

Trio Industrial Electronics Group Limited 致豐工業電子集團有限公司

(Incorporated in Hong Kong with limited liability) (於香港註冊成立的有限公司)

Stock Code 股份代號 : 1710



2025 可持續發展報告
SUSTAINABILITY REPORT

CONTENTS 目錄

1. About This Report 關於本報告	2	6. People 人員	33
2. About Trio Industrial Electronics Group Limited 關於致豐工業電子集團有限公司	5	Caring for Our People 關愛我們的員工	33
Performance Review and Highlights 績效回顧及概要	6	Employee Health and Safety 僱員健康與安全	38
Message from the Chairman 主席致辭	8	Development and Training 發展與培訓	42
3. Our Sustainability Approach 我們的可持續發展方針	10	Eliminating Child and Forced Labours 消除童工及強迫勞動	45
Sustainability Strategy 可持續發展策略	10	7. Environment 環境	46
Supporting the United Nations Sustainable Development Goals 支持聯合國可持續發展目標	12	Environmental Management 環境管理	46
Stakeholder Engagement 持份者參與	14	Waste Management 廢棄物管理	49
Materiality Assessment 重要性評估	17	Packaging Material 包裝材料	52
4. Corporate Governance 企業管治	20	Energy Management 能源管理	53
Sustainability Governance 可持續發展管治	20	Water Resources Management 水資源管理	54
Ethical Culture 道德文化	22	Response to Climate Change 應對氣候變化	56
5. Value Chain 價值鏈	25	8. Social Participation 社會參與	72
Manufacturing Excellence 卓越製造	25	Community Support 社區支援	72
Customer Satisfaction and Responsibility 顧客滿意度和責任	26	9. Appendices 附錄	73
Product Quality and Safety 產品質量及安全	27	Appendix I – Key Performance Summary 附錄一：關鍵績效摘要	73
Intellectual Property Rights 知識產權	29	Appendix II: HKEX ESG Reporting Guide Index 附錄二 – 聯交所ESG報告指索引	80
Information Security and Data Privacy 資訊安全與數據私隱	30		
Advertising and Labelling 廣告宣傳及標籤	31		
Responsible Supply Chain Management 負責任的供應鏈管理	31		

ABOUT THIS REPORT

關於本報告

1. ABOUT THIS REPORT

Trio Industrial Electronics Group Limited (the “**Company**” or “**Trio**”), and its subsidiaries (collectively, the “**Group**”, “**we**” or “**our**”) is pleased to publish its Sustainability Report (the “**Report**”) for the year ended 31 December 2025. This Report outlines the Group’s commitment, approach and achievements in four key areas: the environment, the employees, the value chain and the community.

This Report has been reviewed and approved by the Group’s board (the “**Board**”) of directors (the “**Directors**”), including the material topics, ESG performances and the ESG targets set.

Reporting Period

This Report provides an overview of the Group’s Environmental, Social and Governance (“**ESG**”) performance during the reporting period of 1 January 2025 to 31 December 2025.

Reporting Scope

This Report’s scope encompasses every aspect of the Group’s business operations that hold ESG significance for the Group and its stakeholders. Specifically, it details the overall ESG performance of the Nansha Plant and the Rayong Plant. Both these plants were actively involved in substantial production activities throughout the 2025 reporting period. The Group’s Hong Kong-based headquarters, along with its production facility and office in Ireland, United Kingdom and United States of America, are not part of this report’s scope. This exclusion is due to the minimal environmental and social impacts they generated during the year.

To determine the material topics to be included in this Report, the Group carried out comprehensive stakeholder engagement initiatives and a meticulous materiality assessment. The findings of this assessment are presented in detail in the “Materiality Assessment” section and we disclose information about climate-related risks and opportunities that could reasonably be expected to affect our cash flows, our access to finance over the short, medium or long term. This process ensures that the Report focuses on the issues that matter most to our stakeholders and are most relevant to the Group’s ESG strategy.

1. 關於本報告

致豐工業電子集團有限公司(「公司」或「致豐」)及其子公司(統稱「集團」、「我們」或「我們的」)發佈2025年度的可持續發展報告(「報告」)，報告期截至2025年12月31日止。本報告概述了集團在環境、僱員、價值鏈及社區四大重要領域的承擔、方針及成就。

本報告已經本集團董事會(「董事會」)董事(「董事」)審批，包括重要主題、ESG表現及設定的ESG目標。

報告期

本報告概述集團在2025年1月1日至2025年12月31日的報告期間在環境、社會及管治(「ESG」)方面的績效。

報告範圍

本報告涵蓋了各個對集團及其持份者具重要環境、社會及管治意義的業務營運領域。報告闡述了集團南沙工廠及羅勇工廠的整體ESG績效。報告期內，南沙工廠和羅勇工廠均有大量生產。集團之香港總部及設於愛爾蘭、英國及美國的辦事處於報告期內均沒有對環境及社會產生重大的影響，故不納入本報告範圍內。

本集團廣泛諮詢了持份者的意見並進行重要性評估活動，以釐定本報告要涵蓋的重要議題。其結果在「重要性評估」部份詳細論述。我們會揭露關於氣候相關風險與機會的信息，這些因素合理預期將會影響我們的現金流，以及我們在短期、中期或長期取得資金的渠道。這項流程能確保本報告聚焦於對持份者最重要，且與本集團ESG策略最相關的議題。

ABOUT THIS REPORT 關於本報告

Reporting Standards

This Report is prepared in accordance with the requirements stipulated in the ESG Reporting Guide, set out in Appendix C2 of the Rules Governing the Listing of Securities (the “**Listing Rules**”) on the Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”), for the reporting period stated above.

To further align with international sustainability principles, the Report also makes reference to seven principles of the United Nations Global Compact (“**UNGC**”) and the United Nations Sustainable Development Goals (“**SDGs**”).

Reporting Principles

This ESG Report adheres to four fundamental reporting principles: Materiality, Quantitativeness, Balance, and Consistency. These principles are stipulated in Appendix C2 of the Listing Rules and related documents as defined by the Stock Exchange. Complying with these principles is essential for ensuring the high-quality and proper presentation of the information reported. A detailed explanation of these principles is as follows:

Materiality

To identify material environmental and social issues that have a substantial impact on investors and other stakeholders, the Group conducts thorough materiality assessments. The engagement with significant stakeholders, the procedures involved, and the assessment results are all detailed in the “Stakeholder Engagement” and “Materiality Assessment” sections of this ESG Report. This approach ensures that the Report focuses on the issues that are most relevant and important to the Group’s stakeholders.

Quantitativeness

Qualitative information in the ESG Report has been reported in consistent with the available evidence. Quantitative key performance indicators (“**KPI**”)s have been established, and are measurable and applicable to make valid comparisons under appropriate conditions; information on the standards, methodologies, assumptions, and/or calculation tools used, and sources of conversion factors used, have been disclosed when applicable.

報告標準

本報告乃根據香港聯合交易所有限公司（「**聯交所**」）之證券上市規則（「**上市規則**」）附錄C2《環境、社會及管治報告守則》的要求而編寫，涵蓋上述報告期。

為進一步與國際可持續性原則保持一致，本報告還參考了聯合國全球契約（「**UNGC**」）的七項原則以及聯合國可持續發展目標（「**SDGs**」）。

報告原則

本報告所涵蓋的內容符合聯交所規定的上市規則附錄及其相關檔所要求的四大報告原則：重要性、量化、平衡性和一致性，以確保報告資訊的質量，並以適當的方式呈列。以下是對這些原則的詳細解釋：

重要性

已進行重要性評估，以確定對投資者及其他持份者有重大影響的重大環境和社會問題。在報告中「持份者參與」及「重要性評估」部份呈列重要持份者、程式和諮詢結果。

量化

本報告中的定性資訊根據現有的證據進行報告。制定量化的關鍵績效指標（「**KPI**」），可用作衡量，亦可在適當條件下進行有效比較；有關所用標準、方法、假設和／或計算工具以及所用換算因數來源的資料，已在適用的情況下披露。

ABOUT THIS REPORT

關於本報告

Balance

The Group's performance during the reporting period is presented in an unbiased manner. The Report avoids any form of selective reporting, omissions, or presentation styles that could potentially sway readers' decisions or judgments. Performance data is presented in a way that enables information users to clearly observe year-on-year trending in the Group's ESG impacts. This balanced approach provides a comprehensive view of the Group's ESG performance.

Consistency

Unless otherwise specified, the statistical methods and criteria used in this Report are consistent with those of the previous year. Quantitative data is carefully analysed to account for year-on-year changes. By presenting the data in a consistent manner, stakeholders can easily compare the Group's ESG performance over time. This consistency in reporting is crucial for stakeholders to track the Group's progress and make informed decisions.

Information and Feedback

For more information about the Group's businesses, please refer to the HKEX news website <https://www.hkexnews.hk/index.htm> and Group's official website <https://www.trio-ieg.com>.

The Group welcomes feedback on its Report and other sustainability-related matters. Please give your suggestions or share your views with us at: jackyyu@triohk.com.hk.

平衡性

本集團在報告期內的表現以公正的方式呈列，避免因選擇、省略或呈列格式而可能不當影響讀者的決定或判斷。績效數據的報告方式讓資訊用戶能看到年度趨勢的正面及負面影響。

一致性

除非另有說明，本報告所採用的統計方法和標準與去年一致。量化數據進行了分析，以計算年度變化，並以利益相關者能夠進行一致比較的方式呈現。

資料及反饋

有關集團的業務詳情，請瀏覽聯交所披露易網站 <https://www.hkexnews.hk/index.htm> 與集團官方網站 <https://www.trio-ieg.com>。

集團歡迎各界就其報告和其他與可持續發展相關的事宜提供意見。請以電郵提出建議或分享你的想法，電郵地址：jackyyu@triohk.com.hk。

ABOUT TRIO INDUSTRIAL ELECTRONICS GROUP LIMITED 關於致豐工業電子集團有限公司

2. ABOUT TRIO INDUSTRIAL ELECTRONICS GROUP LIMITED

Established in 1983, Trio Industrial Electronics Group Limited and its subsidiaries have been steadfast in delivering industrial electronics manufacturing services, focusing on the production and distribution of tailored industrial electronic components and products to clients spanning more than 35 countries and regions worldwide, fostering seamless global partnerships.

As an original equipment manufacturer of industrial electronic components and products, the Group provides its customers with a comprehensive scope of services, from procurement of raw materials, manufacturing to product delivery. The Group also provides technical advice and engineering solutions to its customers during product design and development stage. Original equipment manufacturer products of the Group are manufactured according to the specifications provided by its customers and are either incorporated into their products or sold as standalone products under their own brands.

2. 關於致豐工業電子集團有限公司

致豐工業電子集團有限公司及其子公司於1983年創立，是一家工業電子製造服務供應商，專門製造和銷售定制工業電子零件及產品，主要銷往全球超過35個國家和地區的客戶。

作為工業電子零件和產品的原始設備製造商，集團為客戶提供從原材料採購、製造到產品交付的全方位服務。在產品設計及開發階段，集團亦為客戶提供技術諮詢和工程解決方案。集團的原始設備製造商產品乃按照客戶提供的規格而製造，作為客戶產品的組件，或作為客戶名下品牌之產品獨立發售。

About Trio Industrial Electronics Group Limited

關於致豐工業電子集團有限公司

Performance Review and Highlights 績效回顧及概要



Economic Performance 經濟績效

- Revenue HK\$0.78 billion
收入HK\$7.8億港元



Environment 環境

- Certified ISO 14001 Environmental Management System
通過ISO 14001環境管理體系認證



Community 社區

- Created 30 local job opportunities in Nansha District, Guangzhou
為廣州市南沙區創造了30個當地就業機會



People 人員

- Total number of employees in Nansha and Rayong Plants 1,072 persons
南沙及羅勇工廠僱員總數 1,072人
- Total training hours 38,554 hours
總受訓時數 38,554小時
- Average training hours per employee 35.96 hours
僱員平均受訓時數 35.96小時



Safety 安全

- Nansha factory awarded the 2024 Advanced Unit for Traffic Safety Work in Dongchong Town
南沙工廠榮獲2024年度東涌鎮交通安全工作先進單位
- Certified to ISO 45001 Occupational Health and Safety Management System
通過ISO 45001職業健康與安全生產管理體系認證

About Trio Industrial Electronics Group Limited
關於致豐工業電子集團有限公司



Value Chain
價值鏈

- Achieved an average customer satisfaction score of 86 from customers
客戶滿意度平均評分：86分
- Certified ISO 9001 Quality Management System
通過ISO 9001質量管理體系認證
- Certified Industry 4.0 “1i Maturity Level Recognition”
通過工業4.0「1i成熟度識別」認證
- Certified as an Advanced Certified Enterprise of the Authorised Economic Operator (“AEO”)
獲授權經濟運營商（「AEO」）的高級認證企業認證

About Trio Industrial Electronics Group Limited

關於致豐工業電子集團有限公司

Message from the Chairman

Amid persistent global economic instability, enterprises face dual pressures from geopolitical risks and accelerating climate change – challenges that simultaneously create transformation opportunities while testing strategic resilience. Trio Group has embedded sustainability into its operational DNA, leveraging innovative mechanisms and agile decision-making to advance steadily amid uncertainty, deepening ESG commitments through actionable initiatives that respond to global shifts.

Environmental stewardship remains the cornerstone of our corporate value system. Through innovative waste-reduction frameworks, we optimise end-to-end production processes to significantly minimise material consumption while enhancing resource recovery efficiency, ensuring all manufacturing sites meet rigorous environmental compliance standards for precise emissions control. By 2025 first quarter, our Nansha facility gradually transition fully to renewable energy for production lines and office operations, marking a new chapter in low-carbon manufacturing. This initiative not only actively aligns with national ‘dual carbon’ objectives but also sets an industry precedent for global green transformation, demonstrating our unwavering commitment to ecological sustainability.

Employee well-being and development form the bedrock of our long-term viability. We cultivate an inclusive workplace ecosystem through expanded technical training and leadership programs, equipping teams with the expertise to navigate market dynamics; concurrently, comprehensive health and safety protections are enforced across all operational sites to safeguard physical and mental well-being. We firmly believe employee satisfaction and skill enhancement directly translate into innovation momentum and competitive edge, establishing a solid foundation for enduring value creation.

主席致辭

在全球經濟格局持續動蕩的背景下，地緣政治風險與氣候變遷的雙重壓力，既催生企業轉型契機，亦考驗戰略韌性。本集團將可持續發展深度融入經營基因，以創新機制與敏捷決策在變局中穩健前行，持續深化ESG實踐，以具體行動回應時代變革。

環境責任始終是企業價值的核心支柱。我們透過創新減廢方案優化全生產鏈流程，大幅降低材料耗損並強化資源回收效率，確保所有製造基地嚴格達標環境規範，精準控管廢氣排放。在2025年首季，南沙工廠已逐步採用可再生能源供應生產線與辦公空間，開啓低碳製造新篇章；此舉不僅積極呼應國家「雙碳」目標，更以行業領先實踐推動全球綠色轉型，彰顯集團對生態永續的堅定承諾。

員工福祉與成長是永續發展的根本動力。我們致力營造開放包容的職場生態，透過擴展技術培訓與領導力發展計劃，賦予團隊適應市場變革的專業素養；同時，健康安全防護網全面覆蓋所有場域，保障員工身心健康。我們深信，員工的幸福感與技能提升，將直接轉化為企業創新動能與競爭優勢，為長期價值創造奠定穩固基礎。

About Trio Industrial Electronics Group Limited 關於致豐工業電子集團有限公司

In value chain optimisation, AI and automation technologies drive operational efficiency gains, elevating product quality and reliability beyond client expectations. Our ethical supply chain management deepens through collaborative partnerships, ensuring raw material procurement adheres to fair labour standards while substantially reducing environmental impact. Trio Engineering Company Limited's year-round community volunteer initiatives strengthen local ties through concrete actions, embodying our corporate social responsibility and reinforcing symbiotic relationships with surrounding communities.

Looking ahead, ESG will remain our strategic compass, prioritising growth momentum, operational efficiency, and technological advancement to capitalise on opportunities within global transformations. We are committed to balancing economic performance with environmental accountability and social inclusion to deliver sustainable long-term value for stakeholders. We extend sincere gratitude to our dedicated workforce, collaborative partners, and steadfast stakeholders – your contributions and trust form the driving force behind our achievements, empowering us to confidently shape a more sustainable future while continuously advancing global sustainability efforts.

Wong Sze Chai

Chairman and Executive Director

Hong Kong, 27 March 2026

價值鏈優化方面，AI與自動化技術驅動營運效率躍升，提升產品品質與可靠性，超越客戶期待。我們深化供應鏈道德管理，與合作夥伴協力確保原材料採購符合公平勞工標準，並顯著降低環境負荷。我們的子公司致豐工程有限公司全年推動多項社區志願行動，以具體行動回饋社會，強化與周邊社區的共生連結，實踐企業公民的社會責任。

面對未來，我們將以ESG為核心導向，聚焦增長動能、營運效率與技術革新，緊握全球變局中的機遇。我們致力平衡經濟效益、環境責任與社會共融，為利益相關者創造可持續的長期價值。衷心感謝全體員工的勤勉付出、合作夥伴的協力支持與利益相關者的堅定信任——正是這些力量，驅動我們共創更可持續的明天，並持續為全球永續發展注入積極能量。

黃思齊

主席兼執行董事

香港，2026年3月27日

OUR SUSTAINABILITY APPROACH

我們的可持續發展方針

3. OUR SUSTAINABILITY APPROACH

Sustainability Strategy

- Focus on dedicated marketing and regional sales support
- Engage in products with higher value and contributions
- Enhance capability, efficiency and capacity
- Continue to recruit talents and allocate resources to research & development
- Expand the new energy business under our Deltrix brand
- Explore opportunities for mergers and acquisitions to facilitate expansion

The Group firmly holds the view that the human resource is the key driving force behind its business growth. Our success in building and maintaining an outstanding workforce is based on the following principles:

3. 我們的可持續發展方針

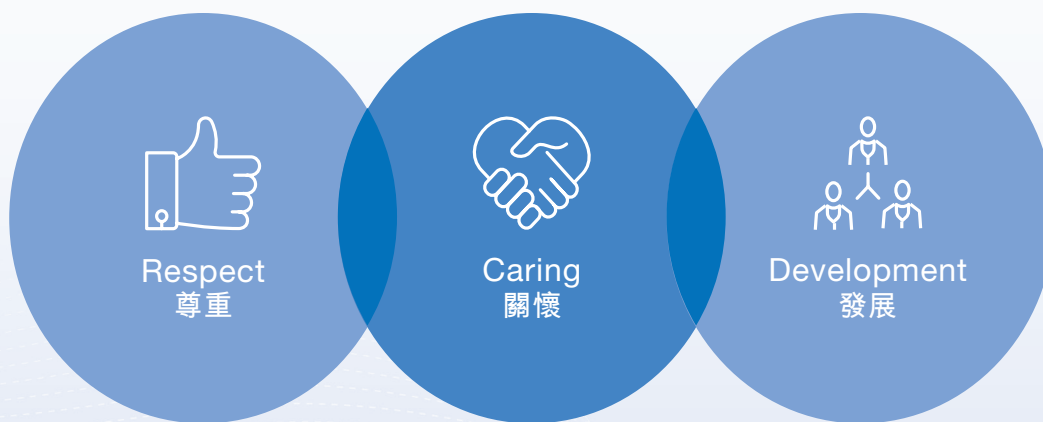
可持續發展策略

- 著重營銷，區域支援
- 高值產品，高效回報
- 提升效率，強化產能
- 招聘英才，長期研發
- 拓展Deltrix新能源業務
- 探索機遇，收購合併

我們深信『人』是業務擴展的核心動力。成功維持最佳人力資源組合的秘訣是：

People as Our Core Foundation

以人為本



Our Sustainability Approach 我們的可持續發展方針

Management Systems

The Group carries out regular audits at the Nansha Plant to verify compliance with its codes and standards. At the Nansha Plant, management systems covering diverse aspects of operations have been developed.

The Group has obtained the following certifications for management systems:

管理系統

本集團對南沙工廠進行定期審計，以核實其是否符合守則和標準。南沙工廠開發了各種運營管理系統。

集團已獲得以下管理體系認證：

Scope 範疇	Certification 認證	Plant Accredited 已認證工廠
Environment 環境	<ul style="list-style-type: none"> ISO 14001 Environmental Management System ISO 14001 環境管理體系 	Nansha and Rayong Plant 南沙及羅勇工廠
Workplace Safety 工作場所安全	<ul style="list-style-type: none"> ISO 45001 Occupational Health and Safety Management System ISO 45001 職業健康和安全管理系統 	Nansha Plant 南沙工廠
Quality Assurance 質量保證	<ul style="list-style-type: none"> ISO 9001 Quality Management System ISO 9001 質量管理體系 ISO 13485 Quality Management System for Medical Devices ISO 13485 醫療設備質量管理體系 	Nansha and Rayong Plant 南沙及羅勇工廠
Production Technology 生產技術	<ul style="list-style-type: none"> Certificate of Industry 4.0 Maturity – level 1i maturity 工業4.0成熟度認可證書 – 1i級成熟度 	Nansha Plant 南沙工廠

Although Rayong Plant has not obtained the same certifications as Nansha Plant, Rayong Plant shares the same operation framework with the Nansha Plant.

儘管羅勇工廠尚未獲得與南沙工廠相同的認證，但羅勇工廠和南沙工廠的運作框架相同。

Our Sustainability Approach

我們的可持續發展方針

Supporting the United Nations Sustainable Development Goals



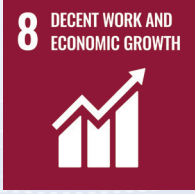
We recognise the profound global significance of the United Nations' 17 Sustainable Development Goals ("SDGs"), adopted in September 2015 as a strategic framework to eradicate poverty, safeguard planetary ecosystems, and promote universal peace and prosperity by 2030. By integrating SDG principles into our operational decision-making through a multi-dimensional governance model, we transform global aspirations into actionable practices that align with societal expectations of corporate responsibility.

After careful consideration, the Group has pinpointed seven SDGs that are most closely linked to its business operations and sustainability strategy. In the long run, the Group is actively seeking methods to strengthen its sustainability initiatives. By doing so, it aims to better conform to the United Nations' goals and make more substantial contributions. The seven specific goals are detailed as follows:

支持聯合國可持續發展目標

我們深知聯合國於2015年9月通過的17項可持續發展目標（「SDGs」）對全球社會的深遠意義，其戰略框架旨在2030年前消除貧窮、守護地球生態，並促進全人類的和平與繁榮。我們將SDGs的核心價值全面融入營運決策，通過多維度治理架構推動目標落地，以具體行動回應國際社會對企業責任的期待。

本集團確立了七個與我們的業務及可持續發展策略最相關的目標。長遠來說，本集團正努力探索提升可持續發展的方法，為聯合國的目標作出貢獻。七大具體目標如下：

	Goals 目標	Description 描述	Corresponding Chapters 相應的章節
	SDG 3 Good Health and Wellbeing 健康和幸福	Ensure healthy lives and promote well-being 確保健康的生活並促進幸福	5. Value Chain – Product Quality and Safety 價值鏈 – 產品質量與安全 6. People – Employee Health and safety 人員 – 僱員健康與安全
	SDG 4 Quality Education 優質教育	Ensure inclusive and quality education and promote lifelong learning 確保普惠優質教育，促進終身學習	6. People – Development and Training 人員 – 發展與培訓
	SDG 8 Decent Work and Economic Growth 體面工作及經濟增長	Promote inclusive and sustainable economic growth, employment and decent work 促進普惠及可持續的經濟增長、就業及體面工作	5. Value Chain – Manufacturing Excellence 價值鏈 – 卓越製造 6. People 人員

Our Sustainability Approach 我們的可持續發展方針

	Goals 目標	Description 描述	Corresponding Chapters 相應的章節
	SDG 11 Sustainable Cities and Communities 可持續發展城市及社區	Make cities and communities inclusive and sustainable 創造普惠及可持續發展城市及社區	7. Environment 環境
	SDG 12 Responsible Consumption and Production 負責任的消費及生產	Ensure sustainable consumption and production patterns 確保可持續的消費及生產方式	5. Value Chain – Responsible Supply Chain Management 價值鏈 – 負責任的供應鏈管理 7. Environment 環境
	SDG 13 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	7. Environment – Response to Climate Change 環境 – 應對氣候變化
	SDG 16 Peace, Justice and Strong Institutions 和平、正義與強大機構	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. 創建和平、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	4. Corporate Governance – Ethical Culture 企業管治 – 道德文化

Our Sustainability Approach

我們的可持續發展方針

Stakeholder Engagement

Our stakeholder engagement model is anchored in the 'stakeholder-first' philosophy, supported by a systematic communication architecture. We proactively gather insights from employees, clients, suppliers, and communities through diverse channels including surveys, roundtable discussions, and digital platforms. This dynamic feedback mechanism not only deepens our understanding of stakeholder expectations but also serves as a critical reference for refining ESG strategies. Each input triggers a traceable improvement process, ensuring tangible resolution and transparency in addressing concerns, thereby strengthening strategic partnerships with all stakeholder groups.

The Group's key stakeholders and the corresponding communication channels are presented below:

持份者參與

在持份者互動方面，我們貫徹「利益相關方優先」原則，建立系統性溝通機制。我們定期透過問卷調查、座談會及數位平台等多元渠道，主動收集員工、客戶、供應商及社區等各利益相關群體的意見與建議。此動態反饋機制不僅深化我們對各方期望的理解，更成為優化ESG戰略的重要依據。針對每項具體反饋，我們均建立追蹤改善流程，確保問題解決的實效性與透明度，進一步強化與持份者的戰略夥伴關係。

我們的主要持份者及溝通管道如下：

Stakeholders 持份者組別	Expectations and requirements 期望與要求	Means of communication and response 溝通與回應的方式
Government and regulators 政府及監管機構	<ul style="list-style-type: none">Compliance with national policies, laws and regulations 遵守國家政策及法律法規Support local economic growth 促進地方經濟發展Drive local employment 帶動地方就業Tax payment in full and on time 按時繳稅Ensure production safety 確保生產安全	<ul style="list-style-type: none">Information reporting regularly 定期匯報資訊Examinations and inspections 檢查及監督
Shareholders 股東	<ul style="list-style-type: none">Returns 收益回報Raise company value 提升公司價值Transparency in information and effective communication 信息透明及高效溝通	<ul style="list-style-type: none">Shareholders conferences 股東會議Announcements and circulars 集團公告及通函Email, telephone communication and company website 電郵、電話通訊、新聞稿及公司網站Site visits 實地考察Inviting investors to participate in corporate events 邀請股東和投資者參加企業活動

Our Sustainability Approach 我們的可持續發展方針

Stakeholders 持份者組別	Expectations and requirements 期望與要求	Means of communication and response 溝通與回應的方式
Business partners 合作夥伴	• Operate with integrity 誠信經營	• Review and assessment meetings 商業交流和會議
	• Equal Rivalry 公平競爭	• Business communication 邀請合作夥伴參加企業活動
	• Performance of contracts 依法履約	• Discussion and exchange of opinions 交流研討
	• Mutual benefit and win-win result 互利共贏	• Engagement and cooperation 洽談合作
Customers 客戶	• Outstanding products and services 優質產品與服務	• Customer feedback surveys 客戶意見調查
	• Health and safety 健康與安全	• Customer communication meetings 客戶溝通會議
	• Performance of contracts 依法履約	• Social Media Platforms 社交媒體平台
	• Operate with integrity 誠信經營	• Calling for feedback 回訪
Environmental regulatory department 環境監管部門	• Compliant emission 達標排放	• Communicate with local environmental department 與當地環境部門交流
	• Energy saving and emission reduction 節能減排	• Communicate with the locals 與當地居民溝通
	• Ecosystem protection 保護生態	• Reporting 遞交報告
	• Rational use of water 合理用水	• Investigations and inspections 調研檢查
Employees 僱員	• Protection of rights 權益維護	• Employee communication meetings 員工溝通會
	• Occupational health and safety 職業健康及安全	• Employee mailbox 員工信箱
	• Remunerations and benefits 薪酬福利	• Training and workshop 培訓與活動
	• Career development 職業發展	• Employee activity 員工活動
	• Humanistic Care 人文關懷	

Our Sustainability Approach

我們的可持續發展方針

Stakeholders 持份者組別	Expectations and requirements 期望與要求	Means of communication and response 溝通與回應的方式
Community and the public 社區及公眾	<ul style="list-style-type: none"> Improve community environment 改善社區環境 	<ul style="list-style-type: none"> Company website 公司網站
		<ul style="list-style-type: none"> Community communication meeting 社區溝通會
Suppliers 供應商	<ul style="list-style-type: none"> Returns 收益回報 Compliant 合規營運 Transparency in information and effective communication 信息透明及高效溝通 	<ul style="list-style-type: none"> Tendering processes 招標程序
		<ul style="list-style-type: none"> Site visits and audits 實地考察及審計
		<ul style="list-style-type: none"> Monthly assessments 每月考評
		<ul style="list-style-type: none"> Meetings 會議 E-mails 電郵

Our Sustainability Approach 我們的可持續發展方針

Through ongoing dialogues and stakeholder engagement exercise throughout the reporting period, the Group has received feedback and suggestions from stakeholders that are invaluable to its sustainable development journey. The Group was pleased to notice that no negative concerns was raised by its stakeholders through the stakeholder surveys during the reporting period. The internal and external stakeholders generally appreciate the Group's continual effort in cultivating a sustainability culture and reinforcing its environmental and social management. The Group's employees have put forward their suggestions on organising more frequent cultural and recreational activities.

Materiality Assessment

We recognise that environmental, social, and climate-related issues may generate multidimensional risks and opportunities, exerting differentiated impacts on our operations. To precisely identify material topics, we systematically integrate external regulatory frameworks with internal stakeholder inputs, leveraging industry materiality maps from authoritative bodies such as MSCI and SASB as strategic references.

Building on this foundation, we further analysed 41 valid survey responses to map environmental and social issues with significant positive or negative business implications onto our materiality matrix. This hybrid assessment mechanism combining quantitative and qualitative insights not only enhances risk anticipation capabilities but also provides a scientific basis for strategic decision-making, ensuring resource allocation aligns closely with key stakeholder expectations.

在整個報告期內，通過持續對話和與持份者的互動活動，集團收到了持份者的反饋和建議，這些對於集團的可持續發展至關重要。集團欣然留意到，在報告期內的持份者調查中，持份者並未提出負面關切事項。內部和外部持份者普遍讚賞集團在培育可持續發展文化及加強環境和社會管理方面的不懈努力。集團的僱員提出了更頻繁舉辦文娛活動的建議。

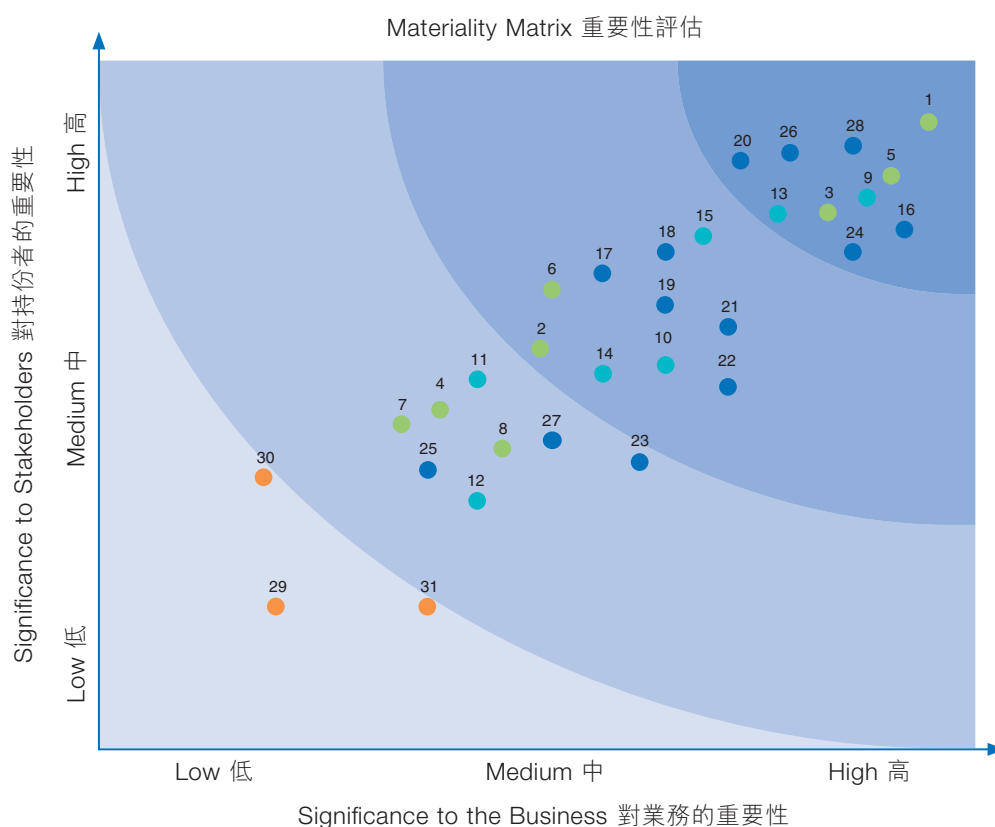
重要性評估

我們深刻認知，環境、社會及氣候相關議題可能衍生多維度風險與機遇，對業務產生差異化影響。為精準識別實質性議題，我們通過系統化梳理外部監管框架與內部利益相關方訴求，整合摩根士丹利資本國際(MSCI)及可持續發展會計準則委員會(SASB)等權威機構的行業實質性地圖指引，開展全面評估。

在此基礎上，我們進一步分析41份有效問卷反饋，將對業務具有顯著正向或負向影響的環境與社會議題納入實質性矩陣。此量化與質性結合的評估機制，不僅強化風險預判能力，更為戰略決策提供科學依據，確保資源配置與核心利益相關方期望高度契合。

Our Sustainability Approach

我們的可持續發展方針



Environment 環境

- 1 Environmental Compliance 環境合規
- 2 Fleet Emissions Management 車輛排放管理
- 3 Greenhouse Gas Emission 溫室氣體排放
- 4 Waste Management 廢棄物管理
- 5 Energy Consumption 能源使用
- 6 Water Resources Management 水資源管理
- 7 Green Office 綠色辦公室
- 8 Responding to Climate Change 應對氣候變化

Labour Practices 勞工慣例

- 9 Employment Compliance 僱傭合規
- 10 Remuneration and Benefits 薪酬及福利
- 11 Working Hours and Rest Periods 工作時數及假期
- 12 Diversity and Equal Opportunity 多元化與平等機會
- 13 Occupational Health and Safety 職業健康與安全
- 14 Training and Development 培訓與發展
- 15 Prevention of Child Labour and Forced Labour 防止童工及強制勞工

Operation Practices 營運慣例

- 16 Operational Compliance 營運合規
- 17 Environmental Risk Management in the Supply Chain 管理供應鏈的環境風險
- 18 Social Risk Management in the Supply Chain 管理供應鏈的社會風險
- 19 Procurement Practices 採購常規
- 20 Product Quality Management 產品品質管理
- 21 Customer Health and Safety 客戶健康與安全
- 22 Responsible Sales and Marketing 負責任的行銷及推廣
- 23 Customer Service Management 客戶服務管理
- 24 Intellectual Property Protection 保護知識產權
- 25 Research and Development 研究及開發
- 26 Information Security 資訊安全
- 27 Customer Privacy Protection 客戶私隱保護
- 28 Anti-corruption 反貪污

Community Investment 社區投資

- 29 Charity 公益慈善
- 30 Promotion of Community Development 推動社區發展
- 31 Rural Revitalisation 鄉村振興

Our Sustainability Approach 我們的可持續發展方針

The matrix result shows that a total of 10 topics were considered extremely important to the Group's stakeholders and the Group's business development. The 10 topics are listed below:

重要性評估矩陣結果顯示，共有十個議題被認為對集團的利益相關者和集團的業務發展十分重要。這十個重要議題如下：

Material Issues identified 重要議題	
1	Environmental Compliance 環境合規
3	Greenhouse Gas Emission 溫室氣體排放
5	Energy Consumption 能源使用
9	Employment Compliance 僱傭合規
13	Occupational Health and Safety 職業健康與安全
16	Operational Compliance 營運合規
20	Product Quality Management 產品品質管理
24	Intellectual Property Protection 保護知識產權
26	Information Security 資訊安全
28	Anti-corruption 反貪污

4. CORPORATE GOVERNANCE



The Board of Directors firmly adheres to the anti-corruption policy. It conducts annual management review meetings, sets up a clear-cut reporting system and accessible reporting channels. This ensures that every employee has the right to report any misconduct incidents.

Sustainability Governance

Board Statement

The Board bears full responsibility for the Group's sustainability strategy and reporting, embedding sustainable development principles into core operations to guide management toward strategic objectives. Through a quarterly collaborative review mechanism, we ensure seamless integration of policy formulation, implementation, and oversight, continuously enhancing ESG performance. At the operational level of Nansha and Rayong factories, department heads regularly convene for focused sessions to systematically evaluate management approaches to sustainability issues and drive innovative practices. Notably, engagement with independent consultants provides valuable insights, injecting fresh perspectives into our sustainability initiatives and further elevating the overall standard of environmental, social, and governance performance.

4. 企業管治



董事會嚴格遵守反貪污政策，每年召開管理審查會議，建立明確的舉報制度和便捷的舉報渠道，以確保每位員工都有權舉報任何不當行為事件。

可持續發展管治

董事會聲明

董事會全面承擔集團可持續發展策略及報告的整體責任，將可持續發展理念深度融入日常營運，引領管理層落實戰略目標。我們透過季度協同審查機制，確保可持續發展政策的制定、執行與監督環環相扣，持續優化集團ESG績效。在南沙工廠與羅勇工廠的運營層面，各部門主管定期舉行專項會議，系統性評估可持續發展議題的管理成效，推動實踐創新。值得強調的是，我們聘請獨立顧問團隊提供專業洞見，為可持續發展工作注入新思維，進一步強化環境、社會與治理表現的整體水準。

Corporate Governance 企業管治

Board of Directors 董事會

- Oversees the Group's sustainability strategy and reporting
監督集團的可持續發展策略和報告
- Steers development of sustainability policies and strategies
指導可持續發展政策和策略的發展
- Keeps track of the sustainability goals and progress of achieving goals
跟蹤可持續發展目標和實現目標的進度
- Reviews and approves sustainability affairs quarterly with the management
每季度與管理層一起審批可持續發展事務

Management 管理層

- Develops sustainability policies and strategies
制定可持續發展政策和策略
- Reports sustainability performance and information to the Board of Directors
向董事會報告可持續發展績效和資訊
- Reviews sustainability affairs quarterly with the Board of Directors
每季度與董事會一起檢討可持續發展事務

Group Divisions 集團部門

- The HR & Administration Division oversees the Group's daily sustainability affairs
人力資源及行政部負責監督集團的日常可持續發展事務
- All divisions of the Group supports sustainability information and data collection
集團所有分部支持可持續發展資訊和數據的收集

During the reporting period, we established multiple sustainability targets, including waste reduction, paper consumption optimisation, and key performance indicators ("KPI"s) for anti-corruption and information security. These targets serve not only as quantifiable benchmarks for operational progress but are deeply embedded within our operational workflows, driving business growth and delivering long-term value to stakeholders through sustainable value creation.

At each Board quarterly meeting, we systematically review target achievement metrics and transparently disclose outcomes through the annual sustainability report. Throughout the reporting period, the Board received no significant concerns from management or departments, reflecting the precision of our target-setting and execution effectiveness. Looking ahead, we will expand our KPI framework to encompass energy efficiency and emissions reduction initiatives, deepening our sustainability practices to build a more low-carbon and resilient future.

報告期內，我們制定多項可持續發展目標，涵蓋廢物減量、紙張消耗優化，以及反貪污與資訊安全等關鍵績效指標（「KPI」）。這些目標不僅作為業務進步的量化標尺，更深度嵌入營運流程，驅動業務增長與價值創造，為利益相關者注入長期可持續性。

在董事會季度會議中，我們系統性審查目標達成進度，並透過年度可持續發展報告向持份者透明披露成果。整個報告期間，董事會未接獲管理層或部門提出的重大關切事項，印證了目標設定的精準性與執行有效性。展望未來，我們將擴展節能減排相關KPI範疇，深化可持續發展實踐，為構建更低碳、更具韌性的未來奠定堅實基礎。

The Board's Engagement

The Board takes on the overall responsibility for overseeing and reviewing the Group's economic, environmental, and social matters and their respective policies. The Board identifies the Group's economic, environmental, and social impacts through multi-channel engagement, including stakeholder surveys, face-to-face dialogues, and Annual General Meetings. During quarterly Board sessions, we systematically review material ESG topics and climate-related risks and opportunities, embedding target-setting deeply within business strategy to drive sustainable progress. These targets serve not only as quantitative monitoring metrics but also as core engines for long-term value creation, delivering sustainable growth momentum to stakeholders. Annually, the Board collaborates with management to review ESG performance, target achievements, and report content while regularly assessing oversight effectiveness and implementing timely enhancements. To safeguard independence, the Board appoints three independent non-executive directors, effectively mitigating potential conflicts of interest.

For more details on the review and management of ESG targets and climate risks, please refer to the "Environment" section of this report.

Ethical Culture

Maintaining high standards of corporate governance is fundamental to the Group's sustained success. As the apex governance body, the Board not only steers strategic direction but also vigilantly safeguards business ethics and corporate integrity, ensuring operational transparency and compliance. Through a robust risk management and internal control framework, we systematically identify, assess, and mitigate risks across all operational dimensions, including environmental, social, and governance challenges. The Risk Management Committee and Audit Committee work in tandem with the Board to regularly review monitoring effectiveness, aligning risk response strategies with business development trajectories. This practice has been deeply embedded in our organisational culture, with every level – from Board members to frontline staff – actively contributing to a resilient risk mitigation ecosystem, thereby integrating sustainability considerations into the very core of our operations.

董事會的參與

董事會肩負起監管及審閱本集團經濟、環境及社會事宜，以及相關政策的整體責任。董事會通過多種方式識別集團對經濟、環境和社會現有的及潛在的影響。通過持份者調查、面對面交流以及股東周年大會，董事會深入了解這些影響。公司每季度召開董事會會議，並定期舉行董事會及各委員會會議，討論相關事宜。在這些會議上，董事會會處理管理層或持份者在互動活動中提出的重大關切事項。具體而言，在季度會議上，董事會會確定會影響集團業務的ESG重要主題，以及與氣候相關的風險和機遇。董事會堅信設定ESG目標至關重要。這些目標不僅有助於監測集團在可持續發展方面的進展，還能為企業帶來長期價值。因此，董事會每年與管理層一起審查和批准可持續發展相關事宜，包括審核ESG相關業績、目標以及可持續發展報告的內容。每年，董事會都會評估其監督效率，並在必要時採取措施加以強化。為避免利益衝突，董事會委任了3名獨立非執行董事，以監督集團的管理。

有關ESG目標和氣候風險的審核及管理詳情，見於本報告「環境」部分。

道德文化

維持高水準的企業管治，是集團持續成功的基石。董事會作為最高管治機構，不僅主導整體戰略方向，更緊密關注商業道德與企業廉潔，確保營運透明度與合規性。透過建立完善的風險管理與內部監控框架，我們系統性識別、評估並緩解各類業務風險，包括環境、社會及治理層面的潛在挑戰。風險管理委員會與審核委員會協同董事會，定期審視監控機制效能，確保風險應對策略與業務發展步調一致。此項工作已深度融入集團全員文化，從董事會至基層員工，共同構建風險防範生態，使可持續發展議題的管理成為營運核心環節。

Corporate Governance 企業管治

For details of the Group's corporate governance structure and practices, please consult the "Corporate Governance Report" section in the Company's Annual Report 2025.

Anti-Corruption Policies

We adopt a zero-tolerance stance towards bribery, fraud, and corruption, embedding this principle into the operational framework of the Code of Conduct and Business Ethics. This policy mandates uncompromising integrity across all business activities, supported by the Internal Control Procedures and Whistleblower Policy to create a comprehensive safeguard against corruption. New hires receive detailed training on these policies during onboarding, with full documentation included in the Employee Handbook, while explicitly prohibiting receipt of gifts, securities, luxury items, or high-end entertainment from business partners, suppliers, or agents. The continue application of the Code of Conduct and Business Ethics not only helps to monitor and identify the laws, regulations and procedures applicable to the Group, the Company also maintain regular updates to ensure compliance and legal operation of our business.

For procurement processes, we implement a strict duty separation mechanism to prevent conflicts of interest, fraud, and corruption at every stage. In 2025, we engaged internal and external experts for in-depth anti-corruption training, utilising case studies and interactive discussions to heighten employee awareness. While 73 employees completed online modules totaling 73 training hours, significantly strengthening ethical vigilance across the organisation.

All employees adhere strictly to the Code of Conduct and the Corporate Responsibility Control Procedures (CRCP), which aligns with China's Anti-Unfair Competition Law, Anti-Money Laundering Law, and Thailand's Supplementary Act on Prevention and Suppression of Corruption B.E. 2561 (2018). The Board annually reviews CRCP effectiveness and sets a target of no more than two corruption incidents per fiscal year. During the reporting period, the Group, its employees, and business partners remained free of any concluded corruption litigation or violations, reflecting our exemplary commitment to ethical governance.

有關集團企業管治架構及常規的詳情，請參閱公司2025年年報「企業管治報告」部分。

反貪污政策

我們對賄賂、欺詐及貪污行為採取零容忍立場，並將此原則深度融入《行為準則和商業道德規範》的執行體系。該規範明確要求所有業務活動必須恪守高標準廉潔準則，並透過《內部監控程式及舉報政策》構建全方位防護網，嚴格杜絕貪污風險。新員工入職培訓中已詳盡解說此政策，並載於《員工手冊》供全體參考，同時明確禁止收受商業夥伴、供應商或經紀人提供的禮品、證券、貴重物品或高消費娛樂等不當利益。《行為準則和商業道德規範》的持續實施，不僅有助於監控並識別適用於本集團的各項法律、法規及程序，公司亦保持定期更新，以確保業務運作的合規性與合法性。

在採購環節，我們實施職責分離機制，確保各階段風險防範無死角。2025年，我們邀請內外部專家開展深度反貪培訓，透過案例分析與互動討論提升員工敏感度，73名員工完成線上培訓累計73小時。此舉不僅強化道德意識，更為營造企業文化注入實質動能。

所有員工嚴格遵守《行為準則》及《公司責任控制程序》(CRCP)，此框架依據《中華人民共和國反不正當競爭法》、《反洗錢法》及泰國《貪污防治補充法》B.E.2561 (2018)建立。董事會每年審查CRCP有效性，並設定年度貪污事件上限為兩宗。報告期內，集團及全體僱員、商業夥伴均無任何貪污訴訟記錄，亦未發生違規個案，彰顯我們在道德治理上的卓越實踐。

Whistleblowing System

A whistleblowing system has been put in place to enable employees and other relevant parties to report instances of misconduct. Each reported case is treated with strict confidentiality and processed in line with the Whistleblowing Policy and associated procedures. The Audit Committee is tasked with overseeing and evaluating the effectiveness of this policy.

Any violation of the Group's Code of Conduct and Business Ethics will be dealt with appropriately. Such violations may result in the termination of the business relationship or employment. Employees and business partners are encouraged to report their concerns to the Group through the following channels:

Mr. Yeung Pak Keung
Chief Financial Officer
Tel: +852 2355 9971
Email: BillyYeung@triohk.com.hk
Mr. Wong Kwok Kuen
Audit Committee
Tel: +852 2765 8787
Email: wongkwokkuen@hotmail.com

Additional information on the Group's corporate governance, internal control and risk management can be found in the "Corporate Governance Report" section of the Company's 2025 Annual Report

舉報制度

集團已建立舉報制度，以便員工及其他相關方舉報不當行為。每宗舉報案件均會嚴格保密，並按照舉報政策及相關程序處理。審核委員會負責監督及評估該政策的有效性。

任何違反集團行為準則和商業道德規範的行為都將得到妥善處理，此類違規行為可能導致業務關係終止或僱傭關係解除。集團鼓勵員工和商業夥伴通過以下渠道向集團舉報相關問題：

楊柏強先生
首席財務官
電話：+852 2355 9971
電郵：BillyYeung@triohk.com.hk
黃國權先生
審核委員會
電話：+852 2765 8787
電郵：wongkwokkuen@hotmail.com

更多有關本集團之企業管治、內部監控及風險管理的資訊，詳見集團《2025年年度報告》的「企業管治報告」部分。

VALUE CHAIN 價值鏈

5. VALUE CHAIN



Operational excellence serves as a fundamental element in attaining business performance and is essential for the Group's pursuit of sustainable business development. To achieve so, the Group continuously manages its manufacturing processes through the adoption of advanced technologies, minimising operational risks and ensuring that the Group provides quality products of the highest value to its customers and stakeholders.

Manufacturing Excellence

Exceptional operations serve as the cornerstone of business performance and sustainable growth. In our pursuit of manufacturing excellence, we continuously leverage AI and automation to optimise production workflows, effectively mitigating operational risks while delivering premium products and services to clients and stakeholders. The deep integration of Industry 4.0 has successfully transformed our manufacturing ecosystem into a high-efficiency, resilient environment, significantly elevating productivity and market competitiveness. Looking ahead, we will establish an integrated process platform to advance toward higher maturity levels of Industry 4.0, further enhancing value chain synergies.

5. 價值鏈



卓越運營是實現業務績效的關鍵，對達至業務可持續發展尤為重要。為了實現這目標，集團通過應用先進技術，降低運營風險，以及保證為客戶和持份者提供最優質產品，持續管理其製造流程。

卓越製造

卓越運營是驅動業務績效與可持續發展的核心動力。在追求卓越製造的道路上，我們持續應用人工智能及自動化技術優化生產流程，不僅有效降低營運風險，更確保為客戶與持份者提供頂級品質的產品與服務。工業4.0的深度整合，已成功打造高效率、高彈性的製造生態系統，顯著提升生產力與市場競爭力。展望未來，我們將建構跨工序整合平台，邁向工業4.0更高成熟度階段，進一步強化價值鏈協同效應。

Value Chain

價值鏈

As an Authorised Economic Operator (AEO) certified under China Customs' program, we maintain international standards in regulatory compliance, internal controls, and trade security – streamlining customs clearance while demonstrating our commitment to global trade integrity. Concurrently, our Nansha and Rayong factories actively engage with the IPC Association of International Electronics Industries, staying attuned to market trends through industry dialogue. We remain steadfast in investing in smart manufacturing capabilities to drive sustained efficiency gains, infusing long-term momentum into our sustainability journey.

Industry 4.0 Certification

Trio Engineering obtained the Industry 4.0 level 1i Maturity accreditation since 2019. This certification attests to the Group's proficiency in generating real-time information across business operations, production, and logistics. It serves as a testament to the Group's technological capabilities and its forward-thinking approach in the manufacturing sector.

Customer Satisfaction and Responsibility

We position customer needs at the heart of our operations, embodying 'customer-first, quality-driven, continuous improvement' as our guiding principle to not only meet but exceed expectations. Through rigorous quality assurance and recall mechanisms, we safeguard customer rights while addressing all complaints with agility – deepening trust and elevating market reputation as a cornerstone of long-term competitiveness.

Listening to Customers

The Group regularly gauges customer satisfaction with its products and services through surveys and performance ratings. Customer satisfaction survey results show the Nansha Plant attained an average score of 86. This progress underscores our continued focus on service excellence. The Group convenes regular meetings to review insights and develop action plans to better address the issues identified across the Group.

作為中國海關總署「授權經營者」計劃的高級認證企業，我們在監管合規、內部控制及貿易安全方面均達至國際標準，這不僅簡化清關流程，更彰顯集團對全球貿易規範的堅定承諾。同時，南沙工廠與羅勇工廠持續活躍於IPC國際電子工業聯接協會，透過行業對話緊握市場脈動。我們將持續加碼智能製造投資，以技術驅動整體生產效率躍升，為可持續發展注入持久動能。

工業4.0認證

致豐工程在2019年已獲得了工業4.0級1i成熟度認證，印證了集團在業務營運、生產及物流上實時產生數據的能力。它證明瞭該集團的技術能力及其在製造業領域的前瞻性思維。

顧客滿意度和責任

我們將客戶需求視為營運核心，以「以客為先、優質高效、持續改善」為行動準則，不僅滿足要求更追求超越。透過質量保證與召回機制，我們嚴格保障客戶權益，並以敏捷流程處理所有投訴，這不僅深化客戶信任，更為市場聲譽與長期競爭力注入關鍵動能。

聆聽客戶意見

集團通過調查及績效評級來定期評估客戶對我們產品和服務的滿意度。根據客戶滿意度調查的結果，南沙工廠所獲的客戶滿意度平均評分為86分，這一顯著進步充分體現了我們在服務品質與客戶體驗方面的持續優化與提升。集團定期召開會議，以審視建議並制定執行計劃，以更妥善解決整個集團所發現的問題。

Value Chain 價值鏈

Handling of Customer Complaints

We employ a standardised customer communication framework, with dedicated personnel in each department addressing issues within defined timelines to streamline resolution. The marketing team fully implements the 8D methodology for in-depth investigation and documentation, ensuring root cause resolution and prevention for every complaint. All 169 complaints during the reporting period were resolved via 8D, with immediate corrective and preventive actions implemented to eliminate recurrence. Products are manufactured strictly to client specifications with a one-year warranty; quality issues are remedied at no cost within the warranty period. Notably, no safety-related product recalls occurred, and no major regulatory violations impacted product safety, reflecting our unwavering commitment to quality and security standards.

Product Quality and Safety

We maintain stringent standards across product quality and reliability, ensuring all offerings fully comply with international certifications such as ISO 9001 and ISO 13485, establishing a robust benchmark for consistency and dependability. Our quality management system encompasses the entire supply chain – from supplier selection, raw material procurement, production execution to equipment maintenance – with precise monitoring and optimisation at every stage. Annual management reviews and independent audits (conducted by both internal and external auditors) comprehensively validate our quality framework, with performance reports regularly submitted to the Board, reflecting our steadfast commitment to global standards and continuous improvement.

處理客戶投訴

我們以標準化客戶溝通框架處理投訴，各部門指定專責人員於合理時限內回應，簡化流程並提升響應效率。市場營銷團隊全面採用8D方法進行深度調查與記錄，確保每宗投訴的根治與預防。報告期內169宗投訴全部完成8D流程，迅速落實糾正與預防措施，實現問題零重複。代工產品嚴格按客戶規格生產，提供一年保修期；質量問題將於保修期內免費修復。報告期內無安全健康相關產品召回，亦無重大法規違規事件，彰顯我們對產品品質與安全的堅定承諾。

產品質量及安全

我們在產品品質與可靠性雙維度設定嚴格標準，確保所有產品全面符合ISO 9001及ISO 13485等國際認證，為品質一致性與可靠性提供堅實基準。質量管控系統涵蓋供應鏈全鏈條—從供應商甄選、原物料採購、生產執行至設備維護，均實施精準監控與優化。管理層每年透過管理評審會及獨立審計（含內外部審計師）全面驗證質量管理體系效能，並定期向董事會提交績效報告，彰顯對國際標準的堅守與持續改進承諾。



Certifications 認證

- | | |
|---|-----------------------------|
| • ISO 9001 Quality Management System | • ISO 9001 質量管理體系 |
| • ISO 13485 Quality Management System for Medical Devices | • ISO 13485 醫療器械質量管理體系 |
| • UL1446 Electrical Insulation Systems | • UL1446 絕緣材料系統 |
| • UL Certification for PCB Assembly | • 印刷電路板組裝UL認證 |
| • UL Traceability Requirement for Printed Circuit Board Assemblies (Category ZPVI2) | • 印刷電路板組件的UL可追溯性要求(類別ZPVI2) |
| • CCC Product Safety Certification | • CCC 產品安全認證 |

Quality control teams conduct rigorous inspections at all production stages: incoming materials, work-in-progress, and finished goods undergo environmental safety and client-specification compliance verification. Dedicated teams handle incoming inspection, first-article validation, production-line monitoring, and final quality checks, utilising multi-dimensional testing including laboratory analysis, RoHS spectral testing, automatic optical inspection, aging tests, and unit testing to identify defects and implement component replacement, guaranteeing zero-defect delivery.

Since 2009, Nansha factory has fully implemented the Manufacturing Execution System “T-MICS” for real-time data collection and performance tracking. Its core UL traceability module leverages QR codes for instant production data retrieval and precise origin tracing of materials. This traceability capability not only strengthens quality control but also empowers rapid anomaly response, ensuring clients receive premium products while enhancing overall production efficiency and customer satisfaction.

品質控制團隊在生產各環節執行嚴格檢測：進貨材料、半成品及成品均經環境安全與客戶規格符合性驗證，確保達標。我們設立專責小組實施進貨檢驗、首件確認、生產線監控及出廠測試，透過實驗室分析、RoHS譜系檢測、自動光學檢測、老化測試及單元測試等多維度測試，精準識別缺陷並實施換件，確保產品在交付前達到零缺陷標準。

自2009年起，南沙工廠全面應用製造執行系統「T-MICS」，實時收集生產與品控數據，精準追蹤績效目標達成度。其核心模組UL可追溯性系統透過QR碼實現生產數據即時調取，精確溯源至原物料來源。此可追溯機制不僅強化品質管控，更賦能我們即時應對品質異常，確保客戶獲享頂級品質產品，同時提升整體生產效率與客戶滿意度。

Value Chain 價值鏈

Intellectual Property Rights

As a major entity with a substantial number of patents, the Group is deeply committed to safeguarding the innovative technologies and intellectual property (“IP”) utilised in its business operations. The Group has formulated its IP Rights Policy, designed to effectively manage and protect the handling of its proprietary information and IP rights. It is implemented in strict accordance with the following relevant laws and regulations:

- Enterprise Intellectual Property Management (GB/T 29490-2013);
- the Patent Law of the PRC;
- the Trademark Law of the PRC;
- the Copyright Law of the PRC;
- Patent Act, B.E. 2522 (1979) of Thailand;
- Trademark Act B.E. 2534 (1991) of Thailand; and
- Copyright Act B.E. 2537 (1994) of Thailand.

Our dedicated intellectual property team strategically optimises management frameworks through systematic reviews and efficient resource allocation, ensuring robust IP governance. Before initiating any R&D project, we conduct comprehensive IP clearance checks to identify and prevent potential infringement risks from registered patents and trademarks. Collaborating closely with administrative and procurement teams, we implement supplier compliance monitoring for IP regulations, mandating adherence to legal standards and the Supplier Code of Conduct within all contractual agreements. Confidentiality agreements are universally signed to formalise IP protection clauses, clearly outlining legal liabilities for unauthorised use. The absence of any IP infringement incidents during the reporting period underscores our meticulous execution and unwavering commitment to intellectual property integrity.

Since its early days, the Group has registered IP for new inventions. By 31 December 2025, it had obtained 51 utility model patents and software copyrights.

知識產權

作為眾多專利的主要持有者，集團致力保護應用於營運上的新技術及知識產權（「知識產權」）。集團制定了知識產權政策，旨在有效管理和保護其專有資訊和知識產權的處理。知識產權政策旨在根據以下法律法規管理及保護專有資訊和知識產權的處理：

- 《企業知識產權管理(GB/T 29490-2013)》；
- 《中華人民共和國專利法》；
- 《中華人民共和國商標法》；
- 《中華人民共和國版權法》；
- 《泰國專利法，B.E. 2522 (1979)》；
- 《泰國商標法B.E. 2534 (1991) 》；及
- 《泰國版權法B.E. 2537 (1994) 》

我們專責知識產權團隊深度優化管理策略，通過系統性審查與資源配置機制，確保知識產權體系運作高效。在研發項目啟動前，我們嚴格執行知識產權清查程序，全面排查已註冊專利及商標，從源頭杜絕侵權風險。同時，與行政及採購部門緊密協作，建立供應商知識產權合規監控機制，要求其嚴格遵守相關法規及《供應商行為準則》，並在合作契約中明確載入知識產權保護條款。透過全員簽署保密協議，我們強化知識產權防護網，明確規範未經授權使用的法律後果。報告期內，零侵權事件的紀錄，充分印證集團在知識產權管理上的精密執行與高度自律。

自成立初期起，集團一直為其新發明進行知識產權註冊。截至2025年12月31日止，集團共獲得51項實用新型專利及軟件著作權。

Information Security and Data Privacy

The Group places a high premium on information security and is fully dedicated to preventing the leakage of classified information and customer data. In 2025, the Group continues to uphold and enhance its security measures as follows.

We integrate information security into our core governance framework, rigorously adhering to data protection regulations and industry-leading standards to safeguard customer and business data. Through annual systematic assessments, we continuously identify assets and risks while collaborating with suppliers and clients via surveys and on-site reviews to build shared security awareness. All partners sign legally binding confidentiality agreements, explicitly defining intellectual property and data usage terms.

The IT department and dedicated security team work in tandem to monitor technical risks and network integrity, implementing threat mitigation and vulnerability patching protocols. To ensure system resilience, we deploy firewalls, anti-virus systems, and access authorisation frameworks, alongside disaster recovery plans and server backup solutions. New hires receive foundational security training, while existing staff undergo quarterly advanced modules, reinforcing the 'least privilege' principle for data access – every client data request requires strict approval and periodic re-verification.

'Zero data loss' is a key performance indicator, with the reporting period achieving zero client data breaches, zero regulatory violations, and no privacy-related complaints, demonstrating the exceptional efficacy and continuous improvement of our information security framework.

資訊安全與數據私隱

集團高度重視資訊安全，致力防止機密資料及客戶數據外洩。2025年，集團繼續堅持並加強安全措施如下。

我們將資訊安全納入核心治理框架，嚴格執行數據保護法規及行業領先標準，確保客戶與業務數據全面受保護。透過年度系統性評估機制，我們持續識別資產風險並優化管控流程，同時通過問卷調查與現場審核，與供應商及客戶共建資訊安全共識。所有合作方均簽署具法律約束力的保密協議，明確規範知識產權與數據使用條款。

資訊科技部門與專責安全團隊緊密協作，實時監控技術風險與網絡安全狀態，建立漏洞修補與威脅應對機制。為保障系統穩定性，我們部署互聯網防火牆、防病毒系統及授權管理架構，並制定災難恢復計劃與服務器備份方案。新員工入職時接受基礎安全培訓，現職員工每季更新進階課程，強化「實際需要知道」原則下的數據存取管理——所有客戶數據存取均需經嚴格審批與定期重新認證。

本集團將「零數據遺失」列為關鍵績效指標，報告期內實現客戶資料零洩露、零違規，亦無任何隱私投訴記錄，彰顯資訊安全體系的卓越有效性與持續改進承諾。

Value Chain 價值鏈

Advertising and Labelling

The Group does not possess a dedicated policy concerning the advertising and labelling of its products and services. This is due to the fact that such aspects of advertising and labelling are deemed to have little significance for the Group's operations. In the reporting period, there were no instances of material non-compliance with relevant laws and regulations pertaining to advertising and labelling that would have had a substantial impact on the Group.

Responsible Supply Chain Management

As a prominent player among electronics manufacturers in the industry, the Group is committed to fostering a responsible supply chain and cultivating stable, long-term relationships with its suppliers.

We require all suppliers to strictly comply with applicable regulations and the Supplier Code of Conduct regarding business ethics, human rights, and environmental safety, leveraging integrated ERP, SRM, and proprietary T-MICS systems for digital supply chain management. Internally, our Procurement Procedure and Supplier Evaluation Guidelines serve as operational frameworks to systematically select suppliers meeting quality standards (e.g., ISO 9001), environmental compliance, and production capacity requirements.

Building on this foundation, we drive supply chain alignment with international standards by encouraging partners to adopt certifications such as SA8000, ISO 14001, and ISO 45001. For critical materials like batteries and packaging, suppliers must submit compliance documentation adhering to RoHS and REACH regulations. Our audit mechanism operates in two tiers: strategic suppliers undergo on-site audits every three years, while general suppliers are evaluated every five years. Only those meeting our criteria are included in the approved supplier list. Non-compliant or underperforming suppliers face demotion or removal, ensuring supply chain integrity and sustainability.

廣告宣傳及標籤

由於廣告宣傳及產品和服務標籤對本集團的營運並不重要，因此集團沒有關於廣告宣傳及產品和服務標籤的具體政策。報告期內，本集團概無違反任何有關廣告和標籤的法律法規，而對集團有重大影響。

負責任的供應鏈管理

作為業內領先的電子製造商之一，本集團提倡負責任的供應鏈，並與供應商建立穩定、長遠的合作關係。

我們要求所有供應商嚴格恪守適用法規及《供應商行為準則》關於商業倫理、人權保障及環境安全的規範，並通過企業資源計劃（「ERP」）系統、供應商關係管理（「SRM」）系統及自行開發的T-MICS系統的協同應用，實現供應鏈數位化管理。內部政策層面，我們以《採購程式》及《供應商評估指南》為行動框架，系統化篩選符合質量標準（如ISO 9001）、環保規範及生產能力的供應商。

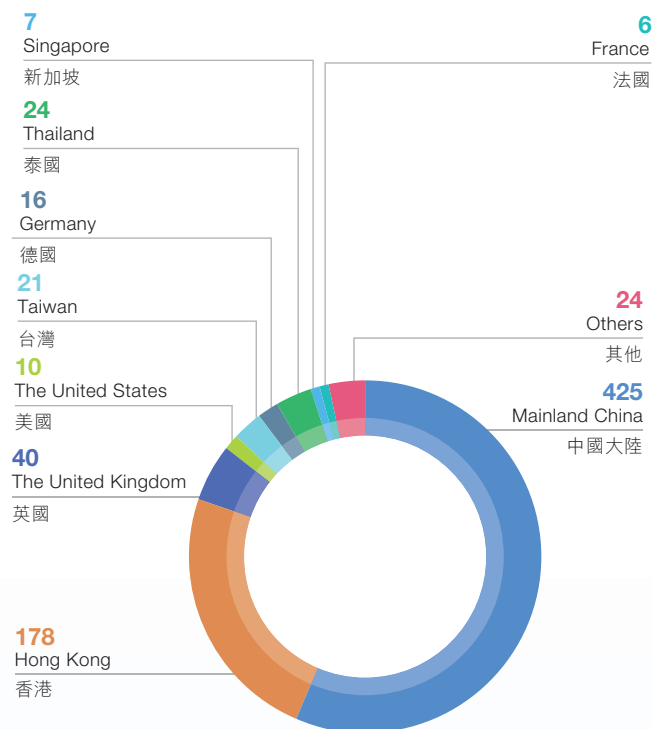
在此基礎上，我們推動供應鏈向國際標準接軌，鼓勵合作夥伴導入SA8000、ISO 14001及ISO 45001等認證。針對電池、包裝等特定物料，供應商需依循RoHS、REACH法規提交有害物質合規文件。定期審計機制分為兩類：核心供應商每三年接受現場審核，一般供應商則每五年評估一次，審計結果需達標方可列為合格供應商。對於違規或評分未達標者，我們將啟動降級或除名程序，確保供應鏈的合規性與可持續性。

Value Chain 價值鏈

During the reporting period, the Group established collaborative relationships with a total of 751 suppliers. The details of the suppliers' geographical distribution are as follows:

報告期內，本集團共與751家供應商合作，詳情如下：

Distribution of Suppliers by Geographical Region of 2025
供應商的地区分佈




The vast majority of our suppliers are from Hong Kong and Mainland China, which accounted for around 80% of our total suppliers. Other geographical regions include suppliers (less than 1% each) in Malaysia, Italy, Spain, Ireland, Switzerland, Japan, Belgium, Canada, India, Hungary and Netherland. The procured materials were mainly electronic components, metal, circuit boards and equipment.

供應商大多數來自香港及中國大陸，約佔供應商總數80%。其他地區的供應商包括馬來西亞、義大利、西班牙、愛爾蘭、瑞士、日本、比利時、加拿大、印度、匈牙利和荷蘭（每地區佔不足1%）。採購的物料主要為電子元件、金屬、線路板及設備。

PEOPLE 人員

6. PEOPLE




The Group is committed to establishing a people-centric working environment which characterised by the absence of discrimination and harassment, while simultaneously embracing diversity and placing a high priority on the wellness and safety of its employees. The Group firmly believes in investing in its employees, creating fair opportunities and providing support for them to thrive as a high-performing team.

Caring for Our People

We uphold legality, fairness, and impartiality while strictly complying with China's Labor Law, Labor Contract Law, and related labor regulations to strengthen HR policies and protect employee rights. The Code of Conduct systematically outlines ethical standards and behavioral expectations, with detailed provisions on human rights, anti-bribery and conflict-of-interest management, anti-discrimination principles, and confidential information handling included in the Employee Handbook. Employment contracts explicitly define terms, compensation benefits, and termination procedures – for instance, departing employees must submit written resignation notices in advance to ensure transparent processes.

A multi-channel communication framework (email, intranet, and confidential hotline) facilitates two-way dialogue between employees and management on operational matters. An independent grievance mechanism enables employees to report misconduct, workplace harassment, or occupational hazards securely without fear of retaliation.

6. 人員




本集團旨在創建一個以人為本的工作環境，沒有歧視和騷擾，同時擁抱多元化並以健康與安全為優先考慮。集團積極投資於員工身上，給予平等機會和充份的支持，致力培育表現卓越的團隊。

關愛我們的員工

我們恪守合法、公平、公正原則，並嚴格遵守《中國勞動法》、《中國勞動合同法》等法規，以完善人力資源政策並保障員工權益。《行為守則》系統闡述員工道德標準與行為準則，相關細則同步載於《員工手冊》，涵蓋人權保障、反賄賂與利益衝突管理、反歧視原則及保密資料處理規範。所有僱傭合約均明確界定僱用條款、薪酬福利與解僱程序—例如離職員工須提前提提交書面解約通知，確保流程透明合規。

我們通過電子郵件、內聯網及保密舉報熱線構建雙向溝通渠道，鼓勵員工與管理層就業務議題進行對話。集團設立獨立申訴機制，員工可安全舉報不當行為、職場騷擾或作業風險，且無須擔憂報復。

Cross-functional collaboration ensures comprehensive labor rights implementation: the HR Department leads policy optimisation; the Training Committee designs annual programs based on needs and feedback; the Health & Safety Unit at Nansha factory and HR team at Rayong factory jointly monitor workplace safety performance while proactively identifying and mitigating risks; and the Labor Dispute Mediation Committee specialises in resolving labor conflicts through negotiation.

During reporting period, no significant non-compliance issues were found in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, and other benefits and welfare, nor were any criminal cases related to labour disputes arising from the dismissal of employees.

Creating an Inclusive Workplace

We firmly believe inclusive culture is the key driver for talent potential, explicitly prohibiting discrimination based on race, nationality, religion, disability, gender, and other protected categories through our Code of Conduct, supported by systematic anti-discrimination mechanisms. From recruitment to promotion and training, the Group integrates fairness principles into decision-making processes to ensure equal opportunities. Trio strictly enforces a 'zero-tolerance' policy, with all complaints handled through confidential reporting channels and investigated by dedicated teams.

As a responsible employer, we embed pay equity into strategic frameworks through regular market compensation analysis combined with internal fairness assessments to dynamically adjust salary structures. In 2025, we completed a Group-wide pay equity audit covering all job levels and departments, ensuring substantive equality in compensation access across demographics. This dual-track balancing mechanism not only strengthens employee engagement but also infuses inclusivity into our sustainability momentum.

During the reporting period, no significant noncompliance with relevant laws and regulations regarding equal opportunity, diversity, and anti-discrimination that could have a substantial impact on the Group was observed.

跨部門協作體系保障勞工權益全面落地：人力資源部主導政策優化與制度完善；培訓委員會根據需求與反饋制定年度培訓計劃；南沙工廠健康安全部與羅勇工廠人力資源部協同監控職場安全績效，主動識別並緩解潛在風險；勞資糾紛調解委員會則專責處理勞資爭議，促進雙方協商解決。

報告期內，沒有發生與薪酬及解僱、招聘及晉升、工時、休息時間以及其他權益和福利有關的重大違規行為，也沒有發生因解僱員工產生的勞資糾紛相關刑事案件。

創建具包容性的工作場所

我們深信包容性文化是人才潛能發揮的關鍵驅動力，透過《行為守則》明確禁止基於種族、國籍、宗教、殘疾、性別等任何類別的歧視行為，並建立系統性反歧視機制。從招聘、晉升到培訓發展各環節，集團以公平原則貫穿決策流程，確保機會均等。我們致豐嚴格執行「零容忍」政策，所有投訴均通過保密舉報管道受理，並由專責團隊進行調查與跟進。

作為負責任僱主，我們將薪酬公平納入戰略框架，定期進行市場薪酬分析，結合內部公平性評估，動態調整薪資結構。2025年我們完成全集團薪酬公平審計，覆蓋所有職級與部門，確保不同群體在報酬獲取上享有實質平等。這種雙軌制衡機制不僅強化員工認同感，更為可持續發展注入包容性動能。

本集團每年舉行管理層檢討會議，討論及檢討人力資源政策；還要求有關部門及時進行改善，以保障僱員權益。如僱員被發現有歧視行為，將受到紀律處分。報告期內，沒有發生違反有關平等機會、多元化及反歧視法律法規的情況而對集團有重大影響。

People 人員

Total Workforce

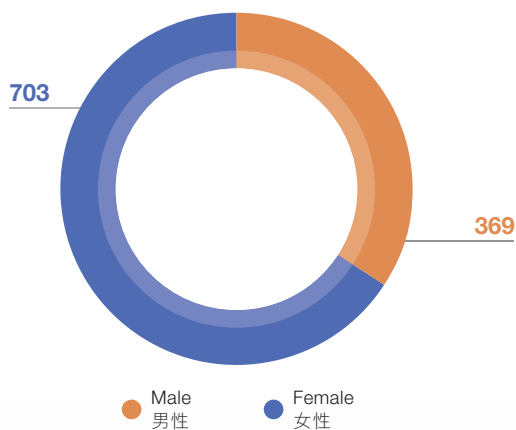
The Nansha and Rayong Plants of the Group had a total number of 1,072 employees of 31 December 2025 (2024: 1,237 employees), all of whom were permanent full-time employees. The total workforce by gender, age group, employee grade, and geographical region are shown below.

總勞動力

截至2025年12月31日，本集團南沙及羅勇工廠有1,072名僱員（2024年：1,237名僱員），均為長期全職僱員。下面顯示按性別、年齡組、員工級別及地區劃分的總勞動力。

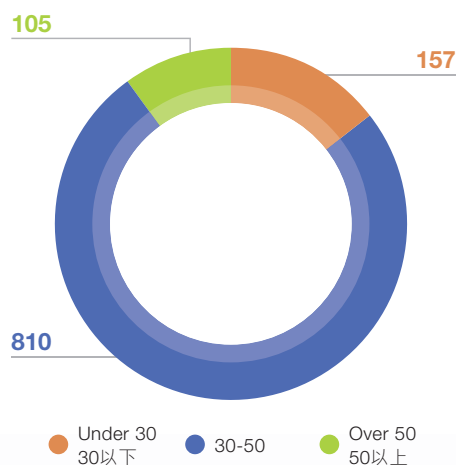
Gender Distribution

性別分佈



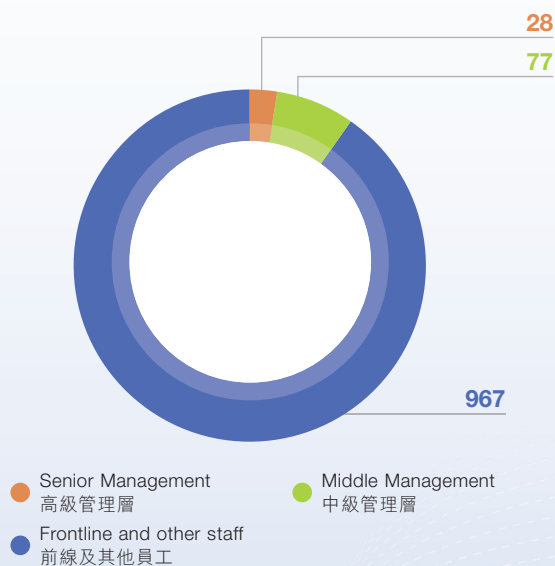
Age Group Distribution

年齡組分佈



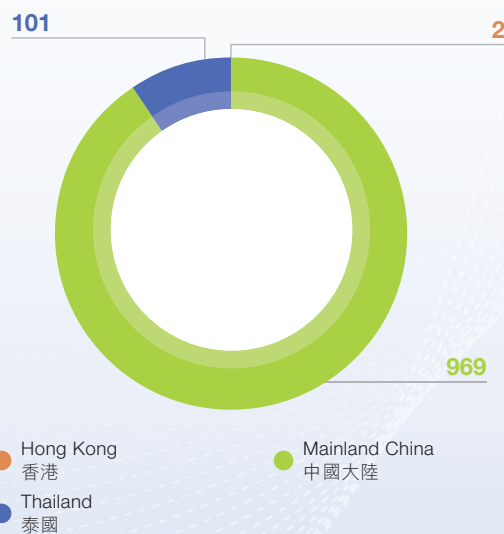
Employee Grade Distribution

僱員職級分佈



Geographical Region Distribution

地區分佈



Turnover

In 2025, a total of 284 employees left the Group. The overall turnover rate was 25%¹. To acquire and retain the best talents, the Group continues to review employees' remuneration packages as well as design and implement people-oriented policies.

流失率

本年度，共有284名僱員離職，整體流失率為25%¹。為了吸納及留住最優秀的人才，集團將繼續檢討僱員的薪酬待遇，並制定及實施以人為本的政策。

Total Workforce Distribution 總勞動力分佈		2025 Employee Turnover Rate 2025僱員流失率
Gender Distribution 性別分佈		
Male 男性		18%
Female 女性		32%
Age Group Distribution 年齡組分佈		
Under 30 30以下		34%
30-50		23%
Over 50 50以上		18%
Geographical Region Distribution 地區分佈		
Hong Kong 香港		0
Mainland China 中國大陸		26%
Thailand 泰國		12%

Notes:

1. The overall turnover rate is calculated by the number of employees left during the reporting period/Average of the sum of the number of employees at of the end of the 2024 reporting period and the 2025 reporting period x 100%. Employees who leave within one month of employment are not counted.

註：

1. 整體流失率是按報告期間離職員工數量／2024年報告期末與2025年報告期末的員工加和數量的平均數x100%計算。入職一個月內離職的員工不計算在內。

Strategic Talent Centre (“STC”)

The Strategic Talent Hub (STC) in Nansha serves as a core platform for attracting and retaining specialists in engineering, IT, procurement, finance, and audit. As a strategic pillar for sustainable growth, management continuously optimises talent acquisition mechanisms to align workforce scale and quality with expansion needs. This initiative strengthens technical innovation capabilities while providing critical human capital support for strategic transformation and market expansion.

Competitive Remuneration and Benefits Package

We deploy a competitive compensation strategy to attract and retain top talent, dynamically adjusting salary structures annually based on performance, market benchmarks, and business development stages. Frontline workers at Nansha factory receive additional lump-sum allowances beyond base wages and onetime payments. Our benefits portfolio includes statutory holidays, paid leave, social insurance, healthcare coverage, family-friendly policies (marriage leave, paternity leave, breastfeeding leave), and meal subsidies, with seniority-based bonuses tied to service duration – achieving dual goals of pay equity and motivation.

Employee Relations

We cultivate organisational belonging through multi-channel engagement, featuring anonymous feedback boxes, hotline services, social media portals, and regular surveys to ensure timely input and closed-loop resolution. Management hosts quarterly cross-functional forums, complemented by random sampling interviews to assess communication effectiveness, continuously refining dialogue frameworks. This dual-track model of “immediate response + periodic review” enhances employee engagement while providing data-driven insights for cultural evolution.

戰略人才中心 (「STC」)

位於南沙的戰略人才樞紐(STC)作為高端人才招聘與留用的核心平台，專注於工程技術、資訊科技、採購管理、財務審計等專業領域的人才集聚。作為集團可持續發展戰略的重要組成，管理層持續優化STC人才引進機制，確保各梯隊人才規模與素質匹配業務擴張需求。此舉不僅強化集團技術創新能力，更為戰略轉型與規模擴張提供關鍵人力支撐。

具競爭力的薪酬福利計劃

我們以競爭性薪酬策略吸引並留任優秀人才，每年結合績效表現、市場基準與企業發展階段動態調整薪酬結構。南沙工廠一線員工除基本工資與加班補貼外，另設一筆過津貼激勵方案。福利架構涵蓋法定假期、帶薪年假、社會保險、醫療保障、家庭關懷假(婚假、陪產假、哺乳假)及膳食補貼，並根據服務年限設立資歷獎金梯度，實現薪酬公平性與激勵性的雙重目標。

僱員關係

我們通過多元管道培育員工歸屬感，打造開放互動的組織生態。設有匿名投訴信箱、意見熱線、社交媒體專區及定期問卷調查，確保員工意見即時反饋與閉環處理。管理層每季召開跨部門座談會，結合隨機抽樣訪談評估溝通效能，持續優化對話機制。這種「即時響應－定期檢視」的雙軌模式，不僅強化員工參與感，更為組織文化迭代提供數據支撐。

Employee Health and Safety

The Group places the utmost importance on the health and safety of its employees. It is unwaveringly committed to abiding by relevant occupational health and safety (“OHS”) regulations and promoting employee involvement to enhance OHS objectives. The Group strictly complies with the Prevention and Control of Occupational Diseases Law of the PRC, the Work Safety Law of the PRC, and the Occupational Safety, Health, and Environment Act, B.E. 2554 (2011) of Thailand. It has established comprehensive OHS systems, policies, and safety protocols to manage all related matters in its operations. During the reporting period, no major noncompliance with laws and regulations significantly impacting the Group’s OHS was detected.

Health and Safety Management

The Health & Safety (H&S) Committee, anchored by cross-functional management representatives, integrates OHS policy oversight and performance review into the operational fabric, fully implementing ISO 45001 standards at Nansha factory. This system is seamlessly embedded across all employee workflows, leveraging a triad mechanism of safety audits, third-party risk assessments, and incident root cause analysis to systematically eliminate physical and chemical hazards. All compliance checks and annual production unit pollutant monitoring achieved regulatory benchmarks, reflecting the precision and timeliness of our risk mitigation framework.

For proactive risk management, the H&S Committee employs tiered control strategies to address existing threats, while Rayong factory operates under HR-led safety protocols with dedicated safety officers ensuring regulatory adherence and internal audit teams conducting dual verification. Both facilities empower employees to withdraw immediately in high-risk scenarios, supported by anonymous reporting channels for safety concerns.

僱員健康與安全

僱員的健康與安全仍然是集團的重中之重。本集團一直恪守相關的職業健康和安​​全（「OHS」）法規，並鼓勵僱員參與，以提升OHS水準。集團嚴格遵守《中華人民共和國職業病防治法》《中華人民共和國安全生產法》和《泰國職業安全、健康與環境法B.E. 2554 (2011)》。本集團備有完善的OHS系統、政策及安全規程，以在營業點管理相關事宜。報告期內，沒有錄得有關職業健康與安全法律法規的重大違規行為而對集團的造成重大影響。

健康與安全管理

健康與安全(H&S)委員會以跨部門管理層為核心，深度融入OHS政策監督與績效審查體系，於南沙工廠全面貫徹ISO 45001管理標準。該體系已精準嵌入全員作業流程，透過安全審計、第三方風險評估及事件溯源分析三重機制，系統性消除物理與化學危害。報告期內所有合規審計與年度生產單元污染物監測結果均達標，彰顯風險管控的即時性與精準度。

風險管理層面，H&S委員會採用分層級控制策略主動化解現有威脅，羅勇工廠則由人力資源部主導安全制度落地，配置專責安全主任確保法規遵循，並設立內部審計小組實施雙重稽核。兩大基地同步建立員工安全賦權機制，允許在高風險情境下即時撤離，並透過匿名舉報系統保障意見反饋權利。

Annual management reviews set data-driven safety targets for the next period, maintaining a stable OHS policy framework. Hazardous chemicals undergo full-lifecycle management from storage to disposal, with specialised PPE provided at all high-risk workstations. High-risk roles undergo dual pre- and post-employment medical screenings, complemented by regular fire and chemical spill drills to validate emergency response effectiveness.

Health and Safety Incidents

The Group maintains a routine occupational disease screening mechanism, immediately redeploying affected employees to suitable roles to safeguard their well-being. The Industrial Safety Management Unit within the Administration Department leads root cause analysis for incidents, issuing dedicated rectification reports; for statutory work injury cases, we strictly comply with regulatory reporting requirements and compensation obligations. Benefiting from our deepened safety training ecosystem, the Group has sustained a zero-fatality record for three consecutive reporting years, including 2025. Aligning with local regulations and ISO 45001 standards, our incident investigation methodology focuses on identifying root causes to implement preventive measures, thereby enhancing intrinsic workplace safety from the source.

Health and Safety Training

Tailored to legal mandates, industry standards, and specific risk profiles, the Group designs annual training programs covering general safety, operational guidance, and specialised skills for employees across all levels. By collaborating with third-party professionals, we ensure frontline staff are equipped with cutting-edge knowledge and protective capabilities, achieving safe synergy among “people, machinery, and environment”. Given our operational nature, fire prevention is prioritised: Nansha factory hosts a dedicated fire station for rapid response, supported by a closed-loop system of regular drills, thematic training, and equipment maintenance. During the reporting period, beyond standard exercises, we invited fire departments to conduct professional training and facility fire-resistance assessments. Simultaneously, realistic drills simulating electric shocks, chemical leaks, poisoning, and confined space asphyxiation were executed to comprehensively fortify employees’ emergency response capabilities and self-protection awareness.

年度管理檢討會議基於數據分析設定下階段安全目標，報告期內OHS管理方針維持穩定。針對危險化學品，集團實施「儲存－標識－使用－處置」全鏈條管理，所有高危場域均配備專業防護裝備；高風險崗位執行入職前後雙重體檢，並定期舉行消防與化學洩漏演練，確保應急流程有效性。

健康與安全事故

集團建立常態化職業病篩查機制，一旦確診僱員罹患職業病，即時調配至適崗職位以保障其身心健康。行政部工業安全管理單位主導事件溯源分析，出具隱患整改專報；對於法定工傷個案，嚴格依循法規履行申報義務並落實賠償責任。得益於持續深化的安全培訓體系，包括本年度集團已連續三個報告年度保持零工亡紀錄。我們嚴格對標當地法規及ISO 45001標準開展事故調查，透過剖析根本原因制定預防性措施，從源頭提升工作場所本質安全水平。

健康與安全培訓

依據法律規範、行業標準及特定風險畫像，集團為不同職級僱員量身定制涵蓋通用安全、操作指導及專項技能的年度培訓計劃。透過引入第三方專業機構合辦課程，確保前線人員掌握前沿知識與防護技能，實現「人－機－環」的安全協同。鑒於業務特性，集團將火災防控列為重中之重：南沙工廠內設專用消防站以確保應急響應速度，並透過定期演練、專題培訓及設備維保構建防火閉環。報告期內，除常規演習外，更邀請各級消防隊進駐開展專業培訓及設施防火性能評估；同時針對觸電、化學品洩漏、中毒及密閉空間窒息等場景開展實戰模擬，全方位鍛造員工的應急處置能力與自我保護意識。

Case: Fire Emergency Drill

案例：消防應急演習

To continuously refine emergency response protocols for production incidents and reinforce corporate safety management accountability, the Group is committed to elevating all employees' hazard response competencies and self-protection awareness. Through systematic training, staff acquire proficiency in disaster response procedures, evacuation techniques, and initial fire suppression skills, while learning to orchestrate orderly personnel and asset to minimise potential harm to human life and property. In July 2025, all departments collaboratively executed fire drills, utilising realistic simulations to validate the effectiveness and operability of emergency contingency plans.

為持續優化生產事故應急處置機制，壓實企業安全生產主體責任，集團著力提升全體僱員的險情應對與自我防護素養。透過系統化培訓，員工可熟稔突發災害處置流程、掌握逃生要訣及初期火災撲救技能，並學會有序疏散人員與物資，最大限度降低事故對人身及資產的潛在損害，切實保障生命安全與財產完整。2025年7月，各部門協同組織開展消防演練，以實戰模擬檢驗應急預案的有效性與可執行性。



Warehouse Department
倉庫部門



IT Department
IT部門



Engineering Department
工程部門



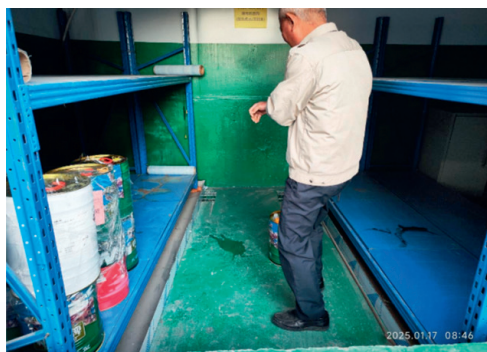
Production Department
生產部門

Case: Hazardous Chemicals Emergency Drill

案例：危廢品及化學品洩漏應急演練

To proactively prevent incidents involving hazardous waste (including wastewater) and dangerous chemicals, minimise casualties and property damage, and ensure timely and effective response, the Group has orchestrated a specialised emergency drill for hazardous waste leakage. This exercise is designed to equip relevant personnel with the essential skills and capabilities to manage spills of hazardous materials and chemicals. By reinforcing the safe handling and usage of these substances, the drill further consolidates the company's safety production framework, ensuring rapid activation of response mechanisms to contain risks effectively during emergencies.

為嚴防危廢品(含廢水)及危險化學品事故，最大限度降低人員傷亡與財產損失，並確保突發事件得到及時有效的處置，集團專項策劃了危廢品洩漏應急演練。此次演練旨在強化相關人員對危廢品及化學品洩漏的處置技能與實戰能力，保障危險物料的安全合規使用，進一步夯實公司安全生產防線，確保在緊急狀態下能迅速啟動響應機制，有效控制風險擴散。



Hazardous chemicals disposal demonstration
模擬危廢品洩露過程



Safety officer explains the process of hazardous waste disposal. 模擬危險廢物處置流程

Food Health and Safety

The Group has established comprehensive canteen regulations and a food traceability system to ensure employee meals meet high-quality and safety standards. This framework provides strict operational guidelines focused on food quality and hygiene control. All ingredients are sourced fresh and hygienic, fully compliant with national standards and relevant regulations. The Group implements a daily food sample retention mechanism (48-hour retention) for testing and traceability when necessary. During the reporting period, no food quality-related complaints were received, demonstrating the effectiveness of our food safety management.

食品健康與安全

集團建立完善的食堂規章制度及食品可追溯體系，確保員工膳食達到高品質與安全標準。該體系為食堂運營提供嚴格的指導原則，聚焦食品質量與衛生管控。所有食材均採新鮮衛生物資，完全符合國家標準及相關法規要求。集團實施每日食物樣本留樣機制(留存48小時)，以備必要時檢測追溯。報告期內，集團未接獲任何食品質量相關投訴，彰顯食品安全管理的有效性。

Development and Training

Employee development is the core driver of the Group's sustainable growth. To this end, we have built a diversified training ecosystem designed to enhance professional competencies, empower new skills and industry insights, promote career growth, and align with operational needs.

The Training Committee, comprising board members, senior management, and technical experts, oversees training and development for operations within China. The Group has promulgated the "Human Resources & Training Control Procedure" and supporting policies to ensure effective implementation of training strategies. Based on individual needs, team objectives, and employee feedback, the Committee designs tailored internal training programs covering diverse topics such as strategic thinking and specialised software. Senior managers pursuing external project management courses are eligible for educational subsidies; employees are also encouraged to develop personalised training plans in consultation with supervisors, with tuition or examination fees reimbursed upon completion of career-development-related courses. Beyond in-person training, the Group offers flexible learning options through an online learning platform.

The Group nurtures its employees via a variety of learning and development initiatives. These initiatives are as follows:

- New Employee Training – Conducted on the first day of employment, this training is aimed at introducing new employees to the Group's ethical norms, corporate culture, rules and regulations, safety protocols, and product – related knowledge;
- Pre-job Training: This training is designed to help new hires or transferred employees get acquainted with their new roles and responsibilities. It enables them to smoothly transition into their new positions and start performing their duties effectively.

發展與培訓

員工發展是集團可持續增長的核心驅動力。為此，集團構建多元化培訓生態，旨在提升員工專業素養、賦能新技能與行業洞察，促進職業成長並契合運營需求。

培訓委員會由董事會成員、高級管理層及技術專家組成，統籌監督中國境內業務的培訓發展工作。集團頒布《人力資源及培訓控制程序》等配套政策，確保培訓策略落地執行。委員會基於個人需求、團隊目標及員工反饋，量身設計內部培訓課程，涵蓋戰略思維、專業軟件等多元主題。高級管理人員修讀外部項目管理課程可獲教育資助；集團亦鼓勵員工自主制定培訓計劃並與主管協商，完成職業發展相關課程或考試後可獲學費報銷。除面授培訓外，集團透過在線學習平台提供靈活學習選項。

本集團通過多元化的學習及發展計劃以栽培僱員，包括：

- 迎新培訓 – 在首個工作天向新僱員介紹集團的道德準則、文化、規矩和守則，安全及產品相關的知識；
- 崗前培訓 – 讓新入職或轉崗的僱員熟悉新的職務及相關職責；

People 人員

- On-the-Job Training: The purpose of on-the-Job training is to maintain employees' professional capabilities. It also ensures that employees stay updated with the latest changes in policies, market trends, and industry developments, allowing them to adapt to the evolving business environment.
- Professional Training – To ensure that employees performing specific functions obtain the necessary licences.

The Group has established Internal Mentoring Regulations and Management. These regulations are designed to cultivate an internal culture of knowledge and experience sharing. The knowledge sharing under these regulations mainly focuses on enhancing employees' problem – solving abilities and technical knowledge, thereby improving their skills.

Annually, the Group conducts management review meetings. These meetings serve to discuss and monitor the target achievement rates. They also ensure that resources are allocated efficiently. Additionally, the Group oversees the effectiveness of its management approaches. This is to guarantee that the training strategies comply with the relevant requirements of applicable laws and ISO standards, which helps to ensure the quality and compliance of the training provided to employees. During the reporting period, all employees received trainings. The total training hours and the average training hours per employee were 38,554 hours and 35.96 hours per employee, respectively.

- 在職培訓 – 保持僱員的專業能力，並確保他們了解政策、市場及行業的最新變化及發展；及
- 專業培訓 – 確保執行特定職能的僱員獲必須的許可證。

集團已制定了內部導師制度及管理辦法。這些制度旨在培育集團內部知識和經驗分享的文化。在這些制度下的知識分享主要側重於提升員工的問題解決能力和技術知識，從而提高他們的工作技能。

集團每年都會召開管理審查會議。這些會議用於討論和監控目標達成率，同時確保資源得到有效分配。此外，集團還會監督其管理方法的有效性。這是為了保證培訓策略符合適用法律和ISO標準的相關要求，有助於確保向員工提供的培訓的質量和合規性。本年度，所有員工都接受了培訓。總培訓時長和每位員工的平均培訓時長分別為38,554小時和每位員工35.96小時。

**Training percentage²
by gender**

受訓百分比²
按性別

Male: 男 : 190%

Female: 女 : 129%

**Training percentage
by employee grade**

受訓百分比
按僱員職級

Frontline employees: 前線僱員 : 153%

Middle management: 中級管理層 : 114%

Senior management: 高級管理層 : 136%

**Average training hours³
by gender**

平均受訓時數³
按性別

Male: 男 : 46.31

Female: 女 : 30.54

**Average training hours
by employee grade**

平均受訓時數
按僱員職級

Frontline employees: 前線僱員 : 38.19

Middle management: 中級管理層 : 13.40

Senior management: 高級管理層 : 21.21

Notes:

2. Training percentage in the specific category was calculated by trained employees in the specific category during the reporting period/total number of employees as of 31 December of the reporting period x 100%. The training percentage included trained employees who have left the Group during the reporting period, which contributed to data with percentages over 100%.
3. The average training hours in the specific category was calculated by total trained hours for the specific category of employees during the reporting period/total number of employees in the specific category as of 31 December of the reporting period x 100%.

註 :

2. 特定類別的受訓百分比由報告期內接受培訓的特定類別僱員總數／截至報告期內12月31日的僱員總數x100%計算。受訓百分比包括報告期內接受過培訓的已離職員工，使整體數字超過100%。
3. 特定類別的平均受訓時數由特定類別接受培訓的總受訓時數／截至報告期內12月31日的特定類別僱員總數x100%計算。

Eliminating Child and Forced Labours

According to the employment regulations in the employee handbook, the Group strictly forbids child and forced labour in the workplace. The concept of preventing child and forced labour has been incorporated into the Group's recruitment principles and procedures. This reflects the Group's dedication to eradicating human rights violations within its operations and across its supply chains.

In accordance with the Labour Law of the PRC and Thailand's Labour Protection Act B.E. 2541 (1998), the Human Resources Department verifies candidates' credentials and conducts background checks. This is to ensure that every employee hired by the Group meets the minimum age requirement. The Group also utilises an intelligent identification system to detect forged identification documents. At the Nansha Plant, the management procedures for eliminating child and forced labour are annually evaluated as part of the annual audit for the Guangzhou Harmonious Labour Relationship Enterprise. The Group prohibits unauthorised overtime work. The employment contract clearly defines the working hours and the terms and conditions regarding overtime work. This includes the pre-agreed overtime pay rate for hours exceeding the standard working hours. Employees must obtain prior approval from their line managers before working overtime.

The Group adheres to all relevant laws, regulations, and customer requirements regarding the prevention of child and forced labour. During the reporting period, there were no instances of non-compliance with these standards within the Group or among its suppliers. No operations or suppliers were found to pose a significant risk of child or forced labour incidents.

Should any instances of child labour or forced labour be discovered within the Group's operations, we will immediately terminate contracts with the relevant individuals or entities and conduct a thorough incident review to implement preventive measures, ensuring such circumstances do not recur. This underscores the Group's solemn commitment to upholding ethical labour practices and protecting human rights throughout our business operations.

消除童工及強迫勞動


根據員工手冊中的僱傭規定，集團嚴格禁止在工作場所使用童工和強迫勞動。防止童工和強迫勞動的理念已融入集團的招聘原則和流程中。這體現了集團致力於在其運營及整個供應鏈中消除侵犯人權行為的決心。

依據《中華人民共和國勞動法》以及泰國佛歷2541年（1998年）的《勞動保護法》，人力資源部門會核實求職者的資格證明並進行背景調查。這是為了確保集團僱用的每一位員工都符合最低年齡要求。集團還使用智能身份識別系統來檢測偽造的身份證件。南沙工廠作為廣州和諧勞動關係企業，其消除童工與強迫勞動之管理程序須接受年度審計評估。集團禁止未經授權的加班工作。僱傭合同中明確規定了工作時間以及有關加班工作的條款和條件，包括超過標準工作時間的加班費率。員工在加班前必須事先獲得直線經理的批准。

集團遵守所有與防止童工和強迫勞動相關的法律、法規和客戶要求。在報告期內，集團及其供應商均未出現不符合這些標準的情況。未發現任何運營活動或供應商存在童工或強迫勞動事件的重大風險。

如於集團運營中發現童工或強迫勞動情況，集團將即時終止與相關個人或實體之合約，並展開事件審查以制定預防措施，杜絕同類情況再次發生。此舉充分體現集團於商業運營中堅持道德勞動實踐及維護人權之莊嚴承諾。

7. ENVIRONMENT



Since its establishment, the Group has placed a high priority on environmental protection principles. In parallel, it operates environmental treatment facilities to guarantee that its wastewater, exhaust emissions, and waste materials meet national regulatory requirements.

Environmental Management

The Group is in strict compliance with the national standards and regulations relating to environmental protection, including but not limited to:

- Emission Limits of Air Pollutants (DB44/27-2001) of Guangdong Province;
- Emission Standard of Cooking Fume (GB 18483-2001);
- Discharge Limits of Water Pollutants (DB44/26-2001) of Guangdong Province;
- Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste
- Standard for fugitive emission of volatile organic compounds (GB37822-2019);

7. 環境



自成立以來，集團一直高度重視環境保護原則。與此同時，集團運營環境治理設施，以確保其廢水、廢氣排放和廢棄物符合國家法規要求。

環境管理

本集團嚴格遵守有關環境保護的國家標準和法規，包括但不限於：

- 廣東省大氣污染物排放限值(DB44/27-2001)；
- 飲食業油煙排放標準(GB 18483-2001)；
- 廣東省水污染物排放限值(DB44/26-2001)；
- 中華人民共和國固體廢物污染環境防治法；
- 揮發性有機化合物的逸散排放標準(GB37822-2019)；

Environment 環境

- Environmental Protection Tax Law of the PRC;
- The Enhancement and Conservation of National Environmental and Quality Act, B.E. 2535 (1992) of Thailand;
- Factory Act, B.E. 2535 (1992) of Thailand; and
- Regulations issued by the Industrial Estate Authority of Thailand (“IEAT”).
- 中華人民共和國環境保護稅法；
- 泰國加強和保護國家環境和質量法案，B.E. 2535 (1992)；
- 泰國工廠法，B.E. 2535 (1992)；及
- 泰國工業園區管理局（「IEAT」）頒佈的法規。

The Rayong Plant is located in the IEAT’s industrial estate. IEAT is established by the Industrial Estate Authority of Thailand, B.E. 2522 (1979) of Thailand that controls and oversees all factories situated in the IEAT’s industrial estate. The Rayong Plant strictly abided by the regulations issued by the IEAT.

羅勇工廠位於泰國工業園管理局(IEAT)轄下的工業園區內。IEAT是根據泰國佛歷2522年(1979年)的相關法案成立的，負責管理和監督位於其工業園區內的所有工廠。羅勇工廠嚴格遵守IEAT頒佈的各項法規。

Beyond compliance with applicable laws and regulations, the Group is committed to continuously enhancing the environmental performance of its operational activities. Through the establishment of systematic management procedures, the Group has fully implemented the ISO 14001 management system across daily operations, with regular reviews of the system’s effectiveness to minimise environmental impact from business activities.

集團於恪守適用法律法規之基礎上，更致力於持續優化運營活動之環境表現。透過制定系統化管理程序，集團已於日常運營中全面實施ISO 14001管理體系，並定期審查該體系之有效性，務求將業務對環境之影響減至最低。

Environment

環境

Recognising that the Group's operations may exert significant influence on the natural environment – encompassing air emissions and greenhouse gas (GHG) emissions arising from fuel and electricity consumption, energy and water resource utilisation, as well as generation of hazardous and non-hazardous waste and wastewater – the Group has established assessment and audit mechanisms. Upon identification or anticipation of significant environmental impacts, corresponding mitigation measures are promptly implemented. Within the scope of air and wastewater management, the Group has obtained all necessary emission permits and equipped diverse treatment systems, including electrostatic precipitators, activated carbon adsorption systems, grease traps, and wastewater treatment facilities. Concurrently, the Group engages professional environmental engineering companies to continuously apply advanced wastewater monitoring and treatment technologies. At Nansha Factory, a dedicated technician is assigned to supervise treated wastewater quality, ensuring discharge compliance while providing emergency support and maintenance services for wastewater treatment facilities. Regarding equipment selection, the Group strictly adheres to its energy and resource management policy, prioritising procurement of energy-efficient and water-saving equipment. During the reporting period, no significant non-compliance incidents were recorded concerning air and greenhouse gas emissions, water and land discharges, or waste generation. The Group will continue to explore enhanced environmental management solutions, striving to improve environmental performance and further reduce the environmental impact of business operations.

鑒於集團運營可能對自然環境產生顯著影響—涵蓋燃料及電力消耗引致之空氣排放與溫室氣體(GHG)排放、能源與水資源使用，以及有害和無害廢棄物及廢水產生—集團建立評估與審計機制，一旦識別或預見重大環境影響，即採取相應減輕措施。空氣及廢水管理範疇內，集團已獲取所有必需排放許可，並配備多元處理系統，包括靜電除塵器、活性炭吸附系統、隔油池及廢水處理設施。與此同時，集團委聘專業環境工程公司，持續應用先進廢水監測及處理技術。南沙工廠特別指派技術員監督處理後廢水質量，確保排放達標，並為廢水處理設施提供應急支援與維護服務。設備選型方面，集團嚴格遵循能源和資源管理政策，優先採購節能及節水設備。報告期內，集團於空氣和溫室氣體排放、水和土地排放或廢棄物產生方面，概無發生重大違規事項。集團將持續探索環境管理強化方案，力爭提升環境表現，進一步降低業務運營對環境之影響。

Environment 環境

Waste Management

During the reporting period, the Group generated a total of 19.64 tonnes of hazardous waste during various production activities, contributing to an intensity of 0.40 kg/m². Hazardous wastes were collected and treated by qualified hazardous waste collectors and recyclers. The figure below shows the breakdown of hazardous waste generated and the treatment methods.

The Group generated a total of 86.27 tonnes of non-hazardous waste during the reporting period. Food waste, generated from the canteen operation, continued to be the largest component of domestic waste and transferred to power plant for incineration to generate electricity. Other recyclable materials (including waste packaging) were either sent to recyclers or suppliers. During the reporting period, 43% of the non-hazardous waste generated was recycled.

The non-hazardous waste intensity decreased by 20% from 2.21 kg/m² to 1.76 kg/m² when compared to the last reporting period. This is attributed to our enhanced efforts in promoting environmental awareness among employees.

Waste Reduction and Initiatives

The Group is committed to effectively controlling waste generation, striving to eliminate the production of hazardous waste through the application of advanced technologies. Concurrently, where feasible, the Group endeavours to minimise non-hazardous waste – primarily comprising paper and food waste – at its source. To achieve effective waste management, the Group has established a Waste Management Policy that regulates all stages of various waste types, from collection and storage to disposal and treatment. Hazardous waste is clearly labelled, temporarily stored on-site, and subsequently transferred to licensed collectors for proper handling. At Rayong Factory, the General Manager reviews monthly data concerning hazardous and non-hazardous waste generation and treatment, while safety officers oversee the entire waste generation and treatment process.

廢棄物管理

在報告期內，集團在各項生產活動中一共產生了19.64噸有害廢棄物，產生強度為每平方米0.40千克。有害廢棄物由具備資質的收集商和回收商進行收集和處理。

在報告期內，集團共產生了86.27噸無害廢棄物。食堂運營產生的餐廚垃圾仍是生活垃圾中最大的組成部分，並被轉運至發電廠進行焚燒發電。其他可回收材料（包括廢包裝材料）則被送往回收商或供應商處。在報告期內，所產生的無害廢棄物中有43%被回收利用。

與上一個報告期相比，無害廢棄物的產生強度從每平方米2.21千克下降至1.76千克，降幅達20%。這歸功於我們在提高員工環保意識方面所付出的更多努力。

減少廢物及相關措施

集團致力於有效控制廢棄物產生，透過應用先進技術，力爭杜絕有害廢棄物之產生。與此同時，於可行範圍內，集團亦從源頭著手，盡力減少主要由紙張及餐廚垃圾構成之無害廢棄物。為實現廢棄物之有效管理，集團制定廢棄物管理政策，對各類廢棄物由收集、儲存以至處置和處理之各環節作出規範。有害廢棄物經清晰標注後，於現場暫時存放，其後轉交持牌收集商作妥善處理。羅勇工廠之總經理每月審查有關有害和無害廢棄物產生及處理之數據，安全員則負責監督廢棄物產生與處理之全程。

Environment

環境

Nansha Factory plays an active role in waste management and has been designated as a waste sorting demonstration unit by Dongchong Town, Nansha District. In support of local government waste management initiatives, during the reporting period, Nansha Factory replaced all general waste bins with sorting bins and established designated waste collection points within the facility. The aforementioned “waste generation volume” encompasses both hazardous and non-hazardous waste. This comprehensive waste management approach fully demonstrates the Group’s firm commitment to environmental protection and sustainable development.

Reducing Paper Waste

The Group closely monitors paper usage and allocates paper based on the monthly consumption of different divisions and departments. In the reporting period, the Group used 3.47 tonnes of paper for daily office operations, including printing documents, contracts, order forms, technical drawings, and meeting notes. This represents a 14% decrease compared to the previous reporting period.

To move towards a paperless office, during the reporting period, the company’s professional IT team carried out system development, including the ERP system, as well as self-developed systems such as T-MICS and HR. All systems have been registered for copyright. The Group has also continued to encourage the use of electronic administrative processes and telecommunications. It reduces paper consumption through the following means:

- Cancel the paper notice board;
- adopting double-sided printing; and
- Regular maintenance of printers, copiers, and fax machines to avoid wastage of paper due to poor printing quality.

In the office areas, recycling bins are set up to encourage paper recycling. Any office waste paper containing confidential information is shredded and properly disposed of to ensure security. Waste paper packaging materials are gathered and sent to licensed recyclers for recycling. Currently, the Group’s paper consumption intensity stands at 3.24 kg per employee.

南沙工廠於廢棄物管理範疇發揮積極作用，已獲列為南沙區東涌鎮垃圾分類示範單位。為配合當地政府廢棄物管理舉措，報告期內，南沙工廠將所有普通垃圾桶更換為分類垃圾桶，並廠內設立指定廢棄物收集點。上述「廢棄物產生量」涵蓋有害及無害廢棄物。此全面廢棄物管理方針，充分彰顯集團對環境保護及可持續發展之堅定承諾。

減少廢紙

集團密切監控紙張的使用情況，並根據不同部門和科室的月度消耗量來分配紙張。在報告期內，集團日常辦公運營消耗了3.47噸紙張，用於打印文件、合同、訂單、技術圖紙以及會議筆記等方面。與上一個報告期相比，紙張使用量下降了14%。

為了邁向無紙化辦公，在報告期內，公司的專業信息技術團隊進行了系統開發，包括企業資源計劃(ERP)系統，以及自開發的T-MICS系統和人力資源(HR)系統等。所有這些系統均已進行了版權登記。集團還持續鼓勵採用電子行政流程和電信通信方式。集團通過以下方式來減少紙張消耗：

- 取消紙質公告板；
- 採用雙面打印；以及
- 定期維護打印機、複印機和傳真機，以避免因打印質量不佳而造成紙張浪費。

在辦公區域設置了回收箱，以鼓勵紙張回收利用。任何含有機密信息的辦公廢紙都會被粉碎並妥善處理，以確保信息安全。廢紙包裝材料會被收集起來，並送往有資質的回收商處進行回收。目前，集團每位員工的紙張消耗強度為3.24千克。

Environment 環境

Reducing Waste from Canteen

Within the scope of canteen operations, the Group has completely eliminated the use of disposable tableware. Through the adoption of a self-developed meal ordering system for ingredient procurement management, employees are required to place orders via this digital platform, enabling the Group to more accurately estimate required food portions and reduce food waste at its source. Employees may also order smaller meal portions according to their individual needs, further preventing food waste occurrences. However, the Group has not separately recorded the total volume of food waste generated or reduced, thus unable to quantify the effectiveness of waste reduction efforts in canteen operations. Notwithstanding this limitation, these initiatives still fully demonstrate the Group's firm commitment to waste reduction in canteen operations.

Air Emissions

The Group-owned, fossil-fuelled vehicles and mobile machineries were used for daily business operations and natural gas was consumed for staff canteen operation, which contributed to the emissions of nitrogen oxides ("NOx"), sulphur oxides ("SOx") and respiratory suspended particles ("RSP").

減少食堂廢棄物

於食堂運營範疇，集團已全面淘汰一次性餐具之使用。透過採用自研發訂餐系統進行食材採購管理，員工須經此數字化系統訂餐，使集團得以更精確估算所需食物份量，從源頭減少食物浪費。員工亦可按自身需求訂購較小份量餐食，進一步防止食物浪費情況發生。惟集團尚未單獨記錄所產生或減少之餐廚垃圾總量，故未能量化展示減少食堂垃圾方面之成效。儘管如此，相關舉措仍充分彰顯集團於食堂運營中致力減少垃圾之堅定決心。

空氣排放

集團所擁有的以化石燃料為動力的車輛和移動機械用於日常業務運營，且員工食堂運營消耗天然氣，這些活動導致了氮氧化物（「NOx」）、硫氧化物（「SOx」）和可吸入懸浮顆粒物（「RSP」）的排放。

Air emissions (non-GHG) from stationary and mobile combustion ⁴					
固定和移動燃燒產生的空氣排放（非溫室氣體） ⁴					
Fuel source	Usage	NOx (in kg)	RSP (in kg)	SOx (in kg)	
燃料來源	用途	氮氧化物 (千克)	可吸入懸浮 粒子(千克)	硫氧化物 (千克)	
Natural gas 天然氣	For staff canteen operation and other mobile machinery 用於員工食堂和其他移動機械	0.12	N/A	N/A	
Petrol and diesel 汽油及柴油	For vehicles 用於車輛	11.88	0.95	0.24	
Total 總量		12.00	0.95	0.24	

Note:

4: Emission factors for calculations on environmental parameters throughout the report were made reference to Appendix C2 of the Main Board Listing Rules as set out by Hong Kong Exchanges, 2006 IPCC Guidelines for National Greenhouse Gas Inventories and Energy Statistics MANUAL issued by IEA, unless stated otherwise.

註：

4: 除另有說明外，本報告全文中用於計算環境參數的排放因數均參考了香港交易所發佈的《主板上市規則》附錄C2、2006年IPCC國家溫室氣體清單指南和國際能源署發佈的能源統計手冊。

Environment

環境

Packaging Material

With the consent of our customers, the Group uses eco-friendly packaging materials. These materials include carton boxes and wooden boxes made from recycled materials. Beginning in the reporting period, in line with the requirements of the International Plant Protection Convention, wooden packaging materials are regularly inspected for pests. In the reporting period, the Group used a total of 818 tonnes of packaging materials for product packaging. This includes paper, wooden crates, cushioning sponge, plastic blisters, and plastic bags.

The consumption intensity of packaging materials was 0.017 tonnes/m². Moreover, the consumption intensity per revenue was 1.05 tonnes per million HKD of the Group's total revenue.

The following chart shows the breakdown of packaging materials used, by material type.

包裝材料

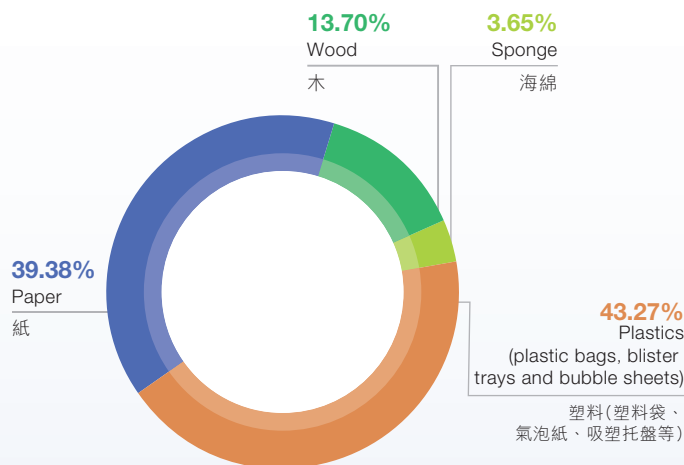
在獲得客戶同意的情況下，集團使用環保包裝材料。這些材料包括由回收材料製成的紙箱和木箱。從報告期開始，根據《國際植物保護公約》的要求，定期對木質包裝材料進行害蟲檢查。在報告期內，集團用於產品包裝的包裝材料總量為818噸。其中包括紙張、木質條箱、緩衝海綿、塑料吸塑和塑料袋。

包裝材料的消耗強度為0.017噸／平方米。此外，每單位集團總收入的消耗強度為1.05噸／百萬港元。

以下圖表按材料類型展示了所使用的包裝材料的分類情況。

Annual Packaging Materials Consumption, by Material Type (%)

年度各類包裝材料消耗 (%)



Environment
環境

Energy Management

Total Energy Consumption

The total energy consumption of the Group was 6875 MWh during the reporting period (2024: 7,544 MWh), representing an intensity of 0.140 MWh/m² (2024: 0.164 MWh/m²). The administration department keeps track of the Group's energy consumption and will notify related divisions/departments if there is unusual increase in energy consumption. As electricity remained the largest energy source (92.9%), the Group closely monitors its electricity consumption and implements various efficient energy use initiatives as described in the below sections.

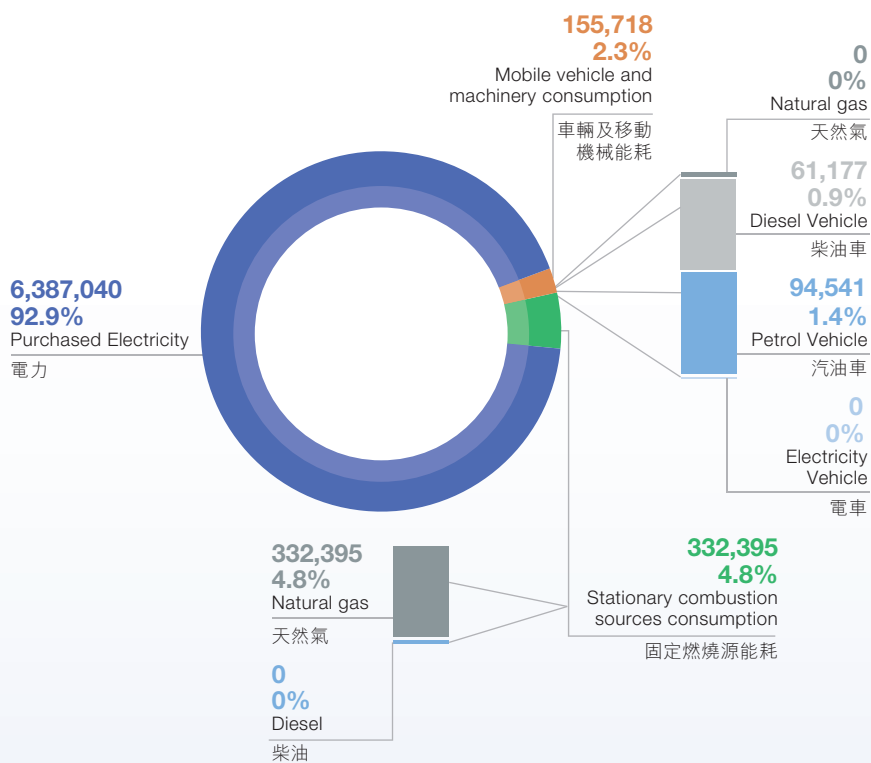
能源管理

總能源消耗

在報告期內，集團的總能源消耗為6875兆瓦時（2024年：7,544兆瓦時），能耗強度為每平方米0.140兆瓦時（2024年：每平方米0.164兆瓦時）。行政部門會對集團的能源消耗情況進行跟蹤記錄，若出現能源消耗異常增加的情況，將會通知相關的部門或科室。由於電力仍然是最大的能源來源（佔比92.9%），集團密切監控其用電量，並實施了各種高效用電措施，具體內容將在以下部分進行闡述。

Source of Energy Consumption (Kwh, %)

能源消耗來源（千瓦時，%）



Energy Use Efficiency Initiatives

The administrative department, electrical technicians, and logistics department collaborate to prevent fuel wastage arising from equipment, generator, and vehicle failures or aging. Through the application of pipeline infrared laser detection technology, the Group conducts regular inspections to identify any pipeline leakage. During the reporting period, no quality issues or leakage phenomena were detected in natural gas pipelines and equipment. In view of the aging pipelines at Nansha Factory canteen, the Group has implemented upgrade and renovation works.

Production areas have been equipped with energy-efficient LED lighting fixtures, which consume less energy compared to traditional lighting systems. To further conserve energy, the Group implements controls on lighting and air conditioning temperatures, and utilises evaporative coolers in place of air conditioning systems at the employee canteen. The Group's T-MICS Manufacturing Execution System is equipped with power measurement modules to monitor high-energy-consuming equipment and adjust their energy usage to achieve optimal efficiency. Nansha Factory has installed an electricity monitoring system to track real-time electricity consumption and identify abnormal usage patterns at an early stage. Energy data is reviewed on a monthly basis to identify additional energy-saving opportunities. Regarding Rayong Factory, an energy wastage report is submitted to the Industrial Estate Authority of Thailand (IEAT) every six months for review. Compared to the last reporting period, the electricity consumption intensity dropped to 130.00 kWh/m² (Intensity in 2024 is 152.83 kWh/m²).

Water Resources Management

Total Water consumption

Freshwater consumed for daily business operations is supplied by municipal freshwater supplier. Water is mainly used for domestic use and the daily operation of staff canteen. During the reporting period, the Group's total water consumption was 81981.0 m³ (2024: 103,458.8 m³), contributing to a water consumption intensity of 1.67 m³/m² (2024: 2.25 m³/m²). The Group did not encounter any issues in sourcing water that is fit for the purpose of its daily operation.

優化能源效率措施

行政部門、電機技術人員及後勤部門協同合作，防止因設備、發電機及車輛故障或老化引致燃油浪費。透過應用管道紅外激光探測技術，集團定期檢查管道是否存在洩漏情況。報告期內，天然氣管道及設備概無檢測到質量問題或洩漏現象。鑒於南沙工廠食堂管道老化，集團已實施升級改造工程。

生產區域已配備節能型LED照明燈具，其能耗較傳統照明燈具為低。為進一步節省能源，集團對照明及空調溫度實施管控，並於員工食堂採用蒸發式冷卻器替代空調系統。集團之T-MICS製造執行系統配備功率測量模塊，用以監控高耗能設備，並調整其能源使用以達致最佳效率。南沙工廠已安裝用電監測系統，追蹤實時用電量，及早識別異常用電模式。能源數據每月定期審查，以發掘更多節能方案。羅勇工廠方面，每六個月向泰國工業園管理局(IEAT)提交能源浪費報告以供審核。與上一個報告期相比，用電強度下降至每平方米130.00千瓦時(2024年的用電強度為每平方米152.83千瓦時)。

水資源管理

總用水量

日常業務運營所消耗的淡水由市政淡水供應商提供。水主要用於生活用水以及員工食堂的日常運營。在報告期內，集團的總用水量為81981.0立方米(2024年：103,458.8立方米)，用水強度為每平方米1.67立方米(2024年：每平方米2.25立方米)。集團在獲取適合其日常運營用途的水源方面未遇到任何問題。

Environment 環境

Water Use Efficiency Initiatives

Although the Group's business operations do not consume substantial quantities of water, it remains committed to strengthening water resource management and enhancing employees' water conservation awareness. Key personnel are assigned to regularly inspect and maintain the water supply network to minimise water wastage as far as possible. Sub-meters have been installed across different production units, enabling more effective water usage monitoring and facilitating analysis of water consumption patterns.

Given that the Group does not utilise water for industrial purposes, its overall water consumption remains relatively low. Consequently, the Group has not established its own water consumption targets, but instead focuses on meeting the monthly water consumption assessment values set by local government authorities. This approach demonstrates that even though the business is not highly water-intensive, the Group complies with local regulations and strives to manage water resources effectively.

Wastewater Management

The Group treats wastewater within the factory premises until it meets discharge standards. Subsequently, such wastewater is conveyed to the municipal wastewater treatment system for further processing and disinfection. The Group has outsourced the management of its on-site wastewater treatment facilities to a professional environmental engineering company, which is responsible for daily inspection, maintenance, and ensuring stable operation of the facilities. Throughout the reporting period, all treated wastewater complied with the permissible discharge limits stipulated in the statutory sewage discharge standards.

優化用水效率措施

儘管集團業務運營並非高度耗水，惟仍致力於加強水資源管理，並提升員工節水意識。關鍵工作人員獲指派定期檢查及維護供水網絡，務求盡可能減少水資源浪費。於不同生產單元安裝分水表，使用水監測更為有效，並有助分析用水模式。

鑒於集團並無將水用於工業用途，整體用水量相對較低。因此，集團未設定自身用水量目標，轉而專注於達致當地政府設定之每月用水量評估值。此做法表明，即使業務並非高度耗水，集團仍恪守當地法規，並致力有效管理水資源。

廢水管理

集團於廠區內對廢水進行處理，直至達至排放標準。其後，該等廢水送往市政廢水處理系統，作進一步處理及消毒。集團將現場廢水處理設施之管理工作外判予專業環境工程公司，由該公司負責設施之日常檢查、維護及確保穩定運行。整個報告期內，經處理廢水均符合法定污水排放標準所規定之允許排放限值。

Response to Climate Change

Climate change has become a significant challenge facing the world today. The Group pays close attention to the various impacts arising from climate change and has fully integrated climate-related considerations into the Group's strategic planning. Commencing from this report, the Group will disclose climate-related information based on the four-pillar framework of "Governance, Strategy, Risk Management, and Metrics & Targets" in accordance with the relevant requirements of Appendix C2 of the Listing Rules.

Governance

The Group has fully integrated climate-related risks and opportunities into its governance structure at all levels. As the highest management body, the Board is responsible for guiding the development of sustainable development policies and strategies, tracking sustainable development goals and progress toward achieving them, and fully fulfilling deliberation, decision-making, management, and supervision responsibilities on related matters. To ensure climate-related issues are properly managed, the Board includes them in the agenda of regular meetings for deliberation at least once a year. These meetings focus on discussing the climate-related risks and opportunities facing the Group and assessing whether management has implemented effective measures to mitigate the impacts of climate change. Meanwhile, the Board annually reviews and monitors the progress of climate targets and revises relevant strategies as appropriate to ensure execution direction remains consistent with the Group's strategy. Furthermore, in overseeing the Group's strategy, major transaction decisions, risk management procedures, and related policies, the Board proactively conducts assessments incorporating identified climate-related risks and opportunities and considers trade-off factors related to such risks and opportunities.

應對氣候變化

氣候變化成為全球當前面臨之重大挑戰，本集團高度關注氣候轉變所帶來之各項影響，並將氣候相關考量全面融入本集團戰略規劃之中。自本報告起，本集團將依照上市規則附錄C2之相關要求，基於「管治、策略、風險管理及指標與目標」四大支柱框架，披露氣候相關資訊。

管治

本集團已將氣候相關風險與機遇，全面整合至各級的管治架構中。董事會作為最高管理體系，負責指導可持續發展政策和策略的發展，跟蹤可持續發展目標和實現目標的進度，並全權履行相關事宜的審議、決策、管理與監督職責。為確保氣候相關議題得到有序管控，董事會每年至少一次將其納入定期會議上進行審議。會議重點討論本集團面臨的氣候相關風險與機遇，並評估管理層是否已落實有效的應對措施以減輕氣候變化帶來的影響。同時，董事會每年回顧並監督氣候目標的推進進度，並適時修訂相關策略，確保執行方向與本集團戰略保持一致。此外，在監督本集團的策略、重大交易決策、風險管理程序及相關政策的過程中，董事會會主動結合已識別的氣候相關風險與機遇開展評估，並針對性考量與該等風險和機遇相關的權衡因素。

Environment 環境

To ensure the Board possesses the expertise required to fulfill its oversight role, the Group actively supports directors in enhancing their knowledge reserves and competencies in climate-related fields. Specific measures include providing professional learning resources, organising specialised internal training sessions, and assisting directors in participating in climate-related training and seminars organised by external professional institutions. These efforts continuously enhance the Board's ability to assess climate risks and opportunities and enable it to stay abreast of the latest development trends in climate risks and opportunities.

Building on the Board's strategic oversight, it has delegated day-to-day climate governance responsibilities to management. Management's core responsibilities include formulating sustainable development policies and strategies and reporting on the progress of climate-related assessment work, thereby enhancing the Group's climate resilience. All control requirements and implementation processes have been fully integrated into the relevant policies of various business departments of the Group, enabling the Group to proactively identify potential climate-related risks and opportunities, make data-driven decisions, and promote the implementation of concrete and actionable climate action plans.

Strategy

The Group is committed to enhancing its business resilience against climate change. To this end, we have refined our risk assessment processes to analyse the potential impacts of climate change on our operations and value chain, thereby evaluating and formulating optimal response measures. To advance these initiatives and address the limitations of previous risk assessment processes in identifying long-term climate impacts, the Group conducted its first comprehensive climate scenario analysis in FY2025. This analysis covered physical risks, transition risks, and opportunities, with detailed identification and assessment performed for each category.

為確保董事會具備履行監督職能所需的專業能力，本集團積極支持董事提升氣候相關領域的知識儲備與履職能力，具體舉措包括提供專業學習資源、組織專項內部培訓，以及協助董事參與外部專業機構舉辦的氣候相關培訓及講座等方式，持續提升董事會對氣候風險與機遇的判斷能力，使其及時掌握氣候風險與機遇的最新發展趨勢。

在董事會的戰略監督基礎上，其已將氣候相關日常管治職責授權予管理層。管理層的核心職責包括制定可持續發展政策和策略，匯報氣候相關評估工作的推展情況，以此提升本集團的氣候韌性。各項管控要求與實施流程已全面融入本集團各業務部門的相關政策中，助力本集團主動識別潛在的氣候相關風險與機遇、依據數據作出決策，並推動落實具體可執行的氣候行動計劃。

策略

本集團致力於提升業務應對氣候變化之能力，並為此完善風險評估流程，分析氣候變化對業務及價值鏈之潛在影響，從而評估並制定最佳應對措施。為推進相關工作開展，並解決以往風險評估流程在識別氣候長期影響方面之局限，本集團於2025財年進行了首次全面之氣候情境分析。該分析涵蓋了物理風險、轉型風險以及機遇，並對每類風險和機遇進行了詳細之識別和評估。

Environment

環境

- Physical Risks: Risks associated with the physical impacts of climate change, which may be driven by event-related hazards (acute risks) or by longer-term shifts in climate patterns (chronic risks).
- Transition Risks: Risks related to the transition to a low-carbon economy, which may involve changes in policy, legal, technological, and market aspects to meet climate change-related mitigation and adaptation needs.
- 物理風險：與氣候變化之物理影響相關之風險，該等風險可能由突發事件驅動（急性風險），亦可能由氣候模式之長期變化引起（慢性風險）。
- 轉型風險：與向低碳經濟轉型相關之風險，這可能涉及政策、法律、技術和市場方面之變化，以應對與氣候變化相關之減緩和適應需求。

To comprehensively analyse climate-related risks and opportunities that may arise during business development, the Group considered factors such as global temperature rise pathways, shifts in climate policies, and the time horizons of impacts. Accordingly, the Group selected scenario assumption models and relevant parameters from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6) and the fifth phase of public reports by the Network for Greening the Financial System (NGFS). The selected climate-related scenarios align with the nature of the Group's industry and strategic objectives, as well as with China's "Dual Carbon" strategy and the Hong Kong SAR Government's target of achieving carbon neutrality before 2050. Furthermore, the Group anticipates that climate-related risks and opportunities will have significant impacts over the short, medium, and long term, covering periods up to 2030, 2040, and 2050, respectively. These time horizons are determined based on the Group's operational budgeting and business planning cycles.

In this scenario analysis, the Group assumed that emission reduction-related policies and reporting scopes would remain unchanged throughout the time horizon of potential risk impacts. The table below presents the climate-related scenario models selected for this analysis, covering both low-emission and high-emission scenarios, to provide a more comprehensive understanding of the various impacts of climate change on the Group.

為全面分析業務發展過程中可能出現之與氣候相關之風險與機遇，本集團需考慮全球氣溫上升路徑、氣候政策變化以及影響之時間範圍等因素。因此，本集團從政府間氣候變化專門委員會(IPCC)第六次評估報告(AR6)和央行與監管機構綠色金融網絡(NGFS)第五階段公開報告中選取了情景假設模型和相關參數。所選之氣候相關情景與本集團所屬行業性質、戰略目標相符，亦符合中國「雙碳」戰略以及香港特區政府「2050年前實現碳中和」之目標。此外，本集團預計氣候相關風險和機遇之影響將在短期、中期和長期內產生重大影響，分別涵蓋至2030年、2040年和2050年。該等時間範圍是依據本集團之營運預算週期和業務規劃週期而定。

在本次情景分析中，本集團假設於風險潛在影響之時間範圍內，減排相關政策及報告範圍均維持不變。下表列示本次選用之氣候相關情景模型，涵蓋低排放及高排放兩類情景，藉以更全面了解氣候變化對本集團之各項影響。

Environment
環境

Scope 範圍	Same as the reporting boundary, which covers factories located in Nansha and Rayong, with business operations encompassing the manufacturing and sales of customised industrial electronic components and products. 與報告範圍一致，覆蓋本集團位於南沙及羅勇的工廠，業務涵括製造和銷售定制工業電子零件及產品。
Scenario Used 採用的情境分析 模型	<p>IPCC for physical risks analysis: 實體風險分析採用IPCC情境框架：</p> <ul style="list-style-type: none"> <p>SSP 1-2.6: Global warming reaches 2.0°C. Governments' social, economic and clean energy transitions align with historical trends. Stringent policies amplify transition risks for enterprises, while physical risks remain notable. 共享社會經濟路徑(SSP) 1-2.6情境：全球升溫幅度達攝氏2.0度。各國政府的社會、經濟及清潔能源轉型進程與歷史趨勢保持一致。嚴格的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。</p> <p>SSP 5-8.5: Global warming exceeds 4°C. Delayed government climate action, stalled emission reduction/adaptation and insufficient policies drive extreme climate impacts, increasing enterprises' immediate and long-term physical risks. 共享社會經濟路徑(SSP) 5-8.5情境：全球升溫幅度超過攝氏4度。各國政府氣候行動遲滯，減排與適應工作陷入停滯，配套政策亦存在不足，最終引發極端氣候影響，使企業面臨的短期與長期實體風險均有所上升。</p> <p>NGFS for transition risks analysis: 轉型風險分析採用NGFS情境框架：</p> <ul style="list-style-type: none"> <p>Net Zero 2050: Early adoption of stringent climate policies. By reducing energy demand and advancing low-carbon technologies, it aims to limit global warming to well below 1.5°C and achieve global net-zero carbon dioxide emissions around 2050. 2050淨零排放情境：各國及早推行嚴格氣候政策，通過降低能源需求、發展低碳技術等舉措，力爭將全球升溫幅度控制在攝氏1.5度以內，並於2050年前實現全球二氧化碳淨零排放目標。</p> <p>Current Policies: Only currently implemented climate policies remain in place, leading to continued growth in GHG emissions. Global warming is projected to exceed 3°C, resulting in severe physical risks. 現行政策情境：僅維持目前已實施的氣候政策，導致溫室氣體排放持續增長。據預測，全球升溫幅度將超過攝氏3度，引發嚴重實體風險。</p>

Environment

環境

The Group recognises that integrating both quantitative and qualitative analysis would deliver a more comprehensive assessment of climate-related risks and opportunities. However, the Group cannot reliably compile various cross-industry metrics for these climate issues in a reasonable and cost-effective manner, as relevant operational data is fragmented across business units and industry-accepted measurement methodologies for such metrics remain highly uncertain. Besides, the Group's climate-related actions (such as maintenance of a robust, resilient business operations and monitoring of emerging climate regulations) are fully embedded within day-to-day business operations, with no separately identifiable funds earmarked specifically for addressing climate-related risks and opportunities. This operational integration further prevents the Group from providing quantitative data on the current and anticipated financial effects of these climate initiatives.

Nevertheless, the Group has identified the core financial effects of key climate risks and opportunities and provided detailed qualitative disclosures in the tables below. We are also actively enhancing internal data integration systems and scenario-modeling capabilities to gradually improve the granularity of quantitative climate disclosures, and commit to promptly disclosing the quantitative impacts on our financial position, financial performance, and cash flows should material adjustments be made to our operational strategy.

The following 6 climate-related risks and opportunities have been identified from assessment and analysis under the selected scenarios and time horizons (2030-2050). Detailed qualitative assessment results for these risks and opportunities are presented in the tables below.

本集團認識到，結合量化及定性分析將能對氣候相關風險與機遇進行更全面之評估。然而，由於相關營運數據分散於各業務單位，且行業公認之該等指標測量方法仍存在高度不確定性，本集團無法以合理且具成本效益之方式可靠地編製各項跨行業指標。此外，本集團之氣候相關行動（例如維持穩健且具韌性之業務營運，以及監察新興氣候法規）已全面融入日常業務營運中，並無單獨撥款專門用於應對氣候相關風險與機遇。此營運整合亦使本集團無法提供有關該等氣候舉措當前及預期財務影響之量化數據。

儘管如此，本集團已識別關鍵氣候風險與機遇之核心財務影響，並於下表中提供詳細之定性披露。我們亦正積極完善內部數據整合系統及情景模擬能力，以逐步提升氣候量化披露之細緻程度，並承諾若營運策略作出重大調整，將及時披露對財務狀況、財務表現及現金流量之量化影響。

以下6項氣候相關風險與機遇乃根據所選情景及時間範圍（2030-2050年）下之評估及分析而識別。該等風險與機遇之詳細定性評估結果載於下表。

Environment
環境

Types of Risk 風險類別	Key Affected Area 主要受影響範圍	Materiality Level ⁵ 重要性等級 ⁵			Impact on Business 對業務之影響	Impact on Financial Performance 對財務表現之影響
		Short term 短期	Medium Term 中期	Long Term 長期		
Physical Risks 實體風險						
Acute Risk 急性風險	Extreme Weather Events 極端氣候事件	Factories located in Nansha and Rayong 本集團位於南沙及羅勇 的工廠			<p>Business model: 業務模式:</p> <ul style="list-style-type: none"> Disruption to daily factory operations and impediments to employee commuting have resulted in workforce shortages at operational sites, preventing the normal conduct of core business activities. 工廠的日常運營中斷以及員工通勤受阻導致營運場地人力緊張，核心業務無法正常開展。 	<p>Revenue Loss: 收入損失:</p> <ul style="list-style-type: none"> Delays in order fulfillment result in reduced sales of factory-produced goods. 訂單履行延遲，導致產品銷售額下降
Chronic Risk 慢性風險	Change in Precipitation Patterns 降水模式變動				<p>Value Chain: 價值鏈:</p> <ul style="list-style-type: none"> Extreme weather events can damage local infrastructure, leading to supply chain disruptions. 極端天氣會破壞當地基礎設施，從而可能令供應鏈中斷 	<p>Cost Spikes: 成本增加:</p> <ul style="list-style-type: none"> Over the long term, changes in climate patterns have the potential to drive up capital costs, operating expenses, and human resources costs. 氣候模式的長期轉變會增加資本成本、營運成本、人力資源成本

Note:

5 Materiality Definitions:

[light color]: Handle through standard existing processes;

[regular color]: Need to be monitored consistently;

[dark color]: Require management strategy planning and implementation tracking.

註:

5 重要性定義:

[淺色]: 透過現有的標準流程進行常規處理;

[標準色/原色]: 需要持續監控;

[深色]: 需要制定管理策略並追蹤實施成效。

Environment

環境

Types of Risk 風險類別	Key Affected Area 主要受影響範圍	Materiality Level ⁵ 重要性等級 ⁵			Impact on Business 對業務之影響	Impact on Financial Performance 對財務表現之影響
		Short	Medium	Long		
		term 短期	Term 中期	Term 長期		
Transition Risks 轉型風險 Change in Market Demand 市場需求變動	Consumer preferences are shifting toward more sustainable products and consumption patterns, which is directly influencing their purchasing decisions. 消費者偏好正逐步轉向更具可持續發展性的產品及消費模式轉變，此趨勢直接影響其購買決策，伴隨產品被低碳商品取代的市場風險	The Group's main operation sites 本集團主要營運場所			Business model: 業務模式： <ul style="list-style-type: none"> Weakened customer loyalty among eco-conscious shoppers. 環保意識強的客戶群體的品牌忠誠度下降 Value Chain: 價值鏈： <ul style="list-style-type: none"> Development strategies need to be adjusted to prioritise sustainable green production lines. 需調整發展策略，優先考慮可持續發展綠色生產線 	Revenue Shifts: 業務模式： <ul style="list-style-type: none"> Decline in sales from losing eco-conscious shoppers to competitors. 因環保意識消費者流失至競爭對手，導致銷售額下降 Increasing Costs: 價值鏈： <ul style="list-style-type: none"> The development of new sustainable green production lines has led to increased costs. 開發可持續發展綠色生產線導致成本增加。

Environment 環境

Types of Risk 風險類別	Key Affected Area 主要受影響範圍	Materiality Level ⁵ 重要性等級 ⁵	Materiality Level ⁵ 重要性等級 ⁵			Impact on Business 對業務之影響	Impact on Financial Performance 對財務表現之影響
			Short term 短期	Medium Term 中期	Long Term 長期		
Policy & Regulation Tightening 政策法規趨嚴	New carbon taxes, ESG disclosure mandates, and sustainability regulations in key markets. 市場新增碳稅、ESG資訊披露及可持續發展相關法規要求	The Group's main operation sites 本集團主要營運場所				<p>Business model: 業務模式：</p> <ul style="list-style-type: none"> Risk of reputation damage from non-compliance, which may erode brand standing and weaken the trust of our customers, investors, and partners place in our business. 需遵守當地低碳及ESG相關合規要求，不合規將引發聲譽危機、削弱客戶信任，進而影響業務開展。 <p>Value Chain: 價值鏈：</p> <ul style="list-style-type: none"> Suppliers may raise price due to their own carbon costs 供應商或因自身碳成本增加而提高價格。 Mandatory emissions tracking and reporting across operations 營運全流程需落實強制性碳排放追蹤與披露，增加管理難度。 	<p>Compliance Penalties: 合規罰款：</p> <ul style="list-style-type: none"> Financial fines for failing to meet climate disclosure requirements. 未達披露要求面臨財務罰款，直接增加業務成本 <p>Governance Costs: 管治成本上升：</p> <ul style="list-style-type: none"> Higher expenditure for carbon accounting tools, new reporting system, and sustainable packaging. 購置碳會計工具、升級報告系統及更換可持續包裝等，抬高管治成本 <p>Higher Cost of Goods Sold: 業務成本上升：</p> <ul style="list-style-type: none"> Carbon-related supplier cost increases may push up the cost of goods sold. 供應商因碳成本增加提價，成本向本集團傳導，推高採購及相關業務成本，壓縮利潤空間

Environment

環境

Types of Risk 風險類別	Key Affected Area 主要受影響範圍	Materiality Level ⁵ 重要性等級 ⁵	Materiality Level ⁵ 重要性等級 ⁵			Impact on Business 對業務之影響	Impact on Financial Performance 對財務表現之影響
			Short	Medium	Long		
			term	Term	Term		
			短期	中期	長期		
Opportunities 機遇							
Operational Energy Efficiency Optimisation 營運能效優化	Implementation of energy-efficient production lines in factories. 在工廠採用節能生產線	Factories located in Nansha and Rayong 本集團位於南沙及羅勇的工廠				Business model: 業務模式： <ul style="list-style-type: none"> Enhanced operational resilience by reducing reliance on grid energy. 通過減少對傳統電網能源的依賴，提升運營韌性。 Value Chain: 價值鏈： <ul style="list-style-type: none"> Streamlined factory operations through the adoption of energy-saving systems. 利用節能系統簡化工廠整體運營流程。 	Costs Savings: 節省成本： <ul style="list-style-type: none"> Reduced electricity costs boost operating margins 電力成本降低從而提升營運利潤率。 Capital Efficiency Enhancement: 資本效率提升： <ul style="list-style-type: none"> Extend equipment lifespan, reduce the frequency of equipment replacement and upgrades, and lower capital expenditure. 延長設備壽命，降低設備更新換代頻率與資本支出。
Expansion of Sustainable Product Portfolio 增加可持續產品組合	Develop and promote industrial electronic components made from recycled, certified, or low-impact materials. 開發並推廣由再生、認證或低環境影響材料製成的工業電子零件	The Group's main operation sites 本集團主要營運場所				Business model: 業務模式： <ul style="list-style-type: none"> Solidify status as a leading manufacturer of sustainable industrial electronic components. 樹立可持續工業電子零件製造商的地位。 Value Chain: 價值鏈： <ul style="list-style-type: none"> Broaden product selection with sustainable features, making customers have more choices 豐富具備可持續特性的產品線，使客戶有更多選擇。 	Revenue Diversification: 收入多元化： <ul style="list-style-type: none"> Unlock new revenue streams from sustainability-focused industrial electronic components. 開拓源於可持續導向工業電子零件的新營收來源。 Revenue Uplift: 收入增長： <ul style="list-style-type: none"> Drive sales uplift through sustainable product lines. 透過可持續產品線帶動銷售提升

Mitigation and Response Measures of Risks and Opportunities Assessment Result:
風險與機遇評估結果的緩解措施：

Types of Risks 風險類別	Mitigation Measures 緩解措施
Extreme Weather Events 極端氣候事件	<ul style="list-style-type: none"> Incorporate crisis management plans, emergency response procedures, and special work arrangements into the Employee Handbook. 在《員工手冊》內制定相關的危機和應急管理計劃及特別工作安排
Change in Precipitation Patterns 降水模式變動	<ul style="list-style-type: none"> Conduct regular reviews of special work arrangements designed for severe weather conditions. 定期檢視有關應對惡劣天氣的特別工作安排
Change in Market Demand 市場需求變動	<ul style="list-style-type: none"> Evaluate and optimise criteria for partners and product selection to align service standards with market low-carbon demands. 評估優化合作夥伴與選品標準，探索服務規範與市場低碳需求的匹配方向 Consider launching surveys on customer low-carbon service needs to inform strategic business adjustments. 考慮開展客戶低碳產品需求調研，為業務調整提供參考
Policy & Regulation Tightening 政策法規趨嚴	<ul style="list-style-type: none"> Closely monitor international climate governance trends and policies/regulations relevant to operations; regularly identify, assess, and oversee potential climate-related risks and opportunities. 密切關注國際氣候管治趨勢和與業務營運有關的相關政策及法規，並定期識別、評估及監管氣候相關的各種潛在風險及機遇 Track regulatory updates and drive the implementation of internal compliance measures. 跟進法規更新並推動內部合規落地 Strengthen communication and negotiation with suppliers to jointly share the pressure of rising carbon costs. 加強與供應商溝通協商，共同分擔碳成本上升壓力

Types of Opportunities 機遇類別	Response Measures 應對措施
Operational Energy Efficiency Optimisation 營運能效優化	<ul style="list-style-type: none"> Optimise the operation of facility systems (e.g., HVAC, lighting) to reduce energy consumption. 優化場地空調、照明等系統運行方案，降低能源消耗 Assess the feasibility of adopting renewable energy sources to reduce reliance on traditional grid power. 評估採用可再生能源的可行性，減少對傳統電網能源的依賴
Sustainable Portfolio Expansion 綠色產品推廣服務拓展	<ul style="list-style-type: none"> Evaluate the potential for expanding low-carbon partnerships to optimise the strategic layout of green business initiatives. 評估拓展低碳合作夥伴的潛力，優化綠色業務佈局方向

Environment

環境

While the Group has not yet developed a dedicated climate-related transition plan, we have already implemented the aforementioned mitigation and response measures, which are funded and executed through the Group's internal capital and existing human resources. The Group has also explicitly identified the material Scope 3 categories relevant to the Group and established climate-related targets during the year to fully advance its decarbonisation and climate resilience efforts.

During the year, the Group did not incur any capital expenditure, financing, or investment specifically dedicated to climate-related risks and opportunities. In addition, we have implemented the mitigation and response measures disclosed in the previous reporting period across all operating locations.

Despite these proactive actions, the Group faces key uncertainties that may constrain the effective implementation of our future climate resilience plans. These include the uncertain pace of global and regional climate policy updates, shifting consumer demand for sustainable products, the evolving pace and severity of physical climate change impacts, and the unclear timing and stringency of future climate-related regulatory requirements applicable to the Group. Nevertheless, the Group believes we possess a robust capacity to adjust and adapt our strategy and business model to address climate change across the short, medium, and long term. This adaptive capacity is embedded in the Group's ongoing strategic planning and operational management, enabling timely adjustments to business priorities, operational processes, and value chain collaboration in response to evolving climate risks, regulatory changes, and market dynamics.

雖然本集團尚未制定專門之氣候相關轉型計劃，但我們已實施上述減緩及應對措施，相關工作乃透過本集團內部資本及現有人力資源提供資金並執行。本集團亦已明確識別與本集團相關之重大範圍三排放類別，並於年內設立氣候相關目標，以全面推進脫碳及提升氣候韌性之工作。

本年度，本集團並無任何專用於氣候相關風險與機遇之資本支出、融資或投資。此外，我們已於所有營運地點實施上一匯報期所披露之減緩及應對措施。

儘管採取了該等主動措施，本集團仍面臨可能限制未來氣候韌性計劃有效實施之關鍵不確定因素。該等因素包括：全球及區域氣候政策更新步伐之不確定性、消費者對可持續產品需求之轉變、實體氣候變化影響之演變速度與嚴重程度，以及適用於本集團之未來氣候相關監管要求之時限與嚴格程度尚不明朗。儘管如此，本集團相信我們具備強大之能力，可調整及適應我們的策略與業務模式，以在短期、中期及長期應對氣候變化。此適應能力已融入本集團持續進行之戰略規劃及營運管理中，使我們能夠因應不斷演變之氣候風險、監管變動及市場動態，及時調整業務優先次序、營運流程及價值鏈協作。

Environment 環境

Going forward, the Group will regularly monitor climate-related risks and opportunities, evaluate the effectiveness of mitigation measures, adjust strategies based on operational performance, and track the progress of all climate-related target achievements through daily monitoring. The Group will adjust climate-related targets in a timely manner based on operational performance and external climate trends to ensure the targets are both feasible and ambitious. We will also optimise mitigation and response measures as needed, aligned with target progress and the results of effectiveness evaluations. These clear goals will guide the orderly advancement of all climate response initiatives, effectively support the Group in meeting its established climate-related targets, and further strengthen the Group's adaptive resilience to climate change challenges.

Risk Management

The Group has integrated the processes for identifying, assessing, prioritising, and managing climate-related risks and opportunities into the overall risk management framework and system to embed climate risk management into day-to-day operations. We also ensure that the Group effectively addresses the challenges posed by climate change. This integration aligns with our existing risk management structure and no significant changes were made to our risk management process during the year.

Throughout the processes, the Group considers parameters such as asset location and type, historical exposure to extreme weather and energy consumption patterns. Climate data from the publicly available scenario sources, as well as internal data such as utility consumption records and operational incident logs are utilised. Below are the summary of the climate risk and opportunity management process of the Group:

展望未來，本集團將定期監察氣候相關風險與機遇，評估減緩措施之成效，根據營運表現調整策略，並透過日常監察追蹤所有氣候相關目標之達成進度。本集團將根據營運表現及外部氣候趨勢，適時調整氣候相關目標，以確保目標兼具可行性與進取性。我們亦將根據目標進度及成效評估結果，按需優化減緩及應對措施。該等清晰之目標將指導所有氣候應對舉措有序推進，有效支持本集團達成既定之氣候相關目標，並進一步增強本集團應對氣候變化挑戰之適應韌性。

風險管理

本集團已將識別、評估、優先排序及管理氣候相關風險與機遇之流程，整合至整體風險管理框架及系統中，從而將氣候風險管理融入日常營運。我們亦確保本集團能有效應對氣候變化帶來之挑戰。此項整合與我們現有之風險管理架構保持一致，報告期內我們的風險管理流程並無重大變動。

在該流程中，本集團考慮了資產位置及類型、極端天氣之歷史暴露情況以及能源消耗模式等參數。我們採用了來自公開情景來源之氣候數據，以及內部數據（如公用事業消耗記錄及營運事故日誌）。以下為本集團氣候風險與機遇管理流程之概要：

<p>1. Identification 識別</p>	<p>By researching climate change trends, domestic and international industry developments, and technological shifts, and by incorporating benchmarking against peers, stakeholder feedback, as well as our own operational status and business characteristics, the Group conducts climate scenario analysis. Through this research, benchmarking, and analytical efforts, the Group comprehensively and objectively identifies the potential climate risks and opportunities facing our factories in Nansha and Rayong, ensuring that the list of climate risks and opportunities covers all key stages of the entire business process.</p> <p>通過調研氣候變化趨勢、國內外行業發展、技術變化等情況，進行同業對標，持份者意見，並結合自身營運狀況與業務特點，開展氣候相關情景分析。透過各項研究、對標與分析工作，全面客觀掌握本集團位於南沙及羅勇的工廠面臨的潛在氣候風險與機遇，確保氣候風險與機遇清單涵蓋整個業務流程的各個關鍵環節。</p>
<p>2. Evaluation 評估</p>	<p>The Group conducts a comprehensive assessment to analyse the potential impacts of climate-related risks and opportunities on our business model, value chain, and financial performance, as well as the likelihood and magnitude of these risks and opportunities. This assessment utilises data and parameters consistent with the identification phase and covers the same reporting scope and business processes.</p> <p>本集團進行全面評估，分析氣候相關風險與機遇對業務模式、價值鏈及財務表現的潛在影響，以及這些風險與機遇的發生可能性及影響程度。該評估採用與識別階段一致的數據及參數，同時覆蓋相同的報告範圍與業務流程。</p>
<p>3. Prioritisation 優先排序</p>	<p>Based on the assessment results of climate-related risks and opportunities, the Group prioritises the identified items according to their likelihood of occurrence and impact magnitude. This prioritisation process is aligned with the Group's overall risk management framework and business objectives.</p> <p>根據氣候相關風險與機遇的評估結果，本集團依據其發生可能性及影響程度，對已識別項目進行優先排序。此優先排序過程與本集團整體風險管理框架及業務目標保持一致。</p>
<p>4. Monitoring 監察</p>	<p>The Group's management regularly evaluates and monitors the identified climate-related risks and opportunities, as well as the effectiveness of corresponding mitigation and response measures. Furthermore, management regularly reports to the Board of Directors on the identification, assessment, and management outcomes of climate-related risks and opportunities. This strengthens the Board's oversight of risk and opportunity management, ensuring that risk response measures and opportunity capture initiatives are effectively implemented.</p> <p>本集團管理層會定期評估並監控已識別之氣候相關風險與機遇，以及相應減緩與應對措施之成效。同時，管理層會定期向董事會匯報氣候相關風險與機遇之識別、評估及管理結果，以此強化董事會對風險與機遇管理之監督，確保風險應對措施及機遇捕捉舉措切實落地。</p>

Metrics and Targets

The Group has designated enhancing climate resilience and implementing a sustainable operating model as core strategic priorities, consistently striving to ensure that our sustainability goals and related action plans align with global sustainability standards. The Group prioritises benchmarking against China's "Dual Carbon" strategy and the Hong Kong region's carbon peaking and carbon neutrality targets, which also serve as crucial support for China's fulfilment of its obligations under the Paris Agreement.

To align with the aforementioned climate frameworks, the Group continuously drives decarbonisation by optimising operational processes and has established emission reduction and management targets that match the requirements of these frameworks. Although these targets have not yet been verified by an independent third party nor formulated using industry decarbonisation pathway methodologies, the Board of Directors will annually monitor progress and performance against these targets and assess whether revisions are necessary. Furthermore, the Board will continuously refine the mechanisms for target setting, assessment, and verification to ensure the transparency and credibility of the Group's decarbonisation actions. To translate these targets into tangible emission reduction outcomes, the Group focuses on achieving substantive decarbonisation through energy efficiency improvements and operational process optimisation. At this stage, the Group has no plans to use carbon credits for emission offsetting; however, it will closely monitor developments in the carbon credit market and related policies. This will enable the Group to leverage such tools as supplementary support for achieving its long-term carbon neutrality goals at the appropriate time.

指標與目標

本集團將提升氣候韌性及推行可持續營運模式列為核心戰略重點，一直致力讓可持續發展目標及相關行動計劃符合全球可持續發展標準。本集團優先對標中國「雙碳」戰略及香港地區碳達峰、碳中和目標，該等目標亦為中國履行《巴黎協定》義務的重要支撐。

為與這些氣候框架保持一致，本集團持續透過優化營運流程來實現脫碳，並制定了與這些框架要求相匹配的減排與管理目標。雖然這些目標尚未經獨立第三方核證，亦非採用行業脫碳路徑法制定，董事會將每年監控目標達成進展與表現，並評估是否需要修訂。此外，董事會將持續完善目標的制定、評估及核證機制，以確保其脫碳行動的透明度與可信度。為將上述目標轉化為切實的減排成果，本集團專注於透過能效提升及營運流程優化實現實質性脫碳。在此階段，本集團暫無使用碳信用進行排放抵消的計劃，但將密切關注碳信用市場與政策發展，以便在適當時機利用此類工具作為實現長期碳中和目標的補充支持。

Environment

環境

Carbon Reduction Targets for the Group's Operation Sites:

本集團營運場地的碳減排目標：

Category of Target 目標類別	Description 描述
GHG Emission 溫室氣體排放	Reduce Scope 1 and 2 GHG emission intensity by 3% by 2030, with a baseline of 2025. 以2025年作為基準年，於2030年能達到減少3%範圍1及範圍2排放總量的目標
Energy Management 資源使用	Reduce total energy consumption intensity by 3% by 2030, with a baseline of 2025. 以2025年作為基準年，於2030年能達到減少3%用電和用水量的目標
Waste Management 廢棄物管理	Reduce non-hazardous waste intensity by 3% by 2030, with a baseline of 2025. 以2025年作為基準年，於2030年能達到減少3%廢棄物產生量的目標

During the year, the Group conducted a GHG identification, assessment, and inventory activities to effectively manage our GHG emissions. These activities covered the Group's factories located in Nansha and Rayong, with our Scope 1 and Scope 2 emissions accounting completed in accordance with the requirements of the "Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004)". Besides, the Group completed a preliminary mapping of our Scope 3 emissions sources with reference to the "Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011)". After taking into account our core operations, the estimated scale of emissions, data availability, and peer research, the following categories are included in our Scope 3 calculation:

- Category 1: Purchased service
- Category 5: Waste Generated in Operations
- Category 6: Business Travel

此外，本報告年期內，本集團開展溫室氣體識別、評估及盤查工作，以有效管理自身溫室氣體排放。相關工作覆蓋本集團位於南沙及羅勇的工廠，其中範圍1及範圍2排放量核算已依據《溫室氣體核算體系：企業核算與報告標準(2004年)》的要求完成。本集團亦參考《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)》，完成了範圍3排放源的數據梳理。

結合本集團核心營運情況、排放規模估算、數據可獲取性及同行研究結果，以下類別納入本集團範圍3排放量核算範圍：

- 類別1：外購服務
- 類別5：運營中產生的廢棄物
- 類別6：商務出行

Environment
環境

During the year, the summary of GHG emissions of the Group is illustrated as below:

本年度，本集團溫室氣體排放情況如下所示

GHG Emissions 溫室氣體	Unit 單位	2025	2024
Total GHG Emissions 溫室氣體總排放量	tCO ₂ e 噸二氧化碳當量	3,948.4	4,494.0
Total GHG Emissions intensity 溫室氣體排放密度	tCO ₂ e/m ² 噸二氧化碳當量／平方米	0.08	0.10
Scope 1 – Direct emissions 範圍一：直接排放	tCO ₂ e 噸二氧化碳當量	461.1	510.9
Scope 2 – Energy indirect emissions 範圍二：間接排放	tCO ₂ e 噸二氧化碳當量	3,397.1	3,901.6
Scope 3 – Other indirect emissions 範圍三：其他間接排放	tCO ₂ e 噸二氧化碳當量	90.1	81.4

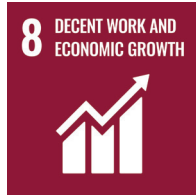
Aligned with the Group's key strategic focus on optimising core business performance and creating long-term value and consistent with our current risk management approach. The Group has not yet incorporated internal carbon pricing (ICP) mechanisms or integrated climate-related factors into our remuneration policy or governance frameworks. This is primarily because these elements have not demonstrated direct and material relevance to our industry, current operational priorities or financial decision-making needs. The Group will continue to monitor advancements in climate-related indicators, industry best practices and ICP applications and will proactively assess the feasibility of integrating these elements into our governance frameworks and remuneration policies when conditions mature.

本集團的策略重點在於優化核心業務績效並創造長期價值，這與本集團目前的風險管理方法一致。目前，本集團尚未將內部碳定價(ICP)機制或氣候相關因素納入薪酬政策或治理架構。這主要是因為這些因素尚未展現出與本集團所在產業、目前營運重點或財務決策需求的直接重大關聯性。本集團將繼續關注氣候相關指標、行業最佳實踐和ICP應用方面的進展，並在條件成熟時積極評估將這些因素納入本集團治理框架和薪酬政策的可行性。

SOCIAL PARTICIPATION

社會參與

8. SOCIAL PARTICIPATION

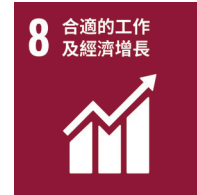


The Group is committed to being a responsible corporate citizen and takes initiative to support local activities, care for the underprivileged and improve the relationships with nearby communities through employee volunteering and employment supports.

Community Support

While achieving our corporate value, the Group remains committed to giving back to society. We actively participate in a wide variety of charitable activities to demonstrate our support for the communities in which we operate. Throughout the year, the Group carried out numerous charitable initiatives. Notably, we raised RMB5,000 for the “Dongchong Town Education Public Welfare – Nansha Care and Love Together” project through the Guangzhou Nansha District Education Foundation. Additionally, we hosted the 17th Elderly Care Activity Dinner in Shiji Village and made a charitable donation of RMB5,000 to support this elderly care event.

8. 社會參與



本集團致力成為負責任的企業公民，並通過僱員的志願服務及就業支援，主動支持當地活動，照顧弱勢群體，並改善與附近社區的關係。

社區支援

在實現企業價值之同時，本集團始終堅持回饋社會。我們積極參與各式各樣之慈善活動，以表達對所在社區之支持。年內，本集團開展了多項慈善活動，其中包括透過廣州市南沙區教育基金會，為「東涌鎮教育公益—南沙善育聚愛同行」項目募集善款人民幣5,000元。此外，我們亦舉辦了石基村第十七屆敬老活動晚宴，並為該敬老活動捐出愛心款項人民幣5,000元。

APPENDICES 附錄

9. APPENDICES

Appendix I – Key Performance Summary

Environmental Performance¹

Environmental 環境	Unit 單位	2025	2024
Air Pollutant Emissions 空氣污染物排放			
Nitrogen Oxides 氮氧化物 (「NO _x 」)	kg 千克	12.00	19.28
Sulphur Oxides 硫氧化物 (「SO _x 」)	kg 千克	0.24	0.29
Respiratory Suspended Particles 可吸入懸浮粒子 (「RSP」)	kg 千克	0.95	1.48
GHG Emissions² 溫室氣體排放²			
Direct GHG emissions (Scope 1) ³ 直接溫室氣體排放 (範圍1) ³	tCO ₂ eq. 噸二氧化碳當量	461.1	510.9
Indirect GHG emissions (Scope 2) ⁴ 間接溫室氣體排放 (範圍2) ⁴	tCO ₂ eq. 噸二氧化碳當量	3,397.1	3,901.6
Other indirect GHG emissions (Scope 3) ⁵ 其他間接溫室氣體排放 (範圍3) ⁵	tCO ₂ eq. 噸二氧化碳當量	90.1	81.4
Total GHG Emissions 總溫室氣體排放	tCO ₂ eq. 噸二氧化碳當量	3,882.7	4,494.0
GHG emission intensity 溫室氣體排放密度	tCO ₂ eq./m ² 噸二氧化碳當量/平方米	0.08	0.10
Waste 廢棄物			
Total hazardous waste generated 產生有害廢棄物總量	t 噸	19.64	12.95
– intensity 密度	kg/m ² 千克/平方米	0.40	0.28
Total non-hazardous waste generated 產生無害廢棄物總量	t 噸	86.27	101.50
– intensity 密度	kg/m ² 千克/平方米	1.76	2.21
Paper Consumption 紙張消耗			
Paper consumption 紙張消耗	t 噸	3.47	4.03
– intensity 密度	kg/employee 千克/僱員	3.24	3.26

9. 附錄

附錄一：關鍵績效摘要

環境績效¹

APPENDICES

附錄

Environmental 環境	Unit 單位	2025	2024
Energy Consumption 能源消耗			
Electricity (purchased electricity and Electricity for Electric Vehicles) 電力(購買電力和電動汽車用電)	kWh 千瓦時	6,387,040	7,027,475
Natural gas (stove and mobile machine) 天然氣(爐灶和移動式機器)	m ³ 立方米	30,737	29,790
	kWh 千瓦時	332,395	322,154
Petrol 汽油	L 公升	9,803	12,650
	kWh 千瓦時	94,541	121,998
Diesel (generator and mobile vehicle) 柴油(發電機和移動式車輛)	L 公升	5,716	6,657.21
	kWh 千瓦時	61,177	71,254
Total energy consumption 總能源消耗	MWh 兆瓦時	6,875	7,543
– energy intensity 能源密度	MWh/m ² 兆瓦時/平方米	0.14	0.164
Water Consumption 耗水			
Total water consumption 總耗水	m ³ 立方米	81,981	103,459
– water intensity 水密度	m ³ /m ² 立方米/平方米	1.67	2.25
Packaging Material Consumption⁶ 包裝材料消耗			
Paper 紙	kg 千克	322,008	472,434
Wood 木	kg 千克	353,881	212,226
Sponge 海綿	kg 千克	112,056	30,115
Plastics (plastic bags, blister trays and bubble sheets) 塑料(塑料袋、氣泡紙、吸塑托盤等) ⁵	kg 千克	29,830	33,638
Total packaging material consumption 包裝材料消耗總量	t 噸	818	748
– intensity 密度	t/million HKD of the Group's revenue 噸/百萬港元集團總收入	1.05	0.73

APPENDICES 附錄

Notes:

1. The Group uses an operational control approach for GHG emission accounting. This methodology defines the accounting scope based on the Group's authority to enforce operational policies across its business activities, which more accurately reflects its actual responsibilities in carbon emission management, helps strengthen GHG emission monitoring and governance, and ensures that accounting outcomes align with its sustainability goals.
2. The calculation methodology of GHG emissions is align to "Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004)". Emission factors used for calculation are reference from "Appendix 2: Reporting Guidance on Environmental KPIs" issued by HKEX, and the "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" published by the Environmental Protection Department and the Electrical and Mechanical Services Department. The Group's GHG emissions include carbon dioxide, methane and nitrous oxide, and is presented in tonnes of carbon dioxide equivalent (tCO₂e) for better readability.
3. Scope 1 refers to direct GHG emissions, which include fuel consumption by vehicles. The emission factors for different types of vehicles are provided by the "Energy Statistics Manual" published by the International Energy Agency (IEA). The emission factors for Global Warming Potential is provided by the "Sixth Assessment Report" provided by the Intergovernmental Panel on Climate Change (IPCC).
4. Scope 2 refers to indirect GHG emissions, which include electricity purchased from power companies. The emission factors used for calculating greenhouse gas emission of purchased electricity are based on the data provided by The Hong Kong Electric Company, Limited and China Light & Power Company, Limited.
5. Scope 3 emissions refer to other indirect greenhouse gas emissions, encompassing the following categories: Category 1 (Purchased Goods and Services), Category 5 (Waste Generated in Operations), and Category 6 (Business Travel). All emission calculations are conducted in strict accordance with the "Appendix II: Environmental Key Performance Indicators Reporting Guidance" issued by The Stock Exchange of Hong Kong (HKEX).

註:

1. 本集團採用營運控制法開展溫室氣體排放計算工作。該方法以本集團對各項業務活動執行營運政策的管控權為依據界定核算範圍，不僅能更精確體現本集團在碳排放管理方面的實際責任，亦有助於強化溫室氣體排放的監測與治理工作，確保核算結果與本集團的可持續發展目標保持一致。
2. 本集團溫室氣體排放量的計算方法依據《溫室氣體核算體系：企業核算與報告標準（2004年）》制定。計算所用排放因子則參考聯交所發佈的《附錄二：環境關鍵績效指標報告指引》，以及香港環境保護署與機電工程署聯合頒布的《香港建築物（商業、住宅及機構用途）溫室氣體排放及清除量核算與報告指引》。本集團核算的溫室氣體種類涵蓋二氧化碳、甲烷及一氧化二氮，為提升數據可讀性，排放量統一以「二氧化碳當量噸」為單位呈現。
3. 範圍一(Scope 1)指直接溫室氣體排放，主要包括車輛的燃料消耗。各類車輛的排放系數採自國際能源署(IEA)發布的《能源統計手冊》(Energy Statistics Manual)。全球暖化潛勢(GWP)的排放系數則採自聯合國政府間氣候變化專門委員會(IPCC)發布的《第六次評估報告》(Sixth Assessment Report)。
4. 範圍二(Scope 2)指間接溫室氣體排放，主要包括從電力公司購買的電力所產生的排放。計算外購電力溫室氣體排放所用的排放系數，基於中華電力有限公司(CLP Power)及香港電燈有限公司(The Hong Kong Electric Company, Limited)提供的數據。
5. 範圍三(Scope 3)指其他間接溫室氣體排放，包括類別1：外購服務類別、類別5運營中產生的廢棄物及類別6：商務出行。排放計算均依據香港聯交所(HKEX)發布的《附錄二：環境關鍵績效指標匯報指引》進行。

APPENDICES

附錄

Social Performance

社會績效

Total Workforce 總勞動力	Unit 單位	2025	2024
Group total (in Nansha and Rayong Plants) 集團總數(南沙及羅勇工廠)	no. of people 人數	1,072	1,237
By employment contract ¹ 按僱傭合約 ¹		Male 男	Female 女
Full-time 全職	no. of people 人數	369	703
Part-time 兼職	no. of people 人數	0	0
By geographical region 按地區		Male 男	Female 女
Mainland China 中國大陸	no. of people (%) 人數(%)	969 (90%)	1,089 (88%)
Thailand 泰國	no. of people (%) 人數(%)	101 (9%)	147 (12%)
Hong Kong 香港	no. of people (%) 人數(%)	2 (1%)	1 (0%)
By gender 按性別		Male 男	Female 女
Male 男	no. of people (%) 人數(%)	369 (34%)	407 (33%)
Female 女	no. of people (%) 人數(%)	703 (66%)	830 (67%)
By age group 按年齡組別		Male 男	Female 女
Below 30 30以下	no. of people (%) 人數(%)	157 (15%)	237 (19%)
30 – 50	no. of people (%) 人數(%)	810 (75%)	904 (73%)
Over 50 50以上	no. of people (%) 人數(%)	105 (10%)	96 (8%)
By employee grade 按僱員職級		Male 男	Female 女
Senior management 高級管理層	no. of people (%) 人數(%)	28 (3%)	36 (3%)
Middle management 中級管理層	no. of people (%) 人數(%)	77 (7%)	54 (4%)
Frontline staff and others 前線員工及其他	no. of people (%) 人數(%)	967 (90%)	1,147 (93%)

APPENDICES
附錄

Employee Turnover ^{2,3} 僱員流失率 ^{2,3}	Unit 單位	2025 Turnover 2025流失率	2024 Turnover 2024流失率
Group total 集團總數	no. of people (%) 人數	284	690
Overall Turnover Rate 平均流失率	%	25	50
By geographical region 按地區			
Mainland China 中國大陸	no. of people (%) 人數(%)	269 (26%)	519 (41%)
Thailand 泰國	no. of people (%) 人數(%)	15 (12%)	169 (133%)
Hong Kong 香港	no. of people (%) 人數(%)	0 (0%)	2 (133%)
By gender 按性別			
Male 男	no. of people (%) 人數(%)	107 (18%)	250 (54%)
Female 女	no. of people (%) 人數(%)	177 (32%)	440 (48%)
By age group 按年齡組別			
Below 30 30以下	no. of people (%) 人數(%)	67 (34%)	293 (107%)
30 – 50	no. of people (%) 人數(%)	199 (23%)	341 (34%)
Over 50 50以上	no. of people (%) 人數(%)	18 (18%)	56 (55%)
Occupational Health and Safety 職業健康與安全			
	Unit 單位	2025	2024
Number of recordable work-related injuries ⁴ 可記錄的工傷事故數量 ⁴	cases 宗	3	6
Recordable work-related injury rate 可記錄的工傷事故率	per 1,000 employees ⁵ 每1,000名僱員 ⁵	2.80	4.85
Number of lost days ⁶ 損失日數 ⁶	days 日	3	136
No. of work-related injury case with lost days more than 3 days 損失日數超過3日的工傷事故	cases 宗	0	5
No. of work-related injury case with lost days equal to or less than 3 days 損失日數為3日或以下的工傷事故	cases 宗	3	1
Number of work-related fatalities 因工死亡人數	cases 宗	0	0
Fatality rate 死亡率	%	0	0

APPENDICES

附錄

Development and training 發展與培訓	Unit 單位	2025	2024
Average training hours per employee 每僱員平均受訓時數			
Total training hours 總受訓時數	hours 小時	38,554	21,168
Average training hours 平均受訓時數	hours 小時	35.96	17.11
By gender 按性別			
Male 男	hours/employee 小時／僱員	46.31	12.59
Female 女	hours/employee 小時／僱員	30.54	19.33
By employee grade 按僱員職級			
Senior management 高級管理層	hours/employee 小時／僱員	21.21	11.25
Middle management 中級管理層	hours/employee 小時／僱員	13.40	8.19
Frontline staff and others 前線員工及其他	hours/employee 小時／僱員	38.19	17.72
Percentage of employees trained 僱員受訓百分比			
All employees 所有僱員	%	150%	106%
By gender 按性別			
Male 男	%	190%	108%
Female 女	%	129%	105%
By employee grade 按僱員職級			
Senior management 高級管理層	%	136%	97%
Middle management 中級管理層	%	114%	98%
Frontline staff and others 前線員工及其他	%	153%	107%
Anti-discrimination 反歧視			
Unit 單位			
Number of incidents of discrimination 歧視事件宗數	no. of cases 宗數	0	0
Anti-corruption 反貪污			
Unit 單位			
Concluded legal case regarding corrupt practices 已審結之貪污訴訟	no. of cases 宗數	0	0

APPENDICES 附錄

Suppliers by Geographical Region 供應商所屬地區分佈	Unit 單位	2025	2024
Mainland China 中國大陸	no. (%) 數目(%)	425 (57%)	370 (51%)
Hong Kong 香港	no. (%) 數目(%)	178 (24%)	191 (27%)
the United Kingdom 英國	no. (%) 數目(%)	40 (5%)	41 (6%)
the United States 美國	no. (%) 數目(%)	10 (1%)	13 (2%)
Taiwan 台灣	no. (%) 數目(%)	21 (3%)	21 (3%)
Germany 德國	no. (%) 數目(%)	16 (2%)	12 (1%)
Thailand 泰國	no. (%) 數目(%)	24 (3%)	33 (5%)
Singapore 新加坡	no. (%) 數目(%)	7 (1%)	6 (1%)
France 法國	no. (%) 數目(%)	6 (1%)	9 (1%)
Korea 韓國	no. (%) 數目(%)	0 (0%)	6 (1%)
Others ⁷ 其他 ⁷	no. (%) 數目(%)	24 (3%)	17 (2%)

Notes:

- The Group did not hire seasonal and part-time employees during the reporting period.
- The definition of employee turnover refers to employees who leave the Group voluntarily or due to retirement, dismissal or other reasons.
- The calculation method of the turnover rate has been updated during the reporting period. The formula for employee turnover rate is employees who left this year/[(Employees at the beginning + Employees at the end)/2]*100, separate statistical analyses were conducted for different classification groups including age, region and gender. Employees who leave the Group within a month is not counted.
- Recordable work-related injury rate refers to work-related injury that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional.
- Injury rate per 1,000 employees = Total number of injury*1,000/total workforce
- Lost days refer to sick leave due to all types of work-related injuries.
- Other geographical regions include suppliers (less than 1% each) in Malaysia, Italy, Spain, Ireland, Switzerland, Japan, Belgium, Canada, India, Hungary and Nederland.

註：

- 報告期內，集團沒有僱用季節性及兼職員工。
- 員工流失的定義是指自願離職或因退休、解僱或其他原因而離開本集團的員工。
- 離職率的計算方法已在報告期內更新。員工流失率的計算公式為報告期間離職員工數量 / [(報告期初的員工數量 + 報告期末的員工數量) / 2] * 100%，並針對不同的類別（包括年齡、地區和性別）進行了單獨的統計分析。一個月內離職的員工不計算在內。
- 可記錄的工傷事故是指因工傷而導致以下任何一種情況：死亡、不能上班數天、限制工作或轉到另一份工作、接受急救以外的醫學治療，或失去知覺；或由醫生或其他持牌醫療保健專家診斷為嚴重傷害或健康不良。
- 每1,000名僱員的受傷率 = 受傷事故總數 x 1,000 / 總勞動力
- 損失工作日是指由於各種工傷而請病假。
- 其他地理區域包括來自馬來西亞、意大利、西班牙、愛爾蘭、瑞士、日本、比利時、加拿大、印度、匈牙利和荷蘭的供應商（2025年每個國家的供應商佔比均低於1%）。

Appendix II: HKEX ESG Reporting Guide Index

附錄二 – 聯交所ESG報告指引索引

ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
Environment 環境			
A1 Emissions 層面A1：排放物			
General Disclosure 一般披露	Information on: 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. (b) 遵守對發行人有重大影響的相關法律及法規之情況。	Environmental Management 環境管理	46-47
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Air Emissions 空氣排放	51, 71
KPI A1.2 關鍵績效指標A1.2	Repealed 1 January 2025 於2025年1月1日刪除		
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced and, where appropriate, intensity. 所產生有害廢棄物總量及(如適用)密度。	Waste Management 廢棄物管理	49
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced and, where appropriate, intensity. 所產生無害廢棄物總量及(如適用)密度。	Waste Management 廢棄物管理	49
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述設定的排放目標及為實現這些目標而採取的步驟。	Response to Climate Change 應對氣候變化	56, 71
KPI A1.6 關鍵績效指標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。	Waste Management 廢棄物管理	49-51

APPENDICES
附錄

ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
A2 Use of Resources 層面A2：資源使用			
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water, and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Environmental Management 環境管理 Energy Management 能源管理 Water Resources Management 水資源管理	52, 54, 55
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Energy Management 能源管理	53, 74
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Water Resources Management 水資源管理	54
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Energy Management 能源管理	53-54
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set, and steps are taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Water Resources Management 水資源管理	55
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及(如適用)每生產單位佔量。	Packaging Material 包裝材料	52

APPENDICES

附錄

ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
A3 The Environment and Natural Resources 層面A3：環境及天然資源			
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Energy Management 能源管理	46-48
KPI A3.1 關鍵績效指標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。	Energy Management 能源管理	46-48
A4 Climate Change 層面A4：氣候變化			
General Disclosure 一般披露		Repealed 1 January 2025 於2025年1月1日刪除	
KPI A4.1 關鍵績效指標A4.1		Repealed 1 January 2025 於2025年1月1日刪除	

APPENDICES
附錄

ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
Social 社會			
Employment and Labour Practices 僱傭及勞工常規			
B1 Employment 層面B1：僱傭			
General Disclosure 一般披露	Information on: 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) the policies; and 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 遵守對發行人有重大影響的相關法律及規例的資料。	Caring for Our People 關愛我們的員工	33-34
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group, and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Caring for Our People – Total Workforce, Turnover 關愛我們的員工 – 總勞動力，流失率	35, 76
KPI B1.2 關鍵績效指標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。	Caring for Our People – Total Workforce, Turnover 關愛我們的員工 – 總勞動力，流失率	36, 77

APPENDICES

附錄

ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
B2 Health and Safety 層面B2：健康與安全			
General Disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employee Health and Safety 僱員健康與安全	38-43
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities that 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。	Employee Health and Safety 僱員健康與安全 Key Performance Summary 關鍵績效摘要	39, 77
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Key Performance Summary 關鍵績效摘要	77
KPI B2.3 關鍵績效指標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。	Employee Health and Safety 僱員健康與安全	38-41

APPENDICES
附錄

ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
B3 Development and Training 層面B3：發展及培訓			
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training 發展與培訓	42-43
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Development and Training 發展與培訓 Key Performance Summary 關鍵績效摘要	44
KPI B3.2 關鍵績效指標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。	Development and Training 發展與培訓 Key Performance Summary 關鍵績效摘要	44

APPENDICES

附錄

ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
B4 Labour Standards 層面B4：勞工準則			
General Disclosure 一般披露	Information on: 有關防止童工或強制勞工的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Eliminating Child and Forced Labours 消除童工及強迫勞動	45
KPI B4.1 關鍵績效指標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。	Eliminating Child and Forced Labours 消除童工及強迫勞動	45
KPI B4.2 關鍵績效指標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。	Eliminating Child and Forced Labours 消除童工及強迫勞動	45

APPENDICES
附錄

ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
Operating Practices 營運慣例			
B5 Supply Chain Management 層面B5：供應鏈管理			
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Responsible Supply Chain Management 負責任的供應鏈管理	31
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Responsible Supply Chain Management 負責任的供應鏈管理 Key Performance Summary 關鍵績效摘要	32
KPI B5.2 關鍵績效指標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。	Responsible Supply Chain Management 負責任的供應鏈管理	31-32
KPI B5.3 關鍵績效指標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。	Responsible Supply Chain Management 負責任的供應鏈管理	31
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 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。	Responsible Supply Chain Management 負責任的供應鏈管理	31

APPENDICES

附錄

ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
B6: Product Responsibility 層面B6：產品責任			
General Disclosure 一般披露	Information on: 有關所提供產品和服務的健康與安全、廣告、標籤及隱私事宜以及補救方法的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling, and privacy matters relating to products and services provided and methods of redress. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Value Chain 價值鏈	27-28, 30-31
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Quality and Safety 產品質量與安全	27
KPI B6.2 關鍵績效指標B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Customer Satisfaction and Responsibility 客戶滿意度和責任	27
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Intellectual Property Rights 知識產權 Product Quality and Safety 產品質量與安全	29
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Manufacturing Excellence 卓越製造 Product Quality and Safety 產品質量與安全	27-28
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者數據保障及隱私政策，以及相關執行及監察方法。	Information Security and Data Privacy 資訊安全與數據私隱	30

APPENDICES
附錄

ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
B7 Anti-corruption 層面B7：反貪污			
General Disclosure 一般披露	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to the prevention of bribery, extortion, fraud, and money laundering. (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Ethical Culture 道德文化 Key Performance Summary 關鍵績效摘要	22-24
KPI B7.1 關鍵績效指標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。	Ethical Culture 道德文化 Key Performance Summary 關鍵績效摘要	78
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Ethical Culture 道德文化 Key Performance Summary 關鍵績效摘要	23-24
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Ethical Culture 道德文化 Key Performance Summary 關鍵績效摘要	23

APPENDICES

附錄

ESG Indicators ESG指標	Summary 概述	Sections 章節	Page 頁碼
B8 Community Investment 層面B8社區			
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Social Participation 社會參與	72
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution. 專注貢獻範疇。	Social Participation 社會參與	72
KPI B8.2 關鍵績效指標B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	Social Participation 社會參與	-

POWERING THE eWORLD

注動力 建未來



Trio Industrial Electronics Group Limited
致豐工業電子集團有限公司

Block J, 5/F., Phase II, Kaiser Estate, 51 Man Yue Street,
Hung Hom, Kowloon, Hong Kong
香港九龍紅磡民裕街 51 號凱旋工商中心 2 期 5 樓 J 室

www.trio-ieg.com