment systems to control exhaust emissions and manage wastewater.

為推動勝獅集團的低碳轉型和提升資源使用效率，我們已實施一系列措施。這些措施包括以電動替代方案（如電動叉車）取代傳統車輛、在日常營運中優先使用可再生能源，以及採用專門處理系統以控制廢氣排放和妥善處理污水排放。



Energy Conservation and Carbon Reduction 節能減碳

Singamas acknowledges energy efficiency as a key pillar of our sustainable development objectives, rolling out a set of focused initiatives to minimise energy use across all business units.

勝獅集團認同能源效益是我們實現可持續發展目標的重要一環，並就此推行一系列針對性措施，以有效降低所有業務單位的整體能源使用。

Group-wide Energy Conservation Measures 集團層面的節能措施

Office Devices 辦公設備

- Enable sleep mode for electronic devices
電子設備閒置期間啟動休眠模式
- Gradually retire old appliance and replace energy efficient appliance
逐步淘汰能源效益欠佳的老舊設備
- Prioritise the procurement of equipment carrying recognised energy-efficiency labels
優先採購具備認可能源效益標籤的設備
- Conduct random inspections to ensure equipment is properly shut down outside production and office hours
進行不定期巡查，確保設備於非生產及非辦公時間妥善關閉
- Perform regular evaluations to track and review overall energy-saving performance
定期進行評估以追蹤及檢視節能成效

Lighting System 照明系統

- Install LED energy-saving lighting
安裝節能效益較高的 LED 照明設備

Air-conditioning System 空調系統

- Maintain air-conditioning temperatures within the recommended range of 24 – 26°C
將空調溫度維持於建議範圍內 (攝氏24至26度)
- Clean air-conditioning dust filters on a regular basis
定期清洗防塵隔塵網
- Implement a structured maintenance schedule
制定並執行保養計劃

Acknowledging that our business operations inevitably generate GHG emissions, we are committed to reducing our environmental footprint through ongoing decarbonisation efforts.

Group-wide Decarbonisation Measures

To optimise the low-carbon energy structure and reduce emissions, the Group continued transitioning from diesel reliance to cleaner-burning natural gas and expanding the replacement of fossil fuel vehicles with electric vehicles.

We have also made progress in renewable energy application. Building on the capacity of our three existing factories, we completed an additional solar panel installation in 2025, further reinforcing our commitment to expanding clean energy utilisation. During the year, we consumed 2,275.83 MWh of renewable energy from our 60,390 square meter solar panel installation, utilising this cleaner energy source to meet a portion of our operational energy needs. Besides, we have expanded our customer base to over 120 new energy companies in the Year, representing an increase from more than 100 in 2024. We are also installing an energy storage system that captures electricity during off-peak hours. This enables more efficient on-site energy consumption and enhances overall operational efficiency.

Water Resources Management

Beyond optimising water resource management, we adhere to the Group's Source-to-End approach to reduce wastewater at the source. Regular water balance assessments was conducted as required by the local Water Affairs Bureau. The data from these assessments helps us identify abnormal water usage patterns and implement improvements to conserve water.

To achieve our water resources management objectives and prevent wastewater leakage, the Group conduct prompt repairs of damaged pipelines, prioritise the procurement of water-saving equipment, and streamline production workflows to eliminate non-essential water use. In addition, we have

鑑於本集團的業務營運無可避免地產生溫室氣體排放，我們致力於透過脫碳措施減少環境足跡，具體措施如下：

集團層面的脫碳措施

為優化低碳能源結構和減少排放，本集團持續減少對柴油的依賴，逐步轉用更潔淨的天然氣，並擴大以電動車輛取代使用化石燃料的車輛。

本集團亦在可再生能源應用方面取得進展。基於我們現有三家工廠的產能，我們在 2025 年完成額外太陽能板的安裝工程，進一步擴大清潔能源的使用規模，顯示本集團對發展可再生能源的長期承諾。於本年度內，本集團透過合共約 60,390 平方米的太陽能板裝置，消耗 2,275.83 兆瓦時的可再生能源，用以滿足部分營運所需電力。於年內，本集團新增超過 120 間新能源企業客戶，較 2024 年的 100 多間有所增加。我們亦正在安裝一套能源儲存系統，於非高峰時段儲存電力，以提升現場用電效率及能源管理靈活性，提升整體能源使用效率。

水資源管理

除持續優化水資源管理外，本集團秉承「從源頭到末端」的理念，致力於從源頭減少廢水產生。我們按照當地水務局的要求，定期進行水平衡評估。所得數據有助我們識別異常用水情況，並及時制定改善措施，以提升用水效益並加強水資源保育。

為實現水資源管理目標及防止污水洩漏，本集團即時修復受損管道、優先採購節水設備，以及優化生產流程以減少非必要的用水。此外，我們亦在生產車間和員工宿舍安裝水錶，以提高用水監測的準確性及管理成



installed water meters at production workshops and staff dormitory to enhance the accuracy of water-use monitoring. During the year, no water-resource-related incidents or non-compliances were reported across the Group.

Each of our factories holds a valid drainage license and complies applicable discharge standards. Leading-edge wastewater treatment facilities have been established to enable the recycling of industrial wastewater for production purposes, achieving a zero-discharge outcome. For domestic sewage, we adopt biological treatment processes, Membrane Bio-Reactor technology, and carbon filtration to ensure full compliance with emission regulations. Furthermore, strict separation of rainwater and sewage systems is enforced to reduce the load on wastewater treatment infrastructure and mitigate potential environmental contamination.

效。年內，本集團並無發生任何與水資源相關的事件或不合規情況。

我們的所有工廠均持有有效的排水許可證，並符合相關排放標準。我們已建立先進的污水處理設施，將工業廢水回收再利用於生產過程，實現工業廢水「零排放」的管理目標。就生活污水而言，本集團採用生物處理工藝、膜生物反應器技術及活性炭過濾系統，確保排放水質符合法規要求。同時，我們嚴格執行雨水和污水分流制度，以減輕污水處理設施的負荷，從而降低潛在的環境污染風險。



Waste Management

Singamas is strictly adhered to local waste management law and regulation. Each factory has developed waste disposal management guideline and implemented corresponding measures.

For non-hazardous waste, the Group conducts sorting at production facilities, with all waste materials placed in designated bins. Sorted waste is sent to disposal sites for further classification and subsequently transported by qualified third parties to government-designated landfills. In addition, we have signed solid waste treatment contracts with eligible service providers through public bidding, ensuring compliance with the Solid Waste Pollution Law. The Group proactively adopts new technologies and process enhancements to reduce non-hazardous waste generation, boost recycling rates and enhance treatment efficiency. Scrap steel, one of the major non-hazardous wastes generated at our factories, is recycled through sales to licensed scrap steel suppliers. Leftover steel from cutting processes is reused wherever feasible in other production stages, to improve steel utilisation efficiency.

For hazardous waste, the Group adheres strictly to regulatory requirements for storage, classification and disposal. We evaluated the hazard level of waste based on established criteria. All hazardous waste is collected, stored and transferred to qualified service providers for compliant treatment to minimise environmental impact. Paint residue and the single-use paint barrel, a common type of hazardous waste generated in our production processes, is disposed of by qualified parties as mandated by government regulations. At Huizhou Singamas, we are working with our paint suppliers to progressively replace single-use paint barrels with reusable stainless steel barrels, thereby minimising paint barrel wastage. The hazardous waste storage area is equipped with windproof, rainproof and leak-prevention features. All hazardous waste is clearly labelled to indicate its properties.

廢棄物管理

勝獅集團嚴格遵守營運地區內所有廢棄物管理法律法規。我們的每家工廠均已制定廢棄物處置管理指引，並落實相應的管理措施。

就無害廢棄物而言，本集團在生產設施內進行源頭分類管理，所有廢棄物均按類別放置於指定收集容器。經初步分類後的廢棄物會送往指定處理場地作進一步分類，再由合資格的第三方承辦商運送至政府指定的堆填區作最終處置。此外，我們透過公開招標程序，與合資格供應商簽訂固體廢棄物處理合約，確保整個處理流程符合《中華人民共和國固體廢物污染環境防治法》的相關要求。本集團亦積極引入新技術和優化生產工藝，以減少無害廢棄物的產生量、提升回收率及加強處理效率。廢鋼為本集團營運過程中產生的主要無害廢棄物之一，相關廢鋼均出售予持牌廢鋼回收商進行回收再利用。在可行情況下，切割工序中產生的餘料鋼材會於其他生產環節中重複使用，以提高鋼材利用率。

就有害廢棄物而言，本集團嚴格遵守相關法規對其分類、儲存、處置要求，並根據既定標準對廢棄物的危害程度作出評估。所有有害廢棄物將被收集及妥善儲存，並交由合資格的第三方供應商按法規要求進行處理，以盡量減低對環境的影響。廠房於生產過程中所產生的油漆殘渣及一次性油漆桶，均按照政府規定交由合資格單位進行處置。於惠州勝獅，我們正與油漆供應商合作，逐步以可重複使用的不銹鋼油漆桶取代一次性油漆桶，從而減少油漆桶廢棄量。有害廢棄物的貯存區配備防風、防雨和防滲漏設施，並就各類有害廢棄物清晰標示其性質及風險。本集團已建立完善的有害廢棄物管理程序，並

We have established a formal hazardous waste management procedure and maintain complete documentation to ensure that all factories follow a standardised process from hazardous waste generation to transfer and disposal.

The Group conducts regular monitoring of material utilisation rates and analysis of consumption across all material types. We also boost employees' awareness of resource conservation through structured training initiatives, which has effectively reduced material waste in our operations.

Exhaust Gas Management

Air pollutants are an inevitable by-product of the Group's production activities, we strictly comply with all applicable regulations and all emission standards set by the regions where we operate. We deploy advanced technologies and enforce rigorous management practices to mitigate air pollutant emissions from both production activities and on-site vehicle use.

The Group is gradually phasing out fuel-powered vehicles and transitioning to electric vehicles, drivers are reminded to switch off engines when vehicles are idling. We also encourage drivers to use mapping software to optimise travel routes, and ensure all vehicles undergo regular inspections and maintenance. Besides, we encourage employees to replace business travel with online or phone conferences. In addition, we provide low-carbon training for drivers, focusing on efficient driving practices and sustainable choices, to raise their awareness of emission reduction.

保留完整及可追溯的相關記錄，確保各工廠在廢棄物的產生、暫存、轉移及最終處置的環節均遵循統一及標準化的管理流程。

本集團定期監測各類原材料的利用率，並對其消耗情況進行分析。我們亦透過培訓計劃提高員工對材料管理及資源節約意識，從而降低營運過程中的物料浪費。

廢氣管理

本集團的生產過程無可避免地產生空氣污染物，我們嚴格遵守適用的法規，以及營運所在地訂定的相關排放標準。為減少生產活動及現場車輛運作所產生的空氣污染物排放，本集團採用先進的排放控制技術，並實施嚴謹的管理措施。

本集團正逐步淘汰燃油車輛，改用電動車輛，並提醒駕駛員在車輛未運行時關閉引擎。我們亦鼓勵駕駛員善用地圖及路線規劃軟件，以優化行駛路線，並確保所有車輛定期接受檢查及維修保養。此外，本集團鼓勵員工以線上會議或電話會議取代商務出行。我們亦為駕駛員提供低碳培訓，重點涵蓋高效駕駛技巧及可持續出行選擇，以提高他們的減排意識。





The Group performs regular maintenance on all exhaust gas treatment facilities including RTO systems, and have taken steps to further reduce exhaust gas emissions. We have switched from oil-based to water-based coatings and modified pre-treatment machines from spray to roller coating, which reduces thinner usage and effectively controls VOC generation. We also conduct ongoing exhaust gas monitoring and maintain environmental protection equipment to ensure ongoing compliance with relevant emission standards. Enhanced production line controls have improved the efficiency of organic waste gas collection, achieving further decreases in overall emission levels.

Packaging Materials

Considering the nature of the Group's business, we do not employ packaging materials in our production and transportation processes.

本集團定期維護廢氣處理設施，包括蓄熱式熱氧化爐（RTO），並採取針對性措施進一步減少廢氣排放。我們已將塗料由油性轉為水性，並將處理機器從噴塗方式改為滾塗方式，有效降低稀釋劑的使用，從源頭控制揮發性有機化合物（VOC）的產生。此外，為確保排放持續符合標準，我們亦持續進行廢氣監測及妥善維護環保設備。透過加強生產線管控，提升有機廢氣的收集效率，進一步降低整體排放量。

包裝物料

鑑於本集團的業務性質，我們在生產和運輸過程中沒有使用包裝材料。

Prevention and Handling of Environmental Incidents

The Group manages environmental incident risks through a structured, procedure-based management approach designed to (i) prevent sudden environmental incidents, (ii) ensure timely escalation and response where incidents occur, and (iii) minimise potential impacts on people, assets and the environment.

Internal systems for prevention and handling of environmental incidents include:

環境事故的預防及應對

本集團透過一套制度化及以程序為本的管理方針管理環境事件相關風險，旨在：(一) 預防突發環境事件的發生；(二) 事件發生時確保能及時上報及有效應對；以及(三) 將對人員、資產及環境的潛在影響減至最低。

環境事故的預防及應對內部系統，包括：



Hazard Identification and Risk Assessment 危害識別與風險評估

Systematic identification and mitigation of environmental, safety and operational risks, aligned with risk-based thinking principles (e.g., ISO 9001/14001/45001).
系統性識別及評估環境、安全及營運相關風險，並制定相應的風險緩解措施，並參考 ISO 9001/14001/45001 等國際管理體系標準。



Environmental Impact and Aspect Management 環境因素及影響管理

Identification, evaluation and control of environmental aspects/impacts at project level, aligned with ISO 14001 requirements.
在項目層面識別、評估及控制環境因素及其潛在影響，確保相關管理措施符合 ISO 14001 的要求。



Emergency Preparedness and Response 應急準備與反應機制

Emergency response planning, drills and incident management to protect people, assets and the environment, aligned with ISO 14001/45001 requirements.
制定應急預案、定期進行應急演練及事故管理安排，以保障人員安全、保護資產及減低對環境的影響，有關安排與 ISO 14001 及 ISO 45001 的相關要求保持一致。

These procedures are implemented through project/site-specific risk assessments and environmental impact evaluations, with corresponding control measures, emergency arrangements and communication protocols.

The prevention and handling measures were implemented effectively during the Year and supported by evaluations and emergency preparedness measures. Identified risks were addressed through preventive controls and preparedness arrangements, and no material environmental incidents were reported during the year.

相關管理程序會根據不同項目或營運場地的實際情況加以落實，透過進行相應的風險及環境影響評估，配合相應的管控措施、應急安排和溝通機制。

本年度，本集團的環境事故預防及應對措施均有效執行，已識別的風險亦透過預防性控制措施及應急準備而獲妥善處理。年內並無發生任何重大環境事故。

Environmental Emergency Drill on Forklift Incident 叉車事故環境應急演練

Huizhou Singamas conducted emergency drill that simulated a forklift incident causing a water-based paint spill. The team implemented the environmental response procedures by setting up warning zones, containing the spill and collecting the residues. Post-drill evaluation confirmed timely response, clear responsibilities, and sufficient on-site resources, demonstrating robustness and reliability of the emergency plan in handling environmental incidents.

惠州勝獅進行環境應急演練，模擬叉車事故導致水性油漆洩漏的情況。演練期間，團隊啟動環境應急程序，設立警戒區、控制洩漏並收集殘留物。演練後評估結果顯示，本次應急反應及時、職責分工清晰、現場應變資源充足，充分展示環境應急預案在處理突發環境事故上的穩健性和可靠性。



Quality First and Safety Assurance

品質至上 安全保證



Quality Assurance 品質保證

Product Responsibility

Singamas upholds our core responsibility to protect stakeholder interests by delivering products that meet the highest standards of quality and safety. All of our factories and Green Tenaga have maintained ISO 9001:2015 Quality Management System Certification, which underpins the Group's product quality governance and assurance framework. We implement stringent quality control and inspection procedures covering incoming inspection of raw materials, in-process quality monitoring at each production stage, and final inspection of finished products. These measures ensure that all products consistently meet established quality and safety standards throughout the entire production cycle.

產品責任

勝獅集團一直秉持保障持份者利益的核心責任，致力於提供高品質和安全的產品。我們旗下的所有工廠和 Green Tenaga 均持有 ISO 9001:2015 質量管理體系認證，作為建立及運用品質治理與保證工作的管理體系基礎。我們嚴格執行質量檢驗程序，涵蓋原材料進廠檢驗、生產工序的過程監控，以及成品驗測程序，確保產品於生產周期內達到既定的質量及安全要求。



ISO 9001:2015 Quality Management System Certificate

ISO 9001:2015 質量管理體系認證證書

The Group conduct regular quality inspections on raw materials to ensure consistent product quality standards are maintained. Raw materials are also sent to third-party testing institutions for physical and chemical property tests on a need basis in line with the actual production. In the event that quality issues are identified, we engage directly with the relevant suppliers to address the concerns and require them to submit a formal corrective action plan. For further details on our supplier management practices, please refer to Sustainable Supply Chain Management Section.

本集團定期對原材料進行品質檢驗，以確保符合既定的產品質量標準。根據實際生產需要，原材料亦會送到具認可資質的第三方檢測機構進行物理及化學性質測試。如發現任何品質問題，我們會主動與相關供應商溝通跟進，並要求供應商提交正式的糾正計劃，以確保質量問題獲妥善處理。有關本集團供應商管理的詳情，請參閱可持續供應鏈管理章節。

Overview of Our Quality Control Workflow

我們的基本品質管控流程

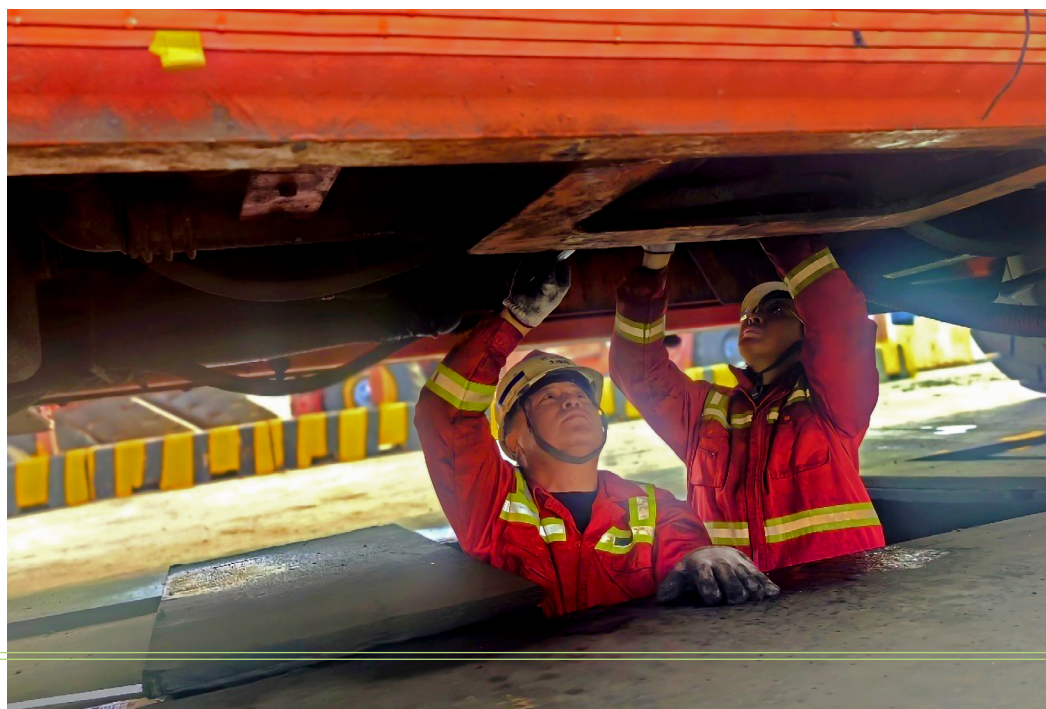


The Group is committed to equipping all employees with the requisite professional knowledge and skills, and as such, we organise regular training sessions for our Quality Inspection Department. All inspectors must complete comprehensive training and meet strict qualification criteria before being approved to perform on-site duties. On-site quality inspection technicals are assigned to every stage of the production process to oversee real-time quality management. All inspections are carried out in strict compliance with industry standards and customer specifications, with each product undergoing thorough verification prior to delivery.

本集團承諾為所有員工提供所需的專業知識及技能，因此，我們定期為品質檢驗部門安排專項培訓。所有品質檢驗人員必須完成全面培訓並符合嚴格的資質要求，方可獲批執行現場檢驗工作。每個生產階段均設有現場品質監察技術員，以進行即時品質監控。所有檢驗工作均嚴格遵守行業標準和客戶規格要求，每件產品在交付前均須經過全面檢查，以確保其品質及安全性。

The Group's Quality Inspection Department regularly visit factories to conduct random checks and communicate actionable improvement requirements where necessary. In addition, we compile periodic statistics on customer feedback, complaints, and quality inspection reports to inform our quality enhancement efforts. During the year, the Group received 9 complaints in total, all of which were resolved. No products were recalled due to quality issues. This performance underscores the Group's commitment to deliver safe and reliable products, and reflect our ongoing efforts to enhance product quality and respond proactively to customer concerns.

本集團品質檢驗部門定期到訪工廠進行抽查，並建議可行的改善措施。此外，本集團同時定期彙整客戶回饋、投訴個案及品質檢驗報告的統計數據，以提升產品質量。本年度，本集團共接獲 9 宗投訴，所有投訴均已解決，且無因品質問題而進行任何產品回收。上述表現充分展現出我們致力提供安全可靠產品，並反映本集團持續提升產品品質及回應客戶關注的承諾。



Factory Acceptance Test of Customised Energy Storage Containers 客製化能源儲存系統的工廠驗收測試

Xiamen Pacific delivered a customised 4.63 MWh energy storage system project for a customer in Taiwan. The client's representatives participated throughout the entire manufacturing supervision process, and the project passed the Factory Acceptance Test. The client expressed strong appreciation for the project's overall execution, highlighting it as a successful demonstration of the Group's quality management practices.

廈門太平向台灣客戶交付一個 4.63 兆瓦時的客製化能源儲存系統項目。客戶代表全程參與生產監督及質量管控流程，並順利通過工廠驗收測試。該項目獲得客戶對其整體執行成效的正面評價，作為本集團品質管控實務的其中一個案例。



Intellectual Property Rights Protection

Singamas views patent applications as a core pillar of intellectual property rights establishment. Guided by the Group's patent-specialised team, each factory actively drives the Group's innovation-focused growth. We deliver regular intellectual property rights training for employees to cultivate a strong culture of innovation, integrity and awareness of intellectual property protection across the workforce. Before launching any product design and development initiative, each factory undertakes a comprehensive review to ensure full compliance with copyright and intellectual property regulations, effectively mitigating the risk of potential infringements. For new projects, we file timely applications

知識產權保護

勝獅集團視專利申請為建立及鞏固知識產權的關鍵。在本集團專利管理團隊的指導下，各工廠積極推動創新發展。我們定期為員工提供知識產權培訓，培育重視創新、誠信及知識產權保護意識的企業文化。在開展任何產品設計和開發項目前，各工廠需進行全面審查，以確保工作完全符合版權和知識產權相關法規，從而有效減低潛在侵權風險。對於新項目，本集團會及時申請包括發明專利及實用新型專利在內的各類專利，為其創新成果提供法律保障。此等措施不僅有效保障

for a range of patents including invention and utility model patents to secure legal protection for our innovative outputs. This approach not only safeguards the Group's intellectual property assets but also bolsters our long-term market competitiveness.

Information Security and Personal Data Protection

Singamas is dedicated to the secure management of intellectual property, encompassing product designs and material lists. We deliver targeted training to relevant employees to raise awareness of intellectual property protection, and all related files are stored in designated, fully encrypted folders to safeguard confidentiality.

As the Group operates primarily under a business-to-business (B2B) model, the personal data collected is mainly limited to employee-related information. Beyond implementing standard cybersecurity safeguards such as extensive endpoint detection and response solutions and firewalls with intrusion prevention system, we maintain a dedicated system with an encrypted database for storing sensitive data, with access restricted exclusively to authorised staff. We also deploy mail gateway protection technology that identifies and flags outgoing emails containing sensitive information.

In the Year, the Group further enhanced its information security controls by conducting vulnerability scanning and penetration testing to assess and strengthen system resilience. Multi-factor authentication was also implemented for user virtual private network connections to reinforce access security.

These measures enhance the Group's ability to respond to evolving cybersecurity threats and ensure that data associated with the Group is safeguarded in a secure, reliable and responsible manner.

本集團的知識產權資產，並有助支撐本集團在市場中的長期競爭優勢。

資訊安全及個人資料保護

勝獅集團一向重視知識產權的安全管理，涵蓋產品設計及物料清單等重要資料。我們為相關員工提供針對性的培訓，以提升其對知識產權保護的認知及意識，並將所有相關檔案存放於指定的加密資料夾內，進行安全防護，以確保資料的機密性及完整性。

由於本集團採用企業對企業模式營運，所收集的個人資料主要為員工相關的個人資料。除採用端點偵測及回應系統、和配備具入侵防禦功能的防火牆等常規網絡安全防護措施外，我們設有專用系統及加密數據庫存放敏感資料，相關存取權限僅限獲授權人員。此外，本集團已部署郵件閘道保護技術，用以識別及提示外發電郵中可能含有敏感資訊。

年內，本集團進一步加強資訊安全管控，透過進行系統漏洞掃描和滲透測試，評估及提升系統的抗禦能力。同時，為加強存取安全，用戶的虛擬私人網絡連線已實施多重因素認證。

這些措施提升本集團應對不斷演變的網路安全威脅的能力，並確保與本集團相關的資料均以安全、可靠及負責任的方式得到妥善保障。



Sustainable Supply Chain Management 可持續供應鏈管理

Suppliers Management

Singamas adopts a multi-criteria approach to supplier selection, evaluating factors including corporate background, product and service quality, pricing, service performance and corporate social responsibility. We place emphasis on suppliers' environmental protection commitments, and prioritise those holding relevant ISO certifications and other recognised quality accreditations. We also establish supplier profiles to monitor and record suppliers' long-term performance. This structured supplier management approach helps ensure that our suppliers not only meet our requirements for high-quality product and service, but also align with our environmental and corporate social responsibility values, thereby supporting the sustainable development of our supply chain.

Regular Assessment

Singamas conducts regular assessments of qualified suppliers to identify potential environmental, social and other supply chain risks, ensuring consistent satisfactory performance.

供應商管理

在選擇供應商的時候，勝獅集團會考慮多方面的因素甄選供應商，例如公司背景、產品或服務的質量、價格、服務過程的表現和企業的社會責任。我們重視供應商對環保的承諾，並優先選擇持有相關 ISO 認證及其他品質認證的公司。我們亦建立供應商檔案，追蹤和記錄他們的長期表現。這一管理方法有助確保我們的供應商不僅滿足我們對高品質產品和服務的要求，更與我們的環境和企業社會責任價值觀保持一致，並支持供應鏈的可持續發展。

定期考核

勝獅集團定期對合資格供應商進行評估，以識別潛在的環境、社會及其他供應鏈風險，確保保持令人滿意的表現。不符合評估標準

Suppliers failing assessments receive formal warnings and are required to take corrective actions within a set timeframe. Persistent quality issues will result in the revocation of their qualification to supply the affected products. This robust oversight safeguards supply chain sustainability, enabling the Group to maintain high-quality supplier partnerships and mitigate risks from non-compliant suppliers.

Supplier Engagement and Knowledge Sharing

Singamas actively promotes sustainable development principles and experiences with suppliers through various channels, such as supplier conferences and on-site inspections. We continue to adopt advanced practices and technologies from both domestic and international sources to improve sustainability performance across our supply chain. By fostering collaboration and knowledge sharing, we strive to strengthen supply chain resilience and promote collective progress towards sustainable development.

的供應商會收到正式警告，並被要求在指定時間內採取糾正措施。若持續出現品質問題，供應受影響產品的資格將被撤銷。嚴謹的監督機制保障供應鏈的可持續性，使本集團能夠維持高品質的供應商夥伴關係，並有效規避來自不合規供應商的風險。

供應商會議和經驗分享

勝獅集團積極透過供應商大會和實地考察多種渠道向供應商推廣可持續發展原則和經驗。我們持續引入國內外先進應用和技術，以提升整個供應鏈的可持續發展表現。透過促進合作與知識分享，我們致力於強化供應鏈韌性，推動整個價值鏈共同邁向可持續發展。

Participating the Integrity and Ethics Awareness Seminar

參加誠信與道德意識研討會

Huizhou Singamas assigned key personnel to participate in the seminar, which aimed to strengthen awareness of integrity and ethical conduct. The programme included analyses of typical misconduct cases to help participants better recognise compliance risks. Representatives from various companies also shared their management practices, fostering collective learning and the continuous enhancement of governance standards. The seminar further outlined the key requirements for integrity and ethical behaviour, reinforcing the Group's commitment to maintaining clean, transparent, and responsible operations.

惠州勝獅安排關鍵人員出席是次研討會，旨在為提升員工對廉潔及道德操守的意識。活動中透過分析典型不當行為案例，協助參與者有效辨識合規風險。來自不同企業的代表亦分享各自的管理實踐，促進互相學習，並共同推動管治標準的持續提升。研討會同時闡述廉潔與道德行為的核心要求，進一步彰顯本集團致力維持廉潔透明、負責任營運的堅定承諾。

Strengthening Supplier Product Change Notification (PCN) Management and Supply Chain Resilience

強化供應商產品變更通知（PCN）管理和供應鏈韌性

To enhance standardised supplier management and reduce supply chain risks, Huizhou Singamas conducted a specialised guidance session on PCN management during the year. The meeting addressed structured business decomposition, operational procedures, critical precautions, and frequent challenges, enabling suppliers to adopt more consistent PCN practices and bolstering the Group's supply chain resilience and risk controls.

本年度，為強化供應商的標準化管理和減低供應鏈風險，惠州勝獅舉辦針對產品變更通知管理專題指導大會。會議涵蓋結構業務解析、操作流程、注意事項以及常見問題，有助供應商規範產品變更通知實踐，同時提升本集團供應鏈的韌性及風險管控能力。

Suppliers Network

During the year, the Group engaged a total of 801 suppliers from China, America, Australia, Europe, and Southeast Asia. All suppliers were assessed in accordance with the Group's established evaluation mechanism and were found to meet the our supplier practice requirements.

供應商佈局

本年度，本集團與來自中國、澳洲、歐洲和東南亞的共 801 家供應商合作。所有供應商均根據本集團既定的評估機制接受評估，並全部符合本集團的供應商實踐要求。



Cultivating Talents and Sharing Success

培育人才 共享成功



Employment Compliance

Singamas is committed to diversity and inclusion, integrating these principles into every aspect of our corporate culture. We believe a diverse, inclusive, and equitable environment enables all employee to unleash their full potential, supporting the Group's sustained long-term development.

The Group strictly complies with the local laws and regulations, ensuring that employees' remuneration, benefits and working conditions meet statutory requirements. Any form of discrimination and unfair treatment is prohibited.

Our recruitment and promotion processes are fair, transparent, and non-discriminatory, covering all aspects including age, gender, marital and family status, race, colour, nationality, religious beliefs, political affiliation, or sexual orientation. We have established a series of related policies to safeguard equal employment opportunities, and evaluate candidates on a "fit for purpose" basis by their performance, experience, skills and potential. We embrace a diverse and inclusive workplace that empower employees to achieve their career aspirations and values each individual's unique contributions.

Our employment contracts clearly set out terms for social insurance or Mandatory Provident Fund (MPF), covering contribution bases and payment ratios. They also outline flexible working hour arrangements and working-hour calculation rules, to protect employees' rights and interests. The Group has also established policies defining standards for remuneration and benefits, recruitment and termination, promotion, occupational safety and health, child and forced labour prevention, and anti-discrimination.

僱傭合規

勝獅集團致力於多元化與包容性，將該等原則融入企業文化的各個方面。我們相信，多元化、包容及公平的環境有助於激發持份者的潛力，並支持本集團的長遠發展。

本集團嚴格遵守當地法律法規，確保員工薪酬、福利及工作條件符合法定要求。任何形式的歧視及不公平待遇均被禁止。

我們的招聘及晉升流程公平、透明且無歧視，涵蓋年齡、性別、婚姻及家庭狀況、種族、膚色、國籍、宗教信仰、政治立場或黨派歸屬、性取向等所有方面。我們已制定一系列相關政策以保障平等就業機會，並根據表現、經驗、技能及潛力按「適才適用」評估候選人。我們鼓勵多元化及包容性工作場所，使員工得以實現職業抱負，並重視每個人的獨特貢獻。

我們的勞動合同明確列明社會保險及強制性公積金（MPF）條款，涵蓋繳納基數和繳納比例。合同亦概述彈性工作時間安排及工時計算規則，以保障員工權益及利益。本集團亦已制定政策，界定薪酬福利、招聘及終止聘用、晉升、職業安全健康、童工及強制勞工預防，以及反歧視措施的標準。

We maintain a zero-tolerance policy toward child labour and forced labour. All employees' identities are verified upon hiring, and any suspected violations are promptly investigated and resolved under Group policies. Our Human Resources Department oversees the implementation, refinement and regular review of relevant policies.

These labour standards apply equally to all our business partners, including suppliers, contractors, subcontractors and service providers.

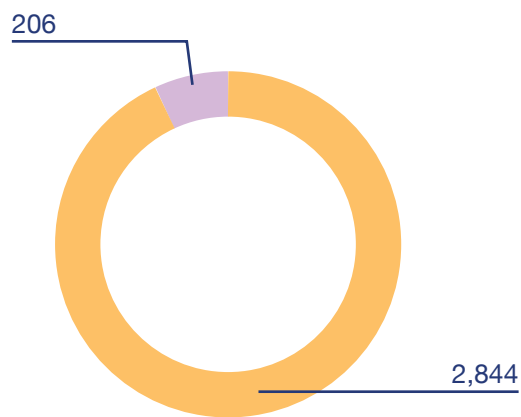
我們對童工及強制勞工採取零容忍政策。所有員工於聘用時均會進行身份核實，任何疑似違規行為均根據本集團政策及時調查及處理。我們的人力資源部負責監督相關政策的實施、完善及定期檢討。

該等勞工標準同等適用於所有業務夥伴，包括供應商、承包商、分包商及服務供應商。



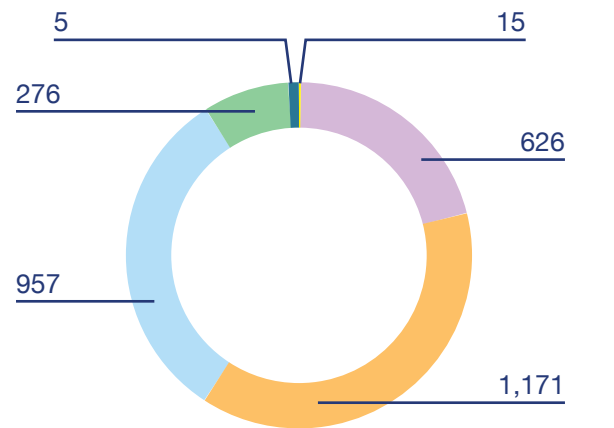
Our Team 我們的團隊

By Gender 按性別劃分



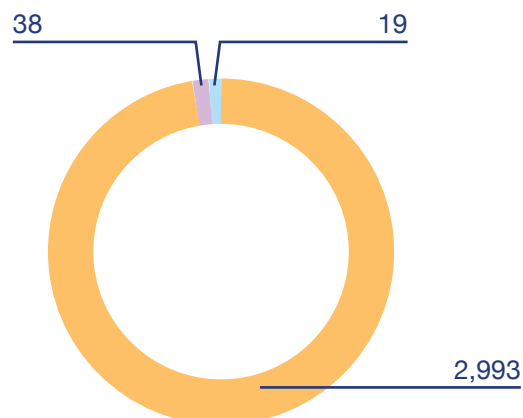
● Male 男 ● Female 女

By Age Group 按年齡組別劃分



● 16-20 ● 21-30 ● 31-40 ● 41-50 ● 51-60 ● ≥60

By Geographical Region 按地區劃分



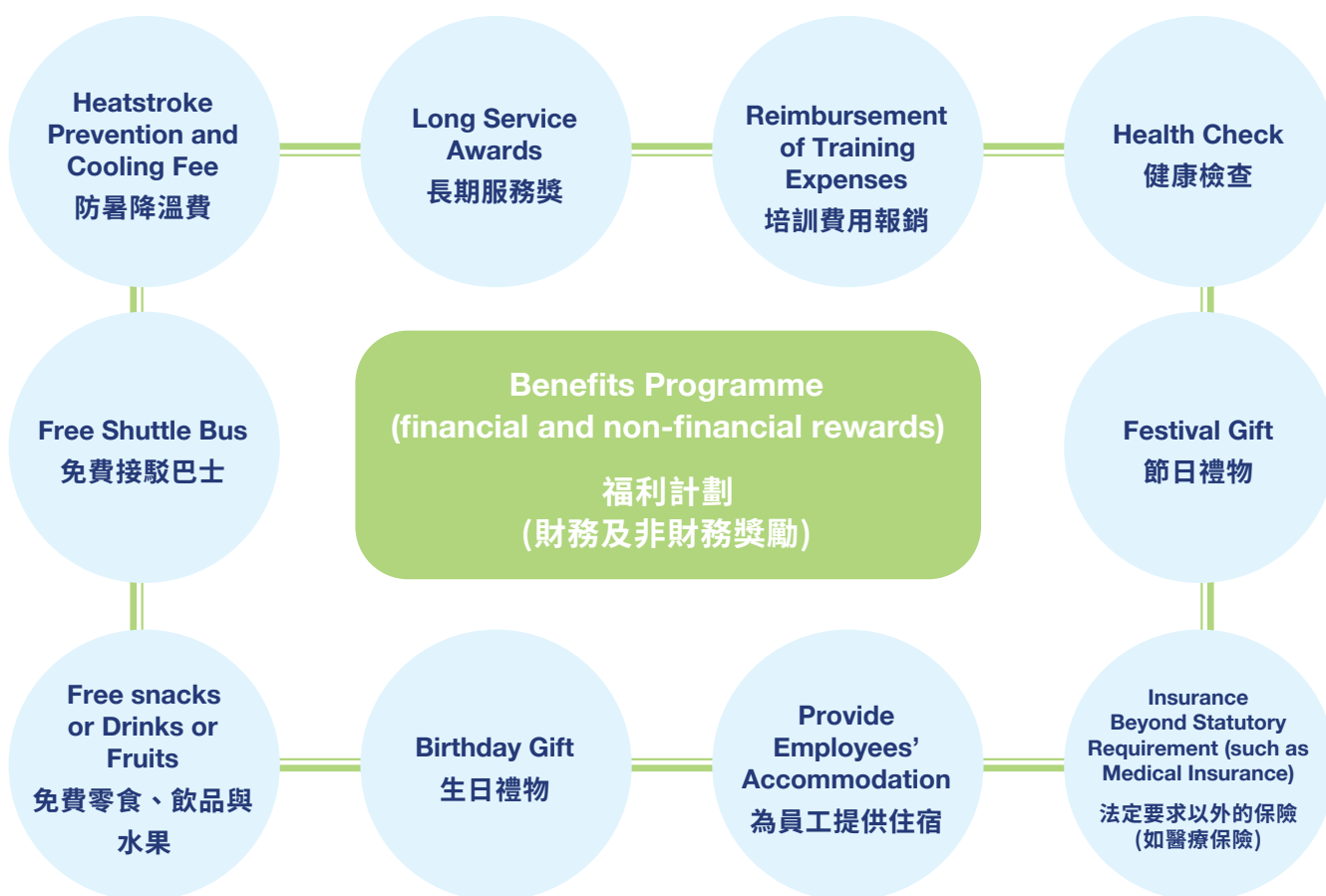
● Chinese Mainland 中國大陸
 ● Hong Kong SAR 香港特別行政區
 ● Singapore 新加坡

Remuneration and Benefits

Singamas acknowledges that a well-structured remuneration and benefits package represents a vital investment in our workforce. Our benefits programme encompasses both financial and non-financial rewards offered in recognition of employee's contributions.

薪酬與福利

勝獅集團深知，結構完善的薪酬及福利方案是對我們員工的重要投資。我們的福利計劃涵蓋財務及非財務獎勵，以表彰員工的貢獻。



The Group understands the value of cultivating strong interpersonal connections within our teams. Accordingly, we hold regular events to encourage employee interaction and build stronger workplace bonds. We also support work-life balance initiatives, enabling that our employees to succeed both personally and professionally.

本集團理解在團隊內培養牢固人際關係的價值。因此，我們定期舉辦活動以鼓勵員工互動並建立更緊密的工作場所聯繫。我們亦支持工作與生活平衡倡議，確保員工在個人及職業層面均能取得成功。

Team Building Event in Hong Kong Head Office 香港總辦事處團隊建設活動

The Company organised a full day team building event at Ocean Park for all Hong Kong employees, with participation from senior management. Through a series of group activities, employees strengthened teamwork, enhanced problem solving skills and built closer relationships. The event also incorporated ESG elements, including activity to promote resource awareness, and a lunch featuring sustainably sourced fish, further reinforcing environmentally responsible practices alongside the team building objectives.

集團於海洋公園為所有香港員工組織全天團隊建設活動，並有高級管理層參與。通過一系列小組活動，員工加強了團隊合作，提升了問題解決能力，並建立了更緊密的關係。活動亦融入 ESG 元素，包括促進資源意識的活動，以及採用可持續來源魚類的午餐，在實現團隊建設目標的同時進一步強化環境責任實踐。



Employee Activities at Green Tenaga Green Tenaga 員工活動

During the year, Green Tenaga has organised multiple employee activities to enhance team cohesion and employee sense of belonging. These activities included meal gatherings for Chinese New Year and Christmas, as well as employee recognition meals following event completions.

本年度，Green Tenaga 組織多項員工活動，以增強團隊凝聚力和提升員工歸屬感。這些活動包括春節聚餐、聖誕節聚餐等傳統節日聚會，同時也舉辦項目完成後的員工表彰聚餐。



Summer Care Initiative at Xiamen Pacific 廈門太平「夏日關懷」活動

During the year, Xiamen Pacific, in collaboration with the Xiamen Municipal Trade Union, conducted a "Summer Care" initiative to support employees working in high temperatures. As part of this annual programme, the company distributed fresh fruit to all employees in recognition of their hard work during the hot season. This initiative deepens the sense of care and belonging among our workforce, contributing to a more motivated and sustainable working environment.

本年度，廈門太平與廈門市總工會合作，開展「夏日關懷」活動，以支持在高溫環境下工作的員工。作為該年度活動的一部分，公司向全體員工派發新鮮水果，以表彰他們在炎熱季節的辛勤工作。此活動加深我們員工的關懷感及歸屬感，有助於營造更具動力及可持續的工作環境。



Retirement Farewell for Long-Serving Employee at Huizhou Singamas

惠州勝獅資深員工榮休歡送

During the year, Huizhou Singamas hosted a heartfelt retirement farewell event to honour Dr. Jiang, our in-house physician, for her seven years of dedicated service. The event reflected our commitment to a respectful and people-oriented workplace and recognised her exceptional dedication - particularly during the pandemic, when she extended her duties to safeguard colleagues' health and well-being.

本年度，惠州勝獅舉辦真摯的榮休歡送活動，向我們的內部醫生姜博士致以崇高敬意，表彰其七年來的盡職服務。該活動體現我們對尊重及以人為本工作場所的承諾，並表彰其卓越奉獻——尤其在疫情期間，她延長工作職責以保障同事的健康與福祉。

The International Women's Day Activities held in Huizhou Singamas

惠州勝獅國際婦女節活動

In the Year, Huizhou Singamas organised a range of activities to support female employees' welfare, demonstrating the Group's commitment to enhancing female welfare. It fostered stronger connection and engagement, and inspire greater enthusiasm at work and in daily life.

惠州勝獅組織一系列活動以支持女性員工福祉，體現集團對提升女性福祉的承諾。活動促進更緊密的聯繫及參與度，並激發員工在工作及日常生活中的更大熱情。



Nature Therapy & Mental Wellness Workshop

自然療法及心理健康工作坊

Shanghai Baoshan organised a nature therapy and stress relief workshop where employees created miniature potted plants by hand. The workshop helped alleviate work stress and encouraged creativity, while the finished plants continue to bring a calming atmosphere and positive energy to the workplace.

上海寶山舉辦自然療法及減壓工作坊，員工親手製作微型盆栽植物。該工作坊有助於緩解工作壓力並鼓勵創造力，而完成的盆栽植物持續為工作場所帶來寧靜氛圍及正能量。

Cultivate Talents

Singamas believe a skilled and professional workforce is fundamental to thriving in a competitive market. Accordingly, Singamas actively fosters a learning culture, drives organisational transformation, and leverages new technologies, equipment, and management concepts to enhance performance and adaptability.

培育人才

勝獅集團深信，具備技能及專業的員工是在競爭激烈的市場中蓬勃發展的基礎。因此，勝獅集團積極培育學習文化，推動組織轉型，並運用新技術、設備及管理理念以提升績效及組織的適應能力。

Talent Cultivation Policies and Initiatives of Singamas 勝獅集團人才培養政策及計劃

Foster a Culture of Learning 培育學習文化

We encourage continuous learning to facilitate organisational transformation and embrace innovative technologies and management techniques.
我們鼓勵持續學習，以促進組織轉型並擁抱創新技術及管理理念。

Training Assessment 培訓評估

The Human Resources Department systematically identifies skill gaps and develops annual training plans, including induction programs for new employees.
人力資源部有系統性地識別技能差距並制定年度培訓計劃，包括為新員工提供的入職培訓安排。

Professional Skills Training 專業技能培訓

Through the Mentor Program, the job-specific training is provided on the subject of safety, integrity, and environmental protection.
透過導師計劃，提供以崗位為本、涵蓋安全、誠信及環境保護範疇的培訓。

External Professional Qualification Training 外部專業資格培訓

We encourage employees to participate in professional qualification training and offer financial assistance scheme to help employees obtain recognised certification.
我們鼓勵員工參與專業資格培訓，並提供相關財務資助計劃以協助員工獲取認可的專業認證。

Self-directed Learning and After-work Study 自主學習及進修

Employees are encouraged to pursue continuous education and self-study in their leisure time.
我們鼓勵員工在工餘時間進行持續教育及自學。



During the year, the Group has organised a range of training programs across various areas, equipping employees with essential skills and knowledge to excel in their roles.

本年度，集團舉辦多元化的培訓項目，涵蓋多個領域，為員工提升勝任其崗位所需的關鍵技能與知識。



Leadership Development: Project Management Training at Shanghai Jiao Tong University 領導力發展：上海交通大學項目管理培訓

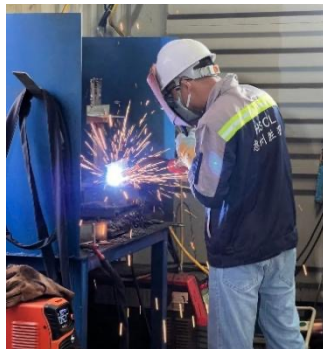
The Group partnered with Shanghai Jiao Tong University to deliver an advanced project management training program for our elite management across the organisation. The simulation-based, workshop aimed to boost systematic management capabilities, equipping the Group's leadership with advanced skills to drive project excellence and underpin long-term value creation.

集團與上海交通大學合作，為集團內的精英管理層提供項目管理培訓課程。該課程採用模擬實戰工作坊形式，旨在提升系統化管理能力，協助集團領導層掌握先進技能，以推動項目卓越表現並支持長期價值創造。

Training Program at Huizhou Singamas 惠州勝獅培訓項目

Huizhou Singamas launched targeted welding skills training for employees, aligned with the Group's talent cultivation strategy, quality, and safety requirements. Integrating practical operations and basic norms, the training boosted employees' professional proficiency in core welding work, supported the company's skills development initiatives, and laid a foundation for consistent product quality.

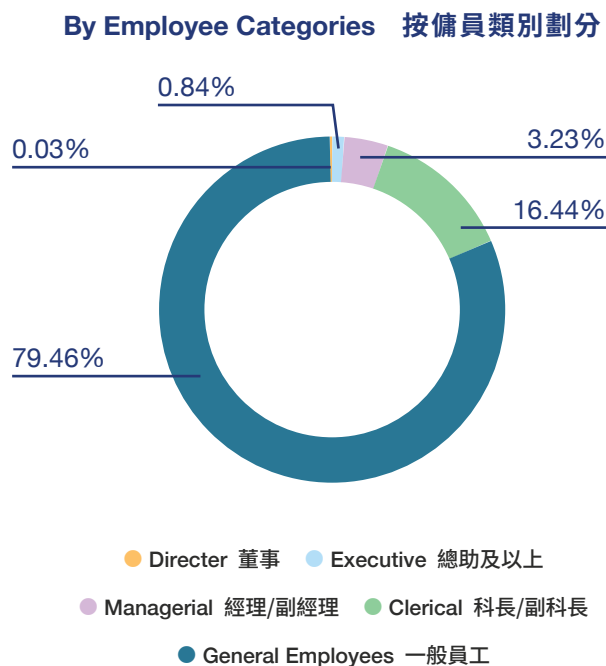
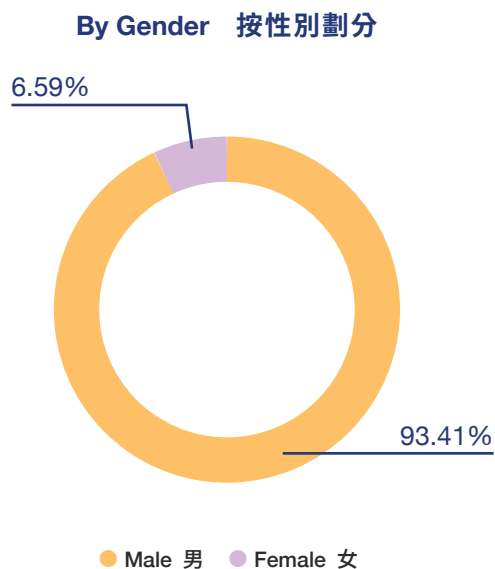
惠州勝獅為員工推出了針對性的焊接技能培訓，與集團的人才培養策略、品質及安全要求一致。該培訓結合實務操作及基本規範，旨在提升了員工在核心焊接工作中的專業熟練度，支持公司的技能發展方向，並為確保產品品質的一致性奠定基礎。



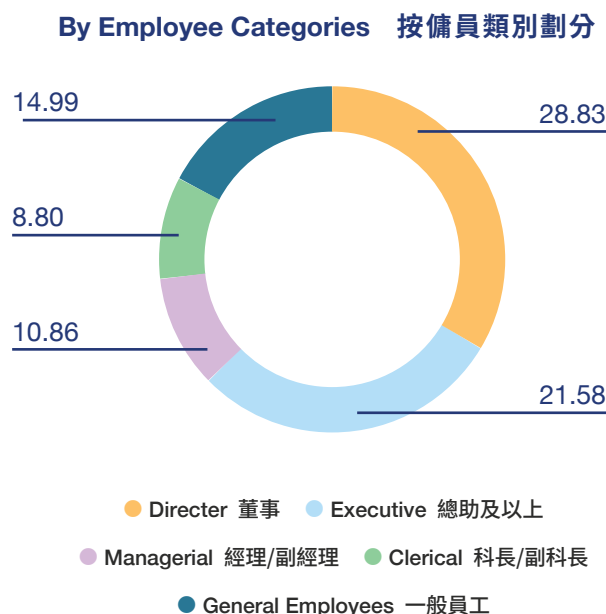
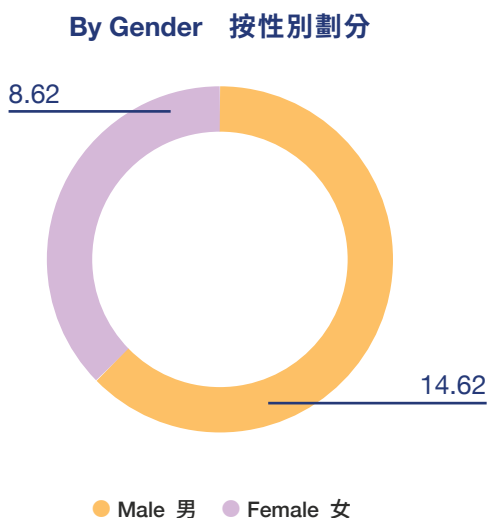
The Group continues to provide a series of trainings for our employees. During the year, the Group's employee training participation rates and average training hours, broken down by gender and employee category, have been compiled according to the following categories:

集團持續為員工提供一系列的培訓。本年度，集團僱員按性別及僱員類別劃分的培訓參與率及平均受訓時數已按以下類別進行統計：

The Percentage of Total Employees Trained by Gender and Employee Category 按性別和僱員類別劃分的受訓總員工百分比



Average Training Hours Completed per Employee by Gender and Employee Category 按性別和僱員類別劃分每名僱員的平均受訓時數



Occupational Health and Safety Management

Singamas is committed to operating with integrity and upholding stringent occupational health, safety, and environmental standards in line with local and international regulations. We maintain a robust regulatory monitoring mechanism to enhance the timeliness and accuracy of reporting the latest safety and environmental information to the Group.

The Group's Health, Safety and Environment ("HSE") Department oversees our overall operational safety management, reviews the operations and risk profiles of each factory, and provides strategic guidance to support and promote the continuous improvement of site-level HSE performance. Where necessary, the HSE Department engages qualified third-party professionals to conduct on-site assessments and recommend improvement actions.

Routine safety monitoring is carried out by the Production Department, with a focus on real-time safety management within operational processes. Daily pre-shift safety briefings are conducted to remind employees of potential hazards, while production supervisors closely oversee work processes and promptly rectify any unsafe conditions or deviations from standard operating procedures. On-site HSE teams conduct regular inspections, supervising operations from a compliance and risk-control perspective, with particular attention to high-risk activities such as container-hoisting operations.

In addition to routine safety management, cross-departmental inspections are carried out to assess equipment and facilities related to hazardous chemicals, special equipment, electrical systems, fire safety and occupational health. For any hazards identified during inspections, we maintain a register that specifies responsible parties, corrective actions and rectification timelines, with designated personnel assigned to track and monitor progress.

職業安全健康管理

勝獅集團致力於誠信經營，並恪守嚴格的職業健康、安全及環境標準，符合當地及國際法規要求。我們維持健全的法規監測機制，以提升向集團匯報最新安全及環境信息的及時性與準確性。

集團的健康、安全與環境（「HSE」）部門監督整體營運安全管理，審查各工廠的營運情況及風險概況，並提供戰略指導，以支持及促進工廠 HSE 表現的持續改善。需要時，HSE 部門會聘請具資質的第三方專業人員進行現場評估，並提出改進措施。

日常安全監控由生產部門負責，著重工作流程中的即時安全管理。每日進行班前安全簡報提醒員工注意潛在危險，而生產部主管則密切監督工作流程，並及時糾正任何不安全狀況或偏離標準程序的情況。現場 HSE 團隊則負責巡視檢查，從合規及風險控制角度進行監督，特別關注高風險工作，例如集裝箱吊裝工作。

除日常安全管理外，我們亦跨部門檢查以評估與危險化學品、特種設備、電氣系統、消防安全及職業健康相關的設備及設施。對於檢查中識別的任何隱患，我們備存一份隱患登記冊，列明負責人員、糾正措施及整改時限，並指派專人跟蹤及監控進度。





Singamas fosters a culture in which health and safety are shared responsibilities across the organisation. We actively encourage workers to participate in safety management and related activities. To strengthen safety awareness and competencies, our factories regularly organise HSE knowledge competitions and safety training, covering a wide range of essential safety topics, e.g. fire prevention and firefighting, emergency response procedures, and hazardous chemicals management.

In addition, we have established diverse and accessible channels for workers to submit safety improvement suggestions and recognise employees who put forward valuable safety improvement proposals through an incentive programme.

勝獅集團致力於營造一種健康與安全為全體共同責任的企業文化。我們積極鼓勵員工參與安全管理及相關活動。為加強安全意識和能力，我們的工廠定期組織 HSE 知識競賽和安全培訓，涵蓋各種重要的安全主題，例如防火及滅火、緊急應變程序，以及危險化學品的管理等。

此外，我們建立多元且便利的渠道供員工提交安全改進建議，並透過激勵計劃嘉許對安全改善提出有價值改進建議的員工。



We prioritise the health and safety of our workforce as a core element of our social responsibility commitment. The following measures have been further implemented:

我們將員工的健康與安全視為社會責任承諾的核心要素，並已進一步實施以下措施：

Working Hour Management 工時管理	All workers receive adequate rest through clearly defined rest breaks and the strict enforcement of maximum overtime limits; 通過明確規定的休息時段和嚴格執行加班時數上限來保障所有員工均享有充足的休息時間;
Permits for Special Operations or Equipment 特種作業或設備許可證	We maintain an up-to-date registry of personnel required to hold permits for specialised operations or equipment use. Our internal compliance monitoring system ensures that all necessary permits are obtained and renewed promptly, and that worker's competencies are appropriately aligned with their roles and responsibilities; 我們維護需持有特種作業或設備使用許可證人員的最新登記冊，並透過內部合規監控系統確保相關許可證及時取得及續期，同時確保員工能力與其崗位職責相符;
Proper Job Assignment 合理的工作分配	Workers are assigned to specific work processes only after receiving clear instructions on the associated safety hazards and the mandatory protective measures. 員工在接收相關作業安全風險和強制防護措施後，會被指派至特定工作;
Paint Storage and Fire/Explosion Prevention 油漆儲存與防火/防爆	We implement comprehensive protection measures for paint storage, including optimized hazardous-material management, explosion-proof equipment, isolated storage methods, and 24-hour intelligent monitoring system, which helps reduce the risks of fire and explosion. 我們對油漆儲存實施全面的保護措施，包括優化危險物質管理、配置防爆設備、採用隔離儲存方法和設立 24 小時智能監控系統，有助於降低火災和爆炸風險;

Electrical Safety 電氣安全

We maintain a robust electrical safety management system through regular inspections, scheduled equipment maintenance, and enhanced employee training on safe electricity use to strengthen self-protection and risk-awareness capabilities.

我們通過定期檢查、計劃性設備保養和強化員工安全用電培訓，維持穩健的電氣安全管理體系，以提升員工自我保護能力及風險意識；

Occupational Disease Protection 職業病防護

We conduct regular workplace environment testing, distribute appropriate personal protective equipment, establish relevant operating procedures, and carry out periodic occupational-disease medical examinations;

我們定期進行工作場所環境檢測，提供適當的個人防護裝備，制定相關作業規程，並安排定期職業病健康檢查；

Food Safety 食品安全

We assign dedicated personnel to oversee safety management across all stages from food procurement to meal preparation and regularly provide food safety training for canteen staff.

我們指派專人監督從食品採購至餐食製備各環節的安全管理，並定期為食堂員工提供食品安全培訓。



Fire Drill 消防演習

Given the fire risks associated with flammable production materials such as paints, our factories conduct regular fire-drill exercises to strengthen emergency response capabilities and ensure the safe evacuation of on-site personnel. Green Tenaga also organises fire drills in accordance with building management's unified emergency protocols to ensure full compliance with site-specific safety requirements.

鑑於油漆等易燃生產材料帶來的火災風險，我們的工廠定期進行消防演習，以加強應急處置能力並確保現場人員安全疏散。Green Tenaga 亦按照物業管理的統一應急協議組織消防演習，確保完全符合現場特定的安全要求。



Each factory submits daily HSE reports to the Group, covering accident details, occupational injuries, and corresponding follow-up actions. Upon the occurrence of an incident, the factory assesses its severity and impact, formulates corrective solutions and handles the matter appropriately. After the incident has been fully addressed, we conduct a comprehensive investigation in line with the principles of responsibility, transparency, and continuous improvement, and prepare a written investigation report.

各工廠每日向集團提交 HSE 報告，內容涵蓋事故詳情、工傷情況及相應的後續處理措施。一旦發現事故，工廠會評估其嚴重程度和影響，制定解決方案並妥善處理相關事項。於事件處理完成後，我們將依循責任、透明及持續改進的原則進行全面調查，並編制書面調查報告。

The Group's HSE Department consolidates the submitted information and prepares monthly and annual HSE reports that summarise performance, highlight key observations, and set the safety objectives and work plans for the year ahead.

集團 HSE 部門整合各單位提交的信息，編制月度及年度 HSE 報告，總結績效表現、重點觀察結果，並制定來年的安全目標和工作計劃。



In response to the increasing frequency of typhoons and heavy rainstorms, we have developed preventive operating procedures and emergency response plans and established a dedicated taskforce to coordinate disaster-preparedness efforts. Relevant personnel conduct pre-event inspections of critical facilities, including rooftops, drainage systems, electrical installations, and production equipment, to identify and mitigate potential risks in advance.

We also prepare essential emergency materials, including sandbags, waterproof coverings and emergency lighting, and ensure that materials in disaster-prone areas are properly secured. Emergency evacuation plans are formulated, and staff rosters or remote-work arrangements are adjusted as needed to safeguard employee safety.

We maintain clear internal communication channels, designate personnel to relay updates, monitor disaster conditions in real time and adjust production plans to minimise impact on operation.

針對颱風及暴雨發生頻率上升的情況，我們已制定預防性操作程序及應急響應計劃，並成立專責工作小組，負責統籌各項防災準備工作。相關人員會於災前對關鍵設施包括屋頂、排水系統、電氣裝置及生產設備進行檢查，以提前識別及減緩潛在風險。

我們亦儲備必要的應急物資，包括沙袋、防水覆蓋物和應急照明設備，並確保位於高風險區域的物料得到妥善固定。同時制定緊急疏散計劃，並按需要調整員工排班安排或實施遠程工作措施，以保障員工安全。

我們維持清晰的內部溝通渠道，指定專責人員傳達最新資訊，實時監測災害狀況，並適時調整生產計劃，以盡量減低對營運的影響。



Through the implementation of comprehensive safety management mechanisms, continuous monitoring, safety-culture development, and robust emergency preparedness measures, Singamas is committed to fostering a resilient, safe, and fully compliant working environment. We remain dedicated to ongoing improvement and the proactive enhancement of our occupational health, safety, and environmental performance across all operations.

透過實施完善的安全管理機制、持續監察、安全文化建設及健全的應急準備措施，勝獅集團致力於營造一個具韌性、安全且全面合規的工作環境。我們將持續推動改進，並主動提升集團旗下所有業務的職業健康、安全及環境管理表現。

Fostering Community and Promoting Harmony

助力社會 共建和諧

Singamas strives for more than corporate growth, we embed social responsibility into our core values to give back to the society. We recognise that long-term corporate success is inseparable from the well-being and prosperity of the communities we serve. In line with this commitment, we actively participate in a variety of community programmes to promote social harmony, enhance community ties, and strengthen the bonds between the Group and local stakeholders.

勝獅集團追求的不僅僅是企業發展，更將社會責任融入核心價值觀，積極回饋社會。我們深知，企業的長遠成功與其服務社區的福祉和繁榮密不可分。因此，集團積極參與多項社區活動，藉此促進社會和諧、加強集團與持份者之間的連結。

Charitable Donation

The Hong Kong Head Office made a charitable donation totalling HKD 160,000 to the Yan Chai Emergency Assistance Relief Fund Support for Tai Po Wang Fuk Court Fire. This contribution was provided to support the affected residents, assist with emergency relief arrangements, and help those impacted by the fire with their immediate needs during this difficult time. Besides, a total of HKD 22,240 was raised for the Community Chest Dress Casual Day 2025, which all donations were allocated to support services provided by more than 160 member social welfare agencies. Furthermore, the Hong Kong Head Office donated HKD 3,920 in support of the Obis Charity Mooncake Sales. Through these various charitable initiatives, the Group continues to demonstrate care and support for social welfare while upholding our core values as a socially responsible enterprise.

慈善捐助

香港總辦事處向仁濟醫院緊急援助基金捐出港幣 160,000 元，以支援大埔宏福苑火災事故的救援工作。捐款用以協助受影響災民處理緊急需要，並支援緊急救援安排。此外，本年度亦為「公益金便服日 2025」籌得港幣 22,240 元，所有善款均撥捐予逾 160 間社福機構，以支持其社會服務工作。香港總辦事處同時亦捐出港幣 3,920 元支持奧比斯慈善月餅義賣活動。集團持續展現對社福事業的關懷與支持，並體現作為具社會責任企業的核心價值。



Huizhou Singamas regularly supports local charity projects. In the Year, it has continued to support the local community. A donation of RMB 20,000 was made to the Huiyang District Charity Federation to fund scholarships in Yonghu Town, and an additional RMB 1,000 to support the rural greening initiative in Yonghu Town. Beyond financial contribution, the Huizhou Singamas labour union organised volunteer visits to local nursing homes, providing essential daily supplies and warm companionship to the seniors. These initiatives strengthened the community bonds.

Besides, Shanghai Baoshan organised a voluntary blood donation activity in the year, with employees donating blood to spread warmth, act with kindness to safeguard lives and contribute to building a healthy and caring community.

惠州勝獅定期支持本地公益項目。本年度，公司繼續支持當地社區發展，向惠陽區慈善總會捐贈人民幣 20,000 元，用於資助永湖鎮獎學金項目，並額外捐助人民幣 1,000 元，以支持永湖鎮的鄉村綠化計劃。除金錢捐助外，惠州勝獅工會亦組織義工探訪當地敬老院，為院舍長者送上生活日用品及關懷陪伴，進一步加強集團與社區聯繫。

此外，上海寶山於本年度舉辦無償捐血活動，員工透過捐血傳遞溫暖，以愛心守護生命，為打造健康、有愛與關懷的社區貢獻力量。



Promoting Green Environment 推動綠色環境

Plant-A-Tree Programme 植樹計劃

On World Environment Day 2025, Green Tenaga participated in NParks' Plant-A-Tree programme in Singapore, with employee planting native saplings at Pasir Ris Park to support biodiversity and enhance climate resilience. The event allows employees contribute to a greener and more liveable urban environment for future generations, while boosting team cohesion and reflecting the company's commitment to environmental sustainability and community investment. Green Tenaga will continue partnering with stakeholders to advance ecological health and strengthen urban biodiversity.

於 2025 年世界環境日，Green Tenaga 參與新加坡國家公園局（NParks）舉辦的「Plant-A-Tree」植樹計劃，員工在公園親手種植本地樹苗，以支持生物多樣性及提升氣候韌性。員工能夠以實際行動，為下一代締造更綠色、更宜居的城市環境，同時提升團隊凝聚力，體現公司對環境可持續性及社區投資的承諾。Green Tenaga 將繼續與不同持份者合作，共同推動生態健康及城市生物多樣性。



The Group regards corporate social responsibility as a collective commitment and encourages employees to participate in volunteer and public welfare activities. We foster a caring culture, strengthen teamwork and build community connections. The Group remains dedicated to community well-being, collaborating with sustainable-minded partners and stakeholders to co-create a better living environment for future generations.

集團視企業社會責任為共同承擔的使命，鼓勵員工積極參與義務工作及公益活動。我們致力營造關懷共融的工作環境，提升團隊凝聚力，同時促進集團與社區的連結。我們亦致力於提升社區福祉，繼續與秉持可持續發展理念的合作夥伴及持份者攜手協作，共同為下一代締造更美好的生活環境。

Outlook to future

展望未來

In recent years, the container industry has stepped into a new era of opportunities, driven by surging global demand for renewable energy containers. Looking ahead, Singamas will prioritise the development of specialised containers and expand our product portfolio with a key focus on the renewable energy sector, a segment with substantial growth potential. At the same time, we are strengthening our research, development and manufacturing capabilities, upholding sustainability principles while delivering customised solutions for our customers. To mitigate the impacts of fluctuations in material and labour costs, we plan to invest in automation initiatives, including phased upgrades to our existing facilities. These upgrades will not only minimise the cost volatility but also optimise resource utilisation and elevate overall productivity.

近年來，受全球可再生能源集裝箱需求激增所驅動，集裝箱行業已邁入充滿機遇的新紀元。展望未來，勝獅將優先推動特種集裝箱的研發與生產，並着力擴充我們的產品組合，重點聚焦於具龐大增長潛力的可再生能源領域。同時，我們積極提升研發及製造能力，在秉持可持續發展原則的同時，為客戶提供定製化解決方案。為減緩材料及人工成本波動的影響，我們計劃加大自動化投資，並分階段對現有設施進行升級。相關升級預計可降低成本波動、提升資源使用效益，並進一步提高整體生產效率。



Appendix

附錄

Appendix 1: HKEX Environmental, Social and Governance Reporting Code Index 附錄 1：聯交所《環境、社會及管治報告守則》索引

	Environment 環境	Corresponding Chapters 對應章節
ASPECT A1 層面 A1	Emissions 排放物	Environmental Impact Management 環境影響管理
Indicator A1.1 指標 A1.1	The type of emissions and respective emissions data. 排放物種類及相關排放數據	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
Indicator A1.2 指標 A1.2	(Deleted on January 1, 2025) (已於2025年1月1日刪除)	
Indicator A1.3 指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量 (以噸計算) 及 (如適用) 密度 (如以每產量單位、每項設施計算)。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
Indicator A1.4 指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量 (以噸計算) 及 (如適用) 密度 (如以每產量單位、每項設施計算)。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
Indicator A1.5 指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Metrics and Targets; Environmental Impact Management 附錄 2: 可持續發展數據
Indicator A1.6 指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Environmental Protection Performance Highlight; Environmental Impact Management 環境保護績效亮點; 環境影響管理

Environment 環境		Corresponding Chapters 對應章節
ASPECT A2 層面 A2	Use of Resources 資源使用	Environmental Impact Management 環境影響管理
Indicator A2.1 指標 A2.1	<p>Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).</p> <p>按類型劃分的直接及/或間接能源 (如電、氣或油) 總耗量 (以千個千瓦時計算) 及密度 (如以每產量單位、每項設施計算)。</p>	<p>Appendix 2: Sustainability Data at a Glance</p> <p>附錄 2: 可持續發展數據</p>
Indicator A2.2 指標 A2.2	<p>Water consumption in total and intensity (e.g. per unit of production volume, per facility).</p> <p>總耗水量及密度 (如以每產量單位、每項設施計算)。</p>	<p>Appendix 2: Sustainability Data at a Glance</p> <p>附錄 2: 可持續發展數據</p>
Indicator A2.3 指標 A2.3	<p>Description of energy use efficiency target(s) set and steps taken to achieve them.</p> <p>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。</p>	<p>Metrics and Targets; Environmental Impact Management</p> <p>指標及目標; 環境影響管理</p>
Indicator A2.4 指標 A2.4	<p>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</p> <p>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。</p>	<p>Metrics and Targets; Environmental Impact Management</p> <p>指標及目標; 環境影響管理</p>
Indicator A2.5 指標 A2.5	<p>Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.</p> <p>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。</p>	<p>Appendix 2: Sustainability Data at a Glance</p> <p>附錄 2: 可持續發展數據</p>

	Environment 環境	Corresponding Chapters 對應章節
ASPECT A3 層面 A3	Environment and Natural Resources 環境及天然資源	Green Operations 綠色營運
Indicator A3.1 指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Green Operations 綠色營運
ASPECT A4 層面 A4	Climate Change 氣候變化	Please refer to the “Climate Disclosures” appendix below 請參閱下方的「氣候相關資訊披露」附錄
Indicator A4.1 指標 A4.1	(Deleted on January 1, 2025) (已於2025年1月1日刪除)	

	Social 社會	Corresponding Chapters 對應章節
ASPECT B1 層面 B1	Employment 僱傭	Our Team; Employment Compliance 我們的團隊;僱傭合規
Indicator B1.1 指標 B1.1	Total workforce by gender, employment type (e.g. fulltime or part-time), age group and geographical region 按性別、僱傭類型 (如全職或兼職)、年齡組別及地區劃分的僱員總數。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
Indicator B1.2 指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據

Social 社會		Corresponding Chapters 對應章節
ASPECT B2 指標 B2	Health and Safety 健康與安全	Occupational Health and Safety Management 職業安全健康管理
Indicator B2.1 指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年 (包括匯報年度) 每年因工亡故的人數及比率。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
Indicator B2.2 指標 B2.2	Lost days due to work injury 因工傷損失工作日數。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
Indicator B2.3 指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Occupational Health and Safety Management 職業安全健康管理
ASPECT B3 層面 B3	Development and Training 發展及培訓	Cultivate Talents 培育人才
Indicator B3.1 指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別 (如高級管理層、中級管理層) 劃分的受訓僱員百分比。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。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
Indicator B3.2 指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據

	Social 社會	Corresponding Chapters 對應章節
ASPECT B4 層面 B4	Labour Standards 勞工準則	Employment Compliance 僱傭合規
Indicator B4.1 指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Employment Compliance 僱傭合規
Indicator B4.2 指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟	Employment Compliance 僱傭合規
ASPECT B5 層面 B5	Supply Chain Management 供應鏈管理	Sustainable Supply Chain Management 可持續供應鏈管理
Indicator B5.1 指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
Indicator B5.2 指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Sustainable Supply Chain Management 可持續供應鏈管理
Indicator B5.3 指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Sustainable Supply Chain Management 可持續供應鏈管理

	Social 社會	Corresponding Chapters 對應章節
Indicator B5.4 指標 B5.4	<p>Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.</p> <p>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。</p>	<p>Sustainable Supply Chain Management</p> <p>可持續供應鏈管理</p>
ASPECT B6 層面 B6	Product Responsibility 產品責任	Quality Assurance 品質保證
Indicator B6.1 指標 B6.1	<p>Percentage of total products sold or shipped subject to recalls for safety and health reasons.</p> <p>已售或已運送產品總數中因安全與健康理由而須回收的百分比。</p>	<p>Appendix 2: Sustainability Data at a Glance</p> <p>附錄 2: 可持續發展數據</p>
Indicator B6.2 指標 B6.2	<p>Number of products and service related complaints received and how they are dealt with.</p> <p>接獲關於產品及服務的投訴數目以及應對方法。</p>	<p>Appendix 2: Sustainability Data at a Glance</p> <p>附錄 2: 可持續發展數據</p>
Indicator B6.3 指標 B6.3	<p>Description of practices relating to observing and protecting intellectual property rights.</p> <p>描述與維護及保障知識產權有關的慣例。</p>	<p>Quality Assurance</p> <p>品質保證</p>
Indicator B6.4 指標 B6.4	<p>Description of quality assurance process and recall procedures.</p> <p>描述質量檢定過程及產品回收程式。</p>	<p>Quality Assurance</p> <p>品質保證</p>
Indicator B6.5 指標 B6.5	<p>Description of consumer data protection and privacy policies, how they are implemented and monitored.</p> <p>描述消費者資料保障及私隱政策，以及相關執行及監察方法。</p>	<p>Quality Assurance</p> <p>品質保證</p>

Social 社會		Corresponding Chapters 對應章節
ASPECT B7 層面 B7	Anti-corruption 反貪污	Compliance and Business Ethics 合規與商業道德
Indicator B7.1 指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟 案件的數目及訴訟結果。	Appendix 2: Sustainability Data at a Glance 附錄 2: 可持續發展數據
Indicator B7.2 指標 B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程式，以及相關執行及監察方法。	Compliance and Business Ethics 合規與商業道德
Indicator B7.3 指標 B7.3	Description of the anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Compliance and Business Ethics 合規與商業道德
ASPECT B8 層面 B8	Community Investment 社區投資	Fostering Community and Promoting Harmony 助力社會 共建和諧
Indicator B8.1 指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Fostering Community and Promoting Harmony 助力社會 共建和諧
Indicator B8.2 指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源 (如金錢或時間)。	Fostering Community and Promoting Harmony 助力社會 共建和諧

Climate Disclosures	氣候相關資訊披露	Corresponding Chapters	對應章節
Governance	Governance	Governance Structure	
管治	管治	管治架構	
Strategy 策略	<ul style="list-style-type: none"> • Climate-related Risks and Opportunities 氣候相關風險及機遇 • Business Model and Value Chain 業務模式和價值鏈 • Strategy and Decision-making 策略和決策 • Financial Condition, Financial Performance and Cash Flow 財務狀況，財務表現以現金流量 • Climate Resilience 氣候韌性 • Financial Impacts of Climate-related Risks and Opportunities 氣候相關風險及機遇的財務影響 	Strategy 策略	

Climate Disclosures	氣候相關資訊披露	Corresponding Chapters	對應章節
Risk Management	Risk Management	ESG Risk Management	ESG風險管理
風險管理	風險管理		
Metrics and Targets 指標及目標	<ul style="list-style-type: none"> • GHG Emissions 溫室氣體排放 • Climate-related Transition Risks 氣候相關轉型風險 • Climate-related Physical Risks 氣候相關物理風險 • Climate-related Opportunities 氣候相關機遇 • Capital Operations 資本運作 • Internal Carbon Pricing 內部碳定價 • Remuneration 薪酬 • Industry Indicators 行業指標 • Climate-related Targets 氣候相關目標 • Cross-industry Indicators and Industry specific Indicator Applicability 跨行業指標以及行業指標適用性 	Metrics and Targets 指標及目標	

Appendix 2: Sustainability Data at a Glance

附錄 2：可持續發展數據

Emissions 排放物					
Air Pollutants 空氣污染	Unit 單位	2023	2024	2025	
Nitrogen Oxides (NOx) 氮氧化物 (NOx)	kg 千克	71.65	94.09	87.19	
Sulphur Oxides (SOx) 硫氧化物 (SOx)	kg 千克	0.61	0.78	0.67	
Particulate Matter (PM) 顆粒物 (PM)	kg 千克	5.91	7.90	7.48	

GHG Emissions 溫室氣體排放					
	Unit 單位	2023	2024	2025	
Direct Emissions (Scope 1) ¹ 直接排放 (範圍1) ¹	tonnes of CO ₂ e 公噸二氧化碳當量	7,172.36	10,977.14	8,953.63	
Indirect Emissions (Scope 2) ² 間接排放 (範圍2) ²	tonnes of CO ₂ e 公噸二氧化碳當量	25,547.03	33,462.11	32,381.00	
Other Indirect Emission (Scope 3) ³ 其他間接 (範圍3) ³	tonnes of CO ₂ e 公噸二氧化碳當量	/	/	33,495.45	
Total GHG Emissions 總溫室氣體排放量	tonnes of CO ₂ e 公噸二氧化碳當量	32,719.39	44,439.25	74,830.08	
Intensity of Total GHG Emissions 總溫室氣體排放量密度	tonnes of CO ₂ e / total weight of main raw materials (tonnes) 公噸二氧化碳當量/ 主要原材料總重量 (公噸)	0.12	0.08	0.20***	

Emissions 排放物				
Wastes 廢棄物	Unit 單位	2023	2024	2025
Hazardous Waste 有害廢棄物				
Total Hazardous Waste Produced ⁴ 產生的有害廢棄物總量 ⁴	tonnes 公噸	2,562.66	4,253.38	3,970.72 ⁵
Intensity of Total Hazardous Waste Produced 有害廢棄物產生密度	tonnes / total weight of main raw materials (tonnes) 公噸/主要原材料總重量 (公噸)	0.0181	0.0079	0.0107
Non-Hazardous Waste 無害廢棄物				
Total Non-Hazardous Waste Produced ⁶ 產生的無害廢棄物總量 ⁶	tonnes 公噸	1,324.58	2,036.21	2,666.06 ⁷
Intensity of Total Non-Hazardous Waste Produced 無害廢棄物產生密度	tonnes / total weight of main raw materials (tonnes) 公噸/主要原材料總重量 (公噸)	0.0049	0.0038	0.0072

Use of Resources 資源使用情況					
Energy Consumption 能源耗量	Unit 單位	2023	2024	2025	
Direct Energy⁸ 直接能源⁸					
Petrol Consumption 燃油耗量	kWh in '000s 千千瓦時	8,362.99	14,289.49	10,249.96	
Fuel Gas Consumption 燃氣耗量	kWh in '000s 千千瓦時	30,488.16	32,826.59	26,801.90	
Total Direct Energy Consumption 總直接能源耗量	kWh in '000s 千千瓦時	38,851.15	47,116.08	37,051.86 ⁹	
Indirect Energy¹⁰ 間接能源¹⁰					
Total Indirect Energy Consumption 總間接能源耗量	kWh in '000s 千千瓦時	44,785.27	62,341.75	61,020.10	
Total Renewable Energy Consumption (solar energy) 總可再生能源耗量	kWh in '000s 千千瓦時	2,198.71	1,725.15	2,275.83 ¹¹	
Total Energy Consumption 總能源耗量	kWh in '000s 千千瓦時	85,835.13	111,182.98	100,347.79	
Intensity of Total Energy Consumption 總能源耗量密度	kWh in '000s / total weight of main raw materials (tonnes) 千千瓦時(kWh, 以 千為單位) / 主要原 材料總重量 (公噸)	0.32	0.21	0.27	

Use of Resources 資源使用情況					
Water Consumption 耗水量		Unit 單位	2023	2024	2025
Total Water Consumption 總耗水量		m ³ 立方米	179,889.57	193,367.00	208,040.00
Intensity of Total Water Consumption 總耗水量密度		m ³ /total weight of main raw materials (tonnes) 立方米/主要原材料 總重量(公噸)	0.66	0.36	0.56 ¹²
Packaging Material 包裝物料耗量		Unit 單位	2023	2024	2025
Total Packaging Material Consumed 總包裝物料耗量		tonnes 公噸	0	0	0
Intensity of Total Packaging Material Consumed 總包裝物料耗量密度		tonnes/ total weight of main raw materials (tonnes) 公噸/主要原材料總 重量 (公噸)	0	0	0

Notes:

* The Group adopts an operational control methodology for GHG emission accounting. This approach delineates the accounting scope according to the Group's authority to implement operational policies across our business activities, enabling a more accurate reflection of our actual accountability for carbon emission management. We also strengthen the monitoring and governance of GHG emissions, and ensures that accounting results are aligned with the Group's sustainability objectives.

** The calculation methodology of GHG emission is align to "Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004)", with emission factors for these calculations sourced from the "How to Prepare Environmental, Social and Governance Reports – Environmental, Social and Governance Reporting Code" published by the Hong Kong Stock Exchange. Unless otherwise stated, all key performance indicators are compiled and calculated in accordance with "Appendix 2: Reporting Guidance on Environmental KPIs" and "Appendix 3: Reporting Guidance on Social KPIs" contained within the aforementioned HKEX ESG Reporting Code. The Group's GHG emissions cover carbon dioxide, methane and nitrous oxide, all reported in tonnes of carbon dioxide equivalent (tCO₂e) to enhance readability and consistency of presentation.

*** The increase in emission intensity is attributable to the inclusion of Scope 3 emissions in this year's disclosure. The combined Scope 1 and Scope 2 emission intensity is 0.11, which is similar with the figure reported in the previous year.

1. Scope 1 refers to direct GHG emissions, which include combustion of fuels in mobile source and stationary equipment. Emission factors used for calculation are reference from 2006 IPCC Guidelines for National Greenhouse Gas Inventories, the "Guidelines on Greenhouse Gas Emission Accounting and Reporting" issued by the National Development and Reform Commission ("NDRC") of the PRC, IPCC Sixth Assessment Report.

2. Scope 2 refers to indirect GHG emissions, which include electricity purchased from power companies. Emission factors used for calculation are based on the data provided from Hong Kong Electric Company, National average carbon dioxide emission factor for electricity issued by Ministry of Ecology and Environment of the People's Republic of China, and Singapore Energy Statistics 2025 provided by Energy Market Authority Singapore.

附註：

* 集團採用營運控制法進行溫室氣體排放核算。該方法根據集團對各項業務活動實施營運政策的權限劃定核算範圍，從而更準確地反映本集團在碳排放管理方面的實際責任。我們亦加強對溫室氣體排放的監測與管治，確保核算結果與集團可持續發展目標保持一致。

** 溫室氣體排放計算方法符合《溫室氣體核算體系：企業核算與報告標準（2004年）》，相關計算所採用的排放因子源自聯交所發佈的《環境、社會及管治報告守則》。除另有說明外，所有關鍵績效指標均依照上述聯交所 ESG 報告守則之「附錄 2：環境關鍵績效指標報告指引」及「附錄 3：社會關鍵績效指標報告指引」編制及計算。集團溫室氣體排放涵蓋二氧化碳、甲烷及一氧化二氮，所有排放均以二氧化碳當量噸呈報，以提升資料可讀性及一致性。

*** 排放強度上升仍因本年度新增披露範圍 3 排放所致。本集團範圍 1 及範圍 2 合計排放強度為 0.11，與去年數據相近。

1. 範圍1指體排放，包括移動源及固定設備的燃料燃燒排放。計算所採用的排放因子參考2006年IPCC國家溫室氣體清單守則、中華人民共和國國家發展和改革委員會（「國家發改委」）發佈的《溫室氣體排放核算方法與報告守則》以及 IPCC 第六次評估報告。

2. 範圍2指間接溫室氣體排放，包括向電力公司購入電力產生的排放。計算所採用的排放因子基於香港電燈有限公司提供的數據、中華人民共和國生態環境部發佈的全國電力平均二氧化碳排放因子，以及新加坡能源市場管理局提供的《2025年新加坡能源統計數據》。

3. Scope 3 refers to other indirect GHG emissions, which includes:

- Category 2: (Capital Goods) includes our purchased goods (primarily machinery, equipment, and vehicles) in the Year across our business units within reporting scope. Emission factors adopt the US EPA Supply Chain GHG Emission Factors.
- Category 4 (Upstream Transportation and Distribution) and Category 9 (Transportation and Distribution of Sold Products) cover the inbound and outbound logistics of our key suppliers and customers, respectively. Emissions from truck and marine freight activities during the Year are calculated using emission factors referenced from Singapore Emission Factors Registry (SEFR) and China Products Carbon Footprint Factors Database (“CPCD”)
- Category 5 (Waste Generated in Operations) includes non-hazardous wastes (general waste and food waste) and hazardous wastes (paint residue, packaging, and waste sealant). Emission factors adopt SEFR, CPCD, and the UK Government GHG Conversion Factors for Company Reporting.
- Category 6 (Business Travel) includes aviation and high-speed rail. Emission factors adopt CPCD.
- Category 7 (Employee Commuting), which mainly covers public and private transportation including MTR, taxi, and private car, adopts emission factors from SEFR, Methodology for Carbon Offset of Low-carbon Public Travel in Shenzhen issued by Shenzhen Municipal Bureau of Ecology and Environment, and 2023 Carbon Emission Factors for Low-Carbon Travel Activities in Beijing issued by China Carbon Market Network.
- Category 8 (Upstream Leased Assets) primarily comprises operational vehicles and employee dormitories, while Category 13 (Downstream Leased Assets) mainly covers leased factory sites. Emission calculations for both categories adopt emission factors from the US EPA Supply Chain GHG Emission Factors.

This is the first time the Group has disclosed emission data for Scope 3. There is no historical baseline, so fluctuation analysis is not applicable at this time. We will continue to accumulate data and conduct trend tracking in the future.

3. 範圍3指其他間接溫室氣體排放，包括：

- 類別 2（資本貨物）：包括本年度報告範圍內各業務單位所採購的貨品（主要為機械、設備及車輛）。排放因子採用美國環境保護局供應鏈溫室氣體排放因子。
- 類別 4（上游運輸及配送）及類別 9（下游運輸及配送）：分別涵蓋主要供應商及客戶的進出貨物流。本年度貨車及海運相關排放，採用新加坡排放因子登記冊（SEFR）及中國產品全生命週期溫室氣體排放系數庫（CPCD）之排放因子計算。
- 類別 5（營運中產生的廢物）：包括無害廢棄物（一般廢棄物及廚餘）及有害廢棄物（油漆殘渣、包裝物及密封劑廢棄物）。排放因子採用 EFR、CPCD 及英國政府企業報告溫室氣體換算因子。
- 類別 6（商務出行）：包括飛機及高鐵出行。排放因子採用CPCD。
- 類別 7（員工通勤）：主要涵蓋港鐵、計程車及私家車等公共及私人交通工具，排放因子採用 SEFR、深圳市生態環境局發佈的《深圳市低碳公共出行碳普惠方法學》，以及中國碳市場網發布的《2023年北京市低碳出行活動碳排放因子》。
- 類別 8（上游租賃資產）：主要為營運車輛及員工宿舍；類別 13（下游租賃資產）：主要為租賃廠房。兩個類別之排放計算均採用美國環境保護局供應鏈溫室氣體排放因子。

集團為首次披露範圍3排放數據，並無歷史基線，因此目前不適用波動分析。未來我們將持續累積數據並開展趨勢追蹤。

4&6. Following the enhancement of our data collection for scope 3 methodology, the Group currently capture a broader range of non-hazardous and hazardous waste categories. Hazardous waste encompasses production-related materials such as paint residue and sealant; non-hazardous waste includes production waste, office waste and food waste.

5. Hazardous waste amount decreases due to the decrease in production volume.

7. The increase in non-hazardous waste is attributable to an enhanced methodology, which allows for the collection of a broader range of waste categories across business units within the reporting scope.

8. Direct energy consumption is derived from the fuel consumption of mobile source and stationary equipment. The decrease in petrol consumption during the period was mainly driven by the shift from petrol-fuelled vehicles to electric vehicles. In addition, diesel consumption decreased during the year due to the lower production volume of standard containers.

9. The reduction in petrol and fuel gas consumption were driven by lower production volumes and the replacement of some equipment with more energy-efficient alternatives.

10. Indirect energy consumption is derived from purchased electricity consumption.

11. The increase in renewable energy mainly due to the increase of solar panel installed in Huizhou Singamas, resulting in an increase in renewable energy consumption.

12. Water consumption data exclude the Shanghai office and Green Tenaga, as their water bills are managed by the property management, so separate water consumption data is not available. Overall water consumption was similar to the previous year. However, the reduction in production volume resulted in an increase in water intensity.

4&6. 隨著範圍3核算數據收集工作的優化，集團目前已納入更廣泛的一般廢物及危險廢物類別。有害廢棄物包括油漆殘渣、密封劑等生產相關物料；無害廢棄物包括生產廢料、辦公廢棄物及廚餘。

5. 有害廢棄物數量減少，主要由於生產量下降所致。

7. 無害廢棄物數量增加，主要歸因於核算方法優化，得以收集報告範圍內各業務單位更多類別的廢物數據。

8. 直接能源消耗來自移動源和固定設備的燃料消耗。該時期燃油消耗量的下降主要是由於燃油車向電動車的轉變。此外，由於標箱的產量下降，柴油消耗量在年內也有所減少。

9. 燃油及燃氣消耗量減少，主要受生產量下降及部分設備替換為更高能效設備所帶動。

10. 間接能源消耗來自購買的電力消耗。

11. 可再生能源使用量上升，主要由於惠州勝獅加裝太陽能板，令可再生能源消耗量增加。

12. 耗水量數據不包括上海辦事處及 Green Tenaga，因其水費由物業管理公司統一管理，故無法取得單獨耗水數據，整體耗水量與往年相若。然而，受生產量減少影響，用水強度有所上升。

Number of Employees by different categories 按不同類別劃分的僱員人數	Unit 單位	2023	2024	2025
By Gender 按性別劃分				
Male 男性	/	2,537	3,422	2,844
Female 女性	/	182	180	206
By Employment Type 按僱傭類型劃分				
Full-time 全職	/	1,535	1,425	1,482
Others 其他	/	1,184	2,177	1,568
Outsourced Employees 外包工	/	170	146	1,062
By Age Group 按年齡組別劃分				
≤20	/	5	8	15
21-30	/	413	700	626
31-40	/	1,183	1,661	1,171
41-50	/	865	974	957
51-60	/	249	255	276
60 ≥	/	4	4	5
By Geographical Region 按地區劃分				
Chinese Mainland 中國	/	2,687	3,566	2,993
Hong Kong SAR 香港特別行政區	/	32	36	38
Singapore 新加坡	/	/	/	19

Employee's Turnover Rate by different categories 不同類別的員工流失率	Unit 單位	2023	2024	2025
By Gender 按性別劃分				
Male 男性	%	5.68	14.22	9.59
Female 女性	%	1.83	0.92	0.81
By Age Group 按年齡組別劃分				
≤20	%	19.03	96.82	41.61
21-30	%	15.64	23.58	17.04
31-40	%	4.49	14.62	8.47
41-50	%	2.98	7.00	6.35
51-60	%	0.98	1.15	1.08
60 ≥	%	11.11	1.85	5.18
By Geographical Region 按地區劃分				
Chinese Mainland 中國	%	5.46	15.19	9.14
Hong Kong SAR 香港特別行政區	%	2.65	1.82	1.48
Singapore 新加坡	%	/	/	0.08

The Percentage of Total Employees Trained by different categories 按不同類別劃分員工受訓百分比	Unit 單位	2023	2024	2025
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By Gender 按性別劃分				
Male 男性	%	96.94	96.66	93.41
Female 女性	%	3.06	3.34	6.59

By Employee Category 按僱員類別劃分				
Director 董事	%	0.05	0.03	0.03
Executive and above 總助及以上	%	0.11	0.37	0.84
Managerial 經理/副經理	%	0.48	1.25	3.23
Clerical 科長/副科長	%	7.34	6.95	16.44
General Staff 一般員工	%	92.02	91.43	79.46

The Average Training Hours Completed per Employee by different categories 按不同類別劃分的員工平均受訓時數	Unit 單位	2023	2024	2025
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By Gender 按性別劃分				
Male 男性	Hour 小時	11.77	19.81	14.62
Female 女性	Hour 小時	3.71	10.44	8.62

The Average Training Hours Completed per Employee by different categories 按不同類別劃分的員工平均受訓時數	Unit 單位	2023	2024	2025
By Employee Category 按僱員類別劃分				
Director 董事	Hour 小時	13.34	13.83	28.83
Executive and above 總助及以上	Hour 小時	2.04	23.85	21.58
Managerial 經理/副經理	Hour 小時	3.02	11.71	10.86
Clerical 科長/副科長	Hour 小時	5.24	9.16	8.80
General Staff 一般員工	Hour 小時	5.24	20.48	14.99

Health and Safety 健康與安全	Unit 單位	2023	2024	2025
Number and rate of work-related fatalities 因工亡故的人數及比率	Employee (%) 員工 (%)	0(0)	0(0)	0(0)
Lost days due to work injury 因工傷損失工作日數	Days 日	307	333	204

Number of Suppliers by Region 按不同地區劃分的原材料供應商數目	Unit 單位	2023	2024	2025
China 中國	/	1,182	857	794 ¹
Others 其他	/	0	6	7

Product Responsibility 產品責任	Unit 單位	2023	2024	2025
Percentage of total products sold or shipped subject to recalls for safety and health reasons 已售或已運送產品總數中因安全與健康理由而須回收的百分比	%	0	0	0
Number of products and service-related complaints received 接獲關於產品及服務的投訴數目	/	1	8	9

Anti-Corruption 反貪污	Unit 單位	2023	2024	2025
Number of concluded legal cases regarding corrupt practices during the reporting period 提出並已審結的貪污訴訟案件的數量	/	0	0	0

Notes:

*Unless otherwise stated, all major performance indicators are compiled and calculated in accordance with the “Appendix 2: Reporting Guidance on Environmental KPIs” and “Appendix 3: Reporting Guidance on Social KPIs” in “How to Prepare Environmental, Social and Governance Reports – Environmental, Social and Governance Reporting Code” published by the Hong Kong Stock Exchange;

**All human resources data provided is based on monthly averages;

***Full-time employees presented in human resources data include all contract employees, others include agent workers, temporary staffs/other contract employees, and the number of outsourced workers is not included in the total headcount;

****General employees presented in the training data include contract staffs, dispatched labours and temporary staffs; and

***** This statistic is collected based on our total headcount only.

1. The variation in data between 2025 and the previous two years was attributed to the suspended or partially suspended production at Shanghai Pacific, and therefore they did not have any cooperated supplier.

附註：

*除非另有說明，所有主要績效指標均根據香港聯合交易所發佈的《環境、社會及管治報告守則》中的「附錄2：環境關鍵績效指標報告指引」和「附錄3：社會關鍵績效指標報告指引」編制和計算；

**所有人力資源數據均基於月度平均值；

***人力資源數據中的全職員工包括所有合同員工，其他包括勞務工、臨時員工/其他合同員工，外包工人數未計入總人數；

**** 培訓數據中的普通員工包括合同員工、勞務工和臨時員工；

***** 此統計數據僅基於我們的總人數收集。

1. 2025年與前兩年的數據差異歸因於上海太平洋暫停或部分暫停生產，因此他們沒有任何合作供應商。

Appendix 3: Compliance Policy at a Glance

附錄 3：合規政策概覽

Governance and Compliance Excellence 健全管治 合規經營

- Anti-Money Laundering Law of the People's Republic of China
《中華人民共和國反洗錢法》
- Criminal Law of the People's Republic of China
《中華人民共和國刑法》
- Prevention of Bribery Ordinance of Hong Kong
香港《防止賄賂條例》

Green Development and Eco-Balance 綠色發展 生態平衡

- Technical Requirement for Low-Volatile Organic Compound Content Coatings Product
《低揮發性有機化合物含量塗料產品技術要求》(GB/T38597-2020)
- Water Pollution Prevention and Control Law of the People's Republic of China, and Other Relevant Laws and Regulations
《中華人民共和國水污染防治法》
- National Catalogue of Hazardous Wastes
《國家危險廢物名錄》
- Measures on the Management of Hazardous Waste Transfer
《危險廢物轉移管理辦法》
- Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste
《中華人民共和國固體廢物污染環境防治法》
- Administrative Measures for Municipal Domestic Waste
《城市生活垃圾管理辦法》
- Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution
《中華人民共和國大氣污染防治法》

Quality First and Safety Assurance 品質至上 安全保證

- Product Quality Law of the People's Republic of China
《中華人民共和國產品質量法》
- 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》
- Advertising Law of the People's Republic of China
《中華人民共和國廣告法》

Cultivating Talents and Sharing Success 培育人才 共享成功

- Labour Law of the People's Republic of China
《中華人民共和國勞動法》
- Labour Contract Law of the People's Republic of China
《中華人民共和國勞動合同法》
- Law of the People's Republic of China on Employment Promotion
《中華人民共和國就業促進法》
- Special Rules on the Labour Protection of Female Employees
《女職工勞動保護特別規定》
- Trade Union Law of the People's Republic of China
中華人民共和國工會法
- Minors Protection Law of the People's Republic of China
《中華人民共和國未成年人保護法》
- Employment Ordinance of Hong Kong
香港《僱傭條例》
- The Employment Act
《僱傭條例》
- Prevention and Treatment of Occupational Diseases Law of the People's Republic of China
《中華人民共和國職業病防治法》
- Hong Kong Occupational Safety and Health Ordinance
香港《職業安全及健康條例》