



Enviro Energy International Holdings Limited 環能國際控股有限公司

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)
(Stock Code 股份代號：1102)

2025

**ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT**

環境、社會及管治報告

Contents 目錄

BOARD STATEMENT 董事會聲明	2
ABOUT THIS REPORT 關於本報告	3
STAKEHOLDERS' FEEDBACK 持份者的反饋意見	3
REPORTING PERIOD 報告期間	4
REPORTING STANDARDS AND PRINCIPLES 報告準則及原則	4
STAKEHOLDER ENGAGEMENT AND MATERIALITY 持份者參與及重要性	5
ENVIRONMENTAL 環境	8
Emissions 排放物	8
Wastes Management 廢棄物管理	10
Use of Resources 資源使用	11
The Environment and Natural Resources 環境及天然資源	12
SOCIAL 社會	13
Employment and Labour Practices 僱傭及勞工慣例	13
Labour Standards 勞工準則	16
Health and Safety 健康及安全	17
Development and Training 發展及培訓	18
OPERATING PRACTICES 營運慣例	19
Supply Chain Management 供應鏈管理	19
Product Responsibility 產品責任	20
Anti-corruption 反貪污	20
Whistle-blowing Mechanism 舉報機制	21
Community Investment 社區投資	21
CLIMATE CHANGE 氣候變化	22
Governance 管治	22
Risks and Opportunities 風險和機遇	23
Strategy and Decision-Making 策略和決策	26
Financial Position, Financial Performance and Cash Flows 財務狀況、財務表現及現金流量	28
Metrics and Targets 指標與目標	29

Environmental, Social and Governance Report

環境、社會及管治報告

BOARD STATEMENT

Enviro Energy International Holdings Limited (the “**Company**”) adheres to the core philosophy of sustainable development, and recognises that responsible business practices lay the foundation for long-term corporate growth and a resilient business ecosystem. As a materials sales company, we have fully integrated the principles of Environmental, Social and Governance (“**ESG**”) into our business strategy and daily operations. We are committed to driving industry-wide green transformation while creating sustainable high-quality value for all stakeholders.

We continue to promote the eco-friendly upgrading of all operational processes. By prioritizing green procurement, optimizing logistics and reducing waste generation, we uphold green development practices across the industry, effectively mitigating our overall operational impact on the ecological environment.

Our growth has always been closely linked to the common development of our employees, customers, suppliers and the communities we serve. We are committed to fostering a safe, inclusive, equitable and people-centric working environment, while promoting ethical business practices across our network. In addition, we strive to deliver long-term and positive impacts to the communities where we operate through meaningful engagement and support for local initiatives.

We regulate our corporate operations in accordance with more stringent governance standards, and continuously improve our ESG governance framework to ensure transparency, integrity and compliance across all aspects of our business. The Board oversees the implementation of all ESG initiatives, guaranteeing effective delivery of relevant practices.

Looking ahead, we will further optimize our ESG strategic system, set quantifiable targets to tackle challenges, and capitalize on development opportunities from innovation and industrial integration. By embedding ESG into our business model, we are confident to deliver sustainable development that integrates economic and social value for all stakeholders.

The Board will deepen ESG practices and lead the Company towards a greener and more prosperous sustainable future.

Wu Wei
Chairman

Hong Kong, 26 March 2026

董事會聲明

環能國際控股有限公司(「**本公司**」)堅定秉持可持續發展核心理念，深刻認知到負責任的商業行為是企業實現長遠發展、構建韌性經營生態的核心根基。作為一家主要從事材料銷售的公司，我們已將環境、社會及管治(「**環境、社會及管治**」)原則深度融入業務戰略與日常營運全流程，力求在推動行業綠色轉型的同時，為全體持份者創造更具質量的長期價值。

我們持續推進營運全環節的環境友好化升級，通過優先採購環保產品、優化物流及減少廢棄物，我們持續在行業內踐行綠色發展模式，切實降低整體營運對生態環境的影響。

我們的發展始終與僱員、客戶、供應商及所服務社區的共同成長緊密相連。我們致力於打造更具溫度的安全、包容、公平的工作環境，同時在網絡中推廣道德商業實踐。此外，我們亦通過有意義的參與及對當地舉措的支持，努力為經營所在社區帶來長遠且積極的影響。

我們以更嚴格的管治標準規範企業經營，持續健全環境、社會及管治管治架構，確保業務各環節的透明度、誠信度與合規性。董事會專門負責監督環境、社會及管治各項舉措的落地執行，保障各項實踐落到實處。

展望未來，我們將繼續優化環境、社會及管治戰略體系，制定可量化的目標，應對挑戰，把握創新與產業融合的發展機遇。通過將環境、社會及管治考量深度滲透至業務模式，我們有信心能夠為所有持份者創造兼具經濟價值與社會價值的可持續發展成果。

董事會將深化環境、社會及管治實踐，帶領本公司邁向更綠色、更繁榮的可持續發展未來。

吳偉
主席

香港，二零二六年三月二十六日

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告 (續)

ABOUT THIS REPORT

This is the Environmental, Social and Governance report (“**Report**”) of Enviro Energy International Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”), highlighting the Group’s activities and performance on issues of sustainable development in a transparent and open manner, with the aim of enhancing the confidence and understanding of the stakeholders toward the Group.

The scope of the Report focuses on the Group’s core businesses in the People’s Republic of China (the “**PRC**”) and Hong Kong, which is sales of materials business. The Report forms an integral part of our annual reporting and should be read in conjunction with our 2025 Annual Report, and in particular, the Corporate Governance Report contained therein.

The reporting scope aligns with the Company’s annual report, which cover three offices located in Hong Kong, Hangzhou and Shenzhen, the PRC. As at 31 December 2025, the Group operated in three business sites, namely Hong Kong, Hangzhou and Shenzhen, of the PRC. There were no major operational changes in the scope of this report compared with that for the period from 1 January 2024 to 31 December 2024 (the “**Previous Reporting Period**”).

STAKEHOLDERS’ FEEDBACK

Your valuable comments on our performance and reporting format are essential for our continuous progress. You are welcome to email any questions or suggestions on the ESG Report to inquiry@enviro-energy.com.hk, which will enable us to continuously improve our ESG practices.

關於本報告

本報告為環能國際控股有限公司（「**本公司**」，連同其附屬公司統稱「**本集團**」）的環境、社會及管治報告（「**本報告**」），以透明及公開的方式重點闡述本集團在可持續發展議題上的活動及表現，旨在加強持份者對本集團的信心及了解。

本報告的範圍集中於本集團於中華人民共和國（「**中國**」）及香港的核心業務，即銷售材料業務。本報告構成我們年度報告的一部分，並應與二零二五年年報（尤其是當中所載的企業管治報告）一併閱讀。

報告範圍與本公司年度報告一致，包括位於中國香港、杭州及深圳的三個辦事處。於二零二五年十二月三十一日，本集團於中國香港、杭州及深圳三個地點經營業務。本報告範圍與二零二四年一月一日至二零二四年十二月三十一日期間（「**上一報告期**」）相比，未發生重大營運變動。

持份者的反饋意見

閣下對我們的表現及報告形式所提出的寶貴意見對我們的持續進步至關重要。歡迎閣下將有關環境、社會及管治報告的任何問題或建議以電郵傳送至 inquiry@enviro-energy.com.hk，此舉將使我們能夠持續改善環境、社會及管治實踐。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告（續）

REPORTING PERIOD

All information herein reflects the performance of the Group in environmental management and social responsibility for from 1 January 2025 to 31 December 2025 (the “**Reporting Period**”).

報告期間

本報告所有資料反映本集團自二零二五年一月一日至二零二五年十二月三十一日（「**報告期**」）在環境管理及社會責任方面的表現。

REPORTING STANDARDS AND PRINCIPLES

The Report is prepared in accordance with the Environmental, Social and Governance Reporting Code (the “**ESG Code**”) as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). The Group has complied with the “comply or explain” provisions and followed the Reporting Principles set out in the ESG Code to define the report content and to ensure the quality of information presented, including:

報告準則及原則

本報告乃根據香港聯合交易所有限公司（「**聯交所**」）證券上市規則附錄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。本集團已遵守「不遵守就解釋」的條文，並遵循環境、社會及管治守則所載的報告原則，以界定報告內容及確保所呈報資料的質素，包括：

Materiality 重要性

Material ESG issues have been identified through stakeholder engagement and materiality assessment and reviewed by the management to ensure the significance to our business operations.

重大環境、社會及管治議題已透過持份者參與及重要性評估加以識別，並由管理層進行審閱，以確保其對我們業務營運的重要性。

Quantitative 量化

Quantitative metrics have been disclosed in the Report to monitor and evaluate our ESG performance for year-to-year comparisons and keep track the progress towards the ESG targets.

本報告已披露量化指標，以監控及評估我們的環境、社會及管治表現，藉以進行年度間的比較，同時追蹤實現環境、社會及管治目標的進度。

Balance 平衡

The Report presented an unbiased assessment of the Group’s ESG performance by highlighting our achievements and areas for improvement in ESG management.

本報告透過強調我們在環境、社會及管治管理方面的成就及有待改進之處，對本集團的環境、社會及管治表現進行公正的評估。

Consistency 一致性

The Report has adopted consistent methodologies for a fair comparisons of our ESG performance over time.

本報告採用一致的方法，以公平比較我們在不同時期的環境、社會及管治表現。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告（續）

STAKEHOLDER ENGAGEMENT AND MATERIALITY

持份者參與及重要性

The Group highly prioritises effective communication and engagement with stakeholders as essential components of our sustainability efforts. We actively seek feedback from stakeholders and incorporate it into our materiality assessment. To this end, we have established multiple communication channels to gain a comprehensive understanding of stakeholder expectations and requirements. We are committed to addressing their concerns by developing improvement strategies accordingly. The expectations and requirements of our various stakeholders, as well as our methods of communication and response, are outlined below:

本集團高度重視與持份者的有效溝通及參與，將其視為可持續發展工作的重要組成部分。我們積極尋求持份者的反饋意見，並將其納入重要性評估。為此，我們已建立多種溝通管道，以全面了解持份者的期望及要求。我們致力於通過制定相應的改進策略來解決彼等關注的問題。下文概述我們各持份者的期望及要求，以及我們的溝通及回應方法：

Stakeholders 持份者	Expectations and Concerns 期望及關注事項	Communication channels 溝通渠道
Government and regulatory authorities 政府及監管機構	- Compliance with laws and regulations - 遵守法律及法規	- Announcements and other regulatory reports - 公告及其他監管報告
Shareholders and investors 股東及投資者	- Return on investments - Protection of interests and fair treatment of shareholders - Sustainable development - Compliance with laws and regulations - 投資回報率 - 股東權益保護及公平待遇 - 可持續發展 - 遵守法律及法規	- Information disclosed on the Stock Exchange website and the Company's website - Shareholders' meetings - Investor relation activities - 在聯交所網站及本公司網站披露的資料 - 股東大會 - 投資者關係活動
Employees 僱員	- Remuneration and benefits - Career development - Occupational health and safety - Anti-discrimination, diversity, and equal opportunities - 薪酬及福利 - 職業發展 - 職業健康與安全 - 反歧視、多元化及平等機會	- Employee performance evaluation - On-the-job training - Internal email - Regular meetings - 僱員表現評估 - 在職培訓 - 內部電郵 - 定期會議

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告（續）

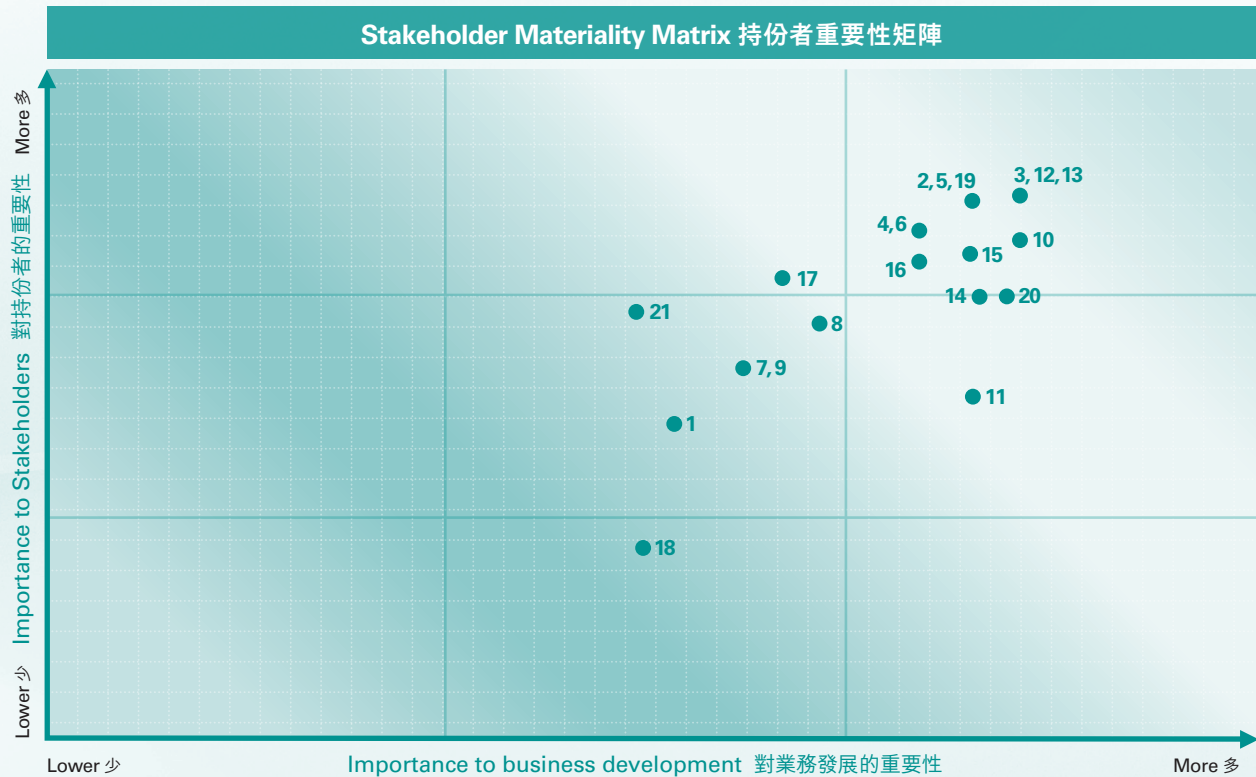
Stakeholders 持份者	Expectations and Concerns 期望及關注事項	Communication channels 溝通渠道
Suppliers 供應商	• Creditworthiness • Quality of products • Performance of contracts • 信譽 • 產品質素 • 合約履行情況	• Selection and performance assessment • Meetings • 甄選及表現評估 • 會議
Customers 客戶	• Quality of products and services • Protection of customer rights and personal information • 產品及服務質素 • 保護客戶權利及個人資料	• Customer satisfaction surveys • Face-to-face meetings and site visits • 客戶滿意度調查 • 面對面會議及實地考察
Community and public 社區及公眾	• Compliance with laws and regulations • Involvement in communities • Environmental protection awareness • 遵守法律及法規 • 參與社區活動 • 環保意識	• Industry events • Corporate social responsibility activities • 行業活動 • 企業社會責任活動

During the Reporting Period, the Group has evaluated a number of environmental, social and operating items and assessed their importance to stakeholders and the Group through various channels. This assessment helps ensure that the Group's business objectives and development direction align with stakeholders' expectations and requirements. 21 ESG issues were identified where they mattered the most to the Group's businesses and stakeholders. The ESG issues that fall within the top right-hand quadrant are of the greatest importance.

於報告期內，本集團已對多個環境、社會及經營項目進行評估，並透過不同渠道評估其對持份者及本集團的重要性。該評估有助於確保本集團的業務目標及發展方向符合持份者的期望及要求。21個環境、社會及管治議題被識別為對本集團業務及持份者而言最為重要的議題。位於右上方的環境、社會及管治議題最為重要。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告 (續)



- | | |
|--|---|
| 1. Air emissions
空氣排放 | 11. Staff development and training
員工發展及培訓 |
| 2. Waste and effluent management
廢棄物及污水管理 | 12. Labour standards
勞工準則 |
| 3. Greenhouse gas emissions
溫室氣體排放 | 13. Supply chain management
供應鏈管理 |
| 4. Use of resources
資源使用 | 14. Green procurement
綠色採購 |
| 5. Climate change risk management
氣候變化風險管理 | 15. Quality of service
服務質素 |
| 6. Impacts on the environment
對環境的影響 | 16. Complaint handling
投訴處理 |
| 7. Employment practices
僱傭慣例 | 17. Advertising and promotion
廣告及推廣 |
| 8. Equal opportunities and anti-discrimination
平等機會及反歧視 | 18. Intellectual property
知識產權 |
| 9. Employee retention
僱員保留 | 19. Protection of data
資料保護 |
| 10. Occupational health and safety
職業健康及安全 | 20. Anti-fraud and corruption
反欺詐及貪污 |
| | 21. Participation in philanthropy
參與慈善事業 |

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告（續）

Details of management approaches to the above material topics are provided in the relevant sections of this Report. The Group will continue to improve its ESG management and performance by proactively communicating with its stakeholders and constantly enhancing its internal policies.

ENVIRONMENTAL

The Group does not have any factory operations nor engage in any activities that have a substantial effect on the environment, aside from the consumption of resources by the office administrative operations. Nevertheless, the Group pays due consideration and effort towards compliance with applicable laws and regulations in the PRC and Hong Kong. During the Reporting Period, there were no material non-compliance issues with relevant laws and regulations related to the environment.

Emissions

Air Emissions

As the Group's business operations do not involve the use of fuel-powered vehicles or machinery powered by fuel, no air pollutants, such as sulphur oxides, nitrogen oxides and respiratory suspended particles, was produced by the Group during the Reporting Period.

Although the Group's operations do not involve activities that generate air emissions, we remain committed to full compliance with all relevant laws and regulations and maintain vigilance over other potential environmental impacts arising from our operations.

Greenhouse Gas Emission

Greenhouse gas ("GHG") generated in our daily operations are mainly energy indirect greenhouse gas emissions from purchased electricity, and other indirect GHG emissions including air travel and paper disposal at landfills.

The Group does not involve Scope 1 GHG emissions, and the Scope 1 emissions for the Reporting Period are 0.

上述重要議題的管理方針詳情載於本報告相關章節。本集團將透過積極與其持份者溝通以及不斷改善其內部政策，持續改善其環境、社會及管治管理及表現。

環境

除辦公室行政運作的資源消耗外，本集團並無任何工廠運作，亦無從事任何對環境有重大影響的活動。然而，本集團對遵守中國及香港的適用法律及法規作出適當考慮及努力。於報告期內，在與環境有關的相關法律及法規方面並不存在任何重大違規問題。

排放物

廢氣排放

由於本集團的業務營運並不涉及使用燃油驅動車輛或燃油驅動機械，故本集團於報告期內並無產生空氣污染物（如硫氧化物、氮氧化物及可吸入懸浮粒子）。

儘管本集團的營運並不涉及產生廢氣排放的活動，惟我們仍致力全面遵守所有相關法律及法規，並對營運所產生的其他潛在環境影響保持警覺。

溫室氣體排放

我們日常營運產生的溫室氣體（「溫室氣體」）主要為外購電力產生的能源間接溫室氣體排放，以及其他間接溫室氣體排放，包括航空差旅及堆填區紙張棄置。

本集團並無涉及範圍1溫室氣體排放，報告期內的範圍1排放量為0。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告 (續)

Regarding Scope 3 GHG emissions, although the Group's business involves upstream and downstream supply chains, there is currently no unified industry standard for Scope 3 data measurement at this stage, making it impossible to reasonably collect and account for relevant emission data or obtain reasonable and reliable data. The Group does not disclose relevant information on Scope 3 GHG emissions in the current period. It will continue to monitor regulatory requirements and data collection progress and supplement the disclosure in due course.

關於範圍3溫室氣體排放，儘管本集團業務涉及上游及下游供應鏈，惟現階段尚無統一的範圍3數據計量行業標準，致使無法合理收集及核算相關排放數據，亦無法取得合理可靠的數據。本集團於本期並無披露範圍3溫室氣體排放的相關資料。本集團將持續監察監管規定及數據收集進度，並於適當時候補充披露。

The table below summarises the GHG emission sources of the Group:

下表概述本集團的溫室氣體排放來源：

GHG emissions 溫室氣體排放	Unit 單位	2025 二零二五年	2024 二零二四年	Emission Reduction Progress (Compared with 2024) 減排進展 (與二零二四年比較)
Scope 1 — Direct Emissions 範圍1 — 直接排放	tCO ₂ eq. 噸二氧化碳當量	0	0	maintain the same level 維持同一水平
Scope 2 — Purchased electricity 範圍2 — 外購電力	tCO ₂ eq. 噸二氧化碳當量	2.37	4.23	↓43.97% ¹
Total GHG emissions 溫室氣體排放總量	tCO ₂ eq. 噸二氧化碳當量	2.37	4.23	↓43.97%
GHG emissions intensity 溫室氣體排放密度	tCO ₂ eq./employee 噸二氧化碳當量／僱員	0.15	0.18	↓16.67%

Note: Emission factors of 0.5306 and 0.5701 kg CO₂e/kWh were used for purchased electricity in the PRC in the financial years 2025 and 2024, according to The Ministry of Ecology and Environment of the People's Republic of China.

附註：根據中華人民共和國生態環境部，中國於二零二五年及二零二四年財政年度的外購電力使用的排放系數分別為0.5306及0.5701千克二氧化碳當量／千瓦時。

As compared with the Previous Reporting Period, the volume of Scope 2 GHG emissions has significantly decreased by 43.97% for the Reporting Period as a result of the cessation of operations at the Group's Yingkou Office in September 2024, which has led to a substantial reduction in the consumption of purchased electricity.

與上一報告期相比，報告期內的範圍2溫室氣體排放量大幅減少43.97%，原因為本集團營口辦事處自二零二四年九月起停止營運，導致外購電力消耗大幅減少。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告（續）

Wastes Management

Given the nature of the Group's operations, waste generation from daily activities remains minimal and immaterial to our overall environmental impact. The major non-hazardous waste generated consists of household waste and office paper, which are collected and handled by the building's property management company of the office buildings. Although the operation does not involve handling hazardous waste, we encouraged our staff to reduce waste and reuse resources whenever possible.

Wastes reduction and initiatives

The Group actively pursues ongoing reduction in total non-hazardous waste, certain waste reduction measures have been formulated:

- Providing recycling paper collection trays at offices;
- Setting double-sided printing as its computers' default printing option, and narrow page margins;
- Receiving incoming faxes in digital format;
- Collecting and encouraging employees to reuse envelopes and files;
- Using reusable cups instead of paper cups in offices and reducing the use of disposable tableware;
- Priority is given to virtual formats for internal meetings, for in-person meetings, paper materials are not provided unless absolutely necessary.

廢棄物管理

鑑於本集團業務的性質，日常活動產生的廢棄物極少，我們的整體環境影響並不重大。所產生的主要無害廢棄物為生活廢棄物及辦公室紙張，由辦公大樓的物業管理公司收集及處理。儘管營運並不涉及處理有害廢棄物，惟我們鼓勵員工盡量減少廢棄物及盡可能重用資源。

減少廢棄物及有關措施

本集團積極持續減少無害廢棄物總量，並已制定若干減廢措施：

- 在辦公室提供回收廢紙收集盤；
- 將雙面打印設定為電腦預設打印選擇，及縮小頁邊距；
- 以數碼格式接收輸入傳真；
- 收集並鼓勵僱員重用信封及文件夾；
- 在辦公室使用可重用的杯而非紙杯且減少使用即棄餐具；
- 內部會議優先採用線上形式，線下會議非必要不提供紙質材料。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告 (續)

Use of Resources

The Group is committed to upholding high environmental standards in order to promote environmental friendliness. The Group strives to minimise environmental impact by implementing various resource-saving measures and has encouraged green practices among employees.

Energy management

The Group's major energy consumption is derived from the lighting and air-conditioning system in the offices.

During the Reporting Period, the energy consumption data is as follows:

	Unit 單位	2025 二零二五年	2024 二零二四年
Electricity 電力	KWh 千瓦時	4,461	7,410
Electricity consumption intensity 耗電密度	kWh/employee 千瓦時／僱員	278.81	322.17

To achieve energy saving and high efficiency in electricity usage, measures implemented to conserve energy and reduce consumption are as follows:

- Setting the indoor temperature at around 25.5°C;
- Introduce energy-saving equipment when purchasing equipment;
- Ensuring doors and windows are closed when air conditioners are on;
- Turn off unnecessary lighting;
- Implement prioritization of natural light utilization;
- Switching off all lights, air conditioners, computers, photocopiers and other electrical appliances before leaving the office.

資源使用

本集團致力維持高環保標準，以推廣環保。本集團透過實施各種資源節約措施，致力將對環境的影響減至最低，並已鼓勵僱員實踐綠色生活。

能源管理

本集團的主要能源消耗來自辦公室的照明及空調系統。

於報告期內，能源消耗數據如下：

為實現節能及高效用電，已實施的節能減耗措施如下：

- 將室內溫度設定在約攝氏 25.5 度；
- 採購設備時引入節能設備；
- 確保空調開啟時門窗緊閉；
- 關掉不必要的照明；
- 優先利用自然光；
- 離開辦公室前關掉所有照明、空調、電腦、影印機及其他電器。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告（續）

Water consumption

The Group fully recognizes the importance of water resources. Our offices do not have individual water supply systems (e.g. tap and toilet facilities), so the respective data was therefore unavailable. Since the water supply is centrally managed and sourced from governmental bodies and sewage was discharged through the municipal wastewater system, there is no water sourcing or discharge issues during the Reporting Period.

	Unit 單位	2025 二零二五年	2024 二零二四年
Water 水	m ³ 立方米	108	70
Water consumption intensity 用水密度	m ³ /employee 立方米／僱員	6.75	3.04

The increase in the Group's water intensity is mainly attributable to the higher frequency of events held. The Group's water resource consumption was mainly from daily staff use in offices; hence, no policies nor initiatives have been formulated. Nevertheless, employees are reminded to always conserve water and reduce wastage.

Use of Packaging Materials

As the Group's business operations in the Reporting Period do not involve any industrial production processes and do not have any production factories, we do not consume a significant amount of packaging materials.

The Environment and Natural Resources

We place great emphasis on the environmental impact of our business operations on the environment and natural resources and are committed to identifying and mitigating such impacts while embedding sustainability principles across all operational levels. The Group actively manages the impact of its business on the environment and resources, is determined to achieve environmental protection corporate goals, and integrates environmental protection concepts into internal management and daily operations. To achieve this, we have implemented targeted measures to optimize resource use and reduce emissions, while actively cultivating environmental awareness among employees and encouraging innovative approaches to minimize environmental impact and drive the Group towards more sustainable operations. Please see the "Emissions" and "Use of Resources" sections for details.

用水

本集團充分認識到水資源的重要性。我們的辦事處並無獨立的供水系統（如水龍頭及廁所設施），因此未能提供相關數據。由於供水乃政府機關集中管理並採購，且污水通過市政污水系統排放，故報告期內不存在取水或排污問題。

本集團用水密度上升，主要由於舉辦活動的頻率增加所致。本集團的水資源消耗主要來自辦公室員工日常使用；因此，並無制定相關政策或措施。儘管如此，本集團提醒員工時刻節約用水及減少浪費。

包裝材料的使用

由於本集團於報告期內的業務營運並不涉及任何工業生產流程，亦無任何生產廠房，故並無消耗大量包裝材料。

環境及天然資源

本集團高度重視業務營運對環境及天然資源的環境影響，致力識別及減輕該等影響，同時將可持續發展原則融入所有營運層面。本集團積極管理其業務對環境及資源的影響，決心實現環保企業目標，並將環保理念融入內部管理及日常營運。為此，我們已實施針對性措施以優化資源使用及減少排放，同時積極培養員工的環保意識，並鼓勵採用創新方法以盡量減少對環境的影響，推動本集團邁向可持續的營運。詳情請參閱「排放物」及「資源使用」章節。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告 (續)

SOCIAL

Employment and Labour Practices

The Group considers its employees to be one of its most valuable assets and places a high importance on their personal development. Staff are the key drivers of the Group's long-term growth and sustainability.

Employees were entitled to a basic salary and discretionary bonus commensurate with their educational background, professional knowledge, experience and responsibilities. In addition to medical insurance and a mandatory provident fund, discretionary bonuses are awarded based on performance. We have implemented appraisal and self-assessment systems to better identify human resource needs and support employee development.

The staff turnover rate is largely attributed to the major internal organisational adjustment and restructuring to optimise the governance structure and business layout in April 2025. We are committed to fostering a supportive environment for our employees and ensuring that any future changes are managed with careful consideration of their impact on our workforce.

社會

僱傭及勞工慣例

本集團視其僱員為最寶貴的資產之一，並高度重視彼等的個人發展。員工是本集團長期增長及可持續發展的主要動力。

僱員有權收取基本薪金及與彼等教育背景、專業知識、經驗及責任相稱的酌情花紅。除醫療保險及強制性公積金外，酌情花紅則根據表現發放。我們已實施考核及自我評估制度，以更好地識別人力資源需求及支持僱員發展。

員工流失率主要歸因於二零二五年四月為優化治理架構與經營佈局，隨之啟動組織內部重大調整與重組。我們致力於為僱員創造一個具支持性的環境，並確保在管理任何未來變化時，均會謹慎考慮其對員工的影響。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告（續）

As of 31 December 2025, the Group had 16 (2024: 23) staff. The data on staff distribution and turnover rate in the Reporting Period are listed below:

截至二零二五年十二月三十一日，本集團共有16名（二零二四年：23名）員工。報告期內的員工分佈及流失率數據列示如下：

	Staff distribution 員工分佈	Staff turnover rate 員工流失率
Total 總計	16	38%
By Gender 按性別劃分		
Male 男性	9	53%
Female 女性	7	22%
By Employment Type 按僱傭類型劃分		
Full-Time 全職	16	38%
Part-Time 兼職	/	/
By Employee Category 按僱員類別劃分		
Senior Management 高級管理層	3	77%
Middle Management 中級管理層	4	40%
Frontline and Other Employees 前線及其他僱員	9	10%
By Age Group 按年齡組別劃分		
18-35 18至35歲	8	27%
36-45 36至45歲	2	50%
46-55 46至55歲	4	0%
56 or above 56歲或以上	2	60%
By Geographical Location 按地理位置劃分		
The PRC 中國	15	29%
Hong Kong 香港	1	80%

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告 (續)

During the Reporting Period, the Group stringently complied with national and local laws and regulations regarding employment and labour practices, including but not limited to the followings:

- Employment Ordinance (Cap. 57 of the Laws of Hong Kong)
- Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong)
- Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong)
- Labour Law of the PRC
- Labour Contract Law of the PRC
- Regulations on Paid Annual Leave for Employees
- Law on the Protection of Women's Rights and Interests
- Special Rules on the Labour Protection of Female Employees

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity, anti-discrimination and other benefits and welfare that would have a significant impact on the Group.

To ensure staff clearly understand their rights and obligations, the Group's employment contracts clearly outline the terms of employment, including job duties, working hours, holidays, remuneration, termination processes and benefits. Employee performance and pay rates are reviewed annually, with opportunities for promotion or incentives, such as double-pay rewards and discretionary bonuses, based on the results of these performance appraisals.

於報告期內，本集團嚴格遵守有關僱傭及勞工慣例的國家及地方法律及法規，包括但不限於以下各項：

- 僱傭條例(香港法例第57章)
- 強制性公積金計劃條例(香港法例第485章)
- 最低工資條例(香港法例第608章)
- 中國勞動法
- 中國勞動合同法
- 職工帶薪年休假條例
- 婦女權益保障法
- 女職工勞動保護特別規定

於報告期內，本集團並不知悉任何有關薪酬及解僱、招聘及晉升、工作時數、休息時間、平等機會、多元化、反歧視以及其他待遇及福利的法律法規方面的重大不合規情況，而對本集團產生重大影響。

為確保員工清楚了解其權利及義務，本集團的僱傭合約明確列明僱傭條款，包括職責、工作時數、假期、薪酬、終止合約程序及福利。員工表現及薪酬水平每年進行檢討，並根據績效考核結果提供晉升或獎勵機會，例如雙薪獎勵及酌情花紅。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告（續）

To foster a healthy work-life balance, the Group has adopted a five-day work arrangement. Employees are entitled to various types of leave, including annual leave, sick leave, maternity leave, and special leave (which includes marriage leave, compassionate leave, paternity leave and jury service leave).

Equal opportunity

The Group is committed to providing equal opportunities for all employees in recruitment, job advancement, compensation, benefits, and training and development. Employees are not discriminated against or deprived of opportunities based on gender, ethnic background, religion, colour, age, marital status, family status, retirement, disability, pregnancy, or any other discrimination prohibited by applicable law.

Employee Communication

The Group attaches great importance to workplace communication, which is recognised as instrumental to effective collaboration between employees and improved productivity. We have established a diverse range of channels to enhance communication across different levels of the organisation. Directors and supervisors hold annual performance review meetings to assess employees' performance, address their concerns and formulate goals for the forthcoming years. Employees are encouraged to put forward their views and feedback during such meetings. To promote camaraderie in the workplace, the Group organises regular social events, including Chinese New Year and Christmas celebrations.

Labour Standards

The Group attaches great importance to human rights and strictly prohibits child labour and forced labour. To ensure that all job candidates meet the legal working age, the human resources department conducts identity checks before arranging interviews. Candidates are required to provide official documents, such as an identity card, to verify the information they present during the interview.

為了促進健康的工作與生活平衡，本集團採取五天工作安排。僱員享有各種假期，包括年假、病假、產假及特別假期（其中包括婚假、恩恤假、侍產假及陪審團服務假）。

平等機會

本集團致力在招聘、晉升、薪酬、福利以及培訓及發展方面為所有僱員提供平等機會。僱員不會因性別、種族背景、宗教、膚色、年齡、婚姻狀況、家庭狀況、退休、殘疾、懷孕或適用法律禁止的任何其他歧視而受到歧視或被剝有關機會。

僱員溝通

本集團高度重視工作場所溝通，深信有效溝通有助於促進員工之間的協作及提高生產力。我們已建立多元化的渠道，以加強組織內不同層級的溝通。董事及主管每年舉行績效評核會議，以評估員工的表現、解決彼等的疑慮並制定未來數年的目標。我們鼓勵員工在該等會議中提出意見及反饋。為增進工作場所的同事情誼，本集團定期舉辦社交活動，包括農曆新年及聖誕節聯歡活動。

勞工準則

本集團十分重視人權，並嚴禁僱用童工及強制勞工。為了確保所有應徵者符合法定工作年齡，人力資源部門會在安排面試前進行身份檢查。應徵者必須提供身份證等正式文件，以驗證彼等在面試時所提供的資料。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告 (續)

To safeguard labour rights and interests, the Group enters into employment contracts with all employees. Should any case of forced labour be identified, appropriate verbal or written warnings will be issued depending on the severity of the case.

Upon discovering any child labour, the human resources department will immediately remove the child from the workplace and notify the appropriate regulatory authorities. No cases of child labour or forced labour were identified in the Group's operations during the Reporting Period.

Furthermore, no labour disputes between the Group and our staff were recorded during the Reporting Period. The Group adheres to laws and regulations prohibiting child labour and forced labour, which include the following:

- Employment of Children Regulations under the Employment Ordinance (Cap. 57) of HKSAR;
- The Labour Law; and
- The Law on Protection of Minors of the PRC.

Health and Safety

The health and safety of employees are core priorities of the Group's operational management. Whilst the Group's business operations do not involve the operation of heavy machinery or intensive manual labour, we remain committed to fostering a safe and compliant working environment for all employees and provide medical insurance and labour insurance coverage for every member of staff.

The Group has formulated a clear health and safety policy, as well as contingency procedures for handling work injuries and accidents. In the event of an accident, the human resources department will conduct a thorough investigation and develop a corrective action plan to prevent the recurrence of similar incidents in the future.

為切實保障勞工權益，本集團與全體僱員簽訂僱傭合約。若經查實存在強制勞工情形，將依事件嚴重程度，發出適當的口頭警告或書面警告。

一旦發現任何童工，人力資源部門將立即將該童工撤離工作場所，並通知適當的監管機構。於報告期內，本集團的營運並無發現童工或強制勞工個案。

此外，於報告期內，本集團與員工之間並無錄得任何勞工糾紛。本集團遵守禁止童工及強制勞工的法律及法規，包括以下各項：

- 香港特別行政區僱傭條例（第57章）項下的僱用兒童規例；
- 勞動法；及
- 中國未成年人保護法。

健康及安全

僱員的健康與安全是本集團營運管理的核心要務。儘管本集團經營活動不涉及重型機械操作及密集體力勞動，仍致力為全體僱員打造安全規範的工作環境，並為每名僱員提供醫療及勞工保險保障。

本集團已訂立清晰的健康與安全政策，並制訂工傷及意外事故的應急處置程序。若發生意外事故，人力資源部門將展開全面調查，並制定糾正措施方案，杜絕未來同類事故再次發生。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告（續）

We also prioritise indoor air quality in our offices, having installed air purifiers to create a comfortable work environment. To enhance fire safety awareness, the human resources department in each region provides fire evacuation plans for employees and actively participates in fire evacuation drills organised by building management.

The Group has complied with laws and regulations relevant to occupational health and safety, including but not limited to the Law of the PRC on The Prevention and Control of Occupational Diseases, Employees' Compensation Ordinance (Cap. 282) of HKSAR and Occupational Safety and Health Ordinance (Cap. 509) of HKSAR.

The data of the Group's work-related injuries and fatalities during the Reporting Period and the past two reporting periods is as follows:

我們亦注重辦公室的室內空氣質素，並已安裝空氣淨化機，以創造舒適的工作環境。為了加強消防安全意識，各區域的人力資源部門為僱員提供火警疏散計劃，並積極參與由大廈管理層組織的火警疏散演習。

本集團一直遵守與職業健康及安全有關的法律及法規，包括但不限於中國職業病防治法、香港特別行政區僱員補償條例（第282章）及香港特別行政區職業安全及健康條例（第509章）。

本集團於報告期內及過去兩個報告期間的工傷及死亡事故數據如下：

	2025 二零二五年	2024 二零二四年	2023 二零二三年
Work-related fatality 因工死亡	/	/	/
Lost days due to work-related injury 因工傷損失工作日數	/	/	/

Development and Training

The Group firmly believes that providing employees with comprehensive and targeted training is essential, as it not only enhances job performance and product quality but also unlocks employee potential and fosters team cohesion.

The Group attaches great importance to the career development and capability building of its employees and encourages them to participate in on-the-job and external training programmes while bearing the relevant training expenses. In addition, it has established a dedicated subsidy scheme for employees pursuing skills upgrading, with a view to driving the sustainable growth of the workforce.

These training courses encompass a range of topics, including management skills, leadership improvement, corporate strategy and culture, and business knowledge. We place particular emphasis on the ethics and conduct of the Board. To ensure compliance with legal standards, induction training was provided to directors prior to the commencement of their roles.

發展及培訓

本集團堅信，為員工提供全面及針對性的培訓至關重要，此舉不僅能提升工作表現及產品質量，亦能發掘員工潛力及培養團隊凝聚力。

本集團重視僱員職業發展與能力建設，鼓勵僱員參加在職培訓及外部培訓項目，並負擔相關培訓開支；此外，專為追求技能提升的僱員設立補貼機制，推動員工持續成長。

該等培訓課程涵蓋管理技能、領導才能提升、企業策略及文化以及商業知識等多個主題。我們特別重視董事會的道德及行為。為了確保符合法律標準，在董事開始擔任職務之前，我們已為彼等提供入職培訓。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告 (續)

During the Reporting Period, 31% of the employees were trained and a total of 35 hours of training were provided. Each employee (inclusive of those who did not receive training) received 2.19 hours of training on average. The table below illustrate the percentage of employees trained by category and the average training hours trained per employee.

於報告期內，31%的僱員已接受培訓，而本集團則提供了合共35小時的培訓。每名僱員（包括未接受培訓的僱員）平均接受2.19小時的培訓。下表說明按類別劃分的受訓僱員百分比及每名僱員的平均培訓時數。

		Average training hours attended 接受培訓的平均時數	Percentage of staff attended training 接受培訓的員工百分比
Gender	性別		
Male	男性	7	56%
Female	女性	/	/
Employee category	僱員類別		
Frontline and general staff	前線及一般員工	/	/
Middle management	中級管理層	7	67%
Senior management	高級管理層	7	100%

OPERATING PRACTICES

營運慣例

Supply Chain Management

供應鏈管理

The Group fulfils its corporate responsibility to promote sustainable products and fully integrates this philosophy into the operation of its materials trading business. Adhering to stringent supply chain management standards, the Group requires its partnering suppliers to maintain high-standard operations in respect of environmental protection and labour practices.

本集團切實履行推廣可持續發展產品的企業責任，並將該理念全面融入材料貿易業務運營。本集團秉持嚴格的供應鏈管理準則，堅持要求合作供應商在環境保護及勞工慣例領域維持高標準運營。

The procurement department plays a crucial role in selecting and managing these suppliers. In our selection process for key suppliers, environmental and social standards are considered. We regularly review and evaluate the performance of our suppliers and partners to ensure compliance with our sustainability goals. Prior to engagement, supplier assessments are performed, and those that are evaluated and approved are added to our approved vendor list. To maintain these standards, suppliers are reviewed annually to determine their continued eligibility for engagement in the upcoming year. This comprehensive approach ensures that we mitigate environmental and social risks within our supply chain, reinforcing our commitment to sustainability.

採購部門在甄選及管理該等供應商方面扮演著重要角色。在我們甄選主要供應商的過程中，環境及社會標準均在考慮之列。我們會定期檢討及評估供應商及合作夥伴的績效，以確保符合我們的可持續發展目標。在委聘之前，我們會對供應商進行評估，經評估通過的供應商會加入我們的認可供應商名單。為了維持該等標準，我們會每年對供應商進行審核，以確定彼等在來年是否仍有資格參與其中。這種全面的方法可確保我們在供應鏈中降低環境及社會風險，以加強我們對可持續發展的承諾。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告（續）

Our head office in Hong Kong is in the practice of selecting electrical appliances with Grade 1 Energy Labels issued by the Electrical and Mechanical Services Department of Hong Kong, indicating that these appliances are in high energy efficiency.

During the Reporting Period, the Group engaged 139 major suppliers from the PRC, providing metals, building materials, and maintenance services for mechanical and electrical equipment. To reduce carbon footprint, approximately 95% of our suppliers are located in Zhejiang Province and Shanghai, which are in close proximity to our major operation office in Hangzhou. All engaged suppliers must comply with the aforementioned requirements to minimise environmental and social risks within the supply chain.

Product Responsibility

The Group fully understand that the quality of our products and services profoundly impacts our value chain. We strictly adhere to all relevant laws and regulations in Hong Kong and the PRC, such as the Trade Marks Ordinance (Cap. 559 of the laws of Hong Kong), Copyright Ordinance (Cap. 528 of the laws of Hong Kong), Law of the People's Republic of China on the Protection of Intellectual Property Rights, the Patent Law of the People's Republic of China, and the Trademark Law of the People's Republic of China. When employees join our Group, they are informed of relevant internal policies.

Anti-corruption

The Group is committed to maintaining high moral standards in its business conduct and strictly adheres to the Prevention of Bribery Ordinance (Cap. 201) of Hong Kong, the Anti-Unfair Competition Law of the PRC, the Company Law of the PRC, the Criminal Law of the PRC and other relevant laws and regulations concerning commercial bribery. All directors and employees are required to uphold the Group's objectives in preventing bribery, extortion, fraud, and money laundering.

我們的香港總辦事處慣常選用獲香港機電工程署頒發一級能源標籤的電器，表示該等電器具有較高能源效益。

於報告期內，本集團已委聘139名來自中國的主要供應商，提供金屬、建築材料及機電設備維修服務。為了減少碳足跡，我們約95%的供應商位於浙江省及上海市，與杭州的主要營運辦事處相鄰。所有獲委聘的供應商必須遵守上述要求，以盡量減少供應鏈中的環境及社會風險。

產品責任

本集團充分理解產品及服務質素對我們的價值鏈影響深遠。我們嚴格遵守香港及中國所有相關法律及法規，如商標條例（香港法例第559章）、版權條例（香港法例第528章）、中華人民共和國知識產權保護法、中華人民共和國專利法及中華人民共和國商標法。僱員在加入本集團時會被告知相關內部政策。

反貪污

本集團致力於在其商業行為中維持高道德標準並嚴格遵守香港防止賄賂條例（第201章）、中國反不正當競爭法、中國公司法、中國刑法及其他有關商業賄賂的相關法律及法規。所有董事及僱員均須恪守本集團防止賄賂、勒索、欺詐及洗黑錢的目標。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告 (續)

The Group has established official guidelines for business conduct in its Employee Handbook. Employees should not accept gifts, rewards, or commissions from business partners in the form of money, valuable items, or other work-related benefits, including invitations to inappropriate or extravagant hospitality. When a business partner offers any form of benefit, the employee must notify their supervisors, the Executive Director, and the human resources department to determine whether the benefit is acceptable. Such offers will be documented for the Group's records.

Employees must also avoid any situations that could lead to a conflict of interest. If an employee is aware of a potential conflict of interest, they must report it to their supervisors, the Executive Director, and the human resources department, and complete a declaration form.

During the Reporting Period, there were no concluded legal cases regarding corrupt practices brought against the Company and its employees. The Group was not aware of any material non-compliance with laws and regulations relating to the prevention of bribery, extortion, fraud and money laundering that would have a significant impact on the Group.

Whistle-blowing Mechanism

The Group strictly prohibits any improper acts such as bribery, extortion, fraud and money laundering. Stakeholders could report any suspected misconduct to the senior management of the Group with full details and evidence. The management will investigate any suspicious or illegal acts to protect the Group's interests. To protect whistleblowers from unfair dismissal or victimisation, the Group advocates a confidentiality mechanism. When criminality is suspected, the management will report to relevant regulators or law enforcement authorities when necessary.

Community Investment

The Group fully recognises the significance of corporate social responsibility and encourages employees to actively participate in community welfare activities. As the Group has yet to implement a dedicated community investment policy, it will make charitable donations where appropriate. We will continue to look for opportunities to contribute to society and fulfil our due corporate responsibilities and missions.

本集團已在僱員手冊中制定正式的商業行為準則。僱員不得接受業務合作夥伴以金錢、貴重物品或其他與工作相關的利益形式提供的禮物、獎勵或佣金，包括不適當或奢華的款待邀請。當業務夥伴提供任何形式的利益時，僱員必須通知其主管、執行董事及人力資源部門，以確定該利益是否可以接受。有關利益將被存檔，以供本集團記錄在案。

僱員亦必須避免任何可能導致利益衝突的情況。倘僱員發現潛在的利益衝突，必須向主管、執行董事及人力資源部門報告，並填寫申報表。

於報告期內，並無針對本公司及其僱員的已審結貪污行為法律案件。本集團並不知悉任何有關防止賄賂、勒索、欺詐及洗黑錢的法律法規方面的重大不合規情況，而對本集團產生重大影響。

舉報機制

本集團嚴禁任何不當行為，如賄賂、勒索、欺詐及洗黑錢。持份者可向本集團高級管理層舉報任何涉嫌不當行為，並提供詳細資料及證據。管理層將調查任何可疑或違法行為，以保障本集團的利益。為保障舉報人免受不公平解僱或報復，本集團實行保密機制。當懷疑有犯罪行為時，管理層將於必要時向相關監管機構或執法機關報告。

社區投資

本集團高度認可企業社會責任的重要意義，倡導僱員積極參與社區公益活動。因本集團暫未實施專項社區投資制度，將在合適情境下開展慈善捐贈行為。我們將繼續尋求貢獻社會的機會，履行應有的企業責任及使命。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告（續）

CLIMATE CHANGE

Governance

The Board of Directors bears ultimate responsibility for overseeing climate-related risks and opportunities, providing guidance, and making strategic decisions to address climate change. Members of the Board have acquired professional knowledge related to climate through regular training. Climate issues are a standing agenda item, which is reviewed at least annually to ensure alignment with strategic priorities.

The Board of Directors implements the aforementioned decisions annually by identifying and assessing climate-related risks and opportunities, formulating feasible recommendations, and guiding all departments in the implementation of mitigation measures. The Group adopts a risk assessment framework to prioritize climate risks based on their likelihood and financial impact. Climate risk management has been fully integrated into the Company's enterprise risk management system, ensuring that climate-related challenges are addressed in a consistent manner.

The Group is actively promoting the alignment of its remuneration policies and practices with its climate strategies. Specific measures include incorporating climate-related considerations into the remuneration structure, such as integrating climate risk factors into performance appraisal forms and assessment systems.

氣候變化

管治

對於監督氣候相關風險和機遇、提供指導及作出應對氣候變化的策略性決策，董事會負有最終責任。董事會成員通過定期培訓而掌握氣候相關專業知識。氣候議題為常設議程項目，至少每年檢討一次，確保與策略優先次序一致。

董事會每年透過識別和評估氣候相關風險和機遇、提出可行建議及指導各部門實施緩解措施，執行上述決策。本集團採用風險評估框架，根據可能性及財務影響來排定氣候風險的優先順序。氣候風險管理已徹底融入本公司的企業風險管理系統，確保以貫徹一致的方式來應對氣候相關挑戰。

本集團正積極推動將薪酬政策及實務與氣候策略對接，具體措施包括把氣候相關因素納入薪酬架構，例如在績效評核表及評估體系中融入氣候風險的考量。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告（續）

Risks and Opportunities

Risks arising from climate change have potential impacts on the Group's business, and we are fully aware of the importance of identifying and responding to these significant risks. The management holds regular meetings and assesses climate-related risks to develop appropriate response strategies.

The Board of Directors and management have identified and assessed the physical and transition risks relevant to the Group's business operations. The identified physical and transition risks, which may impact the Group's short-term (1 year), medium-term (3 years) and long-term (more than 5 years) cash flows, financing channels and cost of capital, together with their respective risk levels and the resulting impacts on the Group's business, are set out below. The magnitude of such risks is expected to increase in the future.

風險和機遇

氣候變化所產生的風險對本集團業務有潛在影響，而我們充分意識到識別及應對該等重大風險的重要性。管理層定期舉行會議及評估氣候相關風險，以制定適當的應對策略。

董事會及管理層已識別及評估與本集團業務相關的物理及轉型風險。已識別的、會影響本集團短（1年）、中（3年）、長期（5年以上）現金流、融資渠道及資本成本的物理及轉型風險、其風險級別及對本集團業務的影響陳述如下。這些風險水平預計將在未來上升。

	Risk 風險	Risk Level 風險水平	Impact to business 對業務的影響	Time horizon 時間跨度
Physical Risk	Acute physical risk	High	Extreme weather events with increased severity during cyclones, hurricanes, storm surges and floods can cause supply chain interruption by bringing damage to local infrastructure, potential damage to offices and disruption to human resources. Extreme weather events may disrupt materials supply and logistics, lead to extended lead times or increased transportation costs, and negatively impact supplier reliability and operational stability.	Short term
物理風險	急性物理風險	高	在氣旋、颶風、風暴潮和洪水期間，極端天氣事件的嚴重性不斷增加，可能會對當地基礎設施造成破壞，對辦公室造成潛在破壞，並對人力資源造成干擾，從而導致供應鏈中斷。 極端天氣可能擾亂材料供應和物流運輸環節，導致交付週期延長或運輸成本上升，對供應商履約能力和經營穩定性產生不利影響。	短期

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告（續）

	Risk 風險	Risk Level 風險水平	Impact to business 對業務的影響	Time horizon 時間跨度
	Chronic physical risk	High	Longer-term shifts in climate patterns can increase capital costs, operating costs, costs of human resources and increased insurance premiums. For example, extreme temperatures may require additional cooling equipment and maintenance.	Long term
	長期物理風險	高	氣候模式的長期變化可能會增加資本成本、營運成本、人力資源成本和保險費。例如極端溫度需要額外的降溫設備及維修保養需求。	長期
Transition Risk	Technology	Low	During the transitional period, the Group expects increased procurement expenditures to introduce new and alternative technologies, and the additional cost of adopting/deploying new practices and processes.	Long term
轉型風險	技術	低	於過渡期間，本集團預期採購開支將會增加，以引進新技術及替代技術，以及採用／部署新實踐及流程的額外成本。	長期
	Policy and regulatory	Low	Upon implementation of tightened environmental laws and the carbon pricing system, the Group will expect increased operating costs, increased costs resulting from fines and legal proceedings if non-compliance with newly implemented regulations occurs, and supply chain disruption or supply shortage if the carbon pricing system affects the metal markets.	Medium term
	政策及法規	低	於實施更嚴格的環保法律及碳定價系統後，本集團預期營運成本將會增加，倘違反新實施的法規，則罰款及法律訴訟將導致成本增加，而倘碳定價系統影響金屬市場，則供應鏈將會中斷或供應短缺。	中期

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告 (續)

Risk 風險	Risk Level 風險水平	Impact to business 對業務的影響	Time horizon 時間跨度
Market	Low	The Company's customers gradually incorporated climate change response, product carbon footprint and low-carbon performance into supplier evaluation and procurement standards. A lack of capabilities in low-carbon products may affect customer relationships and lead to a loss in market share.	Long term
市場	低	本公司的客戶已逐步將氣候變化應對、產品碳足跡及低碳表現納入供應商評估及採購標準。缺乏低碳產品的能力可能會影響客戶關係並導致市場份額流失。	長期
Reputation	Low	With increasing attention from customers, regulators, and the public on corporate environmental performance, the Company's involvement in building the green supply chain management will directly impact its brand image and external assessment.	Long term
聲譽	低	If the Company's practices in green products or supply chain management fall short of external expectations, it may lose competitive advantages in customer selection and policy support. 隨著客戶、監管機構及社會公眾對企業環境表現關注度持續提升，本公司參與建設綠色供應鏈管理的成效，將直接影響企業品牌形象和外部評價。 如本公司在綠色產品或供應鏈管理方面的實踐與外部期望存在差距，可能削弱在客戶選擇以及政策支持方面的競爭優勢。	長期

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告（續）

	Risk 風險	Risk Level 風險水平	Impact to business 對業務的影響	Time horizon 時間跨度
Opportunities	Green Financing		Access to lower-cost capital for climate initiatives.	Long term
機遇	綠色融資		取得成本較低的資金來進行氣候行動。	長期
	Resilience		Enhance the adaptive capacity to address climate change, strengthen risk management capabilities, and reduce operating costs caused by unexpected disruptions.	Medium/Long term
	應變能力		增強建立應對氣候變化的適應能力，強化風險管理能力，減少因意外停工而導致的營運成本。	中／長期

Strategy and Decision-Making

The Group has assessed the potential climate-related risks and identified the sustained elevated temperature and increasing severity and likelihood of extreme weather events, such as rainstorms and typhoons, as major physical risks impacting our daily operation. To cope with extreme weather conditions, the Group takes precautionary and protective measures, including, where necessary, home office arrangement and work schedule rearrangement, to minimise potential damage extreme weather will cause to its operation and, most importantly, to its employees.

策略和決策

本集團已評估與氣候相關潛在風險，並將持續高溫以及極端天氣事件（如暴雨及颱風）的嚴重性及可能性的不斷增加識別為影響我們日常營運的主要物理風險。為應對極端天氣情況，本集團採取預防及保護措施，包括（如必要）安排在家工作及重新安排工作時間表，以盡量減少極端天氣對其營運（最重要的是對其僱員）造成的潛在損害。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告（續）

The Group has formulated a series of risk mitigation/adaptation measures and strategic actions to seize opportunities, with the strategic objectives of direct emission reduction and managing climate-related financial risks through identifying and assessing climate risks. The analysis of current and expected financial impacts over different time horizons is detailed below:

本集團圍繞直接減排和透過識別和評估氣候風險，以管理氣候相關財務風險的策略目標，制定了一系列風險緩和／適應措施及把握機遇的策略行動。就不同時間範圍內的當前及預期財務影響分析詳述如下：

Strategic Objectives 策略目標	Current and Expected Financial Impacts 當前及預期財務影響	Strategic Actions 策略行動	Time horizon 時間跨度
Risk Management	Increase systematic investment expenditure to reduce loss compensation	Expand the scope of climate impact assessment to cover a broader range of risk and opportunity categories	Short/Medium term
風險管理	提升系統性投資支出，降低損失賠償	拓展氣候影響評估範疇，涵蓋更廣泛的風險與機遇類別	短／中期
Emission Reduction	Reduce compliance costs	Adopt and implement energy efficiency optimization measures	Long term
減排	降低合規成本	採取能源效益優化措施及實踐	長期

The Group is developing a robust transition plan to establish a comprehensive implementation framework through the integration of internal resources and processes. Our implementation plan includes optimising corporate structure and processes to enhance cross-departmental collaboration, aligning business policies with climate targets, integrating climate-related considerations into the remuneration structure and conducting supplier assessments.

本集團正制定一套穩健的轉型方案，通過整合內部資源和流程，建立全面的實施框架。我們的實施計劃包括優化企業結構和流程，加強跨部門的協作、業務政策與氣候目標保持一致、將氣候相關考量納入薪酬架構及進行供應商評估。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告（續）

Financial Position, Financial Performance and Cash Flows

The Group is currently conducting an internal assessment to review the results of the quantitative financial evaluation.

We have not disclosed the quantitative financial impacts arising from the planned strategies. The Group is developing a comprehensive transition plan, and conducting financial analysis and resource allocation in parallel.

The Group has identified relevant climate-related risks and opportunities and is currently assessing the proportion of assets affected by physical risks, while gradually quantifying the financial impacts arising from the identified climate transition risks and opportunities.

The Group is also developing a robust methodology to ensure the accurate disclosure of climate-related investments in future reports. A negative statement is hereby made that the Group currently does not apply carbon pricing in any decision-making (including but not limited to investment decisions, transfer pricing and scenario analysis), nor has it set a price per tonne of greenhouse gas emissions for assessing the cost of such emissions. Not with standing this, the Group is closely monitoring carbon-related regulatory requirements and market trends to support the formulation of future response strategies.

財務狀況、財務表現及現金流量

本集團現正進行內部評估，以審視量化財務評估的結果。

我們尚未就規劃中的策略所帶來的量化財務影響作出披露。本集團現正制定全面的轉型計劃，並同步進行財務分析及資源配置工作。

本集團已識別相關氣候相關風險和機遇，現正評估受實體風險影響的資產佔比，並正逐步量化經識別的氣候轉型風險及機遇所帶來的財務影響。

本集團亦正制定一套穩健的方法論，以確保未來報告中對氣候相關投資作出準確披露。本集團目前沒有在任何決策（包括但不限於投資決策、轉移定價及情景分析）中應用碳定價，亦未設定用於評估溫室氣體排放成本的每公噸溫室氣體排放量定價，特此作出否定聲明，但正密切關注與碳相關的法規要求及市場趨勢，以助制定未來的應對策略。

Environmental, Social and Governance Report (Continued)

環境、社會及管治報告 (續)

Metrics and Targets

The Group upholds the core spirit of “Upholding Integrity and Acting with Resolve” through a rigorous environmental management system and a robust supply chain accountability mechanism. By implementing unified and standardized agreements, we minimize potential ecological and social harm to the greatest extent possible. Meanwhile, guided by the operational principle of “Prudence”, we proactively manage climate-related risks and systemic financial risks, striving to strike a dynamic balance between practicing sustainable development initiatives and building the Group’s long-term adaptive capacity.

Greenhouse Gas Emissions

The GHG emissions primarily arise from indirect emissions resulting from the use of purchased electricity in our offices in PRC. Given that such emissions are directly linked to electricity consumption, we are committed to reducing energy usage in our day-to-day operations. In the coming year, the Group targets to at least maintain and if possible, reduce our GHG emissions by 1–2%.

The Group is not currently participating in carbon credit trading or carbon offset programmes. We continue to closely monitor market dynamics and regulatory trends, however, and assess the role and value of high-quality carbon credits as a potential supplementary tool in supporting the Group’s emission reduction targets.

指標與目標

本集團以嚴謹的環境管理體系及穩健的供應鏈問責機制，踐行「守正篤行」的核心精神，通過落地統一規範的合作協議，最大限度降低生態與社會層面的潛在損害。同時，我們秉持「審慎」的經營原則，積極管控氣候相關風險與系統性金融風險，力求在踐行可持續發展倡議與構建企業長期應變能力之間實現動態平衡。

溫室氣體排放

溫室氣體排放主要來自中國辦事處使用外購電力所產生的間接排放。由於此類排放與電力消耗直接相關，我們致力於降低日常營運中的能源使用量。來年，本集團的目標是至少維持溫室氣體排放量，並在可能的情況下減少1至2%。

本集團目前並未參與碳信用交易或碳抵銷計劃。然而，我們持續密切關注市場動態及監管趨勢，並評估高質量碳信用作為潛在輔助工具，在支持本集團減排目標方面的角色與價值。

