

CEC
华大科技
HUADA TECHNOLOGY

China Electronics

Huada Technology Company Limited

中國電子華大科技有限公司

(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)
(於開曼群島註冊成立及於百慕達繼續經營之有限公司)

(Stock Code 股份代號: 00085)

2025

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

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1. ABOUT THIS REPORT

This report is the Environmental, Social and Governance Report published by China Electronics Huada Technology Company Limited (the “Company”). It addresses the actions taken by and the achievements of the Company and its subsidiaries (the “Group”) regarding environmental, social and governance (the “ESG”) issues. This report has been prepared with reference to the Environmental, Social and Governance Reporting Code as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”).

1.1 Scope of the report

Organisational scope: the companies covered under this report included the Company, and its subsidiaries, CEC Huada Electronic Design Co., Ltd (“Huada Electronics”) and Shanghai Huahong Integrated Circuit Co., Ltd.

Reporting period: 1 January 2025 to 31 December 2025.

1.2 Data

Data disclosed in this report were extracted from the original records of the Group’s daily operation or financial reports.

1.3 Reliability assurance

The board of directors of the Company (the “Board”) guarantees that the contents of this report do not contain any false information, misleading statement or material omission.

1.4 Reporting principles

- Principle of materiality. This report identifies and responds to material ESG issues affecting the Group through an online survey of key stakeholders and data analysis. The process and results of the materiality analysis are detailed on pages 7 to 11 of this report.
- Principle of quantification. The Group’s ESG quantitative key performance indicators have been disclosed in this report and are detailed on page 22, 25, 28, 30, 34, 52 and 55 of this report.
- Principle of consistency. The indicators used in this report are as consistent as possible from one reporting period to the next, and changes in the indicators are explained to reflect the changing trends in key performance.

1. 關於本報告

本報告是中國電子華大科技有限公司（「本公司」）發佈的環境、社會及管治報告，闡述本公司及其附屬公司（「本集團」）在環境、社會及管治（「ESG」）事宜方面採取的行動及達到的成效。本報告參考香港聯合交易所有限公司上市規則（「上市規則」）附錄C2所載的《環境、社會及管治報告守則》編製。

1.1 報告範圍

組織範圍：本報告涵蓋的公司包括本公司，以及其附屬公司北京中電華大電子設計有限責任公司（「華大電子」）和上海華虹集成電路有限責任公司。

匯報期間：2025年1月1日至2025年12月31日。

1.2 數據

本報告披露的數據來自本集團日常營運的原始記錄或財務報告。

1.3 可靠性保證

本公司董事會（「董事會」）對本報告的內容進行保證，不存在任何虛假資料、誤導性陳述或重大遺漏。

1.4 匯報原則

- 重要性原則。本報告通過重要持份者線上調查及數據分析，識別出影響本集團的重要ESG事宜並回應。重要性分析過程及結果詳見本報告第7頁至第11頁。
- 量化原則。本報告已經披露本集團的ESG量化關鍵績效指標，詳見本報告第22頁、第25頁、第28頁、第30頁、第34頁、第52頁及第55頁。
- 一致性原則。本報告對不同匯報期間所使用的指標盡量保持一致，對發生變化的指標進行解釋說明，以反映關鍵績效的變化趨勢。

- Principle of balance. This report reflects objective facts and discloses both positive and negative indicators.

2. ESG MANAGEMENT STATEMENT FROM THE BOARD

2.1 Governance structure for ESG issues

The Group has established a top-down governance structure for ESG issues with the Board assuming overall responsibility for ESG strategy and management of the Group, and established an ESG working group as the manager and coordinator of ESG work.

- *The Board*

The duties of the Board include:

- assessing and determining the risks and opportunities associated with ESG issues of the Group;
- ensuring that appropriate and effective ESG risk management and internal control systems are in place;
- directing and reviewing the formulation of ESG management approach and strategies, including processes for identifying, assessing, prioritising and monitoring key ESG issues;
- reviewing the Group's performance against ESG targets on a regular basis; and
- reviewing and approving the Environmental, Social and Governance Report of the Group.

- *ESG working group*

The ESG working group is responsible for the implementation of ESG tasks to all relevant departments. The duties of the ESG working group include:

- identifying ESG risks and opportunities relevant to the Group annually, assessing the current and expected impacts of such risks and opportunities on the Group, and making recommendations to the Board on strategies to respond to such risks and opportunities;

- 平衡性原則。本報告反映客觀事實，同時披露正面和負面指標。

2. 董事會的ESG管理聲明

2.1 ESG事宜的管治架構

本集團建立了自上而下的ESG事宜管治架構，由董事會對本集團的ESG策略及管理承擔全部責任，並成立ESG工作小組作為ESG工作的管理者與協調者。

- *董事會*

董事會的職責包括：

- 評估和釐定與本集團的ESG事宜相關的風險及機遇；
- 確保設有適當和有效的ESG風險管理及內部控制系統；
- 指導和檢討ESG管理方針及策略的制定，包括重要ESG事宜的識別、評估、優次排序及監察流程；
- 就ESG目標定期檢討本集團的表現；及
- 審閱及批准本集團的環境、社會及管治報告。

- *ESG工作小組*

ESG工作小組負責將ESG任務落實到各有關部門。ESG工作小組的職責包括：

- 每年識別與本集團有關的ESG風險及機遇，評估此類風險及機遇對本集團的當前及預期影響，並就此類風險及機遇的應對策略向董事會提出建議；

- b) formulating the Group's ESG management approach and strategies, including processes for identifying, assessing, prioritising and monitoring key ESG issues;
- c) formulating ESG targets and promoting specific implementation measures;
- d) preparing the annual Environmental, Social and Governance Report for the Board's review and approval; and
- e) other duties as delegated by the Board.

2.2 Progress of ESG work

In 2025, the Group upheld the ESG vision of "Innovation empowers green practices, for a bright future" and continued to promote ESG management practices at all levels with due consideration of the Group's businesses and the demands of various key stakeholders, with specific progress as follows:

- *Products and services*

Insisted on research and development and innovation, continuously enhanced the Group's competitive advantage in the sector of smart cards and secure element chips and expanded the market share. Continued to participate in the formulation of national standards, industry standards and association standards, assisted in promoting the standardisation of industry technology and was awarded the ISO 27001 Standard (Information security management systems) certification and the ISO 26262 Standard (Road vehicles – functional safety) certification.

- *Employees*

Comprehensively considering factors such as annual staff cost budget and annual staffing requirements, reasonably adjusted the remuneration levels of employees. Added a quarterly bonus arrangement to the employee remuneration structure to optimise the existing remuneration structure, arranged employees to receive training on production safety to ensure their occupational safety, advocated the combination of work and leisure, and conducted activities such as gala nights and family activity days to enrich the working life of employees.

- b) 制定本集團的ESG管理方針及策略，包括重要ESG事宜的識別、評估、優次排序及監察流程；
- c) 制定ESG目標並推進具體實施措施；
- d) 編製年度環境、社會及管治報告，並提交董事會審閱及批准；及
- e) 董事會授予的其他職責。

2.2 ESG工作進展

2025年，本集團秉持「創新賦能綠色、美好未來」的ESG願景，在充份考慮本集團業務及各重要持份者訴求的基礎上，持續推進各層面的ESG管理實踐，具體進展如下：

- *產品及服務*

堅持研發創新，不斷提升本集團在智能卡及安全芯片領域的競爭優勢及擴大市場佔有率。繼續參與國家標準、行業標準及團體標準的制定，協助推動行業技術的標準化，獲得ISO 27001標準(信息安全管理體系)認證及ISO 26262標準(道路車輛—功能安全)認證。

- *員工*

綜合考慮年度人工成本預算、年度人員編制需求等因素，合理調整員工薪酬水平，在員工薪酬架構中增加季度獎金安排，優化現有薪酬架構，安排員工接受安全生產培訓，確保其職業安全，倡導勞逸結合，開展聯歡晚會、家庭活動日等活動，豐富員工工作生活。

- *Compliance operation*

Arranged directors and employees to receive anti-corruption training and disciplinary education, and through various channels continuously promoted the building of business ethics culture, continuously promoted the environmental and social risks management of the supply chain, conducted risk assessments and regular appraisals on, and improved the supply chain management system.

- *Environment*

Through means such as regulating the climate-related risks and opportunities reporting mechanism and emergency plans, actively responding to China's "Peak carbon dioxide emissions and carbon neutrality" target and making every effort to reduce the energy consumption in the course of operations, complying with the principle of "Reduce, recycle, harmless" enshrined in the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes to optimise the disposal method of waste, donate reusable resources such as old computers and reduce environmental pollution through recycling.

- *Community investment*

Continued to participate in public welfare activities, support disadvantaged groups and assist village revitalisation.

3. ESG MANAGEMENT

3.1 ESG philosophy

The Group is principally engaged in the business of design and sale of integrated circuit chips. The integrated circuit chips design business comprises the design of smart cards and secure element chips and the development of application system.

The Group has always been insisting on developing the information industry and safeguarding information security as its own responsibility. By adhering to the "Be innovative in electronics of China, lead the information in the future" responsibility philosophy, and integrating it into the Group's strategic and operational practice. The Group pursues to maximise ESG comprehensive benefits and strives to realise the ESG vision of "Innovation empowers green practices, for a bright future".

- *合規營運*

安排董事及員工接受反貪污培訓和紀律教育，通過多種渠道不斷推動商業道德文化建設，持續推進對供應鏈的環境及社會風險管理，開展風險評估及定期評審，及完善供應鏈管理體系。

- *環境*

通過規範氣候相關風險及機遇上報機制及應急預案等手段，積極響應中國的「碳達峰、碳中和」目標，竭力減少營運過程中的能源消耗；遵守《中華人民共和國固體廢物污染環境防治法》的「減量化、資源化、無害化」原則，優化廢棄物的處置方法，捐贈舊電腦等可再利用資源，通過循環使用減少環境污染。

- *社區投資*

持續參與公益活動，援助弱勢群體及助力鄉村振興。

3. ESG管理

3.1 ESG理念

本集團的主要業務為從事集成電路芯片的設計及銷售。集成電路芯片設計業務涵蓋智能卡及安全芯片的設計及應用系統開發。

本集團始終堅持以發展信息產業及維護信息安全為己任，秉承「創新中國電子，引領信息未來」的責任理念，並將其融入本集團策略及營運實踐。本集團追求ESG綜合效益最大化，致力實現「創新賦能綠色、美好未來」的ESG願景。

The Company has complied with the “Comply or explain” provisions set out in the Environmental, Social and Governance Reporting Code as set out in Appendix C2 to the Listing Rules for the year ended 31 December 2025. Details of the corporate governance practices of the Company are set out in the Company’s 2025 Annual Report.

3.2 Participation of key stakeholders and analysis of key ESG issues

Interaction with key stakeholders constitutes a key element for corporations to achieve sustainable development. The Group’s principal place of operation is in Mainland China. The key stakeholders of the Group include its shareholders, customers, employees, government and regulatory authorities, business partners, communities and the public as well as the ecological environment. Through communication with its key stakeholders, the Group understands their expectations and demands, so as to provide guidelines for the Group’s operational decision-making and make more positive contributions to the sustainable development of the industry and society.

In 2025, the Board has adopted an approach that combines peer benchmarking and expert opinions, in the light of the actual operational circumstances of the Group and issues of great concern to key stakeholders and having a material impact on the Group’s business, to analyse the importance of various ESG issues, identify and determine the Group’s key ESG issues, and gave a salient response to these key issues in this report.

於截至2025年12月31日止年度本公司已遵守上市規則附錄C2所載環境、社會及管治報告守則所載的「不遵守就解釋」條文。本公司的企業管治常規的詳情載於本公司的2025年年報內。

3.2 重要持份者參與及重要ESG事宜的分析

與重要持份者之間的互動構成企業實現可持續發展的關鍵要素。本集團主要營運地在中國內地。本集團的重要持份者包括其股東、顧客、員工、政府及監管機構、業務夥伴、社區及公眾和生態環境。通過與其重要持份者的溝通，本集團了解各方期望及訴求，為本集團營運決策提供指引，為行業及社會可持續發展做出更積極的貢獻。

2025年，董事會採取同業對標及專家意見相結合的方式，結合本集團實際營運的情況及重要持份者高度關注且對本集團業務有重要影響的事宜，分析各項ESG事宜的重要性，識別及釐定本集團的重要ESG事宜，並在本報告中對該等重要事宜進行重點回應。

ESG issues ESG事宜		Materiality analysis 重要性分析	Corresponding section 對應章節
Emissions 排放物	Exhaust emissions 廢氣排放	The Group is principally engaged in the business of design of smart cards and secure element chips and its business does not involve manufacturing process. Apart from non-hazardous wastes produced from operation of offices (such as waste paper), the Group does not produce significant exhaust emission, discharge into water and land and generate hazardous wastes in the course of operations. 本集團的主要業務為從事智能卡及安全芯片的設計，其業務不涉及製造環節。除辦公營運產生的無害廢棄物（如廢紙）外，本集團於營運過程中並無產生顯著廢氣排放、向水及土地排污以及產生有害廢棄物。	7.1 Green operations 7.1 綠色營運
	Discharge into water and land 向水及土地排污		7.1 Green operations 7.1 綠色營運
	Hazardous and non-hazardous waste generation 有害及無害廢棄物產生		7.1 Green operations 7.1 綠色營運
Use of resources 資源使用	Use of energy 能源使用	The Group consumes gasoline, electricity, water resource and packaging materials used in finished products in the course of operations. Through strengthening the management of resource usage, the Group strives to minimise the environmental impact of its operations. 本集團營運過程中消耗汽油、電力、水資源以及製成品所用包裝材料。通過加強資源使用管理，本集團致力於降低營運對環境造成的影響。	7.1 Green operations 7.1 綠色營運
	Use of water resource 水資源使用		7.1 Green operations 7.1 綠色營運
	Packaging materials used in finished products and paper used in office 製成品所用包裝材料及辦公用紙		7.1 Green operations 7.1 綠色營運
Environment and natural resources 環境及天然資源		The manufacturing process of the suppliers with which the Group cooperates involve resource consumption, waste generation, etc., which have certain impacts on the environment and natural resources. The Group attaches great importance to the sustainability of supply chain and advocates partners to adopt environmentally friendly measures to optimise the efficiency of resource utilisation and to jointly reduce the environmental impact of the manufacturing process. 與本集團合作的供應商在製造環節涉及資源消耗、廢棄物產生等，對環境和天然資源帶來一定的影響。本集團高度重視供應鏈的可持續性，倡導合作夥伴採取環保措施，優化資源使用效率，共同降低製造環節對環境造成的影響。	7.2 Green products 7.2 綠色產品

ESG issues ESG事宜	Materiality analysis 重要性分析	Corresponding section 對應章節
<p>Climate change 氣候變化</p>	<p>The Group's integrated circuits design business does not involve manufacturing process, and its four business operational locations are located in industrial parks or business centers of first-tier cities with well-developed infrastructure and facilities. Although operations are less directly affected by climate change, the Group has attached great importance to the risks and opportunities that climate change may bring. In order to actively respond to climate change, the Group strives to promote the efficient use of resources, actively conduct greenhouse gas emission accounting, adopt various measures to reduce energy consumption and reduce greenhouse gas emissions generated in the course of operations, and actively respond to China's "Peak carbon dioxide emissions and carbon neutrality" target.</p> <p>本集團的集成電路設計業務不涉及製造環節，而其四個業務營運地均分佈在一線城市基建及配套完善的工業園區或商業中心。儘管營運受氣候變化的直接影響較小，但本集團高度重視氣候變化可能帶來的風險及機遇。為積極應對氣候變化，本集團致力於推動資源的高效使用，積極開展溫室氣體排放核算，採取多項措施降低能源消耗，並減少營運過程中產生的溫室氣體排放，積極響應中國的「碳達峰、碳中和」目標。</p>	<p>7.1 Green operations 7.1 綠色營運</p>

ESG issues ESG事宜		Materiality analysis 重要性分析	Corresponding section 對應章節
Employment 僱傭	Employment 僱傭	Employees are the key cornerstone of the Group's sustainable development and provide the driving force for the continuous innovation of the Group. Therefore, the Group attaches great importance to the rights and interests and benefits, health and safety, and training and development of employees, and strives to create a favourable working environment to support the career growth and all-round development of employees. 員工是本集團可持續發展的重要基石，同時為本集團提供不斷創新的原動力。因此，本集團高度重視員工的權益及福利、健康及安全、培訓及發展，致力於營造良好的工作環境，支持員工的職業成長與全面發展。	5.1 Employment and employee benefits 5.1 僱傭及員工福利
	Training and development 培訓及發展		5.2 Training and development 5.2 培訓及發展
	Health and safety 健康及安全		5.3 Occupational health and safety 5.3 職業健康及安全
	Labour standards 勞工準則		5.1 Employment and employee benefits 5.1 僱傭及員工福利
Supply chain management 供應鏈管理	Management of environmental and social risks of the supply chain 供應鏈的環境及社會風險管理	Effective supply chain management not only helps the Group to respond to the aspects of environmental and social risks, but is also crucial to the Group's product quality. Through working closely with suppliers to ensure that they comply with high standards in the aspects of ESG, the Group is able to enhance the reliability and market competitiveness of its products. 有效的供應鏈管理不僅能幫助本集團應對在環境及社會方面的風險，也對本集團的產品質量至關重要。通過與供應商密切合作，確保其在環境、社會及管治方面遵循高標準，本集團能夠提升其產品的可靠性與市場競爭力。	6.1 Supply chain management 6.1 供應鏈管理

ESG issues ESG事宜		Materiality analysis 重要性分析	Corresponding section 對應章節
Product responsibility 產品責任	Development of secure element chips 安全芯片開發	The rapid development of 5G and the Internet of Things continues to raise the market demand for information security, and thus the development of secure element chips is becoming increasingly important to the Group's business. 5G和物聯網的高速發展不斷提升市場對信息安全的需求，因此安全芯片開發對於本集團業務的重要性也在不斷增加。	4.1 Information security 4.1 信息安全
	Quality of products and services 產品及服務的質量	Through strict quality control and continuous improvement, the Group is able to ensure that its products and services meet high standards, satisfy customers' needs and enhance market competitiveness. 通過嚴格的質量控制和持續改進，本集團能夠確保產品和服務符合高標準，滿足客戶需求，提升市場競爭力。	4.2 Quality management 4.2 質量管理 4.4 Customer service 4.4 顧客服務
	Intellectual property management 知識產權管理	The operations of the Group involve the use of intellectual properties owned by customers, third parties or the Group. Therefore, protecting the intellectual properties of the Group and customers, and avoiding infringement of others' intellectual properties are not only helpful for safeguarding fair competition and market order, but also motivating innovators to continue to drive for new innovations, so that the society as a whole can benefit from the fruits of these innovations. 本集團的營運涉及使用顧客、第三方或本集團擁有的知識產權。因此，保護本集團及顧客的知識產權，同時防止侵犯他人的知識產權，不僅有助於維護公平競爭和市場秩序，也激勵著創新者不斷推陳出新，使得社會受益於這些創新成果。	4.3 Research, development and innovation, and intellectual property protection 4.3 研發創新與知識產權保護
	Customers' information security and privacy protection 顧客信息安全及私隱保護	The operations of the Group involve confidential information of certain customers. Proper management and protection of such information is crucial as failure to protect such confidential information effectively may not only lead to damage to the co-operative relationship, but also expose the Group to negative impacts such as legal risks, reputational damage and reduction in market competitiveness. 本集團的營運涉及某些顧客的機密信息。妥善管理和保護這些信息至關重要，若未能有效保護這些機密信息，不僅可能導致合作關係受損，還可能面臨法律風險、聲譽損害和市場競爭力下降等負面影響。	4.4 Customer service 4.4 顧客服務

ESG issues ESG事宜		Materiality analysis 重要性分析	Corresponding section 對應章節
Anti-corruption 反貪污	Anti-corruption practices 反貪污常規	Anti-corruption is a key safeguard for the healthy and sustainable development of the Group's business. The establishment of a sound anti-corruption policy and compliance mechanism will help to prevent the risk of corruption and safeguard the Group's interests. 反貪污是本集團的業務健康及可持續發展的重要保障。建立健全的反貪污政策和合規機制，有助於防範貪污風險，保障本集團的權益。	6.2 Anti-corruption 6.2 反貪污
Community investment 社區投資		The Group's principal place of operation is in Mainland China. The local government and society expect corporation to fulfil its social responsibilities through supporting disadvantaged groups and public welfare projects. This not only helps to facilitate social harmony, but also enhances the Group's social image and influence. 本集團主要營運地在中國內地，當地政府及社會期待企業通過援助弱勢群體和公益項目履行其社會責任。這不僅有助於促進社會和諧，也有助於提升本集團的社會形象和影響力。	8. Community investment 8. 社區投資

3.3 ESG working group

The Group has established an ESG working group as the manager and coordinator of ESG work, which is headed by the managing director of the Company. The ESG working group is responsible for implementing ESG tasks to all relevant departments and reporting the progress of the ESG work to the Board on a regular basis.

The duties of the ESG working group are set out in the section headed "ESG Management Statement from the Board" of this report.

3.3 ESG工作小組

本集團成立了ESG工作小組作為ESG工作的管理者與協調者，由本公司董事總經理擔任組長。ESG工作小組負責將ESG任務落實到各相關部門，並定期向董事會匯報ESG工作進展。

ESG工作小組職責載於本報告標題為「董事會的ESG管理聲明」一節內。

4. PRODUCTS AND SERVICES

The Group regularly reviews and improves the management systems regarding aspects such as safety, advertisement, labelling and privacy of its products and services by adhering to the “Innovate through reform and cherish integrity towards the world” operational philosophy, and complying with the Standardisation Law of the People’s Republic of China, the Copyright Law of the People’s Republic of China, the Patent Law of the People’s Republic of China, the Product Quality Law of the People’s Republic of China and the Advertising Law of the People’s Republic of China. In 2025, there was no litigation against the Group and no violation of laws and regulations by the Group in the aspects of safety, advertisement, labelling and privacy of its products and services.

4.1 Information security

As the practitioner and promoter of the smart card chips design industry in China, the Group regards safeguarding information security as its own responsibility, complies with the laws and regulations and the relevant requirements regarding information security management such as the Computer Information Systems Safety Protection Regulation of the People’s Republic of China, the Cybersecurity Law of the People’s Republic of China, the Electronic Information Industry Production Safety Management Requirements and the Commercial Cryptographic Management Regulations, researches and develops self-reliant and controllable smart cards and secure element chips while building a safe operating environment, and provides a foundation for China’s information technology modernisation and information security.

The Group established an information security management system by adhering to the information security approach of “Catering for demand for security through systematic prevention; pursuing continuous development through the participation of all employees”. The Group has also set up an information security management team to be responsible for coordinating information security management practices, ensuring stable operation of the information security management system, continuously improving the information security facilities and managing of the information assets. The Group was awarded the ISO 27001 Standard (Information security management systems) certification (valid until August 2026) in 2024.

4. 產品及服務

本集團秉承「知變圖新、誠達天下」的經營理念，遵守《中華人民共和國標準化法》、《中華人民共和國著作權法》、《中華人民共和國專利法》、《中華人民共和國產品質量法》及《中華人民共和國廣告法》，定期檢討及完善產品及服務的安全、廣告、標籤及私隱等方面的管理制度。本集團於2025年在其產品及服務的安全、廣告、標籤及私隱方面並沒有訴訟和違法及違規事件。

4.1 信息安全

本集團作為中國智能卡芯片設計行業的實踐者及推動者，以維護信息安全為己任，遵守《中華人民共和國計算機信息系統安全保護條例》、《中華人民共和國網絡安全法》、《電子信息產業安全生產管理規定》、《商用密碼管理條例》等與信息安全管理相關的法律及法規及有關規定，研發自主可控的智能卡及安全芯片，同時打造安全的營運環境，為中國信息技術現代化以及信息安全提供基石。

本集團秉承「系統防範，滿足安全需求；全員參與，追求持續發展」的信息安全方針，建立信息安全管理體系，並設立了信息安全管理小組，負責協調信息安全管理工作，確保信息安全管理體系的穩定運行，持續完善信息安全設施及管理信息資產。本集團已於2024年獲得ISO 27001標準（信息安全管理體系）認證（有效期至2026年8月）。

The Group has formulated management systems such as the Information Security Strategy and the Information Security Employee Manual to protect customer privacy, data and information through methods such as setting information access permissions, encryption, obfuscation or desensitisation. The Group has revised 19 management documents such as the Configuration Management Procedures and the User Access Control Management Procedures in accordance with the relevant requirements of the ISO 27001 Standard (Information security management systems) to improve the information security management practices in 2024.

Regarding information security related risk management, the Group identifies, assesses and responds to various types of risks in accordance with the relevant requirements of the Risk Assessment Management Control Procedures. Through the use of tools such as risk analysis and evaluation forms and risk assessment reports, the Group systematically analyses the likelihood and impact of information security related risks and takes corresponding measures to minimise potential business threats. In addition, the Group timely follows up changes in information security related laws and regulations, and conducts compliance assessments in the light of its operational circumstances to effectively prevent compliance risks.

In 2025, through internal and external reviews, the Group has refined and improved the information security management system and implemented improvement measures based on the results of the reviews. In addition, the Group has conducted business continuity exercises on its infrastructure, network and application systems, the results of which indicated that the information systems were operating normally.

本集團制定《信息安全策略》及《信息安全員工手冊》等管理制度，通過設置信息訪問權限、加密、模糊或脫敏等方法，保護顧客隱私、數據與資料。本集團已於2024年依據ISO 27001標準(信息安全管理体系)相關要求，修訂《配置管理程序》及《用戶訪問控制管理程序》等19項管理文件，完善信息安全的管理工作。

在信息安全相關風險管理方面，本集團按照《風險評估管理控制程序》相關要求，識別、評估和應對各類風險。通過使用風險分析與評價表及風險評估報告等工具，本集團系統性分析信息安全相關風險的可能性及影響，並採取相應措施，將潛在業務威脅降至最低。此外，本集團及時跟進信息安全相關的法律及法規的變動情況，並結合自身的營運情況進行合規評估，有效防範合規風險。

2025年，本集團通過內外部審查，細化及完善信息安全管理體系，並根據審查結果落實改善措施。此外，本集團針對其基礎設施、網絡和應用系統開展業務連續性演練，演練結果顯示信息系統運作正常。

In 2025, the Group participated in five specialised seminars (including online) organised by the Commercial Cryptography Testing Center. These seminars mainly focused on discussing the testing and certification systems for cryptographic chips and cryptographic modules in the commercial cryptography sector, contributing to the optimisation of industry standard systems. At the same time, the Group arranged all employees to receive information security training and completed information security test questions twice to consolidate their information security awareness.

In order to further raise information security performance and ensure the effective operation of the information security management system, the Group formulated information security targets and corresponding management requirements, and assisted external suppliers to improve their information security management practices.

- *Development of secure element chips*

The Group strives to promote the continuous development of China's secure element chips technology, products and applications. With globally advanced and China's leading security attack and defense technology, covering the protection technology at levels such as the system level, algorithm level, circuit level and layout level along with technologies such as side channel attack, malfunction-injection attack and physical attack technologies, the Group has established a comprehensive product security management system. A number of high-end secure element chips have passed various authoritative domestic and international security certifications such as UnionPay card chip product security certification, commercial cryptographic product certification (Security Level 2), IT product information security certification (EAL5+), CCEAL6+, CCEAL5+, EMVCo, GSMA and eSA. In 2025, the Group also successfully launched the CIU98_G50, the first domestic secure element chip product to pass GSMA eSA certification. Secure element chip series products are widely used in sectors such as financial payment, social security, resident health, public transportation, telecommunications, network authentication, identity authentication, Internet of Things and Internet of Vehicles.

2025年，本集團參與5次商用密碼檢測中心組織的專題會(含線上)，該等專題會主要圍繞商用密碼領域密碼芯片及密碼模組檢測認證體系進行討論，助力優化行業標準體系。同時，本集團安排全體員工接受2次信息安全培訓並完成信息安全測試題，鞏固員工信息安全意識。

為進一步提高信息安全績效，確保信息安全管理體系有效運行，本集團制定信息安全目標及相應管理要求，並協助外部供應商完善其信息安全管理工作。

- *安全芯片開發*

本集團致力於推進中國安全芯片的技術、產品及應用的持續發展。憑藉世界先進、中國領先的安全攻防技術，涵蓋系統級、算法級、電路級、版圖級等防護技術，具備側信道攻擊、故障注入攻擊、物理攻擊等技術，本集團建立完善的產品安全管理體系。多款高端安全芯片通過銀聯卡芯片產品安全認證、商用密碼產品認證(安全二級)、IT產品資訊安全認證(EAL5+)、CCEAL6+、CCEAL5+、EMVCo、GSMA、eSA等多項國內外權威安全認證。2025年本集團亦成功推出了國內首顆通過GSMA eSA認證的安全芯片產品CIU98_G50。安全芯片系列產品已廣泛應用於金融支付、社會保障、居民健康、公共交通、電信、網絡認證、身份識別、物聯網、車聯網等領域。

The Group continues to lead China's secure element chips technology, keep pace with international standards, and demonstrate China's "Smart card chips" capability. The Group has launched a number of automotive grade secure element chip products for Internet of Vehicles applications and achieved large scale application. At the same time, related products have also been gradually applied on a large scale in the information security sector such as Internet of Things, Internet of Vehicles, 5G communication, and payment. The Group's product (CIU9872B_01_C14.0) was awarded the IT Product Information Security certification (China EAL5+ certification) by the China Cybersecurity Review Technology and Certification Center and the UnionPay Card Chip Product Security certification. The Group was awarded the ASIL-D Grade ISO 26262 Standard (Road vehicles – functional safety) certification for the first time in 2024.

The Group has actively participated in the formulation of a number of national standards, industry standards and association standards. In 2025, national standards such as the Social Security Card One-card-pass Specifications of the People's Republic of China, which the Group had participated in formulating, were officially published and implemented in 2025.

- *Safe operating environment*

While focusing on the research and development of smart card chips with high security and high reliability, the Group also attaches importance to the safety of physical environment, that is, protecting computer network equipment and facilities against damage resulting from accidents such as earthquakes, floods, etc., as well as human behaviours. The Group has formulated a series of physical safety management systems such as the Physical Safety Control Procedures, the Security Facilities Management Measures, the Central Control Room Control Specifications, the Security Officer Management Measures, the Office Facilities, Security Facilities and Working Environment Control Procedures, etc., which covers areas such as laboratory temperature and humidity management requirements, and office environment management, for safeguarding the design and development of smart cards and secure element chips.

本集團繼續引領中國安全芯片技術、緊隨國際水平，展現中國「芯」實力。本集團推出多款車聯網應用的車規級安全芯片產品並實現規模應用；同時相關產品也在物聯網、車聯網、5G通信、及支付等信息安全領域逐步形成規模應用。本集團產品(CIU9872B_01_C14.0)獲得中國網絡安全審查技術與認證中心的IT產品信息安全認證(中國EAL5+認證)及銀聯卡芯片產品安全認證。本集團已於2024年首次獲得ASIL-D級ISO 26262標準(道路車輛一功能安全)認證。

本集團積極參與多項國家標準、行業標準及團體標準制定工作。2025年，本集團參與制定的《中華人民共和國社會保障卡一卡通規範》等國家標準已於2025年正式發佈並實施。

- *安全營運環境*

在專注研發高安全性、高可靠性智能卡芯片的同時，本集團亦注重物理環境安全，即保護計算機網絡設備及設施免遭地震、水災等事故以及人為行為導致的破壞。本集團制定有《物理安全控制程序》、《安防設施管理辦法》、《中控室控制規範》、《保安員管理辦法》、《辦公設施、安防設施及工作環境控制程序》等一系列物理安全管理制度，涵蓋實驗室溫濕度的管理要求及辦公環境管理等內容，為智能卡及安全芯片設計及開發提供保障。

4.2 Quality management

- *Quality management system*

The Group's integrated circuits design business comprises the design of smart cards and secure element chips and the development of application system and does not involve processes such as manufacturing, assembling and transportation. The Group adheres to the "Zero defect" philosophy in provision of products and services to customers, the quality approach of "Catering for customers' demand through continuous innovation, pursuing customers' satisfaction through the participation of all employees" as well as complies with the laws and regulations and the relevant requirements such as the Product Quality Law of the People's Republic of China and the Standardisation Law of the People's Republic of China, advocates quality management with the participation of all employees, and strives to achieve whole-process control and continuous optimisation of the quality of products. In 2025, there was no recall of the Group's products sold or delivered due to safety and health reasons.

In accordance with the relevant requirements of the ISO 9001 Standard (Quality management systems), the Group has formulated product quality management systems such as the Product Review Guidelines and the Substandard Products Control Procedures, covering various processes such as product design and development, risk control, outsourcing of production control and performance evaluation, so as to promote the systematic and standardised management of product quality, and to satisfy customers' demands for diversification, personalisation and refinement.

The Group was awarded the ISO 26262 Standard (Road vehicles – functional safety) certification (valid until August 2028) in 2024, and has revised the management systems such as the Product Cycle Inspection Processes and the SE Circuit Product Inspection Practice Guidelines in accordance with the relevant requirements to raise the standards of product quality reviews; and improved the Substandard Products Control Procedures and added new requirements for the handling of substandard automotive grade chip products in accordance with the relevant requirements of the IATF 16949 Standard (Automotive quality management systems), which will help to provide customers with high-quality products and services.

4.2 質量管理

- 質量管理體系

本集團的集成電路設計業務涵蓋智能卡及安全芯片之設計及應用系統開發，業務不涉及製造、封裝及運輸等環節。本集團秉承著向顧客提供「零缺陷」產品及服務的理念，「持續創新，滿足顧客需求，全員參與，追求顧客滿意」的質量方針，遵守《中華人民共和國產品質量法》及《中華人民共和國標準化法》等法律及法規及有關規定，倡導全員參與的質量管理，致力實現產品質量的全過程控制及持續優化。本集團於2025年並沒有因安全及健康理由而須對已售或已運送產品進行回收的事件。

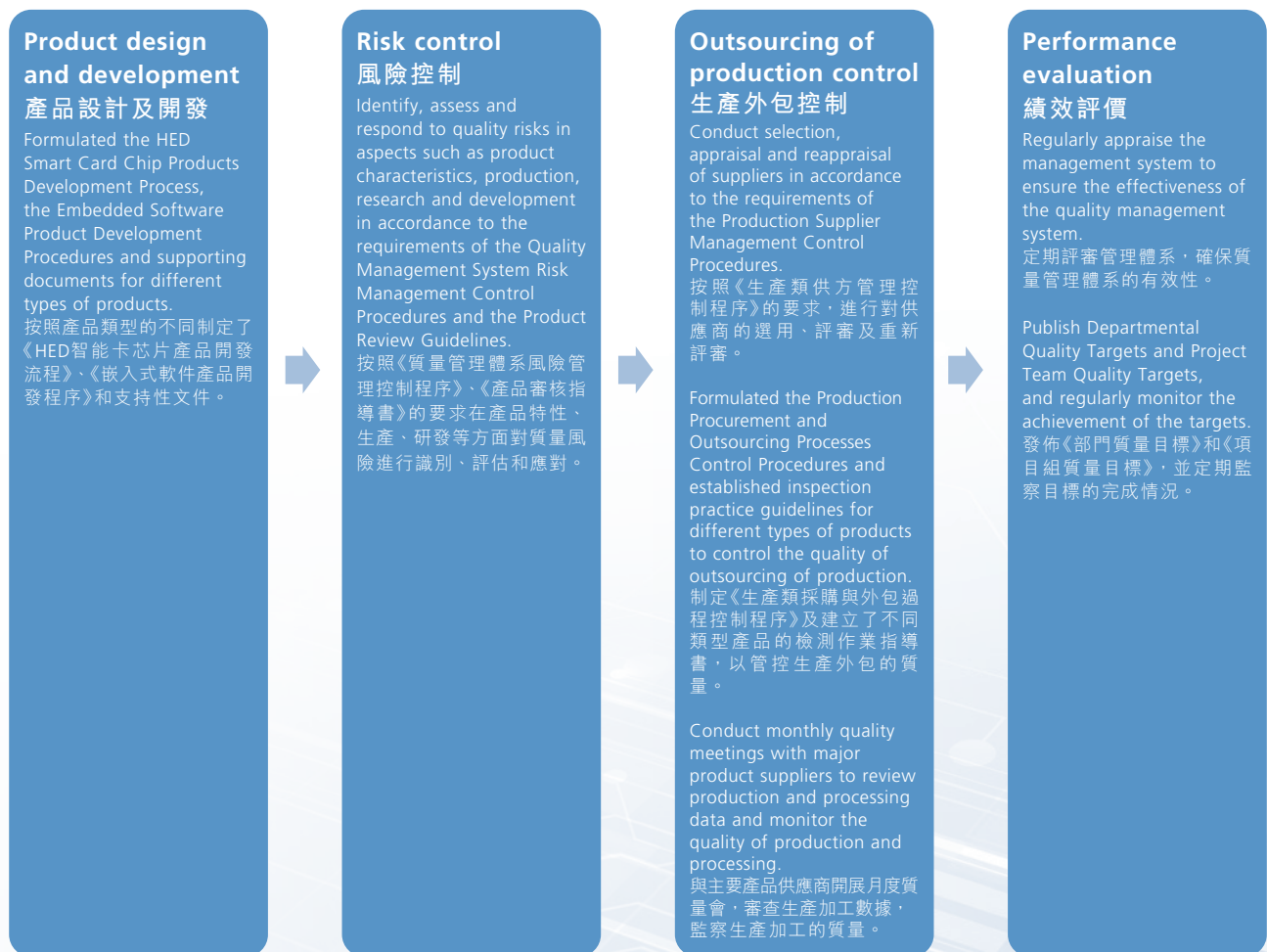
本集團按照ISO 9001標準(質量管理體系)相關要求，制定《產品審核指導書》及《不合格品控制程序》等產品質量管理制度，涵蓋產品設計及開發、風險控制、生產外包控制、績效評價等環節，推動產品質量的系統化及規範化管理，滿足顧客多樣化、個性化、精細化訴求。

本集團已於2024年獲得ISO 26262標準(道路車輛—功能安全)認證(有效期至2028年8月)，並依據相關要求修訂《產品周期檢驗流程》及《SE電路產品檢驗作業指導書》等管理制度，提高產品質量審查標準；依據IATF 16949標準(汽車質量管理體系)相關要求，完善《不合格品控制程序》，新增對不合格車規級芯片產品的處理要求，有助於為顧客提供高質量的產品及服務。

Building on the continuing promotion of ISO 9001 Standard (Quality management systems) reviews and follow-up work, the Group deals with the substandard products found during operations in accordance with the Substandard Products Control Procedures. The responsible departments are required to analyse the causes, formulate rectification and precautionary measures, and follow up on the implementation status and the effectiveness of these measures. In 2025, the Group set a target of return rate of 1% and below for integrated circuits product delivered, and the actual product return rate was 1%.

在持續推進ISO 9001標準(質量管理體系)審查及跟進工作的基礎上，針對在營運過程中發現的不合格品，本集團按照《不合格品控制程序》進行處置，並要求責任部門分析原因、制定糾正及預防措施，以及跟進該等措施的執行情況及效果。2025年，本集團設定集成電路產品交付退貨率為1%及以下的目標，實際產品退貨率為1%。

Quality management system 質量管理體系



Regarding management of labelling of product, the Group formulated packaging specifications for products such as integrated circuit cards and smart cards, which clearly states the labelling requirements for information such as product model number, product batch number, product quantity, time of processing and place of origin.

- *Quality inspection procedures*

The Group conducted quality inspection on products such as wafers, integrated circuit modules, integrated circuit cards and circuits that are independently researched and developed with procurement and processing outsourced in accordance with the operational requirements of the quality inspection procedures imposed by the quality management system. Quality inspections are performed by inspectors with professional skills, in accordance with the inspection specifications and practice guidelines, and inspections are performed by using professional inspection equipment, so as to prevent the acceptance of substandard products. In addition, inspectors regularly calibrate the professional high-precision instruments used for quality inspection to ensure the accuracy of the inspection results.

- *Quality culture*

The Group regularly holds quarterly quality meetings to provide attendees with a comprehensive understanding of the quality problems and the causes through compiling and reporting on product and service quality problems and their handling, so as to enhance the employees' awareness of product and service quality, and to promote a quality culture with the participation of all employees. At the same time, the Group arranges new employees to receive training on the quality management system to accelerate their familiarisation with the Group's quality management system and enhance their knowledge of quality management.

During the "Quality month" in 2025, the Group arranged a "Comprehensive quality management quiz competition activities" for all employees. In addition, the Group actively conducted product quality training activities, covering topics such as "How to prepare and effectively verify preventive measures" and "Training on quality management system standards and requirements for certified quality manager (CQM)".

在產品標籤管理方面，本集團制定了針對集成電路卡、智能卡等產品的包裝規範，明確規定對產品型號、產品批號、產品數量、加工時間、產地等信息的標籤要求。

- *質量檢測程序*

本集團按照質量管理體系對質量檢測程序的操作要求，針對自主研發並委外採購及加工的圓片、集成電路模組、集成電路卡片、電路等產品進行質量檢測。質量檢測由具備專業技能的檢測人員，依據檢測規範及作業指導書，使用專業的檢測設備進行檢測，防止接收不合格品。此外，檢測人員通過定期對用於質量檢測的專業高精密儀器進行校準，以保證檢測結果的準確性。

- *質量文化*

本集團定期召開季度質量會，通過匯編並報告產品及服務質量問題及其處理情況，讓與會者全面了解質量問題及成因，從而提升員工的產品及服務質量意識，推動全員參與的質量文化。同時，本集團安排新員工接受質量管理體系相關培訓，加速新員工熟悉本集團質量管理體系，提升其對質量管理的認識。

本集團於2025年「質量月」活動中安排全體員工進行「全面質量管理競賽答題活動」。此外，本集團積極開展產品質量培訓活動，涵蓋「如何寫好並有效驗證預防措施」及「質量管理體系標準及CQM要求培訓」等內容。

4.3 Research, development and innovation, and intellectual property protection

The Group attaches importance to original innovation, integrated innovative capabilities, vigorously promotes scientific discovery and technology invention. In 2025, research and development focused primarily on the research and development on the application of security SE chip products, such as eSIMs and Internet of Things chips for smart terminals, as well as security microcontroller unit chip products, the continuous improvement of the performance of smart cards and secure element chip products, the upgrading of product security certification levels, research on the application of secure element chips for the Internet of Things and the Internet of Vehicles sectors as well as the development of application systems and solutions. In 2025, the Group has obtained 17 new patents, registered 6 new software copyrights and 7 new integrated circuits layout designs.

The Group has formulated, and continues to revise, the Intellectual Property Management Measures to clearly state the responsibilities and working procedures for each of the departments and personnel, and provide detailed requirements regarding the assessment, searching, retrieval and analysis of relevant intellectual properties during the research and development process, contract filing management, intellectual properties ownership, protection and application of intellectual properties, training, awards, etc. The Group respects and regulates the use of intellectual properties of its customers and third parties. It also keeps all business partners' product's technical information strictly confidential. The Group conducts intellectual property risk assessment at project inception and iterative analysis on relevant intellectual properties at critical stages of projects, and based on the results of such assessments and through methods such as procuring external licenses and technology circumvention to reduce the risk of infringing on the intellectual properties of others.

4.3 研發創新與知識產權保護

本集團重視原始創新及集成創新能力，大力推動科學發現及技術發明。2025年，研發主要側重於應用於智能終端的eSIM和物聯網芯片等安全SE芯片產品，及安全主控芯片產品的研發、智能卡及安全芯片產品性能的持續提升、產品安全認證等級的提升、應用於物聯網及車聯網領域的安全芯片研究以及應用系統和解決方案的開發等。2025年，本集團新增17項專利，新登記6項軟件著作及新註冊7項集成電路佈圖設計。

本集團制定並持續修訂《知識產權管理辦法》，明確各部門及人員的職責及工作程序，對包括研發過程中對相關的知識產權的評估、查新、檢索、分析、合同檔案管理、知識產權歸屬、知識產權的保護及申請、培訓及獎勵等都做了詳細的規定。本集團尊重並規範使用其顧客及第三方的知識產權，亦對所有業務夥伴的產品技術信息進行嚴格保密。本集團於項目立項時進行知識產權風險評估，並在項目關鍵階段對相關知識產權進行迭代分析，根據該等評估結果通過對外採購許可、技術規避等方法，減少侵犯他人知識產權的風險。

In 2025, the Group participated in the formulation of a number of national standards, industry standards and association standards such as Integrated Circuits – Measurement of Electromagnetic Emissions Part 8: Measurement of Radiation Emissions – IC Stripline Method, Cybersecurity Technology – Integrated Circuit Chips General Security Specification which helped to enhance the high-quality development of the industry. The Group continuously through incentive measures encourages employees to actively apply for intellectual properties, publish thesis, etc. The Group has established awards such as the “Technical contribution award” and the “Technical innovation award” to commend employees for their significant research and development innovation achievements. In 2025, 17 and 9 employees were awarded the “Technical contribution award” and “Technical innovation award” respectively.

The Group arranges employees to receive training on intellectual property, covering topics such as basic knowledge of intellectual properties, drafting and excavation of technical briefing documents, so as to continuously enhance employee’s awareness of intellectual property protection. In addition, the Group holds an annual technology conference each year to introduce employees to the latest research and technological innovations achievements in aspects such as research and development processes, platform innovations and applications, and to recognise and reward employees who have made outstanding technological contributions or successfully applied for intellectual property.

4.4 Customer service

- *Customer service system*

The Group adheres to the “Users first and customers foremost” philosophy and builds a comprehensive customer service system to provide more convenient and better quality service to customers. In addition, the Group has a professional support team to provide immediate professional technical services to customers to solve their technical problems before, during and after a purchase.

2025年，本集團參與《集成電路電磁發射測量第8部分：輻射發射測量IC帶狀線法》、《網絡安全技術集成電路芯片通用安全規範》等多項國家標準、行業標準及團體標準制定工作，助力提升行業高質量發展。本集團持續通過獎勵措施鼓勵員工積極進行知識產權申請及論文發表等。本集團設立了「技術貢獻獎」及「技術創新獎」等獎勵，表揚有重大研發創新成果的員工，2025年分別有17名及9名員工獲得「技術貢獻獎」及「技術創新獎」。

本集團安排員工接受知識產權培訓，涵蓋知識產權基礎知識、技術交底書的撰寫及挖掘等內容，持續提升員工的知識產權保護意識。此外，本集團每年召開科技年會，向員工介紹研發流程、平台創新、應用程序等方面的最新研究及技術創新成果，並對作出突出技術貢獻或成功申請知識產權的員工給予表彰及獎勵。

4.4 顧客服務

- *顧客服務體系*

本集團秉承「用戶第一、顧客至上」的理念，營造完善的顧客服務體系，為顧客提供更便捷、優質的服務。此外，本集團擁有專業支援團隊，為顧客即時提供售前、售中、售後的專業技術服務，解決技術難題。

The Group has formulated the Customer Complaint Handling Procedures to assist to solve any problems encountered by the customers when using the product, and feedback from customers will be used for continuous improvement of the quality of products and services. In addition, based on the problems raised by the customer, the Group will organise respective professionals from the failure analysis team, product research and development and design team, production and processing professional technical team, sales service team, technical support team and project management team to work together to conduct problem analysis, identify the root causes, formulate rectifying and precautionary measures, and follow up with the customer's subsequent usage to ensure the effectiveness of such measures.

Regarding customer information security and privacy protection, the Group formulated the Technology Confidentiality Agreement Management Measures and the Confidentiality Management Requirements, and employees are required to keep trade secrets of the Group and customers in strict confidence, so as to ensure confidentiality of information for both sides during business interaction between the Group and customers.

本集團制定《顧客抱怨處理程序》，幫助解決顧客在使用產品中遇到的任何問題，並同時通過顧客的反饋持續改善產品及服務的質量。此外，本集團根據顧客提出的問題，組織失效分析團隊、產品研發設計團隊、生產加工專業技術團隊、銷售服務團隊、技術支援團隊及項目管理團隊中相關的專業人員，共同開展問題分析，識別根本原因，制定糾正及預防措施，並跟進顧客的後續使用情況，以確保該等措施的成效。

在顧客信息安全及私隱保護方面，為確保本集團與顧客業務交往中雙方的信息保密，本集團制定了《技術保密協議管理辦法》以及《保密管理規定》，並要求員工需嚴格保守本集團及顧客的商業秘密。

- *Customer satisfaction survey*

The Group attaches importance to customer satisfaction survey and through the survey identifies key factors affecting the satisfaction of customers so as to raise the quality of its products and services. The Group sends out customer satisfaction survey forms to customers each year to understand customer's satisfaction, opinions and suggestions on aspects such as products' or projects' design quality, service quality, and speed and capability in handling problems, and the Customer Satisfaction Surveillances and Measurements Evaluation Report will be prepared and the results will be passed back to the respective departments for continuous improvement of products and services quality.

- *顧客滿意度調查*

本集團重視顧客滿意度調查，通過調查識別影響顧客滿意度的關鍵因素，從而提升其產品及服務的質量。本集團每年向顧客發送顧客滿意度調查表，以了解顧客對產品或項目的設計質量、服務質量、處理問題的速度及能力等方面的滿意度、意見及建議，並編製《顧客滿意度監視及測量評價報告》，將結果反饋給相關部門，持續改善產品及服務的質量。

Statistics on products and services key performance indicators 產品及服務關鍵績效指標統計

Indicators	指標	2025 2025年度	2024 2024年度
Number of customer complaints	顧客投訴事件次數	301	237
Percentage of customer complaints dealt with (%)	顧客投訴處理百分比(%)	100.00	100.00
Customer satisfaction (%)	顧客滿意度(%)	96.53	95.42

5. EMPLOYEES

The Group regularly reviews and improves the management systems regarding aspects such as employees' rights and interests, remuneration and benefits, recruitment and promotion, training and development, working environment and occupational health, child labour and forced labour by adhering to the "Responsibility-orientated, valuing competent, rewarding performance" talent philosophy, and with reference to the laws and regulations and the relevant requirements such as the Labour Law of the People's Republic of China, the Law of the People's Republic of China on Work Safety, the Law of the People's Republic of China on the Protection of Rights and Interests of Women and the Paid Annual Leave for Employees Regulations. In 2025, there was no litigation against the Group and no violation of laws and regulations by the Group in the aspects of employment, occupational health and safety, child labour and forced labour.

5. 員工

本集團秉承「盡責是才、重能酬績」的人才理念，參考《中華人民共和國勞動法》、《中華人民共和國安全生產法》、《中華人民共和國婦女權益保障法》及《職工帶薪年休假條例》等法律及法規及有關規定，定期檢討及完善員工權益、薪酬及福利、招聘及晉陞、培訓及發展、工作環境及職業健康、童工、強制勞工等方面的管理體系。本集團於2025年在僱傭、職業健康及安全、童工及強制勞工方面並沒有訴訟及違法及違規事件。

5.1 Employment and employee benefits

- *Employment and employees' rights and interests*

The Group attaches importance to attracting and fostering of talents, safeguarding employees' equal rights in aspects such as terms of employment, training, promotion and remuneration and ensuring no discrimination against any person on grounds such as gender, marital status, disability, age, race, family status, nationality and religion takes place. In addition, the Group resolutely eradicates child labour and all forced labour practices.

The Group formulated management systems such as the Recruitment and Induction Management Regulations, the Employee Code and the Remuneration and Benefits System with reference to the laws and regulations and the relevant requirements such as the Labour Contract Law of the People's Republic of China, which clearly states the management requirements in the aspects of recruitment and dismissal of employees and the remuneration and benefits of employees.

The Group attaches importance to the collection and the protection of applicants' personal information and requires background checks to be conducted on applicants for sales, purchasing, finance and IT positions in accordance with the laws and regulations and the relevant requirements; at the same time, headhunters are required to conduct background checks through lawful channels to ensure applicants' personal information security and privacy is not infringed.

The Group encourages employees to introduce talents with competitiveness. Through regularly publishing talents demand information to encourage employees to introduce suitable candidates, thereby enabling the Group to attract talents that aligned with its development, enhance the Group's overall capabilities and enlarge its talent pool.

In addition, the Group has established an e-HR human resources information system covering all employees, providing online management functions such as employee's promotion, training and remuneration.

5.1 僱傭及員工福利

- *僱傭及員工權益*

本集團注重人才的引進及培養，保障員工在僱傭條件、培訓、晉升、薪酬等方面的平等權利，確保沒有因性別、婚姻狀況、殘疾、年齡、種族、家庭狀況、國籍、宗教等因素而遭受歧視。另外，本集團堅決杜絕僱用童工及一切強制勞工的行為。

本集團參考《中華人民共和國勞動合同法》等法律及法規及有關規定，制定《招聘及入職管理規定》、《員工守則》及《薪酬福利制度》等管理制度，明確在員工招聘及解僱和員工薪酬及福利方面的管理規定。

本集團注重應聘人員個人信息的收集及保護，要求按照法律及法規及有關規定對銷售、採購、財務及IT崗位的應聘人員進行背景調查；同時，要求獵頭機構通過合法渠道進行背景調查，確保應聘人員個人信息安全及私隱不受侵犯。

本集團鼓勵員工推薦具競爭力的人才，通過定期發佈人才需求信息，鼓勵員工推薦合適人選，從而為本集團吸納契合其發展的人才，增強本集團整體實力並擴大人才隊伍。

此外，本集團建立覆蓋全體員工的e-HR人力資源信息系統，提供員工晉升、培訓及薪酬等的在線管理功能。

The Group, through internal and external remuneration comparisons and by comprehensively considering factors such as annual staff cost budget and annual staffing requirements, adjusts the remuneration of employees to retain talent attraction and market competitiveness.

本集團通過內外部薪酬對比，綜合考慮年度人工成本預算、年度人員編制需求等因素，調整員工薪酬以保持人才吸引力及市場競爭力。

Overview of employment and employee's rights and interests system 僱傭及員工權益制度概覽		
Recruitment and dismissal 招聘及解僱	Work hours and leave 工時及休假	Remuneration and benefits 薪酬及福利
<ul style="list-style-type: none"> • Recruitment: New employees are recruited in accordance with the principle of "Openness, equality, competition and selection of the best". • 招聘：按照「公開、平等、競爭、擇優」的原則招聘新員工。 	<ul style="list-style-type: none"> • Work hours: Work hours meets the requirements of operational location's laws and regulations. • 工時：工時符合營運地法律及法規的要求。 	<ul style="list-style-type: none"> • Remuneration: The remuneration of each position is determined with reference to market practices and reasonable adjustments are made to remuneration after considering the values and the contributions of the position. • 薪酬：參考市場慣例釐定各崗位薪酬，同時考慮崗位價值及貢獻對薪酬進行合理的調整。
<ul style="list-style-type: none"> • Dismissal: Employees are dismissed in accordance with the related requirements of the Employee Code and in compliance with the requirements of operational location's laws and regulations. • 解僱：按照《員工守則》相關規定解僱員工，並符合營運地法律及法規的要求。 	<ul style="list-style-type: none"> • Working overtime: Employees are entitled to pay or time-off in lieu for working overtime. Overtime compensation meets the requirements of operational location's laws and regulations. • 加班：員工加班享有加班費或加班調休權利，加班補償符合營運地法律及法規的要求。 	<ul style="list-style-type: none"> • Social insurance: Various kinds of social insurances are purchased for all employees in accordance with the requirements of operational location's laws and regulations. • 社會保險：按照營運地法律及法規的要求為全體員工繳納各項社會保險。
	<ul style="list-style-type: none"> • Leave: Paid annual leave, marriage leave, bereavement leave, maternity leave, sick leave, etc., are provided in accordance with operational location's laws and regulations. • 休假：帶薪年休假、婚假、喪假、生育假、病假等按營運地法律及法規提供。 	<ul style="list-style-type: none"> • Benefits: Employees are provided with various benefits such as annual body checks and supplementary medical insurance in accordance with the actual circumstances of the Group. • 福利：結合本集團實際情況為員工提供多項福利，如年度體檢及補充醫療保險等。

Statistics on employment key performance indicators
僱傭關鍵績效指標統計

Indicators	指標	2025 2025年度	2024 2024年度
Number of employees	員工人數	495	478
By gender:	Male	330	319
	Female	165	159
By type of employment:	Permanent	477	466
	Secondment	18	12
By age group:	Over 50	21	18
	30 to 50	379	367
	Under 30	95	93
By geographical region:	Mainland China	494	477
	Hong Kong	1	1
Employee turnover rate (%)	員工流失率(%)	9	8
By gender:	Male	8	9
	Female	10	7
By age group:	Over 50	0	0
	30 to 50	9	8
	Under 30	11	13
By geographical region:	Mainland China	9	8
	Hong Kong	0	50

• *Employees communication and caring*

Effective communication with employees is crucial to the formulation of decision-making and corporation development. The Group strives to build an open working culture, and strengthen the communication between employees and management. It has also set up various communication channels to understand employees' opinions, so as to create a frank and an open communication atmosphere.

The Group cares and supports every employee who is in need. Through actively conducting employee caring activities, the Group visits employees suffering from injuries and sickness, attends employees' wedding ceremonies and funeral ceremonies and helps employees who are in difficulties. The Group also conducts consolatory activities on public holidays in accordance with the relevant requirements of the China Federation of Trade Unions. The Group formulated the Trade Union Expenditure Management Measures, providing detailed requirements on expenditure for condolences to employees, support for employees who are in difficulties, etc. In the aspect of caring for female employees, nursing rooms have been set up within the office area.

• *員工溝通及關懷*

有效的員工溝通對決策制定、企業發展至關重要。本集團致力建設開放的工作文化，並加強員工與管理層的溝通，亦設立了多樣溝通渠道以了解員工的意見，營造坦誠及開放的溝通氛圍。

本集團關心及支持每一位需要幫助的員工。通過積極開展員工關愛活動，本集團做到傷病必訪、婚喪必訪、幫助困難員工，同時按照中國總工會的有關規定，開展法定假日慰問活動。本集團制定了《工會經費管理辦法》，對員工慰問、困難員工幫扶等的經費支出做了詳細規定。在女員工關愛方面，辦公區內設置了母嬰室。

Overview of caring activities for employees in 2025

- ✧ Employee Assistance Program (EAP) initiative, providing spiritual support to employees through both online and offline psychological counselling services.
- ✧ “Flower goddess, shine brilliantly” flower-giving activity, extending festive greetings and blessings to all female employees.
- ✧ “Sending warmth in golden autumn, safeguarding health – traditional chinese medicine health care day”, providing complimentary medical consultations for employees.
- ✧ “Mindful sleep” activity, enable employee to care for their bodies through breathing and to solve sleeping problems such as insomnia.

Overview of employee activities in 2025

- ✧ “Forging “smart card chips” together, composing a new chapter” New Year Party.
- ✧ “Capturing style, showcasing charisma” employee portrait photography activity.
- ✧ “Cycling in nature, riding for health” healthy cycling activity.
- ✧ “Unleashing full swing for breakthroughs in “smart card chips”, empowering development, embarking on a new journeys” – Huada Electronics badminton tournament.
- ✧ “Carbon exploration of green paths, riding toward a better future” cycling activity to promote environmental protection through action.
- ✧ “Unite as a “smart card chips” and cooperation, walking toward the future” fitness walking activity; “Gather strengths, excel in “Basketball”” basketball tournament.
- ✧ “Swimming against the current, riding the wind and breaking the wave” swimming tournament.
- ✧ “Forging a powerful national “smart card chips” through craftsmanship, riding the wind and breaking the wave on a new voyage” team-building activity.
- ✧ Huada Electronics family day activity.
- ✧ “Smart valley free running, health for all” running activity.

2025年度員工關愛活動概覽

- ✧ 關愛員工EAP專案，通過線上、線下的心理諮詢服務為員工提供心靈上的幫助。
- ✧ 「花漾女神，綻放光彩」送花活動，向全體女員工致以節日的問候與祝福。
- ✧ 「金秋送暖•健康護航—中醫健康關懷日」為員工提供義診活動。
- ✧ 「正念安睡」活動，讓員工通過呼吸關愛身體，解決失眠等睡眠問題。

2025年度員工活動概覽

- ✧ 「鑄「芯」同行 共譜新篇」新春聯歡會。
- ✧ 「定格風采，展現魅力」員工形象照拍攝活動。
- ✧ 「騎享自然•悅行健康」健康騎行活動。
- ✧ 「羽力全開「芯」突破 賦能發展啟新程」華大電子羽毛球比賽。
- ✧ 「碳尋綠色之路，暢行美好未來」騎行活動，用行動為環保助力。
- ✧ 「齊「芯」協力，健步未來」健步走活動、「凝心聚力，迎「籃」而上」籃球大賽。
- ✧ 「激流泳進•乘風破浪」游泳比賽。
- ✧ 「匠心鑄就強國「芯」 乘風破浪啟新航」團建活動。
- ✧ 華大電子家庭日活動。
- ✧ 「智穀自由跑•健康你我他」跑步活動。

5.2 Training and development

- *Employee training*

The Group considers that facilitating employees' growth provides impetus for corporate development. The Group upholds the principle of "Reaching out, drawing in" and formulated the Training System, which covers area such as types of training and training effectiveness assessment, training implementation and training instructors, as well as formulated an annual training programme covering four major categories, namely system, rules and regulations, experience exchanges, knowledge and skills, and cultural awareness. The Group's employee training is divided into three levels: corporate level, departmental level and individual level. Corporate level training focuses mainly on cross-departmental and internal all-purpose training, such as new employee training, and quality and safety requirements training. Departmental level training focuses mainly on enhancing knowledge and skills in departmental professional areas. Training for individuals act as a useful supplement to the above-mentioned training.

Employees of the Group are entitled to an individual training allowance of up to RMB5,000 per person per year starting from the 13th month onwards after joining. Such allowance can be used for attending training designated by the Group, or approved job-related external training.

In 2025, the Group increased its investment in internal training and external learning for employees. Internal training covered topics such as cadres' study workshops, organising reform leadership capability and a high performance team, and managerial role awareness. Participants among grass-roots employees reached 409, accumulating 13,105 training hours.

5.2 培訓及發展

- *員工培訓*

本集團認為促進員工的成長是企業發展的動力源泉。本集團秉持「走出去、引進來」的原則，制定《培訓制度》，包含培訓類型以及效果評估、培訓實施、培訓講師等內容，並制定涵蓋體系、規章及制度、經驗交流、知識及技能和文化意識四大類的年度培訓計劃。本集團的員工培訓分為公司級、部門級及個人三級。公司級培訓側重於跨部門及內部通用性培訓，如新員工培訓和質量及安全要求培訓，部門級培訓側重於提升員工在部門專業領域的知識及技能。個人培訓作為上述培訓的有益補充。

本集團員工自入職後第13個月起享有個人培訓津貼，每年每人最高限額人民幣5,000元，可用於參加本集團指定的培訓，或經批准的與職位相關的外部培訓。

2025年，本集團加大對員工內部培訓及外出學習的投入，內部培訓涵蓋幹部研學班、組織變革領導能力與高績效團隊、管理者角色認知等內容，其中基層員工參與人數達409人，累積學時13,105小時。

Overview of employee training activities in 2025
2025年度員工培訓活動概覽

Training project 培訓項目	Objectives 目的
<ul style="list-style-type: none"> New employee induction training 新員工入職培訓 	<p>Help new employees to understand the company's profile, rules and regulations, etc., so that they can adapt to the working environment and integrate into the team more quickly.</p> <p>幫助新員工了解公司概況、規章和制度等，使其更快適應工作環境以及融入團隊。</p>
<ul style="list-style-type: none"> Research and development skills assessment for fresh graduates 應屆生研發技能考核 	<p>Assess the skill level, discover potential talents, and accelerate the growth of talents.</p> <p>評估技能水平，發現潛力人才，加速人才成長。</p>
<ul style="list-style-type: none"> Capability enhancement training for middle-level cadres, new cadres and core cadres 中層幹部、新晉幹部、核心骨幹能力提升培訓 	<p>Enhance the leadership, decision-making and execution capabilities of relevant personnel, and strengthen team management capabilities.</p> <p>提升相關人員的領導能力、決策能力及執行能力，強化團隊管理能力。</p>
<ul style="list-style-type: none"> Senior management capability training 高層管理人員能力培訓 	<p>Strengthen the strategic thinking, holistic decision-making capability and reform leadership capability of senior management.</p> <p>強化高層管理人員的戰略思維、全局決策能力及變革領導能力。</p>
<ul style="list-style-type: none"> E-learning course training E-learning課程培訓 	<p>Flexibly enhance employees' professional skills and all-round capabilities.</p> <p>靈活提升員工專業技能與綜合能力。</p>

Statistics on employee training key performance indicators
員工培訓關鍵績效指標統計

Indicators	指標	2025 2025年度	2024 2024年度
Percentage (%) of employees who received training	員工接受培訓百分比(%)	91	92
By gender: Male	按性別： 男性	68	67
Female	女性	32	33
By grade: Senior management	按級別： 高級管理層	1	1
Middle management	中級管理層	8	11
Grass-roots employees	基層員工	91	88
Average number of hours of training received per employee per year	員工每年人均接受培訓的小時數	30	25
By gender: Male	按性別： 男性	31	26
Female	女性	30	24
By grade: Senior management	按級別： 高級管理層	65	97
Middle management	中級管理層	36	90
Grass-roots employees	基層員工	29	21

- *Occupational development*

The Group implements a qualification management system and establishes an occupational development channel to provide an important basis for employee's promotion and salary adjustment. The Group implements a dual channel development path for technicians who account for over 60% of the Group's total employee headcount. The technicians are divided into five grades, those who have reached grade four can select either the management line or the technical line. In the technical line, they can become technical expert, system engineer, etc., and in the management line, they can enter into the administrative management or project management area.

For technicians applying for promotions below the expert level, the appraisal will be conducted by the defence appraisal committee organised by the respective department; technicians applying for promotions above the expert level will be centrally arranged by the human resources department and appraised by the appointment qualification appraisal panel. The Office of the General Manager re-appraises all applications selected for promotion.

5.3 Occupational health and safety

- *Production safety management*

The Group formulated the Production Safety Management Requirements with reference to the Law of the People's Republic of China on Work Safety, which clearly states the specific requirements for production safety work reporting system and penalty measures for non-compliance with the safety guidelines. The Group established a production safety structure, with the managing director of the Company serving as the director of the production safety committee and the first-tier department manager of the Group serving as member. The Group has signed the "Letter of Commitment on Production Safety" with the relevant employees each year to ensure production safety. The Group has established a production safety standardisation system and passed the Beijing production safety standardisation (Level 3) review (valid until December 2026).

- *職業發展*

本集團實施任職資格管理制度，建立職業發展通道，為員工晉陞及薪酬調整提供重要依據。對於佔本集團總員工人數60%以上的技術類員工實行雙通道發展路徑，技術類分為五級，到四級後可選擇管理線或技術線，技術線發展到技術專家、系統工程師等，管理線則可進入行政管理或項目管理範疇。

技術類人員申請專家級以下級別的晉升，由相關部門組織的答辯評審會進行評審；技術類人員申請專家級以上職級的晉升由人力資源部統一安排，並由任職資格評定小組負責評審。總經理辦公會複審所有獲選拔晉升的申請。

5.3 職業健康及安全

- *安全生產管理*

本集團參考《中華人民共和國安全生產法》，制定《安全生產管理規定》，明確了安全生產工作報告制度以及違反安全指引的懲罰措施等具體要求。本集團建立安全生產架構，由本公司董事總經理擔任安全生產委員會主任，本集團一級部門經理擔任委員。本集團每年與相關員工簽署《安全生產承諾書》，以確保生產安全。本集團已建立安全生產標準化體系並通過北京市安全生產標準化（三級）審查（有效期至2026年12月）。

In 2025, in order to ensure safe operation throughout the year, the Group carried out activities such as "Production safety month", "Fire safety publicity month" and "Production safety management training", and through activities such as production safety quizzes, online safety education training and emergency evacuation drills, to raise employees' awareness of production safety.

2025年，為確保全年安全營運，本集團開展「安全生產月」、「消防宣傳月」、「安全生產管理培訓」等活動，通過安全生產答題、安全教育線上培訓、應急疏散演練等活動，提高員工安全生產意識。

Statistics on employees' occupational health and safety key performance indicators
員工職業健康及安全關鍵績效指標統計

Indicators	指標	2025 2025年度	2024 2024年度	2023 2023年度
Number of work-related fatalities	因工死亡人數	0	0	0
Number of work-related injuries	因工受傷次數	0	1	0
Number of lost work days due to work-related injuries	因工受傷損失工作日數	0	24	0

• *Quality working environment*

The Group is well aware of the direct impact of a quality working environment on the physical and mental health and work efficiency of employees. By adhering to the "People-oriented" philosophy, the Group strives to provide and maintain a warm, comfortable, healthy and safe working environment for employees. Huada Electronics has set up a library and a recreation area within its office premises, so as to create a quality working environment. The Group has equipped its offices with safety kits, clearly stated the requirements for the safe use of electrical appliances, and installed ventilation system, etc. for new office in response to the air quality conditions in Beijing area. In addition, the Group purchased traffic accident insurance for employees to safeguard safe business travel.

• *優質工作環境*

本集團深知優質的工作環境對員工的身心健康及工作效率的直接影響。本集團秉承「以人為本」的理念，致力為員工提供和維持溫馨、舒適、健康及安全的工作環境。華大電子於辦公區域內設置了圖書室及休閒區，營造優質工作環境。本集團在其辦公室配備安全包，明確規定安全使用電器的要求，並因應北京地區空氣質量狀況，於新辦公室加裝通風系統等。此外，本集團為員工購買交通意外保險，為安全出差提供保障。

6. COMPLIANCE OPERATION

The Group considers the compliance with laws and regulations as the cornerstone of corporation. The Group regularly reviews and improves the management systems regarding aspects such as supply chain management and anti-corruption with reference to the laws and regulations and the relevant requirements such as the Company Law of the People's Republic of China, the Civil Code of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China and the Anti-Money Laundering Law of the People's Republic of China. There was no confirmed corruption incident and litigation relating to the Group or its employees in 2025. The Group has complied with all laws and regulations in relation to bribery, extortion, fraud and money laundering.

In 2025, the Group sent the Integrity Reminder Letter to directors, middle and senior level employee, explained the disciplinary requirements for expense reimbursement in the light of the business nature and position characteristics of different departments, arranged employees to watch business ethics education publicity films and conducted typical case learning activities for employees, and continuously promoted the building of business ethics culture through various channels.

6.1 Supply chain management

- *Suppliers management procedures*

The Group is principally engaged in the business of design of integrated circuit chips, and its major suppliers are integrated circuit chips manufacturers. The effective management of suppliers can help the Group to reduce costs and cooperation risk, raise the quality of products and services, and build up a quality brand.

6. 合規營運

本集團認為遵守法律及法規乃企業之基石，參考《中華人民共和國公司法》、《中華人民共和國民法典》、《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》等法律及法規及有關規定，定期檢討及完善供應鏈管理及反貪污等方面的管理制度。2025年，本集團或其員工並無已確認的貪污事件及訴訟。本集團已遵守所有與賄賂、勒索、欺詐及洗黑錢相關的法律及法規。

2025年，本集團向董事、中高層人員發送《廉潔提示函》，結合不同部門的業務性質和崗位特點講解費用報銷的紀律要求，安排員工觀看商業道德教育宣傳片及開展典型案例學習活動，通過多種渠道不斷推動商業道德文化建設。

6.1 供應鏈管理

- *供應商管理程序*

本集團以集成電路芯片設計為主營業務，而其主要供應商為集成電路芯片製造商。對供應商的有效管理可以幫助本集團降低成本及合作風險，提高產品及服務質量，建立良好品牌。

Supplier management system 供應商管理體系

Supplier introduction and risk assessment 供應商引入及風險評估

供應商引入及風險評估

Qualified suppliers are selected through procedures such as basic information assessment and on-site review of potential suppliers.

通過對潛在供應商進行基本信息評估及現場審查等程序，選出合格供應商。

The Group also requires suppliers to provide environmental management system certification, RoHS (Directive on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment) report, etc. according to customers' requirements. 本集團同時根據顧客要求，要求供應商提供環境管理體系認證證書、RoHS (《關於限制在電子電器設備中使用某些有害成分的指令》)報告等。

Regular appraisal 定期評審

Conducts annual appraisal of key qualified suppliers, mainly appraising them comprehensively on aspects such as quality and information security and the cooperation with suppliers who do not meet the requirements will be canceled.

對重要合格供應商進行年度評審，主要從質量及信息安全等方面進行綜合評審，對於不符合要求的供應商將取消與其合作。

Win-win cooperation 合作共贏

Information security related training and communications conducted with integrated circuit chips manufacturers and testing centres on a regular basis. 定期與集成電路芯片製造廠商、測試中心開展與信息安全相關的培訓與交流。

The Group has formulated management systems such as Comprehensive Procurement Business Control Procedures, Supplier Management Control Procedures, the Production Supplier Management Control Procedures and External Cooperation Business Control Procedures to regulate the management system of suppliers, covering aspects such as supplier introduction, risk assessment, regular appraisal, and win-win cooperation. The Group has conducted supply chain risk assessment covering risks of loss of control in the procurement process, risks of loss of control in the management of suppliers, etc., performed qualitative analysis of such risks, determined the responding methods and responsible departments, supervised the implementation of relevant measures and effectively managed the risks associated with the supply chain.

In accordance with the relevant requirements of the Production Supplier Management Control Procedures, the Group stipulates the requirements for the procedures and rules for managing the production suppliers. These procedures provide detailed operational requirements for aspects such as selection, appraisal, daily monitoring, and reappraisal of suppliers, so as to ensure a long term and stable provision of high-quality and reliable products and services by the suppliers.

本集團制定《綜合採購業務控制程序》、《供方管理控制程序》、《生產類供方管理控制程序》及《對外合作業務控制程序》等管理制度，規範供應商管理體系，涵蓋供應商引入、風險評估、定期評審及合作共贏等方面。本集團進行供應鏈風險評估，涵蓋採購過程失控風險、供應商管理失控風險等，對該等風險進行定性分析，並釐定應對方法及責任部門，督促落實相關措施，有效管理供應鏈相關風險。

本集團依據《生產類供方管理控制程序》相關要求，規定對生產類供應商的管理程序及規則，該程序對供應商的選用、評審、日常監察以及重新評審等方面做了詳細操作規定，以確保供應商能夠長期、穩定的提供優質可靠的產品及服務。

In addition, in accordance with the relevant requirements of the Production Procurement and Outsourcing Processes Control Procedures, the Group stipulates the requirements for the procedures and rules for managing the production procurement and the outsourcing. These procedures provide detailed operational requirements for aspects such as requirement planning, order formation and review and approval, procurement implementation, quality control and inventory settlement, so as to ensure the materials and products procured and outsourced comply with the requirements.

- *Regular appraisal of suppliers*

The suppliers selected by the Group for cooperation are in compliance with the requirements of the laws and regulations in the People's Republic of China in the aspects of environmental and social risks appraisal. These suppliers also comply with the requirements of the Group's Key Factors of Inspection for the Assessment of Supplier Form regarding information security management system and quality management system.

The Group carries out annual appraisal of its key qualified suppliers. The appraisal of the qualified suppliers is based on criteria such as the supply situation in last year and the requirement planning for the coming year. Based on the results of the appraisal, the qualifications and grading of suppliers are adjusted to form a list of qualified suppliers for the coming year, while ad hoc second-party reviews will also be conducted on suppliers as part of daily management. In the event that a qualified supplier has no business dealing with the Group for the past three consecutive years, the qualification of such supplier will be canceled. The Group conducted appraisal on suppliers in 2025, mainly focusing on the assessment of suppliers' quality control system, information security management system, procedure control and corporate management system, covering identity authentication smart card chips testing, integrated circuit modules assembling testing, circuit initialisation, etc. In 2025, the Group conducted product quality related training for suppliers, which mainly covered areas such as the relevant standard requirements for CQM (Card quality management) certified products.

此外，本集團依據《生產類採購與外包過程控制程序》相關要求，規定生產類採購及外包的管理程序及規則。該程序對需求計劃，訂單形成及審查及批准，採購實施，質量控制，以及入庫結算等方面做了詳細操作規定，以確保採購及外包的材料及產品符合要求。

- *供應商定期評審*

本集團選用合作的供應商在環境及社會風險評審方面均符合中華人民共和國法律及法規的要求，並且符合本集團《供方評估檢查要素表》中的信息安全管理体系及質量管理体系的規定。

本集團每年對其重要合格供應商進行評審。本集團根據上一年度供貨情況、以及未來一年度需求計劃等準則，對合格供應商進行評審。根據評審結果，對供應商資格及等級進行調整，形成新一年的合格供應商名單，日常管理中還會對供應商進行不定期的二方審查。如果合格供應商連續3年與本集團沒有業務往來，其合格供應商資格將會被取消。本集團於2025年對供應商進行評審，主要針對供應商的質量控制體系、信息安全管理體系、程序控制及公司管理體系等進行評估，涵蓋身份識別智能卡芯片測試、集成電路模組封裝測試以及電路初始化等內容。2025年，本集團對供應商開展產品質量相關培訓，主要涵蓋CQM（卡片質量管理）認證產品相關標準要求等內容。

Statistics on supply chain management key performance indicators 供應鏈管理關鍵績效指標統計

Indicators	指標	2025 2025年度	2024 2024年度
Total number of suppliers	供應商總數(間)	43	43
By geographical region	按地區		
• Mainland China	• 中國內地	40	39
• Hong Kong, Macau, Taiwan and overseas	• 香港、澳門、台灣及海外	3	4

6.2 Anti-corruption

• *Anti-corruption management system*

The Group implements the building of corruption-free practice by adhering to the “Law abiding and establishing creditability, advocating integrity and nurturing people” integrity philosophy, insisting on the approach of “Treating both symptoms and root causes, applying punishment and prevention, focusing on prevention”.

In order to regulate the gift accepting behaviour in the Group’s business dealings, eradicate any incident of violating laws and disciplines from occurring, strengthen employees’ self-restraint and awareness of preventing corruption, the Group formulated management systems such as the Integrity and Honesty in Business Management Requirements (Provisional), the Handing Over of Gifts Collected Requirements (Provisional), and the “Significant issue, key official appointment and removal, significant project investment and large value fund utilisation” Decision-making System Implementation Measures. The Group arranged employees to receive anti-corruption training and disciplinary education, and arranged the management to learn about topics such as warning cases and anti-corruption to enhance employees’ awareness of integrity.

• *Complaint and whistleblowing management*

In order to regulate the management of complaints and whistleblowing, the Group formulated the Complaints and Whistleblowing Management Measures. Employees of the Group and external parties may anonymously whistle blow to the audit department or the audit committee of the Company through channels such as letter, telephone, internet and facsimile, suspected misconduct or non-compliance relating to corruption, including bribery, extortion, fraud and money laundering in the course of corporation’s or individual’s operations.

6.2 反貪污

• *反貪污管理制度*

本集團秉承「奉法立信、興廉樹人」的廉潔理念，堅持「標本兼治、懲防並舉、預防為主」的方針，落實廉政建設。

為了規範本集團業務交往中的饋贈行為，杜絕任何違法及違紀事件的發生，加強員工的自我約束及防止腐敗的意識，本集團制定《廉潔誠信從業管理規定(試行)》、《禮品上繳規定(試行)》及《「三重一大」決策制度實施辦法》等管理制度。本集團安排員工接受反貪污培訓和紀律教育，及安排管理層學習警示案例及反貪污等內容，提升員工廉潔意識。

• *投訴及舉報管理*

為了規範投訴及舉報管理工作，本集團制定《投訴及舉報管理辦法》。本集團員工、外部人員均可匿名通過信件、電話、互聯網、傳真等渠道向審核部或本公司的審核委員會舉報企業或個人營運過程中有關貪污，包括賄賂、勒索、欺詐及洗黑錢的懷疑不當事宜或違規情況。

In addition, the Group keeps personal information of informers and whistleblowing cases strictly confidential in accordance with the confidentiality principle of the Complaints and Whistleblowing Management Measures.

此外，本集團按照《投訴及舉報管理辦法》的保密原則，對舉報人個人信息及舉報個案進行嚴格保密。



7. ENVIRONMENT

The Group strives to reduce the possible adverse impact of operations on the environment. The Group regularly reviews the environmentally friendly management measures with reference to the laws and regulations regarding environment such as the Environmental Protection Law of the People's Republic of China, encourages employees to act responsibly towards the environment and regularly provides employees with relevant training. In 2025, there was no environmental pollution incident, and no litigation against the Group and no violation of laws and regulations by the Group in the aspect of environmental protection.

7.1 Green operations

The environmental impacts of the Group's operations mainly include the use of energy and water resource, and packaging materials used in finished products, as well as greenhouse gas emission. In response to the identified environmental impacts, the Group has formulated corresponding management measures.

7. 環境

本集團致力減低營運可能對環境造成的不利影響。本集團參考《中華人民共和國環境保護法》等與環境相關的法律及法規，定期檢討環保管理措施，鼓勵員工對環境採取負責任的行為，定期向員工提供相關培訓。本集團於2025年並沒有環境污染事件，及在環保方面並沒有訴訟及違法及違規事件。

7.1 綠色營運

本集團營運造成的環境影響主要包括能源及水資源的使用和製成品所用包裝材料，以及溫室氣體排放。針對已識別的環境影響，本集團制定了相應的管理措施。

Aspects
層面

Green operation measures
綠色營運措施

- | | |
|--|--|
| <p>1. Emissions
1. 排放物</p> <p>2. Use of energy
2. 能源使用</p> <p>3. Use of resources
3. 資源使用</p> <p>4. Climate change
4. 氣候變化</p> | <p>Reduction and reuse of office waste generated in the course of operations.
對營運過程中產生的辦公廢棄物進行減量化和再利用。</p> <p>Switch off power supply, reduce gasoline consumption on office vehicles, and conserve energy to reduce carbon emission.
隨手關閉電源、減少公車汽油消耗以及節能減碳。</p> <p>Water conservation measures, and recycling of packaging materials used in finished products in the course of operations.
營運過程中的節水措施、對製成品所用包裝材料進行循環使用。</p> <p>Improve climate-related risks and opportunities reporting mechanism and conduct activities such as emergency drills.
完善氣候相關風險及機遇上報機制，開展應急演練等活動。</p> |
|--|--|

• *Emissions*

Apart from non-hazardous wastes produced from operation of offices (such as waste paper), the Group does not produce significant exhaust emission, discharge into water and land and generate hazardous wastes in the course of operations. Non-hazardous wastes are handled by property management companies. The Group also reduces paper consumption and waste paper generation through implementing paperless office processes. For old computers generated from office operation, the Group entrusts third party organisation to dispose of them or donates them to educational institutions or charitable organisations in need for reuse in accordance with the Equipment Management and Control Procedures. In 2025, the Group generated no waste toner cartridge through optimising its collaboration model with printing service providers.

• *排放物*

除辦公營運產生的無害廢棄物(如廢紙等)外，本集團於營運過程中並無產生顯著廢氣排放、向水及土地排污以及產生有害廢棄物。無害廢棄物均交由物業管理公司處理。本集團亦通過實施無紙化辦公流程，減少用紙量及廢紙產生。針對辦公營運產生的舊電腦，本集團按照《設備管理控制程序》，委託第三方機構處置，或捐贈予有需要的教育機構或慈善組織，實現再利用。2025年，本集團通過優化與打印服務商的合作模式，未產生任何廢棄碳粉匣。

- *Use of energy*

Regarding use of energy, the Group incorporated the resources conservation behaviors such as water conservation and energy conservation by employees into the Employee Daily Conduct Specifications, requiring them to turn off lights when leaving a room, turn off water tap when not in use, put computer into standby mode when temporarily not in use, turn off monitor when not in use, turn off electric power supply when leaving the office, etc. The Group also carried out cleaning of the VRV (variable refrigerant volume) air conditioning system in the office building and inspecting of the insulation pipes, etc., so as to enhance their efficiency and reduce energy consumption. In addition, the Group formulated the Use of Office Vehicles Management Requirements, requiring the timely recording of the mileage and fuel consumption of office vehicles after use to reduce gasoline consumption through standardised management.

Regarding awareness publicity, the Group extensively conducted low-carbon publicity and education to its employees through activities such as low-carbon and energy conservation knowledge publicity, collection of views on low-carbon and energy conservation and carbon neutralisation knowledge seminars, advocating the energy conservation philosophy of “Low-carbon life, green building the future”.

- *Use of water resource*

The Group’s consumption of water resource mainly arises from operation of offices. The Group obtains water source from municipal water supply, and there are no difficulties or related risks associated with water sourcing. The Group advocates water conservation habits among employees through posting water-saving reminders, and requires them to promptly report any damaged water taps for repair to minimise water wastage.

- *Packaging materials used in finished products and paper used in office*

Packaging materials used for finished products of the Group mainly consists of cardboard boxes, black boxes, iron rings, stainless steel racks, etc. The Group recycles black boxes, iron rings and stainless steel racks to the extent that the cleanliness of such item is ensured, so as to reduce resources wastage.

- *能源使用*

在能源使用方面，本集團將員工節水及節能等資源節約行為列入《員工日常行為規範》，要求員工做到人走燈滅，不使用時關閉水龍頭，暫時不用電腦時將其設為待機模式、不使用時關閉顯示器、離開辦公室時關閉電源等。本集團亦對辦公大樓內的VRV(變製冷劑流量多聯式)空調系統進行清洗及保溫管進行檢查等，提升其效能及降低能源消耗。此外，本集團制訂《公車使用管理規定》，要求使用車輛後及時記錄公車行使里程及汽油消耗情況，通過規範化管理減少汽油消耗。

在意識宣傳方面，本集團通過低碳及節能知識宣傳、低碳及節能意見徵集及碳中和知識講座等活動，廣泛向其員工開展了低碳宣傳和教育，倡導「低碳生活，綠建未來」的節能理念。

- *水資源使用*

本集團對水資源的消耗主要來自辦公營運，本集團取水來源為市政供水，並無取水來源的困難或相關風險。本集團通過張貼節水提示，倡導員工養成節約用水習慣，並要求員工即時報修損壞水龍頭，減少水資源浪費。

- *製成品所用包裝材料及辦公用紙*

本集團的製成品所用包裝材料主要包括紙箱、黑盒、鐵環及不銹鋼繃架等。本集團在確保其清潔的情況下，對黑盒、鐵環及不銹鋼繃架進行循環使用，減少資源浪費。

The Group also established an office automation (“OA”) system to implement paperless office practices. Aspects such as the receiving and sending of official documents, circulation of documents and sharing of departmental documents within members of the Group are all carried out through the OA system, so as to achieve paperless operation of office processes. On the premise of safeguarding printing privacy, the Group implements double-sided printing of paper, so as to reuse waste paper. In addition, the Group advocates bring-your-own-cup at internal meetings, so as to reduce the use of disposable paper cups.

- *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 strategic planning.

- i. Governance*

The Group has comprehensively incorporated climate-related risks and opportunities into governance structure at all levels. The Board, as the highest management body, is responsible for assessing and determining the climate-related risks and opportunities of the Group. The ESG working group is responsible for formulating and implementing sustainability development management approach and strategies. To ensure orderly management of climate-related matters, the Board will include them on the agenda of regular meeting at least once a year for consideration. In addition, the Board also reviews the Group’s performance against climate-related targets on an annual basis and provides timely guidance to the ESG working group on revising the related targets to ensure the target direction remains aligned with the Group’s strategy. Furthermore, in the process of overseeing the Group’s strategy, decisions on major transactions, risk management processes and related policies, the Board will proactively incorporate identified climate-related risks and opportunities into its assessments, and specifically consider the trade-off factors associated with these risks and opportunities.

本集團亦建立辦公自動化(「OA」)系統實施無紙化辦公，本集團成員公司間對於公文收發、文件流轉、部門文件共享等方面均通過OA系統實現辦公流程無紙化操作。在保障列印隱私的前提下，本集團實施紙張雙面列印，以便再利用廢紙。此外，本集團內部會議提倡自帶水杯，減少一次性紙杯的使用。

- *氣候變化*

氣候變化成為全球當前面臨的重大挑戰，本集團高度關注氣候變化所帶來的各項影響，並將氣候相關考量全面融入本集團策略規劃之中。

- i. 管治*

本集團已將氣候相關風險及機遇，全面整合至各級的管治架構中。董事會作為最高管理體系，負責評估和釐定與本集團的氣候相關風險及機遇，ESG工作小組則負責制定及實施可持續發展管理方針及策略。為確保氣候相關事宜得到有序管控，董事會每年至少一次將其納入定期會議議程進行審議。同時，董事會亦每年就氣候相關目標檢討本集團的表現，並適時指導ESG工作小組修訂相關目標，確保目標方向與本集團策略保持一致。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，董事會會主動將已識別的氣候相關風險及機遇納入其評估，並針對性考慮與該等風險及機遇相關的權衡因素。

To ensure that the Board possesses the professional capabilities required to fulfil its oversight responsibilities, the Group actively supports directors in enhancing their knowledge reserve and ability to perform duties in climate-related areas. Through assisting directors in participating in external climate-related training and seminars thereby continuously developing and refreshing the Board's knowledge and skills regarding climate-related risks and opportunities.

Building on the Board's oversight, daily governance responsibilities for climate-related issues have been delegated to the ESG working group. The core duties of the ESG working group include identifying climate-related risks and opportunities relevant to the Group, and assessing their current and expected impacts, making recommendations to the Board on strategies to respond to such risks and opportunities, formulating the Group's climate-related risks and opportunities management approach and strategies, and formulating climate-related targets and promoting specific implementation measures.

ii. Strategy

The Group strives to enhance its business's ability to respond to climate change, and has improved its risk assessment processes to analyse the potential impacts of climate change on business and value chain, thereby assessing and formulating the best response measures. To promote the conduction of these works and solve the limitations of previous risk assessment processes in identifying long term impacts of climate change, the Group conducted the first comprehensive climate-related scenario analysis in 2025. Such analysis covered physical risks, transition risks, and opportunities, and conducted a detailed screening and assessment for each category of risks and opportunities.

- Physical risks: Risks associated with the physical impacts of climate change, which may be driven by sudden events (acute risks) or resulted from long term changes in climate patterns (chronic risks).

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行職責能力，通過協助董事參與外部氣候相關培訓及講座等方式，持續發展並更新董事會在氣候相關風險及機遇方面的知識及技能。

在董事會的監督基礎上，其已將氣候相關事宜的日常管治責任授權予ESG工作小組。ESG工作小組的核心職責包括識別與本集團有關的氣候相關風險及機遇並評估其的當前及預期影響，就此類風險及機遇的應對策略向董事會提出建議，制定本集團的氣候相關風險及機遇管理方針及策略，及制定氣候相關目標並推進具體實施措施。

ii. 策略

本集團致力於提升業務應對氣候變化的能力，並為此完善風險評估流程，分析氣候變化對業務及價值鏈的潛在影響，從而評估並制定最佳應對措施。為推進該等工作開展，並解決以往風險評估流程在識別氣候變化長期影響方面的局限，本集團於2025年進行了首次全面的氣候相關情景分析。該分析涵蓋了物理風險、轉型風險及機遇，並對每類風險及機遇進行了詳細的篩選和評估。

- 物理風險：與氣候變化的物理影響相關的風險，這些風險可能由突發事件驅動（急性風險），也可能由氣候模式的長期變化引起（慢性風險）。

- Transition risks: Risks associated with the transition to a low-carbon economy, which may involve changes in policies, laws, technologies and market demand in order to respond to mitigation and adaptation requirements related to climate change.

To comprehensively analyse climate-related risks and opportunities that may arise during the course of business development, the Group has to consider factors such as global temperature rise pathways, changes in climate policies, and the time horizons of the impacts. Accordingly, the Group selected scenario assumption models and relevant parameters from the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (“IPCC”) and the Network for Greening the Financial System (“NGFS”)’s NGFS Climate Scenarios for Central Banks and Supervisors – Phase V. The selected climate-related scenarios are consistent with the nature of the Group’s industry and strategic target, as well as China’s “Peak carbon dioxide emissions and carbon neutrality” target and The Government of the Hong Kong Special Administrative Region’s target of “Achieving carbon neutrality before 2050”. In addition, the Group expects that the scope of climate-related risks and opportunities will have an impact in the short, medium, and long term, covering to 2030, 2040, and 2050 respectively. These timeframes are determined in accordance with the Group’s operational budgeting cycles and business planning cycles.

In this climate-related scenario analysis, the Group assumed that over the timeframe during which the risks may have an impact, emission reduction related policies and scope of reporting remain unchanged. The table below lists the climate-related scenario models selected, covering both low-emission and high-emission scenarios to enable a more comprehensive understanding of the various impacts of climate change on the Group.

- 轉型風險：與向低碳經濟轉型相關的風險，這可能涉及政策、法律、技術和市場需求方面的變革，以應對與氣候變化相關的減緩和適應需求。

為全面分析業務發展過程中可能出現的與氣候相關風險及機遇，本集團需考慮全球氣溫上升路徑、氣候政策變化以及影響的時間跨度等因素。因此，本集團從政府間氣候變化專門委員會（「IPCC」）第六次評估報告和綠色金融網絡（「NGFS」）的NGFS氣候情景：中央銀行和監管機構－第五階段中選取了情景假設模型和相關參數。所選的氣候相關情景與本集團所屬行業性質、戰略目標相符，亦符合中國的「碳達峰、碳中和」目標以及香港特別行政區政府的「2050年前實現碳中和」目標。此外，本集團預計與氣候相關風險及機遇將在短期、中期及長期內產生影響，分別涵蓋至2030年、2040年和2050年。這些時間範圍是依據本集團的營運預算週期和業務規劃週期而定。

在本次氣候相關情景分析中，本集團假設於風險可能產生影響的時間範圍內，減排相關政策及報告範圍均維持不變。下表列示本次選用的氣候相關情景模型，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的各項影響。

<p>Scope 範圍</p>	<p>Consistent with the scope of the report, covering the Group's integrated circuit chips design and sale business in Mainland China. 與報告範圍一致，涵蓋本集團位於中國內地的集成電路芯片的設計及銷售業務。</p>
<p>Scenario analysis models adopted 採用的情景分析模型</p>	<p>Physical risk analysis adopts the IPCC scenario framework: 物理風險分析採用IPCC情景框架：</p> <ul style="list-style-type: none"> • Shared Socioeconomic Pathway (SSP)1-2.6 scenario: Global temperature rise has reached 2.0°C. Governments worldwide's social, economic, and clean energy transition processes remain consistent with historical trends. Stringent policies will intensify transition risks faced by corporations, while physical risks remain at a significant level. • 共享社會經濟路徑(SSP)1-2.6情景：全球氣溫上升幅度達攝氏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。嚴厲的政策將加劇企業面臨的轉型風險，而物理風險仍維持顯著水平。 • Shared Socioeconomic Pathway (SSP)5-8.5 scenario: Global temperature rise has exceeded 4.0°C. Governments worldwide's climate actions are lagging behind, emission reduction and adaptation efforts are stalling, and supporting policies are also inadequate, ultimately triggering extreme climate impacts, increasing both short term and long term physical risks faced by corporations. • 共享社會經濟路徑(SSP)5-8.5情景：全球氣溫上升幅度超過攝氏4.0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，使企業面臨的短期及長期物理風險均有所上升。 <p>Transition risk analysis adopts the NGFS scenario framework: 轉型風險分析採用NGFS情景框架：</p> <ul style="list-style-type: none"> • 2050 Net-zero emissions scenario: Governments worldwide implement stringent climate policies at the earliest opportunity, through measures such as reducing energy demand and developing low-carbon technologies, striving to limit global temperature rise to within 1.5°C and achieve global net-zero carbon dioxide emissions target by 2050. • 2050淨零排放情景：各國政府盡早實施嚴厲氣候政策，通過降低能源需求、發展低碳技術等措施，致力將全球氣溫上升控制在攝氏1.5度以內，並於2050年前實現全球二氧化碳淨零排放目標。 • Current policies scenario: Only maintaining existing implemented climate policies, resulting in continued growth in greenhouse gas emissions. Global temperature rise is projected to exceed 3.0°C, triggering severe physical risks. • 現行政策情景：僅維持現有已實施的氣候政策，導致溫室氣體排放持續增長。預測全球氣溫上升幅度將超過攝氏3.0度，引發嚴重物理風險。

The Group recognises that the combined use of quantitative and qualitative analysis facilitate a more comprehensive assessment of climate-related risks and opportunities. However, due to the relevant operational data is dispersed across various business units and there is currently no industry-recognised and unified calculation standard, it is difficult for the Group to reliably compile cross-industry climate-related metrics in a reasonable and cost-effective manner. In addition, the Group's climate-related actions are integrated into daily operations (such as monitoring newly issued climate regulations), with no separately identifiable components dedicated solely to responding climate-related risks and opportunities. Consequently, quantitative data on current and expected financial impacts, and on the monetary amounts and percentage impacts of climate-related risks and opportunities on the Group's assets and business activities cannot be provided.

Nevertheless, the Group has identified the core financial impacts of principal climate-related risks and opportunities and provided detailed qualitative disclosures in the table below. At the same time, the Group is actively improving internal data integration systems and scenario modelling capabilities to progressively enhance the precision of quantitative climate-related disclosures. Should material adjustments to operational strategies occur in the future, the Group will timely disclose their quantitative impacts on financial position, operating performance, and cash flows.

本集團認識到，綜合運用定量與定性分析有助更全面評估氣候相關風險及機遇。然而，由於相關營運數據分散於各業務單位，且目前尚未形成業界公認及統一的計算標準，本集團難以合理且具成本效益的方式可靠編製跨行業氣候相關指標。此外，本集團的氣候相關行動已融入日常營運中（如監察新頒佈氣候法規），並無獨立可辨識的部份專用於應對氣候相關風險及機遇，故無法提供當前及預期財務影響的量化數據，以及氣候相關風險及機遇對本集團資產及業務活動所造成的金額及百分比影響。

儘管如此，本集團已識別主要氣候相關風險及機遇的核心財務影響，並於下表中作出詳細定性披露。同時，本集團正積極完善內部數據整合系統及情景建模能力，逐步提升氣候相關量化披露的精確度。倘日後營運策略出現重大調整，本集團將及時披露其對財務狀況、營運表現及現金流量的量化影響。

The following six climate-related risks and opportunities are identified based on assessments and analysis under the selected scenarios and timeframe (2030–2050). Detailed qualitative assessment results of such risks and opportunities are set out in the table below.

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

Qualitative description of such risks and opportunities assessment results:

該等風險及機遇評估結果的定性描述：

Physical risks 物理風險							
Risk category 風險類別		Primary affected area 主要受影響地區	Materiality level ¹ 重要性等級 ¹			Impact on business 對業務之影響	Impact on financial performance 對財務表現之影響
			Short 短期	Medium 中期	Long 長期		
Acute 急性	Extreme climate events 極端氣候事件	Operational sites of the Group in Mainland China 本集團中國內地營運場地				Business model: 業務模式： <ul style="list-style-type: none"> Disruption to daily operations and manpower shortages at operational sites resulting from disruption to employees commuting, core business cannot be conducted normally. 日常營運中斷，以及員工通勤受阻導致營運場地人力短缺，核心業務無法正常開展。 Value chain: 價值鏈： <ul style="list-style-type: none"> Disruption to the smart card chip supply chain and damages to warehouse, affecting order delivery capabilities, customer experience and brand image. 智能卡芯片供應鏈中斷及倉庫受損，影響交付訂單的能力，以及顧客體驗與品牌形象。 	<ul style="list-style-type: none"> Increased costs: Climate disasters lead to operational disruption, higher emergency repair and operational contingency costs. 成本增加： 氣候災害導致營運中斷，應急維修及營運應變成本上升。 Decreased revenue: Operational site closures and delays in product delivery lead to a decrease in revenue and core earnings. 收入減少： 營運場地停業、產品交付延遲導致收入及核心收益減少。
Chronic 慢性	Changes in precipitation patterns 降水模式變動						

Transition Risks 轉型風險							
Risk category 風險類別		Primary affected area 主要受影響地區	Materiality level ¹ 重要性等級 ¹			Impact on business 對業務之影響	Impact on financial performance 對財務表現之影響
			Short 短期	Medium 中期	Long 長期		
Market demand changes 市場需求變動	<p>Consumer preferences are gradually shifting toward low-power consumption, low-carbon-footprint smart cards and secure element chips, the market demand for traditional high-power consumption smart cards and secure element chips continues to shrink, with a market risk that such traditional products being replaced by low-carbon alternatives</p> <p>消費者偏好正逐步轉向低功耗、低碳足跡智能卡及安全芯片，傳統高功耗智能卡及安全芯片市場需求持續萎縮，伴隨該等傳統產品被低碳商品取代的市場風險</p>	Operational sites of the Group in Mainland China 本集團中國內地營運場地				<p>Business model: 業務模式：</p> <ul style="list-style-type: none"> Need to focus on low-power consumption environmentally friendly smart cards and secure element chip products, the research and development cycle for such products may be relatively long. 需聚焦低功耗環保智能卡及安全芯片產品，該等產品研發週期可能相對較長。 <p>Value chain: 價值鏈：</p> <ul style="list-style-type: none"> Existing product quality standards misaligned with market's low-carbon demands leading to a decline in business's competitiveness. 原有產品品質標準與市場低碳需求不匹配，導致業務競爭力下降。 	<ul style="list-style-type: none"> Increased costs: Increased research and development investment drives up operating costs. 成本增加： 研發投資增加，推高營運成本。 Decreased revenue: Customer attrition and product substitution lead to a decrease in revenue. 收入減少： 顧客流失及產品替代導致收入減少。

Transition Risks 轉型風險							
Risk category 風險類別		Primary affected area 主要受影響地區	Materiality level ¹ 重要性等級 ¹			Impact on business 對業務之影響	Impact on financial performance 對財務表現之影響
			Short 短期	Medium 中期	Long 長期		
Tightening regulations and policies 法規政策趨嚴	New requirements for ESG information disclosure and sustainability regulations 新增ESG資訊披露及可持續發展法規要求	Operational sites of the Group in Mainland China 本集團中國內地營運場地				<p>Business model: 業務模式：</p> <ul style="list-style-type: none"> Need to comply with operational location's low-carbon and ESG related compliance requirements; non-compliance will trigger a reputational crisis, undermine customer trust, and consequently affect business development. 需遵守營運地低碳及ESG相關合規要求，不合規將引發聲譽危機、動搖顧客信任，進而影響業務發展。 <p>Value chain: 價值鏈：</p> <ul style="list-style-type: none"> Suppliers may raise prices due to an increase in their own carbon costs. 供應商或因自身碳成本增加而提高價格。 Mandatory carbon emission tracking and disclosure must be implemented across the entire operational process, which increases the complexity of management. 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。 	<ul style="list-style-type: none"> Compliance penalties: Failure to comply with disclosure requirements may result in penalties, which will increase business costs. 合規罰款： 若未能遵守披露規定，可能面臨處罰，這將增加業務成本。 Increased governance costs: Purchasing of carbon accounting tools and upgrading reporting systems will increase governance costs. 管治成本增加： 購置碳會計工具及升級匯報系統將增加管治成本。

Opportunities 機遇						
Opportunity category 機遇類別	Primary affected area 主要受影響地區	Materiality level ¹ 重要性等級 ¹			Impact on business 對業務之影響	Impact on financial performance 對財務表現之影響
		Short 短期	Medium 中期	Long 長期		
Optimisation of operational efficiency 營運效能優化	Operational sites of the Group in Mainland China 本集團中國內地營運場地				Business model: 業務模式： <ul style="list-style-type: none"> Reducing reliance on grid energy and enhancing operational resilience. 降低對電網能源的依賴，提升營運韌性。 Value chain: 價值鏈： <ul style="list-style-type: none"> Optimisation of office operations through energy conservation systems. 透過節能系統優化辦公室營運。 	<ul style="list-style-type: none"> Decreased utility expenses: Lower electricity expenses enhance profitability. 公用事業費用減少： 電費降低提升盈利能力。

Opportunities 機遇						
Opportunity category 機遇類別	Primary affected area 主要受影響地區	Materiality level ¹ 重要性等級 ¹			Impact on business 對業務之影響	Impact on financial performance 對財務表現之影響
		Short 短期	Medium 中期	Long 長期		
Exploring the green markets 開拓綠色市場	Operational sites of the Group in Mainland China 本集團中國內地營運場地				Business model: 業務模式： <ul style="list-style-type: none"> Build a sustainability brand image, attract customers who are interested in low-carbon development through differentiated competition, and enhance overall brand positioning of the business. 打造可持續發展品牌形象，通過差異化競爭吸引關注低碳發展的顧客群，提升整體業務品牌定位。 Value chain: 價值鏈： <ul style="list-style-type: none"> Establish in-depth cooperation with low-carbon and green suppliers, enrich related product portfolio, align with evolving market demands, and optimise related business promotion content simultaneously. 與低碳及綠色供應商建立深度合作，豐富相關產品組合，匹配市場需求變化，同步優化相關業務推廣內容。 	<ul style="list-style-type: none"> Revenue growth: Precisely matching the needs of the customer drives revenue growth of the related products and enhance the overall business performance. 收入增長： 精準對接顧客群需求，帶動相關產品收入增長，提升整體業務表現。

Note 1:

Materiality level definition:

- i) Light shade: Requires handling through existing standard procedures.
- ii) Standard shade: Requires ongoing monitoring.
- iii) Dark shade: Requires formulation of management strategies and tracking of implementation progress.

附註1：

重要性等級定義：

- i) 淺色：需通過現有標準流程處理。
- ii) 常規色：需持續監察。
- iii) 深色：需制定管理策略並跟蹤實施進展。

Measures to mitigate risks and pursue opportunities:

減緩風險及追求機遇措施：

Risk category 風險類別	Measures to mitigate risks 減緩風險措施
Extreme climate events 極端氣候事件	<ul style="list-style-type: none"> Improve risk reporting mechanisms and conduct activities such as emergency drills.
Changes in precipitation patterns 降水模式變動	<ul style="list-style-type: none"> 完善風險上報機制，開展應急演練等活動。 Regularly review special work arrangements for responding to adverse weather. 定期檢視應對惡劣天氣的特別工作安排。
Market demand changes 市場需求變動	<ul style="list-style-type: none"> Optimise partners and product selection standards, explore ways to align product quality specifications and market demand for low-carbon products. 優化合作夥伴與選品標準，探索產品品質規範與低碳產品市場需求的匹配方向。 Consider conducting surveys on customer demand for low-carbon products to provide reference for business adjustments. 考慮開展顧客低碳產品需求調查，為業務調整提供參考。
Tightening regulations and policies 法規政策趨嚴	<ul style="list-style-type: none"> Pay attention to international climate governance trends and relevant regulations and policies pertaining to the business, and regularly identify, assess and monitor various potential climate-related risks and opportunities. 關注國際氣候管治趨勢和與業務有關的相關法規及政策，並定期識別、評估及監察氣候相關的各種潛在風險及機遇。 Follow up regulatory updates and improve internal compliance systems. 跟進法規更新並完善內部合規制度。
Opportunity category 機遇類別	Measures to pursue opportunities 追求機遇措施
Optimisation of operational efficiency 營運效能優化	<ul style="list-style-type: none"> Reduce overall energy consumption by optimising the operating logic and scheduling strategies of air-conditioning and lighting systems. 通過優化空調及照明系統的運行邏輯與調度策略，降低整體能源消耗。 Assess the potential of renewable energy applications and gradually replace traditional power supplies to enhance the cleanliness of energy use. 評估可再生能源應用潛力，逐步替代傳統電力供應，提升用能清潔度。
Exploring the green markets 開拓綠色市場	<ul style="list-style-type: none"> Assess the capabilities of various low-carbon partners, optimise the direction of green business layout. 評估各低碳合作夥伴的實力，優化綠色業務佈局方向。 Assess the feasibility of participating in the industry's green certification scheme to enhance the brand's low-carbon image. 評估參與行業綠色認證計劃的可行性，提升品牌低碳形象。

At present, the Group has not yet formulated a climate-related transition plan. However, it has allocated human resources and internal funding to conduct the aforementioned series of measures to mitigate risks and pursue opportunities. Measures related to use of resources as disclosed in the Environmental, Social and Governance Report 2024 have also been fully implemented. During the reporting period, the Group has identified material Scope 3 greenhouse gas emission categories relevant to its operations and is actively promoting decarbonisation initiatives and climate resilience building. The Group did not incur any capital expenditures, financing or investments dedicated solely for addressing climate-related risks and opportunities during the reporting period.

現時本集團尚未制定與氣候相關的轉型計劃，但已配置人力資源和內部資金推行以上一系列的減緩風險及機遇追求措施，2024年環境、社會及管治報告內所披露有關資源使用的措施亦已全面實施。本集團已於本報告期內識別與自身營運相關的重大範圍3溫室氣體排放類別，並積極推進脫碳行動及氣候韌性建設。於本報告期內，本集團並無任何專用於應對氣候相關風險及機遇的資本開支、融資或投資。

Despite the above-mentioned proactive actions, the Group still faces several significant uncertain factors that may affect the future effective implementation of climate resilience related planning. These factors include the uncertain pace of updates to global and regional climate policies, fluctuations in market demand for green products, the evolving pace and severity of physical impacts of climate change, and the implementation timing and regulatory stringency of future climate-related regulatory requirements applicable to the Group are not yet clear. Despite the above-mentioned variables, the Group possesses a strong adaptive capability and can flexibly adjust its strategies and business models in the short, medium and long term in response to climate change issues. This adaptive capability has been integrated into the Group's daily strategic planning and operational management systems, ensuring the Group is able to promptly optimise operational processes and industry chain collaboration models in response to evolving climate-related risks, regulatory policies adjustments and shifts in market conditions.

Looking ahead, the Group will continue to monitor climate-related risks and opportunities, assess the effectiveness of emission reduction measures, and adjust strategies based on actual operational performance, track the progress of various climate-related initiatives through daily follow-up mechanisms. The Group will also optimise emission reduction and response measures in a timely manner, taking into account the operational performance and climate change issues development trend. The above-mentioned arrangements will ensure the orderly advancement of climate-related actions and further enhance the Group's resilience in responding to climate change challenges.

iii. Risk management

The Group has fully integrated the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities into its overall risk management system, making climate-related risk management a part of daily operations and ensuring that the Group is able to effectively respond to challenges posed by climate change. This integration is consistent with the Group's existing risk management system, and no material modifications were made to the risk management processes during the reporting period.

儘管已採取上述積極行動，本集團仍面對若干重大不確定因素，或會影響氣候韌性相關規劃的未來有效落實。該等因素包括全球及區域氣候政策的更新速度不明確、綠色產品市場需求的波動、氣候變化帶來的物理影響其演進速度與嚴重程度持續變動，以及適用於本集團的未來氣候相關監管要求其實施時間與規管嚴厲度尚未明確。儘管存在上述變數，本集團具備完善的調適能力，可針對氣候變化事宜，在短期、中期及長期靈活調整其策略及業務模式。此項調適能力已融入本集團日常策略規劃及營運管理體系，確保本集團能夠因應氣候相關風險演變、監管政策調整及市場態勢變化，及時優化營運流程及產業鏈協作模式。

展望未來，本集團將持續監察氣候相關風險及機遇，評估減排措施成效並依據實際營運表現調整策略，透過日常跟進機制追蹤各項氣候相關工作的進展。本集團亦會結合營運表現及氣候變化事宜的發展趨勢，適時優化減排及應對措施。上述安排將確保氣候相關行動有序推進，進一步提升本集團應對氣候變化挑戰的韌性。

iii. 風險管理

本集團已將氣候相關風險及機遇的識別、評估、優次排序及監察流程，全面融入整體風險管理體系之中，使氣候相關風險管理成為日常營運的一部份，確保本集團能夠有效應對氣候變化所帶來的挑戰。此次融入與本集團現有風險管理系統保持一致，本報告期內並未對風險管理流程作出重大修改。

Throughout the entire risk management process, the Group carries out the analysis by considering parameters such as location and type of assets, internal information such as operational logs, historical impact of extreme weather, and energy consumption patterns, and at the same time making reference to publicly available climate-related scenario data. The following are the Group's risk management process for climate-related risks and opportunities:

於整個風險管理流程中，本集團會考慮資產所在地點及類型、營運日誌等內部資料、極端天氣歷史影響及能源消耗模式等參數，同時參考公開氣候相關情景數據進行分析。以下為本集團氣候相關風險及機遇的風險管理流程：

<p>1. Identification 1. 識別</p>	<p>Through surveying climate change trends, domestic and international industry developments, technological changes, etc., and key stakeholders' views, and in the light of the Group's own operational conditions and business characteristics, potential climate-related risks and opportunities faced by all operational locations are identified. Identified climate-related risks (such as heavy rainfall, typhoons) and opportunities are reported to the Office of the General Manager and the ESG working group to ensure that management is able to timely and comprehensively assess the relevant risks and opportunities and their potential impacts.</p> <p>通過調查氣候變化趨勢、國內外行業發展、技術變化等及重要持份者意見，並結合本集團自身營運狀況及業務特點，識別在所有營運地面臨的潛在氣候相關風險及機遇，識別的氣候相關風險（如暴雨、颱風等）及機遇將上報至總經理辦公會及ESG工作小組，確保管理層能及時及全面評估相關風險及機遇及其潛在影響。</p>
<p>2. Assessment 2. 評估</p>	<p>The ESG working group conducts a comprehensive assessment to analyse the potential impacts which climate-related risks and opportunities have on the business model, value chain, and financial performance, as well as the likelihood of occurrence and magnitude of impact of these risks and opportunities over the short, medium, and long term.</p> <p>ESG工作小組進行全面評估，分析氣候相關風險及機遇對業務模式、價值鏈及財務表現的潛在影響，以及這些風險及機遇在短期、中期及長期內發生的可能性及的影響程度。</p>
<p>3. Prioritisation 3. 優次排序</p>	<p>Based on the assessment results of climate-related risks and opportunities, the ESG working group prioritises them according to their likelihood of occurrence and magnitude of impact. This prioritisation process is aligned with the Group's overall risk management system.</p> <p>根據氣候相關風險及機遇的評估結果，ESG工作小組依據其發生的可能性及影響程度排優次。此優次排序流程與本集團整體風險管理系統保持一致。</p>
<p>4. Monitoring 4. 監察</p>	<p>The ESG working group regularly assesses the current and expected impacts of the identified climate-related risks and opportunities on the Group, as well as the effectiveness of the corresponding measures to mitigate risks and pursue opportunities, and makes recommendations to the Board on strategies to respond to these identified climate-related risks and opportunities.</p> <p>ESG工作小組定期評估已識別的氣候相關風險及機遇對本集團的當前及預期影響，以及相應減緩風險及追求機遇措施的有效性，並就這些已識別的氣候相關風險及機遇的應對策略向董事會提出建議。</p>

iv. Metrics and targets

The Group regards enhancing climate resilience and implementing sustainable operational models as strategic priorities, continuously strives to ensuring that its sustainability targets and related action plans are aligned with global sustainability standards. The Group prioritises alignment with China's "Peak carbon dioxide emissions and carbon neutrality" target and The Government of the Hong Kong Special Administrative Region's target of "Achieving carbon neutrality before 2050", which also serve as a key pillar for China's fulfilment of its obligations under the Paris Agreement. In 2023, the Group formulated several climate-related targets, and using that year as a base year for assessing the effectiveness of the corresponding measures to mitigate risks and pursue opportunities. Although the current targets and methodologies have not yet verified by a third-party or been set with reference to industry decarbonisation methods, the Board will review the progress and assess the applicability of the targets annually. The Board will also pay close attention to developments in the carbon credit market and related policies to support the Group in exploring the use of relevant tools as supplementary means at appropriate times to promote the realisation of long term carbon neutrality targets.

In addition, the Group conducted greenhouse gas emission identification, assessment and verification on its operations in Mainland China in 2025 to effectively manage its own greenhouse gas emissions. The accounting of Scope 1 and Scope 2 greenhouse gas emissions has been completed in accordance with the requirements of The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004). The Group has also completed data compilation for Scope 3 greenhouse gas emission with reference to The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).

In the light of the Group's operational circumstances, estimated emission scale, data availability and peer research findings, the following categories have been included in the Group's Scope 3 greenhouse gas emissions accounting scope:

- Category 1: Purchased services
- Category 5: Waste generated in operations
- Category 6: Business travel – air travel

iv 指標及目標

本集團將提升氣候韌性及推行可持續營運模式視為戰略重點，持續致力確保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的「碳達峰、碳中和」目標及香港特別行政區政府的「2050年前實現碳中和」目標，該等目標亦為中國履行《巴黎協定》義務的重要支撐。在2023年，本集團制定若干氣候相關目標，並以該年作為基準年，用以評估相應減緩風險及追求機遇措施的成效。儘管當前目標與方法未經第三方驗證，亦未參照行業脫碳方法設定，董事會將每年檢討進展並評估目標的適用性。董事會亦將密切關注碳信用市場及相關政策的發展動態，助力本集團在適當時機探索運用相關工具作為輔助手段，推進長期碳中和目標的實現。

此外，本集團於2025年對其中國內地營運開展溫室氣體排放的識別、評估及核實工作，以有效管理自身溫室氣體排放。範圍1及範圍2溫室氣體排放量核算已依據《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溫室氣體排放量的數據梳理。

結合本集團營運情況、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溫室氣體排放量核算範圍：

- 類別1：購買的服務
- 類別5：營運中產生的廢棄物
- 類別6：商務出行—航空

Statistics on environment key performance indicators
環境關鍵績效指標統計

Indicators	指標	Units 單位	2025 2025年度	2024 2024年度	2030 target 2030年度目標
Gasoline consumption	汽油消耗量	litre 升	10,265	11,867	
Electricity consumption	耗電量	MWh 兆瓦時	3,474	2,885	
Consolidated energy consumption ¹	綜合能源消耗量 ¹	MWh 兆瓦時	3,573	2,990	
Consolidated energy consumption per square meter of floor area	每平方米樓面面積的綜合能源消耗量	MWh/m ² 兆瓦時/平方米	0.20	0.19	Increase of not more than 10% of the performance level in the base year 2023 增幅不多於基準年2023年的績效水平的10%
Total greenhouse gas emission ^{2,3}	總溫室氣體排放量 ^{2,3}	ton of CO ₂ equivalent 噸 CO ₂ 當量	2,231	1,574	
• Scope 1 greenhouse gas emission ⁴	• 範圍1溫室氣體排放量 ⁴	ton of CO ₂ equivalent 噸 CO ₂ 當量	24	26	
• Scope 2 greenhouse gas emission ⁵	• 範圍2溫室氣體排放量 ⁵	ton of CO ₂ equivalent 噸 CO ₂ 當量	1,844	1,548	
• Scope 3 greenhouse gas emission ⁶	• 範圍3溫室氣體排放量 ⁶	ton of CO ₂ equivalent 噸 CO ₂ 當量	363	-	
Scope 1 and Scope 2 greenhouse gas emission per square meter of floor area	每平方米樓面面積的範圍1及範圍2溫室氣體排放量	ton of CO ₂ equivalent/m ² 噸 CO ₂ 當量/平方米	0.11	0.10	Increase of not more than 10% of the performance level in the base year 2023 增幅不多於基準年2023年的績效水平的10%
Toner cartridges consumption ⁷	碳粉匣消耗量 ⁷	number 個	-	38	
		ton 噸	-	0.03	
Toner cartridges consumption per square meter of floor area	每平方米樓面面積的碳粉匣消耗量	gram/m ² 克/平方米	-	2	Increase of not more than 10% of the performance level in the base year 2023 增幅不多於基準年2023年的績效水平的10%
Water consumption	耗水量	m ³ 立方米	9,161	7,359	
Water consumption per square meter of floor area	每平方米樓面面積的耗水量	m ³ /m ² 立方米/平方米	0.53	0.46	
Non-hazardous waste generation ⁸	無害廢棄物產生量 ⁸	ton 噸	2	2	
Non-hazardous waste generation per square meter of floor area	每平方米樓面面積的無害廢棄物產生量	kilogram/m ² 千克/平方米	0.11	0.13	
Amount of packaging materials used in finished products	製成品所用包裝材料量	ton 噸	4	4	

Notes:

1. Consolidated energy consumption includes purchased electricity consumption and gasoline consumption.
2. The Group adopts the operational control methodology to conduct greenhouse gas emissions calculations. Such method defines the scope of accounting based on the Group's control over the implementation of operational policies for various business activities. It not only more accurately reflects the Group's responsibilities in carbon emissions management but also strengthens the monitoring and governance of greenhouse gas emissions, ensuring the accounting results are aligned with the Group's sustainability targets. No changes were made to the measurement methods, input data and assumptions during the reporting period.
3. In accordance with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004), the Group formulates the greenhouse gas emissions calculation methodology. The emission factors used in the calculations are determined with reference to the Reporting Guidance on Environmental KPIs published by The Stock Exchange of Hong Kong Limited. The types of greenhouse gases accounted for by the Group comprise carbon dioxide, methane and nitrous oxide. To enhance data readability, emissions are uniformly presented in "Ton of CO₂ equivalent".
4. Scope 1 greenhouse gas emission is calculated based on vehicle fuel consumption data and related emission factors, and the calculation formula and emission factors are determined with reference to the Reporting Guidance on Environmental KPIs published by The Stock Exchange of Hong Kong Limited. The Group is not involved in the use of diesel fuel, so Scope 1 greenhouse gas emission is generated from gasoline consumption.
5. Scope 2 greenhouse gas emission is calculated based on electricity consumption data and grid emission factors. The national average carbon dioxide emission factor for electricity of 0.5306 kg CO₂/kWh stated in the Announcement on the Publication of the Carbon Dioxide Emission Factors for Electricity for 2023 published by the Ministry of Ecology and Environment of the People's Republic of China has been used for the calculation in 2025. The national average carbon dioxide emission factor for electricity of 0.5366 kg CO₂/kWh stated in the Announcement on the Publication of the Carbon Dioxide Emission Factors for Electricity for 2022 published by the Ministry of Ecology and Environment of the People's Republic of China has been used for the calculation in 2024.
6. Scope 3 greenhouse gas emissions have been identified and accounted for in 2025 for the first time, hence there are no corresponding data from prior year for comparison. Scope 3 greenhouse gas emissions comprises "Category 1: Purchased services", "Category 5: Waste generated in operations" and "Category 6: Business travel – air travel". The emission factors used in the calculations are determined with reference to a comprehensive set of supply chain emission factors formulated by the United States Environmental Protection Agency.
7. In 2025, the Group generated no waste toner cartridge through optimising its collaboration model with printing service providers.
8. In 2025, non-hazardous waste generated by the Group mainly consisted of waste paper, which was properly disposed of by a third-party organisation.
9. Given that the climate-related targets set by the Company are due to be achieved by 2030, they are currently still in the process of being implemented. All environmental performance indicators are benchmarked against the upper limits of the 2030 targets, with fluctuations within a reasonable range of approximately 10%, overall performance is stable and in line with expectations. The Group will also make every effort to reduce emissions and continue to monitor changes and trends in these indicators.

附註：

1. 綜合能源消耗量包括外購耗電量及汽油消耗量。
2. 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責任，亦有助於強化溫室氣體排放的監察與治理工作，確保核算結果與本集團的可持續發展目標保持一致。於匯報期間內，測量方法、輸入數據及假設均未作任何變更。
3. 本集團依據《溫室氣體核算體系：企業核算與報告標準（2004年）》制定溫室氣體排放量的計算方法。計算所用排放因子經參考香港聯合交易所有限公司發佈的《環境關鍵績效指標匯報指引》而釐定。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「噸CO₂當量」為單位呈現。
4. 範圍1溫室氣體排放量根據汽車耗油數據及相關排放因子進行計算，計算公式及排放因子經參考香港聯合交易所有限公司發佈的《環境關鍵績效指標匯報指引》而釐定。本集團不涉及柴油使用，故範圍1溫室氣體排放量為汽油消耗產生。
5. 範圍2溫室氣體排放量根據耗電量數據及電網排放因子進行計算，2025年度使用中華人民共和國生態環境部《關於發佈2023年電力二氧化碳排放因子的公告》發佈的全國電力平均二氧化碳排放因子0.5306 kg CO₂/kWh進行計算，2024年度使用中華人民共和國生態環境部《關於發佈2022年電力二氧化碳排放因子的公告》發佈的全國電力平均二氧化碳排放因子0.5366 kg CO₂/kWh進行計算。
6. 範圍3溫室氣體排放量為2025年首次識別並核算，因此沒有去年相應數據用以對比，範圍3溫室氣體排放量涵蓋「類別1：購買的服務」，「類別5：運營中產生的廢棄物」及「類別6：商務出行－航空」。計算所使用之排放因子參考了美國環境保護署制定的一套全面的供應鏈排放因子而釐定。
7. 於2025年度，通過優化與打印服務商的合作模式，本集團未產生任何廢棄碳粉匣。
8. 於2025年度，本集團產生的無害廢棄物主要為廢紙，並且已由第三方機構妥善處置。
9. 鑒於本公司設定的氣候相關目標以2030年為達成期限，目前仍處於實施過程中。各項環境績效指標對標2030年目標上限，彼等波幅均在約10%的合理區間，整體表現平穩且符合預期。本集團亦將竭力減少排放並持續監察各項指標的變化及趨勢。

The Group's strategy focuses on enhancing business performance and creating sustainable value for shareholders of the Company in the long run, which is consistent with the Group's current risk management approach. Currently, the Group has not integrated internal carbon pricing mechanisms or climate-related factors into the governance structure and remuneration policies, primarily due to such factors have not had a direct and material impact on the industry in which the Group operates, the Group's current operation or financial decision-making. The Group will continue to pay attention to the developments in climate-related indicators, industry best practices, and the application of internal carbon pricing, and will actively assess the likelihood of integrating these into the governance structure and remuneration policies when conditions are mature.

7.2 Green products

The Group is principally engaged in the business of design of smart cards and secure element chips. Despite smart card chips account for a relatively small part of the overall technological product, smart card chips are the core to driving the operation of the products, and good design can effectively reduce the impacts on the environment throughout the entire life cycle of the product.

- *Design phase*

The environmental impacts of the Group's smart card chips design phase include greenhouse gas emission, and use of energy and water resources. The Group implements green office practices to reduce greenhouse gas emission and resources consumption.

- *Production phase*

The environmental impacts of the smart card chips production phase are mainly produced by suppliers who work with the Group. The Group requires suppliers to provide relevant qualification certifications according to customers' requirements to manage the environmental impacts generated by the suppliers.

The Group's products include smart card chips, integrated circuit modules, integrated circuit cards and circuits. All products meet the requirements of RoHS. In particular, the smart card chips, integrated circuit modules and circuits also meet the requirements of REACH (The Regulation on the Registration, Evaluation, Authorisation and Restriction of Chemicals).

The Group actively uses more environmentally friendly raw material to reduce the impact of operation, research and development, and production on the environment.

本集團的策略聚焦於提升業務表現及長遠為本公司股東創造可持續價值，此與本集團現行風險管理方式相符。目前，本集團尚未將內部碳定價機制或氣候相關因素融入治理架構及薪酬政策，主要因該等因素尚未對本集團所處行業、當前營運或財務決策產生直接重大影響。本集團將持續關注氣候相關指標、行業最佳實踐及內部碳定價應用的發展，並於條件成熟時積極評估將其融入治理架構及薪酬政策的可能性。

7.2 綠色產品

本集團的主營業務為智能卡及安全芯片之設計。儘管智能卡芯片在整體科技產品中所佔比例相對較小，但智能卡芯片是驅動產品運作的核心，良好的設計能有效降低產品整個生命週期對環境的影響。

- *設計階段*

本集團在智能卡芯片設計階段的環境影響包括溫室氣體排放，以及能源及水資源的使用。本集團推行綠色辦公，減少溫室氣體排放及資源消耗。

- *生產階段*

智能卡芯片生產階段的環境影響主要為與本集團合作的供應商所產生的環境影響。本集團根據顧客要求，要求供應商提供相關資質證明，以此對供應商所產生的環境影響進行管理。

本集團產品包括智能卡芯片、集成電路模組、集成電路卡片及電路。所有產品均滿足RoHS要求，其中智能卡芯片、集成電路模組及電路同時滿足REACH(《化學品的註冊、評價、授權和限制條例》)要求。

本集團積極使用更環保的原材料，降低營運、研發及生產對環境的影響。

8. COMMUNITY INVESTMENT

The Group actively fulfils its corporate social responsibility by taking practical actions to promote the enhancement of community well-being. The Group is well aware of the importance of keeping pace with societal development, continuously invests resources to support public welfare and community building. In 2025, in order to actively respond to the national call for village revitalisation, the Group has raised RMB300,000 to setup a special village revitalisation fund, which will be used exclusively to support village development and construction. The Group also proactively assumed its responsibility in supporting the community. Through the China Electronic Consumption Support Mall, a total of RMB320,000 worth of agricultural products were purchased to help impoverished areas developing production and increasing income. In addition, the Group launched the “Warm-hearted donation, heartwarming education support” themed activity, donated 60 sets of bedding (including quilts and mattresses) to the No. 2 Secondary School of Inner Mongolia Ulanqab City Zhuozi County to support its high-quality development. The Group also focused on supporting persons with disabilities by precisely matching the needs of the Chicheng County Talent Development Center for the Disabled, donating approximately 150 sets of old computers.

Adhering to our original aspiration to give back to society, the Group will continue to prioritise participation in community affairs as a key focus area, fully leverage on its own strengths to support various public welfare projects, and strive to build a more resilient and harmonious society together.

8. 社區投資

本集團積極履行企業社會責任，以切實行動推動社區福祉的提升。本集團深知與社會發展同頻共振的重要性，持續投入資源支持公益事宜和社區建設。於2025年，為積極響應國家鄉村振興號召，本集團專項募集人民幣300,000元，設立鄉村振興基金，定向用於支持鄉村發展建設。本集團亦主動扛起社區幫扶責任，通過中電消費幫扶商城共計採購農產品人民幣320,000元，幫助貧困地區發展生產和增收。此外，本集團開展「愛心捐贈 暖心助學」主題活動，向內蒙古烏蘭察布市卓資縣二中捐獻棉被、棉褥等床上用品60套，助力其高質量發展。本集團還聚焦殘障群體幫扶，精準對接赤城縣殘疾人人才發展中心需求，向赤城縣殘疾人人才發展中心捐贈舊電腦約150套。

秉承回饋社會的初心，本集團將持續把參與社區事務作為重要著力點，充分發揮自身能力支持各類公益專案，致力共建更具韌性與和諧的美好社會。

Statistics on community investment key performance indicator
社區投資關鍵績效指標統計

Indicator	指標	Unit 單位	2025 2025年度	2024 2024年度
Investment in community's public welfare	社區公益投資	RMB'000 人民幣千元	300	332



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