



# 恒安國際集團有限公司

HENGAN INTERNATIONAL GROUP CO., LTD

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock code 股份代號: 1044



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

# 2025

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# Environmental, Social And Governance Report

## 環境、社會及管治報告

### ABOUT THE REPORT

Since the first Environmental, Social and Governance Report (the “ESG Report”) was released in 2017, Hengan International Group Co., Ltd. (the Group) has issued ESG reports for ten consecutive years. The ESG Report elaborates the Group’s concepts, practices and achievements of its sustainable development and social responsibility in 2025 from the environmental, social and governance aspects.

### Scope of the Report

The ESG Report covers the sanitary napkin products, tissue paper products, disposable diaper products, and other business segments of the Group, in alignment with the scope of the *Hengan International Group Co., Ltd. 2025 Annual Report* (《恒安國際集團有限公司2025年年報》).

The ESG report covers the period from 1 January 2025 to 31 December 2025 (the “Reporting Period”). Environmental KPIs in this report focus on 31 production companies, while other information is disclosed from the Group level. Compared to our 2024 ESG Report released in April 2025, the scope of disclosure in this report remains materially unchanged, except for the closure of manufacturing companies such as Hengan (Guangxi) Paper Co., Ltd.

### Reporting Principles

The ESG Report is prepared in accordance with the requirements of the *Environmental, Social and Governance Reporting Code* (《環境、社會及管治報告守則》) (the “ESG Reporting Code”) (《ESG報告守則》) in Appendix C2 to the *Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited* (《香港聯合交易所有限公司證券上市規則》) and partially refer to the GRI Standards 2021 published by Global Reporting Initiative (GRI).

The Group has assessed the applicability and materiality of relevant aspects and key performance indicators (KPIs) in accordance with the *ESG Reporting Code*. The ESG Report complies with the disclosure obligations of “Mandatory disclosure requirements” and “Comply or explain” provisions, and any disclosure rules inapplicable to the Group has been explained. The ESG Report follows the reporting principles set out in the *ESG Reporting Code*:

✿ “Materiality”: The Group identifies key ESG issues through stakeholder engagement and materiality assessment.

### 報告概覽

自2017年發佈首份環境、社會及管治報告(「ESG報告」)以來，恒安國際集團有限公司(「本公司」)已經連續十年發佈ESG報告。本報告從環境、社會和管治三個範疇闡述了本集團於2025年在可持續發展與社會責任方面的理念、實踐和成果。

### 報告範圍

本報告覆蓋恒安國際集團有限公司的衛生巾產品、紙巾產品、一次性紙尿褲產品及其他業務板塊，範圍與《恒安國際集團有限公司2025年年報》一致。

本報告的時間範圍為2025年1月1日至2025年12月31日(「報告期」)。本報告中環境範疇的關鍵績效指標以31家生產公司為重點披露，其餘信息均從集團層面披露。相較於2025年4月發佈的2024年ESG報告，除恒安(廣西)紙業有限公司等生產公司關停外，本報告披露範圍無重大調整。

### 報告準則

本報告依照《香港聯合交易所有限公司證券上市規則》附錄C2《環境、社會及管治報告守則》(《ESG報告守則》)編製，並部分參照全球報告倡議組織(Global Reporting Initiative, GRI)的可持續發展報告標準(GRI Standards 2021)。

本集團根據《ESG報告守則》對相關層面和關鍵績效指標(KPIs)進行了適用性及實質性評估。本報告符合「強制披露」及「不遵守就解釋」披露要求，報告中對不適用於本集團的披露規則進行了解釋，遵循《ESG報告守則》的匯報原則：

✿ 「重要性」原則：本集團通過利益相關方參與及重要性評估，確定重要ESG議題；



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- ❁ “Quantitative”: The ESG Report states the Group’s key environmental and social KPIs on a quantitative basis, elaborating purposes and impacts and giving comparative data where appropriate.
- ❁ “Balance”: The ESG report provides an unbiased picture of the Group’s environmental and social performance.
- ❁ “Consistency”: The relevant disclosure and statistical methods of the ESG Report are consistent with those used in the 2024 ESG Report without any significant changes.
- ❁ 「量化」原則：本報告定量匯報本集團環境和社會方面的重要關鍵績效指標，附帶量化數據說明，闡述其目的和影響，並提供適當的比較數據；
- ❁ 「平衡」原則：本報告不偏不倚地呈報本集團環境和社會方面的表現；
- ❁ 「一致性」原則：本報告延續披露的相關環境及管治參數相關披露統計方法與2024年ESG報告保持一致，沒有發生重大變化。

### Report Availability

The ESG Report is published in electronic edition, which is available on the HKEx website (<https://www.hkex.com.hk/>) and the Group’s website (<http://www.hengan.com/>). The ESG Report is published in Chinese and English. In the event of any discrepancies in the interpretation of the two texts, the Chinese text shall prevail.

### Reference Description

For ease of expression, Hengan International Group Co., Ltd. and its subsidiaries are also referred to as “Hengan”, “Hengan International”, “the Group” or “We” in the ESG Report.

## REVIEW AND OUTLOOK

The year 2025 marks Hengan’s 40th anniversary. At this pivotal milestone, which embodies our founding aspirations and decades of accumulated experience, we are guided by our vision of “growing together with all stakeholders and continuing to move forward towards becoming a top-tier supplier of daily products”. Building upon four decades of dedicated cultivation and solid development, we remain committed to the core themes of green, low-carbon transformation and healthy, sustainable advancement as we continue our path of high-quality, sustainable growth.

In 2025, Hengan continued to deepen its “GROWTH” ESG strategy, advancing ESG initiatives across the six pillars of Governance & Ethical Practices, Resource Conservation & Efficiency, Outstanding Customer Care, Workforce Wellbeing & Empowerment, Trusted Partnerships, and Health & Community Engagement to enhance its sustainable development performance. On this foundation, we further refined our ESG governance structure, strengthened the ESG awareness of the Board of Directors and all employees, and provided robust support for the implementation of our strategies and sustainable development.

### 報告發佈

本報告以電子版的形式發佈，電子版可在香港交易所網站(<https://www.hkex.com.hk/>)和本集團網站(<http://www.hengan.com/>)查閱。本報告以中文、英文兩種語言發佈。在對兩種文本理解發生歧義時，請以中文文本為準。

### 指代說明

為便於表述，在報告中「恒安國際集團有限公司」及其附屬公司也以「恒安」、「恒安國際」、「本集團」或「我們」表示。

### 回顧與展望

2025年，恰逢恒安成立40週年。站在承載初心與積澱的里程碑時刻，恒安秉持著「與各利益相關方共同成長，不斷向成為頂級生活用品企業邁進」的願景，依託四十年穩健發展的深耕與沉澱，聚焦綠色低碳轉型與健康可持續發展主線，在高質量可持續發展的道路上持續前行。

2025年，恒安繼續深耕「GROWTH」ESG戰略，在卓越治理、綠色發展、客戶關懷、員工賦能、信賴夥伴、健康社區六大支柱下持續落地ESG行動，提升可持續發展表現。在此基礎上，我們持續完善ESG管治架構，提升董事會與全體員工的ESG意識，戰略落地和可持續發展提供堅實支撐。



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Regarding Resource Conservation & Efficiency, Hengan further enhances the assessment of climate-related risks, promotes GHG emissions accounting across its entire value chain, expands the proportion of renewable energy used, and extends emission reduction actions across its value chain. Simultaneously, we focus on the impact of our operations and value chain on biodiversity, conduct nature-related risk assessments, and implement mitigation measures to minimize adverse effects on natural ecosystems.

In the area of Outstanding Customer Care, Hengan consistently prioritizes product quality and safety. On this foundation, we continuously drive technological innovation and product iteration to provide consumers with healthy, safe, and environmentally friendly products. In 2025, Hengan proactively published the *Commitment on Disclosing Prohibited Chemicals and Ingredients in Products* (《關於產品禁用化學品和成分披露的承諾》), fully disclosing our chemical procurement processes, additive limits, risk supervision, target management, and others. We also conducted consumer education on chemical properties to help enhance public awareness of chemical safety.

In the area of Workforce Wellbeing & Empowerment, Hengan regards employees as its most valuable asset. We strictly safeguard employees' rights, as well as their occupational health and safety. We provide employees with comprehensive training and development opportunities, helping them to build self-worth, and are committed to continuously enhancing their sense of well-being and belonging.

In terms of Trusted Partnerships, Hengan extends its commitment to sustainable development throughout the value chain. We incorporate ESG metrics into supplier access assessments and, through a robust supplier management system, are committed to continuously enhancing the environmental performance and social responsibility of our suppliers. During the Reporting Period, we collaborated with multiple suppliers on projects on green materials, energy conservation, and emission reduction, thereby promoting the low-carbon transformation and sustainable development of the supply chain.

Regarding Health & Community Engagement, Hengan continues to make a tangible impact through charitable donations, volunteer services, and other initiatives in fields such as community guardianship, children's care, women's empowerment, rural revitalization, and disaster relief. We work alongside all sectors of society to contribute to the stability and well-being of families and the nation.

在綠色發展方面，恒安進一步深化氣候相關風險評估，推動全價值鏈的溫室氣體排放盤查，擴大可再生能源應用比例，並將減排行動拓展至價值鏈。同時，我們關注自身運營及價值鏈對生物多樣性的影響，開展自然相關風險評估，並落實緩解行動，最小化對自然生態的影響。

在客戶關懷方面，恒安始終將產品質量與安全放在首位，並在此基礎上不斷推動技術革新和產品迭代，為消費者提供健康、安全、綠色的產品選擇。2025年，恒安主動發佈《關於產品禁用化學品和成分披露的承諾》，全面披露化學品採購流程、添加限度、風險監督與目標管理等多種措施，並就化學品特性開展消費者教育，助力提升消費者化學品安全意識。

在員工賦能層面，恒安將員工視為最寶貴的財富。我們嚴格保障員工權益與職業健康安全，並為員工提供了全面的培訓和發展機會，助力員工實現自我價值，致力於不斷提升員工的幸福感和歸屬感。

在信賴夥伴方面，恒安將對可持續發展的承諾延伸至價值鏈。我們將ESG指標納入供應商准入評估，致力於通過完善的供應商管理體系，持續提升供應商環境績效與社會責任表現。本年度，我們與多家供應商合作開展了綠色材料與節能減排項目，促進供應鏈的低碳轉型和可持續發展。

在健康社區方面，恒安繼續通過慈善捐贈、志願服務等形式，在社區守護、兒童關愛、女性賦能、鄉村振興及災害援助等領域留下了堅實的足跡，與社會各界一起，共築家國恒安。



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Through the concerted efforts of all stakeholders in 2025, Hengan achieved a significant breakthrough in its MSCI ESG rating, advancing from “BBB” to “A” rating. Regarding the S&P Global Corporate Sustainability Assessment (CSA), Hengan’s excellent performance led to its first inclusion in S&P *Global’s Sustainability Yearbook* in 2026, and its inclusion in S&P *Global’s Sustainability Yearbook (China Edition)* for three consecutive years. Hengan’s Hang Seng ESG rating remained at “A”, resulting in its first inclusion in the Hang Seng ESG 50 Index and its re-inclusion in the Hang Seng Corporate Sustainability Benchmark Index. The Company’s FTSE Russell ESG rating also sustained a leading position, successfully included in the FTSE4Good Index Series for consecutive years. Furthermore, Hengan secured the highest honor award, the “Prestigious ESG Accomplishment of the Year” award, for the second consecutive year at the “Outstanding ESG Enterprises Recognition Scheme 2025,” co-hosted by the Hong Kong Polytechnic University and Sing Tao News Corporation. In recognition of its years of outstanding ESG practices, Hengan was also included in the Forbes China’s 2024–2025 Sustainable Development Industrial Enterprises list.

Through four decades, we conquered difficulties while staying committed to our founding aspirations. Looking forward to the future, Hengan builds upon its “GROWTH” ESG strategy and continues to deepen its efforts across the six pillars of Governance & Ethical Practices, Resource Conservation & Efficiency, Outstanding Customer Care, Workforce Wellbeing & Empowerment, Trusted Partnerships, and Health & Community Engagement to elevate the Group’s ESG performance. We will grow together with all our stakeholders, steadfastly advancing toward our vision of “Centennial Hengan Sustainable Development.”

在與各利益相關方的共同努力下，2025年，恒安MSCI ESG評級實現重大突破，由「BBB」級躍升至「A」級；在標普全球企業可持續發展評估(CSA)中，恒安憑藉優異的表現，於2026年2月首次入選標普全球《可持續發展年鑑》，並連續三年入選標普全球《可持續發展年鑑(中國版)》；恒安恒生ESG評級穩定保持A級，首次入選恒生ESG50指數，並再次入選恒生可持續發展企業基準指數；恒安的富時羅素ESG評級成績亦保持領先，並連續成功入選富時羅素社會責任指數(FTSE4Good)系列。此外，恒安在由香港理工大學和星島新聞集團共同主辦的「ESG認證嘉許即永續發展論壇2025」活動中連續第二年獲得最高榮譽大獎「ESG年度榮譽成就大獎」殊榮，亦憑藉多年來在ESG領域的優秀實踐，成功入選2024–2025福布斯中國可持續發展工業企業榜單。

四十年櫛風沐雨，四十年初心如磐。展望未來，恒安將在「GROWTH」ESG戰略的基礎上，持續深耕卓越治理、綠色發展、客戶關懷、員工賦能、信賴夥伴、健康社區六大支柱，提升本集團的ESG表現。我們將與各利益相關方共同成長，向著「百年恒安，可持續發展」邁進。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### ABOUT HENGAN

#### About the Group

Hengan, established in 1985, is a well-known domestic manufacturer of tissue paper and feminine and children hygiene products. Hengan was successfully listed on the Stock Exchange of Hong Kong on 8 December 1998 and included as a constituent of Hang Seng Index on 7 June 2011. Sticking to development strategies, the Group seizes the opportunities in the new retail era and focuses on long-termism for future development. The Group's female sanitary napkins, tissue paper and baby diapers as Hengan's three dominant products take leading shares in the domestic market. Products such as Hearttex, Space 7 and Anerle have entered the life of thousands of families, and become national brands trusted by Chinese consumers as "selected outstanding made in China goods". Besides, Hengan accelerates the steps of "internationalism", and actively explores overseas business, with products covering 63 countries and regions around the world.

#### Corporate Culture

Our Mission 使命	Hengan Spirit 精神	Hengan Vision 願景
Growing with you for a better life 追求健康·你我一起成長	Integrity, Diligence, Innovation, Dedication 誠信、拼搏、創新、奉獻	To become international top-tier supplier of consumer products through ongoing innovations and provision of premium products and services. 通過持續創新與優質的產品和服務成 為國際頂級的家庭生活用品企業。

#### Honors in 2025

- China National Light Industry Council: 2025 Top 100 Light Industrial Enterprises in China
- National Conference on Recognition of Cultural and Ethical Advancement: National Unit of Cultural and Ethical Advancement
- Forbes China: 2024-2025 Forbes China Sustainable Development Industrial Enterprises
- Hong Kong "Outstanding ESG Enterprises Recognition Scheme 2025": "Prestigious ESG Accomplishment of the Year"
- China Environmental Protection Federation: 2025 "Belt and Road" Green Supply Chain Outstanding Example

### 走進恒安

#### 集團介紹

恒安創立於1985年，是國內知名的生活用紙和婦幼衛生用品製造商。1998年12月8日，恒安在香港聯交所上市；2011年6月7日，恒安入編香港恒生指數成分股。本集團遵循集團發展戰略，緊握新零售時代的機遇，以長期主義指導未來發展，旗下衛生巾、生活用紙及嬰兒紙尿褲三大主導產品市場佔有率均在國內名列前茅；心相印、七度空間、安兒樂等產品進入千家萬戶，以「國貨擔當」成為中國消費者信賴的民族品牌。此外，恒安加快「國際化」步伐，積極佈局海外事業，產品覆蓋全球63個國家與地區。

#### 企業文化

#### 2025年榮譽獎項

- 中國輕工業聯合會：2025中國輕工業百強企業
- 全國精神文明建設表彰大會：全國文明單位
- 福布斯中國：2024-2025福布斯中國可持續發展工業企業
- 香港「ESG認證嘉許暨永續發展論壇2025」：「ESG年度榮譽成就大獎」
- 中華環保聯合會：2025「一帶一路」綠色供應鏈優秀案例



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## 環境、社會及管治報告

- Xinhua News Agency Branding Office and Kantar Group: 2025 Practitioner of Ecological Brands
- 新華社品牌辦公室、凱度集團：2025生態品牌踐行者
- CBME Awards 2025: Green Guardian Award, Omni-Marketing Example Award, Outstanding Brand Innovation Award
- CBME AWARDS 2025：綠色守護獎、全域營銷引力獎、傑出品牌創新獎

### Key Performance in 2025

#### Financial Performance

- Total assets: RMB43.18 billion
- Revenue: RMB23.07 billion

#### Environmental Performance

- GHG emissions density reached 0.66 tCO<sub>2</sub>e per RMB10,000 of sales revenue; the GHG emissions density of papermaking sector achieved 0.71 tCO<sub>2</sub>e per ton of paper.
- The energy consumption density of the papermaking sector reached 0.34 tons of standard coal per ton of paper, which is 11% lower than the limit specified in the *Energy Consumption Per Unit Product of Pulp and Papermaking* (GB 31825-2024) (《製漿造紙單位產品能源消耗限額》).
- The water consumption density of the papermaking sector reached 8.0 tons per ton of paper, which is 43% lower than the national standard upper limit for water intake per ton of product specified in *Water Quotas Part 5: Paper Products* (GB/T18916.5-2022) (《取水定額第5部分：造紙產品》).

#### Social Performance

- Female employees make up 52% of the workforce; women in STEM<sup>1</sup> positions account for 38%; women in management roles within revenue-generating departments represent 27%.
- Total training hours for employees reached 529,542 hours; there are 2,688 internal trainers.
- Cumulative donations amount to over RMB32.57 million; 35 volunteer service teams have contributed a total of 3,101 service hours.

### 2025年主要績效

#### 經濟類

- 資產總額：431.8億元人民幣
- 營業收入：230.7億元人民幣

#### 環境類

- 溫室氣體排放密度達到0.66 tCO<sub>2</sub>e／萬元人民幣銷售額；造紙板塊達到1.02 tCO<sub>2</sub>e／噸紙
- 造紙板塊能耗密度達到0.34噸標煤／紙，比《製漿造紙單位產品能源消耗限額》(GB 31825-2024)的限制值要求低11%
- 造紙板塊用水密度達到8.0噸／噸紙，比《取水定額第5部分：造紙產品》(GB/T18916.5-2022)中規定的每噸產品取水量的國家標準上限低43%

#### 社會類

- 女性員工佔比52%；STEM<sup>1</sup>崗位女性員工佔比38%；產生收入的職能部門管理崗位女性員工佔比27%
- 員工受訓總時數529,542小時；內部講師2,688人
- 累計捐贈超人民幣3,257萬元；35支志願者服務隊累計服務小時數達3,101小時

<sup>1</sup> STEM: Science, Technology, Engineering and Mathematics

<sup>1</sup> STEM：科學(Science)、技術(Technology)、工程(Engineering)和數學(Mathematics)



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### 1. IMPLEMENTING SUSTAINABLE DEVELOPMENT GOVERNANCE

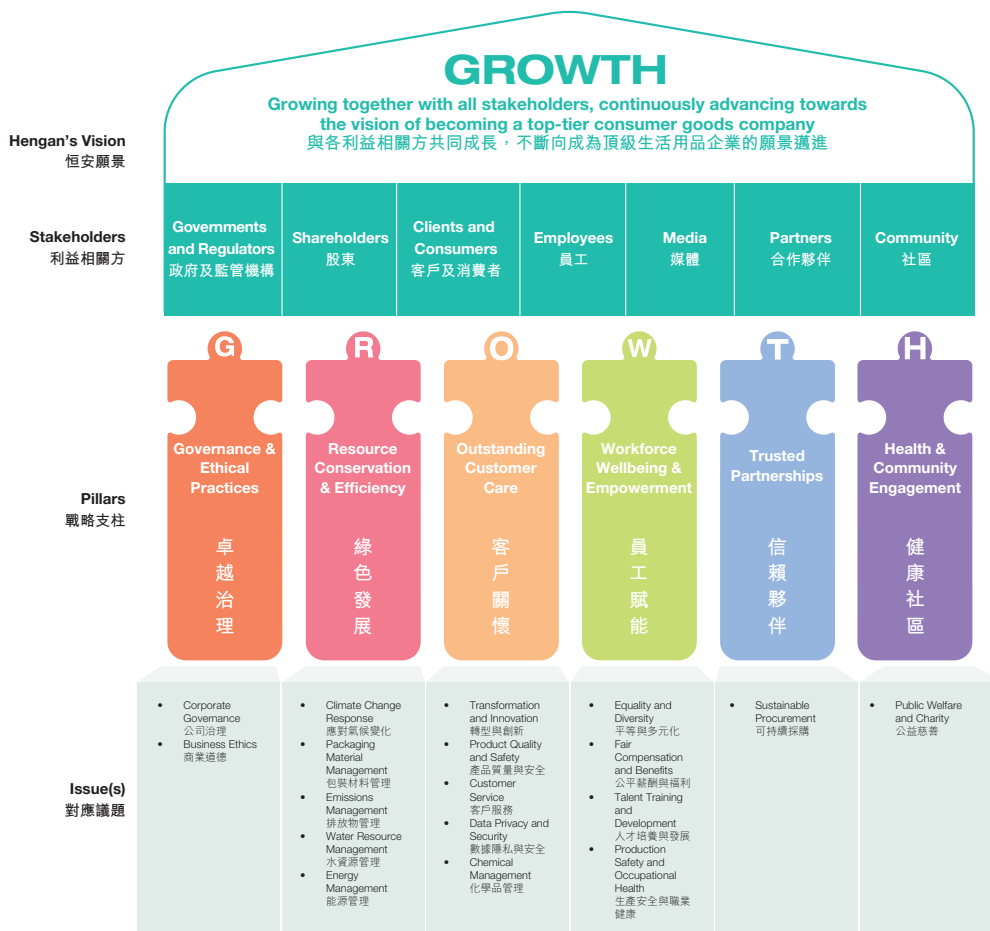
#### 1.1 Sustainable Development Strategy

Since its establishment in 1985, Hengan has upheld the philosophy of “Growing with You for A Better Life,” integrating care for customers, employees, and society into every stage of its development. In 2024, we systematically established the “GROWTH” sustainable development strategic framework, defining key issues and action directions. Building upon this foundation in 2025, we continued to deepen its implementation. Aligning with industry trends and stakeholder expectations, we have continuously optimized our management mechanisms and practical approaches, driving a deeper integration of ESG principles into our operations and value chain as we steadily advance toward the long-term vision of “Centennial Hengan Sustainable Development.”

### 1. 落實可持續發展治理

#### 1.1 可持續發展戰略

自1985年成立以來，恒安始終秉持「追求健康，你我一起成長」的理念，將對客戶、員工與社會的關懷融入企業發展全過程。2024年，我們系統構建「GROWTH」可持續發展戰略框架，明確關鍵議題與行動方向。2025年，我們在既有戰略基礎上持續深化實施，結合行業趨勢與利益相關方期望，不斷優化管理機制與實踐路徑，推動ESG理念更深度融入運營與價值鏈，穩步邁向「百年恒安、可持續發展」的長期願景。





# Environmental, Social And Governance Report

## 環境、社會及管治報告

### 1.2 SDGs Responses

### 1.2 響應聯合國可持續發展目標

Pillars 戰略支柱	Report Section(s) 章節名稱	Issue(s) 章節議題	UN SDGs 聯合國可持續發展目標	Response 響應
<b>Governance &amp; Ethical Practices</b> 卓越治理	Strengthening Governance	Corporate Governance		Hengan consistently upholds high standards of business ethics and compliance principles, continuously improving its institutional system and governance structure. The Group strengthens lawful and compliant operations, enhances its internal control mechanisms, and advances business ethics management as well as risk identification, assessment, and response. We also continuously reinforce the foundation of our stable operation and effectively safeguard and protect the rights and interests of all stakeholders. 恒安始終秉持高標準的商業道德與合規原則，持續完善制度體系與管治架構，強化依法合規經營與內部控制機制建設，深入推進商業道德管理與風險識別、評估及應對能力提升，不斷夯實穩健運營基礎，切實維護和保障各利益相關方的權益。
	Foundations for Compliant and Sound Operations 恒治為本，安行合規運營	Business Ethics 商業道德		
<b>Resource Conservation &amp; Efficiency</b> 綠色發展	Upholding Green Commitment for a Low-Carbon Future 恒守綠意，安繪低碳藍圖	Climate Change Response		Hengan is firmly advancing its green and low-carbon transition, proactively addressing the challenges of climate change, and continuously enhancing its environmental management capabilities. We improve resources and energy conservation, reduce emissions and waste, and promote energy efficiency optimization and circular utilization throughout our production and operation. Meanwhile, we focus on the protection of biodiversity and forest resources, systematically integrating the philosophy of green development into all aspects of our business to contribute to environmental improvement and the development of a sustainable society. 恒安堅定推進綠色低碳轉型，積極應對氣候變化挑戰，持續提升環境管理水平。我們在生產運營全過程中加強資源與能源節約，降低排放與廢棄物產生，推動能效優化與循環利用。同時，我們關注生物多樣性與森林資源保護，將綠色發展理念系統融入業務各環節，為生態環境改善與可持續社會建設貢獻力量。
		Packaging Materials Management		
		Emissions Management		
		Water Resources Management		
		Energy Management		



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Pillars 戰略支柱	Report Section(s) 章節名稱	Issue(s) 章節議題	UN SDGs 聯合國可持續發展目標	Response 響應
<b>Outstanding Customer Care</b> 客戶關懷	Advancing Innovation to Deliver Superior Product Quality 恒新研發，安鑄卓越品質	Transformation and Innovation 轉型與創新	  	<p>Hengan continuously unleashes the momentum of innovation throughout its pursuit of high-quality development, driving technological progress and product enhancement. We exercise rigorous control and pursue excellence across the entire process, from raw material procurement and product design to manufacturing. We have strengthened chemical safety management and built a systematic, full-chain quality assurance system. Furthermore, we remain committed to centering on customer needs, continuously optimizing service capabilities and experience management, deepening mutually trusting partnerships, and consolidating the foundation for long-term value co-creation.</p> <p>恒安在高質量發展進程中持續釋放創新動能，推動技術進步與產品升級。從原材料採購、產品設計到生產製造全流程嚴格把控，精益求精，強化化學品安全管理，構建系統化、全鏈條的質量保障體系。同時，我們堅持以客戶需求為核心，持續優化服務能力與體驗管理，深化互信合作關係，夯實長期價值共創基礎。</p>
		Product Quality and Safety 產品質量與安全		
<b>Workforce Wellbeing and Empowerment</b> 員工賦能	Empowering Talent to Foster Sustainable Workforce Development 恒心聚力，安育人才沃土	Equality and Diversity 平等與多元化	    	<p>Hengan consistently regards its employees as the most valuable asset and firmly believes that employee well-being and growth are the fundamental drivers of stable operations and sustainable development. We safeguard the legitimate rights and interests of employees in accordance with the law, foster a diverse, equal, and inclusive working environment, and refine development and care mechanisms. We also promote mutual growth between the Group and its employees and work together to build a warm, dynamic, and fulfilling workplace.</p> <p>恒安始終將員工視為企業最寶貴的財富，堅信員工福祉與成長是穩健經營與可持續發展的核心動力。我們依法保障員工合法權益，營造多元、平等、包容的工作環境，完善發展與關懷機制，推動企業與員工共同成長，攜手打造有溫度、有活力的幸福職場。</p>
		Equitable Compensation and Benefits 公平薪酬與福利		



# Environmental, Social And Governance Report

## 環境、社會及管治報告

Pillars 戰略支柱	Report Section(s) 章節名稱	Issue(s) 章節議題	UN SDGs 聯合國可持續發展目標	Response 響應
<b>Trusted Partnerships</b> 信賴夥伴	Building Trusted Partnerships for a Responsible Value Chain 恒信共鏈，安築責任生態	Sustainable Procurement 可持續採購		<p>Hengan consistently views robust and mutually trusting partnerships as a critical foundation for achieving long-term development. We continuously improve our supplier management system, strengthen full-process and full-lifecycle management, and integrate responsibility requirements and sustainability standards into every aspect of procurement and collaboration. We are committed to building a transparent, standardized, and stable sustainable supply chain. Furthermore, guided by the principles of openness, inclusiveness, and win-win cooperation, we deepen communication and collaboration with our suppliers, jointly enhancing supply chain resilience and sustainability performance, and working together to achieve value co-creation and shared prosperity for the industry.</p> <p>恒安始終視穩健、互信的合作夥伴關係為實現長期發展的重要基礎。我們持續完善供應商管理體系，強化全流程、全生命週期管理，推動責任要求與可持續標準貫穿採購與合作各環節，致力於構建透明、規範、穩定的可持續供應鏈。同時，我們秉持開放包容、合作共贏的理念，與供應商深化溝通與協作，共同提升供應鏈韌性與可持續發展水平，攜手實現價值共創與行業共榮。</p>



# Environmental, Social And Governance Report

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Pillars 戰略支柱	Report Section(s) 章節名稱	Issue(s) 章節議題	UN SDGs 聯合國可持續發展目標	Response 響應
Health & Community Engagement 健康社區	Fulfilling Social Responsibility with Commitment and Care 恒揚愛心，安寧家國情懷	Public Welfare and Charity 公益慈善	  	<p>As a leading domestic household products company, Hengan established its corporate mission of “Growing with You for a Better Life” from its inception, embedding social contribution into its development. We continuously strengthen our public welfare and charity framework, actively supporting charitable foundations and diverse social programs. We focus on family care and public well-being needs, extend care to various groups, and fulfill our social responsibility through long-term commitment and practical action, consistently creating enduring and meaningful value for society.</p> <p>作為國內家庭生活用品行業的領軍企業，恒安自創立之初便確立「追求健康，你我一起成長」的企業使命，將回饋社會融入發展基因。我們持續夯實公益慈善體系，積極支持慈善基金與多元社會項目，聚焦家庭關愛與民生需求，關懷不同群體，以長期投入與實際行動踐行社會責任，持續為社會創造溫暖而持久的價值。</p>



# Environmental, Social And Governance Report

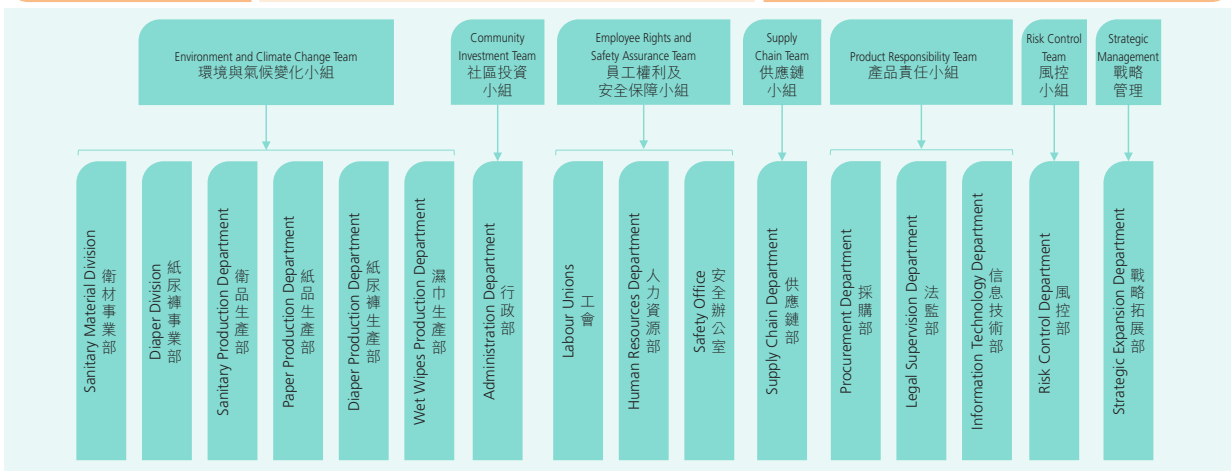
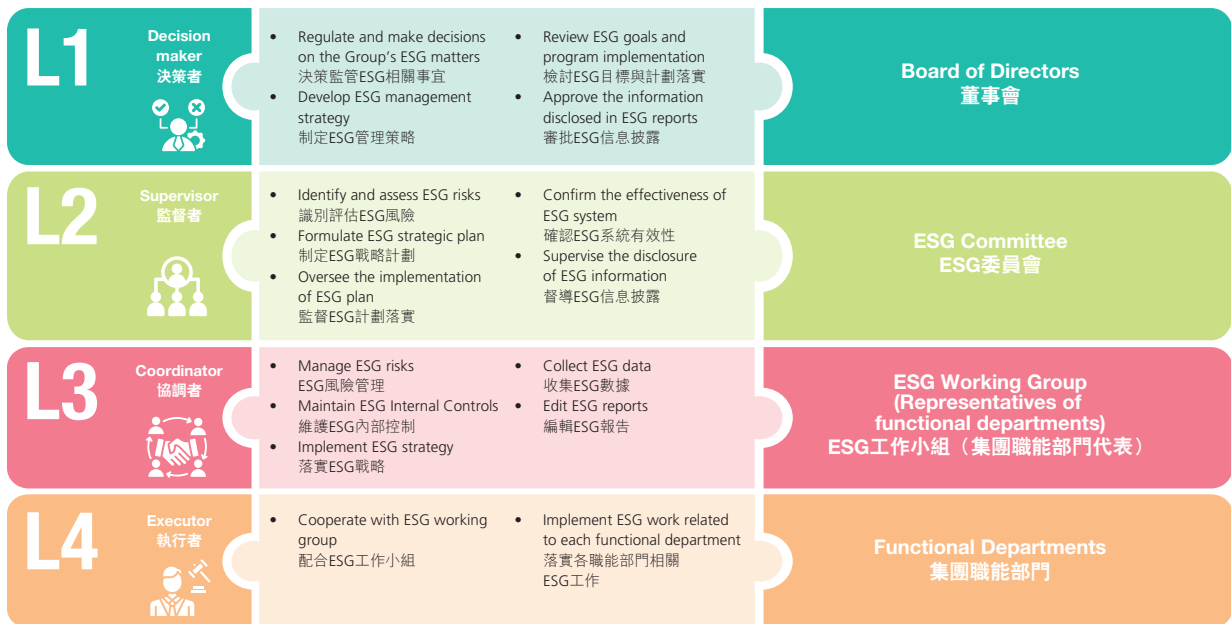
## 環境、社會及管治報告

### 1.3 ESG Governance Framework

The Group has been focusing on the construction of sustainable development, continuously improving the top-level design of ESG governance, and establishing a four-level ESG governance structure from top to bottom. Specifically, the structure consists of Board of Directors, ESG Committee, ESG working group and functional departments, responsible for the decision-making, monitoring, coordination and execution of ESG issues, respectively, committing to practicing ESG governance throughout operations and management and steadily advancing the implementation of the Group's ESG strategy and the achievement of its objectives.

### 1.3 ESG管治架構

恒安高度重視可持續發展建設，持續優化ESG治理頂層設計，自上而下構建了涵蓋董事會、ESG委員會、ESG工作小組及各職能部門的四級管治架構。各層級分別承擔決策、監督、協調及執行職責，確保ESG理念深入融入企業運營與管理各環節，穩步推動本集團ESG戰略的落地與目標的實現。





# Environmental, Social And Governance Report

## 環境、社會及管治報告

The ESG Committee reports to the Board of Directors at least once a year. In 2025, the Board received one report on the efforts of the ESG Committee. After receiving reports on the efforts of the Group's ESG Committee, where the latest ESG trends and compliance requirements at home and abroad, ESG-related work arrangement and performance, external stakeholders demands and recommendations for sustainable development were presented, the Board of Directors were supportive and recognized of the Group's ESG strategy direction and work progress. In addition, we invited external ESG experts to provide training to our ESG Committee on topics such as ESG regulation and industry trends, as well as recommendations for improving ESG management. This has effectively enhanced the ESG-related awareness and management capabilities of our directors, including in the area of climate change.

### 1.4 Statement of the Board of Directors

The Board of Directors is the highest responsible organization for Hengan International's ESG management, responsible for making decisions and supervising ESG-related matters, formulating ESG management strategies, reviewing the implementation of ESG management objectives and plans, and approving ESG information disclosure. The Board of Directors regularly identifies, evaluates and prioritizes ESG issues, and confirms the ESG objectives and work priorities for the next phase, considering the results of communication with stakeholders, the Group's actual operating conditions and development strategies.

The Board of Directors continuously monitors and reviews ESG-related matters of the Group at least once a year to understand the implementation of the Group's ESG efforts, review the Group's ESG efforts and assess the Group's ESG performance. The Board also makes dynamic adjustments to its ESG efforts in accordance with its business policies and strategies to ensure that the Group's ESG objectives remain relevant and meaningful to the Group's business. The ESG Committee under the Board of Directors carries out day-to-day ESG supervision and management work on behalf of the Board of Directors. The ESG Committee has completed the review of the progress of the Group's ESG objectives and work carried out during the Reporting Period, which was generally in line with the Group's ESG management strategy and the progress of the objectives was well accomplished.

ESG委員會每年至少向董事會進行一次匯報。2025年，董事會聽取了1次ESG委員會工作匯報，了解了國內外ESG發展最新趨勢與合規要求、本集團ESG相關工作部署和推進情況、外部利益相關方要求以及推進可持續發展的建議，並對本集團當前的ESG戰略方向和工作進度表示支持與認可。此外，我們亦邀請外部ESG專家就ESG監管與行業趨勢以及ESG管理提升建議等內容對本公司ESG委員會進行了培訓，有效提升了本公司董事包括氣候在內的ESG相關意識與管理能力。

### 1.4 董事會聲明

董事會是恒安國際ESG管理的最高責任機構，負責決策監管ESG相關事宜，制定ESG管理策略，檢討ESG管理目標與計劃落實，並審批ESG信息披露。董事會定期對ESG議題開展識別評估及優次排序，並結合與利益相關方的溝通結果、公司實際運營情況及發展戰略等因素，確認下階段的ESG目標及工作重點。

董事會持續監督且每年至少審閱一次本集團ESG相關事宜，了解本公司ESG工作落實情況，並檢討本公司ESG工作，同時評估本集團的ESG表現。董事會亦將根據業務方針及策略對ESG工作進行動態調整，確保本集團ESG目標始終與本公司業務關聯緊密，並具有實際意義。董事會下設ESG委員會代表董事會開展日常ESG監督管理工作，ESG委員會已完成報告期內的本集團ESG各項目標進度和工作開展情況的檢視，整體符合本集團ESG管理策略，且目標進度完成良好。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### 1.5 Communication with Stakeholders

The Group attaches great importance to its communication with stakeholders. Based on the Group's own business characteristics and operations, and drawing on the experiences and practices of our global counterparts, we have identified our key stakeholders, including shareholders, employees, governments and regulators, clients and consumers, partners, community, environment and media, etc. In addition, the Group has established effective channels to understand stakeholders' expectations and to discuss and respond to their concerns on ESG issues, to enhance the Group's ESG management.

### 1.5 利益相關方溝通

恒安高度重視利益先官方溝通，我們依據本集團自身業務特點與運營狀況，並借鑑全球同行經驗與實踐識別出股東、員工、政府及監管機構、客戶及消費者、合作夥伴、社區、環境和媒體等主要利益相關方。在此基礎上，我們建立了多元有效的溝通渠道，以了解利益相關方的期望，並就各利益相關方關心的ESG相關議題進行商討和響應，以提升本集團ESG管理水平。

Stakeholders 利益相關方	Communication Mechanisms 溝通機制	Communication Frequency 溝通頻率	Stakeholders' Expectations 利益相關方期望
<b>Governments and Regulators</b> 政府及監管機構	Daily management 日常管理 Meetings and Communications 會議交流 Monitoring and inspections 監督檢查 Policy consultation 政策諮詢 Situation Reports 情況匯報	Multiple per year 一年多次	Abide by laws 遵紀守法 Pay tax in accordance with laws 依法納稅 Support local development 支持地方發展 Protect forests 保護森林 Save energy 節約能源 Climate change response 應對氣候變化
<b>Shareholders</b> 股東	Shareholders' general meetings 股東大會 Information disclosure 信息披露 Investor relations activities 投資者關係活動	Multiple per year 一年多次	Ensure reasonable and stable income 保障合理穩定收益 Safeguard right to know 保證知情權 Improve corporate governance 完善公司治理 Improve risk control 加強風險控制
<b>Clients and Consumers</b> 客戶及消費者	Service hotline 服務熱線 Enterprises' official websites 企業官網 Brand promotion activities 品牌宣傳活動	Daily 每天	Provide healthy and premium products 提供健康優質產品 Innovate continuously 持續創新 Provide quality after-sales service 提供優質售後服務



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Stakeholders 利益相關方	Communication Mechanisms 溝通機制	Communication Frequency 溝通頻率	Stakeholders' Expectations 利益相關方期望
<b>Employees</b> 員工	Labor unions 工會 Employee trainings 員工培訓 Employee activities 員工活動	Multiple per week 每週多次	Protect rights and interests 保障權益 Provide promotion and development 晉升與發展 Guarantee production safety 安全生產 Provide equal opportunities 平等機會 Democratic Communication 民主溝通
<b>Media</b> 媒體	Interviews about business operation 企業經營訪談 Corporate culture publicity 企業文化宣傳 Thematic activities 專題活動	Multiple per year 一年多次	Understand the fulfillment of corporate social responsibility 了解企業社會責任履行情況 Understand the enterprises' major events 了解企業重大事件
<b>Partners</b> 合作夥伴	Negotiation and communication 談判與溝通 Supplier investigation and evaluation 供應商考察和評估 Open bidding and tendering 公開招投標 Communications and exchange visits 交流互訪	Multiple per month 每月多次	Keep promise 信守承諾 Advocate openness and fairness 陽光公正 Promote cooperation and development 合作發展 Share success 分享成功
<b>Community</b> 社區	Charitable donation 慈善捐助 Cultural and sports support 文體支持 Voluntary service 志願服務 Publicity for environmental protection 環保宣傳	Multiple per year 一年多次	Support for common prosperity 促進共同富裕 Promote social harmony 促進社會和諧 Drive sustainable development 推動可持續發展 Reduce emissions 減少排放物



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### 1.6 Assessment of Material Issues

The Group clarifies topics of importance to the Group's business and stakeholders by conducting regular materiality assessments and reviewing them annually to guide the day-to-day ESG work and the preparation of the Report:

### 1.6 實質性評估

本集團通過定期開展實質性評估並每年審閱回顧，釐清對本集團業務及利益相關方具有重要性的議題，以指導日常ESG工作的開展和報告的編製：

#### Step 1: Identify relevant ESG issues 步驟一：識別相關ESG議題

Taking into account the issues of concern of the international mainstream rating agencies (such as MSCI, S&P, FTSE, CDP, Hang Seng Sustainability Ratings, etc.) and the ESG Reporting Code of the Hong Kong Stock Exchange, and taking into account the characteristics of the industry in which the Group operates and the mainstream trend of ESG, the Group identifies potentially material issues for disclosure, taking into account the expectations of the stakeholders as well as the risks and opportunities of the Group's finances and business.

綜合考慮國際主流評級機構（如MSCI、S&P、FTSE、CDP、恒生可持續發展評級等）及香港聯交所《ESG報告守則》的關注議題，結合本集團所在行業特點及ESG主流趨勢，考慮利益相關方的期望與本集團財務與業務的風險與機遇識別潛在重大議題以做披露。

#### Step 2: Score and sort 步驟二：打分與排序

The Group identified multiple internal and external stakeholders in relation to the identified issues, based on the two dimensions of "Impact on stakeholders" and "Impact on the Group's finance and business," distributed materiality assessment questionnaires to them, and invited them to rate and prioritize the issues. 本集團對識別出的相關議題就「對利益相關方的影響」和「對公司財務與業務的影響」兩個維度，識別出多個內部與外部利益相關方，向其發放實質性評估問卷，邀請其對議題進行打分與排序。

#### Step 3: Assess results 步驟三：評估結果

Based on the results of the internal and external stakeholder materiality assessment questionnaire, these issues were analyzed and ranked in order of preference to reflect the "Impacts on stakeholders" and "Impact on the Group's finance and business", thus generating a dual materiality assessment matrix. This matrix is then submitted to the ESG Committee and the Board of Directors for review and confirmation, and is integrated into the Group's comprehensive risk management system.

根據內外部利益相關方實質性評估問卷結果進行分析，將這些議題排列優次順序，從而反映該議題對「對利益相關方的影響」和「對公司財務與業務的影響」，從而生生成雙重實質性評估矩陣，匯報董事會與ESG委員會審閱和確認，並納入本集團全面風險管理體系。

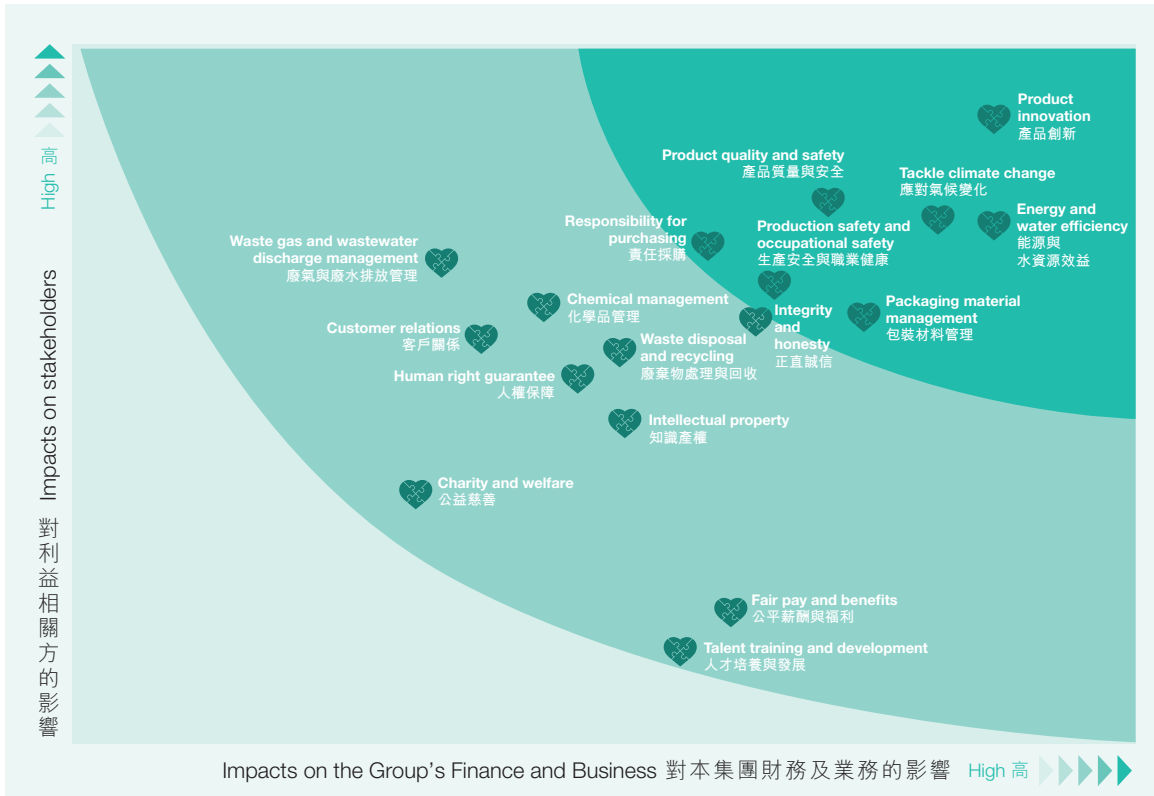


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In 2025, the Group reviewed the results of the 2024 materiality assessment and determined that they remain applicable to Hengan's ESG performance during the reporting period; therefore, the Group continues to adopt them:

2025年，本集團覆核2024年度實質性評估結果，認為其仍適用於恒安報告期內ESG發展情況，故繼續沿用：



According to materiality assessment results, our top three issues are product innovation, product quality and safety, and climate change response. They not only have a significant impact on society and the environment but also are directly linked to the Group's value drivers, competitiveness, and long-term shareholder value.

根據實質性評估結果，產品創新、產品質量與安全以及應對氣候變化是最具實質性的3個議題；它們不僅對社會與環境有重大影響，也直接關係到本集團的價值驅動、競爭地位與長期股東價值。



# Environmental, Social And Governance Report

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Issues 議題名稱	Description 議題描述	Response Strategy 應對策略
<p><b>Product Innovation</b> 產品創新</p>	<p>Consumers' demand for health, comfort and safety is constantly changing along with the social and economic environment. Through continuous product innovation, Hengan can not only meet consumers' increasingly high expectations and diverse needs but also maintain a leading position in the fiercely competitive market and enhance brand influence.</p> <p>隨著社會和經濟環境的變化，消費者對健康、舒適、安全的需求在不斷改變，通過持續的產品創新，恒安不僅能滿足消費者日益提升的期待和多元化的需求，亦能在競爭激烈的市場保持領先的地位，增強品牌影響力。</p>	<p>Hengan adheres to a dual, interactive double-wheel-driven product innovation model, strengthening the close connection between product innovation and market demand. Under the guidance of this innovation model, we have clarified the R&amp;D direction of high-quality, healthy and safe products, continuously improved the success rate of R&amp;D, and firmly adhered to a differentiated and high-end technological development path.</p> <p>For detailed strategies, please refer to 4.1 <i>Innovation-Driven, Smart R&amp;D</i> in this Report.</p> <p>恒安堅持雙重、互動式的雙輪驅動產品創新模式，通過強化產品創新與市場需求之間的緊密聯繫。我們在該創新模式的指導下明確了產品高品質與健康安全的研發方向，持續提升研發的一次成功率，堅定走差異化、高端化的技術發展道路。</p> <p>詳細應對策略請參考本報告4.1《創新驅動 智慧研發》</p>
<p><b>Product Quality and Safety</b> 產品質量與安全</p>	<p>Product quality and safety are directly related to consumers' health and trust, which is crucial for Hengan. Ensuring product quality and safety is not only our most fundamental responsibility but also a key to winning market trust and establishing brand reputation. High-quality products can enhance consumer experience, strengthen brand loyalty, and lay a solid foundation for our long-term development.</p> <p>產品質量與安全直接關係到消費者的健康與信任，對恒安至關重要。確保產品的質量與安全不僅是我們最基本的責任，也是贏得市場信賴，樹立品牌聲譽的關鍵。高質量的產品能夠提升消費者體驗，增強品牌忠誠度，為我們的長期發展奠定堅實基礎。</p>	<p>We continue to promote and implement "constant care", "constant innovation" and "constant safety" (the "Three Constants Model") throughout the whole value chain and form a standardized quality management system from aspects of quality management organization, product innovative R&amp;D and intelligent manufacturing.</p> <p>For detailed strategies, please refer to 4.2 <i>Stringent Quality Control, A Trusted Choice</i> in this Report.</p> <p>我們不斷深化並在全價值鏈上貫徹由「恒愛」、「恒創」、「恒安」組成的「三恒」模式，從質量管理組織、產品創新研發、智能製造等多方面優化產品設計與生產管理，形成標準化質量管理體系。</p> <p>詳細應對策略請參考本報告4.2《嚴控品質 安心之選》</p>



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## 環境、社會及管治報告

Issues 議題名稱	Description 議題描述	Response Strategy 應對策略
<b>Climate Change Response</b> 應對氣候變化	<p>With the increasingly severe climate change, enterprises are facing more frequent extreme weather events and stricter climate regulation, which may pose risks of asset impairment, increased operating costs, and revenue decline. By pursuing green transformation, we can not only avoid compliance risks but also convert risks into opportunities, achieving cost reduction and efficiency improvement.</p> <p>隨著氣候變化日益嚴峻，企業在面臨愈加頻發的極端天氣事件的同時，亦受到愈加嚴格的氣候監管，這將可能對我們造成資產減損，運營成本上升，營收下降的風險。通過開展綠色轉型，我們不僅能規避合規風險，亦能將風險轉化為機遇，實現將本增效。</p>	<p>The Group has incorporated climate risk into comprehensive risk management, regularly identifying climate-related risks and opportunities, assessing the impact of risks through climate scenario analysis, and formulating targeted mitigation and response measures to enhance its climate resilience.</p> <p>For detailed strategies, please refer to 3.2 <i>Climate Response, Leading with Carbon Reduction</i> in this Report.</p> <p>本集團已將氣候風險納入全面風險管理，定期識別氣候相關風險及機遇，通過氣候情景分析評估風險影響，並制定針對性的緩解和應對措施，提升企業氣候韌性。</p> <p>詳細應對策略請參考本報告3.2《氣候響應 減碳先行》</p>

## 2. STRENGTHENING GOVERNANCE FOUNDATIONS FOR COMPLIANT AND SOUND OPERATIONS

Hengan International is fully aware that sound governance structure and strict risk management are the core of protecting shareholders' interests, enhancing the enterprise value, and practicing the corporate responsibilities, as well as the important supports for the Group's stable development and continuous appreciation. To this end, we uphold high standards of corporate governance and business ethics, continuously improving our policy and governance framework. We strengthen compliance operations, internal controls, and information security management, enhancing our capacity to identify, assess, and manage risks. This enables us to establish an effective governance system, ensuring a solid foundation for sustainable business development and safeguarding the rights and interests of all stakeholders.

### 2.1 Efficient Governance and Compliant Implementation

Hengan International upholds compliant operation as its cornerstone, comprehensively advancing efficient corporate governance. We continuously refine our risk prevention and control systems, enhance our internal audit standards and professional capabilities, thereby ensuring stable business operation and sustainable development.

## 2. 恒治為本，安行合規運營

恒安國際深知，完善的管治架構與嚴格的風險管理是保障股東利益、提升企業價值、履行企業責任的核心，也是企業穩健發展和持續增值的重要支撐。為此，我們堅持高標準的企業治理與商業道德，持續完善公司政策制度體系與治理結構，強化合規運營、內部控制及信息安全，提升風險識別、評估與管理能力，從而建立有效的治理體系，確保經營發展基礎穩固，有效維護各利益相關方權益。

### 2.1 高效治理，合規落地

恒安國際堅持以合規經營為根本，全面推進高效公司治理，持續完善風險防控體系，強化內部審計規範與專業能力，保障企業穩健運營與可持續發展。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### 2.1.1 Corporate Governance

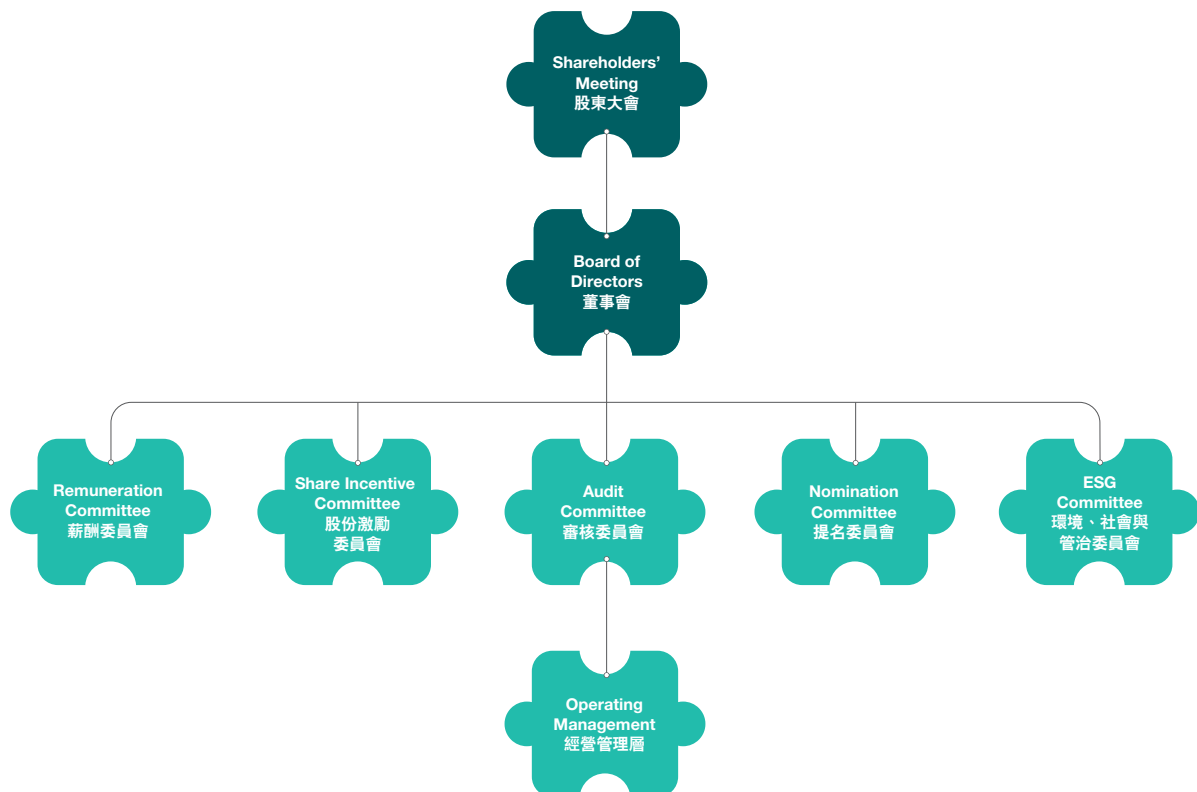
Hengan International strictly complies with the *Company Law of the People's Republic of China* (《中華人民共和國公司法》), the *Securities Law of the People's Republic of China* (《中華人民共和國證券法》), the *Code of Corporate Governance for Listed Companies* (《上市公司治理準則》), the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited* (《香港聯合交易所有限公司證券上市規則》), and other relevant regulations of the places where our shares are listed, and has established a well clarified and transparent corporate governance structure with clearly defined responsibilities.

As the core of the governance structure, the Board of Directors is responsible for participating in and deciding on all major issues relating to the Company's operations, including policy, strategy, budget, internal control and risk management. Five committees are appointed and delegated by the Board of Directors as the oversight and execution bodies of the governance structure, and operate effectively in accordance with their terms of reference.

### 2.1.1 公司治理

恒安國際嚴格遵守《中華人民共和國公司法》《中華人民共和國證券法》《上市公司治理準則》《香港聯合交易所有限公司證券上市規則》以及股票上市所在地其他相關規定，建立了架構清晰、運作透明、職責明確的公司管治架構。

本公司董事會作為管治架構的核心，負責參與並決定與政策事務、策略、預算、內部監控及風險管理等公司運營事務有關的所有重大事宜。恒安董事會下設5個委員會作為管治架構中的監督與執行機構，均經由董事會委任並授權，按其職權範圍有效運作。





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The Group issued the *Statement on Independence of the Board of Directors* (《董事會獨立性聲明》) in order to achieve high-standard governance and enhance corporate transparency. We continuously improve the processes and procedures of the Board and its committees according to the *Board Independence Evaluation Mechanism* (《董事會獨立性評估機制》) to enable the Board to make independent judgments effectively and better safeguard shareholders' interests. The Nomination Committee evaluates the independence of all independent non-executive directors annually to confirm that each director meets the relevant standards of the listing rules. As of the end of the Reporting Period, the Board of Directors of the Company consisted of 11 directors, including 7 executive directors and 4 independent non-executive directors.

We believe that board diversity is a key cornerstone supporting the Company's sustainable development. The Board members are nominated through a rigorous selection process, considering board diversity from multiple dimensions, including but not limited to gender, age, nationality, cultural and educational background, ethnicity, professional experience, skills, knowledge, and tenure of service. In terms of gender diversity, Hengan is committed to promote gender balance, ensuring female participation in high-level decision-making, and enhancing the breadth and diversity of corporate governance. At the same time, the Company attaches importance to the diversity of professional backgrounds and selects senior management and directors from fields such as finance, legal, and marketing to enrich the Board's experience and promote comprehensive decision-making. Additionally, Hengan demonstrates an international perspective in the selection of Board members, with some directors having international educational and work backgrounds, to support the Company's global expansion and internationalization strategy. The Nomination Committee reviews the board diversity policy and its implementation annually to ensure its effectiveness. As of the end of the Reporting Period, the composition of the Company's Board of Directors demonstrates a robust diversity profile across all the aforementioned dimensions. For the detailed information on the Board Members of the Company, please refer to the *Hengan International Group Co., Ltd. 2025 Annual Report* (《恒安國際集團有限公司2025年年報》).

為確立高標準的管治水平並提升企業透明度，本公司發佈《董事會獨立性聲明》，並通過《董事會獨立性評估機制》，持續改進董事會及其委員會的流程和程序，使董事會有效地進行獨立判斷而更好地保障股東利益。提名委員會每年對獨立非執行董事進行獨立性覆核，確保其持續符合上市規則的相關標準。截至本報告期末，本公司董事會共有11名董事，其中執行董事7名，獨立非執行董事4名。

我們相信董事會多元化是支持公司可持續發展的重要基石。董事成員提名經由嚴謹的遴選程序，將從多個維度考慮董事會成員多元化，包括但不限於性別、年齡、國籍、文化及教育背景、種族、專業經驗、技能、知識及服務任期等。在性別多元化方面，恒安致力於推動性別平衡，確保女性參與高層決策，提升公司治理的廣度與多樣性。同時，本公司注重專業背景的多元化，從財務、法務、市場等領域選拔高管和董事，以豐富董事會的經驗，促進全面決策。此外，恒安在董事會成員選拔中體現國際化視野，部分董事具備國際教育和工作背景，支持本公司的全球擴展和國際化戰略。提名委員會將每年檢討董事會多元化政策及其執行情況以確保其有效性。截至報告期末，本公司董事會成員構成在上述各維度均體現了充分的多元化特徵。有關本公司董事會成員的具體信息，請參考本《恒安國際集團有限公司2025年年報》。



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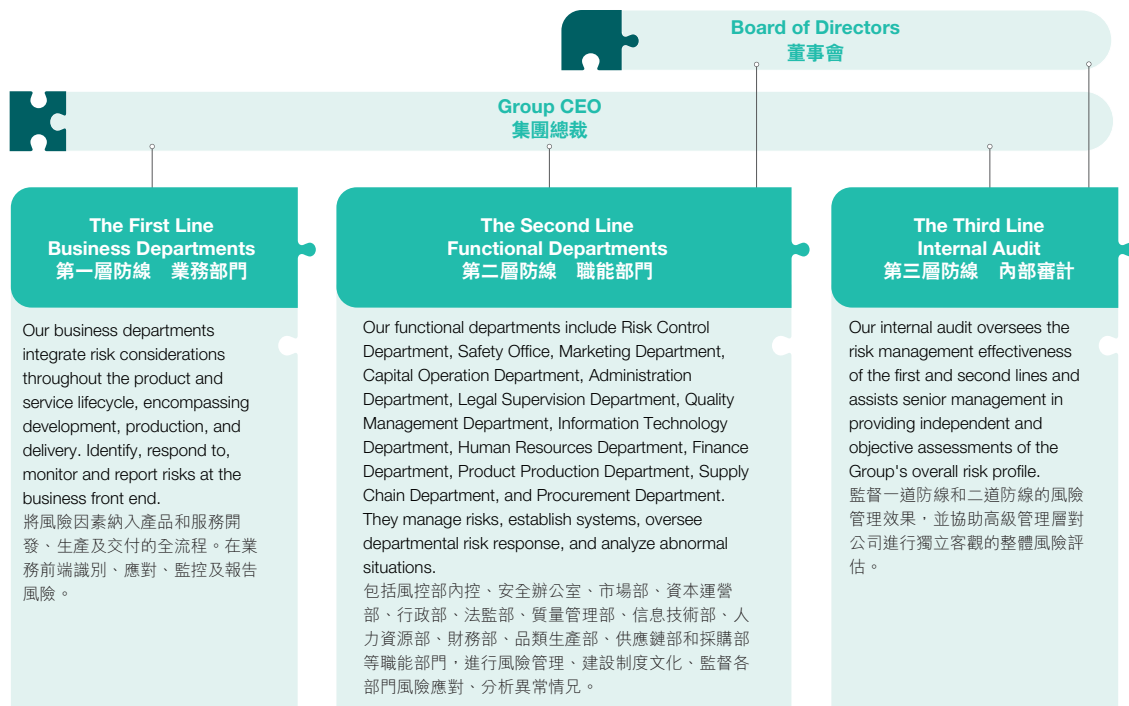
## 環境、社會及管治報告

### 2.1.2 Risk Management

Hengan regards systematic and comprehensive risk management mechanism as the cornerstone for ensuring the steady operation and sustainable development of the Company. Based on the internal control model of the Committee of Sponsoring Organizations of the Treadway Commission (COSO), Hengan has built and continuously enhanced the risk management structure consisting of “Three Lines of Defense”, with the Board of Directors and the Group Chief Executive Officer (CEO) jointly responsible for the Group’s risk management. During the Reporting Period, in alignment with the current status of the Group’s risk management and organizational structure, we updated the *Whole-Process Risk Control and Audit Management Regulations 3.0* (《全流程風險控制與審計管理規定3.0》). This update further expanded the scope of responsibilities for risk management functions, enhanced organization-wide risk awareness, and promoted the integration of risk management into all operational processes of the Group, thereby better addressing and mitigating the impact of risks on the Group.

### 2.1.2 風險管理

恒安將系統、完善的風險管理機制視為保障企業穩健運營和可持續發展的基石。恒安依據COSO委員會(The Committee of Sponsoring Organizations of the Treadway Commission)內部控制模型，構建並持續夯實由「三層防線」組成的風險管理框架，由董事會及集團首席執行官共同負責本集團的風險管理。本報告期內，我們結合本集團風險管理與組織架構現狀，對《全流程風險控制與審計管理規定3.0》進行了更新，進一步擴大了風險管理職能部門的範圍，提升全員風險意識，推動風險管理融入本集團業務全流程，以更好應對和減輕風險對本集團產生的影響。





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Each of the three levels of defense performs its own duties and cooperates with each other flexibly, which effectively ensures proper addressing of various risks faced by the Group. The Company has established a comprehensive risk management process based on the Plan-Do-Check-Act (PDCA) cycle. Annually, the Company reviews and evaluates the Group's overall risk exposure and the exposure levels for various types of risks. This systematic and standardized approach enhances risk management, providing a robust safeguard against potential risks. During the risk identification and management process, we comprehensively consider factors such as overall strategic objectives, acceptable levels of risk exposure, and historical risk profiles to determine the Group's overall and specific risk appetites. This approach informs the enhancement of management practices for various types of risks.

三層防線各司其職、靈活配合，有力保障本集團各類風險得到妥善處置。本公司以P(計劃)、D(執行)、C(檢查)、A(行動)流程為基礎，建立了完善的風險管理流程，每年對本集團總體風險及各類風險的暴露水平進行回顧與評估，以提升風險管理的系統性和規範性，為應對各類潛在風險提供了堅實有力的保障。在風險識別與管理過程中，我們綜合考量總體戰略目標、可承受的風險水平、過往風險情況等因素，確定本集團總體及各類風險偏好，並以此完善各類風險的管理。



Meanwhile, Hengan actively fosters risk culture construction. Through the corporate WeChat official account "Integrity Building in Hengan" and offline visits, we conduct risk culture education for Directors and all employees, covering risk control policies and typical risks to enhance the risk awareness of all members.

同時，恒安積極開展風險文化建設。我們通過企業微信公眾號「廉潔恒安」並結合線下走訪向董事及全體員工就風控政策、典型風險等內容進行風險文化宣貫，以提升全員風險意識。

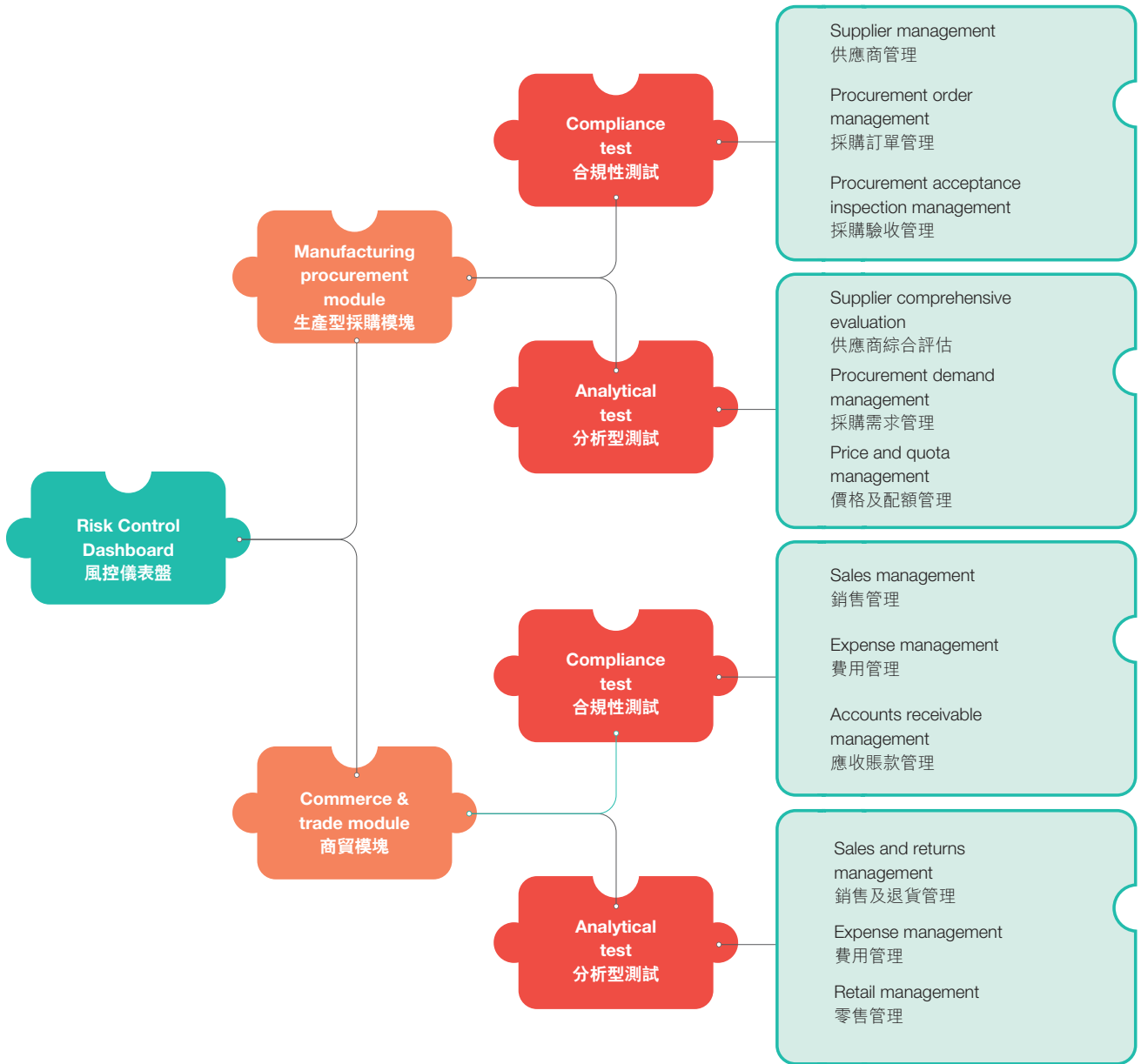
In the field of digital management and control of the risks, the Group has comprehensively implemented the intelligent system of "Risk Control Dashboard". The system conducts comprehensive and refined compliance and analytical monitoring for core modules, i.e., the manufacturing procurement module and the commerce & trade module. The system covers multiple critical business segments including supplier management, procurement order management, procurement acceptance inspection management, comprehensive supplier evaluation, price and quota management, as well as sales and returns management. Through monthly data tracking and visual presentation, it accurately identifies potential compliance gaps or high-risk areas, providing robust support for enterprise risk prevention and control.

在風控數字化領域，本集團全面啟用「風控儀表盤」智能化系統。該系統聚焦生產型採購和商貿流通兩大核心板塊，進行全方位、精細化的合規性與分析型監測。系統覆蓋供應商管理、採購訂單管理、採購驗收管理、供應商綜合評估、價格及配額管理、銷售及退貨管理等多個關鍵業務環節，通過月度數據追蹤與可視化呈現，精準識別潛在的合規漏洞或高風險緩解，為企業風險防控提供有力支撐。



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To navigate the complex and ever-changing external environment and enhance corporate resilience, we continuously engage in the identification of emerging risks. We have incorporated two emerging risks — “Geopolitical Conflict” and “Artificial Intelligence (AI)” — into our key monitoring framework and have implemented targeted risk management measures accordingly.

為應對複雜多變的外部環境，提升企業韌性，我們持續開展新興風險識別。我們將「地緣衝突」和「人工智能(AI)」兩大新興風險納入重點監控範疇，並開展了針對性的風險管理。



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Risk 風險名稱	Geopolitical Conflict Risk 地緣衝突風險
<b>Risk Description</b> 風險描述	<p>Geopolitical conflict risk refers to regional or international conflicts caused by various factors such as politics, economy, and military globally, which may affect the Group's raw material supply, logistics transportation, market sales and other processes. Although the external factors in recent years such as the Russia-Ukraine conflict, geopolitical tensions in the Middle East, and U.S. tariff policies have not yet significantly impacted the Group, the persistent presence of these external risks may potentially impact the stability of our supply chain, logistics costs, and market positioning in the long-term future.</p> <p>地緣衝突風險是指由於全球各地政治、經濟、軍事等因素導致的地區性或國際性衝突，可能對本集團的原材料供應、物流運輸和市場銷售產生潛在影響。近年來的俄烏衝突、中東局勢緊張以及美國關稅政策的等外部因素雖然尚未對本集團產生重大影響，但是這些外部風險的長期存在可能在未來對影響到本集團的供應鏈穩定性、物流成本及市場佈局。</p>
<b>Risk Impact</b> 風險影響	<ul style="list-style-type: none"><li>• It may lead to interruptions or instability in raw material supply, especially for raw materials relying on imports, such as wood and fiber from certain regions, which may incur supply restrictions or significant price fluctuations; 可能導致原材料供應中斷或不穩定，特別是對於依賴進口的原材料，如某些地區的木材、纖維等，可能面臨供應受限或價格大幅波動的情況；</li><li>• It may affect the safety and smoothness of logistics transportation routes, increase logistics costs and transportation time, thereby affecting product delivery timeliness and cost control; 可能影響物流運輸路線的安全性和暢通性，增加物流成本和運輸時間，進而影響產品的交付及時性和成本控制；</li><li>• It may lead to demand uncertainty in certain regions, affecting Hengan's sales performance and market share in the relevant markets, and could necessitate adjustments to the Group's global supply chain configuration and market strategy. 可能引發部分地區市場需求的不確定性，影響恒安在相關市場的銷售業績和市場份額，並可能迫使本集團在全球範圍內調整供應鏈佈局和市場戰略。</li></ul>
<b>Response Measures</b> 應對措施	<ul style="list-style-type: none"><li>• Supply Chain Stability: Under the premise of ensuring the quality of production materials, we prioritize local suppliers and identify alternative suppliers for key raw materials, while also advancing local substitution projects. 供應鏈穩定：在保證生產物料質量的前提下，優先選擇本地供應商，並就關鍵原材料尋找備選供應商，並開展本地替代項目；</li><li>• Logistics Route Optimization: Continuously deepen the digitalization of the logistics system, develop the Transportation Management System (TMS), and realize the digital full-chain closed-loop management of logistics for efficient and precise logistics management; 物流路線優化：持續深化物流系統數字化建設，開發物流運輸管理系統(TMS)，實現物流環節的數字化全鏈條閉環管理，對物流過程進行高效、精準的管理；</li><li>• Risk Warning Mechanism: Launch the "Risk Control Dashboard" to conduct comprehensive and elaborate compliance and analytical monitoring of the manufacturing procurement module and identify potential non-compliance or high-risk areas. 風險預警機制：通過「風控儀表盤」智能化系統，對生產型採購模塊進行全方位、精細化的合規性與分析型監測，識別潛在的不合規或高風險領域。</li></ul>



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Risk 風險名稱	Artificial Intelligence (AI) Risk 人工智能(AI)風險
<b>Risk Description</b> 風險描述	<p>AI risk mainly involves issues such as ethics, law, employment, and technical reliability that may arise from the application of AI technology in business operations. With the rapid development and wide application of AI technology. The Group's exploration of AI applications in production, management, and other areas is still in its preliminary stage. However, as AI technology may gradually be fully deployed across our operations in the future, it holds the potential to exert significant long-term impacts on the Group, including challenges to operation model, talent structure and compliance governance.</p> <p>人工智能(AI)風險主要涉及AI技術在企業運營中的應用可能帶來的倫理、法律、就業及技術可靠性等問題。本集團在生產、管理等環節對AI應用的探索仍處於初步階段，然而隨著未來AI技術可能在本集團業務中逐步全面鋪開，其可能對本集團產生潛在的長期影響，包括對運營模式、人才結構及合規治理帶來的挑戰。</p>
<b>Risk Impact</b> 風險影響	<ul style="list-style-type: none"><li>• It may cause concerns about employee employment, as some positions may see a reduction in demand due to automation, affecting employees' career development and stability; 可能引發對員工就業的擔憂，部分崗位可能因自動化而減少需求，影響員工的職業發展和就業穩定性；</li><li>• It may bring data privacy and security issues, and increase compliance costs and reputation risk for the Company. 可能帶來數據隱私和安全問題，增加企業合規成本和聲譽風險。</li></ul>
<b>Response Measures</b> 應對措施	<ul style="list-style-type: none"><li>• Employee Training and Transformation: Strengthen AI skills training for employees, help them adapt to technological changes, encourage them to transition to higher-value positions, and enhance their comprehensive capabilities and competitiveness; 員工培訓與轉型：加強對員工的人工智能技能培訓，幫助員工適應技術變革，鼓勵員工向更高價值的工作崗位轉型，提升員工的綜合能力和競爭力；</li><li>• Data Security Management: Strengthen data privacy and security protection measures, to ensure that data collection, storage, use, and sharing in AI applications comply with laws and regulations and internal policies, and prevent data leakage and abuse. 數據安全管理：加強數據隱私和安全保護措施，確保人工智能應用中的數據收集、存儲、使用和共享符合法律法規和公司政策，防止數據泄露和濫用。</li></ul>



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### 2.1.3 Audit Management

Adhering to the principle of “specialized, self-disciplined, pragmatic, and efficient”, Hengan International continuously enhances the standardization and compliance of internal audit through the *Audit Work Manual* (《審計工作手冊》), strengthening the oversight framework that safeguards the Group’s operations. We hold quarterly internal audit meetings to review the work of the quarter. Issues identified during project audits are promptly discussed and reviewed. On this basis, we continuously refine the Group’s audit mechanisms and processes.

We formulate an annual audit plan based on the scale and risk levels of each subsidiary. Routine audits are typically conducted once a year or every two years to ensure that all subsidiaries are audited every two years. During the audit process, if significant deviations or suspicious activities are detected, we leverage historical data and relevant leads to promptly initiate special investigations as needed, thoroughly verifying and tracking reported matters to ensure the Company’s compliant operation. In 2025, we conducted a total of 191 audit projects. Focusing on “monitoring operational risks and verifying functional accountability”, we carried out targeted audits covering infrastructure projects, supply chain programs, procurement and trade activities, international business operations, and investigation of reported concerns.

We consistently place high importance on the effectiveness of our audit work. Guided by the *Management Provisions on Follow-up Rectification of Audit Issues of Hengan Group 1.0* (《恒安集團審計問題後續整改管理規定1.0》), we have refined our audit processes to thoroughly identify underlying issues. Upon completion of an audit, we promptly issue an “Audit Communication Letter” to the relevant department. This document clearly explains and discusses common issues identified during the audit process, ensuring that the issues receive due attention and are properly addressed. At the same time, we strictly implement “Audit Review” procedures to rigorously oversee the closed-loop implementation of issue rectification. This approach addresses the root causes of systemic issues identified during audits and continuously enhances the efficiency and quality of corporate management.

### 2.2 Compliance with Business Ethics

Hengan International places a high priority on business ethics, consistently upholding integrity and ethical conduct in its operations. We embed business ethics principles deeply into daily management and strategic decision-making, committed to building an ethical and transparent business ecosystem and solidifying the foundation for the Group’s sustainable development.

### 2.1.3 審計管理

恒安國際始終堅守「專業、自律、務實、高效」的原則，通過《審計工作手冊》持續強化內部審計的標準化與規範性，為本集團的運營築牢監督防線。我們定期召開季度內審例會，就季度工作進行總結，對項目審計過程中出現的問題及時進行交流與回顧，並在此基礎上持續優化本集團的審計機制流程。

我們根據各子公司規模和風險水平制定年度審計計劃，例行審計通常以一年一次或兩年一次的頻率開展，確保審計每兩年覆蓋所有子公司。在審計過程中，一旦發現顯著偏差或可疑情況，我們將會結合歷史數據及相關線索，按需及時開展專項審計，對舉報內容進行核查追蹤處理，以確保公司運營合規。2025年，我們共開展191個審計項目，並圍繞「關注經營風險，查核職能履責」兩個方面，針對基建項目、供應鏈項目、採購貿易項目、國際業務項目和舉報調查項目開展專項審計。

我們始終高度重視審計工作的有效性，依據《恒安集團審計問題後續整改管理規定1.0》，完善的審計流程，深度挖掘潛在問題。在審計完成後，我們及時向相關部門發放「審計溝通函」，針對審計過程中發現的共性問題進行明確闡述與深度溝通，確保問題得到充分重視和妥善處置。同時，我們嚴格「審計回頭看」工作，嚴格監督問題整改的閉環落地，從根本上解決審計過程中發現的共性問題，持續優化企業管理的提質增效。

### 2.2 商業道德，守正踐行

恒安國際高度重視商業道德建設，嚴守合規底線。我們將商業道德準則深度融入日常管理與戰略決策，致力於構建誠信透明的商業生態，夯實本集團可持續發展的根基。



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### 2.2.1 Anti-Corruption and Anti-Fraud

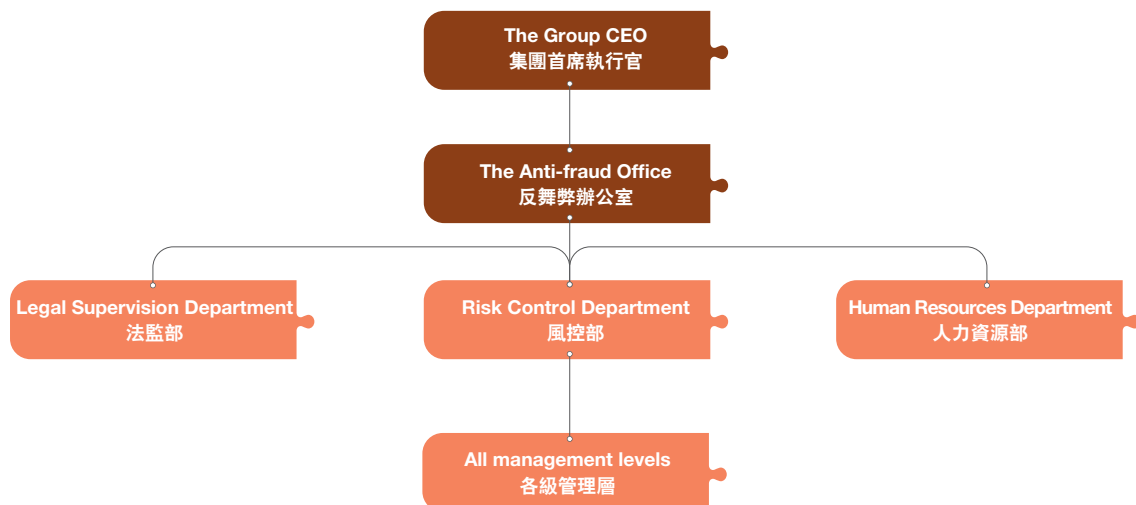
Adhering to the core values of “Integrity, Trustworthiness, Transparency, and Fairness”, the Group has established an anti-fraud management framework. Under this framework, the Group CEO serves as the highest-level leader responsible for anti-fraud efforts and oversight of the promotion of an anti-fraud culture. The Anti-Fraud Office under the CEO provides guidance, coordination, and supervision to ensure the accurate and effective implementation of various anti-fraud measures. We strictly comply with laws and regulations including the *Company Law of the People’s Republic of China* (《中華人民共和國公司法》), the *Interim Provisions on Banning Commercial Bribery* (《關於禁止商業賄賂行為的暫行規定》), and the *Anti-Unfair Competition Law of the People’s Republic of China* (《中華人民共和國反不正當競爭法》). Through policies such as the *Anti-Corruption Policy* (《反貪污政策》), the *Anti-Fraud Management System* (《反舞弊管理制度》), the *Gifts, Hospitality and Rewards Management System* (《禮品、招待及獎勵管理制度》), and the *Conflict of Interest Management System* (《利益衝突管理制度》), the Group specifies requirements regarding anti-corruption, anti-unfair competition, anti-money laundering, and avoidance of conflicts of interest. Procedures for handling non-compliance and reward and punishment mechanisms have been established to mitigate business ethics risks arising from employees’ business activities.

In 2025, Hengan maintained a clean record with no incidents of corruption, conflicts of interest, unfair competition, or money laundering. This performance demonstrates our steadfast commitment to the core values of “Integrity, Trustworthiness, Transparency, and Fairness”.

### 2.2.1 反貪污與反舞弊

本集團秉持「誠實守信、陽光公正」的核心價值觀，建立反舞弊管理架構，明確集團首席執行官為反舞弊工作的最高領導者，負責督促與指導建立反舞弊文化，並下設反舞弊辦公室以指導、協調和監督相關工作，確保各項反舞弊措施得以精準、高效地執行。我們嚴格遵守《中華人民共和國公司法》《關於禁止商業賄賂行為的暫行規定》和《中華人民共和國反不正當競爭法》等法律法規和相關規定，通過《反貪污政策》《反舞弊管理制度》《禮品、招待及獎勵管理制度》《利益衝突管理制度》等多項制度，明確了本集團在反貪腐、反不正當競爭、反洗錢、反利益衝突等商業道德方面的具體要求，並建立了違規事件處置流程和獎懲機制，以規避員工在業務活動中的商業道德風險。

2025年，恒安未發生貪腐賄賂、利益衝突、反不正當競爭或反洗錢違規等案件，以實際行動踐行了「誠實守信、陽光公正」的核心價值觀。





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Hengan Group promotes integrity culture through comprehensive measures and multi-faceted initiatives to foster a transparent and upright corporate environment. We require all employees to sign a *Letter of Commitment to Integrity and Self-discipline* (《廉潔自律承諾書》) and attach an integrity agreement as an appendix to the contract. On this basis, in 2025, we implemented extensive offline promotion activities. We conducted four integrity promotion sessions at our bases in Anhui, Hubei, Guangdong and Fujian. These sessions involved departmental heads and key personnel in making integrity commitment under the leadership of base general managers, effectively strengthening the integrity culture at Hengan.

恒安集團全方位、多舉措推進廉潔文化建設工作，以營造風清氣正的企業環境。我們要求所有員工簽署《廉潔自律承諾書》，並將廉潔協議作為合同附件要求供應商同步簽署。在此基礎上，2025年，我們實施了廣泛的線下宣貫行動，在安徽、湖北、廣東、福建基地進行了4場風控廉潔宣貫，邀請了基地總經理帶領各部門經理及優秀骨幹人員一起進行廉潔承諾，有效構建了恒安的廉潔文化。



Furthermore, we leverage the reach of new-media platforms, using channels such as the corporate WeChat official account “Integrity Building in Hengan” to promote the Group’s risk-control policies and case studies to all employees (including full-time and part-time employees) and suppliers. In 2025, we published a total of 12 posts covering topics such as integrity reminders, risk-control policy interpretation, and insights into risk management. These posts accumulatively attracted over 62,000 readers.

此外，我們充分利用新媒體平台的傳播優勢，在企業微信公眾號「廉潔恒安」上向全體員工（包括全職員工和兼職員工）以及供應商宣導本集團的風控政策與管控案例。2025年共發佈12篇推文，包括廉潔提醒、風控制度解讀、走進風控等多個板塊，累計閱讀量高達6.2萬人次。

### 2.2.2 Whistleblowing Management

We have formulated and implemented the *Complaints and Whistleblowing Management Regulations of Hengan Group* (《恒安集團投訴與舉報管理規定》) to standardize procedures for handling reports and complaints, safeguarding the legitimate rights and interests of relevant stakeholders. Internal and external individuals or companies may submit reports in real-name or anonymously to the Risk Control Department regarding any infringement of rights and interests, breach of the Company’s ethical standards, or activities that harm the Company’s interests.

### 2.2.2 舉報管理

我們制定並通過《恒安集團投訴與舉報管理規定》，嚴格規範舉報與投訴的工作流程，切實保障相關方合法權益。所有內外部個人或公司可以採取實名或匿名形式，向風控部檢舉揭發權益受侵犯、任何違反本公司道德準則及其他一切損害本公司利益的行為。



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## 環境、社會及管治報告

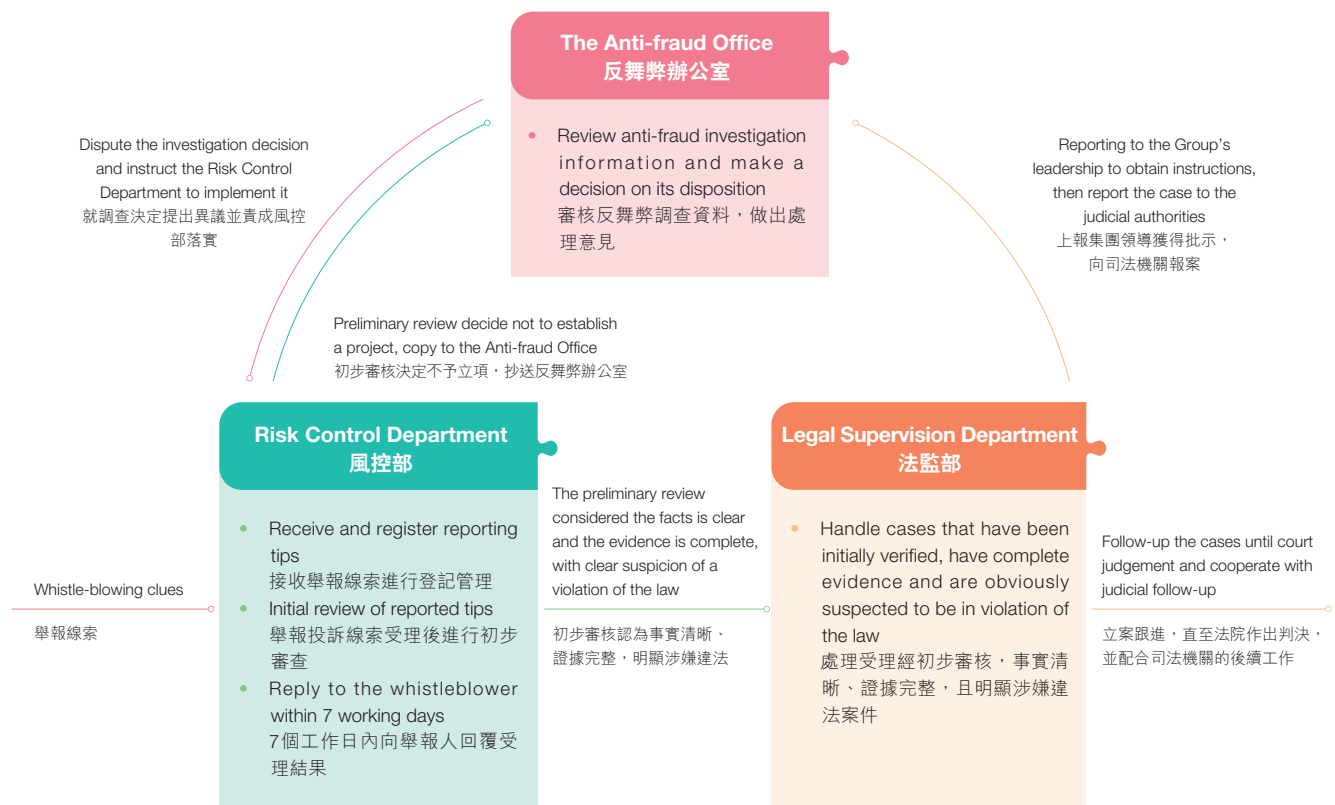
Internal and external individuals or companies can lodge complaints and reports through channels such as the “Integrity Hengan” hotline, WeChat official account “Integrity Building in Hengan”, dedicated email, postal mail, and in-person visits. We also promote information on reporting channels and methods to employees and suppliers through initiatives such as risk-control integrity training and the *Integrity Agreement* (《廉潔協議書》). Key contact details are outlined below:

內外部人員或公司可通過廉潔恒安舉報電話熱線、廉潔恒安公眾號、電子信箱、信函和來訪等途徑進行投訴與舉報。我們亦通過風控廉潔宣貫、《廉潔協議書》等形式向員工及供應商宣傳舉報途徑與方式，主要方式信息如下：

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• Tel: 400-1044-315 185-5951-2828 (the same number as our WeChat official account)</li> <li>• Corporate WeChat official account: Integrity Building in Hengan</li> <li>• E-mail: jubao@hengan.com</li> <li>• Mail or reception address: Risk Control Department, 11# Office Building, Hengan Industrial City, Anhai Town, Jinjiang City, Fujian Province</li> </ul> | <ul style="list-style-type: none"> <li>• 舉報電話：400-1044-315 185-5951-2828 (微信同號)</li> <li>• 企業微信公眾號：廉潔恒安</li> <li>• 電子郵件：jubao@hengan.com</li> <li>• 信函或來訪地址：福建省晉江市安海鎮恒安工業城辦公大樓11樓風控部</li> </ul> |
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We have established an efficient reporting mechanism. Upon receiving a report, we promptly initiate a preliminary investigation or verification within two working days. Following the assessment, a response mechanism appropriate to the severity of reported matters is activated to ensure timely and appropriate handling of each report. During the Reporting Period, we received 12 reports, achieving a 100% resolution rate.

我們構建了高效的舉報處理機制，在收到舉報內容後，將在2個工作日內迅速展開初步審查或核實，隨後依據舉報事項的影響程度，快速啟動與之匹配的響應機制，確保每一項舉報都能得到及時、妥善的處理。報告期內，我們共接收舉報12件，解決率100%。





# Environmental, Social And Governance Report

## 環境、社會及管治報告

We have implemented stringent whistleblower protection policies. The *Complaints and Whistleblowing Management Regulations of Hengan Group* (《恒安集團投訴與舉報管理規定》) stipulate that the identity and contact details of complainants/whistleblowers may only be used for conducting investigations or informing them of outcomes. Such information must not be disclosed to any party under any circumstances, and especially not to the reported person. We also strictly prohibit any retaliatory actions against legitimate complaints, providing robust protection for whistleblowers at the institutional level. The Group reserves the right to take appropriate action against any individual who threatens or retaliates against a whistleblower.

### 2.2.3 Clawback Mechanism

The *Anti-Fraud Management System* (《反舞弊管理制度》) clearly stipulates that an employee engages in fraudulent conducts, including dereliction of duty, abuse of authority, or deception through illegal or non-compliant means, must return any improper gains obtained through the fraud, regardless of whether such conducts rise to the level of a criminal offense. The Group may also, depending on the severity of the case, require the employee to compensate for losses caused and impose disciplinary measures such as warnings, reprimands, demotion, reassignment, or termination of employment. Meanwhile, performance-linked bonuses are forfeited, and any bonuses already paid must be returned. Fraudulent conducts that violate the law are referred to judicial authorities for legal proceedings.

### 2.3 Information Security and Privacy Protection

Hengan places high importance on cybersecurity and data privacy. By establishing comprehensive information security systems and privacy protection policies, strictly adhering to relevant laws and regulations, and conducting risk assessment and control over information security and privacy protection, we safeguard information security and personal privacy in an all-round manner.

我們實行嚴格的舉報人保護政策，在《恒安集團投訴與舉報管理規定》中規定，投訴舉報主體名稱、聯繫方式等僅限於向其調查取證、通知處理結果時使用，禁止在任何場合或向任何人外泄，特別禁止泄露給被投訴舉報對象。我們亦嚴厲禁止對正常申訴進行打擊報復的行為，從制度層面為舉報人提供堅實的保障，針對向舉報人威脅或進行報復的任何一人，本集團保留採取適當行動的權利。

### 2.2.3 追回機制

我們在《反舞弊管理制度》中明確規定了若員工發生玩忽職守、濫用職權，或採用欺騙等違法、違規手段等舞弊行為，無論是否達到刑事犯罪程度，除均應責令退還因舞弊獲取的不當所得外，本集團將視情節輕重程度要求舞弊員工按舞弊或經濟損失金額進行賠償並予以紀律處分，包括警告、通報批評、降職、調整崗位、解除勞動合同等，同時該員工的獎金也不再享有，已發放的獎金需退回；舞弊行為觸犯法律的，移送司法機關依法處理。

### 2.3 信息安全，隱私保護

恒安高度重視網絡信息安全與隱私保護，通過構建完備的信息安全體系與隱私保護制度，嚴格遵循法律法規，並開展信息安全與隱私保護風險評估與管控，全方位保障信息安全及個人隱私。



# Environmental, Social And Governance Report

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The Group's Chief Information Officer (CIO) serves as the highest-level responsible officer for information security and privacy protection. The CIO is responsible for the planning, organization, implementation, control and supervision of the development and operation of the Group's information technology systems. This includes the implementation of information security and privacy protection actions and regular reporting to the Board on related matters. We strictly adhere to applicable local laws and regulations, including the *Cybersecurity Law of the People's Republic of China* (《中華人民共和國網絡安全法》) and the *Data Security Law of the People's Republic of China* (《中華人民共和國數據安全法》). Through management systems such as the *Management Manual for Data Center* (《數據中心管理工作手冊》), the *Hengan Group Digitalization Service and Building Management Policy* (《恒安集團數字化服務與建設管理制度》), and the *Operation Standards of Data Information* (《數據信息操作標準》), we commit to ensuring the integrity and security of data. These documents specify the Group's requirements for information security and privacy protection and provide employees with procedures for reporting and handling incidents such as system vulnerabilities or suspicious activities, thereby maintaining the stable operation of the Group's information systems. During the Reporting Period, we updated our *Information Security and Privacy Protection Policy* (《信息安全與隱私保護政策》), further clarifying reward and punishment mechanisms for information security and privacy protection, as well as management requirements for third parties.

### Information Security Management Measures

The Group has established a comprehensive network and data security framework, implementing a series of measures in cybersecurity protection and data security management to build a solid defense that safeguards the smooth operation of its business activities. The Group had no information security incident in the past three years.

本集團首席信息官(CIO)作為信息安全與隱私保護的最高責任人，負責規劃、組織、實施、控制和監督本集團的信息技術系統的發展和運營，落實信息安全與隱私保護行動，並定期就相關事宜向董事會匯報。我們嚴格遵守《中華人民共和國網絡安全法》《中華人民共和國數據安全法》等運營地所在法律法規，通過《數據中心管理工作手冊》《恒安集團數字化服務與建設管理制度》《數據信息操作標準》等管理制度，承諾保障數據的完整性與安全性，同時明確了本集團的信息安全與隱私保護管理要求，並為員工提供了發現系統漏洞、可疑活動等事件的上報與處理流程，維持本集團信息系統的穩定運行。本報告期內，我們對《信息安全與隱私保護政策》進行了更新，進一步明確了信息安全與隱私保護的獎懲機制及對第三方的管理要求。

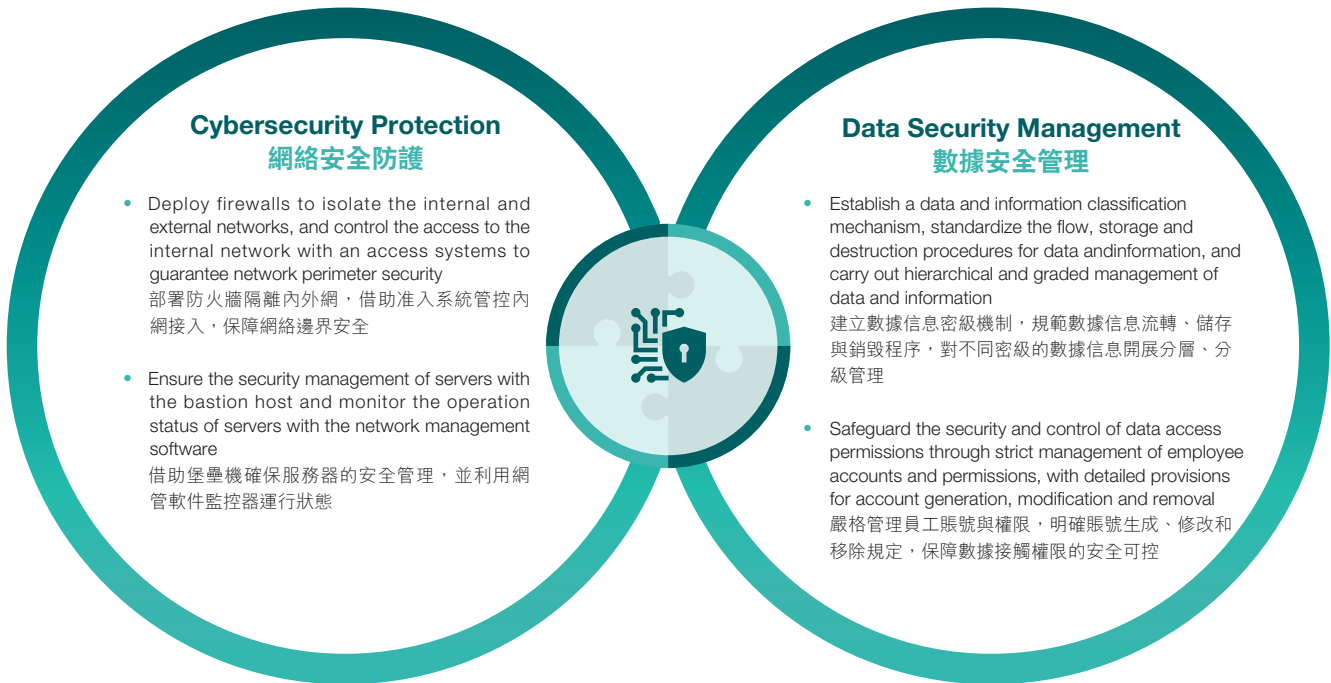
### 信息安全管理

本集團構建了全方位的網絡與數據安全體系，在網絡安全防護和數據安全管理方面採取一系列措施，為業務的順利開展築牢信息安全防線。本集團在過去三年內未發生信息安全事件。



# Environmental, Social And Governance Report

## 環境、社會及管治報告



To verify the appropriateness, adequacy, and effectiveness of our information security system, we conduct annual internal audit for it. We also engage professional third-party firms to perform external information security audits, enabling the identification of potential risks and areas for improvement. Based on audit findings, we also promptly adjust and optimize information security strategies and measures to ensure comprehensive protection of the Company's information security.

為驗證信息安全體系運行的適宜性、充分性和有效性，我們每年就信息安全制度開展內部審計，並委託專業的第三方機構開展信息安全外部審計，以識別潛在風險和改進機會。我們亦會基於審計結果，及時調整優化信息安全策略與措施，全方位保障公司信息安全。

### Privacy Protection

Hengan prioritizes customer privacy protection and strictly adheres to relevant laws and regulations such as the *Cybersecurity Law of the People's Republic of China* (《中華人民共和國網絡安全法》) and the *Personal Information Protection Law of the People's Republic of China* (《中華人民共和國個人信息保護法》). The *Information Security and Privacy Protection Policy* (《信息安全與隱私保護政策》) stipulates the principles of legality, legitimacy, and necessity for information collection and use. It clarifies the necessary scope of collection and usage, ensuring that data is not used for purposes beyond the specified scope. The policy respects and safeguards users' rights to be informed, to choose, to correct, and to delete their personal information. The Group has clearly established dedicated privacy protection team and personnel to oversee the full process of privacy protection measures covering data collection, usage, storage, transmission, sharing, and destruction. We also conduct regular internal and external audits of the Group's privacy policies and compliance status, updating them as needed based on findings or changes in external regulations. The Group did not receive any complaints initiated by consumers due to privacy leakages in the past three years.

### 隱私保護管理

恒安重視客戶隱私保護，嚴格遵循《中華人民共和國網絡安全法》《中華人民共和國個人信息保護法》等相關法律法規，在《信息安全與隱私保護政策》中規定合法、正當、必要的信息收集和使用原則，明確收集和使用的必要範疇且不用於非服務目的，尊重並保障用戶的知情權、選擇權、更正權、刪除權。本集團明確設有專門的隱私保護組織和人員，與信息收集、使用存儲、傳輸、共享銷毀等全流程隱私保護措施。我們亦定期對本集團的隱私政策與合規情況進行內外部審計，並根據發現的問題或外部政策變化適時更新。本集團在過去三年未收到消費者因隱私泄露而發起的投訴。



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In addition, we prioritize employee information protection. We have formulated the *Human Resources Data Application Process* (《人力資源數據申請流程》) in our office automation system (OA) to standardize the process of providing human resources information and data, audit and approval records, data provision records, etc., which is used to control the security of human resources data and information and to prevent unauthorized disclosure and misuse.

We have a zero-tolerance policy regarding any violation of personal data protection. The *Information Security and Privacy Protection Policy* (《信息安全與隱私保護政策》) explicitly states that personnel handling or making decisions concerning personal data will be subject to disciplinary action if they are found, upon investigation, to have breached this privacy policy. Furthermore, where necessary, we take further comprehensive action in accordance with applicable laws and regulations to effectively protect personal data security and user privacy rights.

### Improvement of Information Security and Privacy Protection Capabilities

We actively advance our capabilities in information security and privacy protection by developing procedures such as the *Emergency Plan for Cyber Attacks* (《網絡攻擊應急預案》) and the *Emergency Response Plan for Hacker Attacks* (《黑客攻擊演練應急預案》). We regularly conduct exercises including firewall disaster recovery drills, information security vulnerability testing, cyber attack drills, access gateway disaster recovery drills, and data center fiber-optic switchover exercises. These activities can enhance the Group's security defenses and emergency response readiness, ensuring business continuity and the safety of information and privacy. During the Reporting Period, the Group organized 4 cybersecurity drills and vulnerability testing.

We also conduct annual online training on information security and privacy protection awareness for new employees. The training covers topics such as an introduction to information security, information security protection measures, and privacy protection measures, enabling new employees to effectively identify and respond to various information security risks in their daily work and life and protect privacy security.

此外，我們重視員工信息保護，在辦公自動化系統(OA)中搭建《人力資源數據申請流程》，規範人力資源信息及數據提供的流程、審核審批記錄、數據提供記錄等，用以管控人力資源數據及信息的安全性，防止未經授權的披露和濫用。

我們對任何違反個人數據保護的行為採取零容忍政策，在《信息安全與隱私保護政策》中明確，負責處理或決定個人數據的相關人員，一旦經調查證實違反了該項隱私政策，必將面臨紀律處分。不僅如此，若有必要，我們還會依據適用的法律法規，採取更為深入、全面的行動，切實維護個人數據安全與用戶隱私權益。

### 能力建設

我們積極推進信息安全與隱私保護能力提升工作，制定《網絡攻擊應急預案》《黑客攻擊演練應急預案》，定期開展防火牆災備演練、信息安全脆弱性測試、網絡攻擊演練、准入網關災備演練、以及數據中心裸纖切換演練等活動，提升集團的安全防護與應急響應水平，保障業務連續性與信息和隱私的安全性。報告期內，本集團共組織了4次網絡安全演練與脆弱性測試。

我們亦每年針對新員工開展信息安全與隱私保護意識線上課程培訓，涵蓋信息安全簡介、信息安全保護措施、隱私保護措施等內容，助力新員工在日常工作與生活中，能夠有效識別並應對各類信息安全風險，保障隱私安全。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### 3. UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE

Hengan International remains steadfast in reducing the environmental footprint of its operations and activities across the value chain. We recognize that sustainable development serves as a critical foundation for ensuring long-term competitiveness and meeting our social responsibilities. To that end, we consistently integrate green principles into our strategy and operations. Collaborating with value chain partners, we work to address the challenges posed by climate change and ecological crises, continuously fostering harmony between business and the environment.

#### 3.1 Compliant Emissions and Upholding Environmental Standards

Hengan adheres to green and low-carbon principles throughout production and operations. We take a comprehensive and systematic approach to managing environmental impacts across all operational stages, committing to protecting natural resources and driving sustainable progress.

##### 3.1.1 Environmental Management

We strictly comply with all applicable environmental laws and regulations, including the *Environmental Protection Law of the People's Republic of China* (《中華人民共和國環境保護法》), the *Environmental Impact Assessment Law of the People's Republic of China* (《中華人民共和國環境影響評價法》), the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution* (《中華人民共和國大氣污染防治法》), the *Water Pollution Prevention and Control Law of the People's Republic of China* (《中華人民共和國水污染防治法》), and the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Waste* (《中華人民共和國固體廢物污染環境防治法》). We have established an effective management system covering wastewater, exhaust gases, waste, and noise. Through clean production initiatives and ultra-low emission projects, we consistently lower pollutant emission intensity and minimize environmental impacts from production. Qualified third-party institutions conduct regular monitoring of wastewater, exhaust gases, and noise. We also hold pollutant discharge permits as required by law to ensure full compliance.

### 3. 恒守綠意，安繪低碳藍圖

恒安國際始終致力於減少自身運營和價值鏈上下游活動的環境足跡。我們深知，可持續發展是保障企業長期競爭力與履行社會責任的重要基石，因此持續將綠色理念融入企業戰略與運營之中。我們攜手價值鏈夥伴，共同應對氣候變化與生態環境危機帶來的挑戰，持續推動企業與環境共生共榮。

#### 3.1 合規排放 嚴守底線

恒安始終秉持綠色低碳的生產與運營理念，全面關注並系統管理生產經營各環節對環境所產生的影響，致力於保護自然環境與資源，推動可持續發展。

##### 3.1.1 環境管理

我們嚴格遵守包括《中華人民共和國環境保護法》《中華人民共和國環境影響評價法》《中華人民共和國大氣污染防治法》《中華人民共和國水污染防治法》《中華人民共和國固體廢物污染環境防治法》在內的各項環保法律法規，對廢水、廢氣、廢棄物、噪聲等形成了完善有效的治理體系，並通過清潔生產、超低排放項目等，逐漸減少污染物排放強度，最小化生產過程造成的環境影響。我們已委任有資格的第三方檢測機構對廢水、廢氣及噪聲進行定期檢測，並依法獲取排污許可證，確保污染物合規排放。



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An environmental management system has been implemented, supported by policies such as the *Environmental Protection Policy* (《環境保護政策》), which sets clear objectives and guidelines. This embeds environmental stewardship into daily operations, reflecting our firm commitment and long-term planning for environmental management. Since 2003, the Group has established and implemented the ISO 14001 environmental management system, undergoing annual supervision and review by third-party certification bodies and regulatory authorities. As of the end of the Reporting Period, all of the Group's production companies have passed the ISO 14001 environmental management system certification.

To verify and continuously optimize the environmental management system, we implement annual internal and external audits for all factories. We require that each production company regularly review the operation of the environmental management system and further deepen the management practice by fully introducing the PDCA (Plan-Do-Check-Act) management model to ensure the continuous improvement and efficient operation of the environmental management system. During the Reporting Period, the Group did not incur any significant penalties for environmental or ecological incidents.

我們建立並實施環境管理體系，制定《環境保護政策》等相關制度文件，明確環保目標與行動指南，將生態環保理念深度融入日常運營各環節，彰顯對環境管理的堅定承諾與長遠規劃。自2003年起，本集團建立並實施了ISO 14001環境管理體系，每年接受第三方認證機構和監管部門的監督審查。截至報告期末，本集團所有生產公司均已通過ISO 14001環境管理體系認證。

為了驗證並持續優化環境管理體系，我們對各工廠實施年度內外部審核，要求各生產公司定期審查環境管理體系的運行情況，並進一步深化管理實踐，全面引入PDCA(計劃—執行—檢查—行動)管理模式，以確保環境管理體系的持續改進和高效運行。報告期內，本集團未因環境或生態相關的事項收到重大處罰。

### Hengan PDCA Environmental Management Model

#### 恒安PDCA環境管理模式

#### Plan phase

#### 計劃階段

We have formulated the environmental management system objectives, specifying the responsible departments and individuals, clarifying the pollutant discharge compliance lines of production companies across the country and promoting the establishment and refinement of environmental control procedures. We implement a regular goal review mechanism, adjust and optimize the environmental management system objectives in line with internal and external environmental changes. In 2025, the Group's production companies have achieved the targets of their respective environmental management systems.

制定環境管理體系目標，闡明責任部門和責任人，並明確全國各生產公司污染物排放合規線，促進建立和細化環境控制程序。實施定期目標評審機制，結合內外部環境變化，不斷調整和優化目標。2025年，本集團所有生產公司均已達成各自環境管理體系目標。



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## 環境、社會及管治報告

### Hengan PDCA Environmental Management Model

#### 恒安PDCA環境管理模式

<p><b>Do phase</b> 執行階段</p>	<p>We strictly comply with the <i>Identification, Evaluation and Control Procedures for Environmental Factors and Hazard Sources</i> (《環境因素、危險源識別、評價與控制程序》) and consider industry characteristics and the actual situation of the Group, to systematically identify and evaluate important environmental factors in production.</p> <p>嚴格遵循《環境因素、危險源識別、評價與控制程序》，結合行業特點和集團實際情況，系統識別出生產過程中的重要環境因素。</p> <ul style="list-style-type: none"> <li>In terms of waste gas emissions, we focus on NO<sub>x</sub> (Nitrogen Oxides), SO<sub>2</sub> (Sulphur Dioxide), smoke, and dust particles; 在廢氣方面，我們重點關注NO<sub>x</sub>(氮氧化物)、SO<sub>2</sub>(二氧化硫)、煙塵以及粉塵顆粒的排放；</li> <li>In terms of wastewater discharge, we closely monitor indicators such as COD (Chemical Oxygen Demand) and N-NH<sub>3</sub> (Ammonia Nitrogen), ensuring that the waste gas emissions and wastewater discharge comply with environmental protection standards and avoiding pollution to the environment. 在廢水方面，我們則密切監測COD(化學需氧量)和N-NH<sub>3</sub>(氨氮)等指標，確保廢氣、廢水排放符合環保標準，避免對環境造成污染。</li> </ul>
<p><b>Check phase</b> 檢查階段</p>	<p>The Group regularly carries out environmental monitoring activities, and scientifically evaluates the identified important environmental factors with advanced analytical technologies and methods, to promptly identify problems and rectify them, based on documents such as the <i>Monitoring and Measurement Control Procedures of Environment, Safety and Health</i> (《環境安衛監視與測量控制程序》).</p> <p>依據《環境安衛監視與測量控制程序》等制度文件，定期開展環境監測活動，採用先進的分析技術和方法，對識別出的重要環境因素進行科學評估，及時發現問題並進行整改。</p>
<p><b>Act phase</b> 行動階段</p>	<p>We continuously optimize and improve the environmental management system based on the inspection results, ensuring that all environmental factors are effectively controlled, and gradually reducing their negative impact on the environment.</p> <p>根據監測結果，不斷優化和完善環境管理體系，確保所有環境因素得到有效控制，並逐步減少其對環境的負面影響。</p>

Additionally, we have implemented a tiered performance evaluation system covering facilities to production lines, integrating key metrics such as waste generation and material consumption. Through daily, weekly, and monthly data reporting and alert mechanisms, we reinforce closed-loop process management, while targeted guidance is provided to underperforming lines to drive continuous optimization in production, cost reduction, and efficiency gains.

此外，我們已建立從工廠到產線的分級績效考核機制，將廢料、材料耗用等關鍵指標納入考核，通過日、周、月三級數據推送與預警強化過程管理閉環，並對績效薄弱產線開展定向輔導，以實現生產過程的持續優化與降本增效。



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## 環境、社會及管治報告

### 3.1.2 Wastewater Discharge

The wastewater discharged by Hengan is mainly the domestic wastewater and production wastewater. In alignment with the *Wastewater Management Measure* (《廢水管理辦法》), the Group treats different types of wastewater in different ways, and requires that all the paper production companies under Hengan have sewage treatment facilities. Wastewater can only be discharged to the municipal pipe network after it has been treated to meet the discharge standards under the *Discharge Standard of Water Pollutants for Pulp & Paper Industry* (GB 3544-2008) (《製漿造紙工業水污染物排放標準》).

In terms of monitoring mechanism, the Group has established and implemented a continuous and refined online water quality monitoring program that enables real-time oversight throughout the discharge process. Monitored parameters include the concentrations of key pollutants such as chemical oxygen demand (COD), ammonia nitrogen, total phosphorus, and total nitrogen, as well as important parameters such as discharge temperature. This system supports quick response to any abnormal situations and facilitates immediate corrective actions, thereby effectively preventing environmental risks. In addition, the Group performs regular manual testing of indicators including colority, suspended solids, and Biochemical Oxygen Demand (BOD) to further refine water quality assessment and ensure comprehensive compliance of wastewater treatment performance.

### 3.1.2 廢水排放

恒安的廢水排放來源於生活廢水和生產廢水。我們制定了《廢水管理辦法》對不同種類的廢水實施分類管理，並要求下屬各造紙板塊子公司必須配套建設污水處理設施，廢水經處理後達到《製漿造紙工業水污染物排放標準》(GB 3544-2008)中的排放標準後方可排放至市政管網。

在監控機制方面，本集團建立並實施持續、精細化的水質在線監測體系，對排水水質實行全過程實時監控，監測指標涵蓋化學需氧量(COD)、氨氮、總磷、總氮等關鍵污染物濃度及排水溫度等重要參數，可快速響應水質異常，第一時間採取整改措施，有效防範環境風險。同時，本集團定期對色度、懸浮物、生化需氧量(BOD)等指標開展人工檢測，進一步完善水質評估，確保廢水處理效果全面達標。



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Set up automatic water quality sampler and conduct water quality sampling every 15 minutes  
設置水質自動採樣器，每15分鐘進行一次水質取樣



The online monitoring equipment tests the levels of COD, ammonia nitrogen, total phosphorus, total nitrogen, pH, and other factors in wastewater every two hours  
在線監測設備每兩小時測試一次廢水中的COD、氨氮、總磷、總氮含量及pH值等因素



According to the *Supplementary Edition of Water and Wastewater Monitoring and Analysis Methods (Fourth Edition)* (《水和廢水監測分析方法(第四版)增補版》) the thermometer method, the water temperature detector conducts daily measurements of wastewater temperature  
依據《水和廢水監測分析方法(第四版)增補版》水溫計法，水溫檢測儀每日進行排水水溫測定



Conduct quarterly manual testing of indicators such as turbidity, suspended substance, BOD on water quality samples  
對水質樣品的色度、懸浮物、BOD等指標每季度進行一次手工檢測

Hengan's Wastewater Monitoring Procedure  
恒安廢水監測程序

The Group has set a wastewater density target for the papermaking sector, i.e. to control the wastewater density of the papermaking sector below 4 tonnes/ton of paper by 2030, and to effectively reduce wastewater discharges through measures such as the reuse of rainwater and reclaimed water. At the same time, we also strive to minimize the impact of our production on the water environment through various measures to reduce the wastewater discharge and pollutant concentration in the papermaking sector.

本集團已設定造紙板塊廢水密度目標，即2030年前，造紙板塊廢水密度控制在4噸／噸紙以下，並通過雨污分流和中水回用等措施有效減少廢水排放。同時，我們亦通過各種措施降低造紙板塊的廢水排放量和污染物排放濃度，努力減少我們的生產對水環境的影響。



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Upgraded the wastewater treatment process by installing disc filters after the multimedia filtration stage, effectively improving effluent quality and reducing operating costs  
 對廢水站處理流程進行升級，在多介質過濾環節後新增疊片過濾器，有效提升了出水水質並降低了運行成本

Optimized process systems such as steam, coating, and vacuum systems to reduce the consumption of related media, thereby indirectly lowering wastewater generation  
 通過優化蒸汽、塗料、真空等工藝系統，減少了相關介質耗用，從而間接降低了廢水產生量

Expanded the wastewater treatment station to successfully alleviate the load on the treatment system and significantly reduce COD emissions in wastewater  
 實施廢水站擴建項目，成功緩解了廢水處理系統的負荷壓力，並顯著削減了廢水中的COD排放量

Hengan Wastewater Reduction Measures  
 恒安廢水減排舉措

### 3.1.3 Waste Gas Emission

The waste gas emissions of Hengan mainly include exhaust gas emissions caused by fossil fuel combustion and dust emissions from production workshops during the production process. In accordance with the *Waste Gas Management Measures* (《廢氣管理辦法》), the Group requires all production companies to adopt various waste gas treatment measures to ensure that the waste gas emissions meet the secondary standard of the *Integrated Emission Standard of Air Pollutants* (GB 16297-1996) (《大氣污染物綜合排放標準》), and actively respond to the management requirements of different regions. We implement regular inspection procedures, maintain transparency of information, timely upload data to the local pollution source management system, and publicly disclose related test results.

As for the waste gas emission during boiler combustion, the Group requires each base to install waste gas treatment devices and equip its coal-fired boilers with SO<sub>2</sub>, NO<sub>x</sub> and smoke removal equipment to reach the standard of emission concentration stipulated in the *Emission Standards of Air Pollutants for Thermal Power Plants* (GB 13223-2011) (《火電廠大氣污染排放標準》).

We reduce pollutant emissions at source by optimizing our energy mix and promoting cleaner production, while systematically improving exhaust gas treatment and enhancing environmental performance through measures such as resource recovery and process upgrades.

### 3.1.3 廢氣排放

恒安的廢氣排放主要來源於生產過程中的化石燃料燃燒和生產車間的粉塵顆粒物。依據《廢氣管理辦法》，本集團要求各生產公司採取各種廢氣處理措施，確保廢氣排放滿足《大氣污染物綜合排放標準》(GB 16297-1996)二級標準，並積極響應不同地區管理要求，執行定期檢測程序，同時保持信息透明度，及時上傳地方污染源數據管理系統，向公眾公開相關檢測結果。

針對鍋爐燃燒產生的廢氣排放，本集團採取了嚴格的措施，要求各生產基地安裝廢氣處理裝置，並要求燃煤鍋爐配備脫硫脫硝除塵設備，對產生的二氧化硫(SO<sub>2</sub>)、氮氧化物(NO<sub>x</sub>)和煙塵進行有效的處理和定期檢測，確保排放濃度嚴格遵循《火電廠大氣污染排放標準》(GB 13223-2011)中的限值。

我們通過優化能源結構與推行清潔生產，從源頭減少污染物排放，同時採用資源回收與工藝升級等系統化舉措，持續推動廢氣治理，提升環境效益。



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### Cleaner production and dust control 清潔生產與粉塵治理

- Fully institutionalize cleaner production management by strictly implementing scheduled and deep-cleaning protocols  
全面推行清潔生產管理制度化，嚴格執行定時清潔與深度清掃規範
- Deploy high-efficiency dust collection equipment widely and continuously optimize specialized cleaning tools  
全面推廣高效吸塵設備，持續優化專業清掃工具
- Introduce internationally advanced dust removal systems to maintain dust concentration in production environments below 3 mg/m<sup>3</sup>  
引進國際先進除塵系統，將生產環境粉塵濃度控制在3mg/m<sup>3</sup>以下

### Waste gas emission reduction and resource optimization 廢氣減排與資源優化

- Promote the use of clean energy sources such as natural gas to replace traditional high-pollution fuels, reducing waste gas emissions at source  
推廣使用天然氣等清潔能源，替代傳統高污染燃料，從源頭減少廢氣排放
- Implement workshop waste-heat recovery to lower energy consumption and indirect emissions  
實施車間餘熱回收，降低能源消耗與間接排放
- Advance solvent recovery projects to shift VOCs treatment toward a "source reduction + resource recycling" model  
推進溶劑回收項目，推動VOCs治理向「源頭減量+資源化循環」模式轉型

#### Hengan Waste Gas Reduction Measures 恒安廢氣減排舉措

### Automatic dust collection enhancement at key workstations

#### 關鍵工位自動吸塵改善

To address cleaning challenges and contamination risks caused by dust accumulation at critical workstations in personal hygiene product manufacturing, such as those handling non-woven fabric and acquisition/distribution layers, Hengan (Sichuan) Household Products Co., Ltd. implemented a dust-control initiative focused on emission sources. Automatic dust extraction systems were installed at major dust-generation points including material storage racks and cutting rollers. This enabled efficient localized dust capture and centralized treatment, significantly improving the workshop environment. The project has substantially reduced the need for manual cleaning at affected stations, for instance, at non-woven fabric workstations, cleaning frequency decreased from every 30 minutes to every two hours. This not only boosted production efficiency and operational stability, but more importantly, cut fugitive dust emissions at the source. By integrating dust into a controlled recovery and treatment system, the initiative also minimized secondary dust dispersion that could result from cleaning activities. Through these measures, the project actively demonstrates cleaner production practices and contributes to overall waste gas emissions reduction and air-quality improvement.

為解決衛品生產關鍵工位(無塵紙、導流層等)因粉塵堆積引發的清潔與異物風險，恒安(四川)生活用品有限公司實施了粉塵源頭治理項目。通過在儲料架、刀輥等產塵點加裝自動吸塵系統，實現了粉塵的局部高效收集與集中處理，顯著改善了車間作業環境。此舉不僅將操作工清理頻次大幅降低(如無塵紙工位從每30分鐘一次降至每2小時一次)，有效提升了生產效率與穩定性，更重要的是從源頭上削減了無組織粉塵的逸散。通過將粉塵納入可控的回收處理系統，本項目減少了後續可能因清掃揚塵或粉料飄散形成的二次廢氣排放，以實際行動踐行了清潔生產，為整體廢氣減排與空氣質量改善作出了積極貢獻。



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## 環境、社會及管治報告

### 3.1.4 Waste Disposal

Hengan's solid waste mainly comprises hazardous waste, general industrial solid waste, and domestic waste. The Group strictly abides by the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes* (《中華人民共和國固體廢物污染環境防治法》) and the *Circular Economy Promotion Law of the People's Republic of China* (《中華人民共和國循環經濟促進法》) and other relevant laws and regulations. Following the fundamental principles of reduction, resource utilization, and harmlessness, we implement classified control of all types of solid wastes. Furthermore, raw material consumption is incorporated into our performance evaluation system. Through the establishment of a waste review mechanism, we systematically monitor, analyze, and improve waste management performance. Supporting this, we have implemented a performance-linked control framework to encourage employees to consciously manage material usage and reduce waste generation at source. This ensures that all types of waste are properly classified, stored, and disposed of in full compliance with applicable regulations and local environmental requirements.

### 3.1.4 廢棄物處置

恒安的固體廢棄物主要包括有害廢棄物、一般工業固廢以及生活垃圾。本集團嚴格遵守《中華人民共和國固體廢物污染環境防治法》《中華人民共和國循環經濟促進法》等相關法律法規，以減量化、資源化、無害化為基本原則，對各類固體廢棄物執行分類管控。我們將原材料耗用納入考核體系，通過建立廢棄物審核機制，系統性地監測、分析與改進廢棄物管理績效。同時，我們配套建立與績效掛鉤的管控機制，引導員工自覺控制物料使用，從源頭減少廢料產生，確保各類廢棄物得到合規分類、妥善貯存與合理處置，全面符合法規及屬地環保部門的規定。

#### Hengan Waste Management Measures

##### 恒安廢棄物管理舉措

##### Reduction 減量化舉措

- Continuously promote equipment upgrading and renovation to improve the stability of equipment, reduce the material loss rate during the production process, and control waste generation at source.  
持續推進設備升級改造，提升設備穩定性，降低生產過程中物料損耗率，從源頭控制廢棄物產生。
- Drive process innovation through technical improvements to increase first-pass yield, reduce defective products, and enable internal reprocessing of resources.  
積極推動工藝創新，通過技術改造提高一次成品率，減少次品產生並實現內部資源再加工利用。
- Phase out traditional high-pollution processes by adopting cleaner production technologies such as laser marking, thereby minimizing hazardous waste generation.  
通過技術替代手段，逐步淘汰傳統高污染工藝，採用激光打碼等清潔生產技術，減少危廢產生。
- Promote the use of advanced treatment equipment, including plate-and-frame filter presses, to reduce the moisture content of general industrial solid waste from 80% to 60%, effectively decreasing its total volume. This initiative has already been implemented at production bases such as Zhongzhi and Chongqing.  
推廣應用板框壓泥機等新型處理設備，降低一般工業固廢的含水率，由80%含水量降低至60%，有效減少固廢總量，目前已在中紙、重慶等基地推行。



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### Hengan Waste Management Measures

#### 恒安廢棄物管理舉措

#### Resource utilization 資源化舉措

- Implement dedicated recycling projects for recoverable waste such as production offcuts and surplus paper materials to enhance resource circulation.  
針對各類生產邊角料、餘料紙等可回收廢棄物，實施回收再利用專項項目，提升資源循環利用水平。
- Adopt circular economy models by engaging qualified partners to repurpose general industrial solid waste such as fly ash and slag, for secondary use in the construction materials industry.  
引入循環經濟模式，委託專業機構將粉煤灰、爐渣等一般工業固廢送至建材行業進行二次利用。
- Apply detailed waste classification and treatment methods to improve resource recovery rates and reduce the volume of waste sent for external disposal.  
對各類工業廢棄物實施精細化分類處理，提升資源回收率，壓減最終外運處置量。

#### Harmlessness 無害化舉措

- Hazardous waste: On-site sorting, proper packaging, and transportation to designated hazardous waste warehouses, then arranging qualified third parties for transfer and harmless treatment; A small amount of ink is treated by utilizing residual heat evaporation to reduce the load of waste liquid treatment  
有害廢棄物：現場分類收集並包裝妥當後運送至指定危廢倉，聯繫有資質的第三方進行轉運和無害化處理；少量油墨通過利用餘熱蒸發處理，降低廢液處理負荷。
- General industrial solid waste: Collected and stored according to requirements, and outsourced for treatment by qualified units; waste raw materials, such as non-woven fabric, are uniformly recycled by outsourcing to third-party service providers selected through a competitive bidding process.  
一般工業固廢：按要求分類收集和存放，尋源資質單位進行委外處理；無紡布等原材料廢料尋找第三方競拍報價統一回收。
- Municipal solid waste: Collected and sorted into factory bins, it is then removed from storage point and transported by qualified third-party contractors.  
生活垃圾：收集並分類投入廠區垃圾桶內，聯繫第三方資質單位清運儲存點垃圾。

### 3.1.5 Noise Management

Hengan has established a systematic, full-process noise control system that covers source reduction, transmission management, and personnel protection. In accordance with the *Emission Standard for Industrial Enterprises Noise at Boundary* (GB 12348-2008) (*《工業企業廠界環境噪聲排放標準》*), we carry out ongoing monitoring and improvement initiatives. Across all manufacturing sites, noise levels are consistently maintained within compliance limits through measures such as optimized equipment selection, strengthened transmission control, and strict enforcement of personal protective practices, thereby safeguarding employee health and ensuring environmental regulatory adherence. During the Reporting Period, noise monitoring results at all sites met national standards.

### 3.1.5 噪聲管理

恒安系統性地構建了覆蓋源頭、傳播與防護的全過程噪聲控制體系，遵循《工業企業廠界環境噪聲排放標準》(GB 12348-2008)持續開展監測與改進。各廠區通過優化設備選型、加強傳播控制、落實人員防護等措施，確保廠界及車間噪聲水平持續達標，切實保障員工職業健康與環境合規。報告期內，各廠區噪聲監測結果均符合國家標準。



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### Hengan Noise Management Measures

#### 恒安噪聲管理舉措

<b>Source control</b> 源頭控制	<ul style="list-style-type: none"> <li>Procurement specifications for new equipment mandate a noise level <math>\leq 85</math> decibels (dB), with priority given to low-noise models 新設備採購時要求噪聲<math>\leq 85</math>分貝(dB)，並優先選用低噪聲設備</li> <li>High-noise equipment is equipped with sound-insulating enclosures, mufflers, and vibration-damping bases 對高噪聲設備加裝隔音罩、消聲器、減震基座等</li> <li>Process improvements, such as the installation of multi-drum recovery systems, are adopted to lower noise generation at source 優化多筒回收系統等工藝以降低噪聲源</li> </ul>
<b>Transmission blocking</b> 轉播阻斷	<ul style="list-style-type: none"> <li>Sound-insulating walls and structural partitions are used to separate operational and packaging areas 採用隔牆、廠房隔聲結構，隔離操作區與包裝區</li> <li>Equipment protective covers are kept intact to reduce noise leakage 保持設備防護蓋完整，減少噪聲外泄</li> <li>Sound barriers and green belts are installed around the plant perimeter to block noise propagation 廠區周邊設置隔音屏、綠化帶等阻隔噪聲傳播</li> </ul>
<b>Employee health protection</b> 員工健康防護	<ul style="list-style-type: none"> <li>Earplugs are provided and their proper use is monitored for staff working in high-noise positions 為高噪聲崗位員工配備耳塞，並監督規範佩戴</li> <li>Noise protection is integrated into routine safety inspections and the occupational health management system 將噪聲防護納入日常安全檢查與職業健康管理體系</li> </ul>

### 3.1.6 Awareness and Training

Hengan continuously improves the environmental management system and systematically advances environmental training and capacity building as a key component. We regularly conduct specialized training sessions covering environmental regulations, energy conservation and emission reduction, resource management, and pollution prevention. Through a combination of classroom instruction, pre-shift briefings, and performance assessments, we ensure employees remain informed of the latest compliance requirements and operational standards. These training programs not only address specific environmental management areas such as air emissions, waste, and noise, but also systematically enhance employees' environmental awareness and practical skills. This supports the effective implementation of emission reduction measures and helps steadily reduce the environmental impact of our production and operations. In 2025, we conducted a total of 95 environmental training sessions, with a cumulative duration exceeding 10,230 hours.

### 3.1.6 意識宣貫

恒安持續完善環境管理體系，並將環保培訓與能力建設作為關鍵環節系統推進。我們定期組織開展覆蓋環保法規、節能減排、資源管理與污染防治等內容的專題培訓，通過課堂講授、班前會宣導與考核評估等多種形式，確保員工掌握最新的合規要求與操作規範。上述培訓內容不僅涵蓋廢氣、廢棄物、噪聲等具體環境管理要素，更系統強化了員工的環保意識與操作能力，從而推動各項減排措施有效落地，持續降低生產經營對環境的影響。2025年，我們共開展了95場環保培訓，培訓總時長超10,230小時。



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Hengan has established the *Environmental Emergency Response Plan* (《環境突發事件應急預案》) and ensures that emergency drills are conducted at least once a year, with a summary and corrective actions required after each drill. We require all factories to develop specific environmental emergency response plans based on the overall framework, such as the *Emergency Drill Plan for Excessive Discharge from Wastewater Treatment Stations in Energy Production Plants* (《能源生產廠污水站排放超標應急演練方案》) and the *Emergency Drill Plan for Hazardous Waste Accidents* (《危險廢物事故應急預案演練方案》). Additionally, we are equipped with necessary emergency supplies and conduct regular inspections to ensure their availability and safety.

恒安已制定《環境突發事件應急預案》並確保每年至少開展一次應急演練，且演練後需進行總結與整改。我們要求各工廠依據總體框架編制具體的環境突發事件應急預案，如《能源生產廠污水站排放超標應急演練方案》《危險廢物事故應急預案演練方案》等。同時，我們配備所需應急物資，定期巡查應急物資的可用性和安全性。



Training on Scrap Material Classification and Control  
料頭料尾分類及控制培訓



Energy Conservation Training  
節能培訓

### 3.2 Climate Response and Leading with Carbon Reduction

Hengan International steadfastly supports the long-term goal outlined in the *Paris Agreement* (《巴黎協定》) to “pursue efforts to limit the temperature increase to 1.5°C above pre-industrial levels”. We fully align with China’s commitment to strive for peak carbon dioxide emissions before 2030 and carbon neutrality before 2060, continuously advancing climate action across the entire value chain. Our efforts are dedicated to mitigating the adverse impacts of climate change on our business and steadily enhancing our climate resilience.

### 3.2 氣候響應 減碳先行

恒安國際堅定支持《巴黎協定》提出的「努力將全球平均氣溫升幅限制在工業化前水平1.5°C之內」的長期目標，充分響應中國政府「力爭於2030年前實現碳達峰、2060年前實現碳中和」的承諾，在全價值鏈中持續推動氣候行動，致力於緩解氣候變化對企業帶來的不利影響，不斷提升企業的氣候適應能力。



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### 3.2.1 Governance

Hengan integrates ESG and climate-related issues into daily decision-making and management, and further refines the top-level design of ESG and climate-related governance. At the level of organizational guarantee, Hengan has established a four-level climate governance framework comprising “Board — ESG Committee — ESG Working Group — Functional Departments”. At the governance level, the Board of Directors, as the ultimate body accountable for climate change governance, oversees the setting of targets related to climate impacts, risks, and opportunities, the execution of corresponding strategies, and the progress toward achieving these targets. It also integrates consideration of climate-related risks and opportunities into major transactional decisions, risk management processes, and policy formulation, coordinating all climate governance efforts. Under the Board, the ESG Committee is responsible for assessing the Group’s management performance on ESG issues including climate change, deploying decision-making guidelines and action plans, and reporting progress on climate-related work to the Board at fixed annual meetings to ensure the implementation of climate strategy.

At the operational level, we have established an ESG Working Group comprising representatives from the Group’s ESG Department and relevant functional departments. This group is responsible for effectively managing climate-related risks through the Group’s climate risk management system, driving the implementation of climate-related actions, and regularly collecting and reporting climate-related data and information to the ESG Committee. Each functional department within the Group collaborates with the ESG Working Group to carry out their respective climate-related tasks.

Hengan places a high priority on climate-related capacity building, viewing it as a key pillar for enhancing the company’s climate resilience and sustainable development performance. The ESG Committee regularly participates in training sessions led by external climate experts, actively monitors and organizes learning sessions on domestic and international climate policy and regulatory trends, and provides ongoing professional support and decision-making recommendations to the Board of Directors in fulfilling its climate-related management responsibilities; We also promote the enhancement of all employees’ capabilities — from climate risk awareness to response capacity — through climate literacy and skills training programs for management and staff, and integrate climate change response into the overall framework of corporate resilience building. During the Reporting Period, while climate-related factors have not yet been incorporated into the remuneration incentive system for Executive Directors, we have included climate-related indicators such as comprehensive energy consumption and electricity consumption into the performance evaluation and compensation considerations for management.

### 3.2.1 管治

本集團將ESG理念與氣候風險管理深度融入戰略決策與日常運營，持續優化ESG治理體系的頂層設計。在組織保障層面，恒安構建了由「董事會 — ESG委員會 — ESG工作小組 — 各職能部門」構成的四級氣候管治架構。在治理層面，董事會作為氣候變化治理的最高責任機構，負責監督管理氣候相關影響、風險和機遇的目標設定、戰略執行和目標實現進展，並在重大交易決策、風險管理程序及相關政策制定中，全面納入對氣候相關風險和機遇的考量，統籌推進各項氣候治理工作。董事會下設ESG委員會負責評估集團在氣候變化等ESG議題方面的管理表現，部署決策方針與行動計劃，並在每年固定匯報會議中向董事會報告氣候工作進展，確保氣候戰略貫徹落地。

在執行層面，我們成立了由本集團ESG部及各相關職能部門代表組成的ESG工作小組，負責通過本集團氣候風險管理體系有效管理氣候相關風險，推動氣候相關行動的落實，定期收集並向ESG委員會匯報氣候相關數據與信息。本集團各職能部門配合ESG工作小組落實各自氣候相關事宜工作。

恒安高度重視氣候相關能力建設，視其為提升企業氣候適應力與可持續發展表現的關鍵支撐。ESG委員會定期接受外部氣候專家的培訓，動態追蹤並組織學習國內外氣候政策與法規動向，為董事會履行氣候相關管理職責提供持續的專業支持與決策建議；我們亦通過面向管理層與員工的氣候知識普及與技能培訓，推動全體員工實現從氣候風險認知到應對能力的提升，並將氣候變化應對融入企業韌性建設的整體框架之中。報告期內，我們尚未將氣候因素納入執行董事的薪酬激勵體系，但是我們已將綜合能耗、電耗等氣候相關指標納入管理層的薪酬績效考量。



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### 3.2.2 Risk Management

We fully recognize that climate change is bringing significant uncertainties to business operations and the market environment, which may lead to risks such as supply chain disruptions, resource shortages, and rising production costs. Therefore, effectively managing climate risks not only helps reduce potential losses for businesses but also provides essential support for their long-term resilience and sustainable growth. We incorporate climate risk management into the Company's comprehensive risk management system. We continuously evaluate the Group's climate resilience, refine related strategies, and embed climate considerations deeply into overall risk management and business strategy.

### 3.2.2 風險管理

我們充分認識到，氣候變化正為企業運營與市場環境帶來顯著不確定性，可能引發供應鏈中斷、資源短缺及生產成本上升等風險。因此，有效管理氣候風險不僅有助於降低企業潛在損失，更名為企業穩健發展提供有力支持。為此，我們已將氣候風險管理全面納入企業風險管理框架，持續評估集團的氣候韌性，優化管理策略，並將氣候因素深度整合至整體風險管理與業務戰略之中。



Hengan Climate Risk Management Process  
恒安氣候風險管理流程

### 3.2.3 Strategy

In recent years, as climate risks have grown increasingly severe and extreme weather events have occurred more frequently, Hengan has recognized that climate-related risks and opportunities will affect the Group's business and finance. Since the first climate-related disclosures in 2022, Hengan has regularly reviewed the identified climate-related risks and opportunities.

### 3.2.3 策略

隨著近年來氣候風險日益嚴峻，極端氣候災害頻發，恒安認識到氣候相關風險及機遇會對本集團的業務與財務產生影響。恒安自2022年首次啟動氣候信息披露以來，定期依據恒安氣候風險管理流程對氣候相關風險及機遇進行回顧與檢討。



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### Climate-Related Risk and Opportunity Analysis

In 2025, we reviewed the identified climate-related risks and opportunities by incorporating the latest regulatory developments, industry trends, and the Group's operational practices. This review led to their consolidation and update into six key climate-related risks (comprising two physical risks and four transition risks) and one key climate-related opportunity. These were then evaluated and prioritized, and the results continue to serve as a critical basis for formulating and implementing the Group's climate strategy.

### 氣候相關風險及機遇分析

2025年，我們結合最新監管動態、行業趨勢以及本集團運營實踐對已識別的氣候相關風險及機遇進行回顧，並進一步整合更新為6項氣候相關風險（含2項物理風險和4項轉型風險）與1項氣候相關機遇，並完成評估與排序，相關結果持續作為本集團氣候戰略制定與執行的重要依據。

Risk/opportunity categories 風險/機遇類別	Risk/opportunity name 風險/機遇名稱	Business model and value chain impact 業務模式和價值鏈影響	Financial impact 財務影響	Scope of impact <sup>2</sup> 風險/機遇影響程度 <sup>2</sup>			Value Chain Scope <sup>3</sup> 價值鏈影響範圍 <sup>3</sup>	Response strategies 應對策略	
				Short-term 短期	Medium-term 中期	Long-term 長期			
Transition risks 轉型風險	Policy and legal risk 政策和法律	Increased pricing of GHG 碳排放成本上升	Our operations, impacted by carbon emission regulations, must increase investment in areas such as energy-saving retrofits, energy transition, and the purchase of carbon allowances; 運營端受碳排放監管影響，需在節能技改、能源轉型、購買碳配額等維度加大投入； Upstream suppliers facing rising carbon costs may raise the prices of raw materials. 上游供應商在面臨碳排放成本上升的情景下，可能會提高原材料價格。	Expenditures related to the low-carbon transition lead to an increase in operating costs; 低碳轉型相關支出增加，帶來運營成本上升； Rising raw material prices result in higher procurement costs. 原材料價格上漲，帶來採購成本上升。	Low 低	Low 低	Medium 中	Upstream and internal operations 上游、自身運營	<ul style="list-style-type: none"> <li>✓ Implement energy-saving retrofits to enhance energy efficiency; 節能技改提升能源使用效率；</li> <li>✓ Increase the proportion of green energy usage; 增加綠色能源使用比例；</li> <li>✓ Promote the diversification of our supplier base. 推動供應商多元化建設。</li> </ul>

<sup>2</sup> Taking into account the Group's business strategy, climate-related goals and strategies, as well as climate regulatory requirements, we define the short-term, medium-term, and long-term time horizons as 1-3 years, 3-5 years, and 5-10 years, respectively. The scope of impact of risks and opportunities is quantified based on the significance of the risk or opportunity multiplied by its likelihood of occurrence, and is then categorized into low impact, medium impact, and high impact according to the risk and opportunity thresholds.

<sup>3</sup> Upstream value chain activities include raw material procurement, supplier management, and inbound logistics; internal operational activities include production management, product quality management, warehousing and outbound logistics, product research and development, and risk management; downstream value chain activities include marketing and brand management, customer service and support, and distributor management.

<sup>2</sup> 綜合考慮本集團的業務規劃、氣候相關目標與策略以及受到的氣候監管要求，我們將短期、中期、長期的時間跨度分別定義為1-3年、3-5年以及5-10年。風險及機遇的影響程度根據該風險及機遇的重要程度×發生概率進行量化，並根據風險及機遇閾值將影響程度分為低影響、中影響以及高影響。

<sup>3</sup> 價值鏈上游活動包括：原材料採購、供應商管理、內向物流；自身運營活動包括：生產管理、產品質量管理、倉儲及外向物流、產品研發、風險管理；價值鏈下游活動包括：營銷和品牌管理、客戶服務與支持、經銷商管理。



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Risk/opportunity categories		Risk/opportunity name	Business model and value chain impact	Financial impact	Scope of impact			Value Chain Scope	Response strategies
風險／機遇類別		風險／機遇名稱	業務模式和價值鏈影響	財務影響	Short-term	Medium-term	Long-term	價值鏈影響範圍	應對策略
					短期	中期	長期		
Transition risks 轉型風險	Policy and legal risk 政策和法律	Tightened policies 監管政策收緊	Enhanced climate and related disclosure requirements will impose higher demands on our data and information management as well as staff capabilities; 氣候等信息披露要求提升將對我們的數據與信息管理、人員能力等提出更高的要求； Stricter regulatory policies on products and operations may increase the probability of compliance incidents, damaging brand image; 產品及運營的監管政策趨嚴可能導致違規事件的發生概率上升，品牌形象受損； If upstream suppliers encounter compliance incidents, it may similarly negatively impact our brand reputation. 上游供應商如果出現違規事件，可能會對我們的品牌形象同樣造成負面影響。	Investments to meet regulatory requirements, such as transition initiatives, data system construction, and personnel training, lead to increased expenditures and higher operating costs; 應對監管要求的轉型投入、數據系統搭建以及人員培訓等帶來支出增加，運營成本上升； Damage to brand image may result in decreased product sales, subsequently reducing revenue. 品牌形象受損可能帶來產品銷量下降，進而營收減少。	Low 低	Low 低	Medium 中	Upstream and internal operations 上游、自身運營	<ul style="list-style-type: none"> <li>✓ Establish and refine mechanisms for the collection and disclosure of climate-related information; 建立完善的氣候相關信息收集與披露機制；</li> <li>✓ Identify and assess major regulatory trends and implement corresponding transition plans; 識別評估重大監管趨勢並落實轉型方案；</li> <li>✓ Conduct regular assessments of supplier compliance risks. 定期評估供應商合規風險。</li> </ul>
Transition risks 轉型風險	Market risk 市場	Consumer's green preference 消費者偏好轉變	Growing consumer environmental awareness leads to higher demands for green and low-carbon products; 消費者環保意識提升，對產品提出更高的綠色、低碳要求，我們需提高產品的環保屬性以滿足消費者需求。	Failure to meet consumer demand for green products leads to decreased product sales and reduced revenue; 無法滿足消費者綠色產品需求導致產品銷量下降，營收減少； Increased investment in the research, development, and production of green, low-carbon products results in higher operating costs. 綠色低碳產品研發、生產投入增加，造成運營成本上升。	Low 低	Low 低	Medium 中	Internal operations and downstream 自身運營、下游	<ul style="list-style-type: none"> <li>✓ Develop green products; 研發綠色產品；</li> <li>✓ Reduce carbon emissions across the entire product lifecycle; 產品全生命週期減碳；</li> <li>✓ Promote the development of a green supply chain. 推動綠色供應鏈建設。</li> </ul>



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Risk/opportunity categories 風險/機遇類別		Risk/opportunity name 風險/機遇名稱	Business model and value chain impact 業務模式和價值鏈影響	Financial impact 財務影響	Scope of impact 風險/機遇影響程度			Value Chain Scope 價值鏈影響範圍	Response strategies 應對策略
					Short-term 短期	Medium-term 中期	Long-term 長期		
Transition risks 轉型風險	Market risk 市場	Lack of raw materials 原材料短缺	Global shifts in climate patterns may lead to reduced yields of key raw materials such as wood pulp; 全球氣候模式的轉變可能造成木漿等主要原材料減產； Frequent extreme weather events could cause difficulties in raw material transportation, further exacerbating supply shortages; 極端天氣頻發將可能導致原材料運輸困難，進一步造成原材料短缺； Raw material shortages will drive up prices for these inputs, potentially forcing us to raise the prices of our own products. 原材料短缺將推動原材料價格上漲，我們可能被迫提升產品價格。	Raw material shortages cause a decline in product output, leading to reduced revenue; 原材料短缺造成產品產量下降，帶來營收減少； Rising raw material prices result in increased costs and diminished profits; 原材料價格上漲導致成本上升，利潤減少； Price increases on products lead to decreased sales and lower revenue; 產品漲價導致銷量下降，營收減少； Research and development for alternative materials drives up R&D expenditures. 替代原材料研發，造成研發成本上升。	Low 低	Low 低	Medium 中	All 全部	<ul style="list-style-type: none"> <li>✓ Promote the diversification of the supply chain; 推動供應鏈多元化建設；</li> <li>✓ Conduct research and development for alternative raw materials 原材料替代研發。</li> </ul>
Physical risks 物理風險	Acute risk 急性	Frequent extreme weather 極端天氣事件	Extreme weather events such as typhoons and floods disrupt normal operations by causing interruptions in production, storage, and upstream/downstream transportation; 颱風、洪水等極端天氣事件導致生產、儲存、上下游運輸等環節中斷，擾亂正常運營； Factory buildings and equipment sustain damage, increasing expenditures on repairs and insurance; 廠房、設備受損，維修、保險等投入增加； Extreme weather may pose risks to employee health and safety. 極端天氣可能對員工健康安全造成風險。	Disruptions to normal operations lead to decreased production output and reduced revenue; 正常運營受到干擾，導致產量下降，營收減少； Climate-related disasters result in increased expenditures on repairs and insurance, raising operating costs. 氣候災害導致維修、保險投入增加，運營成本上升。	Low 低	Low 低	Medium 中	Upstream and internal operations 上游、自身運營	<ul style="list-style-type: none"> <li>✓ Assess the exposure of each plant to extreme climate disaster risks; 評估各工廠極端氣候災害風險暴露情況；</li> <li>✓ Improve the extreme weather early warning mechanism; 完善極端天氣預警機制；</li> <li>✓ Upgrade protective facilities against extreme weather; 升級極端天氣防護設施；</li> <li>✓ Strengthen supply chain resilience. 強化供應鏈韌性。</li> </ul>



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Risk/opportunity categories 風險／機遇類別		Risk/opportunity name 風險／機遇名稱	Business model and value chain impact 業務模式和價值鏈影響	Financial impact 財務影響	Scope of impact 風險／機遇影響程度			Value Chain Scope 價值鏈影響範圍	Response strategies 應對策略
					Short-term 短期	Medium-term 中期	Long-term 長期		
Physical risks 物理風險	Chronic risk 慢性	Water shortage and drought 水資源短缺及乾旱	Water resources are critical to the paper industry; water scarcity may cause reduced product output or production shutdowns; 水資源對造紙行業至關重要，缺水可能造成產品產量下降或生產中斷； Drought may lead to decreased yields of raw materials such as wood pulp, resulting in material shortages or price increases. 乾旱可能造成木漿等原材料減產，導致原材料短缺或價格上漲。	Water scarcity leads to decreased product output, thereby reducing revenue; 產品因缺水而產量下降，進而造成營收減少； Rising costs of water and raw materials such as wood pulp result in increased expenses and diminished profits. 水價及木漿等原材料價格上漲導致成本上升，利潤減少。	Low 低	Low 低	Medium 中	Upstream and internal operations 上游、自身運營	<ul style="list-style-type: none"> <li>✓ Assess water stress risks at each plant and develop targeted response measures; 評估各工廠水壓力風險並制定針對性應對措施；</li> <li>✓ Improve water use efficiency. 提高水資源利用效率。</li> </ul>
Opportunities 機遇	Products and services 產品和服務	Develop and/or increase low-carbon products 開發和／或增加低碳產品	Launching green, low-carbon products to meet consumer demand will help increase product sales; 通過推出綠色、低碳產品滿足消費者的需求，將有助於提升產品銷量； As consumer environmental awareness gradually rises, green, low-carbon products may command a price premium. 隨著消費者環保意識的逐步提升，綠色低碳產品可能獲得溢價。	Increased product sales lead to higher revenue; 產品銷量增加，營收上升； Products commanding a green premium result in greater profits. 產品獲得綠色溢價，利潤增加。	Low 低	Low 低	Medium 中	Internal operations and downstream 自身運營、下游	<ul style="list-style-type: none"> <li>✓ Develop and gradually increase the proportion of green products; 開發並逐步擴大綠色產品佔比；</li> <li>✓ Promote the development of a green supply chain. 推動綠色供應鏈建設。</li> </ul>



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Notes:

1. We have calculated the Group's total expenditure related to climate change response in 2025 at RMB35.66 million, with the specific breakdown as follows:

Category 科目	Amount 投入金額 (in RMB10,000) (萬元人民幣)
Green Electricity Procurement Expenditure 綠色電力購買支出	2,332.8
Photovoltaic Construction Investment 光伏建設投入	782.6
Climate-Related Insurance Expenditure 氣候相關保險支出	169.1
Low-Carbon Equipment Retrofitting and Operational Investment 設備低碳改造及運營投入	165.8
Climate-Related Legal and Regulatory Compliance Costs 氣候相關法律法規合規開支	105.0
Extreme Weather Protection Facility Expenditure 極端天氣防護設施支出	8.3
Climate Disaster Losses and Repair Costs 氣候災害損失及維修費用	2.7

We will continue our investments in areas such as green electricity procurement, photovoltaic construction, climate disaster insurance, and low-carbon equipment retrofitting in the next reporting period. Considering the scale of recent investments and the impact of extreme climate disasters on our operations, we do not anticipate any risks that would have a material financial impact in the next reporting period.

2. The Group has preliminarily formulated a transition plan, which includes setting a specific energy consumption target for the papermaking sector: to control energy consumption intensity below 0.4 tonnes of standard coal per tonne of paper by 2030, while remaining committed to continuously reducing carbon emissions. We have conducted value chain carbon inventories for three consecutive years and, based on the principle of product lifecycle assessment, are driving the implementation of emission reduction actions. This includes developing green products in R&D, selecting low-carbon suppliers and raw materials in sourcing, implementing energy-saving retrofits and expanding green energy use in production, improving warehouse efficiency and promoting green logistics in storage and distribution, and raising consumer environmental awareness at the consumption stage. In the future, the Group will further refine its climate transition plan based on the collected climate-related data and information, aligning it with our operational strategy.

註：

1. 我們統計了2025年本集團應對氣候變化的相關支出，共計人民幣3,566.3萬元，具體包括：

我們將在下一報告年度持續綠色電力購買、光伏建設、氣候災害保險、設備低碳改造等領域的投入，綜合考量近年來的投入規模以及極端氣候災害對我們的影響，我們預計下一報告年度沒有對我們的財務產生重大影響的風險。

2. 本集團已初步制定轉型計劃，包括明確造紙板塊能耗目標，即2030年前，紙板塊能耗密度控制在0.4噸標煤/噸紙以下，同時致力於持續降低碳排放。我們已連續三年開展價值鏈碳盤查，並基於產品全生命週期的原則推動減排行動的落地，包括研發端開發綠色產品，原料端優選低碳供應商及原材料，生產端節能技改並擴大綠色能源使用，倉儲物流端提升倉儲效率並推動綠色物流以及消費端提升消費者環保意識。未來，本集團將在收集到的氣候相關數據及信息的基礎上，根據運營戰略進一步細化氣候轉型計劃。



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3. Going forward, the Group will continue to invest in areas such as green electricity, photovoltaic construction, and energy-saving retrofits, utilizing our own funds or green financing to support our climate transition plan. Furthermore, although rising carbon emission costs are not expected to have a material impact on the Group in the short to medium term, as China progresses towards its carbon peak and neutrality goals, we anticipate potentially incurring higher carbon emission costs in the long term. Given the high uncertainty involved in quantifying such financial impacts, we are not required to provide quantified data and will disclose the expected financial impact in a qualitative manner.

### Climate Action

Hengan has developed a series of climate actions in response to the identified climate-related risks and opportunities. These actions aim to reduce negative impacts on the climate and enhance the company's own climate resilience from two dimensions: climate change adaptation and climate change mitigation. For detailed information on the Group's climate change adaptation and mitigation actions, measures, and progress in 2025, please refer to the *Hengan International Group Co., Ltd. 2024 Climate-Related Disclosures Report* (《恒安國際集團有限公司2025年氣候相關披露報告》).

### Climate Change Adaptation

Hengan builds a flexible production and supply system by formulating business continuity plans and leveraging intelligent technologies to adapt to the impacts of extreme weather.

3. 未來，本集團將持續通過自有資金或綠色融資等方式在綠色電力、光伏建設、節能技改等領域進行投入，以支持我們的氣候轉型計劃；此外，儘管在短期及中期碳排放成本上漲不會對本集團產生重大影響，隨著中國碳達峰碳中和進程，預計在長期我們可能將支出更高的碳排放成本。考慮到評估此類財務影響的不確定性太高，我們毋須提供有關此類影響的量化數據，以定性方式披露預期財務影響。

### 氣候行動

恒安針對識別到的氣候相關風險及機遇制定了一系列氣候行動，從氣候變化適應和氣候變化緩解兩個維度，降低對氣候的負面影響，同時提升自身的氣候韌性。有關本集團詳細的氣候變化適應和氣候變化緩解行動、措施及2025年進展請參考《恒安國際集團有限公司2025年氣候相關披露報告》。

### 氣候變化適應

恒安通過制定業務連續性計劃，並借助智能化手段，打造柔性生產供應系統，以適應極端天氣帶來的影響。

<p><b>Enhancing Emergency response plans</b> 完善應急預案</p>	<p>Based on physical risk assessment results for each plant, develop emergency plans for extreme weather events such as high temperatures, typhoons, and floods. These plans clarify response procedures and responsibility allocation to ensure timely and effective action during extreme weather disasters. 根據各工廠物理風險評估結果，制定高溫、颱風、洪水等極端天氣的應急預案，明確應急響應流程和責任分工，確保在發生極端天氣災害時能夠及時有效地應對。</p>
<p><b>Upgrading facility protection</b> 設施防護升級</p>	<p>Implement wind-resistant and waterproofing upgrades to production plants and storage facilities, and improve hardware configurations for flood and wind prevention. 對生產廠房、倉儲設施進行抗風、防水改造，完善防汛、防風硬件配置。</p>
<p><b>Strengthening supply chain resilience</b> 供應鏈韌性強化</p>	<p>Optimize logistics and transportation routes, and develop a Transportation Management System (TMS) to achieve closed-loop digital management of logistics. 優化物流運輸路線，開發物流運輸管理系統(TMS)，實現物流數字化閉環管理。</p>



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### Climate Change Mitigation

The Group actively responds to the national “Dual Carbon” strategy and strictly complies with regulatory requirements such as the *Energy Conservation Law of the People’s Republic of China* (《中華人民共和國節約能源法》). It has formulated and implemented the *Hengan Group Energy Saving and Consumption Management Policy* (《恒安集團節能降耗管理制度》) comprehensively carrying out energy-saving and carbon reduction work throughout the entire product lifecycle. We further promote low-carbon practices extending from the supply chain to social life through value chain collaboration and public engagement, driving green and low-carbon development across the entire value chain.

### 氣候變化緩解

本集團積極響應國家「雙碳」戰略，嚴格遵守《中華人民共和國節約能源法》等法規要求，制定並實施《恒安集團節能降耗管理制度》，圍繞產品全生命週期全面開展節能減碳工作。我們亦進一步通過價值鏈協同與公眾參與，推動低碳實踐從供應鏈延伸至社會生活，推動全價值鏈綠色低碳發展。

Operational decarbonization 運營減碳	
<b>Energy management system development</b> 能源管理體系建設	Leverage the Energy Management System (EMS) to achieve systematic control and continuous optimization of energy usage, steadily improving energy efficiency, controlling operational costs, and reducing carbon emissions. 依託能源管理體系(EMS)實現能源使用的系統化管控與持續優化，不斷提升能源利用效率，控制運營成本，降低碳排放。
<b>Energy-Saving retrofits</b> 節能技改	Systematically conduct technical transformations and management optimizations focusing on equipment energy-saving retrofits, waste heat recovery and utilization, and automation upgrades. 圍繞設備節能改造、餘熱回收利用、自動化升級等方面，系統開展技術改造與管理優化。
<b>Renewable energy utilization</b> 可再生能源使用	Continuously expand the deployment of distributed photovoltaic systems and procure green electricity to optimize the energy mix; concurrently, utilize a new energy management platform to enable real-time monitoring and refined operational management of photovoltaic power station data. 持續擴大分佈式光伏佈局並採購綠色電力，優化能源結構；同時依託新能源管理平台，實現對光伏電站運行數據的實時監控與精細化運維管理。
<b>Low-carbon logistics</b> 低碳物流	Systematically reduce energy consumption and carbon emissions in the logistics segment through digital operations, transportation network optimization, and green fleet upgrades, thereby enhancing the green operational performance of the supply chain. 通過數字化運營、運輸網絡優化、綠色運力升級，系統性降低物流環節能源消耗與碳排放，提升供應鏈綠色運營水平。
<b>Efficient warehousing</b> 高效倉儲	Continuously advance the digital, intelligent, and green upgrade of warehouse management. Improve operational efficiency and reduce energy and resource consumption through measures such as automated storage and retrieval systems (AS/RS) and automated sorting. 持續推進倉儲管理數字化、智能化與綠色化升級，通過自動立體化倉庫、自動分揀等舉措提升運營效率、降低能耗與資源消耗。



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## 環境、社會及管治報告

### Operational decarbonization

#### 運營減碳

#### Green products

##### 綠色產品

Integrate the concept of sustainable development into the entire product innovation process. Actively promote the application of green raw materials and lean production management, and consistently introduce green, low-carbon products.

將可持續發展理念融入產品創新全流程，積極推進綠色原材料應用與精益生產管理，持續推出綠色、低碳產品。

#### Product carbon footprint management

##### 產品碳足跡管理

Initiate product carbon footprint accounting to establish a baseline for carbon emissions across the product lifecycle from raw materials to transportation. This enables precise identification of key emission reduction points, anchors decarbonization targets for the entire value chain, optimizes strategies, and drives the implementation of specific actions.

啟動產品碳足跡核算工作，摸清產品從原材料到運輸的全生命週期碳排放底數，精準識別減排關鍵環節，從而錨定全價值鏈減排目標、優化策略並推動具體行動落地。

### Value chain decarbonization

#### 價值鏈減碳

#### Sustainable procurement

##### 可持續採購

Incorporate carbon emission management indicators into the supplier screening and evaluation system. Systematically collect supplier carbon emission data, decarbonization plans, and implementation measures to drive supplier carbon reduction.

將碳排放管理指標納入供應商篩選與評估體系，系統收集供應商碳排放數據、減碳規劃及落地舉措，推動供應商減碳。

#### Green communication

##### 綠色宣傳

Convey low-carbon concepts to consumers through various means, including the promotion of green products and consumer education initiatives.

通過推廣綠色產品、開展消費者教育等多種形式，向消費者傳遞低碳理念。

### Climate Resilience Scenario analysis

We recognize that climate-related risks and opportunities may have varied impacts on the Group's business, both now and in the future. Despite the increasingly severe climate-related disasters in recent years, we acknowledge that climate change is a long-term process, influenced by a variety of factors including government policies, international trends, societal awareness, and geographical locations, and thus is subject to significant uncertainties. We continue to apply the low emission and high emission climate scenarios and the corresponding analytical framework adopted in the prior year. Taking into account the publicly available data from international mainstream climate models, we have comprehensively assessed the impact of climate change on the Group in the short, medium, and long term through climate scenario analysis.

### 氣候韌性情景分析

我們認識到，氣候相關風險及機遇在當前及未來均可能對本集團的業務產生不同程度的影響。儘管近年來氣候相關災害日益嚴峻，考慮到氣候變化是一個漫長的過程，受到政府政策、國際趨勢、社會意識、地理位置等多種因素的影響，具有重大的不確定性。我們繼續沿用上一年度的低排放與高排放兩類氣候情景及相關分析框架，結合國際主流氣候模型的公開數據，通過氣候情景分析的方式全面地評估氣候變化在短、中、長期對本集團的影響。



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Scenario name 情景名稱	Low emission scenario 低排放情景	High emission scenario 高排放情景
<b>Scenario definition</b> 情景定義	Take ambitious climate action to limit global warming to 1.5°C or far below 2°C by the end of this century 採取具有雄心的氣候行動，將本世紀末全球變暖限制在1.5°C或遠低於2°C	Climate action fails, global average temperature rise exceeds 4°C by the end of this century 氣候行動失敗，到本世紀末全球平均氣溫上升超過4°C
<b>Scenario description</b> 情景描述	<p>With the global consensus on addressing climate change, countries around the world have successively adopted ambitious climate actions, such as setting emission reduction targets, implementing strict climate policies, and imposing carbon taxes. Enterprises actively respond to climate policies, reducing carbon emissions. Consumers actively choose green and low-carbon products, further promoting the green transition of enterprises. Against this backdrop, multiple countries and regions aim to achieve net zero emissions by 2050. We have chosen this scenario to assess the impact on us of strict climate strategies and actions developed to achieve temperature control target of 1.5°C or far below 2°C as set out in the <i>Paris Agreement</i> (《巴黎協定》).</p> <p>隨著全球就應對氣候變化達成共識，世界各國相繼採取具有雄心的氣候行動，如制定減排目標、推行嚴格的氣候政策、徵收碳稅等；企業積極響應氣候政策，降低碳排放；消費者主動選擇綠色低碳的商品，進一步推動了企業的綠色轉型。在此背景下，多個國家及地區在2050年前實現淨零排放。我們選擇此情景以評估實現《巴黎協定》1.5°C或遠低於2°C控溫目標而推出的嚴格氣候策略與行動對我們的影響。</p>	<p>There is still no global consensus on the severity of climate change, leading to stagnation or poor implementation of many existing climate policies and actions. Fossil fuels still dominate, and greenhouse gas emissions are rising sharply, accelerating the deterioration of climate change. As climate change intensifies, physical risks are also significantly increasing. The global average temperature is rising substantially, and extreme weather events are becoming more frequent and severe. We have chosen this scenario to assess the impact on us of a significant increase in climate-related physical risks due to the lack of effective climate actions.</p> <p>全球範圍內對於氣候變化嚴峻程度的認知尚未達成一致，導致現行的諸多氣候政策與行動面臨停滯或執行不力的困境。化石能源依舊佔據主導地位，溫室氣體排放量呈現出急劇增長的態勢，加速了氣候變化的惡化進程。隨著氣候變化的加劇，物理風險也在顯著攀升。全球平均氣溫出現大幅度上升，極端天氣事件發生頻繁，且惡劣程度也在不斷加深。我們選擇此情景以評估缺乏有效的氣候行動導致氣候相關物理風險大幅上升對我們的影響。</p>



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Scenario name 情景名稱	Low emission scenario 低排放情景	High emission scenario 高排放情景
<b>Reference data source</b> 參考數據來源	<ul style="list-style-type: none"> <li>PCC SSP 1–2.6 Scenario: A sustainable society dominated by clean energy, with global warming limited to far below 2°C through effective climate action; IPCC SSP 1–2.6情景：以清潔能源為主的可持續發展型社會，通過有效的氣候行動將全球變暖控制在遠低於2°C；</li> <li>IEA 2050 Net Zero Emissions Scenario (NZE Scenario): The global energy system and some developed economies achieve net zero emissions by 2050, with global warming limited to 1.5°C. IEA 2050淨零排放情景(Net Zero Emissions by 2050·NZE)情景：到2050年全球能源系統和部分發達經濟體實現淨零排放，全球變暖被限制在1.5°C。</li> </ul>	<ul style="list-style-type: none"> <li>IPCC SSP 3–7.0 Scenario: Characterized by insufficient global cooperation, slow transition progress, sustained high emissions, and escalating climate risks. IPCC SSP 3–7.0情景：全球合作不足，轉型緩慢，排放維持較高水平，氣候風險持續上升。</li> <li>IPCC SSP 5–8.5 Scenario: Economic development is highly dependent on fossil fuels, with a continuous increase in greenhouse gas emissions and increasingly severe climate change. IPCC SSP 5–8.5情景：經濟發展高度依賴化石能源，溫室氣體排放量持續增加，氣候變化日益加劇。</li> </ul>

In addition, we have also used the publicly available data of the International Energy Agency’s Announced Pledges Scenario (APS) and Stated Policies Scenario (STEP) to assess the impact of carbon prices on our finances.

此外，我們也使用了IEA的已宣佈承諾(Announced Pledges Scenario, APS)情景和既定政策(Stated Policies, STEP)情景的公開數據，以評估碳價對我們財務的影響。

### Resilience Assessment<sup>4</sup>

Scenario analysis reveals transition and physical risks with various degrees under different climate conditions, while we have already been equipped with certain climate resilience to face the challenge.

### 韌性評估<sup>4</sup>

情景分析的結果顯示，我們在未來將面臨不同氣候條件下程度各異的轉型和物理風險，但我們已經具備了一定的氣候韌性去迎接挑戰。

<sup>4</sup> In the climate resilience assessment, quantitative analysis of climate resilience under different emission scenarios qualifies for “reasonable excuse for non-disclosure” as obtaining all reasonable and supportable information for such quantitative analysis would involve excessive cost.

<sup>4</sup> 在氣候韌性評估中對於不同排放情景下的氣候韌性量化分析，因需要付出極大成本才可獲得一切合理且有依據的資料，所以對於氣候韌性量化分析採用「合理資料寬免」。



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Regarding acute physical risks, we assessed our exposure to three extreme weather events: extreme heat, typhoons, and floods. The assessment results show that under the SSP3-7.0 scenario, the number of our plants with a high exposure level to extreme heat risk will be 9 in 2030 and 13 in 2050. Under the SSP5-8.5 scenario, these numbers will reach 11 and 14, respectively, primarily concentrated in provinces such as Hubei, Xinjiang, Shandong, Jiangxi, and Hunan. Typhoon risk exhibits significant regional variation. Plants in coastal provinces like Guangdong, Fujian, Zhejiang, and Shanghai show high or medium-high risk exposure levels under both scenarios and for both time horizons, while plants in inland provinces generally have very low exposure. Furthermore, the Group has no plants with high exposure to flood risk; the vast majority have low or very low exposure levels. Regarding chronic physical risks, the Group currently has 11 plants located in areas defined as having extremely high baseline water stress and 3 plants in areas with high baseline water stress. Under the SSP5-8.5 scenario, the number of plants located in areas of extremely high baseline water stress in 2030 and 2050 shows no material change compared to the present. Historically, extreme weather events, water scarcity, and drought have never had a material impact on the Group. The climate scenario analysis results also indicate that the overall impact of these two major physical risks on us is relatively small. Concurrently, we strive to minimize the negative impacts of extreme weather by formulating and continuously improving business continuity plans, building a flexible production and supply system, and implementing emergency response plans.

Regarding transition risks, although five of the Group's plants have been included in the carbon trading market, the overall carbon allowance position was in a surplus as of the end of 2025. Furthermore, scenario analysis results show that the impact of rising carbon emission costs on us is minimal in 2030 and 2040. By 2050, however, carbon emission costs could account for approximately 5% of our total revenue under the NZE (Net Zero Emissions) scenario and about 4% under the APS (Announced Pledges Scenario), potentially making them one of the Group's major operational costs. The Group has promoted a series of projects to improve energy efficiency and increase green energy use. Combined with the trend of continuously decreasing unit costs for future green energy investment and operation, such projects will help us achieve cost reduction and efficiency improvement with relatively less investment, while significantly reducing carbon emission and compliance costs. Simultaneously, we can establish a green and low-carbon brand image through our green transition, meet consumer demand for green products, and thereby seize climate-related opportunities to achieve revenue growth.

在急性物理風險方面，我們對極端高溫、颱風以及洪水三項極端天氣風險暴露水平進行了評估。評估結果顯示，在SSP3-7.0情景下，本集團極端高溫風險暴露為高的工廠數量在2030年與2050年分別為9家與13家，在SSP5-8.5情景下將分別達到11家與14家，主要集中在湖北、新疆、山東、江西、湖南等省份。颱風風險呈現顯著的地域差異，廣東、福建、浙江、上海等沿海省份的工廠在兩種情景及兩個年份均呈現高或中高的風險暴露水平，內陸省份則普遍風險暴露極低。此外，本集團不存在洪水風險暴露較高的工廠，絕大部分工廠的風險暴露水平均為低或極低。在慢性物理風險方面，本集團當前位於由極高和高基準水壓力值定義的水壓力區域的工廠數量分別為11家和3家。在SSP5-8.5情景下，在2030年和2050年本集團位於由極高基準水壓力值定義的水壓力區域的工廠數量目前相比未出現重大變化。歷史上，極端天氣事件和水資源短缺及乾旱從未對本集團產生重大影響，氣候情景分析結果亦顯示這兩大物理風險對我們的總體影響較小。同時，我們通過制定並不斷完善業務連續性計劃，打造柔性生產供應系統，落實應急響應方案，努力將極端天氣的負面影響降至最低。

在轉型風險方面，儘管本集團已有5家工廠被納入碳交易市場，但截至2025年底，總體碳配額呈盈餘狀態。此外，情景分析結果顯示，在2030年及2040年，碳排放成本上升對我們的影響極小。而到2050年，碳排放成本在NZE情景下將佔到我們總營收的約5%，在APS情境下則將達到4%，使得碳排放成本可能成為本集團的主要運營成本之一。本集團推動了一系列能源效率提升、綠色能源使用等項目，結合未來綠色能源投入與運營單位成本不斷下降的趨勢，此類項目將有助於我們在投入較少資金的情況下實現降本增效，並極大地降低碳排放成本與合規成本。同時，我們亦能通過綠色轉型樹立綠色低碳的品牌形象，滿足消費者綠色產品需求，進而把握氣候相關機遇，實現營收的增長。



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However, considering that addressing climate change is a long-term process and that climate policies across various countries and regions may continue to evolve, there is significant uncertainty regarding the ultimate actual climate scenarios and their impact on us. Therefore, we monitor the latest trends in climate, environmental, and other relevant regulations in real-time and continue to advance our green transition strategy, promoting environmentally friendly production methods throughout the value chain. We also collaborate with governments, non-governmental organizations, and industry partners to jointly develop and implement innovative solutions. In addition, we continuously optimize our warehousing and logistics layout, implement emergency plans for extreme weather, enhance our climate resilience, and ensure the long-term sustainable development of the Group.

### 3.2.4 Indicators and Targets<sup>5, 6, 7</sup>

Hengan has set specific indicators and targets for climate actions, closely tracking greenhouse gas emissions and energy consumption data to ensure their accuracy and transparency. For the papermaking sector, we have set clear environmental goals to actively respond to the challenges of climate change. Through continuous technological innovation and green transition, we are committed to reducing environmental impact, promoting sustainable development, and contributing to the construction of a low-carbon future.

### Accounting Standards

The Group conducts its GHG accounting in according with the *Greenhouse Gas Protocol Corporate Accounting and Reporting Standard* (《溫室氣體核算體系：企業核算與報告標準》) and the *Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard* (《溫室氣體核算體系：企業價值鏈(範圍3)核算與報告標準》) issued by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), and with reference to the *Guidelines for the Calculation and Reporting of Greenhouse Gas Emissions from Paper and Paper Products Manufacturers (Trial)* (《造紙和紙製品生產企業溫室氣體排放核算方法與報告指南(試行)》) and the *Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions of Power Generation Enterprises in China (Trial)* (《中國發電企業溫室氣體排放核算方法與報告指南(試行)》).

然而，考慮到應對氣候變化是一個長期的過程，各個國家及地區的氣候政策可能不斷變化，最終的實際氣候情景以及對我們的影響存在重大的不確定性。因此，我們實時關注最新的氣候、環境及其他相關監管趨勢，繼續推動綠色轉型策略，在價值鏈推廣環境友好的生產方式。我們亦與政府、非政府組織及行業夥伴合作，共同開發和實施創新解決方案。此外，我們不斷優化倉儲和物流佈局，落實極端天氣應急預案，提升氣候韌性，確保本集團的長期可持續發展。

### 3.2.4 指標和目標<sup>5, 6, 7</sup>

恒安在氣候行動上設定具體的指標與目標，密切追蹤溫室氣體排放和能耗數據，確保數據的準確性和透明度。針對造紙板塊，我們設定了明確的環境目標，以積極應對氣候變化挑戰。通過持續的技術創新和綠色轉型，致力於降低環境影響，推動可持續發展，為構建低碳未來貢獻力量。

### 核算標準

本集團依據世界資源研究所(WRI)與世界可持續發展工商理事會(WBCSD)發佈的《溫室氣體核算體系：企業核算與報告標準》《溫室氣體核算體系：企業價值鏈(範圍3)核算與報告標準》，同時參考《造紙和紙製品生產企業溫室氣體排放核算方法與報告指南(試行)》《中國發電企業溫室氣體排放核算方法與報告指南(試行)》等標準進行溫室氣體核算和報告。

<sup>5</sup> In calculating the specific cross-industry metrics “amount and percentage of assets or business activities vulnerable to climate-related physical and transition risks” and “amount and percentage of assets or business activities aligned with climate-related opportunities”, the “reasonable excuse for non-disclosure” is applied, as obtaining all reasonable and supportable information would entail disproportionate cost.

<sup>6</sup> During the Reporting Period, Hengan’s capital expenditures directed toward climate-related risks and opportunities amounted to RMB35.66 million. For a detailed breakdown of these expenditures, please refer to the notes section under “Climate-Related Risk and Opportunity Analysis” in this report.

<sup>7</sup> Hengan has not established an internal carbon price at this stage.

<sup>5</sup> 在計算特定跨行業指標「容易受氣候相關物理及轉型風險影響的資產或業務活動的金額及百分比」「氣候相關機遇的資產或業務活動的金額及百分比」時，因需要付出極大成本才可獲得一切合理且有依據的資料，所以採用「合理資料寬免」。

<sup>6</sup> 報告期內，恒安用於氣候相關風險和機遇的資本開支金額為3,566.3萬元，具體開支情況請見本報告<氣候相關風險及機遇分析>註釋部分。

<sup>7</sup> 恒安現階段未制定內部碳定價。



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### Organizational Boundary

The calculation scope of greenhouse gas emissions of Hengan covers 31 production companies.

### Operational Boundary

The Group identifies the greenhouse gas emissions associated with Hengan in accordance with the standard requirements, and categorizes the emissions by Scope 1 direct GHG emissions, Scope 2 indirect energy GHG emissions and Scope 3 other indirect GHG emissions.

### GHG emissions

The GHG emissions of Hengan in Scope 1 and Scope 2 in 2025 are as follows:

### 組織邊界

恒安溫室氣體排放核算範圍為本集團旗下31家生產公司。

### 運營邊界

本集團按標準要求識別與本集團相關的溫室氣體排放，並按範圍1溫室氣體排放、範圍2溫室氣體排放和範圍3溫室氣體排放進行分類。

### 溫室氣體排放量

經核算，恒安2025年範圍1和範圍2的溫室氣體排放情況如下：

GHG emission in Scope 1&2 (tons carbon dioxide equivalent, tCO <sub>2</sub> e) 溫室氣體排放範圍1&2(噸二氧化碳當量, tCO <sub>2</sub> e)	2025	2024
Total GHG emissions: Scope 1 + Scope 2 (Location-based) 總溫室氣體排放量：範圍1&範圍2(基於地域)	1,516,074	1,427,401
Total GHG emissions: Scope 1 + Scope 2 (Market-based) 總溫室氣體排放量：範圍1&範圍2(基於市場)	1,497,030	1,391,750
Scope 1: Direct GHG emissions 範圍1：直接溫室氣體排放	585,590	557,885
Scope 2: Indirect GHG emissions – Location-based 範圍2：間接溫室氣體排放(基於地域)	930,484	869,516
Scope 2: Indirect GHG emissions – Market-based 範圍2：間接溫室氣體排放(基於市場)	911,440	833,865
<b>Scope 1&amp;2 based on GHG emission categories (tons carbon dioxide equivalent, tCO<sub>2</sub>e) 根據溫室氣體排放種類劃分的範圍1&amp;2(噸二氧化碳當量, tCO<sub>2</sub>e)</b>		
Carbon dioxide CO <sub>2</sub> 二氧化碳 CO <sub>2</sub>	1,512,237	1,423,673
Methane CH <sub>4</sub> 甲烷 CH <sub>4</sub>	248	415
Nitrous oxide N <sub>2</sub> O 氧化亞氮 N <sub>2</sub> O	1,756	1,606
Hydrofluorocarbons HFC <sub>s</sub> 氫氟碳化物 HFC <sub>s</sub>	1,731	1,606
Sulfur hexafluoride SF <sub>6</sub> 六氟化硫 SF <sub>6</sub>	101	101



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In 2025, the GHG emissions of Hengan in Scope 3 are as follows:

經核算，恒安2025年主要範圍3溫室氣體排放情況如下：

GHG emission in Scope 3 (Kilotonnes CO <sub>2</sub> equivalent, ktCO <sub>2</sub> e) 溫室氣體排放範圍3(千噸二氧化碳當量, ktCO <sub>2</sub> e)	2025	2024
<b>Total GHG emissions: Scope 3<sup>8</sup></b> <b>範圍3溫室氣體排放總量<sup>8</sup></b>	<b>1,802</b>	1,853
Category 1 – Purchased goods and services <sup>9</sup> 類別1 – 購買的商品和服務 <sup>9</sup>	<b>1,273</b>	1,298
Category 2 – Capital goods 類別2 – 資本商品	<b>3</b>	5
Category 3 – Fuel and energy-related activities 類別3 – 燃料和能源相關活動	<b>201</b>	188
Category 4 – Upstream transportation and distribution & Category 9 – Downstream transportation and distribution 類別4 – 上游運輸和配送&類別9 – 下游運輸和配送	<b>239</b>	282
Category 5 – Waste generated in operations 類別5 – 運營中產生的廢物	<b>3</b>	2
Category 6 – Business travel 類別6 – 商務旅行	<b>1</b>	1
Category 7 – Employee commuting 類別7 – 僱員通勤	<b>10</b>	10
Category 12 – End-of-life treatment of sold products 類別12 – 處理壽命終止的售出產品	<b>72</b>	67

<sup>8</sup> Scope 3 GHG emission factors from US EPA, UK Government GHG Conversion Factors for Company Reporting, Ecoinvent, China Products Carbon Footprint Factors Database (CPCD), etc.

<sup>9</sup> Category 1 – Purchased goods and services covers the Group's procurement of nine major raw materials such as wood pulp, polymers, nonwovens, plastics and cartons.

<sup>8</sup> 範圍3溫室氣體排放因子來自US EPA、UK Government GHG Conversion Factors for Company Reporting、Ecoinvent、中國產品全生命週期溫室氣體排放系數庫等。

<sup>9</sup> 類別1 – 購買的商品和服務的排放涵蓋本集團採購木漿、高分子、無紡布、塑料、紙箱等9種主要原材料。



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### Energy Consumption Data

Hengan adheres to the concept of green development, actively strengthens its energy management system, and maintains a high level of attention for energy consumption. We have established a refined energy consumption monitoring mechanism to achieve comprehensive, real-time tracking and analysis of the Company's energy consumption. Through the introduction of cutting-edge energy-saving technologies and optimized energy allocation, Hengan has effectively reduced energy consumption levels, demonstrating a strong sense of environmental responsibility.

### 能耗數據

恒安秉持綠色發展理念，積極強化能源管理體系，對能源消耗情況保持高度關注。我們構建精細化的能源消耗監控機制，實現對企業能耗的全面、實時追蹤與分析。通過引入前沿節能技術與優化能源配置，恒安有效降低了能耗水平，展現出卓越的環保責任擔當。

Energy consumption 能源消耗	2025	2024	Unit 單位
<b>Direct energy consumption</b> 直接能源消耗	<b>2,133,138</b>	2,058,305	MWh 兆瓦時
Natural gas 天然氣	<b>84,175,073</b>	90,868,860	m <sup>3</sup> 立方米
Anthracite 無煙煤	<b>181,735</b>	168,241	tonnes 噸
Liquefied natural gas 液化天然氣	<b>12,555</b>	7,023	tonnes 噸
Liquefied petroleum gas 液化石油氣	<b>1.1</b>	3.1	tonnes 噸
Diesel fuel 柴油	<b>16.37</b>	16.95	tonnes 噸
Internal photovoltaic power 自發光伏	<b>5,712</b>	3,126	10,000 kWh 萬度
<b>Indirect energy consumption</b> 間接能源消耗	<b>1,948,856</b>	1,823,445	MWh 兆瓦時
Purchased electricity 外購電	<b>127,866</b>	122,916	10,000 kWh 萬度
Purchased green electricity 其中，外購綠電	<b>3,589</b>	6,719	10,000 kWh 萬度
Purchased steam and heat 外購蒸汽與熱	<b>2,412,692</b>	2,139,442	GJ 吉焦
<b>Total energy consumption</b> 能耗總量	<b>4,081,994</b>	3,881,749	MWh 兆瓦時
<b>Energy consumption intensity</b> 能耗密度	<b>1.8</b>	1.7	MWh/RMB10,000 of revenue 兆瓦時／萬元人民幣 銷售額



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### Environmental Targets for the Papermaking Sector

Hengan has established the following environmental targets for energy for its papermaking sector:

### 造紙板塊環境目標

恒安已制定了造紙板塊環境目標要求：

Type 類型	Target <sup>10</sup> 目標 <sup>10</sup>
<b>Energy Intensity</b> 能耗密度	Control the energy intensity of the papermaking sector below 0.4 tonnes of standard coal per tonne of paper by 2030. 2030年前，造紙板塊能耗密度控制在0.4噸標煤／噸紙以下
<b>Water Withdrawal Intensity</b> 取水密度	Control the water withdrawal intensity of the papermaking sector below 10 tonnes per tonne of paper by 2030. 2030年前，造紙板塊取水密度控制在10噸／噸紙以下
<b>Wastewater Intensity</b> 廢水密度	Control the wastewater intensity of the papermaking sector below 4 tonnes per tonne of paper by 2030. 2030年前，造紙板塊廢水密度控制在4噸／噸紙以下

In 2025, the energy consumption intensity per tonne of paper was 11% lower than the Level 1 requirement of the *Energy Consumption Per Unit Product of Pulp and Papermaking* (《製漿造紙單位產品能源消耗限額》) (GB 31825-2024).

2025年，本集團噸紙能耗密度比《製漿造紙單位產品能源消耗限額》(GB 31825-2024)中的1級要求低11%。

Scope 範圍	Metrics 指標	2030 target 2030目標	2025	2024	2023	Unit 單位
<b>Papermaking sector</b> 造紙板塊	Energy consumption intensity 能耗密度	Achieved 滿足	<b>0.34</b>	0.34	0.35	tce/tonne of paper 噸標煤／噸紙
	Water withdrawal intensity 取水密度	Achieved 滿足	<b>8.0</b>	6.8	5.8	tonne/tonne of paper 噸／噸紙
	Wastewater density 廢水密度	Achieved 滿足	<b>3.6</b>	3.4	3.3	tonne/tonne of paper 噸／噸紙

<sup>10</sup> In recent years, the Group has introduced new types of paper machines, such as QRT and TAD, which consume more energy and water per unit of output than traditional papermaking equipment. To meet the market's higher demands for product quality, we have increased the frequency of rinsing during the production process to ensure consistent product quality. In addition, the Group continues to launch products with high hygiene standards (such as kitchen paper), which require stricter production processes and consequently increase water consumption. Due to the above reasons, the water withdrawal intensity in the papermaking sector has risen this year. In response to this change, the Group has updated the environmental targets for the papermaking sector during the Reporting Period to promote more systematic management.

<sup>10</sup> 本集團近年來引入了QRT、TAD等新型紙機，其單位能耗與水耗均高於傳統造紙設備；為滿足市場對產品質量的更高要求，我們與生產過程中增加了沖洗頻次，以保障產品品質穩定；此外，本集團持續推出衛生要求高的產品（如廚房用紙等），其生產工藝要求更為嚴格，相應增加了用水需求。基於上述原因，本年度造紙板塊取水密度有所上升。為應對此一變化，本集團已於報告期內更新造紙板塊環境目標，以更系統地推進相關管理工作。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### 3.3 Ecological Conservation for Coexistence and Harmony

Hengan recognizes that ecological balance is the foundation for sustainable corporate development. Accordingly, we take concrete action to protect biodiversity and forest resources, systematically reduce the environmental impact of our operations, and build efficient and circular water management systems. We strive for harmony between business growth and the natural world.

#### 3.3.1 Biodiversity Conservation

The Group treats ecological and environmental protection as a strategic priority and operates under the guidance of the *Biodiversity Conservation Policy* (生物多样性保護政策), insisting on the concept of respecting nature and prioritizing ecology across the entire business chain. Through systematic biodiversity conservation efforts, we strive to minimize the impact of our production and operational activities on ecosystems and achieve a net positive impact effect.

At the project development stage, we strictly follow the requirements of the *Law of the People's Republic of China on Environmental Impact Assessment* (《中華人民共和國環境影響評價法》), conducting scientific environmental impact assessments for all construction projects. These assessments thoroughly evaluate potential impacts on ecosystems and biodiversity during operations and inform targeted mitigation measures, culminating in the preparation of the environmental impact assessment report (or forms). During project implementation, we adhere to the principle that pollution prevention and control facilities must be designed, constructed, and put into operation at the same time as the main project, effectively preventing and controlling pollution to ensure that construction activities do not cause significant harm to surrounding ecological environments.

Across our nationwide network of production bases, we continuously improve the ecological quality of our sites and their surroundings by optimizing production space layouts, enhancing land use efficiency, and expanding green cover within plant premises. Additionally, we strictly adhere to the red lines for ecological conservation, avoiding conducting business activities near locations with globally or nationally important biodiversity during daily operations. Through such practical measures, we reduce impacts on biodiversity and contribute to maintaining ecological balance and promoting harmony between people and nature.

### 3.3 生態守護 共生共融

恒安深知，生態平衡是企業可持續發展的根基。為此，我們以切實行動守護生物多樣性與森林資源，系統降低生產運營對自然的擾動，並致力於構建水資源集約與循環利用體系，追求企業發展與地球環境的和諧共生。

#### 3.3.1 生物多樣性保護

本集團將生態環境保護置於戰略高度，以《生物多樣性保護政策》為行動綱領，在全業務鏈條中秉持敬畏自然、生態優先的理念。通過系統化開展生物多樣性保護工作，我們致力於將生產經營活動對生態系統的擾動降至最低限度，實現淨積極影響目標。

在項目開發階段，我們嚴格遵循《中華人民共和國環境影響評價法》要求，對所有建設項目進行系統科學的環境影響評價，深入評估其在運營過程中可能對生態系統和生物多樣性產生的潛在影響，並據此制定針對性的緩解措施，完成環境影響評價報告書(表)的編製工作。在項目實施階段，我們堅持污染防治設施與主體工程同時設計、同時施工、同時投入使用的原則，有效預防與控制環境污染，確保建設項目不對周邊生態環境造成嚴重影響。

針對全國佈局的生產基地網絡，我們通過優化生產空間佈局、提高土地利用效率、擴大廠區綠化覆蓋率等多種舉措，持續改善廠區及周邊生態環境質量。同時，我們嚴格遵循國家生態保護紅線制度，在日常運營中主動規避在全球或國家重要生物多樣性區域開展業務活動，以實際行動減少對生物多樣性的影響，為維護生態平衡、促進人與自然和諧共生作出貢獻。



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## 環境、社會及管治報告

### 3.3.2 Forest Protection

Hengan International recognizes the critical role of forests in sustaining the earth's ecological balance, addressing climate change, and preserving biodiversity. We are committed to building a “zero deforestation” supply chain, advancing responsible wood-pulp procurement, and protecting the forest resources that humanity depends on. We have developed and published the *Zero Deforestation Commitment* (《零毀林承諾》) and clearly conveyed the expectation of “zero net deforestation” to suppliers and partners, so as to advance together towards this commitment.

The Group primarily imports pulp raw materials from Europe, South America, and other regions, selecting only legal, clear-origin, traceable, renewable wood for pulp production. Suppliers are required to adhere to the Group's pulp raw material procurement standards when providing relevant products. We focus on suppliers' forest certification and encourage them to meet the requirements of Forest Stewardship Council (FSC) standards, and also regularly organize expert teams to visit suppliers in the field, communicating with them on matters of sustainable management of wood pulp, and jointly exploring environmentally friendly and efficient solutions. In the Group's Tian Shan Cotton series sanitary pads, the absorbent core is made from imported fluff pulp produced from Southern Pine in the United States. All Southern Pine wood comes from artificially planted forests managed under sustainable development practices. Additionally, all factories have obtained FSC certification, Sustainable Forestry Initiative (SFI) certification, and Program for the Endorsement of Forest Certification (PEFC) accreditation for forest management.

By 2025, 94% of the wood pulp procured by the Group could be traced back to the forest land, and the procurement of FSC-certified wood pulp of the total volume of wood pulp is 15%, and the procurement of PEFC-certified wood pulp accounted for 95% of the total volume of wood pulp.

### 3.3.2 森林保護

恒安國際認識到森林對於地球生態平衡、氣候變化應對以及生物多樣性保護的關鍵作用，承諾構築「零毀林」供應鏈，持續推進負責任的木漿採購，保護人類賴以生存的森林資源。我們已制定並發佈《零毀林承諾》，積極向供應商與合作夥伴傳遞對「無淨森林砍伐」的明確期待，並攜手各方共同邁向這一重要目標。

本集團的木漿原材料主要從歐洲和南美等地進口，始終秉持高標準、嚴要求的原則，在採購木漿原材料時，選擇合法、產地清晰、可追溯、可再生木材用於紙漿生產，並要求供應商遵照本集團的紙漿原材料採購標準提供相關產品。我們重點關注供應商的森林認證，鼓勵其符合FSC標準要求，同時還定期組織專家團隊實地走訪供應商，與供應商交流木漿可持續性管理事宜，共同探索環保高效的解決方案。本集團天山絨棉系列衛生巾的吸收芯選用美國南方松製作的進口絨毛漿，所有南方松木材來自實行可持續發展管理的人工種植林，且所有工廠皆獲得FSC認證、可持續林業倡議認證(SFI)及森林認證體系認可計劃認證(PEFC)。

2025年，本集團所採購的木漿可追溯到林地的比率達94%，採購的FSC認證木漿佔總木漿量的15%，森林認證體系認可計劃(Programme for the Endorsement of Forest Certification Schemes, PEFC)木漿佔總木漿量的95%。



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## 環境、社會及管治報告

### Hengan Visits UPM Finland Headquarters for Product Traceability and Sustainable Collaboration

#### 恒安赴UPM芬蘭總部開展產品溯源與可持續合作專項交流

In August 2025, the Group visited UPM's headquarters in Helsinki, Finland, focusing on forest resource conservation and sustainable forestry practices, with particular attention to ecological stewardship and sustainable management of forestland. Through a combination of thematic seminars and on-site inspections, we engaged systematically with UPM's dedicated forest management areas, the Kymi pulp production base, and the headquarters. This enabled us to study UPM's advanced approaches, technical methods, and implementation outcomes in areas such as forest resource cultivation, biodiversity protection, and systematic sustainable forest management. We drew particularly on their mature experience in balancing timber harvesting with ecological conservation and promoting circular use of forest resources. The exchange further enhanced our systemic understanding of internationally recognized models of forest protection and sustainable management, providing valuable reference and practical guidance for deepening our own green development and strengthening forest resource conservation efforts.

2025年8月，本集團前往UPM位於芬蘭赫爾辛基的總部展開深入訪問，以森林資源保護與可持續林業實踐為核心，重點關注林地生態維護與可持續經營等議題。訪問期間，我們通過專題研討與現場調研相結合的方式，依次深入UPM管理的專屬森林經營區、Kymi紙漿生產基地以及企業總部，系統學習了UPM在森林資源培育、生物多樣性保護、林地系統化可持續管理等方面的前沿理念、技術方法與實施成果，重點借鑑了其在平衡林木開發與生態保護、推動森林資源循環利用等方面的成熟經驗。此次交流進一步提升了我們對於國際先進的森林保護與可持續經營模式的系統認知，為後續深化綠色發展、加強森林資源保護工作提供了重要借鑑與實踐指引。

### Hengan's Supply Chain Partner Embraces Regenerative Forestry to Protect Ecological Forests

#### 恒安供應鏈合作夥伴踐行再生式林業守護生態森林

Metsä Group, a key partner in Hengan International's sustainable wood pulp supply chain, consistently adheres to the principles of regenerative forestry, balancing forestry economic development with the conservation of natural resources to establish an ecologically responsible forest management model. Metsä Group implements ten core practical measures, such as increasing the proportion of mixed forests with native tree species, retaining more decaying wood to create habitats, protecting indigenous species in forests rich in early stage herbaceous plants, maintaining forest structural diversity, establishing water course buffer zones, and developing protection plans for special species and areas. Through scientific management, these practices support the natural regeneration of forest resources. Metsä Group's sustainable approaches strengthen the ecological foundation for Hengan's adherence to the zero deforestation commitment and responsible wood pulp procurement, while also setting a high-quality example for forest conservation in the industry.

芬林集團作為恒安國際可持續木漿供應鏈的核心合作夥伴，始終秉持再生式林業原則，平衡林業經濟發展與自然資源保護，打造生態友好的森林管理模式。芬林集團落地十大核心實踐舉措，包括增加原生樹種的混交林種植、保留更多腐木以營造棲息地、在草本植物豐富的森立中保護本土物種、維護森林結構的多樣性、設立水道緩衝區、制定特殊物種和地區的保護計劃等，通過科學管理實現森林資源自然再生。芬林集團的可持續實踐，為恒安堅守零毀林承諾、推進負責任的木漿原料採購築牢生態根基，也為行業森林保護樹立了優質範本。



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In the production management process, Hengan has established a classification and control system for wood pulp raw materials. Through clear labeling and physical segregation, it achieves precise differentiation between certified and non-certified raw materials, preventing the risk of raw material mixing from the source and ensuring the entire supply chain process is identifiable and traceable. Relying on a stable and controllable raw material management foundation, we dynamically track downstream market preferences for environmentally friendly consumption, national green procurement policy directions, and global FSC-certified product development trends. We continuously optimize our product structure and steadily increase the production proportion of FSC-certified base paper.

Forest Stewardship Council Chain of Custody certification (FSC-CoC) is a crucial standard for ensuring that product raw materials originate from sustainably managed forests, playing a positive role in promoting forest resource protection and the sustainable development of forestry. The Group began FSC-CoC certification in 2010 and has gradually expanded its certification scope. As of the end of the Reporting Period, all papermaking companies that fulfil the requirements for certification have been awarded FSC-CoC certification, demonstrating through concrete actions the Group's responsibility and commitment to protecting forest resources and practicing green development.

### 3.3.3 Water Management

Hengan's water withdrawal comes from municipal water (tap water) and surface water (reservoir water), primarily used for production processes such as pulp and paper manufacturing, with a portion used for domestic purposes. The Group strictly complies with the requirements of laws and regulations such as the *Water Law of the People's Republic of China* (《中華人民共和國水法》). Water usage is centrally evaluated and managed by the production departments of each business segment. Considering that the papermaking sector is the Group's primary source of water resource consumption, Hengan has set a target for water withdrawal intensity per tonne of paper for this sector, aiming to control the sector's water intensity below 10 tonnes/tonnes of paper by 2030.

We actively promote water-saving practices, utilizing the World Resources Institute's Aqueduct Water Risk Atlas to conduct water resource risk assessments at our operational sites and analyze future water stress risks faced by the Group's factories. For factories identified as being located in areas with high water stress risk, we implement measures such as technological upgrades, introduction of water-saving technologies and equipment, and the establishment of a sound water management system to reduce water resource consumption.

在生產管理環節，恒安建立木漿原料分類管控體系，通過清晰標識與物理隔離實現認證原料與非認證原料的精準區分，從源頭防範原料混用風險，保障供應鏈全流程可識別、可追溯。依託穩定可控的原料管理基礎，我們動態跟蹤下游市場環保消費偏好、國家綠色採購政策導向及全球FSC認證產品發展趨勢，持續優化產品結構，穩步提升FSC認證原紙的生產佔比。

FSC產銷監管鏈認證(FSC-CoC)是保障產品原料源於可持續管理森林的重要標準，對推動森林資源保護與林業可持續發展具有積極意義。本集團自2010年啟動FSC-CoC認證工作，並持續拓展認證覆蓋範圍。截至本報告期末，恒安所有符合認證條件的造紙板塊子公司已全部取得FSC-CoC認證，以實際行動彰顯本集團守護森林資源、踐行綠色發展的責任與擔當。

### 3.3.3 用水管理

恒安的取水來源於市政用水(自來水)及地表水(水庫水)，主要用於製漿造紙等生產過程，部分用於生活。本集團嚴格遵守《中華人民共和國水法》等法律法規的要求，由各業務板塊生產部統籌評估與管理用水情況。考慮到造紙板塊是本集團最主要的水資源消耗源，恒安設定了造紙板塊設定噸紙取水密度的目標，即2030年前，造紙板塊用水密度控制在10噸/噸紙以下。

我們積極推動節水實踐，使用世界資源研究所水風險工具開展運營地水資源風險評估，並對本集團工廠未來面臨的水壓力風險進行分析，針對識別出位於水壓力風險較高地區的工廠，通過技術升級、引進節水型工藝和設備、建立完善的用水管理制度，以降低水資源消耗。



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### Reduce Water Resource Usage

#### 減少水資源使用

- Systematically renovate old firefighting and municipal water supply pipe networks to reduce pipeline leakage rates.  
系統改造老舊消防及市政供水管網，降低管道漏損率。
- Construct emergency water storage ponds at key factories to enhance drought resistance and emergency water supply capacity.  
在重點工廠建設應急蓄水池，提升抗旱與應急供水能力。
- Continuously monitor and evaluate the water consumption performance of newly commissioned equipment (e.g., TAD paper machines), and optimize their operating parameters and process flows.  
持續監測與評估新投產設備（如TAD紙機）的水耗表現，並優化其運行參數與工藝流程。
- Install water-saving signs in workshops and living areas, and consistently conduct employee water-saving awareness training.  
在車間及生活區設置節水標識，持續開展員工節水意識培訓。

### Promote Water Reuse

#### 促進水循環利用

- The wastewater produced during the papermaking process is reused in the papermaking workshop after biochemical, ultrafiltration, and reverse osmosis processes, and the water is reused in the corresponding production processes according to the water quality level, so as to realize the recycling of water resources. In 2025, the Group achieved a white water reuse rate of over 99%, with recycled wastewater accounting for 30% of the total wastewater volume.  
在造紙過程中產生的廢水經過生化、超濾和反滲透流程後回用到造紙車間，將水按水質級別回用到相應的生產流程中，實現了水資源的循環利用。2025年，本集團白水回用率超過99%，回用廢水佔總廢水量的30%。

### 3.4 Resource Optimization and Efficient Circularity

The Group regards resource optimization and efficient circularity as the key pathway to achieving green transition. By establishing a closed-loop management system spanning from source reduction, process circularity, to end-use substitution, the Group comprehensively enhances resource utilization efficiency. We collaborate with partners to jointly build a resource-conserving and environmentally friendly industrial ecosystem.

#### 3.4.1 Packaging Material Management

The Group regards sustainable packaging as one of the important pathways to promote the synergistic development of green transition and business resilience. We have formulated and followed the *Packaging Materials Policy* (《包裝材料政策》), and have set management goals such as increasing the proportion of recycled materials in packaging and reducing the generation of packaging waste. These efforts aim to minimize the negative impact of packaging material use and disposal on the environment and human health, and to promote the efficient use and recycling of resources. Furthermore, we incorporate packaging material consumption standards into employee performance evaluations, with the evaluation results directly linked to bonuses, thereby promoting packaging material reduction in product R&D, production, and warehousing & logistics.

### 3.4 資源優化 高效循環

本集團將資源優化與高效循環作為實現綠色轉型的關鍵路徑，通過構建從源頭減量、過程循環到末端替代的閉環管理體系，全面提升資源利用效率，攜手合作夥伴共建資源節約、環境友好的產業生態。

#### 3.4.1 包材管理

本集團將可持續包裝視為推動綠色轉型與業務韌性協同發展的重要路徑之一，制定並遵循《包裝材料政策》，同時發佈提高包裝回收材料比例及減少包裝廢棄物產生量等管理目標，以減少包裝材料使用和廢棄對環境和人類健康的負面影響，促進資源的有效利用和循環使用。此外，我們將包裝材料消耗標準納入員工績效考核，考核情況直接與獎金掛鉤，促進產品研發、生產以及倉儲物流的包材減量。



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### Hengan's Sustainable Packaging Management Goals and 2025 Progress

#### 恒安可持續包裝管理目標及2025年進展

#### Lightweighting

##### 輕量化

Continuously promote packaging lightweighting  
持續推動包裝輕量化

- **Wet wipe packaging reduction:** For 2 wet wipe products, changed the packaging film from the original 3-layer structure to 2 layers, which is expected to reduce plastic usage by 17.05%.  
**濕巾包裝減量：**針對2款濕巾產品，將原本3層的包裝膜改為2層，預計可減少17.05%的塑料使用量。
- **Carton specification optimization:** Launched a specialized carton specification review process. In 2025, a total of 377 carton specification proposals were reviewed, optimizing 56 carton models and 32 carton sizes; improved the pallet loading efficiency for 26 products (19 of which achieved over 85% efficiency), while reducing the cost of 26 carton types by 2%-23%.  
**紙箱規格優化：**上線專門的紙箱審核流程，2025年共審核377份紙箱規格方案，優化56款紙箱型號、32款紙箱尺寸；提升26款產品托盤裝載效率（19款達85%以上），同時使26款紙箱成本降低2%-23%。
- **Sanitary napkin packaging size optimization:** For 8 ultra-thin sanitary napkin series for young women, reduced the trim allowance of their outer packaging bags from 30mm to 20mm, resulting in an average material cost reduction of 4% per bag.  
**衛生巾包裝尺寸優化：**針對8款少女超薄系列衛生巾，將其外包裝袋切邊餘料從30毫米縮減至20毫米，單個包裝袋平均減少4%的材料成本。



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### Hengan's Sustainable Packaging Management Goals and 2025 Progress

#### 恒安可持續包裝管理目標及2025年進展

#### Circularity and reuse

##### 循環和再利用

Continuously increase the circular utilization rate of packaging in transportation and logistics processes to minimize the generation of packaging waste  
不斷提高運輸物流過程中包裝的循環利用率，最小化包裝廢棄物的產生

- **Low-carbon procurement:** When procuring packaging materials, priority is given to materials with green and environmentally friendly labels, those that are recyclable, low-pollution, and easily degradable. By the end of the Reporting Period, over 95% of the cartons used in the Group's e-commerce supply chain were E-flute corrugated cartons, which are made from 100% wood pulp and offer the advantages of being biodegradable and having high burst strength, effectively reducing overpacking during the packaging process.

**低碳採購：**採購包裝材料時，優先選擇帶有綠色環保標識的和可回收利用的、低污染和易降解的材料。截至報告期末，本集團電商供應鏈已實現95%以上使用可降解、耐破度高的紙箱，有效減少了包裝過程中的過度填充。

- **Use of reusable turnover boxes:** Implemented a model combining reusable turnover boxes with online production in the e-commerce process. In 2025, by using reusable boxes, we reduced the use of approximately 670,000 cardboard boxes, equivalent to saving about 335 tons of paper consumption and preventing the cutting down of approximately 4,700 trees.

**循環週轉箱使用：**在電商環節推行週轉箱重複使用+在線生產模式，2025年，通過使用週轉箱，減少了約67萬個紙箱的使用，相當於減少335噸紙張消耗，減少砍伐約4,700棵樹木。

- **Packaging and pallet recycling:** Recover and reuse packaging materials and pallets. By leveraging the Group's information systems with suppliers, efficiently conduct reverse logistics to enhance recovery efficiency.

**包裝及托盤回收：**回收包裝材料和托盤並重複利用，借助本集團與供應商信息系統，高效開展逆向物流提升回收效率。

- **Recycled content in express bags:** In 2025, 10%-20% recycled materials were added to express delivery bags.

**快遞袋再生利用：**2025年，在快遞袋中添加10%-20%的回收再生材料。

- **Recyclable outer packaging bags:** 92% of the outer packaging bags for personal care products are made of single and recyclable materials, facilitating subsequent recycling.

**可回收外包裝袋：**衛品外包裝袋採用單一可回收材質的比例達92%，方便後續回收。

#### Material substitution

##### 材料替代

Continuously reduce the usage of plastic packaging materials, especially petroleum-based and single-use plastic packaging materials  
不斷減少塑料包裝材料，尤其是石油基塑料和一次性塑料包裝材料的使用量

- **Biodegradable film replacing conventional film:** In collaboration with suppliers, developed a PLA biodegradable heat shrink film. Since 2024, it has been used for packaging the Te Tong Zhen Bao paper, replacing the originally non-environmentally friendly POF/BOPP heat shrink film. Its use has been stable as of the end of the Reporting Period.

**可降解膜替代傳統膜：**與供應商合作開發出PLA可降解熱收縮膜，從2024年開始用於特通珍寶紙的包裝，替換了原本不環保的POF/BOPP熱收縮膜，截至報告期末使用穩定。



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In product packaging design, we have integrated environmental protection symbols to proactively convey the concept of environmental protection and sustainable development to consumers, and guide them to properly dispose of waste after using the products, thereby contributing to the green recycling of packaging materials from the consumer end. To build a long-term mechanism for sustainable packaging, we maintain close communication with suppliers, encouraging and promoting them to increase the proportion of recyclable, reusable, and green environmentally friendly materials used in packaging, thereby strengthening environmental responsibility from the source of the supply chain.

Meanwhile, we actively stay abreast of the latest developments in sustainable packaging through industry exchange activities. In 2025, we participated in several significant industry events, including CHINAPLAS 2025 International Exhibition on Plastics and Rubber and the CPIS 2025 China Packaging Innovation and Sustainability Forum. Through in-depth exchanges with industry peers, suppliers, and experts, we engage in focused discussions on key topics such as packaging reduction, plastic minimization, recyclability, and biodegradability. Together, we explore practical and systematic solutions and continuously advance the Group's practices and innovations in green packaging.

### 3.4.2 Plastic Governance

Hengan actively responded to the 14<sup>th</sup> Five-Year Plan for Plastic Pollution Control (《「十四五」塑料污染治理行動方案》) to participate in the control of plastic pollution, following the principle of “reduce, reuse, recycle, degradable and functional”, so as to build a Sustainable Plastics Platform. The Group has built a “sustainable plastics platform”. In accordance with the *Degradability and Identification Requirements of Biodegradable Plastics and Products* (GB/T 41010-2021) (《生物降解塑料與製品降解性能及標識要求》) and other national standards, the Group develops and adopts biodegradable plastics for film bags, cotton tissue, wet wipes and other products, so as to continue to reduce the use of plastics in product design.

在產品包裝設計中，我們引入了愛護環境衛生標識，主動向消費者傳達環保與可持續發展理念，引導他們在使用產品後妥善處理廢棄物，從而從消費端助力包裝材料的綠色循環利用。為構建可持續包裝的長效機制，我們與供應商保持密切溝通，鼓勵並推動其提高可回收、可再利用及綠色環保材料在包裝中的使用比例，從供應鏈源頭強化環境責任。

與此同時，我們積極通過行業交流活動，持續關注可持續包裝領域的前沿動態。2025年，我們先後參與了多項重要行業活動，包括CHINAPLAS 2025國際橡塑展、CPIS 2025中國包裝創新及可持續發展論壇等。通過與業內同行、供應商及專家的深入交流，我們圍繞包裝減量、減塑、可回收和可降解等核心議題展開探討，共同探索切實可行的系統性解決方案，持續推動企業在綠色包裝領域的實踐與創新。

### 3.4.2 塑料治理

恒安積極響應國家《「十四五」塑料污染治理行動方案》，遵循「減量化、重複利用、回收再生、可降解、功能化」原則，系統性推動塑料污染治理。本集團規劃建設了「塑料可持續平台」，並依據《生物降解塑料與製品降解性能及標識要求》(GB/T 41010-2021)等國家標準，開展生物可降解塑料的研發與應用，將其應用於膜袋、棉柔巾和濕巾等產品，持續從產品設計源頭減少塑料消耗。



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Simultaneously, Hengan actively fulfils its industry responsibilities. As the vice chairman of the Degradable Plastics Committee of China Plastics Processing Industry Association, the Group works with the members to implement the relevant national guidelines and policies. In addition, the Group joined the Green Recycling Plastic Supply Chain Group (GRPG), and actively participated in formulating the industry standards for plastics use, including the *General Guidelines for the General Rules for Assessing Easy-to-Collect and Easy-to-Recycle Designs of Plastic Products* (《塑料製品易回收易再生設計評價通則》), committed to improving the sustainable management level of plastics across the entire industry chain.

同時，恒安積極履行行業責任，作為中國塑協降解塑料專業委員會副會長單位，與行業夥伴共同貫徹國家有關方針及政策；加入綠色再生塑料供應鏈聯合工作組(GRPG)，參與《塑料製品易回收易再生設計評價通則》等行業塑料使用標準的制定工作，致力於從全產業鏈層面提升塑料的可持續管理水平。

In specific practices, we have achieved significant plastic reduction results through optimization and upgrades of product packaging:

在具體實踐中，我們通過產品包裝的優化升級，實現了顯著的塑料減量效果：

<p><b>Comprehensive upgrade of elegance series labeled roll bags</b> 優雅系列貼標筒袋全面升級</p>	<ul style="list-style-type: none"> <li> <p><b>Initiative:</b> Adopted thinner dual stretch OPP material to replace the original BOPP synthetic paper, with size optimization and a backward shift of the label placement. <b>舉措：</b>採用更薄的雙拉OPP材質替代原有BOPP合成紙，並進行尺寸優化與貼標位置後移。</p> </li> <li> <p><b>Outcome:</b> Resolved issues of label curling and tearing, reducing plastic usage by approximately 0.2g per intermediate packaging bag. Since mass production began in August 2025, a cumulative reduction of about 15 tonnes of plastic had been achieved by the end of the Reporting Period. <b>成效：</b>解決了標籤翹標與撕破問題，單只中包裝袋減少約0.2克塑料使用。自2025年8月量產以來，截至報告期末，已累計減少塑料使用約15噸。</p> </li> </ul>
<p><b>Edge-trim optimization for youth ultra-thin series intermediate packaging bags</b> 少女超薄系列中包裝袋切邊餘料優化</p>	<ul style="list-style-type: none"> <li> <p><b>Initiative:</b> Reduced the width of the trim allowance reserved during machine cutting from 30mm to 20mm. <b>舉措：</b>將機器切割時預留的邊角料寬度從30mm縮短至20mm。</p> </li> <li> <p><b>Outcome:</b> Lowered material loss without affecting production efficiency. The nine products in this series successively completed verification and upgrades in the second half of 2025, reducing plastic usage by approximately 4.5 tonnes in 2025. <b>成效：</b>在不影響生產效率的前提下降低了材料損耗。該系列9款產品於2025年下半年陸續完成驗證並改版，2025年減少塑料使用約4.5噸。</p> </li> </ul>
<p><b>Thickness reduction in Malaysia hanging-extruded bags</b> 馬來西亞懸掛抽包裝袋減薄</p>	<ul style="list-style-type: none"> <li> <p><b>Initiative:</b> Optimized the thickness of the product's intermediate packaging bag from 0.06mm to 0.05mm. <b>舉措：</b>將產品中包裝袋厚度由0.06mm優化至0.05mm。</p> </li> <li> <p><b>Outcome:</b> Achieved a approximately 17% reduction in plastic usage per bag. This upgrade saved approximately 2.76 tonnes of plastic in 2025. <b>成效：</b>實現了單只中包裝袋塑料用量減少約17%。該升級單品在2025年減少塑料使用約2.76噸。</p> </li> </ul>



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At the same time, we continue to increase the proportion of degradable products. In accordance with national standards such as *Evaluation of degradability for disposable paper products* (GB/T 39951-2021) (《一次性紙製品降解性能評價方法》), Hengan has established an evaluation system for degradable materials, focusing on the development of raw materials like Lyocell fiber, PLA fiber, and their blends. As of the end of 2025, the degradation rate of our diaper products can reach up to 91%; approximately 80% of the materials used in sanitary napkins are degradable, thereby reducing the environmental footprint from the source.

#### 4. ADVANCING INNOVATION TO DELIVER SUPERIOR PRODUCT QUALITY

Hengan International considers innovative R&D and quality safeguarding as the core drivers for its sustainable development. In the tissue paper and feminine and children hygiene products industry, we adhere to achieving technological breakthroughs and implementing strict quality control to meet consumers' higher demands for health and safety, thereby fulfilling our commitments to stakeholders. We attach great importance to chemical safety management and continuously optimize our customer service mechanisms, striving to provide assured and professional product experience.

##### 4.1 Innovation-Driven, Smart R&D

###### 4.1.1 R&D System

Hengan International upholds the core philosophy of “consumer-driven, lean management, forward-looking layout”, comprehensively aligning with the Group's strategic planning. We efficiently drive product iteration and technological innovation, continuously building a user-centric and quality-based R&D system. We adhere to a dual, interactive double-wheel-driven product innovation model, guided by high quality, health and safety. We continuously improve the success rate of R&D and firmly adhere to a differentiated and high-end technological development path, leading the industry in technological advancement.

同時，我們不斷提高產品可降解比例，依據《一次性紙製品降解性能評價方法》(GB/T 39951-2021)等國家標準，恒安建立了生物降解材料評價系統，重點開發萊賽爾纖維、PLA纖維及其混紡材料等可降解原料。截至2025年底，紙尿褲可降解率最高可達91%以上；衛生巾產品可降解材料佔比約80%，從源頭減少產品環境足跡。

#### 4. 恒新研發，安鑄卓越品質

恒安國際將創新研發與品質保障作為企業可持續發展的核心驅動力。在生活用紙與婦幼衛生用品行業，我們堅持通過技術突破與嚴格品控，滿足消費者對健康安全的更高需求，踐行對利益相關方的承諾。我們高度重視化學品安全管理，並持續優化客戶服務機制，致力於提供安心、專業的產品體驗。

##### 4.1 創新驅動 智慧研發

###### 4.1.1 研發體系

恒安國際秉持「消費者驅動、精益管理、前瞻佈局」的核心理念，全面對接本集團戰略規劃，高效推動產品迭代與技術創新，持續構築以用戶為中心、品質為基石的研發體系。我們堅持堅持雙重、互動式的雙輪驅動產品創新模式，以高品質與健康安全為導向，不斷提升研發一次成功率，堅定走差異化、高端化的技術發展路徑，引領行業技術發展。



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To ensure the standardized and efficient operation of the R&D system, during the Reporting Period, Hygiene Products R&D Department systematically reviewed and revised the *Product Design and Development Procedures* (《設計開發控制程序》). In response to the actual business situation following the Group's organizational structure adjustment, we further strengthened cross-departmental collaboration in product development, clarifying the principle of consumer demand as the core and commercial value realization as the objective in product development. At the same time, Hygiene Materials Business Division introduced the *Risk Identification and Mitigation Summary for Hygiene Materials R&D Department* (《衛材研發部風險識別及措施匯總表》) to strengthen risk prediction, control, and process management throughout the entire R&D cycle. We place high importance on the accuracy of product design inputs and the quality of outputs, and strictly implement the final review, verification, and confirmation procedures to ensure the robust operation and sustainable development of the R&D system, laying a solid technological foundation for the Group's long-term growth.

In 2025, Hengan continued to advance the optimization of the R&D system and the upgrading of organizational collaboration, deepening the integration and collaboration between the R&D and marketing departments. By systematically integrating R&D and marketing resources, we have strengthened the direct connection between product innovation and market demands. This effectively converts consumer insights into the driving force for technological and product innovation, propelling the Group's R&D system towards a more collaborative, efficient, and user-centric direction.

為保障研發體系的規範高效，報告期內，衛品研發部系統梳理並修訂了《設計開發控制程序》，針對集團組織架構調整後的業務實際，進一步強化產品開發中的跨部門的職責協同，明確以消費者需求為核心、以商業價值實現為目標的產品開發原則。同時，衛材事業部新增《衛材研發部風險識別及措施匯總表》，強化研發全流程的風險預控與過程管理，高度重視產品設計輸入的準確性與輸出質量，嚴格執行最終評審、驗證與確認環節，確保研發體系穩健運行、持續發展，為本集團長遠發展奠定堅實技術基礎。

2025年，恒安持續推進研發體系優化與組織協同升級，深化研發與市場部門的融合聯動。我們通過系統整合研發與市場資源，強化產品創新與市場需求的直接連接，有效將消費者洞察轉化為技術與產品的創新驅動力，推動本集團研發體系向更加協同、高效、以用戶為中心的方向發展。

R&D Department 研發部	Marketing Department 市場部
Effectively managing technical research projects across various business lines 有效管理各業務條線的技術研究項目	Deeply exploring consumer needs 深入挖掘消費者需求
Collaborating closely to convert consumer insights into technical and product innovation momentum 緊密協作，將消費者洞察轉化為技術和產品創新動力	

Product R&D Organization  
產品研發組織架構

During the Reporting Period, the Group's R&D investment totaled RMB176.34 million. This investment not only provided strong support for the R&D of new products and the iteration and upgrading of existing products, but also continuously enhanced the competitiveness of our products and market responsiveness, injecting robust momentum into the long-term development of the Group, further solidifying its leading position in the industry.

報告期內，本集團研發投入共計17,634萬元人民幣，不僅有力支持新產品開發，也為現有產品的迭代升級持續賦能，不斷提升產品競爭力和市場響應速度，為本集團可持續發展和行業引領注入創新動能。



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As of the end of the Reporting Period, the Group has established a core backbone of high-level innovation and R&D talents, primarily consisting of Ph.D. holders, postgraduate researchers, and others. The team comprises 2 individuals with doctoral degrees, 19 postgraduate researchers, and 95 bachelor's degree holders. Building on this foundation, Hengan is actively preparing to establish a postdoctoral research workstation, further constructing an open, collaborative, and deeply integrated industry-university-research high-end R&D platform. This will provide systematic support for technological breakthroughs and innovative transformation, continuously consolidating the Group's leading position in science and technology within the industry.

截至報告期末，本集團已形成以博士、研究生等高層次創新研發類人才為核心的中堅力量，其中博士2人、研究生19人、本科95人。在此基礎上，恒安積極籌建博士後科研工作站，進一步構築開放協同、產學研深度融合的高端研發平台，為技術突破與創新轉化提供系統性支撐，持續鞏固本集團在行業中的科技引領地位。

### Hengan International Postdoctoral Research Workstation

#### 恒安國際博士後科研工作站

The postdoctoral research workstation established by Hengan Group was officially approved for establishment by the Ministry of Human Resources and Social Security and the National Postdoctoral Management Committee in May 2024, and has been operating smoothly for one year. The workstation was established based on the Group's R&D platform and innovation capabilities, and a joint training agreement was signed with Fuzhou University to collaboratively carry out the introduction of postdoctoral talents and scientific research project cooperation.

恒安集團博士後科研工作站於2024年5月經國家人力資源社會保障部、全國博士後管理委員會批准設立。該工作站基於本集團研發平台與創新能力建立，與福州大學簽署聯合培養協議，協同開展博士後引進與科研項目合作。

During the Reporting Period, the workstation focused on advancing the project "Study on Synthesis and Performance of High-Performance Polyacrylate Foam Materials". The project has completed its opening defense and the research is being carried out as scheduled, with smooth progress. By integrating the scientific research advantages of universities with the Group's technological transformation capabilities, the workstation is dedicated to breaking through key material technology bottlenecks and continuously tackling industry "bottleneck" challenges. In 2025, the workstation successfully passed the post-establishment acceptance review, marking a solid step forward for Hengan in the deep integration of industry, academia, and research, and in the construction of a high-end R&D platform. This provides strong support for the Group's sustainable innovation and its leadership within the industry.

報告期內，工作站重點推進「高性能聚丙烯酸酯泡沫材料合成與性能研究」項目，已完成開題論證並按計劃開展研究，項目進展順利。通過整合高校科研優勢與本集團技術轉化能力，工作站致力於突破關鍵材料技術瓶頸，持續攻關行業「卡脖子」難題。2025年，工作站順利完成建站驗收，標誌著恒安在產學研深度融合與高端研發平台建設方面邁出堅實一步，為本集團可持續創新與行業引領提供有力支撐。

Hengan attaches great importance to the systematic cultivation and capability enhancement of R&D talents. Through a model that combines project-led practice with professional skills training, we continuously carry out targeted R&D training, driving the R&D team to make continuous progress in product innovation, technological breakthroughs, and process optimization.

恒安高度重視研發人才的系統培養與能力提升。通過項目主導實踐與專業技能培訓相結合的模式，我們持續開展針對性研發培訓，推動研發團隊在產品創新、技術攻關和流程優化方面不斷進步。



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The Group has established the “Hengan Innovation Academy”. Centered on key areas such as cost reduction and efficiency improvement, team collaboration, strategic awareness, and product and production knowledge, the Academy adopts an online course learning model to build a flexible and efficient knowledge delivery platform. It has introduced cutting-edge courses like *Maintaining Core Competitiveness Through Knowledge Innovation* (《通過知識創新保持核心競爭力》) and *Can You Use “Addition and Subtraction” for Product Innovation?* (《你會用「加減」法進行產品創新嗎?》) These courses aim to stimulate the innovative thinking and methodological application capabilities of R&D personnel, providing robust support for building a learning-based and innovative R&D organization, thereby continuously empowering the Group’s technological leadership and sustainable development.

本集團設立「恒安創新學堂」，圍繞降本增效、團隊協作、戰略認知、產品與生產知識等關鍵領域，採用線上課程學習模式，構建靈活高效的知識傳遞平台，並引入《通過知識創新保持核心競爭力》《你會用「加減」法進行產品創新嗎?》等前沿課程，激發研發人員的創新思維與方法應用能力，為構建學習型、創新型的研發組織奠定堅實基礎，持續賦能本集團技術引領與可持續發展。

### Hengan Conducting Special Training on Process Skills

#### 恒安開展工藝技能專題培訓

In September 2025, to continuously enhance the professional competence of the R&D team, Hengan organized and conducted a series of offline process-focused training sessions. The training focused on key technical aspects of product manufacturing. Through a combination of systematic explanation and practical demonstration, it provided in-depth insight into process standards, material application, and process optimization. This initiative aimed to strengthen employees’ ability to control the nuanced details of product quality, and further demonstrate Hengan’s continuous investment in R&D talent cultivation and technological iteration, facilitating the progression towards a more efficient and sustainable product upgrade path.

2025年9月，為持續提升研發團隊的專業素養，恒安組織開展以產品工藝為核心的線下業務技能培訓。該培訓聚焦產品製造中的關鍵技術環節，通過系統講解與實踐演示相結合的方式，深入闡釋了工藝標準、材料應用及流程優化等內容，旨在強化員工對產品品質細節的掌控能力，進一步體現了恒安在研發人才培養與技術迭代方面的持續投入，助力企業實現更高效、更可持續的產品升級路徑。

### Hengan Holding Themed Workshop on Innovation Consciousness and Thinking (《創新意識與思維》)

#### 恒安舉辦《創新意識與思維》主題研習

In March 2025, to continuously nurture an innovation culture within the organization, Hengan organized and conducted an offline themed workshop centered on *Innovation Consciousness and Thinking* (《創新意識與思維》). The training focused on R&D awareness and innovative thinking, along with the relationship between the two. It delved deeply into innovation methodologies and thinking paradigms, aiming to systematically inspire and enhance the cognitive capabilities of the R&D and related teams for breaking conventions and identifying opportunities. By integrating theoretical frameworks with industry case studies, this activity effectively fostered cross-departmental consensus on innovation and infused forward-thinking vitality into subsequent R&D projects.

2025年3月，為持續培育組織內部的創新文化，恒安組織開展了以《創新意識與思維》為核心的線下專題研習活動。該培訓圍繞研發意識和創新思維及其兩者之間的關係，深入探討了創新方法論與思維範式，旨在系統性地啟發和提升研發及相關團隊突破常規、識別機遇的認知能力。通過融合理論框架與行業實例，該活動有效促進了跨部門員工的創新共識，為後續研發項目注入了前瞻性的思維活力。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### 4.1.2 R&D Achievements

Innovation-driven and standard-led are the core driving forces propelling Hengan towards sustainable development. In our 2025 R&D practices, we continuously drove product iteration and technological breakthroughs, realizing the implementation of multiple industry-leading achievements. At the same time, we actively participated in and led the formulation of relevant standards. From a broader perspective, we have driven industry norms and responsible innovation, thereby shaping a new paradigm for industry development.

#### ✿ Highlight Achievements

In 2025, Hengan's R&D team, guided by market demand, continued to advance technological upgrading and product innovation. By building core technology barriers, we have not only achieved independent breakthroughs in key technologies but also successfully opened up new paths for market development. At the product level, we completed the technological iteration of the new generation of products, significantly enhancing user experience and product performance.

### 4.1.2 研發成果

創新驅動，標準引領，是恒安邁向可持續發展的核心動力。在2025年的研發實踐中，我們持續推動產品迭代與技術突破，實現多項行業領先的成果落地。同時，我們積極參與並主導相關標準的制定，以更高視野推動行業規範與責任創新，塑造行業發展的新範式。

#### ✿ 亮點成果

2025年，恒安研發團隊以市場需求為導向，持續推進技術升級與產品創新。通過構建核心技術壁壘，我們不僅實現了關鍵技術的自主突破，更成功開拓了新的增量市場空間。在產品層面，我們完成了新一代產品技術迭代，顯著提升了用戶體驗與產品性能。

### TAD Paper Machines Driving the Upgrade of Tissue Paper Products

#### TAD紙機推動生活用紙產品升級

Following the start-up of the first domestic through-air-dried (TAD) tissue paper machine in 2023, Hengan has successively commissioned internationally leading TAD tissue machines in its factories across regions, aiming to introduce high-quality and pioneering tissue paper products to the Chinese market. Leveraging the equipment, the "Hearttex" Cotton Tissue series, including the expanded product lines of suspended kitchen paper, hand towels, and suspended tissue packs, has been fully launched in 2025, injecting new consumption vitality into the market.

自2023年國內首台熱風穿透乾燥(TAD)紙機投產以來，恒安陸續在各地工廠投運國際領先的TAD紙機，旨在面向中國市場推出高品質、開創性的生活用紙產品。依託該設備，心相印絨立方系列包括懸掛式廚房用紙、擦手紙、懸掛式抽紙等拓展產品已於2025年全面上市，為市場注入新的消費活力。

Based on the TAD process, the structured tissue produced by Hengan has achieved significant breakthroughs in fluffiness, softness, and water absorbency, with its quality far surpassing that of traditional tissue paper and common embossed paper. This technological innovation not only drives consumption upgrade in the tissue paper segment, but also demonstrates Hengan's brand commitment to enhancing quality through technology.

基於TAD工藝，恒安生產的結構型生活用紙在松厚度、柔軟度與吸水性上均實現顯著突破，品質遠超傳統生活用紙及常見塑紋紙。這一技術創新，不僅推動了生活用紙細分市場的消費升級，也展現出恒安以科技驅動品質提升的品牌承諾。





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Hengan continuously deepens market insight and user demand research. Based on systematic market research and consumer behavior analysis, we have successfully developed and launched multiple innovative products aligned with market trends. Through differentiated design, we stimulate market vitality and strengthen brand competitiveness.

恒安持續深化市場洞察與用戶需求研究，基於系統化的市場調研與消費者行為分析，成功開發並推出多款符合市場趨勢的創新產品，通過差異化設計激發市場活力，強化了品牌競爭力。

### Refined Innovation and Experience Optimization of Hengan's "WarmPad" Sanitary Napkin Series

恒安「小暖心」系列衛生巾的精細化創新與體驗優化

Based on in-depth insights into women's menstrual health needs, Hengan launched the "WarmPad" series of sanitary napkins specifically designed for menstrual care in 2025, dedicated to providing female consumers with more scientific and considerate health care solutions. To verify the actual effectiveness and user experience of the products, we carried out systematic consumer trial surveys. The results show that, compared to similar products on the market, the "WarmPad" series achieved an overall higher rating in core dimensions such as absorbency, dryness performance, breathability, and wearing comfort, demonstrating significant advantages. This reflects Hengan's triple pursuit of functionality, health, and experience in sanitary product innovation.

在深入洞察女性經期健康需求的基礎上，恒安於2025年推出專為經期調理設計的「小暖心」系列衛生巾，致力於為女性消費者提供更科學、更貼心的健康護理解決方案。為了驗證產品的實際效果與用戶體驗，我們開展了系統化的消費者試用調查。評估結果顯示，相較於市場同類產品，「小暖心」系列在吸收度、乾爽性能、透氣性與穿戴舒適度等核心維度上整體評分較高，展現出顯著優勢，體現了恒安在衛生用品創新中對功能性、健康性與體驗感的三重追求。



Furthermore, Hengan continuously optimizes its product and channel strategies through ongoing market research, fostering the growth of brands such as "Hearttex" and "Anerle" into truly national products. The Group has established an extensive and well-structured sales network, breaking down geographical and consumption-level barriers to achieve "ubiquitous availability and immediate access" from metropolitan cities to rural corners. This ensures that high-quality daily necessities become reliable and convenient choices for consumers across all regions.

此外，恒安通過持續市場調研，不斷優化產品與渠道佈局，助力「心相印」「安爾樂」等品牌成長為真正的國民產品。集團建立了覆蓋廣泛、結構清晰的銷售網絡，打破地域和消費層級的壁壘，實現從一線都市到鄉村角落的「隨處可尋、即時可得」，使優質生活用品成為各地消費者日常中可靠、便捷的選擇。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### ✿ Standard Establishment

As the chairman of the “Technical Subcommittee for Household Paper and Paperboard” in the “National Papermaking Industry Standardization Technical Committee”, and a member of the “National Textile Standardization Technical Committee”, Hengan continued to participate deeply in the formulation and revision of industry standards in 2025. By actively participating in the drafting and review of international, national, and industry standards, the Group not only provided professional support for the technical specifications in multiple aspects such as raw material safety, production processes, packaging, and transportation, but also promoted the enhancement of the overall industry’s standardization level.

In 2025, Hengan participated in the formulation and revision of 10 external standards, including GB/T 45369–2025 *Absorbent Sanitary Paper Products and Raw Materials – Evaluation Method of Deodorant Performance* (GB/T 45369–2025 《吸收性衛生用紙製品及原材料消臭效果評價辦法》), covering 1 international standard, 7 national standards, 1 industry standard, and 1 group standard. At the same time, the Group has established a regular benchmarking mechanism, systematically evaluating and continuously updating the internal standard system to ensure that technical specifications are synchronized with the latest industry requirements. By organizing targeted training, we strengthen all staff’s awareness and implementation capabilities of standards, demonstrating Hengan’s industry responsibility and leadership in leading innovation through standards and empowering sustainable development through specifications.

### ✿ 標準制定

作為「全國造紙工業標準化技術委員會」的「生活用紙和紙板分技術委員會」的主任委員單位和「全國紡織品標準化技術委員會」的委員單位，恒安在2025年持續深度參與行業標準制定與修訂工作。通過積極參與國際、國家及行業標準的起草與審查，本集團不僅為原料安全、生產過程、包裝運輸等多個環節的技術規範提供了專業支持，也推動了全行業標準化水平的提升。

2025年，恒安共參與制訂或修訂GB/T 45369–2025《吸收性衛生用紙製品及原材料消臭效果評價辦法》等標準10項，涵蓋國際標準1項、國家標準7項、行業標準1項及團體標準1項。同時，本集團建立常態化對標機制，系統評估並持續更新內部標準體系，確保技術規範與行業最新要求同步，並通過針對性培訓強化全員標準意識與執行能力，彰顯了恒安以標準引領創新、以規範賦能可持續發展的行業責任與領導力。

### Q&A Training on GB 15979–2024 *Hygienic Requirements for Disposable Sanitary Products* GB 15979–2024《一次性使用衛生用品衛生要求》答疑培訓

In 2025, to actively respond to industry standard upgrades, Hengan organized and conducted special training focusing on the new national standard GB 15979–2024 *Hygienic Requirements for Disposable Sanitary Products* (GB 15979–2024 《一次性使用衛生用品衛生要求》). We comprehensively interpreted the technical requirements and testing methods stipulated in the standard, and combined with practical cases, to conduct on-site Q&A exchanges, effectively ensuring that participants deeply understood the essence of the standard. The training strengthened the organization-wide implementation capability regarding hygienic standards, further consolidating Hengan’s professional foundation in the field of hygiene and safety, and laying a solid technical guarantee for the continuous provision of safe and reliable sanitary products.

2025年，恒安積極應對行業標準升級，組織開展了針對新版國家標準GB 15979–2024《一次性使用衛生用品衛生要求》的專題培訓。我們通過全面解讀該標準的技術要求與檢測方法，並結合實際案例進行現場答疑交流，有效確保參訓人員深入理解標準內涵。該培訓強化了全員對衛生標準的執行能力，進一步鞏固了恒安在衛生安全領域的專業基礎，為持續提供安全可靠的衛生產品奠定了堅實的技術保障。



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## 環境、社會及管治報告

### 4.1.3 Intellectual Property

In the development strategy of Hengan International, intellectual property is not only a legal safeguard for corporate innovation but also a key driving force for leading industry-wide technological upgrades and promoting high-quality development. Hengan strictly abides by the *Trademark Law of the People's Republic of China* (《中華人民共和國商標法》), the *Patent Law of the People's Republic of China* (《中華人民共和國專利法》) and other laws and regulations, and has formulated internal standards such as the *Trademark Management Policies of Hengan Group* (《恒安集團商標管理制度》), the *Patent Management Regulations* (《專利管理規定》) and the *Guidelines for Cracking Down on Counterfeit Goods and Safeguarding Rights* (《打假維權工作管理指引》). These help us to establish an intellectual property management system that runs through the entire chain of innovation incubation, achievement transformation, and market protection.

We have set up awards for employees such as patent incentive, patent grant, and patent implementation, so as to stimulate employees' enthusiasm for invention and creativity. In 2025, the total number of patent applications filed by the Group was 62, including 36 invention patents, 18 utility models patents and 8 appearance design patents; the total number of patents granted was 45, including 31 invention patents, 7 utility models patents and 7 appearance design patents. As of the end of the Reporting Period, the cumulative number of valid licensed patents reached 484, including 274 invention patents and 161 utility model patents and 49 appearance design patents, providing a solid safeguard for continuous product and technological upgrades.

While actively innovating, Hengan highly values the protection of intellectual property rights, improves and optimizes its anti-counterfeiting mechanism, and implements measures such as market monitoring, legal safeguarding and consumer education, to effectively safeguarding brands and innovation achievements. In addition, the Group highly respect others' intellectual property rights. Prior to R&D activities, we conduct patent risk assessments and early warning analyses, provide risk avoidance recommendations for patents deemed to pose infringement risks, and regularly perform patent searches and knowledge sharing. In the meantime, in external cooperation, we clearly stipulate the ownership of intellectual property between the two parties as well as the rules of use in the contracts or *Confidentiality Agreement* (《保密協議》) signed with suppliers, respecting and protecting the innovative contributions of industry partners, and actively fostering a healthy, orderly, and win-win industrial innovation ecosystem.

### 4.1.3 知識產權

在恒安國際的發展戰略中，知識產權不僅是企業創新的法律保障，更是引領行業技術升級、推動高質量發展的重要動力。恒安嚴格遵守《中華人民共和國商標法》《中華人民共和國專利法》等相關法律法規，依據《恒安集團商標管理制度》《專利管理規定》及《打假維權工作管理指引》等內部制度，建立起貫穿創新孵化、成果轉化與市場保護全鏈條的知識產權管理體系。

我們通過設立專利激勵、授權及實施等獎項，激勵全員創新創造，有效激發全員創新活力。2025年，本集團專利申請總數為62件，其中發明專利36件、實用新型18件、外觀設計8件；專利授權總數為45件，其中發明專利31件、實用新型7件、外觀設計7件。截至報告期末，恒安授權且有效專利數達484件，包括發明274件、實用新型161件、外觀設計49件，持續為產品與技術升級提供堅實保障。

在積極創造的同時，恒安高度重視知識產權保護，建立健全打假維權機制，通過市場監測、法律維權與消費者教育等多措並舉，有力維護品牌與創新成果。此外，本集團秉持尊重他人知識產權的原則，在研發前開展專利風險評估與預警分析，對認為存在侵權風險的專利提出風險規避建議，並定期開展專利檢索與分享。同時，我們在對外合作中通過與供應商簽訂的合同或《保密協議》中明確規定雙方知識產權歸屬以及使用規範，尊重並保護行業夥伴的創新貢獻，積極構建健康有序、合作共贏的產業創新生態。



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## 環境、社會及管治報告



### 2025 Intellectual Property Protection “Hengan IP Global Upgrade” Series of Activities – Phase II: “Empowering Industrial Innovation, Deepening Overseas Protection” Training Activity 2025年知識產權護航「晉品出海」系列活動第二期「賦能產業創新，深化海外保護」培訓活動

In April 2025, Hengan was invited to participate in the Intellectual Property Protection “Hengan IP Global Upgrade” Series of Activities – Phase II: “Empowering Industrial Innovation, Deepening Overseas Protection” Training Activity, organized by the Jinjiang Market Supervision and Administration Bureau. The training focused on intellectual property risk prevention and rights protection strategies in the corporate internationalization process. It provided an in-depth interpretation of key topics such as intellectual property portfolio planning in overseas markets, infringement early warning, and legal responses. Through case studies and practical exchanges, Hengan further enhanced its capabilities in intellectual property protection and compliance management within global operations, thereby establishing a more robust and professional intellectual property protection barrier for the Group’s overseas business expansion.

2025年4月，恒安受邀參與晉江市市場監管局策劃推出的知識產權護航「晉品出海」系列活動第二期「賦能產業創新，深化海外保護」專題培訓。該培訓聚焦企業國際化進程中的知識產權風險防控與維權策略，深入解讀了海外市場知識產權佈局、侵權預警與法律應對等關鍵議題。通過案例研討與實務交流，恒安進一步提升了全球化運營中的知識產權保護能力與合規管理水平，為本集團海外業務拓展構築了更加堅實、專業的知識產權保護屏障。

#### 4.1.4 Digital and Intelligent Operations

Hengan International continues to advance its comprehensive digital strategy, with a core focus on “end-to-end” informatization and visualization development. This systematically breaks down internal “information silos” and achieves data integration throughout the entire operational chain. Through continuous investment of resources, the Group has been consistently optimizing operational efficiency. Leveraging digital intelligence systems, the Group accurately monitors operational data, significantly enhancing management transparency and forward-looking decision-making, thereby injecting innovative momentum into sustainable development.

#### 4.1.4 數智賦能

恒安國際持續推進全面數字化戰略，以「端到端」的信息化與可視化建設為核心，系統打破內部「信息孤島」，實現運營全鏈條的數據貫通。通過持續投入資源，本集團不斷優化運營效率，並依託數智化系統精準監測經營數據，顯著提升了管理透明度與決策前瞻性，為可持續發展注入了創新動能。

### Hengan Digital Intelligence System Categories

#### 恒安數智化系統

<p>ERP (Enterprise Resource Planning) ERP企業資源計劃</p>	<p>For business operation, we upgraded the performance and real-time analysis capability of the ERP system, constructed a unified master data platform, improved the master data management standards and system, enhanced the efficiency of business operations and data transparency, consolidated the baseline of business and financial integration data, and embarked on the journey of digitalization.</p> <p>業務運營層面，本集團不斷深化對ERP系統性能及實時分析能力的優化升級，成功構建了一個集團層面的統一主數據平台，並據此不斷完善主數據管理標準與體系。該系統顯著提升了業務操作效率與數據透明度，夯實業財一體化數據基線，標誌著恒安踏上數字化躍遷之旅。</p>
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### Hengan Digital Intelligence System Categories

#### 恒安數智化系統

<p>“Hengyigou” (Hengan Procurement Platform) 「恒宜購」恒安採購平台</p>	<p>For procurement, Hengan adopted the “Hengyigou” digital platform to unify the management of the processes of supplier admission, evaluation and withdrawal. The system has been fully applied to a variety of supplier categories such as national production procurement, non-production procurement, spare parts procurement, logistics procurement and outsourced finished product procurement. Through the online management of the whole process, “Hengyigou” reduced manual intervention and created a fair, justice, bright and transparent purchasing environment.</p> <p>採購層面，恒安通過「恒宜購」數字化平台統一管理供應商准入、評審及退出等流程。該系統已全面應用於全國生產採購、非生產採購、備品備件採購、物流採購和委外成品採購等多種供應商類型，並通過全過程在線管理，減少了人工干預環節，打造公平、公正、陽光透明的採購環境。</p>
<p>TMS (Transportation Management System) TMS 物流運輸管理系統</p>	<p>For logistics, the Transportation Management System (TMS) 3.0 has covered 100% of logistics suppliers. On the basis of comprehensive coordination of national urban distribution work, TMS 3.0 integrates functions such as transportation capacity management, appointment management, dock management, and proof of delivery (POD) management, enabling full-chain electronic management of vehicle entry, loading/unloading, and departure records. TMS 3.0 integrates resources of 35,000 vehicles, updates vehicle dynamics in real-time through LED screens, reasonably sets up dock parking spaces, and solves the congestion problem in the factory area; it tracks vehicle information in real-time throughout the whole chain, visualizes the transportation operations, and facilitates problem traceability. Moreover, it utilizes the main line POD function, optimizes the interface, improves the ease of operation, and replaces the traditional handover method with system operations, which can efficiently transmit information flow, and greatly save time.</p> <p>物流層面，TMS 3.0已100%覆蓋物流供應商。在統籌全國城配工作的基礎上，TMS 3.0系統集運力管理、預約管理、月台管理、回單管理等功能於一體，實現車輛入場、裝卸、離場記錄電子化全鏈條管理。TMS3.0系統整合了3.5萬部車輛資源，通過LED顯示屏實時更新車輛動態，合理設置月台車位，解決廠區擁堵問題；通過全鏈路實時跟蹤車輛信息，可視化展示運輸作業，便於問題追溯，並且通過幹線回單功能，優化界面，提升操作便捷性，以系統操作替代傳統交接方式，高效傳遞信息流，大幅節省時間。</p>
<p>MES (Manufacturing Execution Systems) MES製造執行系統</p>	<p>For production, Hengan adopted MES operation system for specialized management. The system adopts real-time data collection and analysis, along with abnormality alarm, collaborative processing and other processes at the levels of planning, materials, equipment, quality, energy consumption, etc., effectively solving the problem of information blindness and information lag from the planning of work orders, production execution to the reporting into the inventory, forming an overall business closed-loop management, improving production efficiency and production controllability, and promoting the Group’s intelligent development while reducing costs and increasing efficiency.</p> <p>生產層面，恒安通過MES運營系統對整個生產流程開展精細化管理。該系統通過對計劃、材料、設備、質量、能耗等層面的實時數據採集分析並整合異常報警、協同處理等環節，有效解決從計劃工單、生產執行至報工入庫等環節的信息盲區與信息滯後問題，形成整體業務閉環管理，提升生產效率和生產可控性，降本增效的同時推動本集團智能化發展。</p>



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### Hengan Digital Intelligence System Categories

#### 恒安數智化系統

LIMS  
(Laboratory Information  
Management System)  
LIMS實驗室信息管理系統

For laboratory management, the Group introduced LIMS laboratory management system specifically for management. The system contains inspection business management, inspection laboratory resource management and inspection quality control, covering 13 kinds of inspection business such as material stocking inspection, finished product stocking inspection, etc. to ensure the precision and accuracy of the quality inspection results. In addition, we gradually complete the automatic transmission of data through the LIMS system to realize the efficient coordination of the quality inspection. In 2025, the rate of electronic reporting in LIMS reached 99.47%.

實驗室管理層面，本集團引入LIMS實驗室管理系統專門進行管理。該系統包含檢驗業務管理、檢驗室資源管理及檢驗質量控制，覆蓋材料入庫檢驗、成品入庫檢驗等13種檢驗業務，保證質量檢驗結果的精密度和準確度。此外，我們通過LIMS系統逐步完成數據自動傳輸，實現質量檢測高效協同。2025年，LIMS電子化報告率達99.47%。



### Hengan International Feishu Application Kick-off Meeting

#### 恒安國際飛書應用啟動會召開

In 2025, Hengan International Feishu Application Kick-off Meeting was held at the headquarters base, marking a new phase in Hengan's digital transformation journey. The introduction of Feishu is aimed at integrating enterprise resources and optimizing management processes through an advanced collaborative office platform, enabling a comprehensive enhancement of internal operations and business innovation capabilities through technology-driven solutions. The kick-off meeting introduced how the Feishu platform tools empower enterprises to enhance efficiency, including improving organizational collaboration efficiency, boosting business operation efficiency, leveraging AI to generate business value, stimulating innovation and efficiency across all employees, and the feedback effect of tools on the organization. During the Reporting Period, Feishu has been comprehensively deployed across relevant departments such as research and development, quality control, sales, and human resources. It integrates key processes and data from various business lines and subsidiaries, providing real-time and accurate information support for corporate decision-making through systematic integration and intelligent analysis. This has further accelerated the digital transformation process. The adoption of Feishu is not merely a tool upgrade but also a key strategic initiative for Hengan to adapt to the digital economy era and build an agile organization and intelligent operational system. Looking ahead, Hengan will leverage the Feishu system to deepen its digital and intelligent development, accelerate transformation and upgrading in the AI era, enhance core competitiveness, and propel high-quality development.

2025年，恒安國際飛書應用啟動會在本集團總部召開，標誌著恒安數字化轉型邁入新階段。此次引入飛書，旨在通過先進的協同辦公平台整合企業資源、優化管理流程，以技術驅動實現內部運營與業務創新能力的全面提升。該啟動會介紹了飛書平台工具如何賦能企業效率提升，包括組織協同提效、業務運轉提效、AI發揮業務價值、激發全員創新和提效，以及工具對組織的反哺作用等內容。報告期內，飛書已全面應用於研發、質量、銷售、人力等相關部門，並匯總各業務線和各子公司的關鍵流程與數據，通過系統化集成與智能分析，為企業決策提供了實時、準確的信息支持，進一步加速了數字化轉型進程。飛書的引入不僅是工具升級，更是恒安適應數字經濟時代、構建敏捷組織和智能運營體系的關鍵戰略舉措。未來，恒安將依託飛書系統深化數字化建設，加快AI時代的轉型升級，增強核心競爭力，推動高質量發展。



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## 環境、社會及管治報告

### 4.2 Stringent Quality Control, A Trusted Choice

#### 4.2.1 Quality System

Hengan regards the “Three Constants Model”, i.e., “constant care”, “constant innovation” and “constant safety”, as the core quality management strategy that runs through the entire value chain. Through systematically optimizing the quality management organization, deepening product innovation and R&D, and comprehensively advancing intelligent manufacturing, we have established a standardized management system in key areas such as product design and production control. This not only consolidates the foundation of quality assurance but also demonstrates our firm commitment to providing users with safe and reliable products through continuous innovation and a responsibility-driven approach, propelling the Group forward on its path of high-quality development.

### 4.2 嚴控品質 安心之選

#### 4.2.1 質量體系

恒安將由「恒愛」、「恒創」、「恒安」組成的「三恒」模式作為貫穿全價值鏈的質量管理核心戰略。通過系統優化質量管理組織、深化產品創新研發，並全面推進智能製造，我們在產品設計、生產管控等關鍵環節建立標準化的管理體系。這不僅鞏固了品質保障的根基，也展現出我們以持續創新與責任導向，為用戶提供安全可靠產品的堅定承諾，推動企業向高質量發展不斷邁進。



**Persistent and Unforgettable**  
恒：持之以恆 不忘初心

Three Constants Model  
「三恒」模式



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Hengan upholds the quality commitment of “a trusted choice”, adhering to stringent standards throughout the entire production and operation process. We also fully comply with the *Product Quality Law of the People’s Republic of China* (《中華人民共和國產品質量法》) and other relevant laws and regulations in the places where we operate, building a responsibility-oriented quality assurance system. During the Reporting Period, we systematically revised 23 regulatory documents, including the *Operational Guidelines for Process Quality Control of Hygiene Products* (《衛品製程質量控制規範》) and the *Delivery Inspection Management Policy* (《出貨檢驗管理制度》), clearly defining the responsible parties for quality at each stage, strengthening self-inspection and specialist inspection mechanisms, integrating manufacturing process quality into routine monitoring, and advancing refined management of quality control throughout the entire process.

Meanwhile, the Group has optimized the *Management Policy for Quality Performance Reward and Punishment in Papermaking & Paper Products Production* (《造紙&紙品生產質量績效獎懲管理規定》), with a focus on improving quality incentive and violation handling mechanisms, and upgrading the phased reward rules, driving the positive reinforcement of quality behaviors through institutional innovation. This not only solidifies the cornerstone of product safety and quality, but also manifests Hengan’s corporate mission to safeguard user trust and fulfill its commitment to sustainable development through a continuously improving quality management system.

The Group guarantees and improves its product quality level and compliance through the comprehensive quality management system. In 2025, all of the Group’s production companies established ISO 9001 quality management systems and were certified by a third-party organization.

In order to continuously improve the effectiveness of the quality management system, the Group has formulated a quality system maturity evaluation form to comprehensively evaluate the requirements of the system in accordance with the PDGAR rule, monitored and measured the quality management system in accordance with a series of internal systems, and conducted internal audits and management reviews to ensure its effectiveness of the quality management system.

Guided by the quality management system, Hengan sets a series of annual quality management system targets to conduct refined management of the production process and conducts process control driven by objectives to promote quality management. As of the end of 2025, the sampling pass rate in the quality management process has met the expected target.

恒安秉承「安心之選」的質量承諾，堅持將嚴苛標準融入生產經營的全過程，全面遵循《中華人民共和國產品質量法》等運營所在地區相關法律法規，構建以責任為導向的質量保障體系。報告期內，我們系統修訂了《衛品製程質量控制規範》《出貨檢驗管理制度》等23項制度文件，清晰界定各環節質量責任主體，強化自檢與專檢機制，並將製造工藝質量納入常態化監測，推動全鏈條品控精細化。

同時，本集團優化了《造紙&紙品生產質量績效獎懲管理規定》，重點完善質量激勵與違規處理機制，升級階段性獎勵規則，以制度創新驅動質量行為的正向引導，不僅築牢了產品安全與品質的基石，也彰顯了恒安以持續進步的質量管理體系，守護用戶信賴、踐行可持續發展承諾的企業使命。

本集團致力於建立並持續完善全面質量管理體系，系統性保障和提升產品質量水平與合規能力。截至報告期末，本集團所有生產公司均建立ISO 9001質量管理體系並通過第三方機構認證。

為了持續提升質量管理體系的有效性，本集團制定質量體系成熟度評價表，按照計劃—執行—檢查—再次行動—記錄(PDGAR)法則對體系各項要求進行綜合評價，並按照一系列內部制度對質量管理體系進行監視和測量，定期開展內審與管理評審，確保本集團整體質量管理體系的有效性。

在質量管理體系指導下，恒安設置一系列年度質量管理體系目標，對生產流程進行精細化管理，並以目標為導向，開展過程管控驅動質量管理。截至2025年底，質量管理過程抽檢合格率達成預期目標。



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## 環境、社會及管治報告



Hengan Quality Management System Targets  
恒安質量管理體系目標

In the process of digitalizing quality management, Hengan has independently developed and implemented the Quality Document System (QDS) platform, establishing a quality document management system that complies with the ISO 9001 international standard. This has enabled the standardization, informatization, and full lifecycle management of quality system documents across the entire Group. The platform has not only significantly enhanced document processing efficiency and security but also strengthened internal control capabilities through a structured management mechanism. As of the end of the Reporting Period, the platform has achieved full coverage of group-level common documents. We have also actively advanced the launch of the platform Phase II, continuously driving the upgrading of quality management towards intelligentization and collaboration.

在質量管理數字化進程中，恒安通過自主研發並投入使用的質量文件管理系統(Quality Document System, QDS)平台，構建起一套符合ISO 9001國際標準的質量文件管理體系，實現了對全集團質量體系文件的標準化、信息化與全生命週期管理。該平台不僅顯著提升了文件處理效率與安全性，還通過結構化的管理機制強化了內部管控能力。截至報告期末，該平台已全面覆蓋集團共通級文件，我們亦積極推進平台二期上線，持續推動質量管理向智能化、協同化方向升級。



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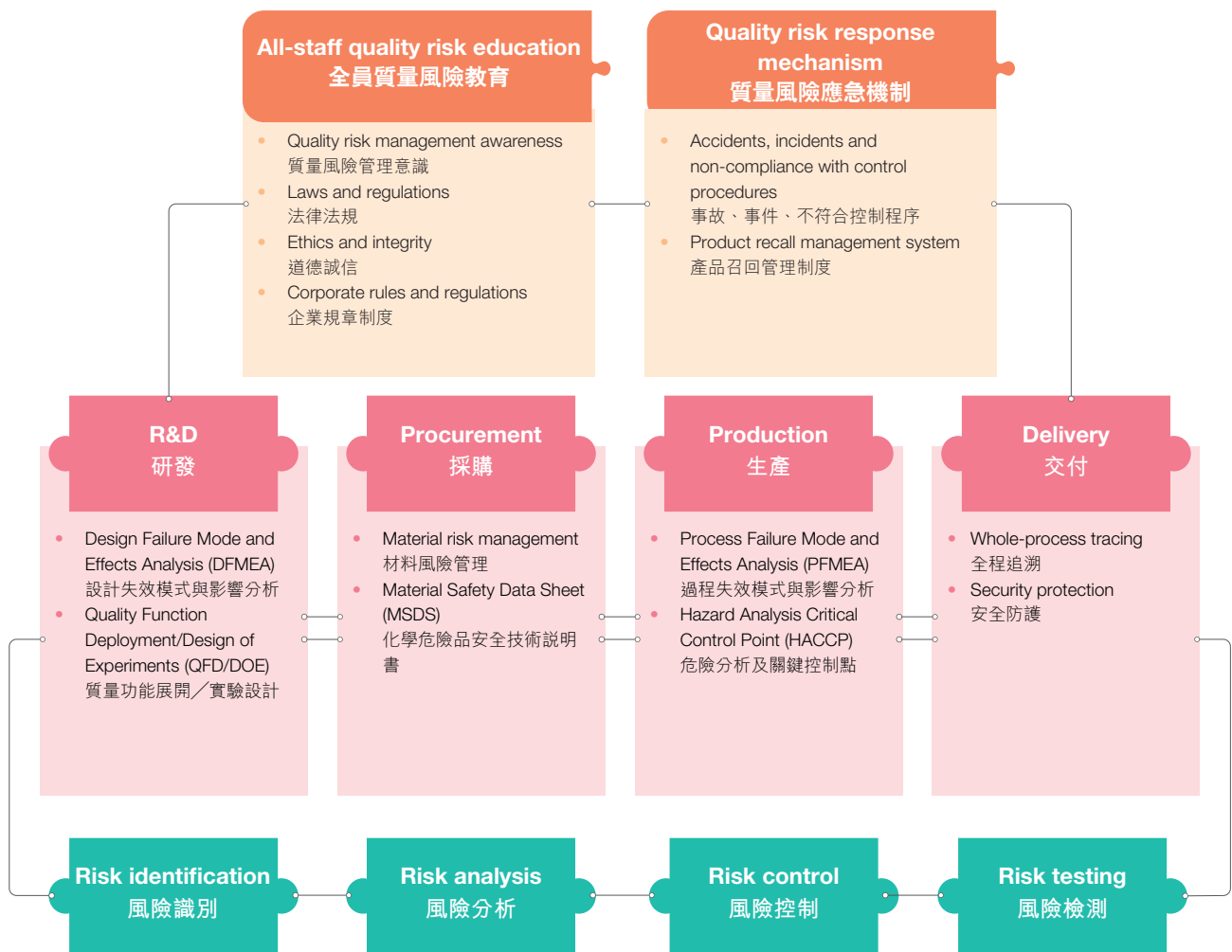
## 環境、社會及管治報告

### 4.2.2 Quality Risk

Hengan attaches importance to quality risk control and builds a whole-process quality risk management system. The failure mode and effect analysis (FMEA) is adopted to identify, analyze, control and monitor potential quality and safety risks throughout the process of R&D, procurement, production and delivery, and identify changes in quality risks in time for quality risk update.

### 4.2.2 質量風險

恒安重視質量風險的管控，構建全過程質量風險管理系統，依據失效模式與影響分析(FMEA)原理，從研發、採購、生產、交付全過程，對潛在的質量風險進行識別、分析、控制、檢測，及時識別質量風險的變化，並進行質量風險更新。



The Whole-Process Quality Risk Management System  
全過程質量風險管理系統

To effectively advance the quality risk management, the Group has established a quality risk management team, with the Chief Quality Officer of the Group serving as the team leader. The team leader has a veto right over quality and safety to ensure that any decision that may affect product quality receives the strictest scrutiny and control.

為有效推進質量風險管理工作，本集團成立質量風險管理小組，由本集團首席質量官擔任組長，對質量安全擁有一票否決權，確保任何可能影響產品質量的決策都能得到最嚴格的審視與把控。



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## 環境、社會及管治報告

Meanwhile, the Group strictly implements the *Red-Yellow Card Operational Guidelines for Production Quality* (《生產質量紅黃牌管理辦法》), enforces the principle of leaving no stone unturned in handling quality questions, and establishes and implements quality red-yellow card warning rules and disposal measures. Thus, the Group continuously identifies production units with quality risks, implements targeted assistance and rectification, strives to control risks from the source, thereby ensuring the continuous improvement and robust operation of the quality management system to minimize quality risks.

同時，本集團嚴格執行《生產質量紅黃牌管理辦法》，貫徹質量問題「三不放過」原則，建立並落實質量紅黃牌警示機制與處置措施，持續識別存在質量風險的生產單位，實施精準幫扶與整改，努力從源頭管控風險，確保質量管理體系持續完善、穩健運行，以最小化質量風險。

### The principle of leaving no stone unturned in handling quality questions until

#### 「三不放過」原則

- the cause is clarified, the measures are implemented;  
原因不明、措施不力**不放過**；
- the personnel subject to liabilities are held accountable;  
責任沒有落實到人**不放過**；
- the personnel concerned are criticized.  
相關責任人沒有受到教育**不放過**。

To promote systematic and routine control of product quality risks, the Group comprehensively organized and conducted product quality risk identification and assessment work throughout 2025. The papermaking companies under the Group collectively identified 31 key risk factors, including acrylamide control and others. Relevant risk points have been fully addressed in accordance with the current standardized measures, and effective control has been implemented. Meanwhile, the paper products companies have identified a total of 101 quality risks, covering issues such as the control of metallic foreign matter, the cleaning of cross-cutting knife rolls/feeder stand chains, as well as critical links including the contact of TAD kitchen paper with food ingredients and its oil absorption and water locking performance. All identified quality risks have been incorporated into a routine control list and are subject to ongoing dynamic tracking and improvement.

為推動產品質量風險的系統化、常態化管控，本集團於2025年全面組織開展產品質量風險識別與評估工作。本集團旗下的造紙板塊子公司共識別出包括丙烯酰胺管控等在內的31項關鍵風險因素，相關風險點已按現行標準化措施全面落實，並實現有效管控。紙品板塊子公司則梳理出共計101條質量風險，涵蓋金屬異物管控、橫切刀輥/料架鏈條清潔等問題，以及TAD廚紙接觸食材與吸油鎖水性能等關鍵環節，所有識別出的質量風險均已納入常態化管控清單，持續進行動態跟蹤與改進。



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### 4.2.3 Quality Control Management

#### ✿ Full Process Quality Control Management

Hengan focuses on the quality control process and has formulated a number of internal management systems, including the *Incoming Material Inspection Management Policy* (《進料檢驗管理制度》), the *Process Inspection Management Policy* (《製程檢驗管理制度》), the *Delivery Inspection Management Policy* (《出貨檢驗管理制度》), and the *Control Procedures for Non-conforming Products* (《不合格品控制程序》), to build a full process quality control chain from incoming material inspection, process inspection, delivery inspection and failed goods control to ensure that each link meets the highest quality standards.

### 4.2.3 質量管控

#### ✿ 全流程管控

恒安聚焦質量控制流程，通過《進料檢驗管理制度》《製程檢驗管理制度》《出貨檢驗管理制度》以及《不合格品控制程序》等多個內部管理制度，從進料檢驗、製程檢驗、出貨檢驗以及不合格品控制構建全流程質量控制鏈，確保每一環節達到最高質量標準。

#### Incoming Material Inspection 進料檢驗

- Hengan carries out "tripartite sampling" of quality inspection, production and supply chain for each batch of raw materials in accordance with the principle of separation of "sampling judgment". Unqualified products detected will be re-inspected, selected for use, tested more frequently and withdrawn to ensure that the quality of raw materials meets the standards without excessive waste.  
恒安對每批原材料按照「抽檢判」分離原則，進行質檢、生產及供應鏈相關部門的「三方抽樣」，對檢測出的不合格產品，依據問題情況採取複檢、驗證、增加該供應商檢測頻次及退貨等多種處置方式，不造成過多浪費的前提下，保證輸入原材料質量符合標準。

#### Process Inspection 製程檢驗

- Hengan establishes internal customer concepts to standardize the production environment and product inspection management. The Group conducts internal self-inspection, mutual inspection and routine inspection to check the quality of processed products, so as to detect quality defects and minimize the risk of unqualified products flowing into the next process.  
恒安建立內部客戶理念，規範常規情況下生產環境及製程產品的檢驗管理。本集團內部對於每批次製程產品進行自檢、互檢、巡檢等方式檢測製程品質，及時發現質量缺陷並及時處理，減少不合格品進入下道工序的風險。

#### Delivery Inspection 出貨檢驗

- The Group adopts sampling and testing, corrective and preventive measures to ensure that the quality of finished goods shipped meets the requirements of the relevant standards. Failed products detected will be disposed of with reference to the Control Procedures for Non-conforming Products (《不合格品控制程序》).  
本集團採用抽樣檢測、糾正預防措施等方法，確保出貨成品質量符合相關標準要求。檢出的不合格品將參照《不合格品控制程序》進行處置。

#### Failed Goods Control 不合格品控制

- Failed products in each process should be evaluated by the corresponding departments of the Group for subsequent rework, rectification, scrapping and other dispositions.  
各環節不合格品需經過本集團相應部門評審後續進行返工、整改、報廢等處置。

Full Process Quality Control Management  
全流程質量控制管理



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### ✿ Products Recall

The Group implements the *Identification and Traceability Control Procedures* (《標識和可追溯性控制程序》) and other processing procedures, and traces the product back to the production date and production team based on the certificate label or information code (box code) outside the packaging box of finished products and the spray code marking on the product packaging, to actively disclose information to relevant parties in a timely manner, inform to stop the production and sales of the product and recall defective products in circulation when products fail to meet with safety standards or defective products appear in the market. We must ensure that problems are addressed promptly, and that consumer rights and interests are fully protected. In 2025, the Group did not engage in any product recall for safety or health reasons.

### ✿ 產品召回

當發現任何不符合安全標準或缺陷產品在市場流通時，本集團將立即執行《標識和可追溯性控制程序》等追溯流程，依據成品包裝箱外的合格證標籤或信息碼(箱碼)和產品包裝物上的噴碼標識，追溯到產品生產日期、生產班組等，並主動及時向相關方披露信息，通知停止生產和銷售該產品，並對流通領域中的質量缺陷產品進行召回，確保問題得到及時解決，消費者的權益得到充分保障。2025年，本集團未發生因安全或健康理由而召回產品的事件。



Defective Product Recall Process  
缺陷產品召回流程



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### 4.2.4 Quality Improvement

To continuously improve product quality, we adhere to the principle of “problem-oriented, systematic improvement”, accurately identify various quality issues, implement targeted optimization measures, and regularly conduct phased summarization and analysis, continuously driving the systematic optimization of quality management processes and the ongoing enhancement of product performance.

### 4.2.4 質量提升

為持續提升產品質量，我們秉持「問題導向、系統改善」的原則，通過精準識別各類質量問題，實施針對性優化措施，並定期開展階段性總結與分析，不斷推動質量管理流程的系統性優化與產品性能的持續進步。

<b>Weekly Review and Improvement Session</b> 周檢討改善	For each business line, based on weekly feedback issues and non-conforming inbound problems, dissemination, prevention, and root cause analysis are conducted during pre-shift meeting and weekly production meeting to identify improvement measures; 各業務線分別根據每週反饋問題及到貨不合格問題點，利用班前會、生產周例會時間進行宣貫、預防並分析原因，尋找改善措施；
<b>Monthly Analysis Meeting</b> 月度分析會	Monthly analysis meetings are organized once a month, bringing together relevant departments such as production, procurement, R&D, and the chief engineer’s office. These meetings analyze issues such as three-stage quality inspections, customer complaints, returned goods, and competitor products, and implement improvement measures accordingly; 每月1次組織生產、採購、研發、總工室等相關部門，對三關檢驗、投訴、退貨、競品進行分析，並落實改善措施；
<b>Annual Accountability Agreement</b> 年度責任狀	Complaint issues received by each production plant are consolidated, leading to the formulation of 28 annual specialized improvement accountability agreements, with an attainment rate of 53.57%. 對各生產廠收到的投訴問題進行匯總，制定年度專項改善責任狀共28項，達標率達到53.57%。

In 2025, to continuously advance quality improvement, the Group launched the pilot work for the “Key Quality Improvement Project for Paper Products”. Based on the results of a comprehensive review and analysis of paper product quality in 2024, we fully participate in the pilot execution of eight key quality improvement projects. For each project, a dedicated team is established to formulate detailed advancement plans and objectives, and systematically outputs improvement measures, aiming to accurately focus on clean production and customer complaint improvement to seek breakthrough solutions. As of the end of the Reporting Period, the pilot projects had formulated a total of 374 specific improvement plans, of which 338 were completed on schedule, achieving an overall completion rate of 90.4%.

2025年，為持續推進質量改進，本集團啟動了「紙品重點質量改善項目」試點工作，根據對2024年紙品質量覆盤分析的結果，全面參與8項重點質量改善項目的試點執行，每個項目均成立專項小組，制定詳實的推進計劃與目標，並系統輸出改進措施，旨在精準聚焦清潔生產與客訴改善，尋求突破性解決方案。截至報告期末，本項目共形成374項具體改進計劃，其中338項已按期完成，整體完成率達90.4%。

Additionally, based on the quality analysis of customer complaints and market supervision spot-checks in 2024, the Group identified critical points of quality anomalies and set corresponding mandatory topics accordingly. A total of 168 QC group initiatives were established throughout 2025. Group leaders convened regular internal meetings to discuss, formulate, and implement improvement measures. Concurrently, the quality management system continuously tracked the progress of these activities to ensure the effective closure of all initiatives.

此外，本集團依託2024年客訴與市場監督抽檢質量分析，識別出質量異常關鍵點，並據此設定指令性課題。2025年全年共成立QC小組課題168項，並由各小組長定期召開內部會議，研討並輸出改善措施，推動落實改進方案。同時，質量系統持續跟蹤活動進展，確保各項課題有效閉環。



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### 2025 Insect Control Special Quality Improvement Initiative

#### 2025年度蚊蟲管控專項質量提升行動

In 2025, for key complaint areas related to insect control, Hengan implemented multiple comprehensive prevention and optimization measures, achieving a significant improvement in the level of insect control. During the Reporting Period, the related complaint rate significantly decreased by nearly 60% year-on-year. Core enhancement measures include:

2025年，針對蚊蟲管控的重點投訴區域，恒安採取多項綜合防治與優化措施，實現了蚊蟲管控水平的顯著提升。報告期內，相關投訴率同比大幅下降近60%。核心強化舉措包括：

- Blocking at the source:** We added double-layer screens at workshop window air inlets, covered them with nonwoven fabric, and thoroughly sealed holes and gaps inside and outside the workshop, thereby physically blocking the pathways for insect entry.

源頭阻斷：在車間窗戶進風口增設雙層紗窗，覆蓋無紡布，並全面封堵車間內外孔洞，從物理層面阻斷蚊蟲侵入路徑。
- Internal purification:** We systematically investigated potential insect breeding sources within the workshop, implemented a monthly regular cleaning regime for key equipment such as wet scrubbers and paper honeycomb filters, and optimized the chemical dosing plan for wet scrubbers by adopting alternating AB formulations to effectively prevent insecticide resistance.

內部淨化：系統排查車間內部蚊蟲滋生源，對水幕機、紙蜂窩等關鍵設備執行每月定期清洗制度，同時優化水幕機藥物投放方案，採用AB配方交替使用，有效防止蚊蟲產生耐藥性。
- Perimeter collaboration:** We installed solar-powered insect extermination facilities around the workshop perimeter and promoted the implementation of a weekly chemical spraying mechanism, forming a multi-layered, coordinated prevention and control network both internally and externally.

外圍協同：在車間外圍加裝太陽能滅蟲設施，並推廣實施每週一次的藥物噴灑機制，形成內外聯動的立體防控網絡。
- Continuous optimization:** We conducted special analysis and investigation in areas around insect light traps with abnormal insect catch counts, achieving precise management and continuous improvement through data-driven methods.

持續優化：針對蟲口數量異常的滅蚊燈分佈區域開展專項分析與排查，通過數據驅動實現精準治理和持續改善。



Wet Scrubbers  
水幕機設備



Solar-powered Insect Extermination Facilities  
太陽能滅蟲設施



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### Driving Quality Upgrades with Customer Feedback

#### 以客戶反饋驅動質量升級

We systematically analyzed e-commerce reviews for the ultra-dry series and found that the negative reviews on performance were concentrated on two aspects: “urine leakage” and “poor urine absorption”. To address this key issue, the project team conducted in-depth optimization of the product structure and material formulation, ultimately achieving significant improvements: a 16% increase in absorption capacity and a 9% increase in absorption speed. Upon completion of the product upgrade, the overall positive rating further improved to 98%. This not only effectively addressed user concerns but also strengthened the products’ comprehensive performance in terms of comfort, safety, and reliability. It reflects Hengan’s user-centric, data-driven philosophy of continuous improvement. Through proactively identifying feedback, systematically analyzing causes, and rapidly implementing optimizations, we drive the simultaneous enhancement of product quality and user satisfaction, solidifying the brand’s foundation of trust in the market competition.

我們系統分析超吸乾爽系列紙尿褲電商評價，發現性能類差評主要集中於「漏尿」和「吸尿差」兩方面。針對這一痛點，項目團隊深入優化產品結構與材料配方，最終實現吸收量提升16%、吸收速度提升9%的顯著改進。產品升級完成後，整體好評度進一步提升至98%，不僅有效回應了用戶關切，也強化了產品在舒適性、安全性與可靠性方面的綜合表現，體現了恒安以用戶為中心、以數據為驅動的持續改進理念，通過主動識別反饋、系統分析原因、快速實施優化，推動產品品質與用戶滿意度的同步提升，夯實了品牌在市場競爭中的信任基石。

In 2025, the Group conducted system audits, quality audits, and laboratory special audits across 18 production companies nationwide, completing a total of 49 audits. By leveraging the Feishu platform to push real-time audit progress and issue lists, we established an effective statistical tracking and reporting mechanism to ensure responsible personnel completed rectifications promptly, forming a closed-loop management process of “Audit — Feedback — Rectification”. This significantly enhanced the efficiency and execution of quality management. As of the end of the Reporting Period, all non-conformities identified in the audits have been rectified and implemented.

To specifically enhance production quality levels, the Group simultaneously promoted a key assistance mechanism, providing in-depth quality coaching focused on new factories and key improvement projects. For instance, multiple on-site assistance sessions were successively organized at production bases in Hubei, Guangdong, and elsewhere, covering areas such as quality standards and practical operations, key control points for clean production, insect control, material inspection, and laboratory standards. At the paper production base in Fujian, 13 special coaching sessions were conducted focusing on topics including the daily cleaning acceptance, equipment cleaning supervision, and the establishment of a quality control system for fluff pulp paper. These measures effectively improved on-site operational standards and process quality stability.

#### 4.2.5 Quality Culture

Hengan continues to promote the construction of quality culture. Leveraging a digital learning platform, we launched a systematic micro-learning program focused on quality, developing and uploading a total of 179 quality micro-lesson videos to the Hengan Learning Platform over the year. These resources targeted key quality-related positions across the organization. Furthermore, by implementing a ranking mechanism based on course completion rates, we stimulated the enthusiasm for learning and enhanced quality awareness among subsidiaries nationwide.

2025年，集團面向全國18個基地生產公司組織開展了體系稽核、質量稽核和實驗室專項稽核，累計完成稽核49次，並通過飛書平台實時推送稽核進展和問題清單，建立有效統計與通報機制，確保責任人及時完成整改，形成「稽核—反饋—整改」的閉環管理流程，顯著提升了質量管理效率與執行力。截至報告期末，所有稽核中發現的不符合項均已整改落实。

為針對性提升生產質量水平，本集團同步推動重點幫扶機制，圍繞新工廠及重點改善項目開展深度質量輔導。例如在湖北、廣東等生產基地先後組織多次現場幫扶，覆蓋質量標準與實操培訓、清潔生產關鍵控制點、蚊蟲管理、材料檢驗與實驗室標準完善等內容；在福建紙品生產基地，圍繞日常清潔驗收、設備清潔監督及保潔紙質量管控體系建設等內容，實施了13次專項輔導，有效提升了現場作業規範與過程質量穩定性。

#### 4.2.5 質量文化

恒安持續深化質量文化建設，以數字化學習平台為載體，推出系統性質量提升微課堂，全年累計開發並上傳179個質量微課堂視頻至恒安學堂平台，覆蓋各關鍵質量崗位，並通過學習率評比排名機制，激發全國各子公司學習熱情與質量意識提升。



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### Special Training on “Common Quality Issue Resolution”

「常見質量問題調整」專題培訓

In 2025, to continuously enhance the quality literacy and practical skills of all employees, the Group collaborated with the Chief Engineer’s Office of the Paper Products Production Department to launch a series of activities for special training on the “Common Quality Issue Resolution”, attracting active participation from a total of 1,501 attendees. During the activities, seven core training courseware were developed, recorded as videos, and uploaded to the Hengan Innovation Academy platform, achieving the digital preservation and enterprise-wide sharing of knowledge assets.

2025年，為持續提升全員質量素養與實操能力，本集團協同紙品生產部總工室開展「常見質量問題調整」專題培訓系列活動，共吸引1,501人次積極參與。活動中，7份核心培訓課件被轉化為視頻教材並上傳至恒安創新學堂，實現知識資源的數字化沉澱與全員共享。



### Training on Standardization of Job Skills

崗位技能培訓標準化

During the Reporting Period, Hengan continued to improve the standardization of job skills, producing a total of 77 job skill training video materials and organizing 11 special training sessions for the national quality management system, which covered content from 24 courseware modules. Among these, 12 sessions were open online courses and 12 modules were video-based learning materials, resulting in cumulative participation reaching 2,188 attendees. Through a model that combines online and offline formats and links theoretical learning with case-based practical operations, we systematically established a quality knowledge system characterized by continuous learning and full employee coverage.

報告期內，恒安持續完善崗位技能標準化建設，累計輸出崗位技能培訓視頻教材77份，並組織全國質量系統開展11場專題分享，涵蓋24份課件內容，其中12場為線上公開課，12份為視頻教材學習，累計參與達2,188人次。通過線上線下相結合、理論學習與案例實操相銜接的模式，系統構建起持續學習、全員覆蓋的質量知識體系。





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In 2025, guided by the principle of “open collaboration, common growth”, the Group focused on building a culture of internal quality exchange across the nation. We organized two National Quality Seminars, bringing together quality leads from various regions to engage in in-depth dialogues on industry trends and internal best practices, fostering a strong atmosphere of collective learning and co-creation. During the Reporting Period, we also established a Feishu communication group for quality system leads nationwide. Centered on a mechanism of “scenario sharing + problem tackling”, the group encourages members to actively share practical experience and jointly discuss challenging issues. By exploring the application scenarios of the Feishu platform in quality collaboration management, we have progressively developed and promoted a series of replicable quality management tools and templates, facilitating the common growth and continuous optimization of production quality system construction across all business lines.

In the process of deepening the development of the quality culture, Hengan has continued to improve incentive and empowerment mechanisms to stimulate the intrinsic motivation of employees. By regularly carrying out evaluation activities such as the “Quality Excellence Award Rotation Program”, “Clean Production Excellence Award Rotation Program”, and “Excellent Quality Control Groups”, we motivate progress through recognition and set the direction with benchmarks, fostering a positive atmosphere of healthy competition and continuous improvement. Meanwhile, the Group actively encourages and supports employees in enhancing their professional capabilities. We promote the acquisition of advanced professional qualifications by quality system personnel, such as external auditor and Six Sigma Green Belt/Black Belt certifications. This continuous empowerment facilitates employees’ transformation from executors to quality experts, solidifying the talent and cultural foundation for the Group’s achievement of sustainable, high-quality development.

2025年，本集團以「開放協同、共同成長」為導向，著力構建覆蓋全國的質量內部交流文化。通過舉辦2場全國質量研討會，匯聚各區域質量骨幹，圍繞行業前沿與內部實踐展開深度對話，形成了濃厚的共學共創氛圍。報告期內本集團還建立了覆蓋全國質量系統骨幹的飛書交流群，圍繞「場景共享+問題攻堅」機制，鼓勵成員積極分享實踐經驗、共同探討難點議題，深挖飛書平台在質量協同管理中的應用場景，逐步形成並推廣一批可複製的質量管理工具與模板，促進各業務線在生產質量系統建設上的共同成長與持續優化。

在推動質量文化縱深發展的過程中，恒安持續完善激勵與賦能機制，激發員工內生動力。通過定期開展「質量優秀流動紅旗」「清潔生產流動紅旗」「優秀質控組」等評比活動，以榮譽激發進取、以標桿引領方向，形成你追我趕、持續改進的良好氛圍。同時，本集團積極鼓勵並支持員工參與專業能力提升，推動質量系統人員考取外審員、六西格瑪綠帶/黑帶等高階職業資質，持續賦能員工從執行者向質量專家轉型，為本集團實現可持續高質量發展夯實了人才與文化基礎。



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### Quality Month Events in 2025 2025年質量月活動

In 2025, the Group continued to deepen the development of quality culture, using annual, themed quality activities as a key driver to enhance quality literacy across the entire system. Quality Month activities were organized with the themes of “Focusing on Customer Concerns” and “Comprehensive Quality Management Enhancement”. A series of practical activities such as skill competitions, knowledge contests, and special training were conducted. Through the dual-drive approach of “practical operation + theoretical knowledge”, we promoted production personnel’s mastery of quality standards while refining their practical skills, strengthening quality awareness at the level of integrating “knowledge” and “action”. The activities recorded cumulative participation of 1,347 attendees across a total of 40 sessions.

2025年，本集團持續深化質量文化建設，以全年貫穿的質量主題活動為抓手，強化全系統質量素養。分別組織以「聚焦顧客關注」為主題和以「全面質量管理提升」為主題的質量月活動，舉辦技能比武、知識搶答、專項培訓等系列實踐活動，通過「實操+理論」雙輪驅動，推動生產人員在掌握質量標準的同時精進實踐能力，從「知」「行」合一層面夯實質量意識，累計參與1,347人次，開展活動達40場次。

The Group’s subsidiaries also, aligned with the corporate theme, developed localized quality activities suited to their specific contexts. For example, the Fujian production base conducted a “Spot the Product Defect” competition, a “Three Management Systems” knowledge contest, and inspection instrument calibration; the Chongqing production base organized a regular “One Clause a Day” learning program; and the Tianjin production base held a “March 15<sup>th</sup> All-Staff Quality Commitment” event. Through these interconnected and diversified collaborative activities, the Group has formed a new pattern for quality culture construction characterized by “Headquarters Leadership, Regional Innovation, and Full Employee Participation”. This effectively transforms quality management concepts into organizational behavioral habits, injecting sustained momentum into the Group’s high-quality development.

本集團各子公司也圍繞集團主題，因地制宜開展特色化質量活動，例如福建生產基地開展產品質量找茬競賽、三體系知識競賽及檢驗儀器校準；重慶生產基地組織「一天一條款學習」常態化學習；天津生產基地舉辦「3.15全員質量承諾」活動等。通過上下聯動、多元協同的活動形式，本集團形成了「總部引領、區域創新、全員參與」的質量文化建設新格局，有效將質量管理理念轉化為組織行為習慣，為企業高質量發展注入持續動力。



Skill Competition Awards Ceremony  
技能比武頒獎儀式



March 15<sup>th</sup> All-Staff Quality Commitment Event  
3.15全員質量承諾活動



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### 4.3 Transparent Ingredients, Safe and Harmless

Guided by the principle of “safety first, health priority”, Hengan has established a rigorous institutional framework and a transparent management mechanism for chemical safety. To ensure the safety of products throughout their lifecycle, we strictly adhere to a series of internal policies, including the *Management Policy for Safety and Ingredient of Products and Materials* (《產品和材料安全與成分管理制度》) the *Hengan Group Material Safety Index List* (《恒安集團材料安全指標清單》), the *Hengan Group Products Safety Index List* (《恒安集團產品安全指標清單》), and the *Additive Limitation List* (《添加物限度清單》), which regulate the standards for chemical use from the source. At the same time, we have publicly released the *Chemical Management Policy* (《化學品管理政策》) and the *Commitment Regarding Prohibited Chemicals and Ingredient Disclosure in Products* (《關於產品禁用化學品和成分披露的承諾》), fully disclosing our chemical procurement processes, additive restrictions, risk monitoring, and target management measures. We are committed to regularly identifying and evaluating the risks associated with all chemicals used in our products, clarifying the list of banned chemicals, strictly controlling existing chemicals, and phasing out or minimizing the use of controversial chemicals.

#### 4.3.1 Chemical Procurement

Hengan applies high standards on chemical supplier selection, requiring them to present qualified business license, “Safety Production License”, “Business Permit”, and related MSDS. Chemical suppliers admission is subject to factory inspection, small batch testing and signing corresponding control standards by both parties before normal procurement. For chemical products that are expected to be in direct contact with paper products, the suppliers are required to present additional certificates of non-toxic and non-hazardous chemicals issued by authoritative third-party testing institutions or provincial centers for disease control and prevention, to ensure that the products they provide are non-toxic and non-hazardous.

#### 4.3.2 Chemical Storage

The Group strictly manages purchased chemicals. We have set up specific storage warehouse equipped with corresponding facilities and appointed responsible staff. Hazardous chemicals for temporary storage must be put in a fixed location, and the storage method and quantity must conform to the national standard *Rules for Storage of Hazardous Chemicals* (《常用化學危險品貯存通則》), and daily inspection must be conducted.

### 4.3 成分透明 安全無害

恒安秉持「安全至上、健康優先」的理念，在化學品安全管理方面構建了嚴謹的制度體系與公開透明的管理機制。為保障產品全生命週期安全，我們嚴格執行《產品和材料安全與成分管理制度》《恒安集團材料安全指標清單》《恒安集團產品安全指標清單》以及《添加物限度清單》等一系列內部規範，從源頭規範化學品使用標準。同時，對外發佈《化學品管理政策》和《關於產品禁用化學品和成分披露的承諾》，全面公開化學品採購流程、添加限制、風險監控與目標管理措施，承諾針對所有產品中使用的化學品定期開展識別與風險評估，明確禁用的化學品清單，並嚴格管控現有化學品，並淘汰或最小化爭議化學品的使用。

#### 4.3.1 化學品採購

恒安嚴格篩選化學品供應商，要求供應商提供符合資質的營業執照、「安全生產許可證」、「經營許可證」，以及相應的化學品安全數據說明書(MSDS)。化學品供應商准入均需驗廠合格、小批量試機並由雙方簽訂相應管控標準後方可進行正常採購。其中，產品直接接觸紙質產品的化學品供應商需額外提供權威第三方檢測機構或省級疾病控制中心出具的化學品無毒無害證明資料，確保其提供的產品無毒無害。

#### 4.3.2 化學品儲存

本集團嚴格管理購入的化學品。我們專設存儲倉庫，配備相應設施，設專人管理；危險化學品暫存時，存放在固定的地點，儲存方式、方法與儲存數量符合國家標準《常用化學危險品貯存通則》，並進行日常檢查。



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### 4.3.3 Chemicals Use

The Group, with reference to internationally leading safety standards, has established our *Material Safety Index List* (《材料安全指標清單》) and *Additive Limitation List* (《添加物限度清單》), listing the types of chemicals allowed for use and their limit standards, and setting an insurmountable red line for chemical use, to effectively prevent potential safety risks.

Building on this foundation, the Group has comprehensively implemented standardized management of chemical use to ensure safety control is enforced from the source. Concurrently, we have established a regular assessment and update mechanism. Based on the latest chemical regulatory requirements, industry development trends, and the status of internal and external standard implementation, we conduct dynamic reviews and optimization of relevant safety standard documents. This ensures the foresight and effectiveness of the management system, not only strengthening chemical safety control during the product development stage but also driving the continuous iteration of safety management throughout the entire lifecycle. These efforts solidify the institutional foundation for providing consumers with safe and reliable products.

### 4.3.3 化學品使用

本集團參照國際領先的安全標準，建立了《材料安全指標清單》和《添加物限度清單》，列出允許使用的化學品種類及其限量標準，為化學品使用設定了不可逾越的紅線，有效防範了潛在的安全風險。

在此基礎上，本集團全面推行化學品使用的規範化管理，確保從源頭落實安全控制。同時，建立定期評估與更新機制，依據最新的化學品監管要求、行業發展趨勢及內外部規範執行情況，對相關安全標準文件進行動態評審與優化，保障管理體系的前瞻性與有效性，不僅強化了產品開發環節的化學品安全管控，更推動了全週期安全管理的持續迭代，為消費者提供安全可靠的產品築牢了制度根基。



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### Step 1: Identification 步驟一：識別

- Identify external national product/material safety laws, regulations, and standards applicable to the products and corresponding materials;  
識別產品及對應材料適用的外部國家產品／材料安全法律、法規、標準；
- Identify the standards issued by the Standard Committee applicable to the products and corresponding materials.  
識別產品及對應材料適用的集團內部標準。

### Step 2: Standardization 步驟二：制標

- Establish the safety index requirements for new products during its initiation;  
在新品立項時同時確立產品所需的安全指標要求；
- Provide the Material Safety Index List after the determination of product safety index.  
在確立產品安全指標後，同時輸出對應材料安全指標清單。

### Step 3: Confirmation 步驟三：確認

- Ensure that the product is safe before finalizing it for mass production by commissioning external testing agencies to conduct comprehensive safety tests based on the established safety list;  
產品量產前依據確立的安全清單委託外部檢測機構進行全面安全檢測，確認產品安全性；
- Confirm that raw materials and auxiliary materials meet the relevant national safety index and internal standards such as the Material Safety Index List.  
確認原輔助材料符合國家相關安全指標及材料安全指標清單等內部標準。

### Step 4: Review 步驟四：檢討

- Identify changes in safety index through ongoing checks and updates of external safety standards, dynamic tracking of product safety testing reports of external media, external communications on product safety issues, etc., and organize reviews to assess whether material safety requirements are met;  
通過持續外部安全標準檢查更新、外部媒體產品安全檢測報道動態跟蹤、產品安全問題外部交流等，識別安全指標變化，並組織本集團內部評審，確定材料安全要求；
- Regularly summarize the existing safety index of the Group's products and materials and assess whether such index needs revision.  
定期總結本集團產品、材料安全指標現狀，並評審指標是否需重新修訂。

Chemical Whole-Process Management  
化學品全流程管理



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Additionally, we regularly carry out identification and risk assessment of chemicals in use in accordance with regulatory requirements, prioritizing reference to leading international chemical safety standards, industry trends and cutting-edge research developments, and strictly restrict the use of banned substances such as allergenic aromatics, azoaromatic amines, carcinogenic dyes and allergenic dyes. At the same time, we dynamically manage the *List of Prohibited Additive Chemicals* (《禁止添加化學品清單》) to ensure that banned items are clear and enforceable.

While strictly controlling the use of chemicals, Hengan also strictly manages the addition and residue of chemicals in products. We have established the *Hengan Group Product Safety Index List* (《恒安集團產品安全指標清單》), which listed the quantitative indicators of chemical safety parameters, biological parameters, physical parameters, biocompatibility parameters, and toxicological safety parameters affecting the quality of products such as wet wipes, dry wipes, sanitary napkins, and diapers. The Group's safety standards for chemicals meet or exceed national and industry standards, as well as other authoritative international standards, such as REACH, a regulation of EU. Some chemicals the Group uses are also listed as Substances of Very High Concern (SVHC) in the REACH regulation List. The concentrations (weight ratio) of these chemicals in the Group's products are all comply with the statutory requirements.

To continuously strengthen the product safety barrier, Hengan further enhanced its inspection and verification system in 2025, systematically consolidating the foundation of quality safety by integrating external supervision with internal improvement. The Group commissioned authoritative third-party organizations to conduct chemical safety inspections on 50 key materials and finished products, with all results meeting requirements, effectively verifying the safety and control of the entire product chain. At the same time, the Group organized on-site capability reviews of laboratories at 20 production units nationwide and implemented internal comparisons of physical/chemical and microbial testing capabilities covering 27 indicators. We also participated in seven external proficiency testing schemes, with all results achieving satisfactory levels. These efforts not only enhanced the standardization and credibility of the quality inspection system but also, through rigorous scientific management practices, demonstrated Hengan's steadfast commitment to upholding the bottom line of chemical safety.

此外，我們定期依據監管要求，優先參考國際領先的化學品安全標準、行業趨勢及前沿研究動態，持續開展在用化學品識別與風險評估，嚴格限制致敏性芳香劑、偶氮芳香胺、致癌染料、致敏染料等禁用物質的使用。同時，我們動態維護《禁止添加化學品清單》，確保禁用條目明確可執行。

在嚴控化學品使用的同時，恒安亦嚴格管理產品中化學品的添加與殘留。我們建立了《恒安集團產品安全指標清單》，列出影響濕巾、乾巾、衛生巾、紙尿褲等產品質量的化學安全參數、生物參數、物理參數、生物相容性參數、毒理安全參數的量化指標，所有指標均符合或高於相應國家、行業標準，以及其他具有權威的國際標準，如歐盟REACH法規等。本集團所使用的列入REACH法規清單的高度關注化學物質(SVHC)，其存在產品中的濃度(重量比)均符合法規規定。

為持續築牢產品安全屏障，2025年恒安進一步強化檢測驗證體系，通過外部監督與內部提升相結合的方式，系統夯實質量安全根基。本集團委託權威第三方機構對50份關鍵材料與成品進行化學品安全檢測，結果全部合格，有效印證了產品全鏈條安全可控。同時，本集團組織對全國20家生產單位的實驗室開展現場能力評審，並實施覆蓋27項指標的內部理化與微生物檢測能力比對，同步參與7項外部專業能力驗證，所有結果均達到滿意水平，不僅提升了質量檢測體系的規範性與公信力，更以科學嚴謹的管理實踐，彰顯恒安堅守化學品安全底線。



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### 4.3.4 Chemical Disclosure and Consumer Education

To fulfil its commitment to being responsible towards consumers, Hengan actively promotes the process of product information transparency, continuously expanding the breadth and depth of product information disclosure. The Group is committed to gradually labeling the types and specific concentrations of chemicals contained in products on the packaging, helping consumers clearly understand the product composition and safeguarding their right to know and right to choose. As of the end of the Reporting Period, we have completed the labeling of chemical types and specific content for multiple individual products within core categories such as wipes, diapers, and sanitary items.

At the same time, in response to evolving standards, the Group completed targeted optimization of the formula for its “Hearttex” baby wet wipes in 2025, in accordance with the national standard *GB/T 27728.2 Wet Wipes and Similar Products – Part 2: Particular Requirements for Babies and Children Wet Wipes* (《濕巾及類似用途產品第2部分：嬰童濕巾專用要求 GB/T 27728.2》), thereby achieving simultaneous enhancement of product safety and compliance.



“Hearttex” Baby Wet Wipes Product Ingredient Labeling Disclosure  
心相印嬰兒濕巾產品成分包裝披露

Furthermore, the Group strictly adheres to its *Commitment Regarding Prohibited Chemicals and Ingredient Disclosure in Products* (《關於產品禁用化學品和成分披露的承諾》) to conduct consumer education on high-risk chemicals for the public. Through systematic communication and risk interpretation, we are committed to helping consumers clearly understand the use risks associated with relevant chemicals, thereby enhancing their self-protection awareness. In the future, we will continue to advance the dissemination and communication of chemical safety knowledge, contributing to the creation of a more transparent, healthy, and trustworthy consumer environment, and fulfilling our steadfast commitment to consumer safety and sustainable development.

### 4.3.4 化學品披露與消費者教育

為踐行對消費者負責的承諾，恒安積極推動產品信息透明化進程，持續提升產品信息披露的廣度與深度。本集團致力於在包裝上逐步標註產品所含化學品種類及具體含量，幫助消費者清晰理解產品成分構成，保障其知情權與選擇權。截至報告期末，我們已完成濕巾、紙尿褲、衛生巾等核心品類下多個單品產品所含化學品種類及具體含量的標註工作。

同時，本集團響應標準升級，於2025年對心相印嬰兒濕巾產品配方依據國家標準《濕巾及類似用途產品第2部分：嬰童濕巾專用要求GB/T 27728.2》完成針對性優化，實現產品安全性與合規性的同步提升。



此外，本集團嚴格遵循《關於產品禁用化學品和成分披露的承諾》，面向公眾開展高風險化學品的消費者教育。通過系統化傳播與風險解讀，我們致力於幫助消費者清晰認知相關化學品的使用風險，增強自我保護意識。未來，我們將持續推進化學品安全知識的普及與溝通，助力構建更加透明、健康、可信賴的消費環境，踐行對消費者安全與可持續發展的堅定承諾。



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### 4.4 Considerate Service, Integrity and Accountability

#### 4.4.1 Customer Satisfaction

Hengan strictly abides by pertinent laws and regulations such as the *Law of the People's Republic of China on Protection of Consumer Rights and Interests* (《中華人民共和國消費者權益保護法》), and follows relevant internal procedures, such as the *Customer Satisfaction Survey Control Procedures* (《顧客滿意度調查控制程序》) to analyze customer satisfaction through official website, e-commerce platform, hotline and online follow-up investigation, focusing on the feedback of customers' experience of using the products in terms of wearing feeling, fit, thickness, softness, absorbency, dryness, leakage, breathability, allergy feeling, deodorization, antibacterial and skincare and other feelings. At the same time, the Group employs a third-party professional network search organization to continuously search the whole network for information related to Hengan's products, and communicate with customers and follow up on the feedback in a timely manner to enhance the level of customer satisfaction.

The Group has established an organizational structure for customer service management, consisting of training, quality inspection, and intelligence teams, forming a closed-loop optimization system to continuously enhance the professionalism and response efficiency of the entire service process. Meanwhile, to further strengthen the "customer-oriented" philosophy, the Group has systematically introduced a customer satisfaction performance evaluation mechanism. For all customer service positions, we have set a satisfaction rate standard of not less than 85%. Performance adjustments will be made for those who fail to meet this standard, while employees who achieve an excellent satisfaction rate standard on e-commerce platforms will be given corresponding incentives. In 2025, we set the customer satisfaction target for e-commerce platforms at 90%, and actually achieved 94%.

### 4.4 貼心服務 誠信負責

#### 4.4.1 客戶滿意度

恒安嚴格遵守《中華人民共和國消費者權益保護法》等相關法律法規，基於《顧客滿意度調查控制程序》等內部制度，通過官網、電商平台、熱線電話、線上回訪等多重渠道，全方位調研客戶使用不同產品的穿戴感受、合身性、厚度、柔軟度、吸收量、乾爽性、漏尿情況、透氣性、過敏感受、除臭抑菌護膚等體驗反饋，對客戶滿意度進行調研分析。此外，本集團亦聘請第三方機構，持續對恒安產品相關信息進行全網搜索，對於反饋的問題及時與顧客溝通、跟進處理，提升顧客的滿意程度。

本集團搭建了由培訓組、質檢組及智能組共同構成的客戶服務管理架構，形成閉環優化體系，持續提升服務全流程的專業性與響應效率。同時，為進一步強化「客戶導向」理念，本集團系統引入客戶滿意度績效考核機制，針對所有客服崗位均設定了不低於85%的滿意率標準，對未達標者予以績效調整，對在電商平台達到優秀滿意率標準的員工則給予相應激勵。2025年，我們設定電商平臺顧客滿意度目標為90%，實際達成94%。



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Organizational Structure for Customer Service Management  
客戶服務管理組織架構

To continuously optimize customer service experience, Hengan regularly organizes special training sessions focusing on core competencies such as consultation and communication skills, and after-sales issue handling procedures. This ensures that the customer service team's professional expertise and service quality are enhanced simultaneously, effectively safeguarding the positive service experience of customers.

為持續優化客戶服務體驗，恒安定期組織崗位專項培訓，聚焦諮詢溝通技巧、售後問題處置流程等核心能力開展強化學習，確保客戶服務團隊的專業素養與服務質量同步提升，切實維護客戶的良好服務體驗。



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### Hengan International 2025 “HeartPulse” Customer Service Training Camp 恒安國際2025年「心動力」客服訓練營

In September 2025, Hengan organized a “HeartPulse” special customer service training camp for 187 employees. The camp, with the core objectives of “professional enhancement, team advancement”, infused new momentum for service upgrade into the customer service team through a two-day intensive and systematic training. The camp content was closely centered on customer experience optimization and service quality improvement. While strengthening professional competencies, it also emphasized the enhancement of teamwork and communication efficiency, empowering customer service personnel to achieve competency breakthroughs and value growth in digital and intelligent service scenarios, further solidifying the foundation of the “customer-centric” service culture.

2025年9月，恒安組織187名員工，開展了「心動力」客服專項訓練營。本次集訓以「專業提能、團隊共進」為核心目標，通過為期兩天的高強度系統化培訓，為客服團隊注入了服務升級的新動能。訓練營內容緊密圍繞客戶體驗優化與服務質量提升，強化專業能力的同時，注重團隊協作與溝通效能的增強，助力客服人員在數智化服務場景中實現能力突破與價值成長，進一步夯實了「以客戶為中心」的服務文化根基。



#### 4.4.2 Complaint Management

Hengan has fully implemented the customer complaint management system and formulated a series of customer complaint management policies such as the *Requirements for Customer Complaint Analysis Report* (《顧客投訴分析報表要求》), *Service Standards for Customer Complaint Specialists* (《客訴專員服務標準》) and *Follow-up Visit System for Customer Complaint Specialists* (《客訴專員回訪制度》). Besides, Hengan has also set customer complaint rate targets for the performance and modules of various products such as allergies, urine leakage, waist sticker problems, and mosquitoes, and incorporated the customer complaint rate level into the quality performance evaluation of relevant departments, so as to effectively reduce the complaint rate.

#### 4.4.2 投訴管理

恒安全面推行客戶投訴管理體系，通過《顧客投訴分析報表要求》《客訴專員服務標準》《客訴專員回訪制度》等管理制度，針對過敏、漏尿、腰貼問題、蚊蟲等各項產品性能和模塊的質量問題設置客訴率目標，並將客訴率水平納入相關部門質量績效考核中，以降低客訴率。



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To standardize and improve the process of consumer feedback and complaint handling by responsible departments, the Group has formulated the *Control Procedures for Handling External Quality Incidents and Accidents* (《外部質量事件事故處置控制程序》), clarifying the hierarchical and categorical handling process of complaints and the responsible departments. We have also opened various complaint channels such as the 800/400 service hotline, emails, letters and the new media network platform, and set up customer complaint specialists to collect the complaint information from all channels to realize the timely and proper handling of consumer complaints. During the Reporting Period, the complaint acceptance rate of the Group was 0.689 cases per 10,000 standard containers (excluding allergy-related complaints).

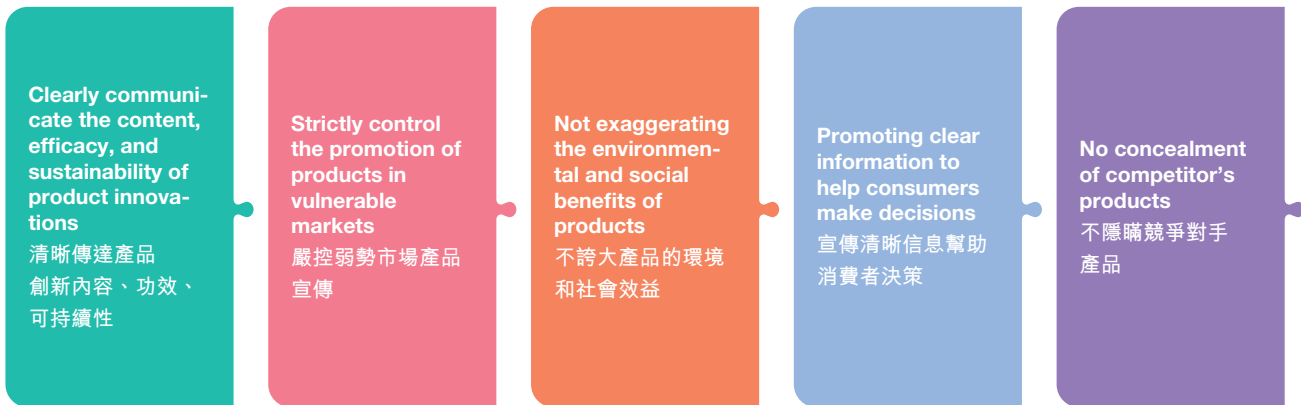
### 4.4.3 Responsible Marketing

Hengan strictly abides by the *Advertising Law of the People's Republic of China* (《中華人民共和國廣告法》) and other laws and regulations, and has formulated and released the *Responsible Marketing Policies* (《負責任營銷政策》) to regulate the implementation of relevant measures. We strictly comply with business ethics and social responsibilities in product and service promotion, to ensure that the information delivered to consumers and society is fair and credible, establishing corporate credibility and social reputation, and maintaining and enhancing the brand image.

為規範和完善消費者問題反饋及責任部門投訴處理流程，本集團根據《外部質量事件事故處置控制程序》明確投訴的分級分類處理流程與責任部門，開放800/400服務電話、郵件、信件、新媒體網絡平台等多種投訴渠道，並設置客訴專員收集各渠道的投訴信息，實現消費者投訴的及時妥善處理。報告期內，本集團接收投訴率為0.689例/萬標箱(不含過敏)。

### 4.4.3 責任營銷

恒安嚴格遵守《中華人民共和國廣告法》等國家法律法規的相關規定，制定並發佈了《負責任營銷政策》規定相關措施的實施，在推廣產品服務時嚴格遵循商業倫理和社會責任，確保向消費者與社會傳遞的信息公平可信，建立企業可信度和社會聲譽，同時維護和增強品牌形象。



Five Steps to Responsible Marketing  
負責任營銷五項措施



# Environmental, Social And Governance Report

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We regard product packaging as an essential channel for product promotion, through which we can convey the concept, core values and characteristics of the brand, and help consumers better understand the product and brand. In 2025, adhering to the principle of being highly responsible towards consumers, we revised and optimized the *Management System for Product Packaging Spray/Print Code Marking* (《產品包裝噴打碼標識管理制度》), further standardizing the management of product packaging markings to ensure the authenticity and accuracy of product information.

### 5. EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT

Hengan International firmly believes that in the pursuit of excellence, people represent the most valuable asset of an enterprise. We are committed to fostering an equitable, secure, and growth-oriented environment where every employee can grow and realize their potential. Based on our continuous efforts in talent development and management innovation, Hengan International was honored with the “Top 30 Professional Employers for Excellence and Innovation” award in 2025. This not only affirms our talent strategy but also witnesses our “people-oriented” corporate philosophy. Moving forward, Hengan will continue to cultivate talent base, sustain organizational vitality, and rally like-minded partners to achieve sustainable development goals.

#### 5.1 Equal and Compliant Employment

##### 5.1.1 Compliant Employment

Guided by its “people-oriented” core development philosophy, Hengan International strictly abides by laws and regulations such as the *Labor Law of the People's Republic of China* (《中華人民共和國勞動法》), the *Labor Contract Law of the People's Republic of China* (《中華人民共和國勞動合同法》), the *Trade Union Law of the People's Republic of China* (《中華人民共和國工會法》), and the *Law of the People's Republic of China on Protection of Minors* (《中華人民共和國未成年人保護法》). Building upon this, we have improved the *Human Resources Management Policy* (《人力資源管理制度》) to strengthen the foundation for compliance management.

To improve the efficiency of recruitment management, we proactively advance digital innovation and have established a unified online process platform for the recruitment business of the Group. This data-driven platform enables digital full-process closed-loop management from the release of recruitment needs to the collection of onboarding information, significantly enhancing recruitment efficiency. Meanwhile, we build a tiered and shared mechanism of the talent pool to further optimize talent resource allocation, injecting sustained vitality into the Group's sustainable development.

我們將產品包裝視為產品宣傳的重要渠道，通過包裝傳達我們品牌的理念、核心價值和特點，並幫助消費者更好地了解產品和品牌。2025年，秉持對消費者高度負責的原則，我們修訂並優化了《產品包裝噴打碼標識管理制度》，進一步規範產品包裝標識管理，確保產品信息真實準確。

### 5. 恒心聚力，安育人才沃土

恒安國際深信，在追求卓越的道路上，人的價值是企業最珍貴的資產。我們致力於打造一個平等、安全、充滿成長機遇的環境，讓每一位員工都能在這裡紮根成長、發光發熱。基於在人才發展與管理創新上的持續努力，本集團於2025年榮膺「專業僱主卓越創新TOP30」獎項，這不僅是對我們人才戰略的認可，更是對我們「以人為本」企業初心的見證。未來，恒安將繼續深耕人才沃土，持續激發組織活力，為實現可持續發展目標凝聚更多志同道合的力量。

#### 5.1 平等僱傭 合規為綱

##### 5.1.1 合規僱傭

恒安國際秉持「以人為本」的核心發展理念，在招聘中嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《中華人民共和國工會法》《中華人民共和國未成年人保護法》等法律法規，並在此基礎上持續完善內部《人力資源管理制度》，夯實合規管理根基。

為提升招聘管理效能，我們積極推動數字化創新，構建了本集團統一的招聘業務線上流程平台。該平台以數據驅動為核心，實現了從招聘需求發佈到入職信息採集的全流程數字化閉環管理，顯著提升了招聘效率。同時，我們通過建立人才庫分級與共享機制，進一步優化人才資源配置，為本集團可持續發展注入長效活力。



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Hengan consistently operates on a legal and compliant basis, with the protection of employee rights and interests at the core of corporate management. We strictly adhere to national laws and regulations when signing labor contracts with all employees, clearly defining the rights and obligations of both parties. We are firmly committed to not terminating employment arbitrarily, ensuring that workers' legitimate rights and interests are fully protected. As of the end of the Reporting Period, the contract signing rate for employees in the Group was 100%.

To foster harmonious and stable labor relations, we have established a dedicated labor dispute mediation committee. This committee serves as a bridge when disputes arise between employees and the company regarding matters such as the fulfillment of labor contracts or the implementation of rules and regulations. Through impartial and efficient communication and coordination, it facilitates appropriate resolutions. This mechanism further strengthens the foundation of trust and collaboration within the enterprise and supports sustainable human resource management.

### 5.1.2 Protection of Human Rights

Hengan International regards respect for and protection of human rights as the cornerstone of its sustainable development. We fully respect and refer to internationally recognized human rights principles such as the *Universal Declaration of Human Rights* (《世界人權宣言》) and the *Declaration on Fundamental Principles and Rights at Work* (《關於工作中的基本原則和權利宣言》). Furthermore, we have released the *Human Rights Policy* (《人權政策》), which covers core elements including prohibition of child labor and forced labor, anti-discrimination, anti-harassment, and protection of freedom of association and collective bargaining. This policy applies to all employees (including full-time employees, dispatched employees, part-time employees and interns) and covers the entire business operation process. We not only conduct regular assessments and review of our own performance but also actively promote extended responsibility throughout the value chain. We require suppliers, partners, and other stakeholders to adhere to this policy, working together to build a responsible business ecosystem.

恒安始終堅持以合法合規為基礎，將保障員工權益作為企業管理的核心。我們嚴格按照國家法律法規與所有員工簽訂勞動合同，明確雙方的權利義務，並鄭重承諾不隨意解聘員工，確保勞動者合法權益得到充分保護。截至報告期末，本集團員工勞動合同簽訂率為100%。

為持續構建和諧穩定的勞動關係，我們專門設立了勞動爭議調解委員會。該委員會在員工與企業就勞動合同履行、規章制度執行等事項產生爭議時，積極發揮橋樑作用，通過公正、高效的溝通協調，推動爭議妥善解決，進一步鞏固了企業內部信任與協作的基礎，為實現可持續的人力資源管理注入穩定與溫度。

### 5.1.2 人權保障

恒安國際將尊重與保障人權視為企業可持續發展的基石。我們充分尊重並參考《世界人權宣言》《關於工作中的基本原則和權利宣言》等國際公認的人權原則，發佈《人權政策》，涵蓋杜絕童工與強迫勞動、反歧視反騷擾、保障自由結社與集體談判權等核心內容，覆蓋全體員工（包括正式員工、派遣員工、兼職員工及實習員工）及商業運營全過程。我們不僅對自身履行情況進行定期評估與審核，更積極推動價值鏈責任延伸，要求供應商、合作夥伴等利益相關方共同遵守此政策，攜手構建負責任的商業生態。



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In 2025, we conducted five human rights-related factory reviews to continuously review and enhance our human rights practices. During the audit, we conducted risk identification in human rights areas such as working hours, wages, benefits, health, safety and hygiene. For the identified issues, we put forward rectification suggestions, clarified responsible persons, and promoted systematic regular reviews. As of the end of the Reporting Period, all issues identified during these reviews were followed up with the submission of corrective action plans, ensuring an effective closed-loop management of human rights. Through concrete actions, we fulfill our commitment to respecting human dignity and rights in a comprehensive manner.

### ✿ Prohibition of Child Labor and Forced Labor

We resolutely prohibit child labor and forced labor practices, and have established clear prohibition policies and strict information management mechanisms to ensure comprehensive oversight throughout all processes. Upon discovery of any such incidents, the Group will immediately initiate internal investigation procedures, and promptly report to the Human Resources Department. Meanwhile, we will simultaneously coordinate with regulatory authorities such as labor and public security departments to address the incident in accordance with regulations and fulfill our corporate responsibilities. We also explicitly stipulate in the *Human Resources Management Policy* (《人力資源管理制度》) that rest shall be guaranteed for employees, and overtime is generally discouraged and avoided whenever possible. When overtime is required for work purposes, employees must apply for and obtain approval for overtime work in advance and get overtime pay or time off in accordance with the law to fully safeguard employees' legitimate rights and interests.

### ✿ Anti-discrimination and Anti-harassment

Hengan International firmly adheres to a "zero tolerance" principle against all forms of discrimination and harassment in its business operations. We have issued the *Anti-discrimination and Anti-harassment Policy* (《反歧視反騷擾政策》) to systematically build a respectful, equitable and safe work environment. We are committed to not discriminating against employees and job applicants due to race, religious belief, gender, age, sexual orientation, disability, nationality, etc., and to ensuring equal opportunities and equal pay for all employees. In addition, we provide a reporting channel for employees encountering harassment or discrimination incidents. We will conduct a prompt, thorough, and fair investigation upon receiving a complaint and implement corresponding corrective and disciplinary measures. The information of all victims or complainants is protected during the investigation process. In 2025, no violations related to discrimination or harassment were reported within the Group.

2025年，我們通過開展5次人權相關驗廠審核，持續檢視與提升人權實踐水平。審核中，我們圍繞工時工資福利、健康安全衛生等人權領域開展風險識別，針對發現的問題點提出整改建議、明確責任人，並推動系統性定期審查。截至報告期末，所有審核發現事項均已完成整改資料提交，確保人權管理閉環有效落地，以實際行動兌現對人的尊嚴與權利的全方位承諾。

### ✿ 杜絕童工與強迫勞動

我們承諾堅決杜絕童工與強迫勞動行為，並已制定明確的禁止政策與嚴格的信息管理機制，確保監督全流程覆蓋。一旦發現相關情況，本集團將立即啟動內部調查程序，第一時間上報人力資源部門，並同步協同勞動、公安等監管部門，依規妥善處理，切實履行企業責任。我們在《人力資源管理制度》中明確規定保障員工合理休息，原則上不鼓勵加班，並儘量避免加班。如確因工作需要，員工須提前申請並經批准，加班期間將依法支付相應加班工資或安排調休，全面保障員工合法權益。

### ✿ 反歧視反騷擾

恒安國際在企業運營中堅定奉行對一切形式的歧視與騷擾的「零容忍」原則，並發佈《反歧視反騷擾政策》，系統構建尊重、平等、安全的工作環境。我們承諾不因種族、宗教信仰、性別、年齡、性取向、殘疾、國籍等歧視員工和求職者，且所有員工機會平等、同工同酬。此外，我們為員工提供了遭遇騷擾或歧視事件的舉報途徑，在收到投訴後將進行迅速、徹底和公正的調查，並實施相應的糾正和處罰措施。所有受害者或投訴者的信息在調查過程中均受到保護。2025年，本集團未發生反歧視反騷擾相關違規事件。



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### ✿ Protection of Freedom of Association and Collective Bargaining

Hengan firmly supports and actively protects employees' freedom of association and collective bargaining, which we recognize as essential cornerstones for fostering harmonious labor relations and advancing corporate sustainable development. Internally, we explicitly safeguard employees' rights to participate in independent labor unions and collective bargaining in accordance with the law. In practice, we have established robust communication mechanisms to encourage employees to voice their concerns and needs through lawful channels, thereby achieving mutual benefits. As of the end of the Reporting Period, the Group's rate of employee collective agreements and membership was 100%.

Hengan integrates the human rights philosophy as a vital element of its corporate culture. We incorporate relevant content into the pre-employment training system for employees and promote human rights-related propaganda on the "Hengan Red Home", official account in WeChat. In doing so, all employees can deeply understand and practice the Company's human rights philosophy, integrating an awareness of human rights into their daily conduct and work processes.

### 5.1.3 Equality and Diversity

Hengan International actively upholds the core values of equality, diversity, and inclusion, and is committed to fostering a work environment that respects differences and unleashes potential. We not only strictly comply with relevant national laws and regulations, but also advance targeted measures to care for and support employees from diverse backgrounds.

### ✿ Caring for Female Employees

We work on both hardware facilities and soft environment to promote gender equality and women's career development in an all-round way. We adhere to the principles of fairness, justice, and inclusiveness, and recruit talents taking job adaptability as the core standard. We provide equal employment opportunities for female job seekers, and ensure that every capable and aspiring woman can find a stage to showcase herself in the Company. We also fully consider the special needs of female employees during the maternity and breastfeeding period. We set up well-equipped baby-sitting rooms and breastfeeding rooms in a cosy environment to help them better balance work and family life. Additionally, we conduct annual monitoring and disclosure of our gender pay gap, demonstrating our commitment to achieving gender pay equality. During this Reporting Period, the overall salary ratio of male to female employees in the Group was 1:0.9.

### ✿ 保障自由結社與集體談判權

恒安堅定支持並積極維護員工的結社自由與集體談判權，將此視為構建和諧勞動關係、推動企業可持續發展的重要基石。我們不僅在企業內部明確保障員工依法參與獨立工會及集體協商的權利，更在實際運作中建立健全溝通機制，鼓勵員工通過合法途徑表達訴求，實現共贏。截至報告期末，集團已實現100%的員工集體協議簽訂率與工會入會率。

恒安將人權理念作為企業文化的重要組成部分，將相關內容納入員工入職前培訓體系，並在企業微信的「恒安紅色家園」公眾號推送人權相關宣傳，使全體員工深刻理解並踐行公司的人權理念，推動人權意識融入日常行為與工作流程。

### 5.1.3 平等多元

恒安國際積極踐行平等、多元與包容的核心價值，致力於構建一個尊重差異、激發潛能的工作環境。我們不僅嚴格遵守國家相關法律法規，更主動推進各項針對性措施，全面關愛並支持不同背景的員工群體。

### ✿ 女性員工關懷

我們從硬件設施與軟性環境兩方面著手，全方位推動性別平等與女性職業發展。我們秉持公平、公正、包容的原則，以崗位適應性為核心標準，在招聘環節廣納賢才，為女性求職者提供平等的就業機會，確保每一位有能力、有抱負的女性都能在公司找到施展才華的舞台。我們亦充分考慮女性員工在生育哺乳期的特殊需求，設置配備齊全和環境溫馨的育嬰室與哺乳室，幫助她們更好地平衡工作與家庭生活。此外，我們每年就性別薪酬比的情況進行監測與披露，致力於實現性別薪酬平等。報告期內，本集團整體男女員工薪酬比為1:0.9。



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Baby-sitting Room and Breastfeeding Room  
育嬰室及哺乳室

### ❁ Caring for Disabled Employees

We actively assist disadvantaged groups in integrating into the society, providing a broad range of career development opportunities for people with disabilities through diversified job placement. Through systematic job design and appropriate placement, we have established diverse career pathways for employees with disabilities. These include roles such as packaging personnel, equipment operators, production line supervisors, security personnel, cooks, account managers, customer service team leaders, and engineers, enabling them to realize their own values. In 2025, we employed 73 disabled employees, accounting for 0.32% of total workforce.

### ❁ Caring for Local Employees

We have always adhered to the concept of being rooted in the local community and giving back to society. Under suitable conditions, we prioritize the hiring of local employees and continue to increase the proportion of local employees employed. Thus, we can create more high-quality local employment opportunities, and actively promote a win-win situation for business growth and the development of local talents. In 2025, the local employment rate of employees in the customer service center and order center of the headquarters in Anhui, Jinjiang reached more than 70%.

### ❁ 殘疾員工關懷

我們積極助力弱勢群體融入社會，通過多元化的崗位設置，為殘障人士提供了廣闊的職業發展空間。我們通過系統性崗位設計與合理適配，為殘障員工開闢多元發展通道，涵蓋包裝人員、設備操作人員、產線線長、安保、炊事員、客戶經理、客服組長、工程師等多個崗位，幫助他們實現自身價值。2025年，我們共僱傭73名殘障人士，佔員工總數的0.32%。

### ❁ 本地員工關懷

我們始終秉持立足當地、回饋社會的理念，在條件適宜的情況下，優先僱傭經營地員工，致力於持續提升本地員工僱傭比例，為當地創造更多高質量就業崗位，積極推動企業業務增長與本地人才發展實現互利共贏。以晉江安海總部服務中心和訂單中心為例，2025年，中心員工本地化用工率達到70%以上。



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### ✿ *Caring for Ethnic Minority Employees*

Hengan places a high priority on respecting cultural diversity and promoting ethnic unity. We actively create an open and friendly work environment, ensuring that employees from all ethnic groups enjoy equal development opportunities and respect within the Group. For instance, at our production base in Xinjiang, we have specially established a halal canteen. It strictly adheres to Islamic dietary regulations and prohibits the use of forbidden ingredients, thereby safeguarding the halal dietary needs of our ethnic minority employees. This ensures that every employee experiences the Group's humanistic care and cultural respect within the workplace. As of the end of the Reporting Period, ethnic minority employees accounted for 5.98% of the Group's workforce, becoming a vital force in driving business development and cultural integration.

## 5.2 Thoughtful Care and Welfare Benefits

### 5.2.1 Remuneration and Benefits

Hengan views employee remuneration and benefits as a core driver for the organization's sustainable development. We continuously optimize the remuneration structure and incentive system by formulating the *Remuneration Management Policy* (《薪酬管理規定》). At the same time, we have implemented the "Target Wage" system, which closely links the remuneration system with the job duties and mission objectives of employees. We resolutely uphold the management principles of fairness, reasonableness, and legal compliance, and adhere to equal pay for equal work, which is a fundamental commitment of our remuneration system.

To enhance the effectiveness of remuneration incentives, we optimize salary planning based on local salary levels and living standards of employees and combined with skill level evaluations. With these efforts, we are committed to building a fair, reasonable, and competitive remuneration system, ensuring employees can maintain a decent standard of living. In performance management, we strictly adhere to the principles of objectivity, fairness, and strategic alignment. Focusing on key quantitative indicators such as output, sales, and utilization rates, we have established a four-step closed-loop management process of "indicator setting, data collection, result feedback, and application implementation". We conduct systematic assessments annually, and integrate assessment outcomes with remuneration incentives to drive mutual value creation through shared growth between employees and the enterprise.

### ✿ 少數民族員工關懷

恒安將尊重文化多樣性、促進民族團結置於重要位置。我們積極營造開放、友善的工作環境，充分尊重各族員工的飲食習慣與風俗文化，確保每一位員工都能獲得平等的發展機會與深切的歸屬感，共同推動集團在團結協作中持續進步。截至報告期末，集團內部少數民族員工佔比已達5.98%，成為推動企業發展與文化共融的重要力量。

## 5.2 暖心關懷 福利保障

### 5.2.1 薪酬福利

恒安將員工薪酬福利視為驅動組織可持續發展的核心動力。我們持續優化薪酬架構與激勵體系，通過制定《薪酬管理規定》，推行「目標工資薪酬」制度，確保薪酬緊密關聯崗位職責與任務目標，堅決貫徹公平合理、合法合規的管理原則，其中男女同工同酬是本集團薪酬體系的基本承諾。

為強化薪酬的激勵效能，我們綜合考量地方薪資水平與生活水平，同時結合技能等級評審，持續優化薪資規劃，著力構建既公平合理又具有市場競爭力的薪酬體系，保障員工的體面生活。在績效管理方面，我們嚴格遵循客觀公正、戰略協同的原則，聚焦產量、銷售、利用率等關鍵量化指標，建立「指標設定 — 數據採集 — 結果反饋 — 應用落地」的四步閉環管理流程，以年度為週期開展系統評估，並將評估結果與薪酬激勵結合，推動員工與企業在共同成長中實現價值共贏。



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The well-being of employees is the driving force behind Hengan's talent management system. While strictly adhering to national statutory holiday arrangements, we have enhanced the holiday duty allowance and attendance compensation mechanisms, ensuring employees enjoy paid annual leave and demonstrating our sincere care for their contributions. In addition to statutory benefits, we also provide all employees with a variety of non-remuneration welfare measures for work-life balance, considering the different customs, management practices, and employee needs in each of our operating locations. In 2025, we further refined the *Family Visit Management Policy* (《探親管理制度》), revising the frequency and standards for reimbursement of travelling expenses for family visits to better align with employees' actual needs. This reflects the Company's value concept of "people-oriented and caring support". Moreover, to further drive organizational vitality, we have launched an equity incentive plan, covering more than 1,000 employees.

員工福祉是恒安人才戰略體系的動力源泉。我們在嚴格執行國家法定節假日休假安排的基礎上，完善假期值班補貼與出勤慰問機制，並確保員工休完其應享的帶薪年假，彰顯對員工貢獻的真誠關懷。同時除法定福利外，我們充分結合各運營所在地的習俗特點、管理實踐與員工需求，提供多樣化的非薪酬福利措施，推動工作與生活平衡的實現。2025年，我們進一步優化《探親管理制度》，修訂探親路費報銷次數與標準更加貼合員工實際需要，傳遞了企業「以人為本、溫情相伴」的價值理念。此外，為進一步激發組織活力，我們推出期權激勵計劃，覆蓋員工數超過1,000人。



Hengan International's Welfare System  
恒安國際福利體系



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### 5.2.2 Care and Communication

Hengan consistently prioritizes the holistic development and well-being of its employees in corporate management. We are committed to building a support system for employees characterized by “growth with care, warm communication, and powerful assistance”. This approach has significantly enhanced employees’ sense of belonging and cohesion, vividly practicing the corporate mission of “Growing with you for a better life”.

#### ✿ Employee Activities

We continuously organize various and informative employee care activities, including themed holiday celebrations, birthday gatherings, and various cultural and sports competitions. We also provide a range of recreational facilities such as basketball courts, table tennis rooms, chess and card rooms, and internet lounges. These efforts help employees alleviate work-related stress and promote physical and mental health. Furthermore, through these interactive experiences, we enhance team cohesion and a sense of belonging, contributing to fostering a vibrant and cohesive workplace atmosphere.

### 5.2.2 關懷溝通

恒安始終將員工的全面發展與幸福感提升置於企業管理的重要位置，致力於構建「成長有關懷、溝通有溫度、幫扶有力量」的員工支持體系，增強了員工的歸屬感與凝聚力，生動踐行了「追求健康，你我一起成長」的企業使命。

#### ✿ 員工活動

我們持續開展形式多樣、內容豐富的員工關懷活動，如主題節日慶祝、生日關懷派對、各類文體競賽等，並配備籃球場、乒乓球室、棋牌區及網絡休閒空間等多樣化文體設施，有助於員工緩解工作壓力、促進身心健康，更在互動中深化了團隊默契與歸屬感，持續營造充滿活力、凝聚人心的職場氛圍。

### Hengan International Successfully Held the Fifth Family Day Event

#### 恒安國際第五屆家庭日活動圓滿舉辦

In June 2025, Hengan held the fifth Family Day event themed “Vibrant Hengan, Joy Together”. The event attracted active participation from 48 employee families, involving approximately 140 employees and their children. The atmosphere was warm and lively, filled with laughter and joy. The event featured talent shows, a heart-to-heart relay race, paper cup stacking challenge, eco-friendly relay games, creative workshops, and other diverse activities. Through fun collaboration and parent-child interaction, family members worked together to overcome challenges and create wonderful memories.

2025年6月，恒安舉辦以「活力恒安歡樂相伴」為主題的第五屆家庭日活動。本次活動共吸引48組員工家庭、約140名員工及子女積極參與，現場氣氛溫馨熱烈，歡聲笑語不斷。活動中設置了才藝展示、心相印搬運賽、紙杯接力塔、環保接力賽、創意工坊等多元環節，通過趣味協作與親子互動，讓家庭成員在合作挑戰中共創美好回憶。





# Environmental, Social And Governance Report

## 環境、社會及管治報告

### Hengan International Successfully Concluded the 25th “Hengan Cup” Basketball Tournament

恒安國際第二十五屆「恒安杯」籃球賽圓滿落幕

To promote the corporate spirit of “Integrity, Diligence, Innovation, Dedication”, Hengan successfully hosted the 25<sup>th</sup> “Hengan Cup” Basketball Tournament in 2025. The event attracted seven teams, and the Operation Management team secured the championship through outstanding performance after fierce competition over 12 nights. Enthusiastic spectators contributed to a lively atmosphere, showcasing the uplifting spirit of Hengan employees.

為弘揚「誠信、拼搏、創新、奉獻」的企業精神，恒安於2025年成功舉辦第二十五屆「恒安杯」籃球賽。本屆賽事共吸引7支隊伍參賽，歷經12個夜晚的激烈角逐，運營管理隊憑藉出色表現奪得冠軍，現場觀眾熱情參與，氣氛熱烈，展現出恒安人昂揚向上的精神面貌。



### Hengan International’s Women’s Day Event in 2025

恒安國際2025年「三八」婦女節活動

On 8 March 2025, the Group organized diverse activities themed “Unite Women’s Power” to convey heartfelt care to female employees and to foster an organizational atmosphere that respects women and supports their growth. The event focused on two key dimensions: mental health empowerment and heartfelt interaction. A special lecture on “Stress Management and Adjustment for Employees in the New Era” was held, which systematically analyzed sources of stress and introduced practical adjustment methods to help enhance psychological resilience among female employees. Meanwhile, the Group presented each female employee with flowers and a festive message reading “Love yourself, shine brilliantly”, conveying warm wishes. An innovatively designed interactive activity, the “Elevator Compliment Mirror”, was also introduced. This encouraged female employees to capture confident selfies and write motivational messages, fostering positive energy through self-affirmation and mutual encouragement.

2025年3月8日，本集團以「凝聚『她』力量」為主題，開展系列豐富多彩的「三八」婦女節活動，向女性員工傳遞溫暖關懷，營造尊重女性、支持成長的良好組織氛圍。活動內容涵蓋心理健康賦能與溫情互動兩大維度，開展「新時代職工的壓力管理與調適」專題講座，系統解析壓力來源並教授實用調節方法，助力女性員工提升心理韌性；本集團同步為每位女性員工送上鮮花與「愛自己的花，閃閃亮亮」的節日寄語，傳遞溫暖祝福。活動中創意設置的「電梯誇誇鏡」互動環節，鼓勵女性員工留下自信影像並書寫激勵話語，在自我肯定與彼此鼓舞中凝聚積極能量。



# Environmental, Social And Governance Report

## 環境、社會及管治報告



### Hengan International Successfully Conducted the 2025 Summer Childcare Program 恒安國際2025年職工子女暑托班成功舉辦

Hengan organized a summer childcare program for employees' children during the summer break in 2025. The program addressed the childcare needs of employee families, and represented a key measure by the Group's labor union to deepen employee care and fulfill the principle of "bringing tangible benefits to people". By providing systematic childcare services and diverse educational activities, the program not only alleviated employees' concerns about "childcare challenges" but also supported children's joyful learning and holistic development during the holidays. Employees expressed that such considerate services make them feel the Company's warmth and support, allowing them to focus more on their work.

恒安於2025年暑期承辦職工子女暑托班，聚焦職工家庭暑期看護需求，是本集團工會深化員工關懷、落實「我為群眾辦實事」的重要舉措。通過提供系統化的看護服務與豐富的課程活動，暑托班不僅切實解決了職工「帶娃難」的後顧之憂，也助力孩子們在假期中快樂學習、全面成長。職工們紛紛表示，此類貼心服務讓他們感受到企業的溫暖與支持，更能安心投入工作。

#### Employee Communication

We place great importance on maintaining open internal communication channels. Employees are encouraged to raise their own demands and reasonable suggestions through diversified communication channels, including phone calls, corporate WeChat, email, and surveys. Additionally, they can directly interact with management through new employee orientation meetings, veteran employee forums, and management trainee interview and performance review meetings, thereby facilitating issue resolution and organizational collaboration. During the Reporting Period, the Group implemented a "1+1+1" interview mechanism, which requires each leader to conduct at least one interview with employees for no less than one hour per month. This initiative ensures continuous attention to employees' growth and development needs, driving mutual progress for the organization and individuals.

In response to the constructive suggestions made by employees, the relevant department heads will deal with them in a timely manner or formulate improvement plans to ensure all concerns are properly handled.

#### 員工溝通

我們高度重視內部溝通機制的暢通性，員工可通過電話、企業微信、郵箱、問卷等多元化的溝通渠道，提出自身訴求以及合理化意見，也可以通過新員工組織見面會、老員工會組織座談會、管培生面談述職會議等形式，與管理層直接互動，推動問題解決與組織協同。報告期內，本集團實施「1+1+1」面談機制，要求每位領導每月與員工進行1次不少於1小時的面談交流，持續關注員工成長與發展需求，推動組織與個人共同進步。

針對員工提出的建設性意見，相關部門負責人將進行及時處理或制定改進計劃，以確保所有訴求得到妥善處理。



# Environmental, Social And Governance Report

## 環境、社會及管治報告



New Employee Orientation Meeting  
新員工見面會



Veteran Employee Forum  
老員工座談會



Management Trainee Interview and Performance Review Meeting  
管培生面談述職會議



"1+1+1" Interview  
「1+1+1」面談



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### Employee Assistance

To convey corporate warmth and strengthen the humanistic care system, Hengan continuously enhances its family support mechanisms for employees and actively implements targeted assistance for employees in difficulty. In 2025, we provided assistance through scholarship subsidies and condolences to employees in difficulty, with a total of around RMB410,000. These efforts not only alleviated practical challenges faced by employees' families but also reflected Hengan's commitment to the principle of "people-oriented, growing together". This ensures that every contribution is recognized and every need is met, continuously strengthening the organizational cohesion embodied in our motto of "Hengan Care, One Family".

### 5.3 Talent Cultivation for Shared Growth

Hengan firmly believes that talent is the fundamental driving force behind corporate development, and consistently prioritizes employee development and empowerment at a strategic level. By establishing a systematic, multi-tiered talent development and training system, we are dedicated to helping every employee achieve continuous career growth and value enhancement. This not only helps employees reach their personal career goals but also provides various talents for the Company's sustainable development.

### 員工幫扶

為傳遞企業溫度、築牢人文關懷體系，恒安持續深化員工家庭支持機制，積極落實困難員工精準幫扶工作。2025年，我們通過助學補助、發放困難員工慰問金等形式，累計補助金額達41萬元人民幣，不僅緩解了員工家庭的實際困難，更彰顯了恒安「以人為本、攜手共行」的責任擔當，讓每一份付出都被看見、每一份需要都被回應，持續凝聚「恒安心•一家親」的組織向心力。

### 5.3 育才賦能 成長共進

恒安深信人才是企業發展的根本驅動力，始終將員工的育才賦能置於戰略高度。通過建立系統化、多層次的人才發展與培養體系，我們致力於幫助每一位員工實現職業生涯的持續成長與價值提升，不僅助力員工實現個人職業目標，更為企業可持續發展注入了源源不斷的人才活力。



# Environmental, Social And Governance Report

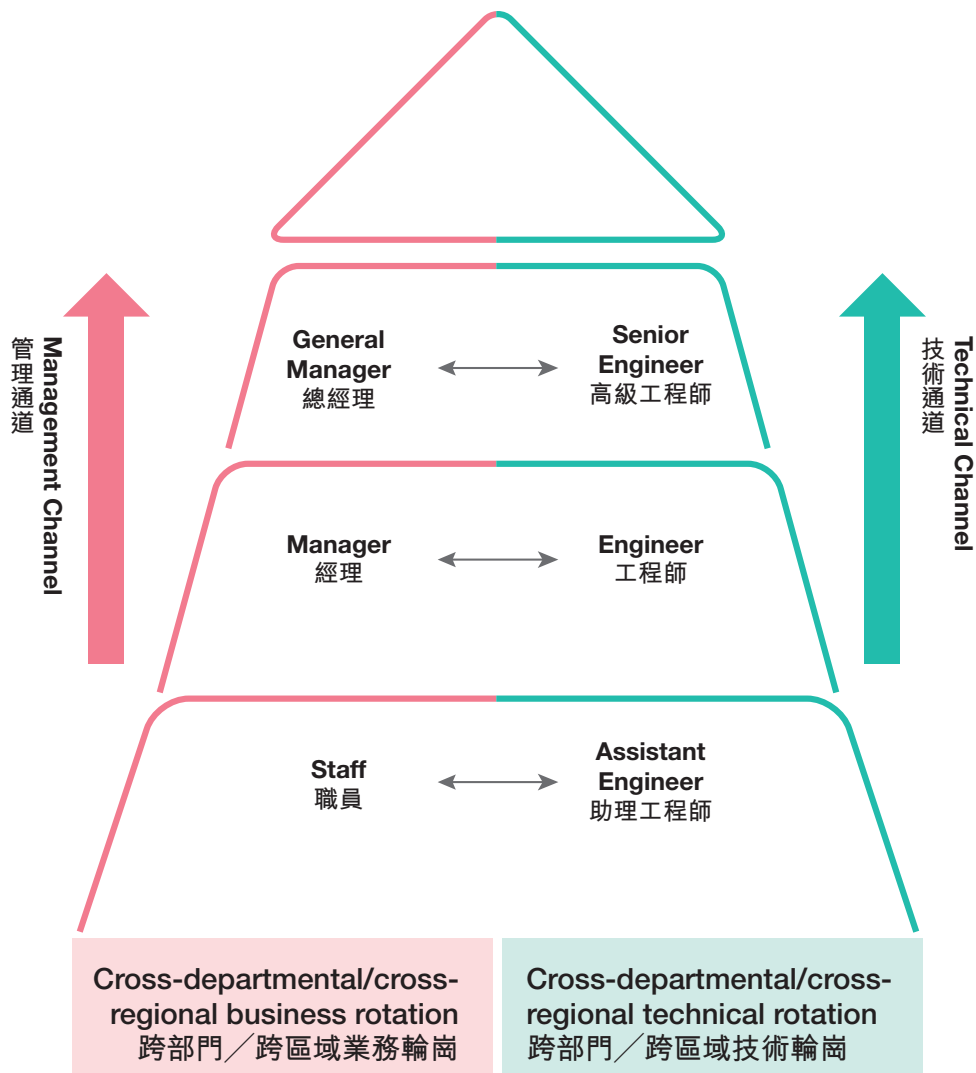
## 環境、社會及管治報告

### 5.3.1 Talent Development

The Company continuously taps into the potential of its employees, promoting the continuous growth of talents. We have formulated the *Management Framework for Hengan Group's Talent Development System* (《培養體系管理架構》) and established a “dual-channel career development system”, to provide a diversified development platform for employees. The system involves the internal management promotion channel for competitive recruitment and the technical promotion channel for evaluation of professional technology, knowledge and skills. In doing so, we ensure the fairness and transparency of the talent selection. In 2025, 562 management employees were promoted in Hengan.

### 5.3.1 人才發展

本集團持續激發員工潛力，促進人才的持續成長。我們制定《培養體系管理架構》，構建「雙通道職業發展體系」，即競聘上崗的內部管理晉升通道和以專業技術、知識技能進行評審的技術晉升通道，為員工提供了多元化的職業發展路徑，確保了人才選拔過程的公正性與透明度。2025年，恒安管理崗位內部晉升人數為562人。



Employee Career Development Path Diagram  
員工職業發展路徑示意圖



# Environmental, Social And Governance Report

## 環境、社會及管治報告

To propel the steady advancement of the talent strategy, we carry out a talent inventory among current employees. This comprehensive assessment encompasses five dimensions: performance evaluation, capability assessment, value assessment, leadership assessment, and nature. Through these evaluations, we conduct an overall talent analysis and identify high-potential talents, thereby establishing a scientific and reasonable echelon building plan.

The Group has established a scientific performance management system. The Group conducts monthly, quarterly and annual performance appraisals for its employees on a result-oriented basis, and conducts comprehensive competency assessments with reference to the daily work attitudes and collaboration skills, so as to create an incentive mechanism that is a win-win situation for both the employees and the development of the enterprise. Meanwhile, in order to ensure the fairness and impartiality, the Group has established a performance complaint mechanism, whereby employees can raise objections to the results of the performance evaluation and communicate with the Human Resources Department or their departments. We take employees' appeals seriously, provide timely feedback, and ensure the openness and transparency of the performance management process.

### 5.3.2 Talent Cultivation

The Group is committed to empowering employees' continuous growth through a systematic, professional, and digital cultivation system. We have developed and implemented the *Hengan Group Training Management Regulations* (《恒安集團培訓管理規定》), and established a tiered and categorized training mechanism that covers management roles, specialists and new-generations employees. Through customized course and program design, we precisely match the competency development needs of different positions. In terms of training methods, we advance a mechanism that integrates online and offline approaches and coordinates the development of instructor management with course resources. In particular, we actively build a digital learning system and talent development pathways. Leveraging the "Hengan International Online Learning Platform for New Employees", we provide employees with flexible, convenient and rich learning resources to facilitate knowledge renewal and skill enhancement.

To continuously optimize the effectiveness of cultivation, we have established a regular training effectiveness evaluation and feedback mechanism. Through methods such as course evaluation, competency assessment, and performance tracking, we comprehensively review training outcomes. Based on these efforts, we continuously adjust and improve the cultivation content and methods to ensure that talent development work aligns with business needs and the actual growth of employees. In 2025, we invested over RMB17.25 million in employee education and training initiatives. By continually increasing investment in learning resources and platform development, we not only provide strong support for employees' career development but also lay a solid talent foundation for the Group's strategic advancement and sustainable development.

為推動企業人才戰略穩步前行，我們開展在職員工人才盤點工作，從績效評估、能力評估、價值觀評估、領導力評估和性質五個維度展開全面評估，進行整體人才分析並識別高潛人才，構建科學合理的人才梯隊建設規劃。

本集團構建科學的績效管理體系，通過月度、季度、年度結果性考評，結合日常工作態度、協作能力等過程表現，全面評估員工綜合能力，打造員工與企業雙贏的激勵機制。同時，為確保公平公正，我們設立績效申訴機制，員工對評估結果有異議時，可與人力部門或所在部門溝通，我們對員工的申訴予以認真對待，及時給予反饋，確保績效管理過程公開透明。

### 5.3.2 人才培養

本集團致力於通過系統化、專業化、數字化的培育體系，賦能員工持續成長。我們制定並實施《恒安集團培訓管理規定》，建立覆蓋管理類、專業類及新生代員工的分層分類培養機制，通過定制化課程與項目設計，精準匹配不同崗位能力發展需求。在培訓模式上，我們推進線上與線下相結合、講師管理與課程資源建設協同發展的機制，特別是積極構建數字化學習體系與人才培養路徑，依託「恒安國際新員工在線學習平台」，為員工提供靈活便捷、內容豐富的學習資源，助力知識更新與技能提升。

為持續優化培養成效，我們建立了定期培訓效果評估與反饋機制，通過課程評價、能力測評及績效追蹤等方式，全面回顧培訓成果，並據此不斷調整與完善培養內容與方法，確保人才發展工作貼合業務需求與員工成長實際。2025年，我們在員工教育培訓方面累計投入超過1,725萬元人民幣，持續加大學習資源與平台建設投入，不僅為員工職業發展提供有力支持，也為本集團戰略推進和可持續發展奠定堅實的人才基礎。



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Hengan International Talent Cultivation System  
恒安集團人才培養體系

Type 類型	Object 對象	Course System 課程體系	Training Program 培養項目	Cultivation Method 培養方式	
Management 管理類	Pilotage programme talents 領航人才	Series training for middle and high level management 中層管理者系列培訓	<b>Pilotage Programme</b> (Current General Manager + Reserve Director) 「領航計劃」 (現任總經理 + 總監儲備)	<b>Project Customisation</b> 項目定制 <b>Special Operation</b> 專項運營 <b>Coaching</b> 教練輔導 <b>Action Learning</b> 行動學習 <b>Book Sharing</b> 讀書分享 <b>Personal IDP</b> 個人IDP <b>Job Rotation Training</b> 輪崗歷練 <b>1+1+1 Interview</b> 70/20/10 <b>1+1+1 Interview</b> 70/20/10 <b>School-enterprise Cooperation</b> 校企合作	
	Hidden Dragon programme talents 潛龍人才	Series training for mid level management 中層管理者系列培訓	<b>Hidden Dragon Programme</b> (New General Manager + Reserve General Manager) 「潛龍計劃」 (新任總經理 + 總經理儲備)		
Specialty 專業類	Key sequence talents 關鍵序列	Professional skills enhancement for key sequence (commerce/e-commerce/category production/supply chain/financial) 關鍵序列專業技能提升 (商貿/電商/品類生產/供應鏈/財務)	<b>Gannet Project</b> (commerce/e-commerce/category production/supply chain/financial) 「大雁計劃」 (商貿/電商/品類生產/供應鏈/財務)		
	In-house Instructors 講師梯隊	Professional skills enhancement for In-house Instructors 內部講師專業技能提升	<b>In-house Trainer Ladder Training Programme</b> 內訓師梯隊培養項目		
	Key sequence talents 關鍵序列	Professional skills development for key sequence (commerce/e-commerce/category production/supply chain/financial) 關鍵序列專業技能開發 (商貿/電商/品類生產/供應鏈/財務)	<b>Learning map development</b> (commerce/e-commerce/category production/supply chain/financial) 學習地圖開發工作坊 (商貿/電商/品類生產/供應鏈/財務)		
	General Series 通用系列	Trainings for basic/general skills 基礎/通用技能類培訓	<b>Basic/general skills specialised upgrading</b> 基礎/通用技能專項提升		
New Generation 新生代	Campus Recruitment 校園招聘	Training for management trainee 管理培訓生培訓	<b>Future Star Plan</b> 「未來之星計劃」		
	Social Recruitment 社會招聘	Induction training for new employees 新員工入職培訓	<b>New corner 90-Day programme</b> 「新人90天計劃」		
Training management + online learning Platform building 培訓管理+線上學習平台建設					
Lecturer management + course management 講師管理+課程管理					
Talent management system building (Talent Planning/Talent Selection/Talent Inventory/Assessment and Motivation/Training and Development/Promotion and Elimination) 人才管理機制建設 (人才規劃/人才選拔/人才盤點/考核激勵/培養發展/晉升淘汰)					



# Environmental, Social And Governance Report

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### Hengan International's "Efficiency Vanguard Training Camp"

恒安國際「效率先鋒訓練營」

In 2025, the Group officially launched the "Efficiency Vanguard Training Camp", bringing together 271 digital backbone personnel from various departments. Named "Vanguard" and guided by "Efficiency Transformation", this training camp adopted a growth model combining "training coaching + skill sharing + practical application". Through a blended online and offline learning approach, it conducted three-phase systematic training centered on Feishu collaboration tools. Ultimately, it produced over 200 multi-dimensional spreadsheets tailored to business scenarios and 50 high-quality AI application scenario solutions. Participants gained deep proficiency in integrating digital tools with business scenarios, achieving remarkable results in solving practical work challenges and enhancing collaborative efficiency. The training camp served not only as a platform for skill empowerment but also as a crucial carrier for driving organizational digital mindset transformation and activating internal change forces. It laid a talent foundation for the Group's ongoing efforts to build a highly collaborative and agile digital organization.

2025年，本集團「效率先鋒訓練營」正式啟動，來自各部門的271名數字化骨幹集結啟程。本次訓練營以「先鋒」為名，以「效能變革」為導向，採用「培訓輔導+技能分享+實踐應用」相結合的成長模式，通過線上線下混合式學習，圍繞飛書協同工具進行三階段系統訓練，最終產出200多個貼合業務場景的多維表格和50個優質AI應用場景方案，深度掌握數字化工具應用與業務場景融合能力，在解決實際工作痛點、提升協同效率方面取得顯著成效。訓練營不僅是技能賦能的平台，更成為推動組織數字化思維轉型、激活內生變革力量的重要載體，為本集團持續打造高效協同、敏捷響應的數字化組織奠定了人才基礎。





# Environmental, Social And Governance Report

## 環境、社會及管治報告

### Xiamen University's Executive Development Program (EDP)

#### 恒安與廈門大學合作中高層管理者培養項目(EDP)

To systematically enhance the strategic thinking and comprehensive leadership of middle and high-level managers, the Group and Xiamen University EDP Center jointly designed and implemented the third phase of the leadership development program. Building upon the successful experience of the previous two phases, this phase focused on three core modules: "Managing People, Managing Tasks, Managing Oneself". It deeply integrated the cultivation logic of "Learning, Doing, Reflecting" to establish a structured and practical learning cycle. Through the three-in-one cultivation approach of systematic courses, practical actions, and deep reflection, 54 middle and high-level managers engaged in classical theories, excellent practices, and their own experiences. This effectively advanced the evolution of management concepts and enhanced strategic execution capabilities, providing sustained organizational wisdom and leadership momentum for the Group's high-quality development.

為系統提升中高層管理者戰略思維與綜合領導力，本集團與廈門大學聯合設計並實施了第三期領導力發展EDP項目。在總結前兩期成功經驗的基礎上，本期項目聚焦「管人、管事、管自己」三大核心模塊，深度融合「學、行、思」培養邏輯，構建了結構化、實戰化的學習閉環。54位中高層管理者通過系統課程、實戰行動、深度反思三位一體的培養方式，持續與經典理論對話、與優秀實踐對話、與自身經驗對話，有效推動了管理理念迭代與戰略執行能力提升，為本集團高質量發展注入了持續的組織智慧與領導動能。





# Environmental, Social And Governance Report

## 環境、社會及管治報告

Hengan regards internal knowledge accumulation and capability development as crucial pillars for talent development. To this end, we have established a systematic internal trainer training mechanism. We actively encourage managers with rich management experience and professional expertise to serve as “internal trainers”, thereby promoting the extensive dissemination and sharing of practical wisdom within the organization. We have formulated and implemented the *Hengan Group Internal Trainer Management Regulations* (《恒安集團內部培訓師管理辦法》), which clearly defines the selection, cultivation, and incentive system for internal trainers. Concurrently, a dedicated training fund has been established to support internal trainers in attending external learning and professional enhancement programs. This helps them strengthen their theoretical foundation, broaden their professional horizon, and continuously improve their teaching quality and knowledge transfer value. As of the end of the Reporting Period, the Group had cultivated 2,688 qualified internal trainers through public recruitment and trial lectures, covering multiple business areas and functional levels.

恒安將組織內部知識沉澱與能力傳承視為人才發展的重要支柱，為此我們建立起系統化的內訓師培養機制，積極鼓勵具備豐富管理經驗和專業能力的管理者擔任「內訓師」，推動實踐智慧在組織內部廣泛傳播與共享。我們制定並落實《恒安集團內部培訓師管理辦法》，明確內訓師的選拔、培養與激勵體系，同時設立專項培訓基金，支持內訓師參與外部學習與專業提升項目，幫助他們夯實理論基礎、拓展專業視野，持續提升授課質量與知識傳遞價值。截至報告期末，本集團通過公開招聘、試講選拔等方式，已培養2,688名合格內訓師，覆蓋多業務領域與職能層級。

### Hengan International Successfully Launched the “Upward Growth” Internal Trainer Training Camp

恒安國際「向上生長」內部講師訓練營圓滿舉辦

In 2025, Hengan Innovation Academy successfully launched the “Upward Growth Series: Internal Trainer Training Camp”. 34 internal trainers from various business segments of the Group gathered together. Focusing on two core modules of “Curriculum Design and Development” and “Teaching Skill Enhancement”, the training camp systematically improved participants’ course development capabilities and teaching presentation skills through diverse formats such as case analysis, practical exercises, and interactive workshops. This training not only focused on the learning of methodologies and the application of tools but also emphasized the extraction of internal knowledge and experience and the delivery of value. It assisted the trainer team in transitioning their role from “experience holders” to “knowledge enablers”, injecting professional expertise into the Company’s knowledge accumulation and continuous talent growth.

2025年，恒安創新學堂成功開展「向上生長系列之內部講師訓練營」。來自本集團各業務板塊的34位內部講師齊聚一堂，圍繞「課程設計與開發」與「授課技巧提升」兩大核心模塊，通過案例解析、實戰演練、互動研討等多種形式，系統提升了課程開發能力與教學呈現水平。本次培訓不僅注重方法論的學習與工具的應用，更強調內部知識經驗的萃取與價值傳遞，助力講師隊伍實現從「經驗持有者」到「知識賦能者」的角色轉變，為企業知識沉澱與人才持續成長注入專業力量。





# Environmental, Social And Governance Report

## 環境、社會及管治報告

We adhere to deeply integrating employee growth with corporate development, committed to creating continuous learning and self-improvement opportunities and platforms for every employee. We encourage employees to pursue higher education and provide comprehensive support, including tuition assistance, learning resources, and time allocation. This enables employees to achieve dual advancement in academic enhancement and career development.

The Group actively explores and deeply engages in university-enterprise cooperation models. Through initiatives such as co-developing curricula, joint training programs, and establishing practical training bases, we have launched specialized courses on campus. Leveraging the academic resources and research capabilities of colleges and universities, we not only provide students with industry-oriented training opportunities but also build forward-looking channels for the enterprise to attract outstanding young talent and enhance the professional competence of workforce. This approach provides continuous intellectual support for the Group's sustainable innovation and high-quality development. In 2025, to elevate the professional competence of in-service employees and provide a platform for their academic development, the Group officially launched a Mechanical and Electrical Engineering undergraduate program and a Business Administration undergraduate program in cooperation with Sanming University and Huaqiao University. The Mechanical and Electrical Engineering undergraduate program enrolled 37 students, and the Business Administration undergraduate program enrolled 26 students.

Meanwhile, to enhance frontline employees' vocational skills and safety operation capabilities, the Group reimburses the fees for production staff taking professional skill examinations related to safety production. This initiative encourages employees to proactively upgrade their professional qualifications and consistently strengthen their awareness of safety compliance and practical operational capabilities, laying a solid talent foundation for building a safe, efficient, and sustainable production system.

我們堅持將員工成長與企業發展深度融合，致力於為每一位員工創造持續學習和自我提升的機會與平台，並鼓勵員工積極追求更高層次的教育，並為其提供包括學費資助、學習資源、時間支持等在內的全方位資源配套，助力員工實現學歷提升與職業發展的雙向賦能。

本集團積極探索並深入開展校企合作模式，通過共建課程、聯合培養、設立實訓基地等形式，在校園內開設專項課堂。借助高校的學術資源與科研力量，我們不僅為在校學生提供了面向產業實踐的培訓機會，也為企業吸納優秀青年人才、提升員工隊伍的專業素養構建了前瞻性渠道，為本集團可持續創新與高質量發展注入了源源不斷的智慧支持。2025年，為提升在職員工專業水平，給予員工學歷發展平台，本集團與三明學院、華僑大學合作的機電專業本科班及工商管理本科班正式開班，其中機電本科班共37名學員，工商管理本科班共26名學員。

同時，為持續提升一線員工的職業技能與安全操作水平，本集團對生產崗位員工參加安全生產相關專業技能考試的費用予以報銷，激勵員工主動提升專業素質，持續強化安全合規意識與实操能力，為構建安全、高效、可持續的生產體系奠定堅實的人才基礎。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### 5.4 Safety First and Health Priority

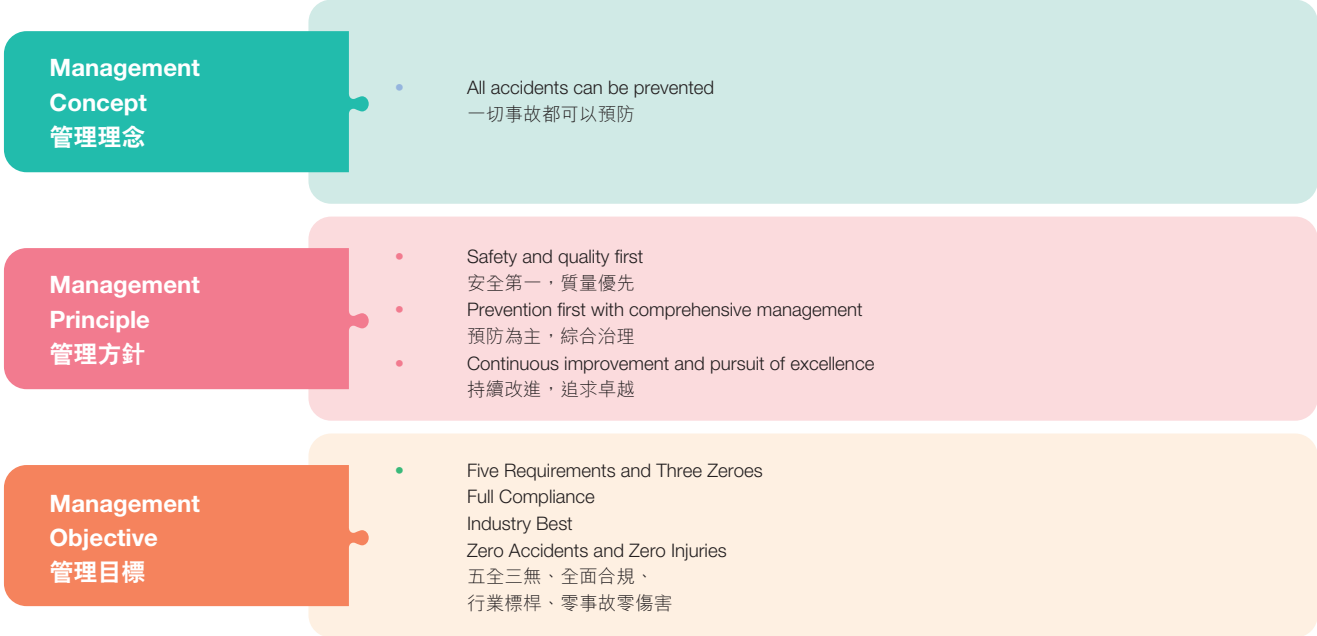
#### 5.4.1 Strategic System

Hengan International prioritizes employee health and production safety in its operational management. We strictly adhere to laws and regulations such as the *Work Safety Law of the People's Republic of China* (《中華人民共和國安全生產法》) and the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases* (《職業病防治法》). The philosophy of "All accidents can be prevented" is integrated throughout our entire safety management process. Based on full communication with employees or their representatives, we have established a comprehensive safety management system by formulating and rigorously implementing a series of internal regulations including the *Comprehensive Safety Management System* (《全面安全管理制度》), the *Administrative Provisions on Maintenance of Fire-fighting Policy* (《消防維保管理規定》), the *Employee Occupational Health Management Measures* (《員工職業健康管理辦法》), and the *Safety, Health and Environment Management Measures for Contractors* (《承包商安健環管理辦法》). This ensures continuous improvement in safety performance while maintaining compliance across all operations, creating a healthy, safe, and sustainable working environment for employees and solidifying the foundation of corporate responsibility for high-quality development.

### 5.4 安全第一 健康為本

#### 5.4.1 戰略體系

恒安國際將員工健康與生產安全置於運營管理的首要位置。我們嚴格遵守《中華人民共和國安全生產法》《中華人民共和國職業病防治法》等法律法規，並將「一切事故都可以預防」的理念貫穿於安全管理全過程。在與員工或員工代表充分溝通的基礎上，通過制定並嚴格執行《全面安全管理制度》《消防維保管理規定》《員工職業健康管理辦法》《承包商安健環管理辦法》等一系列內部制度，我們構建了覆蓋全流程的安全管理體系，確保各項工作在合規基礎上不斷提升安全績效，為員工創造健康、安全、可持續的工作環境，夯實企業高質量發展的責任基石。



### Comprehensive Safety Management Philosophy, Policies, and Objectives

#### 全面安全管理理念、方針和目標



# Environmental, Social And Governance Report

## 環境、社會及管治報告

We have systematically formulated a “Three-Step” comprehensive safety management strategy. It aims to drive the continuous improvement of the Company’s safety management through structured, phased safety capacity building. In 2025, we successfully entered the third phase of strategy implementation, advancing steadily towards the goal of establishing a global benchmark in safety management. During the Reporting Period, 30 companies within the Group that meet the certification criteria established an ISO 45001 Occupational Health and Safety Management System and obtained third-party certification. This milestone signifies that our occupational health and safety management has achieved systematic and internationally recognized high-standard operation.

我們系統制定「三步走」全面安全管理戰略，旨在通過結構化、階段性的安全能力建設，推動企業安全管理水平持續提升。2025年，我們已成功邁入戰略實施的第三階段，朝著建立世界安全管理標桿的目標紮實前進。報告期內，本集團30家生產公司建立ISO45001職業健康安全管理体系並通過第三方認證，標誌著我們在職業健康與安全管理上實現了系統化、國際化的高標準運作。



Comprehensive Safety Management Strategy  
全面安全管理戰略

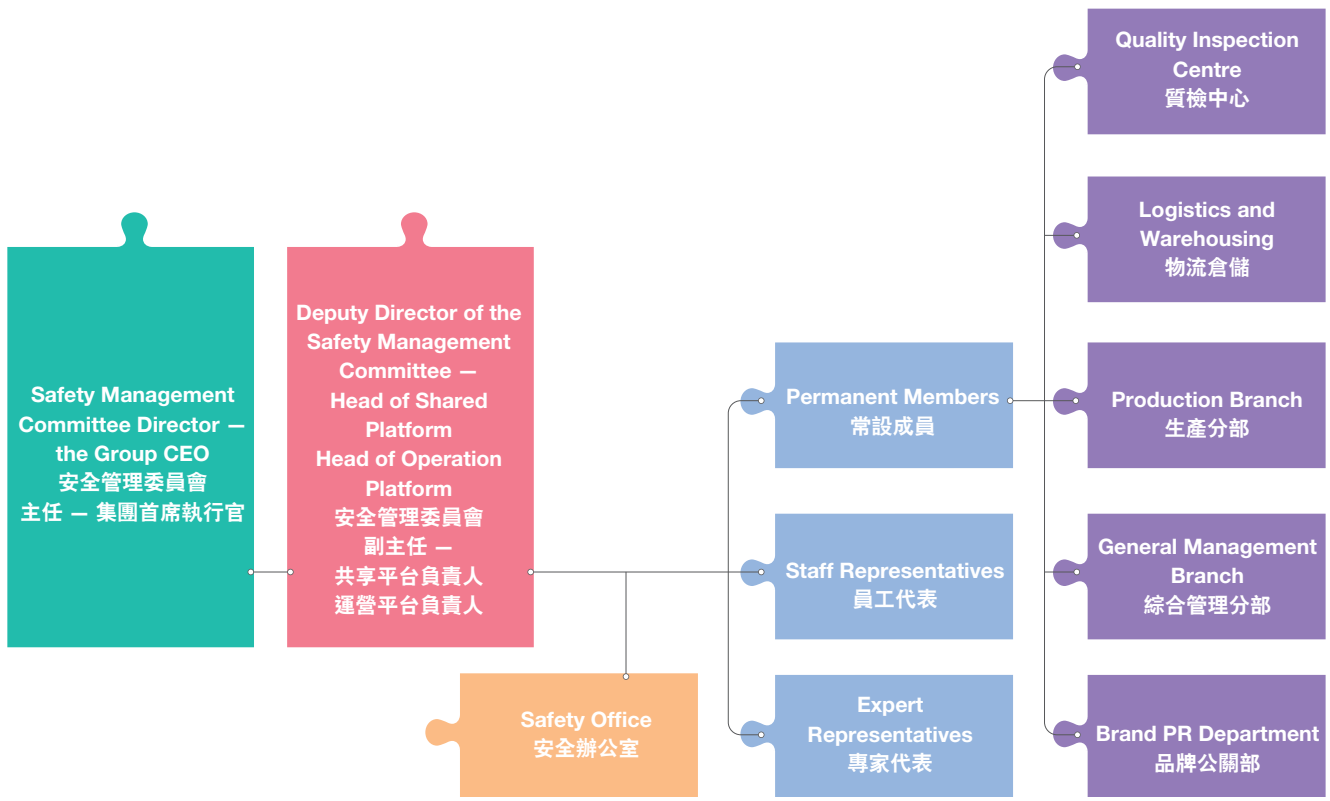


# Environmental, Social And Governance Report

## 環境、社會及管治報告

We have established a Safety Management Committee, with the Group CEO serving as the director, to comprehensively lead safety work, make decisions on major safety issues and organize quarterly safety meetings for all production companies. In doing so, we can understand the progress of safety production work in each production company, the issues that require coordination from the Group and lay out key tasks for specific stages. The Safety Office, as the executive body of the committee, is responsible for organizing monthly safety meetings, annual and semi-annual safety reporting meetings, and supervising the implementation of various safety work. In 2025, there were no major violations or accidents related to health and safety in the Group.

我們成立安全管理委員會，由本集團首席執行官擔任主任，負責全面領導安全工作，決策重大安全事項，每季度召開全國生產公司安全工作會議，了解各生產公司安全生產工作開展情況及需要本集團協調解決的問題、以及佈置階段性重點工作。安全辦公室作為安全管理委員會的執行機構，負責組織安全月例會、安全年度和半年度匯報會，監督各項安全工作的落地實施情況。2025年，本集團未發生與健康及安全相關的重大違規事故。



Safety Management Framework  
安全管理架構



# Environmental, Social And Governance Report

## 環境、社會及管治報告

To ensure the implementation of responsibilities, we require the director of Safety Management Committee and each safety responsibility entity must clearly understand their own safety responsibilities, sign a safety management target responsibility statement annually to clarify specific indicators and assessment requirements, thereby promoting the effective implementation of annual safety goals. We have established a comprehensive incentive and constraint mechanism. We commend and reward collectives and individuals who excel in safety management and achieve significant results, and criticize and punish departments and relevant responsible personnel who trigger comprehensive safety red lines or fail to achieve comprehensive safety production targets. This serves to urge all responsible entities to maintain a high level of attention to safety work. In addition, to improve the performance assessment of safety management personnel, we have developed the “Hengzhi Patrol” system, setting daily patrol routes and tasks, and reporting safety inspection situations.

### 5.4.2 Safety Assurance

#### Risk Assessment

Hengan regards safety management as the cornerstone of its operations. By establishing a full-cycle management system encompassing “risk assessment, inspection supervision, accident handling”, we systematically prevent and control risks to ensure personnel safety and production stability. In 2025, to strengthen the risk identification capabilities of all employees, the Group upgraded its safety hazard reporting process to a Feishu multi-dimensional spreadsheet reporting model by leveraging the Feishu platform. By optimizing content structure and streamlining operational procedures, we significantly enhanced the convenience and motivation for employees to report hazards. This has enabled the instant collection and closed-loop management of safety hazards, driving the evolution of our safety management towards a model characterized by proactive prevention, data-driven insights, and collective governance by all employees. This approach has tangibly improved the efficiency of hazard resolution, reduced the risk of incidents, and fortified the people-centered defense line for the Company’s sustainable development.

為確保責任落實，我們要求安全管理委員會主任和各安全責任主體清晰認知自身安全職責，每年簽訂安全管理目標責任狀，明確具體指標和考核要求，以此推動年度安全目標的有效落實。我們構建完善的激勵與約束機制，對於在安全管理工作中表現突出、積極取得顯著成績的集體和相關人員，給予及時表彰和獎勵；而對於觸發全面安全紅黃線或未能達成全面安全生產目標的部門及相關責任人員，則嚴格給予批評和處罰，以此督促各責任主體時刻保持對安全工作的高度重視。此外，為完善安全管理人員績效考核，我們開發「恒智巡」系統，設置每日巡查路線及任務，上報安全點檢情況。

### 5.4.2 安全保障

#### 風險評估

恒安將安全管理視為運營根基，通過構建涵蓋「風險評估、檢查監督、事故處理」的全週期管理體系，系統化防控風險、保障人員安全與生產穩定。2025年，為強化全員參與的風險識別能力，本集團依託飛書平台，將安全隱患提報流程升級為飛書多維表格提報模式，通過優化內容結構、簡化操作流程，顯著提升了員工上報隱患的便捷性與積極性，實現安全隱患的即時收集與閉環管理，推動安全管理向主動預防、數據驅動、全員共治的模式演進，切實提升隱患解決效率，降低事故風險，築牢企業可持續發展的人本防線。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### Risk assessment

#### 風險評估

Identify and assess unacceptable risks in the safety, health, and environmental field, form a major safety, health, and environmental risk list for each department, and work on safety analysis and planned work observations based on this. For special risks, we strictly classify and evaluate according to requirements, generate detailed *Risk Assessment Reports* (《風險評估報告》), thereby effectively promoting plans and actions to reduce risks and achieving effective identification and control of original risks;

識別並評估安健環領域的不可接受風險，形成各部門重大安健環風險清單，並以此為依據開展工作安全分析、有計劃工作觀察等活動。針對專項風險，嚴格按照要求進行分類評估，生成詳盡的《風險評估報告》，從而有效推動降低風險的計劃與行動，實現對原始風險的有效辨識與控制；

### Inspection supervision

#### 檢查監督

Based on relevant laws and regulations of safety, health, and environmental protection, safety technology management standards, and the major safety, health, and environmental risk sources list, comprehensive safety, health, and environmental inspections are conducted through a combination of regular, special, seasonal, and daily inspections. The inspection content covers multiple dimensions such as equipment maintenance, mechanical protection isolation, and safety operation procedures. Additionally, at least one flyover inspection is conducted for each production company every year. After the inspection, the inspection team conducts data statistics and root cause analysis, proposes requirements for rectification and corrective measures, and continuously monitors and supervises to ensure effective problem resolution;

依據安健環相關法律法規、安全技術管理標準以及重大安健環危險源清單，採用定期、專項、季節性和日常相結合的方式，全方位開展安健環檢查。檢查內容涵蓋設備維護、機械防護隔離、安全操作規程等多個維度，同時每年對各生產公司至少進行一次飛行檢查。檢查結束後，由檢查小組進行數據統計與原因分析，提出整改和糾正措施要求，並持續跟蹤監督，確保問題得到有效解決；

### Accident handling

#### 事故處理

Establish the *Regulations for Safety Accident Handling Management* (《安全事故處理管理規定》), and establish a comprehensive process for handling occupational injuries. Comprehensive safety representatives, within one week of an occupational injury, promptly organize or assist in analyzing and investigating the causes of the incident based on their authority, identifying responsibilities, formulating rectification plans according to their authority, and ensure that employees receive treatment promptly after an injury.

制定《安全事故處理管理規定》，建立完善的工傷處理流程，全面安全代表將在工傷發生一週內依據權限迅速組織或協助開展原因調查分析，明確事故責任，制定整改方案，確保員工在遭受工傷後能夠在第一時間得到妥善治療。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### ✿ Safety Production

Since 2018, the Group has systematically advanced its comprehensive safety management program. Through multiple initiatives including establishing benchmark production lines for work safety, implementing targeted safety assistance, and continuously refining standardized operating procedures, we have comprehensively enhanced safety control throughout the production and manufacturing processes. For instance, in some accident-prone bases, we have launched targeted safety assistance initiatives to help them accurately identify management weaknesses and systematically improve risk prevention and control mechanisms. Meanwhile, the Group has fully implemented the *Work Team Safety Production Management Measures* (《班組安全生產管理辦法》) and rigorously enforced the “Three Inspections per Shift” system. This strengthens on-site safety responsibilities at the team level and drives the focus of safety management downward and the defense line forward.

To extend the boundaries of safety control, we have formulated the *Safety, Health and Environment Management Measures for Contractors* (《承包商安健環管理辦法》), which explicitly requires strict review of contractor qualifications and mandates all contractors to sign the safety management agreement. This integrates contractor operations into a unified safety, health, and environment control system, ensuring consistent internal and external safety management standards and shared responsibility.

### ✿ 安全生產

自2018年起，本集團系統推進全面安全管理項目，通過構建安全生產標桿生產線、實施精準安全幫扶、持續完善標準化作業規範等多項舉措，全面提升生產製造過程的安全管控水平。例如針對部分事故多發基地，我們深入開展專項安全幫扶行動，協助其精準識別管理薄弱環節，系統性完善風險防控機制。同時，本集團全面落實《班組安全生產管理辦法》，嚴格執行「一班三檢」制度，強化班組現場安全責任，推動安全管理重心下沉、防線前移。

為延伸安全管控邊界，我們制定《承包商安健環管理辦法》以強化承包商安全管理，明確規定必須嚴格審查承包商資質，且要求所有承包商均需簽訂安全管理協議，將承包商作業納入統一的安健環管控體系，確保內外安全管理標準一致、責任共擔。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### Safety Benchmark Production Line

#### 安全標桿生產線

In 2025, the Group extended the Safety Benchmark Production Line to its production bases in Wuhu, Xiaogan, Shandong, Hunan, Sichuan, Chongqing and Zhejiang. The benchmark line is systematically built around four core dimensions: “Personnel, Environment, Material, and Management”:

2025年，本集團將安全標桿生產線推廣至蕪湖、孝感、山東、湖南、四川、重慶及浙江生產基地，該標桿生產線圍繞「人、環、物、管」四大核心維度系統構建：

#### Personnel: Enhancing safety awareness

##### 人：提升人員安全素養

Conduct training on proper attire and personal protective equipment (PPE) wearing, individual safety capabilities and essential knowledge and skills in emergencies, and implement firm-wide “Three Violations” actions to elevate personnel’s safety awareness, attitude, knowledge, and skills;

開展引導人員正確著裝和正確個人防護裝備(PPE)穿戴、個人安全能力及應急應知應會培訓、全員「反三違」行動等，提高人員安全意識、態度、知識、技能；

#### Environment: Optimizing the safety environment

##### 環：優化安全環境

Optimize safety/fire escape route layouts, strengthen 3S management, and enhance various visualized safety signs to solve environmental congestion and visible hazards;

開展優化安全／消防通道佈局、強化3S管理及各類安全標識目視化等，改善環境擁堵和危險可視狀況；

#### Material: Strengthening equipment safeguard

##### 物：強化設備防護

Install safety guard panels and interlocks on equipment, modify tools and equipment for hazardous parts and manage their usage to enhance the intrinsic safety of equipment and operations;

對設備加裝安全防護門板罩和聯鎖、對危險部位進行工器具改造和使用管理，提升設備和操作的本質安全；

#### Management: Refining management mechanisms

##### 管：完善管理機制

Conduct training on job risk disclosure and safe operating procedures for hazardous processes, and implement the “Three Inspections per Shift” management system to improve self-management capabilities of workshops and teams and ensure the effective implementation of the “Three Inspections” system.

開展崗位風險告知、危險工序安全操作規程培訓及一班三檢管理，提升車間及班組自我管理能力和確保三檢制度落地。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### Occupational Health Protection

We place employee health at the core of our safety production system, and adopt systematic and multi-dimensional protection measures. We are committed to creating a safe, healthy, and harmonious working environment for our employees and comprehensively safeguarding their occupational health. During the Reporting Period, the Group continued to improve its health management system. By strengthening environmental monitoring at workplaces, providing effective protective equipment, and organizing regular health examinations, we enhanced employees' capacity to resist various occupational hazards.

### 職業健康防護

我們將員工健康置於安全生產體系的核心位置，採取系統化、多維度的保障措施，致力於為員工營造安全、健康、和諧的工作環境，全面守護員工職業健康。報告期內，本集團持續完善健康管理體系，通過強化作業場所環境監測、配備有效防護裝備、組織定期健康體檢等方式，增強員工抵禦各類職業危害的能力。

#### Occupational hazard protection 職業危害防護

- Formulate the *Personal Protective Equipment (PPE) Management Measures* (《個人防護裝備(PPE)管理辦法》) to standardize the use process for employees  
制定《個人防護裝備(PPE)管理辦法》以規範員工使用流程
- Annually inspect and evaluate workplaces with occupational disease hazards, commission third-party testing companies to detect occupational disease hazard factors, and track the treatment and rectification of hidden dangers  
每年檢測評價有職業病危害的工作場所，委託第三方檢測生產公司職業病危害因素，跟蹤隱患治理與整改
- Install dust removal and exhaust systems for dust and waste gas facilities, control noise sources, and use protective equipment for transmission or use  
為產塵和廢氣設施安裝除塵排氣裝置，控制噪音源、傳播或使用防護用品

#### Employee health protection 員工健康保障

- Arrange annual occupational health check-ups and issue reports, and transfer employees suspected of having occupational diseases from their posts  
安排年度職業健康體檢並出具報告，調疑似職業病員工離崗
- Conduct corresponding occupational health examinations based on different occupational disease hazard factors, such as noise, dust, and high temperatures  
根據不同職業病危害因素進行對應項目的職業病體檢，如噪音、粉塵、高溫等
- Regularly distribute labor protection supplies and supervise and educate on the correct use and wearing of them  
定期發放勞保用品，監督教育正確佩戴使用
- Purchase group commercial insurance for special types of work, including coverage for accidental injury, serious illness, and other types of insurance  
購買團體特殊工種商業保險，含意外傷害、重疾等多種險種

#### Mental health care 心理健康關懷

- The labor union irregularly organizes mental health management activities and invites experts to conduct psychological stress-relief lectures  
工會不定期組織心理健康管理活動，邀請專家開展心理解壓講座

Occupational Health and Protection Measures  
職業健康防護舉措



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### 5.4.3 Safety Awareness

#### ✿ Training and Publicity

Continuous education and empowerment are the fundamental ways to enhance risk awareness and emergency response capabilities across the entire workforce. The Group has established a systematic safety training system to ensure that safety awareness is internalized and safety skills are externalized into actions. We strictly require new hires and employees transferring positions to complete pre-job training before commencing work. We also provide ongoing safety training for existing employees to reinforce the awareness of safety red lines. Furthermore, we require comprehensive safety training for contractors before they enter the factory. For resident contractors, we regularly carry out safety training and hold safety assessments annually. For contractors who fail the assessment or are unable to make improvements despite repeated training during the management process, we will include them in the blacklist to comprehensively ensure the safety of the Company's operational environment. In 2025, a total of 72,241 hours of safety training were completed by employees.

### 5.4.3 安全意識

#### ✿ 培訓宣貫

持續的教育與賦能是提升全員風險認知與應急能力的根本路徑。本集團建立了系統安全培訓體系，確保安全意識內化於心、安全技能外化於行。我們嚴格要求新入職員工及轉崗員工需進行崗前培訓，培訓合格後方可上崗，並對在職人員持續開展崗位安全培訓，時刻樹牢安全紅線意識。同時我們也要求對承包商進廠前進行全面的安全教育培訓；針對常駐承包商，我們定期開展安全教育培訓，每年組織安全考核，對考核不合格或在管理過程中屢教不改的承包商，將其納入黑名單管理，以此全方位保障公司作業環境安全。2025年，員工參與安全培訓共計72,241小時。

### Occupational First Aid Certification Training

#### 職業急救取證培訓

In 2025, Hengan organized occupational first aid certification training, aiming to cultivate every employee into a "first responder" in the workplace. The training strictly adhered to national standards, covering core skills such as Cardiopulmonary Resuscitation (CPR), the use of Automated External Defibrillators (AEDs), trauma first aid, and the handling of common medical emergencies. Through a model of "theoretical learning + simulated practice + strict assessment", it ensures that participants not only acquire knowledge but also develop practical operational capabilities and confidence in providing aid. Those who pass the assessment will receive an officially recognized first aid responder certificate.

2025年，恒安組織開展職業急救取證培訓，旨在將每一位員工培養成為工作場所的「第一響應人」。培訓嚴格按照國家標準，內容涵蓋心肺復甦(CPR)、自動體外除顫器(AED)使用、創傷急救及常見急症處置等核心技能。通過「理論學習+模擬實操+嚴格考核」的模式，確保參訓員工不僅掌握知識，更能具備實際操作能力與施救信心。考核合格者將獲得官方認可的急救員資格證書。





# Environmental, Social And Governance Report

## 環境、社會及管治報告

### 🌱 Emergency Drills

Hengan International strictly complies with the *Guidelines for Enterprises to Develop Emergency Response Plan for Work Place Accidents* (《生產經營單位安全生產事故應急預案編製導則》) (GB/T 29639-2020), and systematically develops and continuously improves the *Comprehensive Emergency Response Plan for Production Safety Accidents (including Special Projects)* (《生產安全事故綜合應急預案(含專項)》). This plan system establishes clear emergency response procedures and responsibility assignments for major risks including hazardous chemicals, fire explosions, and dust explosions. Building on this, the Group regularly conducts practical emergency drills. By simulating real accident scenarios, these drills test the feasibility of the plans, refine command mechanisms, improve employees' emergency response and coordination capabilities, and strengthen the enterprise's practical readiness to respond to emergencies.

### 🌱 應急演練

恒安國際嚴格遵循《生產經營單位安全生產事故應急預案編製導則》(GB/T 29639-2020)，系統編製並持續完善《生產安全事故綜合應急預案(含專項)》。該預案體系針對危險化學品、火災爆炸、粉塵涉爆等重大風險，明確了清晰的應急響應流程與職責分工。在此基礎上，本集團定期組織開展實戰化應急演練，通過模擬真實事故場景，檢驗預案可行性、磨合指揮機制、提升員工應急操作與協同能力，強化企業應對突發事件的實戰能力。

#### 2025 Comprehensive Fire Drill of Hengan (China) Paper Industry Co., Ltd. 恒安(中國)紙業有限公司2025年度綜合消防演練

To continuously strengthen practical emergency response capabilities, Hengan (China) Paper Industry Co., Ltd. conducted the annual comprehensive fire drill in 2025. Tailored to the specific characteristics of the paper manufacturing environment, the drill systematically focused on two core components: emergency evacuation and practical operation of firefighting equipment. Simulating a real fire scenario, the drill comprehensively tested and optimized the entire emergency response process, from initial alarm, personnel evacuation, and fire scene cordoning to initial fire suppression. Through hands-on participation in evacuation route drills and practical operation of fire extinguishers and hydrants, all employees significantly enhanced their self-rescue and mutual aid capabilities, as well as coordinated response in emergency situations.

為持續強化應急響應實戰能力，恒安(中國)紙業有限公司於2025年組織開展了年度綜合消防演練。該次演練緊密圍繞造紙生產環境特點，系統設置了緊急疏散逃生與消防器材實操兩大核心科目。演練模擬真實火情，全面檢驗並優化了從初期報警、人員疏散、火場警戒到初期火災撲救的全流程應急機制。全體員工通過親身參與疏散路線實踐與滅火器、消防栓等器材的實際操作，切實提升了在緊急情況下的自救互救能力與協同作戰效率。





# Environmental, Social And Governance Report

## 環境、社會及管治報告

### 6. BUILDING TRUSTED PARTNERSHIPS FOR A RESPONSIBLE VALUE CHAIN

Hengan deeply understands that establishing stable cooperative partnerships is the cornerstone of success. We continuously improve the supplier management system to achieve full-process management, committed to building a sustainable supply chain characterized by openness, mutual trust, long-term stability, and win-win cooperation. On this basis, Hengan consistently upholds an open and inclusive attitude, engaging in deep cooperation and communication with partners such as suppliers, research institutions, and industry associations, working hand in hand to build a more resilient and greener responsible ecosystem.

#### 6.1 Linking Responsibility, Advancing Quality and Efficiency Together

In 2025, the Group comprehensively revised the *Supplier Management Policy* (《供應商管理制度》), incorporating “ESG management capability” into supplier management indicators for the first time. It explicitly requires the quantitative assessment of suppliers’ “environmental and social risk management capabilities”, integrating ESG into the full-process management of supplier development and admission, performance evaluation, daily management, and elimination and withdrawal. Meanwhile, Hengan continuously optimizes the “Hengyigou” digital management platform, regularly maintaining supplier basic information to ensure its accuracy, completeness, and timeliness.

##### 6.1.1 Whole Process Management of the Suppliers

Hengan always adheres to strict control over the entire lifecycle of suppliers. By establishing a scientific tiered review mechanism and standardized operating processes, the Group continuously optimizes its supplier team, achieving a regionally balanced layout of the supplier network. This ensures that all production bases can efficiently match nearby supporting resources, providing a solid guarantee for the stability and efficiency of the supply chain.

### 6. 恒信共鏈，安築責任生態

恒安深知，建立穩固的合作夥伴關係是通往成功的基石。我們不斷健全供應商管理體系，實現全流程管理，致力於打造一個坦誠互信、長期穩定、合作共贏的可持續供應鏈。在此基礎上，恒安始終秉持開放包容的態度，與供應商、科研院校、行業協會等合作夥伴開展深度合作與交流，攜手並進，構築韌性更強、綠色底色更濃的責任生態圈。

#### 6.1 鏈動責任 質效共進

2025年，本集團對《供應商管理制度》進行全面修訂，首次把「ESG管理能力」納入供應商管理指標，明確要求對供應商的「環境、社會風險管理能力」進行量化考核，將ESG融入供應商開發准入、績效評估、日常管理及淘汰退出的全流程管理。與此同時，恒安持續優化「恒宜購」數字化管理平台，定期對供應商基本信息進行信息維護，確保供應商信息的準確、完整和及時。

##### 6.1.1 供應商全流程管理

恒安始終堅持對供應商實施全生命週期的嚴格把控。通過建立科學的分級審核機制與標準化作業流程，集團持續優化供應商隊伍，實現供應商網絡的區域均衡佈局，確保各生產基地均能高效匹配就近配套資源，為供應鏈的穩定與高效提供堅實保障。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### Supplier Admission

In accordance with the *Supplier Management Policy* 《供應商管理制度》，the Group's supplier admission audit includes qualification access assessment and on-site system access inspection. All suppliers of the Group must pass the qualification assessment and meet the relevant requirements of the following certificates or qualifications based on the product and industry characteristics:

- Environment, safety and quality standards: certificate of environmental impact assessment, certificate of work safety standardization, pollutant discharge permit, fire safety permit, ISO 9001, ISO 14001, SA 8000, ISO 45001, UL, VDE, EMC, CCEE, CE, etc.;
- Special qualifications required by special business: printing business license required by prints, relevant construction class qualification certificate required by civil engineering and construction, pressure vessel class certificate required by pressure vessels, explosion-proof qualification required by explosion-proof business, and firefighting qualification required by firefighting industry;
- Agent, trader or service provider must provide relevant distribution authorization certificate, and manufacturers' qualification certificate for production and operation, production or business scope and main products and commodity catalogue;
- Documents that prove chemicals are toxic-free.

Upon meeting the qualification access standards, we further determine whether on-site system access inspection is necessary based on the type of supplier. We conduct on-site full-system access inspection and on-site partial-system access inspection for suppliers based on the importance, substitutability, and impact of the materials they produce on the Group. Hengan sets up an on-site inspection team to score and inspect all or part of the supplier's cooperate business performance and management capability, financial status, quality system capability, service delivery capability, cost control capability, production control capability, technology research and development capability, ESG management, etc. and to determine whether the supplier meets the auditing standards. If a supplier fails to pass the access assessment or has non-conformities, Hengan needs to assess whether the supplier needs to be rectified based on the results of the on-site system access and provide the supplier with rectification suggestions and support. When the supplier's rectification reaches the cooperation standard, the cooperation can be carried out. On the premise of ensuring the quality of production materials, the Group preferentially selects local suppliers.

### 供應商准入

依據《供應商管理制度》，本集團對供應商的准入審核包括資質准入評審和現場體系准入。本集團所有供應商均需通過資質准入評審，並根據產品及行業特性滿足以下證書或資質中相應的部分：

- 環境、安全及質量標準：環境影響評價證書、安全生產標準化證書、排放污染物許可證、消防安全許可證書、ISO 9001、ISO 14001、SA 8000、ISO 45001、UL、VDE、EMC、CCEE、CE等；
- 特殊行業需要特殊資質：印刷類需要印刷經營許可證書、土建類需要相關建築等級資質證書、壓力容器類需要壓力容器等級證書、防爆類需要防爆類資質、消防類需要消防資質等；
- 代理商或貿易商或服務商應該提供相關經銷授權證書，及製造廠家生產經營的資質證書、生產或經營範圍以及主要產品、商品目錄；
- 化學品無毒無害證明資料。

在滿足資質准入標準的基礎上，我們進一步根據供應商類型判斷是否需要進行現場體系准入考察。我們依據供應商生產物料重要程度、替代性、對本集團的影響程度等對供應商開展現場全體系准入考察和現場部分體系准入考察。恒安成立現場考察小組對供應商企業經營業績和管理能力、財務狀況、質量體系能力、服務交付能力、成本管控能力、生產控制能力、技術研發能力、ESG管理等多方面水平進行全部或部分評分考察，判定供應商是否達到審核標準。如供應商未通過准入考核或存在不符合項，恒安需要根據現場體系准入的結果，評估該供應商是否需要整改，並為供應商提供整改意見和整改指導。當供應商整改達到合作標準後，方可進行合作。在保證生產物料質量的前提下，本集團優先選擇本地供應商。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### Daily Management

Taking into account the closeness of supplier cooperation relationships, the importance of the materials procured, and the annual performance of suppliers, the Group classifies the production material suppliers into five levels for differentiated management, namely strategic suppliers, core suppliers, preferred suppliers, cultivable suppliers, and excludable suppliers, so as to achieve ordered management of production material suppliers. Hengan adopts different quota strategies and new product cooperation strategies for suppliers based on supplier grades and takes into account various factors such as price and distance in order to ensure high-quality supply chain cooperation.

The supplier classification process is initiated once a year to classify qualified suppliers that have generated transaction behavior in the previous year. If there is a large change in the supply market or product positioning, the supplier classification process can be initiated temporarily. When the supplier classification is finalized, Hengan adjusts the quota with reference to the supplier's monthly performance evaluation results. When the supplier's product qualification rate and other parameters are lower than the recommended value, we initiate the disposal measures of reducing the quota and stopping the order for rectification in order to ensure that the risk of the supplier's cooperation process can be controlled.

In addition, in daily management, we thoroughly examine the suppliers' core sessions such as production management and process control, quality control system and environment, technical processes and cost control. At the same time, we combine internal customer feedback, consumer complaints, and supplier business changes, to conduct supplier special inspections in a timely manner to pre-emptively control potential risks in quality, supply, and services, driving the supply chain towards stable and sustainable development.

### 日常管理

本集團將供應商分為五級進行差異化管理，綜合考慮供應商合作關係的緊密程度、採購物資的重要性及供應商年度績效表現，將生產物料供應商分為戰略供應商、核心供應商、優選供應商、可培植供應商以及可剔除供應商五大層級，以實現對生產物料供應商的有序管理。依據供應商等級，並考慮價格、距離等多種因素，本集團對供應商採取不同的配額策略與新品合作策略，以保障高品質的供應鏈合作。

供應商分級分類流程每年發起一次，對上一年度有產生交易行為的合格供應商進行分級分類。如果出現供應市場或者產品定位變動較大的情況，可臨時啟動供應商分級分類流程。當供應商分級確定後，恒安參考供應商月度績效評估結果調整配額。當供應商產品合格率等參數低於推薦值時，我們啟動降低配額及停單整改的處置措施以保障供應商合作過程風險可控。

此外，在日常管理中，我們深入考察供應商的生產管理及製程控制、質量控制體系及環境、技術工藝及成本控制等核心環節，同時結合內部客戶、消費者投訴、供應商業務變動等情況，適時啟動專項考察以前置化管控質量、供應、服務等潛在風險，驅動供應鏈持續穩健發展。



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### Performance Evaluation

To ensure the efficient operation and continuous optimization of the supply chain, Hengan has established a regular supplier performance evaluation mechanism. By combining annual comprehensive evaluations with monthly dynamic monitoring, we comprehensively control supplier performance. The criteria for evaluating supplier performance include business factors such as quality, delivery, cost, and technology, while also considering risks from dimensions such as ESG, country, sector, and commodity. After identified issues to be rectified during the evaluations, Hengan actively holds quality communication meetings with suppliers, deeply analyzing the root causes of the issues and jointly developing improvement measures and rectification plans. Further, Hengan will assign a dedicated person to follow up to ensure the effective implementation of rectification measures, helping suppliers to constantly enhance their competitiveness.

The supplier implements corrective measures according to the content of the meeting and writes an "8D Report", reporting on the problem resolution process in eight dimensions, including problem correction team members, problem description, transitional measures, problem causes, permanent corrective measures, verification of the effectiveness of permanent corrective measures, measures to prevent similar problems, and implementation of permanent corrective measures, to improve the handling of the corrective process. And then, Hengan started the re-inspection process to re-score the supplier and determine whether further rectification is required. This process not only ensures the rigor and closure of the rectification work but also promotes the improvement of the supplier's internal quality management system.

### Elimination and Exit

The Group will initiate the freezing/withdrawal procedure against suppliers that fail daily inspection, on-site annual review, monthly/annual performance evaluation, and that present serious quality issues or violations of laws and regulations, etc. These suppliers will be removed from the list of qualified suppliers. In 2025, 8 suppliers were removed by the Group due to failure to meet quality standards and other reasons.

### 績效評估

為確保供應鏈的高效運作與持續優化，恒安建立了常態化的供應商績效評估機制，通過年度綜合考評與月度動態監測相結合的方式，全面把控供應商表現。我們對供應商績效進行評估的內容包括質量、交付、成本、技術等業務因素，同時考量供應商來自ESG、國別、行業以及商品等維度的風險。對評估中發現的待整改問題，恒安主動與供應商召開專題交流會，深入剖析問題根源，共同制定改善措施與整改計劃，並指定專人跟進，確保整改措施得到有效執行，助力供應商不斷提升競爭力。

供應商根據專題會議內容落實整改措施並撰寫「8D報告」，就問題糾正小組成員、問題描述、過渡措施、問題原因、永久性糾正措施、永久性糾正措施效果驗證、預防類似問題措施、永久性糾正措施落實等8個方面匯報問題解決流程，完善處理整改過程。而後，恒安啟動重新驗廠程序，重新對供應商打分，判定是否需要進一步整改。這一流程不僅確保了整改工作的嚴謹性與閉環性，更推動了供應商內部質量管理體系的完善。

### 淘汰退出

對於未通過日常考察、現場年審、月度/年度績效評估、出現重大質量問題或有違法違規行為等的供應商，本集團發起供應商凍結或退出流程，在合格供應商清單將其剔除。2025年，本集團共有8家供應商由於質量管理未達標等原因被清退。



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### 6.2 Sustainable Supply Chain

The Group is committed to building a sustainable supply chain. The ESG Committee serves as the highest responsible institution for the Group's supplier ESG management, overseeing the overall planning of supplier ESG matters and supervising the implementation and performance of supplier ESG projects. We continuously improve *Supplier Code of Conduct* 《供應商行為準則》. Focusing on sustainable development issues such as human rights protection, occupational health and safety, anti-harassment and anti-discrimination, environmental protection, biodiversity conservation, and business ethics, we convey the concept of sustainable development throughout the value chain.

We actively encourage and support suppliers to make continuous improvements in environmental protection and social responsibility, and we will give more business opportunities and cooperation support to suppliers with excellent performance. During the admission stage, we incorporate supplier ESG management into the assessment, referencing their disclosed ESG reports, carbon footprint certificates, and third-party social responsibility audit reports, and, combined with the on-site ESG audit results, prioritize suppliers with excellent ESG performance.

During the daily management phase, we regularly conduct ESG risk assessments and on-site audits of our production material suppliers. For suppliers identified as having high ESG risks in the assessment results, we will implement continuous follow-up and monitoring to promote their improvement and enhancement. If they still fail to pass the Group's audit after rectification, we will take measures such as downgrading or exiting that supplier. The Group primarily identifies the sustainability risks of suppliers from the following aspects:

- ✓ Whether suppliers' internal regulations meet the requirements of relevant laws and regulations;
- ✓ Whether suppliers have passed environmental management system certification and whether any environmental pollution incidents have occurred to suppliers in the past three years, etc.;
- ✓ Suppliers' environmental and sanitary status, including environmental emergency plans, mosquito control, pollution source control, waste management, workshop/warehousing environment management, etc.;

### 6.2 可持續供應鏈

本集團致力於打造可持續供應鏈，ESG委員會作為本集團供應商ESG管理的最高責任機構負責供應商ESG事宜的總體規劃並對供應商ESG項目實施和績效表現進行監督。我們持續完善《供應商行為準則》，圍繞人權保障、職業健康安全、反騷擾反歧視、環境保護、生物多樣性保護、商業道德等可持續發展主題，在價值鏈傳遞可持續發展理念。

我們積極鼓勵並支持供應商在環保和社會責任方面做出持續改進，對於表現優秀的供應商，我們會給予更多的業務機會和合作支持。在准入階段，我們將供應商ESG管理納入考察，參考其披露的ESG報告、碳足跡證書以及第三方社會責任審核報告等信息，並結合現場ESG審核結果，優先選擇在ESG方面表現優異的供應商。

在日常管理階段，我們定期對生產物料供應商開展ESG風險評估和現場審核。對於評估結果中ESG風險較高的供應商，我們將實施持續的跟進與監督，以推動其改進和提升。如整改後仍未通過本集團審核，我們將對該供應商採取降級或退出等措施。本集團主要從以下方面識別供應商可持續發展風險：

- ✓ 供應商的內部規定是否符合相關法律法規要求；
- ✓ 供應商環境管理體系認證、近三年是否發生過環境污染事件等；
- ✓ 供應商環境與衛生情況(包括環境應急預案、蚊蟲控制、污染源控制、廢棄物管理、車間/倉儲環境管理等)；



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- ✓ Suppliers' protection of employees' rights and interests (whether suppliers have passed occupational health and safety management system certification, office environment safety, whether incidents such as gender discrimination or child labor occurred to suppliers, fire training and drills, factory risk prevention, health check and job training, etc.);
- ✓ Suppliers' raw and auxiliary material source management and sub-supplier management, etc.;
- ✓ Whether suppliers' relevant products are evaluated by a third-party testing agency;
- ✓ Logistics providers should choose new energy models and energy-saving and environmentally friendly models that meet the standards of national/local environmental protection and other government departments;
- ✓ Whether the suppliers have started the carbon emissions management.
- ✓ 供應商對員工權益的保障(職業健康安全管理体系認證、辦公環境安全、有無員工性別歧視或僱傭童工事件、消防培訓演習、廠區風險防範、健康體檢、崗位培訓等)；
- ✓ 供應商原輔料來源管理及次級供應商管理等；
- ✓ 供應商相關產品是否委託第三方檢測機構評估；
- ✓ 物流供應商應選擇符合國家/當地環保等政府部門標準的新能源車型和節能環保車型；
- ✓ 供應商是否已經開展碳排放管理。

### 6.3 Communication with Suppliers

Hengan deeply understands that collaborative development with suppliers is the key to achieving a sustainable future. Only by growing together with suppliers can a more resilient and responsible value chain be built. To this end, in 2025, Hengan deepened supplier capability building as an empowerment measure, focusing on themes such as quality management, environmental performance, energy efficiency improvement, chemical management, and health and safety management. Through regular benchmark sharing, technical exchanges, specialized regulatory training, and strict on-site audits, we systematically promote the optimization of supplier management practices and performance leaps.

The aforementioned measures effectively strengthen the core capabilities of suppliers in raw material quality assurance, environmental management, and compliant operations, consolidate development consensus across the value chain, and promote joint growth.

### 6.3 供應商交流

恒安深知供應協同發展是實現可持續未來的關鍵，唯有與供應商攜手成長，方能構建更具韌性與責任感的價值鏈。為此，2025年，恒安深化供應商能力建設作為賦能舉措，圍繞質量管理、環保性能、能效提升、化學品管理、健康與安全管理等主題，通過常態化的行業實踐分享、技術交流、專項法規培訓以及嚴格的實地審核，系統性地推動供應商管理實踐優化與績效躍遷。

上述舉措有效強化了供應商在原材料質量保障、環境管理與合規運營方面的核心能力，凝聚上下游發展共識，推動價值鏈共同成長。



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### European Union Deforestation Regulation (EUDR) Regulation Training 《歐盟零毀林法案》(EUDR)法規培訓

In November 2025, Hengan signed a contract with Bureau Veritas, and organized specialized training and compliance assessment drills for suppliers in December. Through this training, we help pulp and paper suppliers gain a deeper understanding of the details of EUDR regulations and establish a sound compliance traceability system. In light of the latest developments in international regulations, we ensure that the supply chain meets the EU market access requirements.

2025年11月，恒安簽約必維國際檢驗集團(Bureau Veritas)，並於12月組織了供應商專項培訓及符合性評審演練。通過此次培訓，我們幫助木漿及紙品供應商深入理解EUDR法規細節，建立完善的合規追溯體系。針對國際法規的最新動態，確保供應鏈符合歐盟市場准入要求。

#### 6.4 Value Co-creation, Ecological Co-building

Hengan adheres to an open and win-win cooperation philosophy, actively collaborating with partners such as suppliers, research institutions, and industry associations to engage in multi-dimensional and in-depth cooperation. By integrating resources and technological advantages, we continuously advance product innovation and performance upgrades, jointly responding to the growing market demand and challenges for innovative products.

##### 6.4.1 Open Co-creation

In 2025, Hengan actively embraced “open innovation”, carrying out multiple effective cooperation projects with suppliers. In the field of green packaging, we engaged in deep cooperation with plate cylinder manufacturers to jointly research ink reduction technology, successfully reducing ink usage and significantly decreasing the environmental footprint of packaging materials.

In terms of material research and development, the Group collaborated with suppliers to develop gradient absorbent core materials. Through collaborative innovation, we optimized the physical structure of materials, enhancing the penetration and diffusion performance of products. This breakthrough not only improved the user experience of sanitary pads and diapers but also brought new technological growth points for upstream and downstream in the industrial chain, achieving a win-win situation for technological breakthroughs and market value.

#### 6.4 價值共生 生態共建

恒安秉持開放共贏的合作理念，積極攜手供應商、科研院所、行業協會等合作夥伴開展多維度、深層次協作，整合資源與技術優勢，持續推進產品創新與性能升級，共同回應市場對創新產品日益提升的需求與挑戰。

##### 6.4.1 開放共創

2025年，恒安積極擁抱「開放創新」，與供應商開展了多項富有成效的合作項目。在綠色包裝領域，我們與版軋廠家展開深度合作，共同研究油墨減量技術，成功實現油墨使用量的下降，顯著降低了包裝材料的環境足跡。

在材料研發方面，本集團與供應商聯手開發梯度的吸收芯體材料。通過協同創新，我們優化了材料的物理結構，提升了產品的滲透與擴散性能。這一突破不僅提升了衛生巾及紙尿褲產品的用戶體驗，更為產業鏈上下游帶來了新的技術增長點，實現了技術突破與市場價值的雙贏。



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### 6.4.2 Moving Forward Together

As a leader in the industry, Hengan promotes resource sharing and complementary advantages through various communication forms such as industry forums and specialized seminars, absorbing advanced technologies and research experience to continuously enhance its own technological strength and innovation capabilities. In 2025, the Group served as a member of over 20 associations, including the China Technical Association of Paper Industry and the China Nonwovens & Industrial Textiles Association, contributing more than RMB156,000 in membership fees.

### 6.4.2 同行共進

作為行業領軍其餘，恒安通過參與行業論壇、專題研討等多元交流形式，促進資源共享與優勢互補，汲取先進技術與研發經驗，持續提升自身技術實力與創新能力。2025年，本集團擔任中國造紙學會位、中國產業用紡織品行業協會等十餘家協會會員，累計貢獻會費超人民幣15.6萬元。

### “Craftsmanship Goes Global: Building the Silk Road Together” – The 32<sup>nd</sup> Household Paper International Technology Exhibition

「匠心出海·共築絲路」— 第32屆生活用紙國際科技展覽會

In April 2025, Hengan showcased its brands such as Hearttex, Space 7, Anerle, Q-MO, and Elderjoy at the 32<sup>nd</sup> International Technology Exhibition on Household Paper. During the exhibition, Hengan, as one of the main initiators, participated in the “Global Expansion Initiative for the Tissue and Hygiene Industries”, calling on Chinese paper and hygiene product enterprises to band together to explore international markets, serving the countries along the Belt and Road with high-quality products and enhancing the international influence of Chinese brands.

2025年4月，恒安攜旗下心相印、七度空間、安兒樂、奇莫、安而康等眾品牌亮相第32屆生活用紙國際科技展覽會。展覽會期間，恒安作為主要發起方之一，參與了「『紙』『衛』行業全球拓展倡議活動」，呼籲中國造紙及衛生用品企業抱團出海，以高品質產品服務「一帶一路」沿線國家，提升中國品牌的國際影響力。





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### Shanghai International Nonwovens Exhibition 上海國際非織造材料展

In 2025, the Group participated in the 21<sup>st</sup> Shanghai International Nonwovens Exhibition, engaging in in-depth discussions with global peers about the application prospects of bio-based materials in hygiene products. During the exhibition, we actively shared Hengan's practical experiences and achievements in green manufacturing and sustainable supply chain development, collaborating with industry partners to discuss a green future and promote innovative development in the nonwovens materials sector.

2025年，本集團參展了第二十一屆上海國際非織造材料展覽會，與全球同行深入探討生物基材料在衛生用品中的應用前景。展會期間，我們積極分享了恒安在綠色製造、可持續供應鏈建設方面的實踐經驗與成果，與行業夥伴共話綠色未來，推動非織造材料行業的創新發展。

## 7. FULFILLING SOCIAL RESPONSIBILITY WITH COMMITMENT AND CARE

“Growing with you for a better life” is Hengan's unwavering original aspiration. In 2025, guided by the spirit of “Nurturing Love”, we continued to share the fruits of our corporate development with society. Through a well-established charity platform and sustained public welfare investments, Hengan has left solid footprints in areas such as childcare, women's empowerment, rural revitalization, disaster relief, and ecological protection, interpreting “Stability for Family and Nation” with practical actions.

### 7.1 Devoted to Charity, Building a Foundation for the Future

Adhering to the concept of “Love Changing Lives”, Hengan set up the “Youth Volunteer Service Team” as a platform for employees to participate in social welfare activities in 2011, and established the Hengan Volunteer Association in 2017. By 2025, we had 836 employees and a total of 35 volunteer service teams who had taken the initiative to join voluntary activities and actively participated in various public welfare activities, such as blood donation, helping special groups, caring for left-behind children, flood rescue, environmental protection, etc., and supported the social public welfare undertakings with practical actions, accumulating a total of 3,101 service hours.

In 2025, relying on the charity fund, we cumulatively donated RMB32.57 million and coordinated the implementation of public welfare projects with relevant parties and social resources, serving a broader range, more fields, and a wider population. Hengan's long-standing dedication to charity and public welfare has earned widespread recognition and praise from all sectors of society.

## 7. 恒揚愛心，安寧家國情懷

「追求健康，你我一起成長」是恒安不變的初心。2025年，我們繼續以「恒揚愛心」為指引，將企業發展成果惠及社會。通過完善的慈善平台與持續的公益投入，恒安在兒童關愛、女性賦能、鄉村振興、災害援助及生態保護等領域留下了堅實的足跡，用實際行動詮釋了「家國恒安」。

### 7.1 傾力慈善 築基未來

秉承著「愛•改變生活」的理念，恒安在2011年成立「青年志願者服務隊」作為員工參與社會公益活動的平台，並在2017年成立恒安志願者協會。2025年，我們已有836名員工，共35支志願者服務隊主動加入志願活動，志願者累計服務小時數達3,101小時，積極參與無償獻血、幫扶特殊群體、關愛留守兒童、抗洪搶險、環境保護等各類公益活動，用實際行動支持社會公益事業。

2025年，我們依託慈善基金，累計捐贈人民幣3,257萬元，並聯動相關方及社會資源，統籌實施公益項目，讓公益事業惠及更大範圍、更多領域、更廣人群。恒安長期以來在慈善與公益事業上的持續奉獻，贏得了社會各界的廣泛認可與讚譽。



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### 7.2 Practicing Goodness Through Action, Warm-hearted Mutual Benefit

Hengan International focuses on corporate responsibility and social concerns, systematically advancing the layout and resource investment of public welfare projects around key areas such as children's development, women's empowerment, care for the elderly, rural revitalization, disaster assistance, and ecological protection. It aims to shift public welfare actions from "single-point assistance" to "continuous empowerment", continually enhancing the depth and breadth of social value creation.

#### 7.2.1 Care for Children

Children are the future of the nation and the hope of the people. Hengan has always regarded the care for children's healthy growth as an important part of corporate social responsibility. We pay special attention to the living conditions and psychological needs of special groups, such as children in remote areas, left-behind children, and disabled orphans. By integrating corporate resources and social forces, we intervene from multiple dimensions — from material assistance and nutritional improvement to psychological counselling — committed to building an equal and warm growth platform for children, lighting up their childhood dreams with love, so that every "bud" can bloom under the sun.

### 7.2 踐善於行 暖心共益

恒安國際立足企業責任與社會關切，圍繞兒童成長、女性賦能、敬老助老、鄉村振興、災害援助及生態保護等重點方向，系統化推進公益項目佈局與資源投入，推動公益行動由「單點幫扶」向「持續賦能」轉變，不斷提升社會價值創造的深度與廣度。

#### 7.2.1 關愛兒童

兒童是國家的未來，也是民族的希望。恒安始終將呵護兒童健康成長視為企業社會責任的重要組成部分。我們特別關注偏遠地區兒童、留守兒童及殘障孤兒等特殊群體的生存狀態與心理需求。通過整合企業資源與社會力量，我們從物質幫扶、營養改善到心理疏導等多維度介入，致力於為孩子們搭建一個平等、溫暖的成長平台，用愛心點亮他們的童年夢想，讓每一朵「花蕾」都能在陽光下盡情綻放。

### Joining Hands with the China Children and Teenagers' Fund to Launch the "Berry" Heart Movement Plan

#### 攜手中國兒童少年基金會發起「莓」好心動計劃

In May 2025, the Group, in collaboration with the China Children and Teenagers' Fund, has jointly launched the "Berry" Heart Movement Plan, focusing on the nutritional health and psychological growth of children in remote areas. The project team goes deep into rural schools, bringing sweet care and growth motivation to children through the distribution of care packages, nutritional knowledge promotion, and interactive fun classes, safeguarding the healthy heartbeat of every child's heart.

2025年5月，本集團攜手中國兒童少年基金會共同發起「莓」好心動計劃，重點關注偏遠地區兒童的營養健康與心理成長。項目團隊深入鄉村學校，通過愛心物資包發放、營養知識科普與趣味課堂互動，為孩子們帶去甜蜜的關愛與成長的動力，守護每一顆童心的健康跳動。





# Environmental, Social And Governance Report

## 環境、社會及管治報告



### Donation of Care Supplies to the Jinjiang Infant Care Institute 向晉江市育嬰院捐贈愛心物資

In January 2025, the Group made a special donation to the Jinjiang Infant Care Institute, providing a batch of urgently needed supplies, such as diapers and soft tissues, as well as rehabilitation aids. This action aims to improve the quality of life and rehabilitation environment for the children in the institute, allowing this special group to feel the warm embrace of the social family and grow healthily in love.

2025年1月，本集團向晉江市育嬰院進行專項捐贈，送去了一批急需的紙尿褲、柔紙巾等生活物資及康復輔助設備。此次行動旨在改善院內孤殘兒童的生活質量與康復環境，讓這群特殊的孩子感受到來自社會大家庭的溫暖懷抱，在愛心中健康成長。



### 7.2.2 “She” Empowerment

As a company deeply engaged in household products, Hengan has always been a steadfast supporter and companion of women’s power. We have long been committed to promoting gender equality and female empowerment, focusing on women’s rights in physical health, career development, and social life. By conducting menstrual health education, establishing women’s care funds, and various empowerment projects, we break social prejudices, eliminate “menstrual shame”, and encourage women to bravely pursue self-worth, allowing “her power” to shine in all areas of society, collectively creating an inclusive and friendly social environment.

### 7.2.2「她」力賦能

作為一家深耕家庭生活用品領域的企業，恒安始終是女性力量的堅定支持者與陪伴者。我們長期致力於推動性別平等與女性賦權，關注女性在生理健康、職業發展及社會生活中的權益。通過開展經期健康教育、女性關愛基金及各類賦能項目，我們打破社會偏見，消除「月經羞恥」，鼓勵廣大女性勇敢追求自我價值，讓「她力量」在社會各個領域綻放光芒，共同營造一個包容、友好的社會環境。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### Space 7 “Heartwarming Plan” Subway Public Welfare Activity

#### 七度空間「暖心計劃」地鐵公益活動

In 2025, Space 7 launched a large-scale “Heartwarming Plan” public welfare action at subway stations in several key cities nationwide, establishing “care supply stations” to provide emergency menstrual products for women free of charge. This initiative aims to break “menstrual shame”, transferring the power of female mutual assistance in public spaces and providing urban women with a more secure and comfortable travel experience.

2025年，七度空間品牌在全國多個重點城市的地鐵站點發起了大規模的「暖心計劃」公益行動，設立「愛心補給站」，免費為女性提供應急經期用品。該行動旨在打破「月經羞恥」，在公共空間傳遞女性互助力量，為城市女性提供更加安心、舒適的出行體驗。





# Environmental, Social And Governance Report

## 環境、社會及管治報告



### Support for the Women's Thematic Exhibition at the Global Leader's Meeting on Women 支持全球婦女峰會女性主題特展

In October 2025, Hengan, as a supporting unit of the Women's Thematic Exhibition at the 2025 Global Leader's Meeting on Women, deeply participated in this international event. We showcased Hengan's long-term efforts in safeguarding women's health rights at the summit and discussed with global leaders the pathways to enhance women's leadership and social status, demonstrating the commitment of Chinese enterprises to gender equality. Mr. Hui Ching Lau, CEO of Hengan International, was invited to attend the meeting, experiencing the progress and achievements of women's causes at the Global Leader's Meeting on Women and sharing Hengan's explorations and outcomes in women's health.

2025年10月，恒安作為2025全球婦女峰會女性主題特展支持單位，深度參與了這一國際盛會。我們在峰會上展示了恒安在保障女性健康權益方面的長期努力，並與全球領袖共同探討提升女性領導力與社會地位的路徑，向世界展示中國企業的性別平等承諾。恒安國際總裁許清流先生受邀參會，在全球婦女峰會上感受婦女事業的進步與成就，分享恒安在婦女健康事業的探索與成果。





# Environmental, Social And Governance Report

## 環境、社會及管治報告

### 7.2.3 Respect and Love for the Elderly

Respecting the elderly is a traditional virtue of the Chinese nation and a profound emotional gene in Hengan's corporate culture. In the face of the increasingly severe aging trend, we actively assume our corporate citizenship responsibilities, turning our caring gaze towards the elderly community. The Group is committed to building a supportive system for an age-friendly society through various forms, including material donations, spiritual comfort, and support for age-friendly modifications, effectively addressing the practical difficulties faced by the elderly, improving their quality of life in their later years, and ensuring that every elder can feel the warmth and respect of society, enjoying a happy old age.

### 7.2.3 敬老愛老

尊老敬老是中華民族的傳統美德，也是恒安企業文化中深厚的情感基因。面對日益嚴峻的老齡化趨勢，我們積極承擔企業公民責任，將關愛的目光投向銀髮群體。本集團致力於構建老年友好型社會支持體系，通過物資捐贈、精神慰藉及適老化改造支持等多種形式，切實解決老年人的實際困難，提升他們的晚年生活質量，讓每一位長者都能感受到社會的溫暖與尊重，安享幸福晚年。

#### “Warmth in the Sunset: Caring for the Elderly” Double Ninth Festival Visit Activity

「情暖夕陽 關愛老人」重陽節主題慰問活動

In October 2025, during the Double Ninth Festival, the Group organized the themed visit activity “Warmth in the Sunset: Caring for the Elderly”, visiting multiple nursing homes and welfare institutions, delivering care products such as Hearttex wet wipe and Elderjoy adult diapers along with donations. Volunteers not only provided materials but also engaged in warm conversations with the elderly, conveying the traditional virtue of respecting and caring for the elderly through practical actions.

2025年10月，在重陽節期間，本集團開展「情暖夕陽 關愛老人」主題慰問活動，走進多家養老院及福利機構，為老人們送去心相印濕巾、安而康成人紙尿褲等護理產品及慰問金。志願者們不僅送上物資，更與老人們親切交談，以實際行動傳遞尊老敬老的傳統美德。





# Environmental, Social And Governance Report

## 環境、社會及管治報告

### Donation to the Elderly Association of Xiacun Village, Neikeng Town, Jinjiang City 向晉江市內坑鎮下村村老年人協會捐贈

In October 2025, the Group made a targeted donation to the Elderly Association of Xiacun Village, Neikeng Town, Jinjiang City, with funds specifically allocated to support the renovation of facilities and the organization of cultural activities at the local senior activity center. Hengan is dedicated to enriching the spiritual and cultural lives of rural elderly people through such assistance, helping to achieve a happy old age where the elderly can be well cared for and find joy.

2025年10月，本集團向晉江市內坑鎮下村村老年人協會進行定向捐贈，資金專項用於支持當地老年活動中心的設施修繕及文化活動開展。恒安致力於通過此類幫扶，豐富農村老年人的精神文化生活，助力實現「老有所養、老有所樂」的幸福晚年。

#### 7.2.4 Rural Revitalization

Hengan Group is deeply concerned about the “Three Rural Issues” and has always regarded assisting rural revitalization as a key area for fulfilling its social responsibilities. We actively respond to national strategies and leverage the advantages of our enterprise in industry, resources, and management to provide in-depth support to paired assistance areas. From consolidating the achievements of poverty alleviation to promoting agricultural and rural modernization, we inject endogenous momentum into rural development through precise measures such as educational support, industrial assistance, and infrastructure improvements, painting a magnificent picture of strong agriculture, beautiful countryside, and prosperous farmers, journeying together with the villagers towards common prosperity.

#### 7.2.4 鄉村振興

恒安集團心繫「三農」，始終將助力鄉村振興作為履行社會責任的關鍵陣地。我們積極響應國家戰略，充分發揮企業在產業、資源及管理上的優勢，深入結對幫扶地區。從鞏固脫貧攻堅成果到推動農業農村現代化，我們通過教育幫扶、產業支持及基礎設施改善等精準舉措，為鄉村發展注入內生動力，繪就一幅幅農業強、農村美、農民富的壯美畫卷，與鄉親們共赴共同富裕之路。

### Donation of RMB100,000 to Public Welfare Projects in Yongxing County and Minning County 向永興縣及閩寧縣幫扶公益項目捐贈10萬元

In 2025, in response to the national call for cooperation between the eastern and western regions, the Group donated RMB100,000 to the public welfare projects in Yongxing County and Minning County. This funding will be specifically used to improve local infrastructure and support the development of characteristic industries, thereby facilitating targeted assistance to strengthen poverty alleviation results in the western region and achieve rural revitalization.

2025年，為響應國家東西部協作號召，本集團向永興縣及閩寧縣的幫扶公益項目捐贈人民幣10萬元。該筆資金將專項用於改善當地基礎設施建設及支持特色產業發展，通過精準幫扶，助力西部地區鞏固脫貧攻堅成果，實現鄉村振興。



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## 環境、社會及管治報告

### Donation to the Charity Federation of Youxi County and Families in Need 向尤溪縣慈善總會及困難家庭捐贈

In 2025, the Group donated to the Charity Federation of Youxi County to conduct caring scholarship and consolation activities for families in need. By supporting underprivileged students to fulfill their dreams of education and assisting families plunged into poverty due to illness, we strive to break the cycle of poverty and inject fresh talent into rural revitalization, conveying the warmth of Hengan.

2025年，本集團向尤溪縣慈善總會捐款，定向開展愛心助學及困難家庭慰問活動。我們通過資助貧困學子圓夢校園、救助因病致貧家庭，努力阻斷貧困代際傳遞，為鄉村振興注入人才活水，傳遞恒安的溫度。

### 7.2.5 Immediate Assistance in Emergencies

In the face of disasters, Hengan's response has never faltered. In 2025, various regions in China faced sudden natural disasters, affecting livelihoods, making emergency aid urgent. After the disasters occurred, Hengan promptly activated its special emergency response mechanism, rapidly coordinating national production resources to accurately address the actual needs of disaster-stricken areas and provide solid material support for rescue operations and basic livelihood guarantees in affected regions.

### 7.2.5 急難有援

在災難面前，恒安的速度從未缺席。2025年，國內多地相繼遭遇突發自然災害，災情牽動民生，應急保障刻不容緩。災情發生後，恒安第一時間啟動企業專項應急響應機制，迅速統籌全國生產基，精準對接受災地區的實際需求，為受災地區的搶險救災工作與民生基本保障提供堅實的物資支撐。

### Hengan International Assists Earthquake-Stricken Areas in Tibet 恒安國際馳援西藏地震災區

In January 2025, a 6.8 magnitude earthquake struck Dingri County in Shigatse, Tibet. Hengan responded immediately, collaborating with the tenth aid team of Fujian Province to donate RMB5 million worth of daily necessities through the China Youth Development Foundation, fully supporting the basic needs of disaster-affected residents and frontline rescue workers.

2025年1月，西藏日喀則市定日縣發生6.8級地震，恒安第一時間響應，聯合福建省第十批援藏隊，通過中國兒童少年基金會捐贈500萬元生活用品，全力支持受災群眾和一線救災人員的基本需求。





# Environmental, Social And Governance Report

## 環境、社會及管治報告

### Hengan International Support for Flood Prevention in Beijing-Tianjin-Hebei Region Disaster Relief Frontline 恒安國際馳援京津冀防汛救災一線

In July 2025, the Beijing-Tianjin-Hebei region experienced continuous heavy rainfall, leading to severe flood disasters that posed a significant threat to the lives and property of local residents, drawing the attention of people nationwide to flood prevention and disaster relief efforts. In this critical moment, Hengan took prompt action, urgently mobilizing resources through its brands such as Space 7 and Hearttex to support the disaster relief frontline.

2025年7月，京津冀地區遭遇持續強降雨天氣，引發嚴重洪澇災害，當地群眾的生命財產安全受到極大威脅，防汛救災工作牽動著全國人民的心。在此危急時刻，恒安迅速行動，聯合旗下七度空間、心相印等品牌緊急調配物資，馳援防汛救災一線。

Hengan donated materials worth RMB3.6 million in total to fully support flood prevention and disaster relief, as well as subsequent livelihood guarantee in the Beijing-Tianjin-Hebei region. Among these, the household paper brand Hearttex, in collaboration with spokesperson Xiao Zhan, jointly donated materials worth RMB1.5 million; the female hygiene brand Space 7 donated 1.5 million sanitary napkins, amounting to over 9,000 boxes of materials in total. The urgent assistance from Hengan and its brands brought warmth and strength to the disaster relief frontline in the Beijing-Tianjin-Hebei region, showcasing the responsibilities and commitments of national enterprises at critical times.

恒安此次捐贈價值360萬元的物資，全力支持京津冀地區的防汛救災及後續民生保障工作。其中，旗下生活用紙品牌心相印與代言人肖戰攜手，共同捐贈了價值150萬元的物資；旗下女性衛生護理品牌七度空間捐贈了150萬片衛生巾，共計9,000餘箱物資。恒安及旗下品牌的緊急馳援，為京津冀防汛救災一線送去了溫暖和力量，也彰顯了民族企業在關鍵時刻的責任與擔當。

### Hengan International Support for Post-Disaster Relief in Tai Po, Hong Kong 恒安國際支援香港大埔災後救援

In November 2025, a significant fire broke out at Hong Fu Garden in Tai Po, New Territories, Hong Kong, which evoked deep concern. Hengan International quickly responded, announcing a donation totaling HKD6 million in cash and daily necessities to fully support local post-disaster relief and resettlement efforts. This donation includes HKD3 million in cash and HKD3 million worth of emergency living supplies, which was used to support urgent assistance for affected residents and ensure livelihood guarantee during the transition period.

2025年11月，香港新界大埔宏福苑發生重大火災，此次災情牽動人心。恒安國際迅速響應，宣佈捐贈總價值600萬港元的現金及生活物資，全力支持當地災後救援與安置工作。此次捐贈包含300萬港元現金及300萬港元應急生活物資，將用於支持受災同胞緊急救助和過渡期間生活保障。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### 7.2.6 Protecting Our Green Homeland

We deeply understand that the long-term development of a company cannot be separated from a healthy ecological environment. The Group actively responds to the national “dual carbon” goals and the call for ecological civilization construction, extending the concept of environmental protection from production lines to social welfare. Through organizing tree planting, ecological restoration, and environmental education activities, we are committed to enhancing public awareness of environmental protection, taking action to safeguard green mountains and clear waters, and allowing the vision of a harmonious coexistence between humans and nature to take root in every inch of land.

### 7.2.6 守護綠色家園

我們深知，企業的長遠發展離不開健康的生態環境。本集團積極響應國家「雙碳」目標與生態文明建設號召，將環保理念從生產線延伸至社會公益。通過組織植樹造林、生態修復及環保宣教等活動，我們致力於提升公眾的環保意識，以實際行動守護綠水青山，讓人與自然和諧共生的美好願景在每一寸土地上生根發芽。

#### “From Nature, for Nature” Charitable Tree Planting Activity

「源於自然，向野而生」公益植樹活動

During Arbor Day in 2025, the Group organized over a thousand employees and their families to participate in the “From Nature, for nature” charitable tree planting activity. Hengan volunteers stepped out of factories and offices, planting “Hengan Forest” in the surrounding areas of multiple production bases and in desertification management zones to actively increase carbon sinks, improve the ecological environment, and convey the beautiful vision of harmonious coexistence between humans and nature while safeguarding green mountains and clear waters.

2025年植樹節期間，本集團組織千餘名員工及家屬開展了「源於自然 向野而生」公益植樹活動。恒安志願者們走出工廠與辦公室，在多個生產基地周邊及荒漠化治理區種下「恒安林」，以實際行動增加碳匯，改善生態環境，傳遞人與自然和諧共生的美好願景，守護綠水青山。





# Environmental, Social And Governance Report

## 環境、社會及管治報告

### ENVIRONMENTAL KPIs

### 環境範疇KPI

	2025	2024	2023	Unit 單位
<b>Waste gas emissions (Papermaking sector)</b> 廢氣排放 (造紙版塊)				
NO <sub>x</sub>	161	137	175	Tonnes 噸
SO <sub>2</sub>	44	41	63	Tonnes 噸
Smoke and dust 煙塵	15	15	15	Tonnes 噸
Dust particles 粉塵顆粒	14	22	22	Tonnes 噸
<b>Waste water discharge</b> 廢水排放				
Total wastewater discharge 廢水排放總量	6,255,414	5,436,416	5,635,644	Tonnes 噸
<b>Waste water discharge (Papermaking sector)</b> 廢水排放 (造紙版塊)				
Intensity of wastewater discharge 廢水排放密度	3.6	3.4	3.3	Tonnes/tonnes of paper 噸/噸紙
COD emissions COD排放量	252.8	289.5	239.3	Tonnes 噸
Intensity of COD emissions COD排放濃度	54.6	69.3	59.5	mg/L 毫克/公升
N-NH <sub>3</sub> emissions N-NH <sub>3</sub> 排放量	7.9	9.0	6.1	Tonnes 噸
Intensity of N-NH <sub>3</sub> emissions N-NH <sub>3</sub> 排放濃度	1.7	2.2	1.5	mg/L 毫克/公升



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	2025	2024	2023	Unit 單位
<b>Waste emissions<sup>1</sup></b> 廢棄物排放 <sup>1</sup>				
Hazardous waste emissions 有害廢棄物排放量	113	79	123	Tonnes 噸
Hazardous waste emission intensity 有害廢棄物排放密度	0.05	0.03	0.05	kg/RMB10,000 of revenue 千克/萬元人民幣銷 售額
Non-hazardous waste emissions 無害廢棄物排放量	126,189	110,495	118,739	Tonnes 噸
Non-hazardous waste emission intensity 無害廢棄物排放密度	54.7	48.7	50.0	kg/RMB10,000 of revenue 千克/萬元人民幣銷 售額
<b>GHG emissions<sup>2</sup></b> 溫室氣體排放 <sup>2</sup>				
Scope 1: Direct GHG emissions 範圍1：直接溫室氣體排放	585,590	557,885	585,056	tCO <sub>2</sub> e 噸二氧化碳當量
Scope 2: Indirect GHG emissions (location- based) 範圍2：間接溫室氣體排放(基於地域)	930,484	869,516	987,536	tCO <sub>2</sub> e 噸二氧化碳當量
Scope 2: Indirect GHG emissions (market- based) 範圍2：間接溫室氣體排放(基於市場)	911,440	833,865	985,469	tCO <sub>2</sub> e 噸二氧化碳當量
Total GHG emissions: Scope 1 & Scope 2 (location-based) 總溫室氣體排放量：範圍1&範圍2(基於地域)	1,516,074	1,427,401	1,572,592	tCO <sub>2</sub> e 噸二氧化碳當量
Total GHG emissions: Scope 1 & Scope 2 (market-based) 總溫室氣體排放量：範圍1&範圍2(基於市場)	1,497,030	1,391,750	1,570,525	tCO <sub>2</sub> e 噸二氧化碳當量
GHG emissions intensity 溫室氣體排放密度	0.66	0.63	0.66	tCO <sub>2</sub> e/RMB10,000 of revenue 噸二氧化碳當量/ 萬元人民幣銷售額



# Environmental, Social And Governance Report

## 環境、社會及管治報告

	2025	2024	2023	Unit 單位
<b>GHG emissions<sup>3</sup> (Papermaking sector)</b> 溫室氣體排放 <sup>3</sup> (造紙版塊)				
GHG emissions 溫室氣體排放量	<b>1,297,313</b>	1,226,500	1,310,121	tCO <sub>2</sub> e 噸二氧化碳當量
GHG emission intensity 溫室氣體排放密度	<b>1.02</b>	1.01	1.09	tCO <sub>2</sub> e/tonnes of paper 噸二氧化碳當量/ 噸紙
<b>Energy consumption<sup>4</sup></b> 能源消耗 <sup>4</sup>				
Total energy consumption 能耗總量	<b>4,081,994</b>	3,881,749	3,919,168	MWh 兆瓦時
Energy consumption intensity 能耗密度	<b>1.8</b>	1.7	1.6	MWh/RMB10,000 of revenue 兆瓦時/萬元 人民幣銷售額
<b>Direct energy consumption</b> 直接能源消耗	<b>2,133,138</b>	2,058,305	2,205,561	MWh 兆瓦時
Natural gas 天然氣	<b>84,175,073</b>	90,868,860	109,032,108	m <sup>3</sup> 立方米
Anthracite 無煙煤	<b>181,735</b>	168,241	166,884	Tonnes 噸
Liquefied natural gas 液化天然氣	<b>12,555</b>	7,023	3,651	Tonnes 噸
Liquefied petroleum gas 液化石油氣	<b>1.1</b>	3.1	9	Tonnes 噸
Diesel fuel 柴油	<b>16.37</b>	16.95	28.05	Tonnes 噸
On-site photovoltaic power 自發光伏	<b>5,712</b>	3,126	2,161	10,000kWh 萬度
<b>Indirect energy consumption</b> 間接能源消耗	<b>1,948,856</b>	1,823,445	1,713,607	MWh 兆瓦時
Purchased electricity 外購電	<b>127,866</b>	122,916	115,571	10,000kWh 萬度
Purchased steam and heat 外購蒸汽與熱	<b>2,412,692</b>	2,139,442	2,008,440	GJ 吉焦



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## 環境、社會及管治報告

	2025	2024	2023	Unit 單位
<b>Energy consumption (Papermaking sector)<sup>5</sup></b> 能源消耗(造紙版塊) <sup>5</sup>				
Total energy consumption 能耗總量	436,831	414,818	416,206	tce 噸標煤
Energy consumption intensity 能耗密度	0.34	0.34	0.35	tce/tonnes of paper 噸標煤/噸紙
<b>Water consumption</b> 水資源消耗				
Total water consumption 總用水量	12,831,644	11,497,005	9,022,578	Tonnes 噸
Including: 其中：				
Water consumption (Tap water) 用水量(自來水)	7,767,801	7,442,401	5,170,104	Tonnes 噸
Water consumption (Reservoir water) 用水量(水庫水)	5,063,843	4,054,605	3,852,474	Tonnes 噸
Water consumption intensity 用水密度	5.6	5.1	3.8	tonnes/RMB10,000 of revenue 噸/萬元人民幣 銷售額
<b>Water consumption (Papermaking sector)<sup>6</sup></b> 水資源消耗(造紙版塊) <sup>6</sup>				
Water consumption 用水量	10,169,156	8,291,427	6,940,143	Tonnes 噸
Water consumption intensity 用水密度	8.0	6.8	5.8	Tonnes/tonnes of paper 噸/噸紙
<b>Packaging material consumption</b> 包裝材料消耗				
Total packaging material used 包裝材料使用量	180,412	162,806	135,552	Tonnes 噸
Intensity of packaging material used 包裝材料使用密度	0.08	0.07	0.06	tonnes/RMB10,000 of revenue 噸/萬元人民幣 銷售額



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### Notes:

1. Hazardous waste from the Group includes mercuric tubes, used batteries, toner cartridges, waste oil (such as lubes and engine oil), used ink bottles, used additive bottles, used detergent bottles, waste white mineral oil barrels etc.; non-hazardous waste includes sludge, wetproof, cinder, production waste, domestic waste, gypsum, coal ash, etc..
2. The main source of GHG emissions from the Group is CO<sub>2</sub> emissions, including Scope 1 emissions — direct emissions, such as anthracite, natural gas, liquefied natural gas, liquefied petroleum gas, diesel, etc. consumed during the production process; and scope 2 emissions — energy indirect emissions, such as purchased electricity, steam and heat that are used. We calculate the GHG emissions by carbon dioxide equivalent and in accordance with the *Guidelines for the Calculation and Reporting of Greenhouse Gas Emissions from Paper and Paper Products Manufacturers (Trial)* (《造紙和紙製品生產企業溫室氣體排放核算方法與報告指南(試行)》) issued by the National Development and Reform Commission.
3. Since the papermaking sector is the main source of the Group's GHG emissions, the GHG emissions and the intensity of GHG emitted for production of each tonne of paper in the papermaking sector are separately disclosed here.
4. The total energy consumption of the Group is calculated based on the use of natural gas, anthracite, liquefied natural gas, liquefied petroleum gas, diesel, purchased electricity, and purchased steam and heat, as well as the recommended values of common parameters related to fossil fuels set out in Annex 1 of the *Guidelines for the Calculation and Reporting of Greenhouse Gas Emissions from Paper and Paper Products Manufacturers* (《造紙和紙製品生產企業溫室氣體排放核算方法與報告指南》) issued by the National Development and Reform Commission.
5. Since the energy consumption of papermaking sector accounts for a relatively high proportion of that of the Group, the energy consumption and intensity of energy for production of each tonne of paper in the papermaking sector are separately disclosed here.
6. Since the water consumption of the papermaking sector accounts for a large proportion of that of the Group, the water consumption and intensity of water for production of each tonne of paper in the papermaking sector are separately disclosed here.

### 備註：

1. 本集團有害廢棄物包括含汞燈管、廢電池、硒鼓、廢油(如潤滑油、機油)、廢油墨瓶、廢添加劑瓶、廢清洗劑瓶、廢白礦物油空桶等；無害廢棄物包括污泥、濕漿、爐渣、生產廢料、生活垃圾、石膏、粉煤灰等。
2. 本集團的溫室氣體排放主要為CO<sub>2</sub>排放，包括：範疇一：直接排放，包括生產過程中使用的無煙煤、天然氣、液化天然氣、液化石油氣、柴油等；範疇二：能源間接排放，包括使用的外購電、外購蒸汽和外購熱。溫室氣體核算按二氧化碳當量呈列，並依據國家發展和改革委員會發佈的《造紙和紙製品生產企業溫室氣體排放核算方法與報告指南(試行)》進行核算。
3. 由於造紙板塊是本集團溫室氣體排放的主要來源，故在此單獨披露造紙板塊的溫室氣體排放量和噸紙產量溫室氣體排放密度。
4. 本集團能源消耗總量根據天然氣、無煙煤、液化天然氣、液化石油氣、柴油、外購電及外購蒸汽與熱的使用量，以及國家發展和改革委員會發佈的《造紙和紙製品生產企業溫室氣體排放核算方法與報告指南》附表1常用化石燃料相關參數的推薦值計算。
5. 由於造紙板塊的能源使用量在本集團總能耗中佔比較大，故在此單獨披露造紙板塊的生產耗能量和噸紙產量能源使用密度。
6. 由於造紙板塊的用水量在本集團總用水量中佔比較大，故在此單獨披露造紙板塊的生產用水量和噸紙產量用水密度。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### SOCIAL KPIS

### 社會範疇KPI

	2025	2024	2023	Unit 單位
<b>Employee Overview</b> 員工概況				
Total workforce 總僱員	<b>22,847</b>	23,856	23,000	Person 人
By gender 按性別劃分				
Male 男性	<b>48%</b>	46%	44%	
Female 女性	<b>52%</b>	54%	56%	
By age group 按年齡劃分				
Under 30 30歲以下	<b>23%</b>	24%	24%	
30-49 30-49	<b>70%</b>	70%	71%	
50 and above 50歲及以上	<b>7%</b>	6%	5%	
By employee type 按僱傭類型劃分				
Full time 全職	<b>100%</b>	100%	99.996%	
Part-time 兼職	<b>0</b>	0	0.004%	



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## 環境、社會及管治報告

	2025	2024	2023	Unit 單位
By region <sup>1</sup> 按地區劃分 <sup>1</sup>				
Northeast region of China 東北區域	4.0%	4.2%	4.4%	
Fujian region of China 福江區域	30.6%	29.4%	29.0%	
Huguang region of China 湖廣區域	21.7%	22.1%	21.2%	
North region of China 華北區域	4.4%	4.7%	4.8%	
East region of China 華東區域	11.9%	11.9%	12.3%	
Luyu region of China 魯豫區域	10.8%	10.8%	11.0%	
Northwest region of China 西北區域	4.7%	4.7%	5.1%	
Southwest region of China 西南區域	11.9%	12.1%	12.1%	
Hongkong and overseas 香港及海外區域	0.1%	0.1%	0.1%	
Proportion of female by job title 各職級女性佔比				
General manager and above 總經理級及以上	15%	13%	14%	
Manager 經理級	33%	32%	31%	
Functional staff 職能員工	37%	37%	39%	
Junior staff 基層普工	88%	89%	91%	
Employee turnover rate <sup>2</sup> 員工流失率 <sup>2</sup>				
By gender 按性別劃分				
Male 男性	29%	35%	38%	
Female 女性	24%	26%	32%	



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	2025	2024	2023	Unit 單位
By age group 按年齡劃分				
Under 30 30歲以下	52%	62%	62%	
30-49 30-49	18%	20%	25%	
50 and above 50歲及以上	27%	32%	37%	
By region 按地區劃分				
Northeast region of China 東北區域	14%	14%	24%	
Fujiang region of China 福江區域	29%	33%	36%	
Huguang region of China 湖廣區域	26%	33%	39%	
North region of China 華北區域	19%	21%	29%	
East region of China 華東區域	35%	33%	41%	
Luyu region of China 魯豫區域	13%	20%	26%	
Northwest region of China 西北區域	32%	36%	33%	
Southwest region of China 西南區域	26%	34%	33%	
Hongkong and overseas 香港及海外區域	0	8%	0	
<b>Development and Training</b> <b>發展與培訓</b>				
Ratio of employees trained <sup>3</sup> 僱員受訓比例 <sup>3</sup>				
By gender 按性別劃分				
Male 男性	100%	100%	86%	
Female 女性	98%	90%	67%	



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	2025	2024	2023	Unit 單位
By job title 按職級劃分				
General manager and above 總經理級及以上	59%	42%	54%	
Manager 經理級	87%	86%	75%	
Functional staff 職能員工	100%	100%	83%	
Junior staff 基層普工	98%	86%	61%	
Average training hours of employees 僱員平均培訓時數	23	20	11	Hour 小時
By gender 按性別劃分				
Male 男性	28	25	14	Hour 小時
Female 女性	19	16	8	Hour 小時
By job title 按職級劃分				
General manager and above 總經理級及以上	6	6	6	Hour 小時
Manager 經理級	14	19	17	Hour 小時
Functional staff 職能員工	26	24	12	Hour 小時
Junior staff 基層普工	18	13	7	Hour 小時
<b>Health and Safety</b> 健康與安全				
Incidence of occupational diseases 職業病發生率	0	0	0	%
Number of work injuries 因工受傷人次	63	65	67	Occurrence 人次
Number of days lost due to work injury 因工傷損失工作日數	2,634	2,782	2,817	Day 天
Number of work-related fatalities 因工亡故人數	0	0	0	Person 人



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## 環境、社會及管治報告

	2025	2024	2023	Unit 單位
<b>Supply Chain Management<sup>4</sup></b> 供應鏈管理 <sup>4</sup>				
Total number of raw and auxiliary materials suppliers 原輔材料供應商總數	603	596	612	Supplier 家
By country 按國家劃分				
China 中國	566	557	581	Supplier 家
America 美國	3	4	3	Supplier 家
India 印度	1	2	2	Supplier 家
Others 其他地區	34	33	26	Supplier 家
<b>Product Responsibility</b> 產品責任				
Percentage of recall for safety and health reasons 因安全與健康須回收百分比	0	0	0	
<b>Anti-corruption</b> 反貪污				
Number of concluded legal cases regarding corrupt practices brought against the Group's employees during the Reporting Period 於匯報期內對本集團僱員提出並已審結的貪污訴訟案件的數目	0	3	0	Case 起
<b>Community Investment</b> 社區投資				
Hengan International's charitable and other donations 恒安國際慈善及其他捐款	3,257	1,331	1,114	RMB10,000 萬元人民幣
Volunteer hours 志願者小時數	3,101	3,029	2,862	Hour 小時



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### Notes:

1. The northeast region of China includes: Liaoning Province, Jilin Province, and Heilongjiang Province; the Fujiang region of China includes: Fujian Province and Jiangxi Province; the Huguang region of China includes: Guangdong Province, Guangxi Zhuang Autonomous Region, Hainan Province, Hunan Province, and Hubei Province; the north region of China includes: Beijing City, Tianjin City, Hebei Province, Shanxi Province, and Inner Mongolia Autonomous Region; the east region of China includes: Shanghai City, Zhejiang Province, Jiangsu Province, and Anhui Province; the Luyu region of China includes: Shandong Province, and Henan Province; the northwest region of China includes: Shaanxi Province, Gansu Province, Qinghai Province, Xinjiang Uygur Autonomous Region, and Ningxia Hui Autonomous Region; and the southwest region of China includes: Sichuan Province, Chongqing City, Yunnan Province, Guizhou Province, and Xizang Autonomous Region;
2. The calculation method of the Group's employee turnover rate is Employees in the specified category leaving employment during the reporting year/ Total number of employees in the specified category at the end of the reporting year (excluding the turnover during the probation period);
3. The calculation method of the Group's employee training ratio is the number of employees in the specified category who took part in training/the total number of employees in the specified category.
4. The Group has restated the number of suppliers by country and region for 2024.

### 備註：

1. 東北地區包括：遼寧省、吉林省、黑龍江省；福江地區包括：福建省、江西省；湖廣區域包括：廣東省、廣西壯族自治區、海南省、湖南省、湖北省；華北區域包括：北京市、天津市、河北省、山西省、內蒙古自治區；華東區域包括：上海市、浙江省、江蘇省、安徽省；魯豫區域包括：山東省、河南省；西北區域包括：陝西省、甘肅省、青海省、新疆維吾爾族自治區、寧夏回族自治區；西南地區包括：四川省、重慶市、雲南省、貴州省、西藏自治區；
2. 本集團流失率計算方法為該類別全年流失員工人數／該類別年末員工總數（不包含試用期流失）；
3. 本集團僱員受訓比例計算方法為該類別受訓員工人數／該類別員工總數。
4. 本集團對2024年按國家和地區劃分的供應商數量進行了重述。



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### GRI STANDARDS INDEX

### GRI索引表

Statement of Use 使用說明	Hengan International Group Co., Ltd has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards 恒安國際集團有限公司在2025年1月1日至2025年12月31日期間，參照GRI標準報告了在此份GRI內容索引中引用的信息
GRI 1 used 使用的GRI 1	GRI 1: Foundation 2021 GRI 1：基礎2021

GRI Standards Number GRI標準	Disclosure Title 披露項	Report Section(s) 章節名稱
GRI 2: General Disclosure 2021 GRI 2：一般披露 2021	2-1 Organization details 組織詳細情況	ABOUT HENGAN — About the Group 走進恒安 — 集團介紹
	2-2 Entities included in the organization's sustainability reporting 納入組織可持續發展報告的實體	ABOUT HENGAN — Scope of the Report 報告概覽 — 報告範圍
	2-3 Reporting period and frequency, and contact point 報告期、報告頻率和聯繫人	ABOUT HENGAN — Scope of the Report READERS FEEDBACK FORM 報告概覽 — 報告範圍 讀者反饋表
	2-4 Restatements of information 信息重述	No significant changes 無重大變化
	2-5 External assurance 外部鑑證	ASSURENCE STATEMENT 鑒證聲明
	2-6 Activities, value chain and other business relationships 活動、價值鏈和其他業務關係	ABOUT HENGAN — Scope of the Report 報告概覽 — 報告範圍
	2-7 Employees 員工	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Equal and Compliant Employment SOCIAL KPIs 恆心聚力，安育人才沃土一平等僱傭 合規為綱 社會範疇KPI



# Environmental, Social And Governance Report

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GRI Standards		
Number GRI標準	Disclosure Title 披露項	Report Section(s) 章節名稱
2-9	Governance structure and composition 管治架構和組成	IMPLEMENTING SUSTAINABLE DEVELOPMENT GOVERNANCE 落實可持續發展治理
2-12	Role of the highest governance body in overseeing the management of impacts 在管理影響方面，最高管治機構的監督 作用	IMPLEMENTING SUSTAINABLE DEVELOPMENT GOVERNANCE 落實可持續發展治理
2-13	Delegation of responsibility for managing impacts 為管理影響的責任授權	IMPLEMENTING SUSTAINABLE DEVELOPMENT GOVERNANCE 落實可持續發展治理
2-14	Role of the highest governance body in sustainability reporting 最高管治機構在可持續發展報告中的作 用	IMPLEMENTING SUSTAINABLE DEVELOPMENT GOVERNANCE 落實可持續發展治理
2-16	Communication of critical concerns 重要關切問題的溝通	IMPLEMENTING SUSTAINABLE DEVELOPMENT GOVERNANCE 落實可持續發展治理
2-17	Collective knowledge of the highest governance body 最高管治機構的共同知識	IMPLEMENTING SUSTAINABLE DEVELOPMENT GOVERNANCE 落實可持續發展治理
2-22	Statement on sustainable development strategy 關於可持續發展戰略的聲明	IMPLEMENTING SUSTAINABLE DEVELOPMENT GOVERNANCE 落實可持續發展治理



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## 環境、社會及管治報告

GRI Standards	Disclosure Title	Report Section(s)
Number	披露項	章節名稱
GRI 標準		
2-23	Policy commitments 政策承諾	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE ADVANCING INNOVATION TO DELIVER SUPERIOR PRODUCT QUALITY EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT BUILDING TRUSTED PARTNERSHIPS FOR A RESPONSIBLE VALUE CHAIN FULFILLING SOCIAL RESPONSIBILITY WITH COMMITMENT AND CARE 恒治為本，安行合規運營 恒守綠意，安繪低碳藍圖 恒新研發，安鑄卓越品質 恒心聚力，安育人才沃土 恒信共鏈，安築責任生態
2-24	Embedding policy commitments 融合政策承諾	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE ADVANCING INNOVATION TO DELIVER SUPERIOR PRODUCT QUALITY EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT BUILDING TRUSTED PARTNERSHIPS FOR A RESPONSIBLE VALUE CHAIN FULFILLING SOCIAL RESPONSIBILITY WITH COMMITMENT AND CARE 恒治為本，安行合規運營 恒守綠意，安繪低碳藍圖 恒新研發，安鑄卓越品質 恒心聚力，安育人才沃土 恒信共鏈，安築責任生態



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GRI Standards		
Number GRI標準	Disclosure Title 披露項	Report Section(s) 章節名稱
	2-25 Processes to remediate negative impacts 補救負面影響的程序	STRENGTHENING GOVERNANCE FOUNDATIONS FOR COMPLIANT AND SOUND OPERATIONS — Compliance with Business Ethics 恒治為本·安行合規運營 — 商業道德 守正踐行
	2-26 Mechanisms for seeking advice and raising concerns 尋求建議和提出關切的機制	STRENGTHENING GOVERNANCE FOUNDATIONS FOR COMPLIANT AND SOUND OPERATIONS — Compliance with Business Ethics 恒治為本·安行合規運營 — 商業道德 守正踐行
	2-27 Compliance with laws and regulations 遵守法律法規	No significant violations 無重大違規事件
	2-28 Membership associations 協會的成員資格	ADVANCING INNOVATION TO DELIVER SUPERIOR PRODUCT QUALITY — Innovation-Driven, Smart R&D 恒新研發·安鑄卓越品質 — 創新驅動 智慧研發
	2-29 Approach to stakeholder engagement 利益相關方參與的方法	IMPLEMENTING SUSTAINABLE DEVELOPMENT GOVERNANCE 落實可持續發展治理
	2-30 Collective bargaining agreements 集體談判協議	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Equal and Compliant Employment 恒心聚力·安育人才沃土 — 平等僱傭 合規為綱
GRI 3: Material Topics 2021 GRI 3 : 實質性議題2021	3-1 Process to determine material topics 確定實質性議題的過程	IMPLEMENTING SUSTAINABLE DEVELOPMENT GOVERNANCE 落實可持續發展治理
	3-2 List of material topics 實質性議題清單	IMPLEMENTING SUSTAINABLE DEVELOPMENT GOVERNANCE 落實可持續發展治理
	3-3 Management of material topics 實質性議題的管理	IMPLEMENTING SUSTAINABLE DEVELOPMENT GOVERNANCE 落實可持續發展治理
GRI 201: Economic Performance 2016 GRI 201 : 經濟績效2016	201-2 Financial implications and other risks and opportunities due to climate change 氣候變化帶來的財務影響以及其他風險和機遇	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Compliant Emissions and Upholding Environmental Standards 恒守綠意·安繪低碳藍圖 — 氣候響應 減碳先行



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GRI Standards Number GRI 標準	Disclosure Title 披露項	Report Section(s) 章節名稱
GRI 205: Anti-corruption 2016 GRI 205 : 反腐敗 2016	205-2 Communication and training about anti-corruption policies and procedures 反腐敗政策和程序的傳達及培訓	STRENGTHENING GOVERNANCE FOUNDATIONS FOR COMPLIANT AND SOUND OPERATIONS — Compliance with Business Ethics 恒治為本，安行合規運營 — 商業道德 守正踐行
GRI 206: Anti-competitive Behavior 2016 GRI 206 : 反競爭 行為2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices 針對反競爭行為、反托拉斯和反壟斷實踐的法律訴訟	STRENGTHENING GOVERNANCE FOUNDATIONS FOR COMPLIANT AND SOUND OPERATIONS — Compliance with Business Ethics 恒治為本，安行合規運營 — 商業道德 守正踐行
GRI 301: Material 2016 GRI 301 : 物料 2016	301-1 Materials used by weight or volume 所用物料的重量或體積	ENVIRONMENTAL KPIs 環境範疇KPI
	301-3 Reclaimed products and their packaging materials 再生產品及其包裝材料	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Resource Optimization, Efficient Circularity 恒守綠意，安繪低碳藍圖 — 資源優化 高效循環
GRI 302: Energy 2016 GRI 302 : 能源 2016	302-1 Energy consumption within the organization 組織內部的能源消耗量	ENVIRONMENTAL KPIs 環境範疇KPI
	302-2 Energy consumption outside of the organization 組織外部的能源消耗量	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Compliant Emissions and Upholding Environmental Standards 恒守綠意，安繪低碳藍圖 — 氣候響應 減碳先行
	302-3 Energy intensity 能源強度	ENVIRONMENTAL KPIs 環境範疇KPI
	302-4 Reduction of energy consumption 降低能源消耗量	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Compliant Emissions and Upholding Environmental Standards 恒守綠意，安繪低碳藍圖 — 氣候響應 減碳先行
	302-5 Reductions in energy requirements of products and services 降低產品和服務的能源需求量	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Compliant Emissions and Upholding Environmental Standards 恒守綠意，安繪低碳藍圖 — 氣候響應 減碳先行



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GRI Standards Number GRI標準	Disclosure Title 披露項	Report Section(s) 章節名稱
GRI 303: Water and Effluents 2018 GRI 303 : 水資源和污水2018	303-1 Interactions with water as a shared resource 組織與水作為共有資源的相互影響	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Ecological Conservation for Coexistence and Harmony 恒守綠意，安繪低碳藍圖 — 生態守護 共生共融
	303-2 Management of water discharge-related impacts 管理與排水相關的影響	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Compliant Emissions and Upholding Environmental Standards 恒守綠意，安繪低碳藍圖 合規排放 嚴守底線
	303-3 Water withdrawal 取水	ENVIRONMENTAL KPIs 環境範疇KPI
	303-4 Water discharge 排水	ENVIRONMENTAL KPIs 環境範疇KPI
	303-5 Water consumption 耗水	ENVIRONMENTAL KPIs 環境範疇KPI
GRI 304: Biodiversity 2016 GRI 304 : 生物多樣性2016	304-2 Significant impacts of activities, products, and services on biodiversity 活動、產品和服務對生物多樣性的重大影響	No significant impact 無重大影響
	304-4 UCN Red List species and national conservation list Species with habitats in areas affected by operations 受運營影響的棲息地中已被列入世界自然保護聯盟(IUCN)紅色名錄及國家保護名冊的物種	No relevant operation 無相關運營點



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GRI 305: Emissions 2016 GRI 305 : 排放 2016	305-1 Direct (Scope 1) GHG emissions 直接(範圍1)溫室氣體排放	ENVIRONMENTAL KPIs 環境範疇KPI
	305-2 Energy indirect (Scope 2) GHG emissions 能源間接(範圍2)溫室氣體排放	ENVIRONMENTAL KPIs 環境範疇KPI
	305-3 Other indirect (Scope 3) GHG emissions 其他間接(範圍3)溫室氣體排放	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Compliant Emissions and Upholding Environmental Standards 恒守綠意·安繪低碳藍圖 — 氣候響應 減碳先行
	305-4 GHG emissions intensity 溫室氣體排放強度	ENVIRONMENTAL KPIs 環境範疇KPI
	305-5 Reduction of GHG emissions 溫室氣體減排量	ENVIRONMENTAL KPIs 環境範疇KPI
	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions 氮氧化物(NO <sub>x</sub> )、硫氧化物(SO <sub>x</sub> )和其他重大氣體排放	ENVIRONMENTAL KPIs 環境範疇KPI
GRI 306: Waste 2020 GRI 306 : 廢棄物 2020	306-1 Waste generation and significant waste-related impacts 廢棄物的產生及廢棄物相關重大影響	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Compliant Emissions and Upholding Environmental Standards 恒守綠意·安繪低碳藍圖 — 合規排放 嚴守底線
	306-2 Management of significant waste-related impacts 廢棄物相關重大影響的管理	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Compliant Emissions and Upholding Environmental Standards 恒守綠意·安繪低碳藍圖 — 合規排放 嚴守底線
	306-3 Waste generated 產生的廢棄物	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Compliant Emissions and Upholding Environmental Standards 恒守綠意·安繪低碳藍圖 — 合規排放 嚴守底線
	306-4 Waste diverted from disposal 從處置中轉移的廢棄物	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Compliant Emissions and Upholding Environmental Standards 恒守綠意·安繪低碳藍圖 — 合規排放 嚴守底線
	306-5 Waste directed to disposal 進入處置的廢棄物	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Compliant Emissions and Upholding Environmental Standards 恒守綠意·安繪低碳藍圖 — 合規排放 嚴守底線



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GRI Standards Number GRI標準	Disclosure Title 披露項	Report Section(s) 章節名稱
GRI 401: Employment 2016 GRI 401 : 僱傭 2016	401-1 New employee hires and employee turnover 新進員工僱傭率和員工流動率	SOCIAL KPIs 社會範疇KPI
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 提供給全職員工(不包括臨時或兼職員工)的福利	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Thoughtful Care and Welfare Benefits 恒心聚力·安育人才沃土 — 暖心關懷 福利保障
	401-3 Parental leave 育兒假	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Thoughtful Care and Welfare Benefits 恒心聚力·安育人才沃土 — 暖心關懷 福利保障
GRI 402: Labor/ Management Relations 2016 GRI 402 : 勞資關係2016	402-1 Minimum notice periods regarding operational changes 有關運營變更的最短通知期	The Group strictly abides by relevant laws and regulations 本集團嚴格遵守相關法律法規
GRI 403: Occupational Health and Safety 2018 GRI 403 : 職業健康與安全2018	403-1 Occupational health and safety management system 職業健康安全管理體系	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Safety First and Health Priority 恒心聚力·安育人才沃土 — 安全第一 健康為本
	403-2 Hazard identification, risk assessment, and incident investigation 危害識別、風險評估和事故調查	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Safety First and Health Priority 恒心聚力·安育人才沃土 — 安全第一 健康為本
	403-3 Occupational health services 職業健康服務	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Safety First and Health Priority 恒心聚力·安育人才沃土 — 安全第一 健康為本
	403-4 Worker participation, consultation, and communication on occupational health and safety 職業健康安全事務：工作者的參與、意見徵詢和溝通	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Safety First and Health Priority 恒心聚力·安育人才沃土 — 安全第一 健康為本



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GRI Standards Number GRI標準	Disclosure Title 披露項	Report Section(s) 章節名稱
GRI 404: Training and Education 2016 GRI 404 : 培訓與教育2016	403-5 Worker training on occupational health and safety 工作者職業健康安全培訓	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Safety First and Health Priority 恒心聚力·安育人才沃土 — 安全第一 健康為本
	403-6 Promotion of worker health 促進工作者健康	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Safety First and Health Priority 恒心聚力·安育人才沃土 — 安全第一 健康為本
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防和減緩與業務關係直接相關的職業健康安全影響	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Safety First and Health Priority 恒心聚力·安育人才沃土 — 安全第一 健康為本
	403-8 Workers covered by an occupational health and safety management system 職業健康安全管理體系覆蓋的工作者	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Safety First and Health Priority 恒心聚力·安育人才沃土 — 安全第一 健康為本
	403-9 Work-related injuries 工傷	SOCIAL KPIs 社會範疇KPI
	403-10 Work-related ill health 工作相關的健康問題	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Safety First and Health Priority 恒心聚力·安育人才沃土 — 安全第一 健康為本
	404-1 Average hours of training per year per employee 每名員工每年接受培訓的平均小時數	SOCIAL KPIs 社會範疇KPI
	404-2 Programs for upgrading employee skills and transition assistance programs 員工技能提升方案和過渡援助方案	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Talent Cultivation for Shared Growth 恒心聚力·安育人才沃土 — 育才賦能 成長共進
	404-3 Percentage of employees receiving regular performance and career development reviews 接受定期績效和職業發展考核的員工百分比	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Talent Cultivation for Shared Growth 恒心聚力·安育人才沃土 — 育才賦能 成長共進



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GRI 405: Diversity and Equal Opportunity 2016 GRI 405 : 多元化與平等機會2016	405-1 Diversity of governance bodies and employees 管治機構與員工的多元化	STRENGTHENING GOVERNANCE FOUNDATIONS FOR COMPLIANT AND SOUND OPERATIONS — Efficient Governance and Compliant Implementation EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Equal and Compliant Employment 恒治為本，安行合規運營 — 高效治理 合規落地 恒心聚力，安育人才沃土 — 平等僱傭 合規為綱
	405-2 Ratio of basic salary and remuneration of women to men 男女基本工資和報酬的比例	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Equal and Compliant Employment 恒心聚力，安育人才沃土 — 平等僱傭 合規為綱
GRI 406: Non-discrimination 2016 GRI 406 : 反歧視 2016	406-1 Incidents of discrimination and corrective actions taken 歧視事件及採取的糾正行動	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Equal and Compliant Employment 恒心聚力，安育人才沃土 — 平等僱傭 合規為綱
GRI 407: Freedom of Association and Collective Bargaining 2016 GRI 407 : 結社自由與集體談判 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 結社自由與集體談判權利可能面臨風險的運營點和供應商	No such operation or supplier 無此類運營點或供應商
GRI 408: Child Labor 2016 GRI 408 : 童工 2016	408-1 Operations and suppliers at significant risk for incidents of child labor 具有重大童工事件風險的運營點和供應商	No such operation or supplier 無此類運營點或供應商
GRI 409: Forced or Compulsory Labor 2016 GRI 409 : 強迫或強制勞動2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor 具有強迫或強制勞動事件重大風險的運營點和供應商	No such operation or supplier 無此類運營點或供應商



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GRI 411: Rights of Indigenous Peoples 2016 GRI 411 : 原住民權利2016	411-1 Incidents of violations involving rights of indigenous peoples 涉及侵犯原住民權利的事件	Not applicable 不適用
GRI 413: Local Communities 2016 GRI 413 : 當地社區2016	413-1 Operations with local community engagement, impact assessments, and development programs 有當地社區參與、影響評估和發展計劃的運營點	FULFILLING SOCIAL RESPONSIBILITY WITH COMMITMENT AND CARE — Practicing Goodness Through Action, Warm-hearted Mutual Benefit 恒揚愛心·安寧家國情懷 — 踐善於行 暖心共益
	413-2 Operations with significant actual and potential negative impacts on local communities 對當地社區有實際或潛在重大負面影響的運營點	No such operation 無此類運營點
GRI 415: Public Policy 2016 GRI 415 : 公共政策2016	415-1 Political contributions 政治捐助	No political contributions 無政治捐贈
GRI 416: Customer Health and Safety 2016 GRI 416 : 客戶健康與安全2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services 涉及產品和服務的健康與安全影響的違規事件	ADVANCING INNOVATION TO DELIVER SUPERIOR PRODUCT QUALITY — Stringent Quality Control, A Trusted Choice 恒新研發·安鑄卓越品質 — 嚴控品質 安心之選
GRI 417: Marketing and Labeling 2016 GRI 417 : 營銷與標識2016	417-1 Requirements for product and service information and labeling 對產品和服務信息與標識的要求	ADVANCING INNOVATION TO DELIVER SUPERIOR PRODUCT QUALITY — Stringent Quality Control, A Trusted Choice 恒新研發·安鑄卓越品質 — 嚴控品質 安心之選
GRI 418: Customer Privacy 2016 GRI 418 : 客戶隱私2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data 涉及侵犯客戶隱私和丟失客戶資料的經證實的投訴	During the Reporting Period, the Group did not have corresponding violations 報告期內本集團未發生相關違規事件



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### CONTENT INDEX FOR ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE

Index for Part C

《環境、社會及管治報告守則》內容索引

C部分內容索引

KPI 層面、一般 披露及關鍵 績效指標	Description 描述	Report Section(s) 章節名稱
<b>A1</b>	<b>Emissions 排放物</b>	
General Disclosure 一般披露	有關廢氣排放、向水及土地的排污、有害及無 害廢棄物的產生等的： Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及 規例的數據。	UPHOLDING GREEN COMMITMENT FOR A LOW- CARBON FUTURE — Compliant Emissions and Upholding Environmental Standards 恒守綠意，安繪低碳藍圖 — 合規排放 嚴守底線
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	ENVIRONMENTAL KPIs 環境範疇KPI
A1.3	Total hazardous waste produced and, where appropriate, intensity. 所產生有害廢棄物總量及密度。	ENVIRONMENTAL KPIs 環境範疇KPI
A1.4	Total non-hazardous waste produced and, where appropriate, intensity 所產生無害廢棄物總量及密度。	ENVIRONMENTAL KPIs 環境範疇KPI
A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所 採取的步驟。	UPHOLDING GREEN COMMITMENT FOR A LOW- CARBON FUTURE — Compliant Emissions and Upholding Environmental Standards 恒守綠意，安繪低碳藍圖 — 合規排放 嚴守底線
A1.6	Description of how hazardous and non- hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所 訂立的減廢目標及為達到這些目標所採取的步 驟。	UPHOLDING GREEN COMMITMENT FOR A LOW- CARBON FUTURE — Compliant Emissions and Upholding Environmental Standards 恒守綠意，安繪低碳藍圖 — 合規排放 嚴守底線



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KPI	層面、一般披露及關鍵績效指標	Description 描述	Report Section(s) 章節名稱
<b>A2</b>	General Disclosure 一般披露	<b>Use of Resource</b> 資源使用  Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Compliant Emissions and Upholding Environmental Standards UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Ecological Conservation for Coexistence and Harmony UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Resource Optimization, Efficient Circularity 恒守綠意，安繪低碳藍圖 — 氣候響應 減碳先行 恒守綠意，安繪低碳藍圖 — 生態守護 共生共融 恒守綠意，安繪低碳藍圖 — 資源優化 高效循環
A2.1		Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及/或間接能源總耗量及密度。	ENVIRONMENTAL KPIs 環境範疇KPI
A2.2		Water consumption in total and intensity. 總耗水量及密度。	ENVIRONMENTAL KPIs 環境範疇KPI
A2.3		Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Compliant Emissions and Upholding Environmental Standards 恒守綠意，安繪低碳藍圖 — 氣候響應 減碳先行
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. 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。	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Resource Optimization, Efficient Circularity 恒守綠意，安繪低碳藍圖 — 資源優化 高效循環
A2.5		Total packaging material used for finished products and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	ENVIRONMENTAL KPIs 環境範疇KPI



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KPI 層面、一般 披露及關鍵 績效指標	Description 描述	Report Section(s) 章節名稱
<b>A3</b>	<b>The Environment and Natural Resources 環境及天然資源</b>	
General Disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE – Compliant Emissions and Upholding Environmental Standards UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE – Ecological Conservation for Coexistence and Harmony 恒守綠意，安繪低碳藍圖 – 合規排放 嚴守底線 恒守綠意，安繪低碳藍圖 – 生態守護 共生共融
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE – Compliant Emissions and Upholding Environmental Standards UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE – Ecological Conservation for Coexistence and Harmony 恒守綠意，安繪低碳藍圖 – 合規排放 嚴守底線 恒守綠意，安繪低碳藍圖 – 生態守護 共生共融
<b>B1</b>	<b>Employment 僱傭</b>	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的數據。	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT – Equal and Compliant Employment 恒心聚力，安育人才沃土 – 平等僱傭 合規為綱
B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	SOCIAL KPIs 社會範疇KPI



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KPI 層面、一般 披露及關鍵 績效指標	Description 描述	Report Section(s) 章節名稱
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	SOCIAL KPIs 社會範疇KPI
<b>B2</b>	<b>Health and Safety</b> 健康與安全	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的數據。	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Safety First and Health Priority 恒心聚力，安育人才沃土 — 安全第一 健康為本
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	SOCIAL KPIs 社會範疇KPI
B2.2	Lost days due to work injury. 因工傷損失工作日數。	SOCIAL KPIs 社會範疇KPI
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Safety First and Health Priority 恒心聚力，安育人才沃土 — 安全第一 健康為本
<b>B3</b>	<b>Development and Training</b> 發展及培訓	
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Talent Cultivation for Shared Growth 恒心聚力，安育人才沃土 — 育才賦能 成長共進



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KPI 層面、一般 披露及關鍵 績效指標	Description 描述	Report Section(s) 章節名稱
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱傭類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	SOCIAL KPIs 社會範疇KPI
B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	SOCIAL KPIs 社會範疇KPI
<b>B4</b>	<b>Labor Standards</b> 勞工準則	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to preventing child and forced labor. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Equal and Compliant Employment 恒心聚力，安育人才沃土 — 平等僱傭 合規為綱
B4.1	Description of measures to review employment practices to avoid child and forced labor. 描述檢討招聘慣例的措施以避免童工及強制勞工。	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Equal and Compliant Employment 恒心聚力，安育人才沃土 — 平等僱傭 合規為綱
B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	EMPOWERING TALENT TO FOSTER SUSTAINABLE WORKFORCE DEVELOPMENT — Equal and Compliant Employment 恒心聚力，安育人才沃土 — 平等僱傭 合規為綱
<b>B5</b>	<b>Supply Chain Management</b> 供應鏈管理	
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	BUILDING TRUSTED PARTNERSHIPS FOR A RESPONSIBLE VALUE CHAIN — Linking Responsibility, Advancing Quality and Efficiency Together 恒信共鏈，安築責任生態 — 鏈動責任 質效共進
B5.1	Number of suppliers by geographical region.  按地區劃分的供應商數目。	SOCIAL KPIs 社會範疇KPI



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KPI 層面、一般 披露及關鍵 績效指標	Description 描述	Report Section(s) 章節名稱
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目以及相關執行及監察方法。	BUILDING TRUSTED PARTNERSHIPS FOR A RESPONSIBLE VALUE CHAIN – Linking Responsibility, Advancing Quality and Efficiency Together 恒信共鏈，安築責任生態 – 鏈動責任 質效共進
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	BUILDING TRUSTED PARTNERSHIPS FOR A RESPONSIBLE VALUE CHAIN – Sustainable Supply Chain 恒信共鏈，安築責任生態 – 可持續供應鏈
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 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。	BUILDING TRUSTED PARTNERSHIPS FOR A RESPONSIBLE VALUE CHAIN – Sustainable Supply Chain 恒信共鏈，安築責任生態 – 可持續供應鏈
<b>B6</b>	<b>Product Responsibility</b> 產品責任	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的數據。	ADVANCING INNOVATION TO DELIVER SUPERIOR PRODUCT QUALITY – Stringent Quality Control, A Trusted Choice ADVANCING INNOVATION TO DELIVER SUPERIOR PRODUCT QUALITY – Considerate Service, Integrity and Accountability STRENGTHENING GOVERNANCE FOUNDATIONS FOR COMPLIANT AND SOUND OPERATIONS – Information Security and Privacy Protection 恒新研發，安鑄卓越品質 – 嚴控品質 安心之選 恒新研發，安鑄卓越品質 – 貼心服務 誠信負責 恒治為本，安行合規運營 – 信息安 隱私保護
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	ADVANCING INNOVATION TO DELIVER SUPERIOR PRODUCT QUALITY – Stringent Quality Control, A Trusted Choice 恒新研發，安鑄卓越品質 – 嚴控品質 安心之選



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KPI 層面、一般 披露及關鍵 績效指標	Description 描述	Report Section(s) 章節名稱
B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	ADVANCING INNOVATION TO DELIVER SUPERIOR PRODUCT QUALITY – Considerate Service, Integrity and Accountability 恒新研發·安鑄卓越品質 – 貼心服務 誠信負責
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	ADVANCING INNOVATION TO DELIVER SUPERIOR PRODUCT QUALITY – Innovation-Driven, Smart R&D 客戶為先·恒鑄卓越品質 – 創新驅動 智慧研發
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	ADVANCING INNOVATION TO DELIVER SUPERIOR PRODUCT QUALITY – Stringent Quality Control, A Trusted Choice 恒新研發·安鑄卓越品質 – 嚴控品質 安心之選
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	STRENGTHENING GOVERNANCE FOUNDATIONS FOR COMPLIANT AND SOUND OPERATIONS – Information Security and Privacy Protection 恒治為本·安行合規運營 – 信息安 隱私保護
<b>B7</b>	<b>Anti-corruption</b> <b>反貪污</b>	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的數據。	STRENGTHENING GOVERNANCE FOUNDATIONS FOR COMPLIANT AND SOUND OPERATIONS – Compliance with Business Ethics 恒治為本·安行合規運營 – 商業道德·守正踐行
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	SOCIAL KPIs 社會範疇KPI



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KPI 層面、一般 披露及關鍵 績效指標	Description 描述	Report Section(s) 章節名稱
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	STRENGTHENING GOVERNANCE FOUNDATIONS FOR COMPLIANT AND SOUND OPERATIONS — Compliance with Business Ethics 恒治為本，安行合規運營 — 商業道德，守正踐行
B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	STRENGTHENING GOVERNANCE FOUNDATIONS FOR COMPLIANT AND SOUND OPERATIONS — Compliance with Business Ethics 恒治為本，安行合規運營 — 商業道德，守正踐行
<b>B8</b>	<b>Community Investment</b> 社區投資	
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	FULFILLING SOCIAL RESPONSIBILITY WITH COMMITMENT AND CARE — Practicing Goodness Through Action, Warm-hearted Mutual Benefit 恒揚愛心，安寧家國情懷 — 踐善於行 暖心共益
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	FULFILLING SOCIAL RESPONSIBILITY WITH COMMITMENT AND CARE — Practicing Goodness Through Action, Warm-hearted Mutual Benefit 恒揚愛心，安寧家國情懷 — 踐善於行 暖心共益
B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	FULFILLING SOCIAL RESPONSIBILITY WITH COMMITMENT AND CARE — Practicing Goodness Through Action, Warm-hearted Mutual Benefit 恒揚愛心，安寧家國情懷 — 踐善於行 暖心共益



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### Index for Part D

### D部分內容索引

Governance 管治	Description 描述	Report Section 章節名稱
19 (a)	Information regarding the governance body (which may include the board of directors, committee, or other equivalent governance body) or individual responsible for overseeing climate-related risks and opportunities. Specifically, issuer must identify the relevant institution or individual and disclose the following information: 負責監督氣候相關風險和機遇的治理機構(可包括董事會、委員會或其他同等治理機構)或個人的信息。具體而言，發行人須指出有關機構或個人及披露以下資訊：	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Climate Response and Leading with Carbon Reduction 恒守綠意，安繪低碳藍圖 — 氣候響應 減碳先行
19 (b)	The role of the management in the governance processes, monitoring measures and procedures used to monitor, manage and oversee climate-related risks and opportunities, including the following information: 管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色，包括以下信息：	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Climate Response and Leading with Carbon Reduction 恒守綠意，安繪低碳藍圖 — 氣候響應 減碳先行
Strategy 策略	Description 描述	Report Section(s) 章節名稱
20	Climate-related risks and opportunities 氣候相關風險和機遇	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Climate Response and Leading with Carbon Reduction 恒守綠意，安繪低碳藍圖 — 氣候響應 減碳先行
21	Business model and value chain 業務模式和價值鏈	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Climate Response and Leading with Carbon Reduction 恒守綠意，安繪低碳藍圖 — 氣候響應 減碳先行
22、23	Strategies and decisions 策略和決策	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Climate Response and Leading with Carbon Reduction 恒守綠意，安繪低碳藍圖 — 氣候響應 減碳先行



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24、25	Financial condition, financial performance and cash flow 財務狀況、財務表現及現金流量	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE – Climate Response and Leading with Carbon Reduction 恒守綠意，安繪低碳藍圖 – 氣候響應 減碳先行
26	Climate resilience 氣候韌性	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE – Climate Response and Leading with Carbon Reduction 恒守綠意，安繪低碳藍圖 – 氣候響應 減碳先行
Risk management 風險管理	Description 描述	Report Section(s) 章節名稱
27	Risk management 風險管理	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE – Climate Response and Leading with Carbon Reduction 恒守綠意，安繪低碳藍圖 – 氣候響應 減碳先行
Metrics and targets 指標和目標	Description 描述	Report Section(s) 章節名稱
28、29	Greenhouse gas emissions 溫室氣體排放	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE – Climate Response and Leading with Carbon Reduction 恒守綠意，安繪低碳藍圖 – 氣候響應 減碳先行
30	Climate-related transition risks 氣候相關轉型風險	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE – Climate Response and Leading with Carbon Reduction 恒守綠意，安繪低碳藍圖 – 氣候響應 減碳先行
31	Climate-related physical risks 氣候相關物理風險	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE – Climate Response and Leading with Carbon Reduction 恒守綠意，安繪低碳藍圖 – 氣候響應 減碳先行
32	Climate-related opportunities 氣候相關機遇	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE – Climate Response and Leading with Carbon Reduction 恒守綠意，安繪低碳藍圖 – 氣候響應 減碳先行
33	Capital deployment 資本運用	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE – Climate Response and Leading with Carbon Reduction 恒守綠意，安繪低碳藍圖 – 氣候響應 減碳先行



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34	Internal carbon pricing 內部碳定價	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Climate Response and Leading with Carbon Reduction 恒守綠意·安繪低碳藍圖 — 氣候響應 減碳先行
35	Compensation 薪酬	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Climate Response and Leading with Carbon Reduction 恒守綠意·安繪低碳藍圖 — 氣候響應 減碳先行
36	Industry metrics 行業指標	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Climate Response and Leading with Carbon Reduction 恒守綠意·安繪低碳藍圖 — 氣候響應 減碳先行
37-40	Climate-related goals 氣候相關目標	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Climate Response and Leading with Carbon Reduction 恒守綠意·安繪低碳藍圖 — 氣候響應 減碳先行
41	Cross-Industry Metrics and Applicability of Industry Metrics 跨行業指標及行業指標的適用性	UPHOLDING GREEN COMMITMENT FOR A LOW-CARBON FUTURE — Climate Response and Leading with Carbon Reduction 恒守綠意·安繪低碳藍圖 — 氣候響應 減碳先行



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### ASSURANCE STATEMENT

### 鑑證聲明



## ASSURANCE STATEMENT

### REPORT ON SUSTAINABILITY ACTIVITIES IN THE HENGAN INTERNATIONAL GROUP CO., LTD.'S ESG REPORT FOR 2025

#### NATURE OF THE ASSURANCE/VERIFICATION

SGS-CSTC Standards Technical Services Co., Ltd. (hereinafter referred to as SGS-CSTC) was commissioned by Hengan International Group Co., Ltd. (hereinafter referred to as Hengan International ) to conduct an independent assurance of the ESG Report for 2025 (Chinese version) for the period of January 1, 2025 to December 31, 2025.

#### INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all Hengan International 's Stakeholders.

#### RESPONSIBILITIES

The sustainability information in the ESG Report for 2025 and its presentation are the responsibility of Hengan International 's ESG governing body and the management. SGS-CSTC has not been involved in the preparation of any of the material included in the ESG Report for 2025.

Our responsibility is to express an opinion on the sustainability performance information within the scope of assurance based upon sufficient and appropriate objective evidence.

SGS-CSTC hereby states that it shall not be held responsible or liable for any direct, indirect, incidental, or consequential damages or losses arising from or in connection with the use of information provided in this report.

#### ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS Group ESG & ESG Report Assurance (SRA) protocols used to conduct assurance are based upon internationally recognised assurance standards including the ISAE 3000.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard	Level of Assurance
ISAE 3000	Limited

#### SCOPE OF ASSURANCE

The scope of the assurance included evaluation of quality, accuracy and reliability of the performance information in the Report and evaluation of adherence to the following reporting criteria:

Reporting Criteria
GRI Standards 2021 (With Reference to)
Appendix C2 Environmental, Social and Governance Reporting Code of Listing Rules published by Hong Kong Exchanges and Clearing Limited (HKEX)



# Environmental, Social And Governance Report

## 環境、社會及管治報告



This assurance engagement is confined to verifying the material topic assessment process and accuracy and reliability of the entire sustainability performance information presented in the Hengan International 's ESG Report for 2025. The key performance highlights are as follows:

<b>Environmental indicators</b>	<ul style="list-style-type: none"> <li>• Scope 1 : Direct GHG emissions</li> <li>• Scope 2 : Energy indirect emissions ( Location-Based )</li> <li>• Scope 2 : Energy indirect emissions ( Market-Based )</li> <li>• Total GHG emissions : Scope 1&amp; Scope 2 ( Location-Based )</li> <li>• Total GHG emissions : Scope 1&amp; Scope 2 ( Market-Based )</li> <li>• GHG emission intensity</li> <li>• NO<sub>x</sub> emissions</li> <li>• SO<sub>2</sub> emissions</li> <li>• Smoke and dust emissions</li> <li>• Dust particles</li> <li>• Total energy consumption</li> <li>• Energy consumption intensity</li> <li>• Total water consumption</li> <li>• Hazardous waste emissions</li> <li>• Hazardous waste emission intensity</li> <li>• Non-hazardous waste emissions</li> <li>• Non-hazardous waste emission intensity</li> </ul>
<b>Social indicators</b>	<ul style="list-style-type: none"> <li>• the overall salary ratio of male to female employees</li> <li>• Total number of raw and auxiliary materials suppliers</li> <li>• Number of work-related fatalities</li> <li>• Charitable and other donations</li> </ul>
<b>Governance indicators</b>	<ul style="list-style-type: none"> <li>• Number of corruption lawsuits filed against employees of the Group and concluded during the reporting period</li> </ul>

### ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant Hengan International, on-site at 11th Floor, Building T9, Powerlong City, Lane 1459, Xinzhen Road, Minhang District, Shanghai, P.R.China. including documentation and record review and validation where relevant. This assurance engagement was restricted to the group level of Hengan International and did not include traceability of all original data from subordinate institutions.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

### LIMITATIONS AND MITIGATION

Data drawn directly from independently audited financial accounts and intensity data calculated based on financial data has not been checked back to source as part of this assurance process.

The greenhouse gas emissions related data in the ESG Report for 2025 was calculated by Hengan International . In the context of the present assurance engagement, our procedures were limited to sample-based validation.

### STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and certification, operating in multiple countries and providing services. As an affiliate of SGS Group, SGS-CSTC affirm our independence from Hengan International , being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment.



# Environmental, Social And Governance Report

## 環境、社會及管治報告



### FINDINGS AND CONCLUSIONS

#### ASSURANCE/VERIFICATION OPINION

On the basis of the methodology described and the assurance engagement performed, no inaccuracies or reliability issues were identified within the scope of the sustainability performance information covered by the Hengan International 's ESG Report for 2025.

#### ADHERENCE TO GRI STANDARDS 2021

The assurance team concludes that the Hengan International 's ESG Report for 2025 has been prepared with reference to the requirements of GRI Standards 2021.

#### ADHERENCE TO APPENDIX C2 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE OF LISTING RULES PUBLISHED BY HKEX

The assurance team concludes that the Hengan International 's ESG Report for 2025 has been prepared in accordance with the requirements of Appendix C2 Environmental, Social and Governance Reporting Code of Listing Rules published by HKEX.

Signed:



For and on behalf of SGS-CSTC

David Xin  
Sr. Director – Business Assurance  
16/F Century Yuhui Mansion, No. 73, Fucheng Road, Haidian District, Beijing, P.R. China

Apr. 2<sup>nd</sup>, 2026  
[WWW.SGS.COM](http://WWW.SGS.COM)



CN26/00002263



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### 鑑證聲明

#### 關於恒安國際集團有限公司《2025年度環境、社會及管治報告》中可持續發展活動的鑑證報告

##### 鑑證 / 驗證的性質和範圍

SGS通標標準技術服務有限公司（以下簡稱「SGS-CSTC」）受恒安國際集團有限公司（以下簡稱「恒安國際」）的委託，對其《2025年度環境、社會及管治報告》中文版涵蓋2025年1月1日至2025年12月31日期間的內容進行獨立鑑證。

##### 鑑證聲明的使用者

本鑑證聲明意圖提供給所有恒安國際的利益相關方。

##### 責任聲明

恒安國際《2025年度環境、社會及管治報告》中的資訊及呈現方式由其ESG管治機構和管理層負責。SGS-CSTC並未參與該報告任何材料的準備。

我們的責任旨在基於充分且適當的客觀證據，在以下規定的鑑證範圍內表達對可持續發展績效資訊的意見。

SGS-CSTC對於任何由於使用本報告中的資訊而引起的直接或間接損失不承擔責任。

##### 鑑證標準、類型與保證等級

SGS集團已根據ISAE 3000等國際公認的鑑證標準，為ESG&可持續發展報告鑑證（SRA）制訂了一套規章。

本報告的鑑證依據下列鑑證標準進行：

鑑證標準	鑑證等級
ISAE 3000	有限保證

##### 鑑證範圍

鑑證範圍包括對該報告中績效資訊的品質、準確性和可靠性進行評估，以及對以下報告標準的遵循情況進行評估：

報告標準
GRI 標準（2021版）（參照）
香港交易所上市規則附錄C2《環境、社會及管治報告守則》

本次對恒安國際《2025年度環境、社會及管治報告》的重要性議題評估流程及可持續發展績效資訊的準確性和可靠性進行鑒證，重點績效資料如下：

環境類指標	
	<ul style="list-style-type: none"> <li>溫室氣體排放(範圍 1)</li> <li>溫室氣體排放(範圍 2) (基於地域)</li> <li>溫室氣體排放(範圍 2) (基於市場)</li> <li>總溫室氣體排放量：範圍 1&amp;範圍 2（基於地域）</li> <li>總溫室氣體排放量：範圍 1&amp;範圍 2（基於市場）</li> <li>溫室氣體排放密度</li> <li>氮氧化物排放量</li> <li>二氧化硫排放量</li> <li>煙塵排放量</li> <li>粉塵排放量</li> <li>能耗總量</li> <li>能耗強度</li> <li>總用水量</li> <li>有害廢棄物排放量</li> <li>有害廢棄物排放密度</li> <li>無害廢棄物排放量</li> <li>無害廢棄物排放密度</li> </ul>



# Environmental, Social And Governance Report

## 環境、社會及管治報告

SGS

社會類指標	<ul style="list-style-type: none"> <li>• 男女員工薪酬比</li> <li>• 原輔材料供應商總數</li> <li>• 因工亡故人數</li> <li>• 慈善及其他捐款</li> </ul>
治理類指標	<ul style="list-style-type: none"> <li>• 于彙報期內對本集團雇員提出並已審結的貪污訴訟案件的數目</li> </ul>

### 鑑證方法

鑑證包括鑑證前調研、現場採訪位於上海市閔行區新鎮路1459弄寶龍城T9棟11樓恒安國際的相關員工，並與部分恒安國際的員工進行了必要的文檔和記錄審查和確認。本次鑑證未對下屬機構進行所有原始資料的溯源。

有限保證鑑證執行的程序在性質和耗時上與合理保證不同，並且在範圍上亦小於合理保證。因此，有限保證所獲得的保證程度低於合理保證程度。

### 鑑證局限性

從獨立審計的財務報告中提取的數據，以及根據財務數據計算所得的強度 / 密度數據，並未作為本鑑證流程的組成部分與來源數據進行核對。

關於溫室氣體排放相關數據的局限性

《2025年度環境、社會及管治報告》中溫室氣體排放相關數據為企業自行核算，本次鑑證過程作抽樣驗證。

### 獨立性與能力聲明

SGS集團是檢驗、檢測和認證領域的全球領導者，在多個國家/地區開展業務，SGS-CSTC是其附屬機構。SGS-CSTC聲明與恒安國際為完全獨立的組織，對該機構、其附屬機構和利益相關方不存在偏見和利益衝突。

本次鑑證團隊由具備與此項任務有關的知識、經驗及資質的人員組成。

### 發現與結論

#### 鑑證/驗證意見

基於上述方法論和所進行的鑑證，恒安國際《2025年度環境、社會及管治報告》中鑑證範圍內的可持續發展績效資訊沒有發現不準確、不可靠的情況。

#### GRI標準（2021版）遵循情況

鑑證團隊認為，恒安國際《2025年度環境、社會及管治報告》參照了GRI標準（2021版）的要求。

#### 香港交易所上市規則附錄C2《環境、社會及管治報告守則》遵循情況

鑑證團隊認為，恒安國際《2025年度環境、社會及管治報告》符合香港交易所上市規則附錄C2《環境、社會及管治報告守則》的要求。

簽字：

代表通標標準技術服務有限公司

David Xin  
Sr. Director – Business Assurance  
北京市阜成路73號世紀裕惠大廈16層

2026年04月02日  
WWW.SGS.COM



CN26/00002263



# Environmental, Social And Governance Report

## 環境、社會及管治報告

### READERS FEEDBACK FORM

Thank you for reading the *Hengan 2025 Environmental, Social and Governance Report* (《恒安國際2025年環境、社會及管治報告》). In order to provide more valuable information to the Group's stakeholders and improve the ability and level of social responsibilities, Hengan sincerely invites you to put forward comments or suggestions about this report.

You can fill out the feedback form and send the form in any of the following ways:

E-mail address: martinli@hengan.com.hk

Mailing address: Unit 2101D, 21st Floor, Tower 1, Admiralty Centre, 18 Harcourt Road, Admiralty, Hong Kong

1. How would you rate the Group's 2024 ESG Report?

Excellent  Good  Fair  Poor  Terrible

2. How would you rate the social and environmental responsibilities of Hengan?

Social  Excellent  Good  Fair  Poor  Terrible responsibility

Environmental  Excellent  Good  Fair  Poor  Terrible responsibility

3. Please rate the effectiveness of this Report in reflecting the social and environmental impact the Group has brought about through its social responsibility practices.

Excellent  Good  Fair  
 Poor  Terrible

4. How would you rate the clarity, accuracy and completeness of the information, data and indicators disclosed in this Report?

Clarity  Excellent  Good  Fair  Poor  Terrible

Accuracy  Excellent  Good  Fair  Poor  Terrible

Completeness  Excellent  Good  Fair  Poor  Terrible

5. Do you think the contents and formatting of this Report are easy to read?

Yes  Neutral  No

6. Feel free to share any comments or suggestions you may have on the Group and this Report:

### 讀者反饋表

感謝您閱讀《恒安國際2025年環境、社會及管治報告》，為更好地向利益相關方提供有價值的信息，提高履行社會責任的能力和水平，恒安誠摯邀請您對本報告提出寶貴意見和建議。

您可填寫反饋表，並通過以下任一方式反饋：

電子郵件：martinli@hengan.com.hk

郵寄地址：香港金鐘夏慤道18號海富中心第一座21樓2101D室

1. 您對本ESG報告的總體評價：

好  較好  一般  較差  差

2. 您對恒安履行環境和社會的管理責任的評價：

社會責任  好  較好  一般  較差  差

環境責任  好  較好  一般  較差  差

3. 您認為本報告能否反映恒安的社會責任實踐對環境和社會的影響？

能很好反映  能較好反映  能一般反映  
 不太能反映  不能反映

4. 您認為本報告披露的信息、數據、指標的清晰度、準確度和完整性如何？

清晰度  好  較好  一般  較差  差

準確度  好  較好  一般  較差  差

完整性  好  較好  一般  較差  差

5. 您認為本報告的內容安排和版式設計是否方便閱讀？

是  一般  否

6. 您對本集團工作和本報告的其他意見和建議：



恒安國際集團有限公司  
HENGAN INTERNATIONAL GROUP CO., LTD