



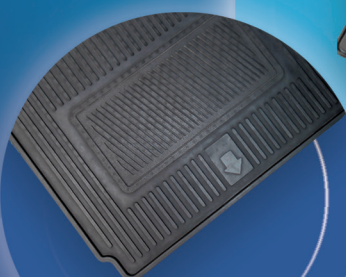
**China Automotive
Interior Decoration Holdings Limited**

中國汽車內飾集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

股份代號 **Stock code: 0048**



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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

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ABOUT THE GROUP

China Automotive Interior Decoration Holdings Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group”) are principally engaged in the manufacture and sale of nonwoven fabric-related products used in automotive interior decoration parts and other parts, and the trading of rubber and food products. Our competitive strength lies in the ability to provide timely and reliable products to consumers. Over the years, our solid track record and experienced management team have established an excellent reputation in the industry.

ABOUT THIS REPORT

The Group is pleased to present its Environmental, Social and Governance Report (the “ESG Report”) for the year ended 31 December 2025 (the “Reporting Period”). This ESG Report provides an annual update on the sustainability performance, accomplishments and challenges faced over the year. It has been updated to reflect the interests of various stakeholders.

This ESG Report mainly covers the ESG performance of the business operations managed by the Group in Cangzhou, Hebei Province, Changchun, Jilin province and Chengdu, Sichuan Province, the People’s Republic of China (the “PRC”). The reporting scope of the ESG Report focuses on the manufacture and sale of nonwoven fabric-related products used in automotive interior decoration parts and other parts.

Reporting Principles

The ESG Report is prepared in accordance with the Environmental, Social and Governance Reporting Code (the “ESG Code”) in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”). According to the ESG Code, the following principles underpin this report:

1. **Materiality** – ESG issues that have major impacts on investors and other stakeholders are set out in this ESG Report. The Board determines matters that are important to investors and stakeholders, including those that may reasonably be expected to affect the Group’s cash flows, access to finance or cost of capital over the short, medium or long term.
2. **Quantitative** – Where key performance indicators (KPIs) have been established, they are measurable and applicable to valid comparisons under appropriate conditions. They describe the purpose and impacts of quantitative information.
3. **Balance** – The ESG Report provides an unbiased picture of the ESG performance of the Group. It avoids selecting, omitting, or presenting formats that may inappropriately influence the decision or judgement of the readers.

關於本集團

中國汽車內飾集團有限公司(「本公司」)及其附屬公司(統稱「本集團」)主要從事製造及銷售用於汽車內飾件及其他部分的無紡布相關產品，以及橡膠及食品貿易。我們的競爭優勢在於能夠及時向客戶提供可靠的產品。多年以來，我們卓越的往績及資深管理層團隊已在業內樹立良好的聲譽。

關於本報告

本集團欣然提呈其截至二零二五年十二月三十一日止年度(「報告期」)的環境、社會及管治報告(「環境、社會及管治報告」)。本環境、社會及管治報告提供一年來在可持續發展方面的表現、成就及所面對挑戰的年度更新，已更新以反應各持份者的權益。

本環境、社會及管治報告主要涵蓋本集團管理的於中華人民共和國(「中國」)河北省滄州市、吉林省長春市及四川省成都市的業務營運的環境、社會及管治表現。環境、社會及管治報告的報告範圍專注製造及銷售用於汽車內飾件及其他部分的無紡布相關產品。

報告原則

環境、社會及管治報告乃按香港聯合交易所有限公司證券上市規則(「上市規則」)附錄C2所載的《環境、社會及管治報告守則》(「環境、社會及管治守則」)編製。根據環境、社會及管治守則，採取以下原則：

1. **重要性**—環境、社會及管治的事宜如會對投資者及其他持份者產生重要影響在本環境、社會及管治報告中列出。董事會釐定對投資者及持份者屬重要的事項，包括合理預期可能於短期、中期或長期影響本集團現金流量、融資渠道或資本成本的事項。
2. **量化**—如有訂立關鍵績效指標，該等指標須可予計量並於適當情況下作出有效對比，而所訂立的指標亦闡述有關量化信息的目的及影響。
3. **平衡**—環境、社會及管治報告須公正地呈報本集團在環境、社會及管治方面的表現。應避免可能會不恰當地影響讀者決策或判斷的選擇、遺漏或呈報格式。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境、社會及管治報告 (續)

4. **Consistency** – The ESG Report uses consistent statistical methodologies to allow meaningful comparisons of related data over time. Any changes to the methods used are specified in the ESG Report.

Feedback

The Group discloses the latest business and ESG-related information regularly to investors and the public. We welcome investors and shareholders to share their views with the Board of Directors of the Company by fax at (852) 3020 9420.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGIES

The Group has established a sustainable corporate governance structure. To ensure that the visions and missions of sustainable development are integrated into its operations, the board (the “Board”) of Directors (the “Directors”) formulates the Group’s ESG strategies and communicates them to the executive directors and senior management who then execute the plan.

The Board has overall responsibility for the Group’s ESG strategy and reporting, including climate-related matters. The Board reviews the Group’s ESG Report annually and evaluates key risks, including climate-related risks and opportunities, making relevant recommendations for the coming year. The Board leads and provides direction to management by instituting ESG policies and initiatives, supervising their implementation and monitoring ESG performance.

The Group has set up an ESG working taskforce, composed of executive directors and senior management from relevant departments, with full-time staff assigned to collect data relevant to ESG and compile the ESG Report. The ESG working group reports key risks and the execution progress of recommendations at regular Board meetings. The ESG working group is responsible for reviewing and monitoring the Group’s ESG policies and operating practices, including climate-related matters.

Discussions with external professional consultants occur regularly to ensure that the Group complies with relevant legal and regulatory requirements. They monitor and respond to the latest ESG issues, report to the Board on major issues regularly and make relevant recommendations to enhance the Group’s ESG performance.

The Group’s management reviews the progress of established targets and takes measures to achieve them. The progress of targets and suggestions are reported to the Board at least annually.

4. **一致性**—環境、社會及管治報告使用一致的統計方法，使相關數據日後可作有意義的比較。若統計方法有任何變更，亦在環境、社會及管治報告中註明。

反饋

本集團定期向投資者及公眾人士發佈最新業務及環境、社會及管治相關資料。我們亦歡迎投資者及股東通過傳真(852) 3020 9420與本公司董事會分享彼等之意見。

環境、社會及管治策略

本集團已建立可持續發展管治架構。為確保將可持續發展願景及使命融入本集團營運，董事（「董事」）會（「董事會」）制訂本集團環境、社會及管治策略，並與執行董事及高級管理層溝通，隨後由彼等執行計劃。

董事會全面負責本集團的環境、社會及管治策略及報告，包括氣候相關事宜。董事會每年審閱本集團的環境、社會及管治報告，亦評估來年的主要風險，包括氣候相關風險及機遇，並作出相關建議。董事會通過制定環境、社會及管治政策及舉措、監督其實施及監察環境、社會及管治表現領導管理層並提供指導。

本集團已成立由執行董事及相關部門高級管理人員組成的環境、社會及管治工作小組，並指派全職員工負責收集環境、社會及管治相關數據及編製環境、社會及管治報告。環境、社會及管治工作組於董事會例會上匯報主要風險及建議的執行進度。環境、社會及管治工作組負責檢討及監督本集團的環境、社會及管治政策及營運常規，包括氣候相關事宜。

本集團定期與外聘專業顧問討論，以確保本集團符合相關法律及監管規定。彼等須監督環境、社會及管治事項的最新資料及就此作出回應，並就重大事項定期向董事會匯報並作出相關建議，以提升本集團環境、社會及管治方面的表現。

本集團管理層檢討既定目標的進展情況，並採取措施達成目標。目標及建議的進展情況將至少每年向董事會匯報一次。

STAKEHOLDER ENGAGEMENT

Stakeholder participation facilitates the identification of potential risks as well as business opportunities. Understanding stakeholders' views allows the Group to better fulfil their needs and expectations with the Group's business practices and manage different stakeholders' opinions.

Understanding the needs of stakeholders is an important consideration for the Group. We have maintained good relationships with our stakeholders by understanding their expectations through two-way communication via meetings, telephone conferences, information on the company website, company publications and e-mails on issues such as environmental protection awareness, fire safety, product quality and emission reduction.

The Group has held annual general meetings, as required by the Stock Exchange, to provide shareholders with information on the Group's business situation and vision, helping them build understanding and confidence in us.

The Group has conducted a materiality assessment to better respond to the needs and expectations of stakeholders. Regarding the existing business operation and overall environment of the Group, the Board identifies the topics below to be the material focus of this ESG Report.

Aspect 層面

A. Environmental
A. 環境

Sub-Aspect 子層面

A1. Emissions
A1. 排放物

A2. Use of Resources
A2. 資源使用

A4. Climate Change
A4. 氣候變化

持份者參與

持份者參與有助於識別潛在風險及業務機遇。了解持份者看法亦使本集團能通過其業務常規更好地滿足彼等之需求及期望並處理不同持份者的意見。

洞悉持份者的需求，是本集團的重要考慮因素。我們通過探訪會議、電話會議、公司網站資訊、公司刊物、電郵等多種渠道，與持份者在環保意識、消防安全、產品質量、減少排放等議題上進行雙向溝通，從而了解彼等的期望，使我們與持份者保持良好關係。

本集團按照聯交所相關規定召開股東週年大會，為股東提供有關本集團經營情況和願景的資料，以建立股東對我們的理解及信心。

本集團已進行重要性評估，以更好地回應持份者的需求和期望。就本集團現有業務經營及整體環境而言，董事會將以下議題確定為本環境、社會及管治報告的重點。

Material ESG Issues

重大環境、社會及管治事宜

Air and greenhouse gas emissions
廢氣及溫室氣體排放

Pollution prevention
防止污染

Waste management
廢棄物管理

Energy consumption and efficiency
能源消耗及能源效益

Efficient use of raw materials
原材料的有效使用

Climate-related risks and opportunities
氣候相關風險及機遇

Greenhouse gas emissions management
溫室氣體排放管理

Climate resilience
氣候韌性

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境、社會及管治報告 (續)

Aspect 層面

B. Social
B. 社會

Sub-Aspect 子層面

B2. Health and Safety
B2. 健康與安全
B4. Labour Standards
B4. 勞工準則
B6. Product Responsibility
B6. 產品責任

Material ESG Issues

重大環境、社會及管治事宜

Occupational health and safety
職業健康及安全
Prevention of child and forced labour
防止童工及強迫勞工
Quality of product and services
產品及服務質量
Protection of intellectual property rights
保護知識產權
Customer satisfaction
客戶滿意度
Protection of customer privacy
保護客戶私隱

ENVIRONMENTAL ASPECTS

As environmental pollution has become increasingly serious, national governments have established stricter environmental laws and introduced the Acceptance of Cleaner Production Audit. As a responsible company, the Group is dedicated to controlling and reducing negative effects on the environment.

Organic compounds generated from various stages of the manufacturing process of the Group are properly treated and emitted in an organized way. Specifically, the collected exhaust is emitted into the environment through pipelines. To adhere to the local government's legal requirements on air pollutant emissions, the Group engages an independent inspection consultant to conduct regular monitoring of organic compound emissions.

The Group has strictly complied with the laws and regulations related to emissions. During the Reporting Period, the Group did not have any material non-compliance with any environmental protection laws and regulations that had a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes, such as the Environmental Protection Law, Prevention and Control of Atmospheric Pollution, Prevention and Control of Water Pollution, Prevention and Control of Environmental Pollution by Solid Waste and National Environmental Emergency Response Plan of the PRC.

環境層面

隨著環境污染問題日益嚴重，各國政府制定了更加嚴格的環保法例並引入清潔生產審核驗收，本集團作為一間負責任的企業，亦克盡己任，致力控制及減少對環境的負面影響。

本集團對生產過程中不同環節所產生的有機廢氣採取了妥善處理及有組織的排放，具體而言，收集到的廢氣會經管道集中排放到環境中。而為貫徹落實當地政府有關大氣污染物排放的法例要求，本集團會委聘獨立檢測顧問為排放的有機化合物進行定期監測。

本集團嚴格遵守有關排放物的法律法規。報告期內，本集團並無發生嚴重違反任何有關廢氣及溫室氣體排放、向水及土地排污、有害及無害廢棄物的產生的環境保護法律法規而對本集團有重大影響的情況，如中國《環境保護法》、《大氣污染防治法》、《水污染防治法》、《固體廢物污染環境防治法》及《國家突發環境事件應急預案》。

Air Emissions and Greenhouse Gas Emissions

The Group's air emissions mostly come from the exhaust of motor vehicles owned by the Company. Air emissions consist of sulphur oxides (SO_x), nitrogen oxides (NO_x), and respirable suspended particles (RSP). Even though air emissions are immaterial to the Group, the Group encourages employees to lessen the usage of these motor vehicles and, if possible, optimize route planning and perform regular vehicle maintenance to ensure the vehicles operate with the highest efficiency.

During the Reporting Period, the greenhouse gas emissions generated by the Group were mainly the direct emissions generated by the Company's vehicles (Scope 1 emissions) and the indirect emissions from electricity use (Scope 2 emissions) and business travel (Scope 3 emissions).

The Group has carried out measures to reduce air and greenhouse gas emissions. For details, please refer to the Use of Resources section. The Group targets to maintain or reduce the intensity of greenhouse gas emissions level by 2026 with the baseline year in 2025.

Major emission data for the last two years is shown below:

Air emissions	廢氣排放	2025 二零二五年	2024 二零二四年	Unit 單位
Nitrogen oxides (NO _x)	氮氧化物(NO _x)	2.48	2.52	Kg 千克
Sulphur oxides (SO _x)	硫氧化物(SO _x)	0.03	0.04	Kg 千克
Respirable suspended particles (RSP)	可吸入懸浮粒子(RSP)	0.15	0.18	Kg 千克
Greenhouse gas emissions	溫室氣體排放	2025 二零二五年	2024 二零二四年	Unit 單位
Scope 1 emissions	範圍1排放	9.44	9.05	Tonnes CO ₂ -e 噸二氧化碳當量
Scope 2 emissions	範圍2排放	1,552.8	1,635.5	Tonnes CO ₂ -e 噸二氧化碳當量
Scope 3 emissions	範圍3排放	6.7	7.5	Tonnes CO ₂ -e 噸二氧化碳當量
Total greenhouse gas emissions	溫室氣體排放總量	1,568.94	1,652.05	Tonnes CO ₂ -e 噸二氧化碳當量
Intensity by Revenue (Million RMB)	密度按收益計算 (人民幣百萬元)	15.38	12.9	Tonnes CO ₂ -e/Million RMB 噸二氧化碳當量/ 人民幣百萬元

廢氣排放及溫室氣體排放

本集團的廢氣排放主要來自本公司自有汽車的尾氣排放。廢氣排放物包括硫氧化物(「SO_x」)、氮氧化物(「NO_x」)以及可吸入懸浮粒子(「RSP」)。儘管廢氣排放對本集團而言並不重大，但本集團鼓勵僱員儘量減少使用汽車，並在可行時優化路線規劃，以及定期進行汽車保養，確保汽車高效運行。

於報告期內，本集團產生的溫室氣體排放主要包括本公司車輛產生的直接排放(範圍1排放)及用電(範圍2排放)及商務旅行(範圍3排放)產生的間接排放。

本集團採取措施減少廢氣及溫室氣體排放。詳情請參閱資源使用一節。本集團旨在以二零二五年為基準年，於二零二六年維持或降低溫室氣體排放密度。

過去兩年的主要排放數據如下：

POLLUTION PREVENTION

The industrial wastewater generated by the Group mainly comes from the production of adhesive-backed fabrics. During production batch changes, water used for equipment cleaning is collected, precipitated and recycled. These steps prevent wastewater pollution and effectively reduce the usage of water resources.

WASTE MANAGEMENT

The Group appropriately separates hazardous and non-hazardous waste for disposal. Hazardous waste, such as scrap plastics, waste solvent oil and waste activated charcoal, are entirely transferred to government-licensed processors for safe disposal. The Group targets to maintain or reduce the intensity of hazardous waste production level by 2026 with the baseline year in 2025.

Non-hazardous waste is centrally managed by the relevant industrial park management committee. To reduce waste, we segregate and recycle wastes, such as glass and aluminum cans. In addition, a simple processing procedure is carried out for trimmed materials and regrind materials which are then recycled for reuse in the manufacturing process. This helps reduce waste disposal and increase cost-effectiveness. During the Reporting Period, the Group has produced immaterial amounts of non-hazardous waste.

防止污染

本集團產生的工業廢水主要來自背膠線的生產。當進行生產換批時，清洗設備用水會被收集起來，經沉澱後再循環使用。此等措施既可避免因排出工業廢水而造成污染，同時亦能有效減少水資源的使用。

廢棄物管理

本集團會適當分開有害及無害廢棄物作棄置。有害廢棄物，如廢棄塑料、廢溶劑油及廢活性炭等會全數轉交獲政府許可的合資格處理商作安全處置。本集團旨在以二零二五年為基準年，於二零二六年維持或降低有害廢棄物產生密度。

無害廢棄物則會交由相關工業園管理委員會作統一處理，同時，我們在廠區內亦對玻璃、鋁罐等廢棄物安排分類回收，以減少廢棄物的產生。另一方面，對生產過程中所產生的邊料和次料會進行簡單的工序處理，再回收到產品製作過程中作循環使用，有助減少廢棄物料的棄置，亦能提高成本效益。於報告期內，本集團產生少量無害廢棄物。

Hazardous Waste	有害廢棄物	2025	2024	Unit
		二零二五年	二零二四年	
Total hazardous waste produced	千克／每百萬元人民幣收益	0.8	0.9	Tonnes
Intensity by revenue	密度（按收益計算）	5.0	7.0	Kg/million RMB revenue 每百萬元人民幣收益

USE OF RESOURCES

The aim of lowering energy consumption and reducing resource consumption has been a priority in the Group's efforts to protect the environment. We have implemented a series of measures for reducing energy consumption and resources used. They are as follows:

- For processes that use thermal settings, new and highly effective steam trapping equipment has been introduced. This has shortened the length of the steam pipes, and consequently reduced energy consumption.
- Cotton insulation has been placed around the thermal setting process drying room to improve insulation and reduce heat loss. The drying speed of nonwoven fabric has increased by 1 additional meter per minute.
- Fiberglass light-transmitting panels have been installed on the roof of the main workshop to reduce the use of lighting in the daytime and electricity consumption.
- Energy-saving machines are adopted to reduce energy consumption.
- Voice-activated switches and time-controlled switches for lighting are used in the manufacturing plants and parking sheds.
- Sub-steam valves are installed to reduce the consumption of steam.
- We have advocated energy saving in the office by using natural light and reducing the use of electricity in the office area and unoccupied areas.

For water consumption, we encourage employees and visitors to save water and reduce water consumption by water recycling. Water is consumed by the municipal water supply and the Group did not encounter any issues in sourcing water during the Reporting Period.

To effectively reduce the use of packaging material, the Group negotiates with clients to increase the number of items in individual packages. During the Reporting Period, the Group consumed 10.2 tonnes of packaging materials. Most of the packaging materials are plastics.

The control of procurement and use of raw materials based on production orders is stricter. The Group targets to maintain or reduce the intensity of energy and water consumption level by 2026 with the baseline year in 2025.

資源使用

降低能源消耗、減少耗用資源一直是本集團在保護環境方面的工作重點，為此，我們推行了一系列有關節約能源及資源的措施，詳情如下：

- 針對使用蒸汽進行熱定型的工序，引進新型高效的蒸汽疏水設備，從而縮短蒸汽管道長度，減少蒸汽用量，亦同時減低能源消耗。
- 為熱定型工序烘房四周加貼保溫棉以提升保溫效果，減少熱量損耗，從而令工藝溫度提高，無紡布的烘乾速度每分鐘亦因而增加了1米。
- 主車間樓頂加裝玻璃鋼採光帶，減少車間在白天的燈光照明，減少用電。
- 採用節能電機，以降低能耗。
- 安裝聲控開關及時間控制開關為生產工廠及停車棚照明。
- 安裝分蒸汽閥，減少蒸汽消耗。
- 辦公室範圍亦倡導節能，盡量採用自然光照明，推行減少辦公用電和非辦公用電。

水消耗方面，我們鼓勵員工及訪客節約用水，並通過水循環使用減少水消耗。水資源由市政供水供應，本集團於報告期內並無遇到取水的任何問題。

為有效減少包裝材料的使用，本集團將與客戶協商，計劃增加每個獨立包裝內的成品件數。於報告期內，本集團消耗10.2噸包裝材料。大部分包裝材料為塑料品。

本集團根據生產訂單嚴格控制原材料的採購及使用。本集團旨在以二零二五年為基準年，於二零二六年維持或降低能源及水消耗密度。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境、社會及管治報告 (續)

During the last two Reporting Periods, the major consumption of energy and resources is as follows: 於最後兩個報告期內，主要能源和資源消耗情況如下：

Direct and/or indirect energy consumption by type	按類型劃分的直接及／或間接能源消耗	2025 二零二五年	2024 二零二四年	Unit 單位
Direct energy consumption	直接能源消耗	38.9	39.6	MWh 兆瓦時
Indirect energy consumption	間接能源消耗	5.0	7.0	Kg/million RMB revenue 千克／每百萬元人民幣收益
– Electricity	– 電力	2,559.2	2,650.5	MWh 兆瓦時
– Steam	– 蒸汽	600.3	632.5	MWh 兆瓦時
Indirect Energy Consumption	間接能源消耗	3,331.6	3,283.0	MWh 兆瓦時
Total energy consumption	能源總耗量	3,198.4	3,322.6	MWh-e 兆瓦時當量
Intensity by revenue	密度 (按收益計算)	31.3	25.9	MWh-e/Million RMB Revenue 兆瓦時當量／每百萬元 人民幣收益
Water consumption	耗水總量	2025 二零二五年	2024 二零二四年	Unit 單位
Total water consumption	耗水總量	6,224	6,305	M ³ 立方米
Intensity by revenue	密度 (按收益計算)	61.0	49.0	M ³ /Million RMB Revenue 立方米／每百萬元人民幣 收益
Packaging material used for finished products	製成品所用的包裝材料	2025 二零二五年	2024 二零二四年	Unit 單位
Total packaging material used	包裝材料總用量	9.9	10.5	Tonnes 噸
Intensity by revenue	密度 (按收益計算)	0.1	0.1	Tonnes/Million RMB Revenue 噸／每百萬元人民幣收益

THE ENVIRONMENT AND NATURAL RESOURCES

The Group has successfully obtained the ISO14001 Environmental Management System certification since 2006. We have developed programs related to the prevention of environmental pollution in order to continuously improve our performance and fulfil our commitment to environmental protection. Moreover, with a primary focus on saving energy, reducing consumption, reducing pollution and improving efficiency, the Group has strived to reduce the impact on the environment and natural resources by actively using energy-saving devices and technology, introducing wastewater recycling systems, recycling manufacturing waste and reducing raw material consumption.

In addition to implementing a system of environmental management, the Group has reinforced its cooperation with suppliers that advocate green development. We prioritize raw material suppliers with green certification. In regards to the supply of one of our main raw materials, fibres, suppliers that have obtained green certification now account for around 85% of the Group's fiber procurements.

Besides, the Group promotes a paperless operation through various means, such as providing clients with online purchasing services and using computer filing instead of printed copies.

CLIMATE-RELATED DISCLOSURES

Governance

The Board has overall oversight responsibility for climate-related risks and opportunities. Climate-related matters are integrated into the Board's risk management framework and strategic planning processes. The Board has designated the ESG working taskforce, which includes executive directors and senior management, to coordinate the identification, assessment and management of climate-related risks and opportunities.

環境及天然資源

本集團早於二零零六年已順利通過ISO14001環境管理體系的認證，並不斷開展有關預防環境污染的項目，以持續改善我們的環境績效，實踐對保護環境的承諾。此外，本集團又以節能、降耗、減污、增效為主要方向，積極採用節能的裝置及技術，引入廢水循環系統、回收生產廢料及實行原材料減耗，為減低對環境及天然資源的影響而努力。

本集團在推行環境管理體系的同時，亦盡力加強與主張綠色發展的供應商合作。我們會優先選擇有綠色認證的原材料供應商，而就我們其中一種主要的原材料纖維供應而言，現時已取得綠色認證的供應商已佔本集團約85%的纖維採購量。

除此之外，本集團從多方面推廣無紙化運作，包括為客戶提供產品網上訂購服務，又會將內部文件以電腦存檔取代印刷本，以節約用紙。

氣候相關披露

管治

董事會對氣候相關風險與機會擁有全面監督責任。氣候相關事項已納入董事會風險管理框架及策略規劃流程。董事會已委派由執行董事及高級管理層組成的環境、社會及管治工作小組，協調氣候相關風險與機會的識別、評估及管理工作。

The roles and responsibilities related to climate-related matters are as follows:

- **Board of Directors:** Reviews and approves climate-related strategies, targets and transition plans; oversees climate-related risk management processes; evaluates the potential financial impacts of climate-related risks and opportunities; monitors progress against climate-related targets.
- **ESG Working Taskforce:** Identifies and assesses climate-related risks and opportunities; develops climate-related strategies and action plans; implements climate-related initiatives and monitors their effectiveness; reports climate-related matters to the Board at least annually.
- **Senior Management:** Integrates climate considerations into business operations; allocates resources for climate-related initiatives; ensures compliance with climate-related regulatory requirements; coordinates with external consultants on climate-related assessments.

These responsibilities are documented in the Board's terms of reference and the ESG working taskforce's mandate.

STRATEGY

Climate-Related Risks and Opportunities

The Group has identified climate-related risks and opportunities that could reasonably be expected to affect the Group's cash flows, access to finance or cost of capital over the short term (1-3 years), medium term (3-5 years) and long term (beyond 5 years).

Physical Risks

Acute Physical Risks

The Group's manufacturing facilities in Changzhou, Changchun and Chengdu are exposed to acute physical risks from extreme weather events. Increased frequency and severity of typhoons, floods and heatwaves could cause:

- Damage to manufacturing facilities and equipment, requiring repair and replacement costs
- Disruption to production operations, leading to revenue loss and inability to meet customer delivery schedules
- Power supply interruptions affecting production continuity
- Transportation disruptions impacting raw material supply and product distribution

與氣候相關事項相關的職權及責任如下：

- **董事會：**審閱及批准氣候相關策略、目標及轉型計劃；監督氣候相關風險管理流程；評估氣候相關風險與機會的潛在財務影響；監察氣候相關目標的達成進度。
- **環境、社會及管治工作小組：**識別及評估氣候相關風險與機會；制定氣候相關策略及行動計劃；執行氣候相關舉措並監察其成效；至少每年一次向董事會匯報氣候相關事項。
- **高級管理層：**將氣候考量納入業務運營；為氣候相關舉措分配資源；確保遵守氣候相關監管要求；就氣候相關評估與外部顧問協調。

上述責任已載入董事會職權範圍及環境、社會及管治工作小組的授權文件。

策略

氣候相關風險及機遇

本集團已識別於短期（1至3年）、中期（3至5年）及長期（5年以上）內可能合理預期影響本集團現金流量、融資渠道或資本成本的氣候相關風險及機遇。

實體風險

急性實體風險

本集團位於常州、長春及成都的生產設施面臨極端天氣事件所帶來的急性實體風險。颱風、洪水及熱浪的頻率及嚴重程度增加可能導致：

- 生產設施及設備受損，產生維修及更換成本
- 生產運營中斷，導致收入損失及未能滿足客戶交付時間表
- 電力供應中斷影響生產連續性
- 運輸中斷影響原材料供應及產品分銷

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境、社會及管治報告 (續)

These risks are concentrated in the Group's production facilities and logistics operations within the value chain. Over the short to medium term, the financial impacts could include repair costs ranging from RMB500,000 to RMB2 million per event and production losses of 3-7 days per year. The Group's reliance on consistent production schedules to serve automotive industry customers makes operational disruption particularly material.

Chronic Physical Risks

Rising average temperatures and changing precipitation patterns could lead to:

- Increased cooling costs in manufacturing facilities during longer and hotter summer periods
- Water scarcity affecting production processes that require water for equipment cleaning and fabric treatment
- Reduced worker productivity during extreme heat conditions

Over the medium to long term, these chronic risks could increase operating costs by 2-5% annually, particularly energy and water costs.

Transition Risks

Policy and Legal Risks

The PRC government has committed to achieving carbon neutrality by 2060 and has introduced increasingly stringent environmental regulations. The Group faces transition risks including:

- Implementation of carbon pricing mechanisms or carbon taxes on industrial emissions, potentially increasing production costs by RMB50-150 per tonne of CO emitted
- Stricter energy efficiency standards requiring capital investment in equipment upgrades
- Enhanced environmental disclosure and reporting requirements increasing compliance costs

These risks are concentrated in the Group's Scope 1 and 2 emissions from manufacturing operations. The Group estimates that if carbon pricing is implemented at RMB100 per tonne, annual costs could increase by approximately RMB170,000 based on current emission levels.

該等風險集中於本集團價值鏈內的生產設施及物流運營。於短期至中期內，財務影響可能包括每宗事件維修成本介乎人民幣50萬元至人民幣2百萬元，以及每年3至7天的生產損失。本集團依賴穩定的生產計劃以服務汽車行業客戶，運營中斷影響尤其重大。

慢性實體風險

平均氣溫上升及降水模式變化可能導致：

- 於更長及更炎熱的夏季期間，生產設施的降溫成本增加
- 水資源稀缺影響需用水進行設備清洗及布料處理的生產工序
- 極端高溫狀況下員工生產力下降

於中期至長期內，該等慢性風險可能導致運營成本每年增加2%至5%，尤其是能源及水資源成本。

轉型風險

政策及法律風險

中國政府已承諾於二零六零年前實現碳中和，並已出台日益嚴格的環保法規。本集團面臨的轉型風險包括：

- 對工業排放實施碳定價機制或碳稅，可能導致每噸二氧化碳排放成本增加人民幣50至150元
- 更嚴格的能效標準，需投入資本對設備升級
- 加強環境披露及呈報規定，合規成本增加

該等風險集中於本集團製造業務的範圍1及範圍2排放。本集團估計，倘按每噸人民幣100元實施碳定價，按現時排放水平計算，年度成本可能增加約人民幣170,000元。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境·社會及管治報告 (續)

Technology Risks

The automotive industry is transitioning toward electric vehicles and sustainable materials. The Group faces risks from:

- Changing customer specifications requiring investment in new production technologies and materials
- Potential obsolescence of current nonwoven fabric technologies if not adapted to meet sustainability requirements
- Need to invest in lower-emission production equipment to remain competitive

Technology transition could require capital expenditure of RMB3-8 million over the medium term to upgrade production capabilities.

Market Risks

Shifting market preferences toward sustainable products create both risks and opportunities:

- Automotive manufacturers increasingly requiring suppliers to meet carbon reduction targets and use sustainable materials
- Potential loss of customers if unable to meet evolving sustainability requirements
- Price increases for raw materials as suppliers pass on costs of sustainability improvements

The Group estimates that raw material costs could increase by 3-8% over the medium term as suppliers invest in greener production methods.

Reputation Risks

Stakeholder concerns about climate change could affect the Group's reputation if climate performance is perceived as inadequate:

- Reduced attractiveness to sustainability-focused investors
- Customer preference shifts to competitors with stronger climate credentials
- Difficulty attracting and retaining talent, particularly younger employees concerned about climate issues

技術風險

汽車行業正轉向電動汽車及可持續材料。本集團面臨的風險包括：

- 客戶規格變動，需投資新生產技術及材料
- 倘未能適應可持續性要求，現有無紡布技術可能面臨淘汰
- 需投資低排放生產設備以維持競爭力

技術轉型可能於中期內需投入人民幣三百萬元至人民幣八百萬元的資本開支，以升級生產能力。

市場風險

市場對可持續產品的偏好轉變既帶來風險亦創造機遇：

- 汽車製造商愈發要求供應商符合減碳目標及使用可持續性材料
- 倘未能滿足不斷演變的可持續性要求，可能導致客戶流失
- 供應商轉嫁可持續性改進成本，原材料價格上漲

本集團估計，隨著供應商投資於更綠色的生產方式，原材料成本於中期內可能增加3%至8%。

聲譽風險

倘本集團的氣候表現不佳，持份者對氣候變化的關注可能會影響本集團聲譽：

- 對關注可持續性的投資者吸引力下降
- 客戶偏好轉向氣候資歷更強的競爭對手
- 難以吸引及挽留人才，尤其是關注氣候議題的年輕僱員

Climate-Related Opportunities

The Group has identified the following climate-related opportunities:

Resource Efficiency

- Implementation of energy-efficient equipment and processes can reduce operating costs by 5-10% over the medium term
- Water recycling systems can reduce water consumption and costs
- Optimization of production processes can reduce raw material waste and associated costs

These opportunities are concentrated in the Group's manufacturing operations. The Group has already begun capturing these opportunities through the energy-saving measures described in the Use of Resources section.

Products and Services

- Development of sustainable nonwoven fabric products using recycled materials or bio-based fibres could access growing market demand
- Products with lower carbon footprints could command premium pricing from environmentally-conscious automotive manufacturers
- Innovation in lightweight materials could support electric vehicle manufacturers' needs to reduce vehicle weight and improve battery range

Over the medium to long term, these opportunities could generate additional revenue of 5-15% if successfully commercialized.

Markets

- Early adoption of sustainable practices could differentiate the Group from competitors and secure preferential supplier status with major automotive manufacturers
- Growing demand for sustainable automotive interior materials in developed markets presents expansion opportunities

氣候相關機遇

本集團已識別以下氣候相關機遇：

資源效益

- 採用節能設備及工序可於中期內降低5%至10% 運營成本
- 水資源循環系統可減少耗水量及成本
- 優化生產工序可減少原材料浪費及相關成本

該等機遇集中於本集團的製造業務。本集團已透過「資源使用」一節所述的節能措施，開始把握該等機遇。

產品及服務

- 使用回收材料或生物基纖維開發可持續無紡布產品，可把握日益增長的市場需求
- 碳足跡較低的產品或可從具環保意識的汽車製造商獲得溢價定價
- 輕量化材料創新可支持電動汽車製造商減輕車身重量及提升續航里程的需要

於中期至長期內，倘成功商業化，該等機遇可帶來5%至15%的額外收入。

市場

- 較早採納可持續慣例可使本集團在競爭者中脫穎而出，並取得主要汽車製造商的優先供應商地位
- 發達市場對可持續汽車內飾材料的需求日益增長，帶來擴張機遇

Resilience

- Investments in climate resilience (e.g., backup power systems, water storage) can reduce operational disruptions and associated costs
- Diversification of supplier base across different geographic regions can reduce supply chain vulnerability to localized climate impacts

IMPACT ON BUSINESS MODEL AND STRATEGY

The identified climate-related risks and opportunities have the following impacts on the Group's business model, strategy and financial planning:

Business Model: The Group's business model relies on consistent production capacity and reliable supply chains to meet automotive industry customers' just-in-time delivery requirements. Physical climate risks that disrupt operations pose material risks to this model. The transition to sustainable materials and lower-carbon production processes requires evolution of the Group's product offerings and production capabilities.

Strategy: The Group has incorporated climate considerations into its strategic planning by:

- Prioritizing investment in energy-efficient equipment and renewable energy where feasible
- Engaging with suppliers to secure access to sustainable raw materials
- Developing product innovation capabilities focused on sustainable materials
- Strengthening operational resilience through facility improvements and supply chain diversification

Financial Planning: The Group has allocated capital expenditure budget of RMB2-4 million over the next three years for climate-related initiatives, including energy-efficient equipment upgrades, facility resilience improvements and sustainable product development. The Group expects these investments to generate operational cost savings of RMB300,000-600,000 annually once fully implemented.

韌性

- 對氣候韌性的投資(如備用電力系統、儲水設施)可減少運營中斷及相關成本
- 於不同地理區域的多元供應商基礎,可降低供應鏈面對局部氣候影響的脆弱性

對業務模式及策略的影響

已識別的氣候相關風險及機遇對本集團業務模式、策略及財務規劃具有以下影響:

業務模式:本集團的業務模式依賴穩定產能及可靠供應鏈,以滿足汽車行業客戶的準時交付要求。擾亂運營的實體氣候風險對該模式構成重大風險。向可持續材料及低碳生產工序轉型,需要本集團提升產品組合及生產力。

策略:本集團已透過以下方式將氣候考量納入策略規劃:

- 在可行情況下優先投資節能設備及可再生能源
- 與供應商協作以確保可持續原材料的供應
- 發展聚焦於可持續材料的產品創新能力
- 透過設施改善及供應鏈多元化增強運營韌性

財務規劃:本集團已就氣候相關舉措於未來三年分配資本開支預算人民幣2百萬元至4百萬元,包括節能設備升級、提高設施韌性及可持續產品開發。本集團預期,該等投資一旦全面實施,每年將節省人民幣300,000元至600,000元的營運成本。

CLIMATE RESILIENCE AND SCENARIO ANALYSIS

The Group has conducted climate-related scenario analysis to assess its climate resilience. The analysis examined two scenarios:

1. **Low-carbon transition scenario:** Aligned with limiting global warming to 1.5-2° C, consistent with the Paris Agreement. This scenario assumes rapid policy action, including carbon pricing, stringent emissions regulations and accelerated technology deployment.
2. **High-warming physical scenario:** Assumes limited policy action and global temperature increase of 3-4° C by 2100, resulting in severe physical climate impacts.

The analysis covered the Group's manufacturing operations in Changzhou, Changchun and Chengdu over short-term (2026-2028), medium-term (2029-2033) and long-term (2034-2050) time horizons.

Key Findings:

Under the low-carbon transition scenario:

- Carbon pricing could increase annual costs by RMB150,000-400,000 depending on the price level
- Stricter energy efficiency requirements would necessitate capital investment of RMB3-5 million but could reduce energy costs by 8-12%
- Market opportunities for sustainable products could increase revenue by 10-20% in the long term
- The Group's strategy of investing in energy efficiency and sustainable product development would position it well for this scenario

氣候韌性及情景分析

本集團已採納氣候相關情景分析評估其氣候韌性。該分析研究兩種情景：

1. **低碳轉型情景：**全球暖化升溫幅度限制在1.5°C至2°C，遵守《巴黎協定》。該情景假設採取快速政策行動，包括碳定價、嚴格排放規定及加速技術佈局。
2. **高溫物理情景分析：**假設採取限制性政策行動且全球氣溫到2100年升高3-4°C，導致嚴重物理氣候影響。

該分析涵蓋本集團於常州、長春及成都的製造業務，時間範圍包括短期(2026-2028)、中期(2029-2033)及長期(2034-2050)。

主要發現：

低碳轉型情景下：

- 根據定價水平，碳定價可能會導致年度成本增加人民幣150,000元至400,000元
- 更嚴格的能量效率要求將需要資本投資人民幣3百萬元至人民幣5百萬元，但會減少能源成本8%至12%
- 可持續產品的市場機遇將於長期內使收益增加10%至20%
- 本集團投資能源效率及開發可持續產品的策略將使其在此情景下處於有利位置

Under the high-warming physical scenario:

- Increased frequency of extreme weather could disrupt operations 10-15 days annually by 2040, resulting in revenue losses of RMB800,000-1.5 million
- Rising temperatures could increase cooling costs by 15-25% over the long term
- Water scarcity could constrain production capacity in certain facilities
- Investments in operational resilience (backup power, water storage, facility hardening) of RMB4-6 million would be necessary to mitigate these impacts

The scenario analysis indicates that the Group faces material climate-related risks under both scenarios but also significant opportunities in the transition scenario. The Group's current strategy of improving energy efficiency and operational resilience provides some protection in both scenarios. However, additional investments and strategic adaptations will be necessary to fully address the identified risks and capture the opportunities.

Key Uncertainties: The analysis is subject to uncertainties regarding the timing and stringency of climate policies, the pace of technology development, the severity of physical climate impacts and the evolution of customer preferences toward sustainable products.

CLIMATE-RELATED TRANSITION PLAN

The Group has developed a climate-related transition plan to respond to the identified risks and opportunities:

Emissions Reduction Target: The Group aims to reduce absolute Scope 1 and 2 greenhouse gas emissions by 20% by 2030 compared to 2025 baseline levels. This target is aligned with the Group's contribution to limiting global warming consistent with the Paris Agreement objectives.

高溫物理情景分析下：

- 截至2040年，極端天氣發生頻率增加會導致每年經營中斷10至15天，進而導致收入損失約人民幣800,000元至1.5百萬元
- 氣溫上升可能使製冷成本長期增加15-25%
- 水資源短缺會限制若干設施的生產能力
- 約4百萬元至6百萬元人民幣須用於投資經營韌性（備用電源、水儲存、設施加固）以減輕該等影響

該情景分析顯示本集團於兩個情景下均面臨重大氣候相關風險，但亦於轉型情景中面臨重大機遇。本集團當前提升能源效率及經營韌性的策略能在兩個情景下提供一定保障。然而，仍需新增投資及策略調整以充分應對已識別風險及抓住機遇。

主要不確定性：該分析受到不確定性影響，包括氣候政策的時機和嚴格程度、技術發展的速度、氣候物理影響的嚴重性以及客戶對可持續產品的偏好變化。

氣候相關轉型計劃

本集團已制定氣候相關轉型計劃以應對已識別風險與機遇：

減排目標：本集團計劃到2030年將絕對範圍1及範圍2溫室氣體排放量較2025年基線水平減少20%。該目標與本集團為實現符合《巴黎協定》目標的全球變暖限制所做的貢獻相一致。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境、社會及管治報告 (續)

Key Actions and Timelines:

1. Energy Efficiency Improvements (2026-2028): Invest RMB2-3 million to upgrade production equipment to energy-efficient models, enhance facility insulation and optimize steam systems. Expected to reduce electricity consumption by 8-10%.
2. Renewable Energy Adoption (2027-2030): Explore feasibility of installing solar panels on factory rooftops (estimated capacity 500-800 kW). If viable, implement in phases starting 2028. Target to generate 5-10% of electricity needs from renewable sources by 2030.
3. Sustainable Materials Development (2026-2029): Invest RMB1-2 million in R&D to develop nonwoven fabric products incorporating recycled content (target: 20-30% recycled fibre by 2029). Collaborate with suppliers to secure sustainable raw material sources.
4. Operational Resilience (2026-2028): Invest RMB1.5-2 million to install backup power systems, enhance water storage capacity and improve facility drainage to reduce vulnerability to extreme weather events.
5. Supply Chain Engagement (Ongoing): Work with key suppliers to understand their climate transition plans and GHG emissions. Prioritize suppliers with credible decarbonization strategies and green certifications (target: 90% of fibre procurement from certified suppliers by 2028).
6. Employee Engagement (Ongoing): Provide annual climate awareness training to all employees. Establish energy-saving incentive programs to encourage behavioural changes.

Resource Allocation: The Group has allocated RMB6-9 million in capital expenditure over 2026-2030 for climate-related initiatives, representing approximately 15-20% of planned capital expenditure over this period.

主要行動及時間線：

1. 能效提升 (2026-2028年)：投資人民幣2百萬元至3百萬元升級生產設施為節能型號，增強設施保暖並優化蒸汽系統。預計可減少8%至10%的電力消耗。
2. 採用可再生能源 (2027-2030年)：探索在工廠屋頂安裝太陽能板的可行性 (預計裝機容量500-800千瓦)。如可行，將從2028年開始分階段實施。目標到2030年通過可再生能源發電滿足5%至10%的電力需求。
3. 開發可持續材料 (2026-2029年)：投資人民幣1百萬元至2百萬元進行研發，以開發融入再生物料的無紡布產品 (目標：到2029年回收纖維佔比達到20%至30%)。與供應商合作以獲取可持續的原材料來源。
4. 經營韌性 (2026-2028年)：投資人民幣1.5百萬元至2百萬元安裝備用電力系統，增強儲水能力並改善排水設施，以降低對極端天氣事件的脆弱性。
5. 供應鏈委聘 (持續性)：與關鍵供應商合作，瞭解其氣候轉型計劃和溫室氣體排放情況。優先考慮具有可信減排策略和綠色認證的供應商 (目標：到2028年90%的纖維採購來自認證供應商)。
6. 僱員參與 (持續性)：每年為所有僱員提供氣候意識培訓。建立節能激勵計劃以鼓勵行為轉變。

資源配置：本集團已分配人民幣6百萬元至9百萬元的資本支出於2026-2030年期間的氣候相關項目，占同期計劃資本支出的約15%至20%。

Key Assumptions and Dependencies: The transition plan assumes continued economic growth allowing for planned capital investments, availability of sustainable raw materials at commercially viable prices, access to solar panel technology and installation expertise, and supportive government policies including potential subsidies for renewable energy adoption.

Monitoring and Review: The ESG working taskforce will monitor progress against the transition plan quarterly, with annual reports to the Board. The plan will be reviewed and updated every two years or earlier if significant changes in the business environment occur.

RISK MANAGEMENT

The Group has integrated climate-related risk management into its overall enterprise risk management framework.

PROCESS FOR IDENTIFYING CLIMATE-RELATED RISKS AND OPPORTUNITIES

The Group employs the following process to identify climate-related risks and opportunities:

1. **Information Gathering:** The ESG working taskforce monitors climate science developments, policy changes, regulatory requirements, industry trends and stakeholder expectations through engagement with external consultants, participation in industry associations and review of international climate frameworks (TCFD, ISSB).
2. **Risk Screening:** The taskforce conducts annual screening of potential physical and transition risks relevant to the Group's operations and value chain. This includes review of climate hazard maps for the Group's facility locations, assessment of evolving climate policies in the PRC and evaluation of changing customer requirements in the automotive industry.
3. **Opportunity Identification:** The taskforce identifies potential opportunities arising from resource efficiency improvements, sustainable product development, market shifts and operational resilience investments.
4. **Stakeholder Engagement:** The Group engages with key suppliers, customers and local communities to understand their climate-related concerns and expectations, which informs risk and opportunity identification.

主要假設與依賴: 轉型計劃假設經濟持續增長，從而允許計劃中的資本投資；以商業可行價格獲得可持續原材料；獲取太陽能板技術及安裝專業知識；以及政府政策支持，包括可能的採用可再生能源補貼。

監測與審查: ESG工作小組將按季度監測轉型計劃的進展情況，並向董事會提交年度報告。該計劃每兩年進行審閱及更新，或者在業務環境發生重大變化時提前更新。

風險管理

本集團已將氣候相關風險管理納入其整體企業風險管理框架。

識別氣候相關風險與機遇的程序

本集團採用以下識別氣候相關風險與機遇的程序：

1. **信息收集:** ESG工作小組通過與委聘外部顧問、參與行業協會以及審閱國際氣候框架(TCFD, ISSB)，監測氣候科學發展、政策變動、監管要求、行業趨勢和利益相關者的期望。
2. **風險篩查:** 工作小組每年對與本集團經營和價值鏈相關的潛在物理風險及轉型風險進行篩查。這包括審閱本集團各設施地點的氣候危害圖、評估中國不斷變化的氣候政策以及評估汽車行業客戶需求的變化。
3. **機會識別:** 工作小組識別因資源效率提升、可持續產品開發、市場變化和經營韌性投資而產生的潛在機會。
4. **利益相關者參與:** 本集團與主要供應商、客戶和當地社區進行交流，以瞭解彼等的氣候相關關注及期望，為識別風險與機會提供信息。

Climate-related scenario analysis, as described in the Strategy section, is utilized in the identification stage to understand how different climate futures could affect the Group's operations.

PROCESS FOR ASSESSING CLIMATE-RELATED RISKS AND OPPORTUNITIES

Once identified, climate-related risks and opportunities are assessed using the following approach:

- **Likelihood Assessment:** Physical risks are assessed based on climate projections for the Group's operating regions over short, medium and long-term time horizons. Transition risks are assessed based on policy trajectories, technology development trends and market analysis.
- **Impact Assessment:** The potential magnitude of impacts on the Group's operations, financial performance and strategic objectives is evaluated. For quantifiable impacts, ranges of potential financial effects are estimated as described in the Strategy section. Qualitative assessments are used where quantification is not feasible due to uncertainty.
- **Time Horizon:** Risks and opportunities are categorized by time horizon (short: 1-3 years, medium: 3-5 years, long: beyond 5 years) to inform prioritization and response planning.
- **Prioritization:** Climate-related risks and opportunities are prioritized based on their likelihood, potential impact and time horizon. High-priority items are those with high likelihood and impact over shorter time horizons.

Inputs and Parameters Used: The assessment utilizes climate projections from the Intergovernmental Panel on Climate Change (IPCC), local climate data for Hebei, Jilin and Sichuan provinces, policy announcements from PRC government authorities, industry reports on automotive sustainability trends and customer feedback regarding sustainability requirements.

如策略一節所述，氣候相關情景分析於識別階段用於瞭解不同氣候未來如何影響本集團的經營。

評估氣候相關風險與機遇的程序

一旦識別氣候相關風險與機遇，將採用以下方法進行評估：

- **可能性評估：**物理風險基於本集團經營地區的氣候預測於短期、中期和長期時間範圍內進行評估。轉型風險則基於政策軌跡、技術發展趨勢及市場分析進行評估。
- **影響評估：**評估對本集團經營、財務表現及戰略目標的潛在影響程度。對於可量化的影響，將按策略一節所述方法估算潛在財務影響的範圍。由於不確定性導致無法量化的情況下，將使用定性評估。
- **時間範圍：**風險及機遇按時間範圍分類（短期：1至3年、中期：3至5年、長期：超過5年），以便進行優先排序及應對規劃。
- **優先排序：**氣候相關風險及機遇根據其可能性、潛在影響及時間範圍進行優先排序。高優先級事項為那些在較短時間範圍內具有高可能性及高影響的事項。

所用輸入數據及參數：該評估採用了政府間氣候變化專門委員會(IPCC)的氣候預測、河北省、吉林省及四川省的當地氣候數據、中國政府機關的政策公告、汽車行業可持續發展趨勢的行業報告，以及客戶就可持續發展要求提供的反饋。

PROCESS FOR MANAGING CLIMATE-RELATED RISKS AND OPPORTUNITIES

The Group manages prioritized climate-related risks and opportunities through:

- **Integration into Business Planning:** Climate-related considerations are incorporated into the Group's annual business planning process, including capital allocation decisions, operational planning and strategic initiatives.
- **Response Strategies:** Risk mitigation strategies include investments in operational resilience, energy efficiency improvements and supply chain diversification. Opportunity capture strategies include sustainable product development, customer engagement on sustainability requirements and operational efficiency programs.
- **Monitoring and Reporting:** The ESG working taskforce monitors the implementation of climate-related initiatives and tracks key risk indicators (e.g., frequency of weather-related disruptions, energy consumption trends, carbon emissions). Progress is reported to the Board quarterly, with comprehensive annual reviews.
- **Adaptation and Learning:** The Group's climate-related strategies and action plans are reviewed and updated based on changing circumstances, new information and lessons learned from implementation experience.

Changes from Previous Period: During the Reporting Period, the Group enhanced its climate risk identification process by conducting climate-related scenario analysis for the first time. This has provided deeper insights into potential long-term impacts and informed the development of the climate transition plan. The Group also expanded the scope of climate risk assessment to include more detailed evaluation of value chain risks, particularly in relation to the supply of sustainable raw materials.

管理氣候相關風險及機遇的流程

本集團透過以下方式管理已優先排序的氣候相關風險及機遇：

- **融入業務規劃：**氣候相關考量已納入本集團的年度業務規劃流程，包括資本配置決策、營運規劃及策略措施。
- **應對策略：**風險緩解策略包括對營運韌性的投資、能源效率提升及供應鏈多元化。機遇捕捉策略包括可持續產品開發、與客戶就可持續發展要求進行的互動，以及營運效率計劃。
- **監察及報告：**環境、社會及管治工作專責小組監察氣候相關措施的實施情況，並追蹤關鍵風險指標（例如，天氣相關中斷的頻率、能源消耗趨勢、碳排放）。進度每季度向董事會報告，並進行年度全面檢討。
- **適應與學習：**本集團的氣候相關策略及行動計劃會根據不斷變化的情況、新信息及從實施經驗中汲取的教訓進行檢討及更新。

於過往期間的變動：於報告期內，本集團首次進行氣候相關情景分析，從而加強了其氣候風險識別流程。此舉提供了對潛在長期影響的更深入見解，並為氣候轉型計劃的制定提供了信息。本集團亦擴大了氣候風險評估的範圍，納入了更詳細的價值鏈風險評估，特別是在可持續原材料供應方面。

METRICS AND TARGETS

Greenhouse Gas Emissions

The Group discloses its absolute gross greenhouse gas emissions for the Reporting Period in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004).

Scope 1 and 2 Emissions

GHG Emissions Category

溫室氣體排放類別

Scope 1 emissions	範圍1排放
Scope 2 emissions (location-based)	範圍2排放 (基於地區)
Total Scope 1 and 2 emissions	範圍1及2排放總量

Measurement Approach, Inputs and Assumptions:

- Scope 1:** Calculated based on fuel consumption records for company-owned vehicles. Emission factors sourced from the 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories. Global warming potentials based on IPCC Fifth Assessment Report (100-year time horizon).
- Scope 2:** Calculated using the location-based method based on electricity and steam consumption records from utility providers. Electricity emission factor: 0.5703 kg CO₂/kWh (China national grid average for 2024). Steam emission factor: 0.11 kg CO₂/MJ.

The Group does not have contractual instruments (e.g., renewable energy certificates) affecting its Scope 2 emissions calculations.

Scope 3 Emissions

Scope 3 Category

範圍3類別

Business travel (air and rail)	商務差旅 (航空及鐵路)
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The Group has included business travel in its Scope 3 emissions measurement as this category is material and data is readily available. Other Scope 3 categories including purchased goods and services, upstream transportation, waste disposal and downstream transportation are under evaluation for future reporting as the Group enhances its value chain data collection capabilities.

Measurement Approach: Business travel emissions calculated based on travel records (distance travelled by air and rail) and emission factors from the UK Department for Environment, Food and Rural Affairs (DEFRA) conversion factors database.

指標及目標

溫室氣體排放

本集團根據《溫室氣體盤查議定書：企業會計與報告標準（2004年）》披露其於報告期內的絕對溫室氣體排放總量。

範圍1及2排放

2025 (Tonnes CO ₂ -e)	2024 (Tonnes CO ₂ -e)
2025年噸二氧化碳當量	2024年噸二氧化碳當量

	9.44	9.05
	1,552.8	1,635.5
	1,562.24	1,644.55

計量方法、輸入數據及假設：

- 範圍1：**根據公司自有車輛的燃料消耗記錄計算。排放因子來源於《2006年IPCC國家溫室氣體清單指南的2019年修訂版》。全球增溫潛勢基於IPCC第五次評估報告（100年時間範圍）。
- 範圍2：**採用基於地點的方法，根據公用事業供應商的電力及蒸汽消耗記錄計算。電力排放因子：0.5703公斤二氧化碳／千瓦時（2024年中國國家電網平均值）。蒸汽排放因子：0.11公斤二氧化碳／兆焦耳。

本集團並無任何影響其範圍二排放計算的合約工具（例如可再生能源證書）。

範圍3排放

2025 (Tonnes CO ₂ -e)	2024 (Tonnes CO ₂ -e)
2025年	2024年
(噸二氧化碳當量)	(噸二氧化碳當量)

	7.2	7.5
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本集團已將商務差旅納入其範圍三排放計量，原因為此類別具有重要性且數據易於獲取。隨著本集團提升其價值鏈數據收集能力，其他範圍三類別（包括購買的商品及服務、上游運輸、廢棄物處置及下游運輸）正在評估中，以供未來報告使用。

計量方法：商務差旅排放根據差旅記錄（航空及鐵路的行駛距離）以及英國環境、食品及鄉村事務部（DEFRA）換算係數數據庫的排放因子計算。

CROSS-INDUSTRY METRICS

In view of the enhanced climate-related disclosure requirements under the ESG Code, the Group has started to review the cross-industry climate-related metrics recommended for listed issuers and to assess their applicability to the Group's business operations. Apart from greenhouse gas emissions and energy-related indicators already disclosed in this report, the Group has not yet adopted additional cross-industry climate-related metrics in a manner that would support consistent and reliable quantitative disclosure for the current reporting year. The Group will continue to refine its internal processes and information systems and will consider disclosing further cross-industry climate-related metrics in future ESG reports when such data becomes sufficiently robust and decision-useful for stakeholders.

Internal Carbon Price

The Group has not yet implemented an internal carbon price in its decision-making processes. The Group is evaluating the feasibility of establishing an internal carbon price to support capital allocation decisions, assess the financial implications of future carbon regulations and incentivize emissions reduction initiatives. The Group aims to determine an appropriate internal carbon price methodology by the end of 2026.

Remuneration

During the Reporting Period, climate-related considerations have not been formally incorporated into the Group's remuneration policy. The Board is evaluating options to integrate climate-related performance indicators into senior management remuneration in future periods to further incentivize achievement of the Group's climate-related targets and transition plan objectives.

跨行業指標

鑒於《環境、社會及管治守則》下經加強的氣候相關披露要求，本集團已開始審閱為上市發行人建議的跨行業氣候相關指標，並評估其對本集團業務營運的適用性。除本報告已披露的溫室氣體排放及能源相關指標外，本集團尚未以能夠支持就當前報告年度作出一致且可靠的量化披露的方式，採納額外的跨行業氣候相關指標。本集團將繼續完善其內部流程及信息系統，並將考慮在未來的環境、社會及管治報告中，在該等數據變得足夠穩健及對持份者具決策實用性時，披露進一步的跨行業氣候相關指標。

內部碳定價

本集團尚未在其決策過程中實施內部碳定價。本集團正在評估建立內部碳定價的可行性，以支持資本配置決策、評估未來碳監管的財務影響，並激勵減排措施。本集團旨在於2026年底前確定合適的內部碳定價方法。

薪酬

於報告期內，氣候相關考慮因素尚未正式納入本集團的薪酬政策。董事會正在評估於未來期間將氣候相關績效指標納入高級管理層薪酬的方案，以進一步激勵本集團實現其氣候相關目標及轉型計劃目標。

CLIMATE-RELATED TARGETS

Greenhouse Gas Emissions Reduction Target

Target Description 目標描述	Reduce absolute Scope 1 and 2 GHG emissions by 20% by 2030 於2030年前將範圍1及2溫室氣體絕對排放量減少20%
Base Year 基準年	2025
Target Year 目標年	2030
Baseline Emissions 基準排放量	1,562.2 tonnes CO ₂ -e 1,562.2噸二氧化碳當量
Target Emissions 目標排放量	1,357.4 tonnes CO ₂ -e 1,357.4噸二氧化碳當量
Scope 範圍	Scope 1 and 2 emissions from manufacturing operations 來自製造營運的範圍1及2排放

Target Basis: The target is aligned with the Group's contribution to the Paris Agreement objective of limiting global warming to well below 2° C. While not formally validated by a third-party organization, the target was developed considering sectoral decarbonization pathways for the manufacturing industry in China.

Monitoring and Review: Progress toward the target is monitored quarterly through tracking of energy consumption and GHG emissions data. The ESG working taskforce reviews progress annually and reports to the Board. The target will be reviewed every three years or earlier if significant changes in the Group's operations or external circumstances warrant adjustment.

Metrics Used: The Group monitors progress using the following metrics: absolute Scope 1 and 2 GHG emissions (tonnes CO₂-e), emissions intensity by revenue (tonnes CO₂-e per million RMB), electricity consumption (MWh), steam consumption (MWh) and fuel consumption (litres).

氣候相關目標

溫室氣體減排目標

目標基準: 該目標與本集團為實現《巴黎協定》將全球變暖控制在遠低於2°C的目標所作的貢獻一致。儘管該目標尚未經第三方機構正式驗證，但在制定時已考慮中國製造業的行業脫碳路徑。

監察及檢討: 透過追蹤能源消耗及溫室氣體排放數據，每季度監察目標的進展。環境、社會及管治工作專責小組每年檢討進度，並向董事會報告。該目標將每三年檢討一次，或倘本集團的營運或外部情況發生重大變化而需要調整時，則會更早進行檢討。

所用指標: 本集團使用以下指標監察進展：範圍1及範圍2溫室氣體絕對排放量（噸二氧化碳當量）、按收益計算的排放強度（每百萬人民幣元的噸二氧化碳當量）、用電量（兆瓦時）、蒸汽用量（兆瓦時）及燃料用量（公升）。

Additional Targets

- **Renewable Energy:** Target to source 5-10% of electricity from renewable sources by 2030.
- **Sustainable Materials:** Target to incorporate 20-30% recycled content in at least one product line by 2029.
- **Supplier Engagement:** Target to achieve 90% of fibre procurement from suppliers with green certification by 2028 (current: 85%).

Performance Analysis

This is the first reporting period for which the Group has disclosed comprehensive climate-related information under the enhanced ESG Code requirements. The Group's 2025 GHG emissions show a slight increase in Scope 2 emissions (3.2% increase from 2024) primarily due to increased production activity, while Scope 1 emissions decreased by 6.1% due to reduced vehicle usage. The emissions intensity improved from 12.9 to 12.7 tonnes CO₂-e per million RMB revenue, reflecting improved efficiency.

The Group has made progress on several climate-related initiatives during the Reporting Period:

- Completed energy efficiency assessments at all three manufacturing facilities
- Increased proportion of fibre procurement from suppliers with green certification from 80% to 85%
- Implemented additional energy-saving lighting controls in the Changzhou facility

Initiated feasibility study for solar panel installation

The Group will continue to track performance against its climate-related targets and report progress in future ESG Reports.

附加目標

- **可再生能源:** 目標於2030年前從可再生能源採購5-10%的電力。
- **可持續材料:** 目標於2029年前在至少一條產品線中納入20-30%的回收物料含量。
- **供應商參與:** 目標於2028年前,向持有綠色認證的供應商採購纖維的比例達到90%(目前為85%)。

表現分析

此為本集團根據經強化後的ESG守則要求,全面披露氣候相關資料的首個報告期。本集團2025年的溫室氣體排放顯示,範圍2排放量較2024年輕微增加3.2%,主要由於生產活動增加所致;而範圍1排放量則因車輛使用減少而下降6.1%。排放強度由每百萬人民幣收入12.9噸二氧化碳當量改善至12.7噸二氧化碳當量,反映效率有所提升。

於報告期內,本集團在若干氣候相關舉措方面取得進展:

- 已完成所有三個生產設施的能源效益評估
- 向持有綠色認證的供應商採購纖維的比例由80%增加至85%
- 在常州設施實施額外的節能照明控制

已就安裝太陽能板展開可行性研究

本集團將繼續監察其氣候相關目標的表現,並於未來的環境、社會及管治報告中匯報相關進展。

EMPLOYMENT AND LABOUR PRACTICES

Employment

We are committed to providing fair employment opportunities and a work environment with mutual respect for all employees. The Group strongly advocates anti-discrimination and has implemented relevant policies that focus on treating others with fairness and dignity and giving everyone equal opportunities. The Group has also been actively fulfilling its social responsibility by hiring people with disabilities, exemplifying the spirit of equality. Moreover, we follow a policy of employee diversity. Suitable candidates, whether local or foreign, are hired as long as they fulfil the job requirements.

Internal remuneration is determined primarily based on capabilities and rank, while externally we strive to maintain competitiveness in order to attract and retain outstanding talents. Employees' qualities and capabilities are the only deciding factors for employee promotion to maintain fair competition.

The Group provides a diverse range of staff welfare benefits. All employees are entitled to statutory holidays, paid annual leave, marriage leave, maternity and paternity leave and other holidays prescribed by the local labour laws. Apart from statutory holidays, we arrange additional welfare for employees to celebrate certain festivals. Welfare is also provided on special occasions, such as birthdays, marriages or sicknesses. On the other hand, the Group has purchased employees' social insurance and commercial accident insurance so that they can be compensated in the event of an accident.

In terms of lay-off, for employees who do not abide by the Labour Law, employment contracts are terminated according to the Labour Law and company regulations. Retirement procedures are arranged for employees who have reached the retirement age in accordance with relevant policies. The Group strictly prohibits any kind of unfair or unreasonable dismissal.

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in respect of employment, such as the Labour Law of the PRC and the Labour Contract Law of the PRC.

The Group had a total of 93 employees in 2025 and all of them were permanent employees in China.

僱傭及勞工常規

僱傭

我們致力提供公平的就業機會，為全體員工創造一個互相尊重的工作環境。本集團大力倡導反歧視，並制定相關政策，主張公平、尊嚴地對待他人，給予各人平等的機會。與此同時，本集團亦積極履行社會責任，聘請殘疾人士作為員工，以體現人人平等的精神。我們更奉行僱員多元化的政策，合適應徵者只要符合相關職位的工作要求，不論是本地或外地人士，都會聘請。

對內薪酬主要以能力及職級來釐定，而對外則會盡力保持競爭力，以吸引和留住優秀人才。員工晉升亦只會考慮員工的個人素質及能力，以維持公平競爭。

本集團為員工提供多元化的福利待遇，所有員工均享有當地勞動法規定的假期，如有薪年假、婚假、產假及陪产假等。除了法定假期外，我們亦額外安排在某些節日發放福利給員工；而對於員工的一些特別情況，如生日、結婚、生病等也會給予一定的福利待遇。另一方面，本集團又為所有員工繳納社保及意外商業保險，如當員工遇上意外，可及時為他們作出賠償。

而解僱方面，則會對不符合勞動法規定錄用的員工，根據勞動法和公司規章制度解除勞動合同；退休方面，則根據相關政策給達到退休年齡的員工辦理退休手續。本集團嚴禁任何形式的不公平或不合理解僱。

報告期內，且就本集團所知，並無任何嚴重違反有關僱傭（例如中國勞動法及中國勞動合同法）的法律法規。

於二零二五年，本集團合共有93名僱員，全部均為中國境內的正式員工。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境、社會及管治報告 (續)

Total workforce	僱員總體情況	2025 二零二五年	2024 二零二四年	Unit 單位
Total number of employees 僱員總數		93	91	Employee 名僱員
By Gender 按性別劃分	Male 男性	57	60	Employee 名僱員
	Female 女性	36	31	Employee 名僱員
By employment type 按僱傭類型劃分	Permanent 正式	93	91	Employee 名僱員
	Part-time 兼職	0	0	Employee 名僱員
By age group 按年齡組別劃分	≤ 30	5	2	Employee 名僱員
	31-40	20	18	Employee 名僱員
	41-50	28	28	Employee 名僱員
	> 50	40	43	Employee 名僱員
By employment category 按僱員類別劃分	Senior Management 高級管理層	6	6	Employee 名僱員
	Management 管理層	4	3	Employee 名僱員
	Middle 中級	18	18	Employee 名僱員
	Junior 初級	65	64	Employee 名僱員
By function 按職能劃分	Executive 經營管理	5	5	Employee 名僱員
	Technical 技術	5	5	Employee 名僱員
	Administrative 行政助理	25	25	Employee 名僱員
	Production 生產	58	56	Employee 名僱員
By geographical region 按地區劃分	China 中國	93	91	Employee 名僱員

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境·社會及管治報告(續)

Employee turnover rate	僱員流失比率	2025 二零二五年	2024 二零二四年	Unit 單位
Total turnover rate 總流失率		15%	5%	%
By Gender 按性別劃分	Male 男性	16%	8%	%
	Female 女性	14%	0%	%
By age group 按年齡組別劃分	≤ 30	20%	40%	%
	31-40	18%	11%	%
	41-50	12%	4%	%
By employment category 按僱員類別劃分	> 50	12%	2%	%
	Senior Management 高級管理層	5%	0%	%
	Management 管理層	5%	0%	%
	Middle 中級	10%	5%	%
By function 按職能劃分	Junior 初級	17%	6%	%
	Executive 經營管理	10%	0%	%
	Technical 技術	15%	18%	%
	Administrative 行政助理	16%	11%	%
By geographical region 按地區劃分	Production 生產	15%	2%	%
	China 中國	15%	5%	%

Health and Safety

The Group constantly strives to improve the safety of its different business areas in order to provide a safe and healthy work environment to employees. As part of the manufacturing industry, safe production and health of employees are crucial to the Group's operation. The Group has implemented occupational safety management measures to create a safe and healthy work environment with the goal of "Zero Fire Hazards, Zero Deaths, Zero Severe Injuries, Zero Occupational Disease."

The Group has strictly complied with the laws and regulations related to occupational safety and health. To fully implement the safety management procedures, the Group has carried out various measures as follows:

- Identify workplace hazards and risks so that they can be managed
- Provide appropriate personal protective equipment and first aid kits to ensure the safety and health of employees
- Appoint a safety officer to monitor and inspect the equipment in the workplace to ensure all are in safe condition

The Group places the same importance on the safety supervision of our sub-contractors. We sign safety management agreements, which detail relevant safety responsibilities, with the subcontractors, and carry out supervision and inspection on them.

To raise our employees' awareness of work safety, the Group offers appropriate occupational health and safety training and drills for employees in order to let them be fully aware of the potential risks in the work environment and any measures that could be taken to prevent incidents from occurring. Regular body checks are provided to our employees. Apart from physical health, the Group also places importance on employees' mental health. Psychological consultation and stress relief sessions are provided for employees.

With the above measures, no work-related fatalities or instances of injury were recorded during the past three years, including the Reporting Period. The Group was not aware of any material non-compliance with the relevant laws and regulations, such as the Production Safety Law of the PRC and Law of the PRC on the Prevention and Treatment of Occupational Diseases, that have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards for the Reporting Period.

健康與安全

本集團持續努力改善不同業務領域的安全性，旨在向僱員提供安全健康的工作環境。作為製造業的一份子，安全生產及員工健康在本集團營運中至為關鍵。本集團實行職業健康安全管理制度，並訂下「火災事故為零、死亡率為零、重傷率為零、職業病發病率為零」的目標，致力營造一個安全健康的工作環境。

本集團嚴格遵守有關職業安全與健康的法律法規。為全面落实安全管理程序，本集團推行了多項措施，具體如下：

- 對工作場所開展危險源和安全隱患識別工作，務求針對性地進行管理
- 為員工提供工作崗位所需的勞動防護用品和急救用品，以保障員工的安全及健康
- 委派安全員專責監督及檢查工作場所內的設備，以確保處於安全狀態

本集團亦同樣重視對外包商的安全監管，會與外包商簽訂安全管理協議，明確相關安全責任，並對他們實施監督檢查。

為增強員工有關工作安全方面的意識，本集團會為員工提供適當的職業健康及安全培訓和演習，讓他們充分認識到工作環境中潛在的危險以及預防事故發生應採取的任何措施。我們將向員工提供定期體檢。除關注員工的身體健康，本集團亦關注員工的心理健康，我們會為員工安排心理輔導和減壓課程。

採取上述措施後，於過往三年內（包括報告期內），並未發生因工死亡或工傷事故。就本集團所知，於報告期內並無任何嚴重違反有關提供安全工作環境及保護員工免受職業危害的相關法律及法規（例如中國安全生產法及中國職業病防治法）而對本集團有重大影響的違規情況。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境、社會及管治報告 (續)

Health and Safety	健康與安全	2025 二零二五年	2024 二零二四年	Unit 單位
Number of work-related fatalities	因工死亡人數	0	0	No. 人
Rate of work-related fatalities	因工死亡率	0	0%	%
Lost days due to work injury	因工傷損失工作日數	0	0	Days 天

Development and Training

The Group has made significant efforts in building a good platform for employees to grow and assisting them in formulating their career plans. Through employees independently formulating their career goals, we then establish a series of procedures, such as training, promotion and deployment of human resources, in order to help employees grow together with the Group.

To enhance employees' professional knowledge and skills, the Group regularly establishes an annual training plan, which is conducted for all departments. Training programs primarily cover the operations of critical production processes, such as "Needled Fabrics Quality Training", "Product Quality Requirements and Recent Measures of Quality Improvement" and maintenance knowledge of manufacturing equipment. We have also arranged external training courses on various subjects, including system auditing, financial operations, personnel training and sewage declaration.

During the Reporting Period, 87% of our employees received training arranged by the Group and the average training hours were 12.8 hours per employee.

發展及培訓

本集團竭力為員工搭建良好的成長平台，協助員工制定他們的職業計劃，並通過員工自主確立職業發展目標的互動模式，從而訂立培訓、升遷、人力資源調配等一系列的程序，以促進員工和本集團的共同進步。

為提升員工的專業知識及技能，本集團定期編製年度培訓計劃，培訓對象包含所有部門。培訓課程則主要涵蓋重點生產崗位操作，如《針刺織物品質培訓》、《產品的品質要求和近期品質改善的措施》以及生產設備維修知識等。另外，我們安排了涉及多個範疇的外部培訓課程，當中包括體系審核、財務實操、人事培訓以及排污申報。

於報告期內，87%僱員已接受本集團安排的培訓，每名僱員的平均培訓時數為12.8小時。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境·社會及管治報告(續)

Percentage of trained employees 受訓僱員百分比		2025 二零二五年	2024 二零二四年	Unit 單位
Percentage of trained employees 受訓僱員百分比		87%	85%	%
By Gender 按性別劃分	Male 男性	88%	87%	%
	Female 女性	86%	81%	%
By employment category 按僱員類別劃分	Senior Management 高級管理層	100%	100%	%
	Management 管理層	100%	100%	%
	Middle 中級	89%	83%	%
	Junior 初級	85%	83%	%
By Function 按職能劃分	Executive 經營管理	100%	100%	%
	Technical 技術	100%	80%	%
	Administrative 行政助理	80%	80%	%
	Production 生產	88%	86%	%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境·社會及管治報告 (續)

Average training hours completed	完成受訓的平均時數	2025 二零二五年	2024 二零二四年	Unit 單位
Average training hours per employee 每名僱員受訓的平均時數		12.8	13.1	Hour/employee 小時/僱員
By Gender 按性別劃分	Male 男性	12.5	12.5	Hour/employee 小時/僱員
	Female 女性	13.3	14.2	Hour/employee 小時/僱員
By employment category 按僱員類別劃分	Senior Management 高級管理層	18.0	20.0	Hour/employee 小時/僱員
	Management 管理層	16.0	16.7	Hour/employee 小時/僱員
	Middle 中級	15.0	16.7	Hour/employee 小時/僱員
	Junior 初級	12.0	11.3	Hour/employee 小時/僱員
By Function 按職能劃分	Executive 經營管理	16.0	16.0	Hour/employee 小時/僱員
	Technical 技術	12.0	12.0	Hour/employee 小時/僱員
	Administrative 行政助理	12.0	12.0	Hour/employee 小時/僱員
	Production 生產	12.8	13.4	Hour/employee 小時/僱員

Labour Standards

The Group respects the rights and interests of each employee. In compliance with the regulations of the Labour Contract Law of the PRC, we have forbidden the employment of child labour and have prohibited the recruitment of any persons under the age of 18. The Group has also prohibited any forced labour. No employee shall be forced to work overtime against his/her own will. Overtime work must be done voluntarily and employees are required to fill out the Voluntary Overtime Application Form. Overtime hours strictly follow local labour law regulations to fully protect employees' rights.

If there are any irregularities in forced labour, child labour and illegal immigrant labour on staff, employment with all these candidates will be immediately terminated. The Group will also take responsibility for the investigation.

During the Reporting Period, the Group was not found in violation of any relevant laws and regulations in relation to the prevention of child and forced labour. For the coming year, we will maintain our zero tolerance for forced and child labour.

勞工準則

本集團極為關注員工所享有的勞工權益，並嚴格遵守《中國勞動合同法》規定，建立防止童工政策，保證不會聘請十八歲以下人士。本集團亦絕不容許有任何強制勞工的情況出現。為有效貫徹該宗旨，本集團不會強制員工加班，並明確規定員工加班必須為自願性質，加班申請需填寫《自願加班表》，加班時間亦會嚴格按照當地勞動法規定執行，以全面保障員工權益。

如在員工強迫勞動、童工及非法移民勞工方面存在任何違規行為，所有該等候選人的僱傭將予立即終止。本集團亦將負責調查。

於報告期內，本集團並無違反有關防止童工及強制勞工的相關法例及規例。來年，我們將保持對強制勞工及童工的零容忍。

OPERATING PRACTICES AND COMMUNITY INVESTMENT

Supply Chain Management

Over the years, the Group has spared no effort in promoting the sustainable development of our supply chain. In terms of supplier selection, we have established a set of guidelines that includes areas relating to corporate social responsibility, product and service quality, environmental protection, occupational safety and health, community participation and conscientious employers. At the same time, we prefer our suppliers to have obtained awards or certifications related to corporate social responsibility.

The Group's materials are purchased from qualified suppliers whose products meet the requirements of applicable environmental law and regulations. The Group always views suppliers as important partners and persists in fair and open measures to cooperate with various suppliers.

The Group gives priority to local suppliers when developing businesses all over the country in order to create employment opportunities for local communities and fulfil corporate social responsibility. Preference is also given to environmentally and socially responsible suppliers, such as contractors who prioritise the purchase of reusable and renewable products or adopt low-emission construction processes.

As at the end of the Reporting Period, the Group had a total of 23 suppliers and all of them are located in China.

To ensure our suppliers and subcontractors can continue to provide quality products and services, the Group strictly requires them to follow our Code of Practice for suppliers, which provides guidelines on the evaluation, selection and development of new and existing suppliers. We conduct annual performance assessments on our suppliers and subcontractors to see if they meet our requirements. Suppliers and subcontractors with poor performance are required to submit a written improvement plan. If there is still no improvement after the observation period, the procurement contract will be terminated.

The Group has reinforced its cooperation with suppliers that advocate green development. We prioritize raw material suppliers with green certification. In regards to the supply of one of our main raw materials, fibres, suppliers that have obtained green certification now account for around 85% of the Group's fiber procurements.

營運慣例及社區投資

供應鏈管理

本集團多年來致力推動供應鏈的可持續發展，並在挑選供應商方面訂立了一套準則，當中涵蓋不少有關企業社會責任、產品及服務品質、環保、職安健、社區參與及良心僱主等的範疇；同時，我們更加青睞獲得企業社會責任的相關獎項或證書的供應商。

本集團的材料自合資格供應商採購，其產品符合適用環境法律及規例的規定。本集團始終將供應商視為重要合作夥伴，堅持以公平、公開方式與各供應商合作。

本集團於全國開展業務時，優先選擇當地供應商，為當地社區創造就業機會，履行企業社會責任，亦優先考慮對環境和社會負責的供應商，如優先採購可重複使用及可再生產品或採用低排放施工流程的承包商等。

於報告期末，本集團合共有23名供應商，彼等均位於中國。

為確保供應商及外包商能持續提供優質的產品及服務，本集團嚴格要求他們遵守我們訂立的供應商守則，該守則載有關於評估、挑選及發展新的及現有供應商的指引。我們會每年評估供應商及外包商的表現是否能達到我們的要求。表現欠佳的供應商及外包商須提交書面改進計劃。倘觀察期後仍未改進，則將取消採購合約。

本集團盡力加強與主張綠色發展的供應商合作。我們會優先選擇有綠色認證的原材料供應商，而就我們其中一種主要的原材料纖維供應而言，現時已取得綠色認證的供應商已佔本集團約八成五的纖維採購量。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境、社會及管治報告 (續)

On the other hand, the Group places significant importance on the performance of social responsibility of our suppliers and subcontractors. Hence, we have engaged third-party organizations to conduct regular audits on them. Suppliers are required to obtain the ISO9001 certificate with a well-established quality management system. These practices are currently active in 21 of the 23 suppliers of the Group.

另外，本集團對供應商及外包商在社會責任方面的表現亦極為重視。為此，更特別聘請第三方機構定期對他們進行相關審核。供應商須獲得ISO9001認證，並擁有完善的質量管理體系。該等慣例目前應用於本集團23家供應商中的21家。

Supply Chain Management	供應鏈管理	2025 二零二五年	2024 二零二四年	Unit 單位
Total number of suppliers 供應商總數	China 中國	23	25	Supplier 家供應商
By geographical region 按地區劃分	China 中國	23	25	Supplier 家供應商

Product Responsibility

The Group is committed to providing clients with the best quality of products and services. As an automotive interior decoration manufacturer, we have been certified in the IATF16949 Quality Management System for Automotive Industry since 2009. To fulfil the requirements of our clients and the technical specifications of the automotive industry, the Group emphasizes the systematic assessment, analysis and process control of all stages from research and development, manufacturing to quality control.

產品責任

本集團堅持為客戶提供最優質的產品及服務，而作為汽車內飾的生產商，我們自二零零九年已獲頒IATF16949汽車行業品質管理系統認證。為滿足客戶要求及汽車行業的技術規範，本集團著重由產品研發、生產以至品質控制的各個環節實施系統性的評估、分析及過程控制。

Our quality control department conducts strict quality control on raw materials, semi-finished products and final goods. All finished goods need to pass the Product Inspection and Verification Management Procedure before delivering to our customers.

此外，我們設有品管部，專責對原材料、半製成品及製成品進行嚴格的品質監控，而所有製成品均需通過《產品檢驗和驗證管理程序》後才交付到客戶手中。

We also place great emphasis on product safety. All products must go through product certification by independent authorities before delivering to our customers. In addition, the Group has established a Product Issue and Recall Procedure, to specify the recall mechanism when a product encounters major quality or safety issues. When the relevant department receives notice of any product recall, they track the customer located in the district in accordance with their records and arrange for an emergency recall. The quality control department carries out root cause analysis on the recalled products and takes action to prevent such issues from happening again. After the root cause analysis, the recalled products are disposed of properly. After the matter is settled, customer services update the feedback log sheet and all of the relevant documents are filed properly.

有關產品安全方面，我們亦非常重視，所有產品均須通過獨立檢測機構的產品認證，才可供應給客戶。另一方面，本集團亦建立了《產品問題回收處理程序》，以明確在產品遇到重大質量或安全問題時進行回收的機制。當有關部門接到任何產品回收通知時，會根據記錄追蹤召回產品所在的區域客戶，而及時安排緊急回收，品管部會對召回的產品組織進行原因分析並制定措施以防問題再發生，進行原因分析後再將產品作適當處置。問題解決後，客戶服務人員將更新反饋日誌表，並正確歸檔所有相關文件。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境、社會及管治報告 (續)

During the Reporting Period, there have been 0.10% of the products sold or shipped subject to recalls and the number of complaints regarding products or services received was 0.

Ensuring the privacy of customers' information is an important reason why the Group has gained customers' trust. We have implemented a comprehensive policy for protecting customers' information and are committed to not disclosing or selling our clients' confidential information to third parties. When collecting or using customers' information, we change the product name given by the customer into our company's internal code to prevent leakage of information. Furthermore, before initiating a project, we sign a contract and confidentiality agreement with the customer.

On the other hand, we require our sales team to provide the true and correct information when selling a product to avoid misleading our clients.

The Group has strictly complied with the laws and regulations related to product responsibility. During the Reporting Period, there have been no cases of prosecution against the Group due to violation of any product responsibility or privacy laws, such as Consumer Protection Law, Advertising Law, and Product Quality Law of the PRC.

於報告期內，有0.10%的已售或付運而召回的產品及收到零例有關產品或服務的投訴。

對客戶資料保密是本集團能取得客戶信任的一個重要原因。我們制定了全面的保護客戶資料政策，並承諾絕不會將客戶的機密資料透露或出售予第三方。當收集並使用客戶資料時，我們會將客戶給予的產品名稱轉換為公司內部代碼，以防訊息外洩。此外，我們更會在項目開展前與客戶簽訂合同及保密協議。

另一方面，為避免客戶被誤導，我們要求銷售團隊在銷售過程中，必須向客戶提供真實及準確的訊息。

本集團嚴格遵守相關的產品責任法律法規，報告期內本集團沒有任何違反與產品責任或私隱相關法例的個案發生，如《中國消費者權益保護法》、《廣告法》及《產品質量法》等。

Product Responsibility

產品責任

Percentage of products subject to recalls

產品中須召回的百分比

2025

2024

Unit

二零二五年

二零二四年

單位

0.10%

0.12%

%

Number of complaints received

接獲的投訴數目

0

0

No.

Anti-corruption

The Group's corporate governance philosophy is based on prioritizing the interests of the shareholders and, at the same time, upholding the principle of business integrity. The Board includes the Chairman of the Board, Executive Directors and Independent Non-Executive Directors. The Board is responsible for maintaining and promoting the successful development of the business of the Company while at the same time formulating the Group's guidelines and visions.

The Group abides by the anti-corruption policy and has implemented an anti-bribery commitment policy whereby the Group's internal key segment employees and key position employees are required to sign a Letter of Undertaking of Anti-bribery/Anti-corruption. The Group has also encouraged employees and companies with whom we have business dealings to report any acts of corruption. Investigations of these cases are kept strictly confidential.

反貪污

本集團的企業管治理念一直以股東利益為前提，同時秉持誠信營商的原則。董事會由董事會主席、執行董事及獨立非執行董事組成。董事會負責維持及推動公司業務成功發展，並制定集團的管理方針。

本集團奉行反貪污政策，並實行反賄賂承諾制，規定集團內部的重點環節及重要崗位人員必須與公司簽訂《反賄賂／反腐敗承諾書》。與此同時，本集團亦鼓勵員工及有業務來往的公司檢舉揭發腐敗行為，而檢舉的受理、調查等各個環節，必須嚴格保密。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境、社會及管治報告 (續)

The Group realizes that accepting improper benefits would ruin the Group's integrity. As such, where business dealings may cause a conflict of interest, employees are required to fill out a Conflict of Interest Declaration Form. In addition, the Group provides related training to increase employees' understanding of conflict of interest.

The Group follows the principle of a fair and open procurement and tender process, comparing both prices and quality to prevent misconduct during the process. Furthermore, the Group has strictly required that all service contracts are required to be approved by the finance department and the general manager and contracts worth more than RMB200,000 must be approved by the chairman of the board of the PRC operating subsidiary.

To prevent money laundering, before paying out substantial amounts in cash cheques, the recipients' personal information is required to be recorded. For fraud and extortion prevention, we occasionally provide training through case studies to increase employees' awareness.

The Group has received from each Director a confirmation of their participation in continuous professional development by attending training courses or reading relevant materials on topics related to corporate governance and regulations. The Group arranged 3 training sessions on anti-corruption and anti-bribery for our directors and employees, which included training on anti-corruption and anti-bribery laws and regulations, as well as case studies and handling method of potential and materialized violations.

The Group has strictly complied with the laws and regulations related to anti-corruption. During the Reporting Period, there have been no cases of prosecution against the Group due to violation of any relevant laws, such as the Criminal Law of the PRC, the Anti-Money Laundering Law of the PRC and other national or regional laws and regulations.

本集團意識到不正當的利益獲取會嚴重破壞集團的誠信，因此我們要求當員工在處理的業務中如涉及及利益衝突，必須填報《利益衝突申報表》。同時，為加強員工對利益衝突的認知，本集團會提供相關培訓。

對於採購與各項工程建設的招標，本集團會以公開公正、比質比價的原則進行，以防止過程中的不正當行為。另外，本集團嚴格規定所有服務合約需經由財務部及總經理審批，對於金額超過人民幣20萬元的合約更需經由中國營運附屬公司的董事長審批。

為防範洗黑錢活動發生，在支付大額現金支票之前，必須記錄收款人的個人資料。我們更會就防止欺詐勒索的議題，不定期提供案例進行學習，以提高員工的防範意識。

本集團已收到各董事確認，彼等透過參加培訓課程或閱讀有關企業管治及法規主題的相關材料，參與持續專業發展。本集團已為董事及僱員安排了三期反貪污反腐敗的培訓課，包括反貪污反腐敗的法律法規的培訓，以及案例學習及處理潛在及實際違規的方法。

本集團恪守相關的反貪污法律法規，報告期內未有發生任何違反相關法例而被檢控的個案，如《中國刑法》、《中國反洗錢法》等國家或地區法律法規。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境、社會及管治報告 (續)

Anti-Corruption	反貪污	2025 二零二五年	2024 二零二四年	Unit 單位
Legal cases regarding corruption	貪污訴訟案件的數目	0	0	Case 宗
Anti-corruption Training	反貪污培訓	0	0	No. 次
Number of training sessions	反貪污培訓次數	3	3	No. 次
Total training hours	反貪污相關培訓總時數	12	12	Hour 小時
Percentage of employees trained:	接受反貪污培訓的僱員百分比			
– Directors	– 董事	25%	22%	%
– General employees	– 一般僱員	21%	18%	%

Community Investment

The Group has actively cared for people with needs and has eagerly participated in different charity events, as well as sponsored such events. We have worked together with local communities to organize activities for cancer patients, to care for the next generation and help persons with disabilities to attain employment. We have set an example to create a caring community.

The Group has always been promoting community integration and has set up channels to deal with opinions from community groups. Upon receiving a suggestion, we promptly provide feedback and discuss the follow-up plan together with the relevant parties. On the other hand, through participation in corporate sports, education, environmental-related activities and training, we have managed to strengthen our link with the community.

During the Reporting Period, the Group has donated RMB2,500 to local charity federations to support charity events.

社區投資

本集團積極關注社會上有需要的人士，並熱心參與不同的公益慈善活動，更為有關活動提供贊助。我們與社區人士攜手合作，組織員工開展幫助癌症病人、關心社會下一代及安置殘疾人士就業等活動，身體力行以建設一個關懷的社區。

本集團一直致力促進社區融合，並設立處理社區團體意見的渠道，每當收到意見時，我們將會即時作出回應，並與相關方共同商討跟進計劃。而另一方面，我們又透過參加所處社區的組織舉辦的企業體育、教育、環境方面的活動和訓練，增加與社區的連繫。

於報告期內，本集團向當地慈善總會捐贈人民幣2,500元，以支持慈善事件。

HKEX ESG REPORTING CODE CONTENT INDEX

香港交易所《環境、社會及管治報告守則》內容索引

Section 章節	Description 描述	Reference 參考
Governance Structure 管治架構		
	Disclosure of the board's oversight of ESG issues 披露董事會對環境、社會及管治事宜的監管	ESG Governance 環境、社會及管治治理
	Board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues including risks to the issuer's businesses 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程	ESG Governance 環境、社會及管治治理
	How the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連	ESG Governance 環境、社會及管治治理
Reporting Principles 匯報原則		
	Description of, or an explanation on, the application of the following Reporting Principles (Materiality, Quantitative, Consistency) in the preparation of the ESG report. 描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則（重要性、量化及一致性）。	About This Report 關於本報告
Reporting Boundary 匯報範圍		
	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。	About This Report 關於本報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境、社會及管治報告 (續)

Section 章節	Description 描述	Reference 參考
A. Environmental		
A. 環境		
<i>A1 Emissions</i>		
<i>A1 排放物</i>		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer; relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Aspects
一般披露	遵守對發行人有重大影響有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的相關法律及規例。	環境層面
A1.1	The types of emissions and respective emissions data.	Air Emissions and GHG
A1.1	排放物種類及相關排放數據。	廢氣排放及溫室氣體排放
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	Air Emissions and GHG
A1.2	直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	廢氣排放及溫室氣體排放
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management
A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	廢棄物管理
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management
A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	廢棄物管理
A1.5	Description of emission target(s) set and steps taken to achieve them.	Air Emissions and GHG
A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	廢氣排放及溫室氣體排放
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Waste Management
A1.6	描述處理有害及無害廢棄物的方法, 及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	廢棄物管理

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境、社會及管治報告 (續)

Section 章節	Description 描述	Reference 參考
<i>A2 Use of Resources</i>		
<i>A2 資源使用</i>		
General	Policies on the efficient use of resources, including energy, water and other raw materials	Use of Resources
一般披露	有效使用資源 (包括能源、水及其他原材料) 的政策。	資源使用
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Use of Resources
A2.1	(以千個千瓦時計算) 及密度 (如以每產量單位、每項設施計算)。	資源使用
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Use of Resources
A2.2	總耗水量及密度 (如以每產量單位、每項設施計算)。	資源使用
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Use of Resources
A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	資源使用
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them	Use of Resources
A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	資源使用
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Resources
A2.5	製成品所用包裝材料的總量 (以噸計算) 及 (如適用) 每生產單位佔量。	資源使用
<i>A3 Environment and Natural Resources</i>		
<i>A3 環境及天然資源</i>		
General	Policies on minimising the issuer's significant impacts on the environment and natural resources	Environment and Natural Resources
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	環境及天然資源
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environment and Natural Resources
A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	環境及天然資源
<i>A4 Climate Change</i>		
<i>A4 氣候變化</i>		
General	General Disclosure: Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate-Related Disclosures
一般披露	一般披露：識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	氣候相關披露
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them	Climate-Related Disclosures
A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	氣候相關披露

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境·社會及管治報告(續)

Section 章節	Description 描述	Reference 參考
Part D – Climate-Related Disclosures		
D 部分 – 氣候相關披露		
<i>Governance</i>		
管治	<p>Disclosure of the Board's oversight of climate-related risks and opportunities, and the roles of the Board and management in monitoring climate-related issues, reviewing climate-related information and overseeing progress against climate-related goals and targets</p> <p>披露董事會對氣候相關風險及機遇的監督，以及董事會及管理層在監察氣候相關事宜、審閱氣候相關資料及監督氣候相關目標與指標進展方面的角色</p>	Climate – Governance 氣候 – 管治
<i>Strategy</i>		
策略	<p>Description of significant climate-related risks and opportunities which have impacted, and may impact, the Group's business model, strategy and financial performance over the short, medium and long term (including acute and chronic physical risks and transition risks), and how these are considered in business planning and decision-making</p> <p>描述已影響及可能在短期、中期及長期內影響本集團業務模式、策略及財務表現的重大氣候相關風險及機遇（包括急性及慢性實體風險以及轉型風險），以及如何在業務規劃及決策中考慮該等因素</p>	Climate – Strategy 氣候 – 策略
<i>Risk Management</i>		
風險管理	<p>Description of the processes for identifying, assessing and managing climate-related risks, including how such risks are integrated into the Group's overall risk management framework and regular risk review procedures</p> <p>描述識別、評估及管理氣候相關風險的流程，包括如何將該等風險納入本集團的整體風險管理框架及常規風險審查程序</p>	Climate – Risk Management 氣候 – 風險管理
<i>Metrics and Targets</i>		
指標及目標	<p>Disclosure of the climate-related metrics used by the Group (including greenhouse gas emissions and other relevant environmental indicators), any climate-related targets set (such as emissions or energy-efficiency targets), and the Group's performance against these targets.</p> <p>披露本集團使用的氣候相關指標（包括溫室氣體排放及其他相關環境指標）、任何設定的氣候相關目標（例如排放或能效目標），以及本集團在達成該等目標方面的表現。</p>	Climate – Metrics and Targets 氣候 – 指標及目標

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境、社會及管治報告 (續)

Section 章節	Description 描述	Reference 參考
B. Social		
B. 社會		
<i>B1 Employment</i>		
<i>B1 僱傭</i>		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer; relating to compensation and dismissal, recruitment, and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	Employment
一般	遵守對發行人有重大影響有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的相關法律及規例。	僱傭
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region	Employment
B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	僱傭
B1.2	Employee turnover rate by gender, age group and geographical region.	Employment
B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	僱傭
<i>B2 Health and Safety</i>		
<i>B2 健康與安全</i>		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer.	Health and Safety
一般	遵守對發行人有重大影響的相關法律及規例。	健康與安全
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and Safety
B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。	健康與安全
B2.2	Lost days due to work injury	Health and Safety
B2.2	因工傷損失工作日數。	健康與安全
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health and Safety
B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。	健康與安全

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境、社會及管治報告 (續)

Section 章節	Description 描述	Reference 參考
<i>B3 Development and Training</i>		
<i>B3發展及培訓</i>		
General	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
一般	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	發展及培訓
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training
B3.1	按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	發展及培訓
B3.2	The average training hours completed per employee by gender and employee category.	Development and Training
B3.2	按性別及僱員類別劃分,每名僱員完成受訓的平均時數。	發展及培訓
<i>B4 Labour Standards</i>		
<i>B4勞工準則</i>		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer.	Labour Standards
一般	遵守對發行人有重大影響的相關法律及規例。	勞工準則
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	勞工準則
B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards
B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	勞工準則
<i>B5 Supply Chain Management</i>		
<i>B5供應鏈管理</i>		
General	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
一般	管理供應鏈的環境及社會風險政策。	供應鏈管理
B5.1	Number of suppliers by region	Supply Chain Management
B5.1	按地區劃分的供應商數目	供應鏈管理
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management
B5.2	描述有關聘用供應商的慣例,向其執行有關慣例的供應商數目,以及相關執行及監察方法。	供應鏈管理
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	Supply Chain Management
B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例,以及相關執行及監察方法。	供應鏈管理
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management
B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例,以及相關執行及監察方法。	供應鏈管理

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (Continued)

環境·社會及管治報告 (續)

Section 章節	Description 描述	Reference 參考
<i>B6 Product Responsibility</i>		
<i>B6產品責任</i>		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer.	Product Responsibility
一般	遵守對發行人有重大影響的相關法律及規例。	產品責任
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Product Responsibility
B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。	產品責任
B6.2	Number of products and service related complaints received and how they are dealt with.	Product Responsibility
B6.2	接獲關於產品及服務的投訴數目以及應對方法。	產品責任
B6.3	Description of practices relating to observing and protecting intellectual property rights	Product Responsibility
B6.3	描述與維護及保障知識產權有關的慣例。	產品責任
B6.4	Description of quality assurance process and recall procedures.	Product Responsibility
B6.4	描述質量檢定過程及產品回收程序。	產品責任
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored	Product Responsibility
B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。	產品責任
<i>B7 Anti-corruption</i>		
<i>B7反貪污</i>		
General	Compliance with relevant laws and regulations that have a significant impact on the issuer	Anti-corruption
一般	遵守對發行人有重大影響的相關法律及規例。	反貪污
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption
B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	反貪污
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption
B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	反貪污
B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption
B7.3	描述向董事及員工提供的反貪污培訓。	反貪污
<i>B8 Community Investment</i>		
<i>B8社區投資</i>		
General	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Investment
一般	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	社區投資
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Community Investment
B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	社區投資
B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment
B8.2	在專注範疇所動用資源（如金錢或時間）。	社區投資



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