

Stock Code 股份代號: 726



DIT Group Limited
築友智造科技集團有限公司
(Incorporated in Bermuda with limited liability)
(於百慕達註冊成立之有限公司)

A LEADING INTEGRATED
SERVICE PROVIDER
IN SMART BUILDING

領袖型智慧建築
整體方案
服務商

Environmental, Social
and Governance Report
環境、社會及管治報告

2025



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1. INTRODUCTION

1. 引言

ABOUT THIS REPORT

This report is the 8th Environmental, Social and Governance Report (the “Report”) of DIT Group Limited (stock code: 726) (the “Company”, “we”, “us” or “our”) and its subsidiaries (the “Group” or “we”) for 2025. The report aims to disclose the Group’s annual performance in environmental, social and governance (“ESG”) aspects to respond to stakeholders’ expectations for the Group’s information disclosure and to understand our performance and development direction in various sustainability policies. With our mission of “Creating a Promising Life with Intelligence”, we are committed to establishing an industry model that values both efficiency and environmental protection.

REPORTING SCOPE

The report highlights our ESG management approach and corresponding performance within the scope of our operations, including our headquarters in Changsha and the eight prefabricated construction (“PC”) factories that contributed significantly to revenue for the fiscal year ended December 31, 2025 (the “Reporting Period” or “2025”). These factories are located in Changsha, Huizhou, Nanjing, Hefei, Jiaozuo, Xiangtan, Zhoukou and Jiaozhou (collectively known as “DIT”, or the “Group”). Unless otherwise specified, the key performance indicators (“KPIs”) disclosed in the Report pertain to the eight PC factories.

REPORTING STANDARD

The Report has been prepared in accordance with the Environmental, Social and Governance Reporting Code (the “ESG Reporting Code”) set out in Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the “Listing Rules”) and with reference to the requirements of the Global Reporting Initiative standards (the “GRI Standards”). Going forward, we aim to continuously enhance the level of sustainability disclosure and strive to be more closely aligned with the International Sustainability Standards Board (ISSB) standards and other relevant frameworks in the coming years.

關於本報告

此報告為2025年度築友智造科技集團有限公司(股份代碼：726) (「本公司」、「我們」或「我們的」) 及其附屬公司(「本集團」或「我們」) 第八份《環境、社會及管治報告》(「本報告」)。本報告旨在披露本集團的環境、社會及管治(「ESG」) 方面年度履責成效，以回應利益相關方對本集團信息披露的期望並瞭解我們在各可持續發展政策上的表現及發展方向。我們的宗旨是「智造美好生活」，我們致力於創造高效與環保並重的行業模式。

報告範圍

本報告重點介紹了我們的ESG管理方針及運營範圍內的相應績效，其中涵蓋了本公司位於長沙的總部，以及對截至2025年12月31日止財政年度(「報告期」或「2025年度」) 的收入貢獻重大的八家裝配式建築(「PC」) 工廠。這些工廠分別位於長沙、惠州、南京、合肥、焦作、湘潭、周口及膠州(「築友智造」或「本集團」)。除非另有說明，本報告所披露的關鍵績效指標(「KPI」) 僅針對這八家PC工廠。

報告準則

本報告根據香港聯合交易所有限公司(「聯交所」) 證券上市規則(「上市規則」) 附錄C2所載的《環境、社會及管治報告守則》(「ESG報告守則」)，同時結合全球報告倡議組織(「GRI」) 《可持續發展報告標準GRI Standards》的要求編製。未來，我們的目標是持續提升可持續發展信息披露水平，力求在未來數年內與國際可持續發展準則理事會(ISSB) 標準及其他相關框架更緊密接軌。



1. INTRODUCTION

1. 引言

Details of the Group's business are set out in the section "Management Discussion and Analysis" in the Group's annual report for the financial year ended 31 December 2025 (the "Annual Report"). In the event of any discrepancy or inconsistency between the English and Chinese versions of the Report, the Chinese version shall prevail.

REPORTING PERIOD

The Report details the Group's activities, challenges, and measures taken by the Group in the ESG-related areas during the period from January 1, 2025 to December 31, 2025 (the "Reporting Period").

CONTACT AND FEEDBACK

The Group welcomes feedback from stakeholders on its ESG measures and performance. Please provide us with your valuable feedback and share your insights by contacting us via the following email: ir@cmdrawin.com.

Main place of business

Units 1602–1605, 16/F, Tower 2, The Gateway Tower, Harbour City
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Company website

<https://dit.aconnect.com.hk>

Company email

ir@cmdrawin.com

本集團業務詳情載於截至2025年12月31日止財政年度的本集團年報(「年報」)中「管理層討論與分析」一節。如本報告中英文版本存在任何歧義或不一致之處，應以中文版本為準。

報告期間

本報告詳細闡述了本集團在2025年1月1日至2025年12月31日期間(「報告期」)，在ESG相關領域所開展的活動、面臨的挑戰以及採取的各項措施。

聯絡及反饋

本集團歡迎各利益相關方就其ESG措施及表現給予反饋。敬請閣下向我們提供寶貴意見及分享見解，請通過以下電郵方式聯繫我們：ir@cmdrawin.com。

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ir@cmdrawin.com



2. ESG GOVERNANCE

2. ESG 治理

SPEECH BY THE DIRECTOR

Dear shareholders, partners and colleagues from all walks of life,

On behalf of the Board of Directors, I would like to present to you the Group's Environmental, Social and Governance Report for 2025. In the past year, in the face of profound changes in the global economic landscape and key challenges in industry transformation and upgrading, we have always adhered to the development philosophy of "steady operation, green innovation, and responsibility first", deeply integrated sustainable development strategies into corporate operations and strategic decision-making, and practiced our long-term commitment to environmental, social and corporate governance with practical actions.

In 2025, global economic growth slowed down, the domestic construction industry continued to be under pressure in structural adjustments, and market competition will become more intense. In this context, the Group's operating performance faced challenges, but we firmly promoted strategic transformation, optimized our business structure, and made every effort to ensure the financial security and operational resilience of the enterprise. We understand that sustainable development is not only a "stabilizer" to deal with external uncertainties, but also a "new engine" to drive future growth. Therefore, during the Reporting Period, we have always regarded green and low-carbon, social responsibility and excellent governance as the core pillars of crossing the cycle and laying long-term advantages.

Deepen green transformation and build low-carbon competitiveness. We actively respond to the national "dual carbon" strategy and integrate the concept of green development into the entire industry chain of R&D, design, production and construction. Relying on our leading edge in the field of prefabricated construction, we continued to promote green construction technologies such as the self-developed RIFF system to significantly reduce energy consumption and carbon emissions throughout the life cycle of buildings. Our factories actively practiced green production, demonstrating our practical results in energy conservation, consumption reduction and resource recycling. We will further strengthen the integrated application of green technology, deepen the layout in emerging fields such as intelligent construction, promote the deep integration of building industrialization and greening, and provide more low-carbon and efficient overall solutions for green buildings for the market.

董事致辭

尊敬的各位股東、合作夥伴與社會各界同仁：

我謹代表董事會，向各位呈報本集團2025年環境、社會及管治報告。過去一年，面對深刻變化的全球經濟格局與行業轉型升級的關鍵挑戰，我們始終秉持「穩健經營、綠色創新、責任為先」的發展理念，將可持續發展戰略深度融入企業運營與戰略決策，以實際行動踐行對環境、社會及公司治理的長期承諾。

2025年，全球經濟增長放緩，國內建築業在結構性調整中持續承壓，市場競爭更趨激烈。在此背景下，本集團經營業績面臨挑戰，但我們堅定推動戰略轉型，優化業務結構，全力保障企業財務安全與運營韌性。我們深知，可持續發展不僅是應對外部不確定性的「穩定器」，更是驅動未來增長的「新引擎」。因此，我們在報告期內，始終將綠色低碳、社會責任與卓越治理作為穿越週期、奠定長遠優勢的核心支柱。

深化綠色轉型，構築低碳競爭力。我們積極響應國家「雙碳」戰略，將綠色發展理念貫穿於研發、設計、生產、建造的全產業鏈環節。依托在裝配式建築領域的領先優勢，我們持續推廣自主研發的RIFF體系等綠色建造技術，顯著降低建築全生命週期的能耗與碳排放。旗下工廠積極踐行綠色生產，彰顯我們在節能降耗、資源循環方面的實踐成效。我們將進一步強化綠色技術集成應用，在智能建造等新興領域深化佈局，推動建築工業化與綠色化深度融合，為市場提供更多低碳、高效的綠色建築整體解決方案。



2. ESG GOVERNANCE 2. ESG 治理

Expand diversified markets and drive sustainable growth with innovation. In the face of cyclical adjustments in the traditional housing construction market, we have firmly pursued the “diversification and expansion” strategy and successfully achieved effective breakthroughs in infrastructure, municipal, new energy and overseas markets. We actively collaborated with strategic partners both domestically and internationally to innovate cooperation models and jointly explore the sustainable building market. We will continue to use technology as a link to deepen our exploration in wind power, municipal, rural construction and overseas markets, combine green building technology output with localized demand, and cultivate a long-term and stable second growth curve.

Optimize governance efficiency and consolidate the foundation of sustainable development. Robust corporate governance and transparent operational management are the cornerstones of sustainable development. The Group continued to improve its ESG governance structure and incorporate relevant objectives into the performance appraisal system of senior management. We have always put risk management and control first, and made every effort to ensure the security of funds and operational flexibility by strengthening accounts receivable management, revitalizing existing assets, and maintaining relationships with financial institutions. At the same time, we placed great emphasis on product quality and workplace safety, aiming to further optimize our internal control system and enhance operational efficiency. We also strengthened our care and development of employees to foster team confidence and synergy.

Practice social responsibility and create and share long-term value. We firmly believe that the value of an enterprise is ultimately reflected in its contribution to society. The Group actively participates in rural revitalization and improves the rural living environment through projects such as “Country Villas”. We adhere to compliance operations, protect the legitimate rights and interests of suppliers and customers, and are committed to creating a diverse, equal and inclusive working environment, and pay attention to the career development and well-being of employees. These efforts have allowed us to build stronger bonds of trust with all stakeholders.

拓展多元市場，以創新驅動可持續增長。面對傳統房建市場的週期性調整，我們堅定推進「多元化拓展」戰略，成功實現了向基建、市政、新能源及海外市場的有效突破。我們積極與國內外戰略夥伴攜手，創新合作模式，共同開拓可持續建築市場。我們將繼續以技術為紐帶，深化在風電、市政、鄉村建設及海外市場的探索，將綠色建築技術輸出與本地化需求相結合，培育長期、穩定的第二增長曲線。

優化治理效能，夯實可持續發展根基。穩健的公司治理與透明的運營管理是可持續發展的基石。本集團持續完善 ESG 治理架構，將相關目標納入高級管理層的績效考核體系。我們始終將風險管控置於首位，通過強化應收賬款管理、盤活存量資產、維護金融機構關係，全力保障資金安全與運營彈性。同時，我們高度重視產品質量與安全生產，以求進一步優化內部控制體系，提升運營效率，並加大對員工的關懷與培養，凝聚團隊信心與合力。

踐行社會責任，共創共享長遠價值。我們深信，企業的價值最終體現在對社會的貢獻。本集團積極參與鄉村振興，通過「鄉村別墅」等項目改善鄉村人居環境。我們堅持合規經營，保障供應商與客戶的合法權益，同時致力於營造多元、平等、包容的工作環境，關注員工職業發展與福祉。這些努力，讓我們與各利益相關方建立了更加牢固的信任紐帶。

2. ESG GOVERNANCE

2. ESG 治理

Looking ahead, despite the challenges, the development prospects of new construction methods are broad, and policy support continues to strengthen. The Group will closely adhere to its positioning as a “technology integrated application service enterprise”, with technological innovation as the spear, financial stability as the shield, and sustainable development as the key. We will unswervingly promote green transformation, deepen diversified market development, strengthen corporate governance, and contribute to the green building power of society while creating economic returns, creating sustainable and stable long-term value for shareholders.

On behalf of the Board of Directors, I would like to express my most sincere thanks to all the employees who have adhered to their original intentions, persevered and worked hard in the past year. At the same time, we would like to express our most sincere gratitude to our shareholders, investors, customers, partners and friends from all walks of life who have always trusted and supported us. May we continue to work hand in hand to build a green future and create a better home for all.

By order of the Board

DIT Group Limited

He Yuanqing

Executive Director

Hong Kong, March 26, 2026

展望未來，儘管挑戰猶存，但新型建造方式的發展前景廣闊，政策支持力度持續加強。本集團將緊扣「技術集成應用服務企業」的定位，以技術創新為矛，以財務穩健為盾，以可持續發展為綱。我們將堅定不移地推動綠色轉型，深化多元市場開拓，強化公司治理，在創造經濟回報的同時，更為社會貢獻綠色建築力量，為股東創造可續、穩健的長期價值。

在此，我謹代表董事會，向過去一年中堅守初心、篤行不怠、辛勤付出的全體員工，致以最誠摯的感謝！同時，也向始終信任、支持我們的股東、投資者、客戶、合作夥伴以及社會各界朋友，表達我們最由衷的感激！願我們繼續攜手並肩，同心同行，共築綠色未來，共創美好家園！

承董事會命

築友智造科技集團有限公司

執行董事

何遠卿

香港，2026年3月26日



2. ESG GOVERNANCE 2. ESG 治理

ABOUT US

The Group is a leading service provider in the development of environmentally conscious intelligent buildings. Our wide range of business activities include research and development, design, production, sales, licensing of PC components, decoration, and landscaping services, as well as property investment in China. We are dedicated to integrating ESG principles into all aspects of our operations, ensuring sustainability and responsible practices throughout the ecological chain construction of intelligent buildings.

DIT has established science parks that operate with zero emissions by utilising renewable energy technologies, water recycling and reuse systems, as well as employing dust suppression cannons and noise reduction measures. Through its extensive business network throughout the country, DIT has been actively promoting the development of science parks equipped with these technologies across China, aiming to encourage the construction industry in China to transform towards environmentally friendly practices.

The Group acknowledges that the heart of its commitment to the environment and society lies in addressing ESG matters that impact our operations and stakeholders. Our objective is to harmonise with the latest advancements in the worldwide sustainability agenda, the outcomes of risk evaluations, and the significance and relevance of identified ESG concerns, which have been thoroughly assessed through independent reviews.

關於我們

本集團是環保智能樓宇建設的頂尖服務供應商。我們的業務活動廣泛，包括在中國從事PC構件的研發、設計、生產、銷售、許可、裝飾及園林綠化服務，以及物業投資。我們致力於將ESG原則融入我們業務營運的方方面面，確保在整個智能樓宇的生態鏈建設中做到盡心盡責及可持續發展。

本集團已運用可再生能源技術、水循環和再利用系統以及採用抑塵炮和降噪措施，建成多個零排放科技園。通過遍佈全國的廣泛業務網絡，我們積極推動在全國各地採用上述技術建造科技園，從而鼓勵中國建築行業向環保建築轉型。

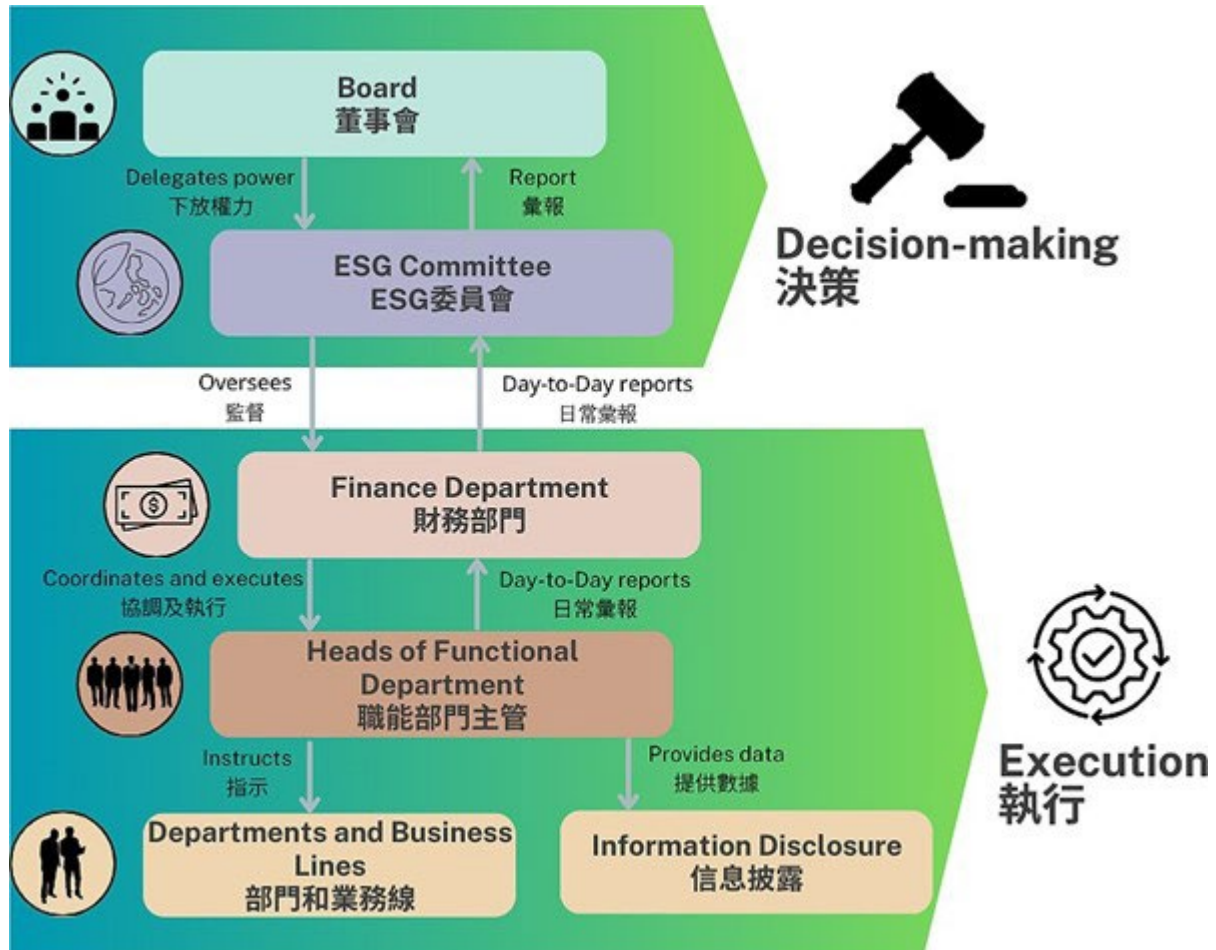
本集團知悉，為環境和社會貢獻一己之力的核心在於解決影響我們運營和利益相關方的ESG議題。我們的目標與全球可持續發展議程的最新發展、風險評估結果以及已通過獨立審查評估的已確定ESG議題的重要性和相關性保持一致。

2. ESG GOVERNANCE

2. ESG 治理

GOVERNANCE STRUCTURE

管治架構



The primary role of the ESG Committee is to advise and keep the Board updated on several key matters:

ESG 委員會的主要職責是就以下重大事項向董事會提供建議及匯報最新動態：

- Identifying significant issues that have a major impact on the Group's operations and/or the interests of other stakeholders concerning ESG aspects;
 - Implementing and reviewing the Group's policies on corporate governance, social responsibility management, and environmental conservation;
 - Reviewing and approving the risk assessment of the Group's sustainability impacts;
 - Monitoring and evaluating the Group's performance in health, safety, environmental conservation, and social responsibility; and
 - Reviewing the ESG Report.
- 識別在 ESG 方面顯著影響本集團運營和／或其他利益相關方利益的重大問題；
 - 執行及檢討本集團有關企業管治、社會責任管理及環境保護的政策；
 - 審議並批准有關本集團可持續發展影響的風險評估；
 - 監控並評估本集團在健康、安全、環境保護和社會責任方面的表現；及
 - 審閱 ESG 報告。



2. ESG GOVERNANCE 2. ESG 治理

The Group's Nomination Committee is responsible for providing recommendations on Board membership, aligning with the Board Diversity Policy. This ensures a balanced representation of skills, expertise, experience, and diverse opinions within the Board, including theoretical and practical knowledge of ESG. Ongoing training is provided to maintain and update such expertise. Furthermore, the remuneration committee annually examines the remuneration of employees, including Board members and top management. The pay scales are determined in consideration of various factors, including ESG-related performance.

INTERNAL CONTROL AND RISK MANAGEMENT

The Group understands the importance of internal control and risk management. A structured internal control and risk management system is closely related to the sustainable development of an enterprise. Therefore, the Board continuously monitors the internal control system and risk assessment and risk management system to identify adverse factors that may adversely affect the business. These factors include risks in areas such as operations, finance, compliance, society and environmental protection. Once the Group identifies such risks, it will implement corresponding measures.

In addition, the Audit Committee conducts internal audit and risk management annually to ensure an effective internal monitoring system. To further improve our risk management and internal control system, we have engaged an internal control consultant as an independent external consultant to review our risk management and internal control system, thereby ensuring the sustainability of our business and adopting improvement measures where necessary. The Group's sustainable development policy is expected to be complemented via continuous monitoring and improvement of the internal control and risk management system, which will further assist the Group in achieving the goal of sustainable development.

For more information on corporate governance policies and procedures, please refer to the Corporate Governance Report in this Annual Report.

本集團提名委員會負責根據董事會多元化政策就董事會成員作出提名建議，以確保董事會內技能、知識、經驗和觀點多元化的平衡，其中包括ESG理論和實踐知識。我們提供持續培訓以保持和更新有關專業知識。此外，薪酬委員會每年審查僱員（包括董事會成員及最高管理層）的薪酬。薪酬等級乃經考慮多項因素釐定，包括ESG相關的績效。

內部監控及風險管理

本集團瞭解內部監控及風險管理的重要性。結構化的內部監控及風險管理系統與企業的可持續發展密切相關。因此，董事會持續監察內部監控系統、風險評估及風險管理系統，從而識別可能對業務造成不利影響的不利因素。該等因素包括營運、財務、合規、社會及環保等範疇的風險。本集團一旦識別該等風險，將會實施相應措施。

此外，本集團審核委員會每年進行內部審核及風險管理，確保維持有效的內部監控監察系統。為進一步改善我們的風險管理及內部監控系統，我們已委聘內部監控顧問為獨立外界顧問，以就我們的風險管理及內部監控系統進行檢討，從而確保我們業務的可持續性，並在有需要時採納改善措施。本集團的可持續發展政策預期通過持續監察及改善內部監控及風險管理系統補足，進一步協助本集團致力達成可持續發展目標。

有關企業管治政策及程序的更多資料，請參閱年報內企業管治報告。

3. STAKEHOLDER ENGAGEMENT

3. 利益相關方參與

To identify material ESG topics for the Group, we conducted in-depth discussions with the management and employees in which we operate and maintain close relationships with our customers and suppliers to gather feedback and review areas of concern, which will help the Group prepare for future challenges. Stakeholder communication methods and concerns can be summarized as follows:

為識別本集團的重大ESG議題，我們深入瞭解本集團營運並與客戶及供應商維持緊密關係的管理層及僱員進行討論，以收集意見及審視需要關注的領域，此將有助本集團為未來挑戰做好準備。利益相關方溝通方式及關注可概述如下：

Stakeholder groups 利益相關方組別	Topics of concern 關注的議題	How to participate 參與方式
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> • Economic performance • 經濟績效 • Health and safety • 健康與安全 • Innovation investment • 創新投資 	<ul style="list-style-type: none"> • Monthly newsletter • 每月通訊 • Conference and Roadshow • 會議及路演 • Annual and Extraordinary General Meetings • 年度及特別股東大會
Customers 客戶	<ul style="list-style-type: none"> • Product quality and safety • 產品質量及安全 • Business ethics and integrity • 商業道德及誠信 	<ul style="list-style-type: none"> • Company website • 公司網站 • Annual and interim reports • 年度及中期報告 • Regular customer satisfaction assessments • 定期客戶滿意度評估 • Customer service • 客戶服務
Employees 僱員	<ul style="list-style-type: none"> • Compensation and benefits • 薪酬福利 • Training and development • 培訓與發展 • Career ladder • 職業發展階梯 • Workplace safety • 工作場所安全 • Environmental impact • 對環境造成的影響 • Employee satisfaction • 僱員滿意度 	<ul style="list-style-type: none"> • Training and onboarding • 培訓和入職培訓 • Performance appraisal • 績效考核 • Corporate Events • 公司活動 • Social networks • 社交網絡 • Regular employee satisfaction assessments • 定期僱員滿意度評估
Suppliers and contractors 供應商和承包商	<ul style="list-style-type: none"> • Environmental impact • 對環境造成的影響 • Business ethics and integrity • 商業道德及誠信 	<ul style="list-style-type: none"> • Access and assessment • 准入與評估 • Regular performance evaluation • 定期績效評估 • Procurement process • 採購流程

3. STAKEHOLDER ENGAGEMENT

3. 利益相關方參與

Stakeholder groups 利益相關方組別	Topics of concern 關注的議題	How to participate 參與方式
Local community 當地社區	<ul style="list-style-type: none"> • Environmental protection • 環境保護 • Community investment • 社區投資 	<ul style="list-style-type: none"> • Community investment • 社區投資 • Volunteering • 志願服務 • Charity and donations • 慈善及捐贈
Media 媒體	<ul style="list-style-type: none"> • Information disclosure • 信息披露 • Community investment • 社區投資 	<ul style="list-style-type: none"> • Announcements, circulars, annual reports and financial statements • 公告、通函、年報及財務報表 • Websites and social media • 網站及社交媒體

By leveraging these communication methods, we have strived to communicate effectively with our stakeholders, gather valuable feedback, and ensured their active participation in our sustainability efforts. Through this collaborative approach, we were able to align our plans with the expectations of our stakeholders and work together to achieve sustainable development.

通過利用這些溝通方式，我們努力與利益相關方有效溝通，收集寶貴反饋，並確保利益相關方積極參與我們的可持續發展。透過此種合作方式，我們能夠根據利益相關方的期望調整我們的計劃，共同努力實現可持續發展。

4. MATERIALITY ASSESSMENT

4. 重要性評估

The content and scope of the material ESG topics of the Report were defined following the assessment and summarization of the opinions collected during the stakeholder engagement process. The Group's assessment methods include:

經評估和總結在利益相關方參與過程中收集的意見後，制定本報告的重大ESG層面的內容和範圍。本集團的評估方法包括：

- | | |
|---|--|
| (1) Identifying key ESG issues through industry benchmarks; | (1) 通過行業基準識別關鍵ESG議題； |
| (2) Prioritizing key ESG topics through stakeholder engagement; | (2) 通過利益相關方參與確定關鍵ESG議題的優先次序； |
| (3) Verifying and indentifying material ESG issues based on the results of communication between stakeholders and management; and | (3) 根據利益相關方與管理層之間的溝通結果，驗證並確定重大ESG議題；及 |
| (4) The topics ultimately determined after approval by the management are deemed to be the most critical ESG topics of greatest concern to the Group's stakeholders, as detailed below: | (4) 報經管理層批准，最終確定的議題即被視為本集團利益相關方最為關切的ESG最關鍵議題，具體如下： |

Identification of material topics 重大議題辨別			
Environment 環境			
1	Climate Change 氣候變化	2	Energy Management 能源管理
3	Environment and Natural Resources 環境及天然資源	4	Emission Management 排放物管理
5	Water Management 水資源管理	6	Waste Recycling and Circular Reuse 廢棄物循環與循環再利用
7	Greenhouse Gas Emissions 溫室氣體排放	8	Resource Utilization 資源使用
9	Environmental Compliance 環境合規		

4. MATERIALITY ASSESSMENT

4. 重要性評估

Society 社會			
10	Health and Safety 健康與安全	11	Equal Employment 平等僱傭
12	Development and Training 發展與培訓	13	Labor Standards 勞工準則
14	Anti-Discrimination 反歧視	15	Remuneration and Benefits 薪酬與福利
16	Product Responsibility 產品責任	17	Product Design and Life Cycle Management 產品設計和生命週期管理
18	Supply Chain Management 供應鏈管理	19	R&D and Innovation 研發創新
20	Intellectual Property Protection 知識產權保護	21	Information Security Management 信息安全
22	Equality, Diversity and Inclusion 平等、多元與包容	23	Community Investment 社區投資
24	Consumer Rights Protection 消費者權益保護		
Governance 管治			
25	Business Ethics and Integrity 商業道德與誠信廉潔	26	Fair Competition 公平競爭
27	Risk Management and Compliance 風險管理與合規經營	28	Anti-Corruption 反貪污
29	Protection of Shareholders' Rights 保障股東權益	30	Corporate Governance 公司治理

4. MATERIALITY ASSESSMENT

4. 重要性評估

The Group places great emphasis on the concerns of its stakeholders regarding material topics and provides responses to them in the Report. During the Reporting Period, the results of the materiality assessment of the Group's material topics are set out as follows:

本集團重視利益相關方對重大議題的關切並在本報告中予以回應。報告期內，本集團重大議題的重要程度識別結果載列如下：

Category 分類		Issue 議題
Most Critical Topics 最關鍵議題	Environment 環境	Climate Change 氣候變化
		Environment and Natural Resources 環境及天然資源
		Emissions Management 排放物管理
	Society 社會	Health and Safety 健康與安全
		Equal Employment 平等僱傭
	Governance 治理	Business Ethics and Integrity 商業道德與廉潔誠信
		Anti-Corruption 反貪污

4. MATERIALITY ASSESSMENT

4. 重要性評估

Category 分類		Issue 議題
Material Topics 重大議題	Environment 環境	Resource Use 資源使用
		Environmental Compliance 環境合規
	Society 社會	Development and Training 發展與培訓
		Labor Standards 勞工準則
		Remuneration and Benefits 薪酬與福利
		Product Responsibility 產品責任
		Supply Chain Management 供應鏈管理
		R&D and Innovation 創新研發
		Information Security Management 信息安全
		Equality, Diversity and Inclusion 平等、多元與包容
	Governance 治理	Community Investment 社區投資
		Consumer Rights Protection 消費者權益保護
		Fair Competition 公平競爭
		Risk Management and Compliance 風險管理與合規經營
	Corporate Governance 公司治理	
	Protection of Shareholders' Rights 保障股份權益	

4. MATERIALITY ASSESSMENT

4. 重要性評估

Category 分類		Issue 議題
General Topics 一般議題	Environment 環境	Energy Management 能源管理
		Water Resource Management 水資源管理
		Waste Treatment and Circular Reuse 廢棄物處理與循環再利用
		Greenhouse Gas Emissions 溫室氣體排放
	Society 社會	Anti-Discrimination 反歧視
		Product Design and Life Cycle Management 產品設計和生命週期管理
		Intellectual Property Protection 知識產權保護

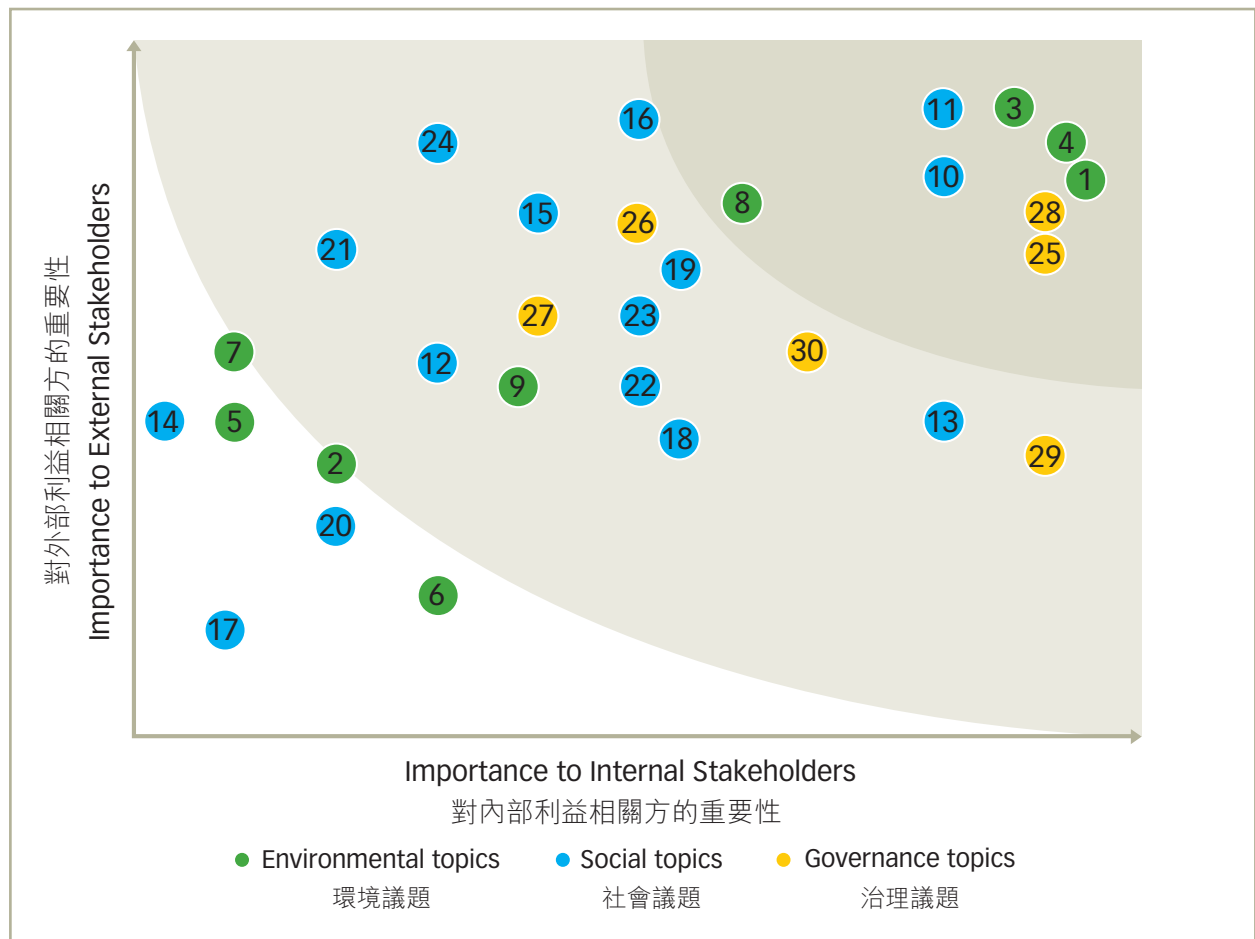
4. MATERIALITY ASSESSMENT 4. 重要性評估

MATERIALITY MATRIX

The Group has adopted the materiality assessment methodology of the GRI Standards. We reviewed material topics by collecting feedback from internal and external stakeholders through online surveys. We analyzed the responses, established a materiality matrix based on the impact of different topics on the Group's business development and their significance to stakeholders, combined with expert opinions and feedback and assessments from the management, and focused on disclosing material topics in this report.

重要性矩陣

本集團參考了GRI標準的重要性評估方法。通過在線調查匯總了內部和外部利益相關方的反饋，審查了重要議題。我們對回覆進行了分析，基於不同議題對本集團業務發展的影響程度和對利益相關方的重要程度，結合專家意見和管理層的反饋和評估，確立重要性議題矩陣，並在本報告中重點披露重要議題。



4. MATERIALITY ASSESSMENT

4. 重要性評估

2025 KEY HIGHLIGHTS AND PERFORMANCE 2025 關鍵亮點績效

E Environmental E 環境	S Social S 社會	G Governance G 治理
<ul style="list-style-type: none"> • Increase the classification of engineering waste on construction sites; ➢ 增加工地執行工程廢棄物分類； • Reduced fuel consumption; ➢ 減少燃料消耗； • Use recyclable and renewable green building materials (calcium silicate board, magnetic tiles, permeable bricks); ➢ 採用可回收再生綠建材(硅酸鈣板、磁磚、透水磚)； • Reduce water consumption by 51%; ➢ 減少51%消耗用水量； • Reduce electricity consumption by 36%; ➢ 減少36%消耗用電量； • Introduce the concept of green buildings into 100% of construction projects; ➢ 建案100%導入綠建築概念； • Leverage BIM technology and digital model in 50% of new construction projects, reduce the risk of construction errors and cut energy and resource use; and ➢ 新建案50%導入建築信息模型(BIM)技術，數字化模型信息，減少施工錯誤的風險、減少能資源使用；及 • Employ qualified cleaning and transportation companies to dispose of related construction waste. ➢ 聘用合格的清運廠商來處理相關建築廢棄物。 	<ul style="list-style-type: none"> • The completion rate of information security education and training reached 100%; ➢ 信息安全教育培訓完訓率達100%； • Continuously fund education in remote areas, enhance brand image, and invest in various public welfare activities through cultural and educational foundations; ➢ 持續資助偏遠地區教育事業，提升品牌形象，並透過文教基金會投入各項公益活動； • Encourage volunteers to participate in unpaid blood donation activities; ➢ 鼓勵志願者參與無償獻血公益活動； • Continuously improve customer satisfaction through great brand experiences; and ➢ 持續透過優質的品牌體驗提升客戶滿意度；及 • Increase local procurement. ➢ 增加本地採購。 	<ul style="list-style-type: none"> • Organise integrity-themed education and training activities for all employees, with 100% of peers understanding and agreeing with the Group's code of integrity management; ➢ 舉辦全體員工誠信經營倡導教育培訓，100%同仁瞭解並認同本集團誠信經營守則； • Include 100% of manufacturer contracts into corporate social responsibility clauses; ➢ 各廠商契約納入企業社會責任條款比例達100%； • Hold annual cs committee meetings to track and review the Company's sustainable development affairs and report to the Board on a regular basis; ➢ 每年定期召開ESG委員會會議，追蹤檢討公司可持續發展事務，並定期呈報董事會； • Review the scope of disclosure and inventory boundaries of ESG reports to comply with the latest regulations and market trends; ➢ 審閱ESG報告的披露範圍與盤查邊界，以符合最新法規及市場趨勢； • Conduct vendor evaluations annually; and ➢ 每年進行廠商評估；及 • The supplier audit ratio reached 100%. ➢ 供應商稽核比例達100%。



5. CLIMATE-RELATED DISCLOSURES

5. 氣候相關披露

CLIMATE CHANGE

In line with the national “3060” carbon neutrality goal, the Group strictly adheres to the environmental and climate regulatory framework. At the same time, we are committed to minimizing environmental and climate-related risks in our operations. To this end, the Group fully complies with the requirements of laws and regulations, including but not limited to the Environmental Protection Law of the People’s Republic of China, the Air Pollution Control Regulations, the Waste Disposal Regulations, the Environmental Impact Assessment Regulations and the Water Pollution Control Regulations. We closely monitor the latest developments in national and regional environmental policies to adjust our operational strategies in a timely manner to ensure that our business development complies with regulatory requirements.

To achieve a low-carbon economy, the Group is committed to reducing its greenhouse gas emissions through mitigation and adaptation methods. For example, the Group has adopted various environmental policies and measures and promoted energy-saving measures and habits in the workplace to mitigate the risks posed by climate change. We focus on reducing our own operational emissions, enabling suppliers to reduce supply chain emissions, improving business resilience, and actively advocating for concerted actions to combat climate change together.

The Group’s climate change-related disclosures are made with reference to the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”) and are in line with the four core elements of the TCFD (governance, strategy, risk management, and guidelines and objectives) and the disclosure requirements of IFRS Sustainability Disclosure Standard 2 — Climate-related Disclosures (“IFRS S2”).

氣候變化

為配合國家「3060」碳中和目標，本集團嚴格遵循環境及氣候法規框架。同時，我們致力在營運過程中將環境及氣候相關風險降至最低。為此，本集團全面遵守包括但不限於《中華人民共和國環境保護法》、《空氣污染管制條例》、《廢物處置條例》、《環境影響評估條例》及《水污染管制條例》等法規要求。我們密切關注國家及地區環保政策的最新發展，以適時調整營運策略，確保業務發展符合監管要求。

為實現低碳經濟，本集團致力於通過緩解及適應方法以減少其溫室氣體排放。例如，本集團已採納各種環境政策及措施，並在工作場所推廣節能措施及習慣以緩解氣候變化帶來的風險。我們重點關注減少自身運營排放、推動供應商降低供應鏈排放、提升業務韌性，並積極倡導協同行動以共同應對氣候變化。

本集團的氣候變化相關披露參考了氣候相關財務信息披露工作組（「TCFD」）建議，符合TCFD四大核心要素（管治、策略、風險管理，以及指針和目標），以及《國際財務報告可持續披露準則第2號—氣候相關披露》（「IFRS S2」）的披露要求。

5. CLIMATE-RELATED DISCLOSURES

5. 氣候相關披露

GOVERNANCE

To ensure the effective implementation of climate change management measures, the Group has established a multi-level management system aimed at comprehensive monitoring from the management level to the functional department level. We implement strict environmental monitoring and reporting mechanisms in our daily operations, and conduct regular environmental performance audits. Through these measures, we continue to improve our ESG management system, maintain close communication with stakeholders, and actively collect suggestions for improvement.

管治

為了確保氣候變化管理措施的有效執行，本集團建立了多層級的管理體系，旨在從管理層到職能部門層面進行全面監控。我們在日常營運中實施嚴格的環境監測和報告機制，並定期進行環境表現審核。通過這些措施，我們持續完善 ESG 管理體系，並與利益相關方保持緊密溝通，積極收集改善建議。

Board of Director 董事會	<ul style="list-style-type: none">Review and approve the Group's long-term climate strategy, transition plan, and carbon neutrality targets, ensuring alignment with the Group's overall strategy;審議、批准本集團長期氣候戰略、轉型計劃及碳中和目標，確保其與集團整體戰略相匹配；Approve significant capital expenditures, green investments, and resource allocations required to achieve climate targets;批准為實現氣候目標所需的重要資本支出、綠色投資及資源配置；Regularly receive reports from the ESG Committee on climate change governance efforts;定期聽取 ESG 委員會關於氣候變化治理工作的匯報；Establish an incentive mechanism linked to the achievement of climate targets.建立與氣候目標達成度聯動的激勵機。
ESG Committee ESG 委員會	<ul style="list-style-type: none">Supervise and oversee management's processes for identifying, assessing, managing, and disclosing climate-related risks and opportunities to ensure their effectiveness;監督管理層對氣候相關風險和機遇的識別、評估、管理和披露過程，確保其有效性；Regularly receive reports from management on progress toward climate targets, risk management measures, and the implementation of key initiatives, and conduct ongoing follow-up;定期聽取管理層關於氣候目標進展、風險管理措施及關鍵倡議執行情況的匯報，並進行持續跟蹤；Review and approve the ESG Report containing climate-related disclosures.審議、批准包含氣候相關信息披露的 ESG 報告。
Management 管理層	<ul style="list-style-type: none">Decompose the climate strategy, transition pathway, and carbon neutrality targets approved by the governing body into executable annual plans, departmental objectives, and specific projects;將決策層批准的氣候戰略、轉型路徑及碳中和目標，分解為可執行的年度計劃、部門目標與具體項目；Establish key performance indicators (KPIs) and a data collection system to regularly measure, monitor, and report progress toward climate targets;建立關鍵績效指標(KPIs)與數據收集體系，定期測量、監控和報告氣候目標進展；Establish effective internal communication mechanisms to convey the importance of the climate strategy to all employees and provide necessary training to enhance organizational capabilities.建立有效的內部溝通機制，向全體員工傳達氣候戰略的重要性，並提供必要的培訓以提升組織能力。



5. CLIMATE-RELATED DISCLOSURES

5. 氣候相關披露

STRATEGY

The Group has established a comprehensive climate risk and opportunity management policy system to standardize climate change management in the business cycle and throughout the value chain, identify and manage climate risks, and regularly review risk management strategies.

PHYSICAL RISKS

Physical risks associated with climate change impacts can be broadly categorized into acute risks (e.g. typhoons, heatwaves, storms, floods and droughts) and chronic risks (e.g. sea level rise and warming). Increasingly frequent and intense extreme weather events not only cause physical damage, but also disrupt the operation of the Group's assets and affect its ability to maintain network functions. In response to such physical risks, the Group has adopted flexible working arrangements and implemented precautionary measures in extreme weather conditions.

In 2025, we continued to conduct physical risk assessments of the Group's assets to gain insights into their vulnerability and resilience to major disasters. To strengthen risk management of climate-related entities, we will conduct follow-up analyzes and assessments of higher-risk facilities. The Group will also continue to provide ESG and climate change training to managers to demonstrate the climate impact prediction of assets and equip them with the knowledge and methods needed to cope with future climate disasters.

策略

本集團建立了全面的氣候風險和機遇管理政策體系，以規範營運週期及整個價值鏈中的氣候變化管理，並識別和管理氣候風險，定期檢視風險管理策略。

實體風險

與氣候變化影響相關的實體風險大致可分為急性風險（如颱風、熱浪、風暴、洪水及乾旱）和慢性風險（如海平面上升、升溫）。日益頻發且劇烈的極端天氣事件，不僅造成實體損害，亦會擾亂本集團資產運營並影響其維持網絡功能的能力。為應對此類實體風險，本集團採取了靈活的工作安排，並在極端天氣條件下實施預防性措施。

2025年，我們繼續對本集團資產進行實體風險評估，以深入瞭解其脆弱性和適應重大災害的能力。為加強氣候相關實體風險管理，我們對於風險較高的設施，將進行後續分析和評估。本集團亦會繼續為管理人員開展ESG和氣候變化的培訓，展示資產的氣候影響預測，讓他們掌握應對未來氣候災害所需的知識和方法。

5. CLIMATE-RELATED DISCLOSURES

5. 氣候相關披露

Physical risks 實體風險	Time frame 時間範圍	Potential financial implications 潛在財務影響	Response plan/Response 應對計劃／回應
Acute 急性			
Extreme precipitation 極端降水	Medium to long-term 中長期	<ul style="list-style-type: none"> • Extreme precipitation can lead to damage to plant assets, resulting in higher costs, reduced revenues, and higher insurance costs; • 極端降水可能導致工廠資產損害，使得成本增加、收入減少，以及保險費用升高； • It has an impact on the production and transportation of suppliers, and it is necessary to deploy countermeasures to increase operating costs. • 對供應商的生產、運輸產生影響，需要部署應對方案，增加運營成本。 	<ul style="list-style-type: none"> • Assessing the ability of infrastructure to adapt to extreme precipitation; • 評估基礎設施適應極端降水的的能力； • Collaborate with suppliers to enhance crisis management to improve emergency response capabilities. • 協同供應商加強危機管理，以提高應急能力。
Typhoon 颱風	Medium to long-term 中長期	<ul style="list-style-type: none"> • Affected by typhoon weather, factories may cause power outages, waterlogging, etc., leading to safety production accidents; • 受颱風天氣影響，工廠可能造成停電、澇災等，導致安全生產事故； • R&D and production were forced to be suspended, resulting in increased operating costs. • 研發、生產被迫暫停，造成運營成本增加。 	<ul style="list-style-type: none"> • Establish response mechanisms and emergency material reserves in factories with physical risks, and regularly improve response strategies to ensure production continuity. • 在具有實體風險的工廠建立響應機制及應急物資儲備，定期完善應對策略，保障生產連續性。

5. CLIMATE-RELATED DISCLOSURES

5. 氣候相關披露

Physical risks 實體風險	Time frame 時間範圍	Potential financial implications 潛在財務影響	Response plan/Response 應對計劃/回應
Chronic 慢性			
The temperature rises 氣溫上升	Long-term 長期	<ul style="list-style-type: none"> Increased factory cooling demand and higher operating costs; 增加工廠製冷需求，推高運營成本； High temperatures may damage plant and equipment, increasing repair or reconstruction costs; 高溫可能損害廠房和設備，增加維修或重建費用； Triggering a strain or interruption in power supply, resulting in project shutdowns, increased costs, and reduced revenue. 引發電力供應緊張或中斷，導致工程停工，成本增加、收入減少。 	<ul style="list-style-type: none"> Developing renewable energy; 發展可再生能源； Promote energy-saving technologies; 推廣節能技術； Improve energy efficiency. 提高能源利用效率。

TRANSITION RISKS AND OPPORTUNITIES

轉型風險與機遇

In terms of policy risks, adjustments to national and local government policies may have a macro impact on the development of the industry. The Chinese government has introduced a series of environmental laws and regulations to encourage companies to meet emissions standards. To this end, the Group strengthened its technology research and development and operation management efforts to further reduce carbon emissions by monitoring and optimizing energy consumption levels to meet regulatory requirements.

在政策風險方面，國家及地方政府政策的調整可能對行業發展產生宏觀影響。中國政府已出台一系列環境法律法規，推動企業實現排放達標。為此，本集團加強技術研發與運營管理力度，通過監測並優化能耗水平，進一步降低碳排放，以滿足監管要求。

In 2025, the Group analyzed various assumptions under a variety of self-developed scenarios based on the International Energy Agency's (IEA) World Energy Outlook 2019, which allowed us to identify potential transition risks across different time horizons.

2025年，本集團根據國際能源署(IEA)的《2019年世界能源展望》分析多種自行制訂情境下的各類假設，這讓我們識別在不同時間範圍內的潛在轉型風險。

5. CLIMATE-RELATED DISCLOSURES

5. 氣候相關披露

Transition Risks and Opportunities 轉型風險與機遇	Time Frame 時間範圍	Potential Financial Implications 潛在財務影響	Response Plan/Response 應對計劃／回應
Policies and Regulations 政策與法規			
<p>Changes in laws, regulations, policies (e.g. carbon pricing, energy efficiency standards) or regulatory requirements in response to climate change that affect the Group's business operations.</p> <p>應對氣候變化的法律法規、政策（如碳定價、能效標準）或監管要求的變化，而對本集團業務運營產生影響。</p>	<p>Short to medium-term 中短期</p>	<ul style="list-style-type: none"> Increased compliance costs; 合規成本增加； Limited market access and reduced revenue; 市場准入受限，收入減少； Policies encourage low-carbon products, leading to revenue growth. 政策鼓勵低碳產品，導致收入增長。 	<ul style="list-style-type: none"> Through a supervisory structure such as the Board of Directors and the ESG Committee, we ensure that our operations comply with regulatory requirements and social norms. These architectures continuously track and adapt to evolving external standards; 通過董事會及ESG委員會等監督架構，確保運營符合監管要求與社會規範。這些架構持續追蹤並適應不斷發展的外部標準； We continue to optimize our environmental management system by formulating Group-level policies and systems, ESG data management labeling, and risk control measures; 通過制定集團層面政策制度、ESG數據管理標注化以及風險控制措施，我們持續優化環境管理體系； We have set key performance indicators and targets to drive sustainability and foster a culture of sustainability; 我們設立了關鍵績效指標與目標，來推動可持續發展，培育可持續文化； Actively explore green finance and technology solutions to attract investment in low-carbon/emission reduction sectors and promote the transition to a low-carbon economy; 積極探索綠色金融和技術方案，以吸引低碳／減排領域投資，並促進向低碳經濟轉型； Increase the market share of green and low-carbon products. 增加綠色低碳產品市場佔有率。

5. CLIMATE-RELATED DISCLOSURES

5. 氣候相關披露

Transition Risks and Opportunities 轉型風險與機遇	Time Frame 時間範圍	Potential Financial Implications 潛在財務影響	Response Plan/Response 應對計劃／回應
Technological Innovation 技術創新			
<p>In the process of transitioning to a low-carbon economy, the application of breakthrough low-carbon technologies and changes in cost structure may pose challenges and opportunities to the Group's operating model, asset value and market competitiveness.</p> <p>向低碳經濟轉型過程中，突破性低碳技術的應用及成本結構變化，可能對本集團的運營模式、資產價值及市場競爭力構成挑戰，亦帶來機遇。</p>	<p>Medium to long-term 中長期</p>	<ul style="list-style-type: none"> In order to control product carbon emissions, it is necessary to increase the use of new technologies, update cleaner production equipment, etc. to meet the production demand of low-carbon products and increase investment in new technologies; 為控制產品碳排放，需要提升對新技術的使用、更新清潔生產設備等以滿足低碳產品生產需求，增加新技術投資； The rapid development and commercial application of breakthrough low-carbon technologies have led to an accelerated depreciation of the Group's existing production equipment, technology systems or related assets, and the adoption of energy-saving measures can reduce operating costs; 突破性低碳技術的快速發展與商業化應用，導致集團現有的生產設備、技術體系或相關資產加速貶值採用節能措施可降低營運成本； The rapid development and commercial application of breakthrough low-carbon technologies have led to accelerated depreciation of production equipment, technology systems or related assets. 突破性低碳技術快速發展與商業化應用，導致生產設備、技術體系或相關資產加速貶值。 	<ul style="list-style-type: none"> Invest heavily in R&D activities and promote continuous learning and development of skills among employees to foster a culture of innovation within the Group; 大力投入研發活動以及促進員工持續學習和發展技能，在本集團內部培養創新文化； The Group has a total of 28 green building science and technology parks, 13 national high-tech enterprises, 1 national prefabricated building industry base, 11 provincial and municipal specialized and special new enterprises, 10 provincial and municipal prefabricated building industry bases, 5 provincial innovative small and medium-sized enterprises, 8 provincial and municipal technology-based small and medium-sized enterprises and 9 municipal engineering research centers in 28 provinces. 技術成果落地，本集團分別在28個省，共有28個綠色建築科技園、13家國家高新技術企業、1個國家級裝配式建築產業基地、11家省市級專精特新企業、10家省市級裝配式建築產業基地、5家省級創新型中小企業、8家省市級科技型中小企業及9家市級工程研究中心。

5. CLIMATE-RELATED DISCLOSURES

5. 氣候相關披露

Transition Risks and Opportunities 轉型風險與機遇	Time Frame 時間範圍	Potential Financial Implications 潛在財務影響	Response Plan/Response 應對計劃／回應
		<ul style="list-style-type: none"> • Demand for alternative products with more energy-efficient or low-carbon advantages has plummeted in the market, leading to a decline in inventory prices; • 市場上出現更具能效或低碳優勢的替代產品而需求銳減，導致存貨跌價； • Introducing new low-carbon technologies to qualify for green access, attracting environmentally conscious customers, leading to new market opportunities and revenue growth. • 引入新的低碳技術獲得綠色准入資格，吸引具有環保意識的客戶，帶來新市場機遇和收入增長。 	

5. CLIMATE-RELATED DISCLOSURES

5. 氣候相關披露

Transition Risks and Opportunities 轉型風險與機遇	Time Frame 時間範圍	Potential Financial Implications 潛在財務影響	Response Plan/Response 應對計劃／回應
Market and Reputation 市場和聲譽			
<p>Changes in consumer preferences, changes in market competition patterns, public opinion, etc., may have an impact on the Group's revenue, market share or reputation.</p> <p>因消費者偏好轉變、市場競爭格局變化、社會輿論關注等，可能對本集團收入、市場份額或聲譽帶來影響。</p>	<p>Medium to long-term 中長期</p>	<ul style="list-style-type: none"> Customers are more inclined to choose low-carbon products, resulting in shrinking market demand for high-carbon products or traditional technologies and reduced revenue; 客戶更傾向於選擇低碳產品，導致高碳產品或傳統技術市場需求萎縮，收入減少； Competitors are seizing market share by offering lower-carbon solutions, adopting cleaner technologies, or achieving earlier carbon neutrality commitments; 競爭對手通過提供更低碳的解決方案、採用更清潔的技術或實現更早的碳中和承諾，奪取市場份額； Climate commitments that are not consistent with actual actions or disclosures are not transparent, which may damage the Group's reputation; 氣候承諾與實際行動不符，或披露信息不透明，可能損害集團聲譽； Demonstrate tangible climate action and commitment to customers and the public, build a responsible and visionary brand image, increase customer loyalty and brand premium, win stakeholder favor and create new revenue streams. 向客戶及公眾展示切實的氣候行動與承諾，打造負責任、有遠見的品牌形象，提升客戶忠誠度與品牌溢價能力，贏得利益相關方青睞並創造新收入來源。 	<ul style="list-style-type: none"> Promote the use of renewable green building materials, aiming to meet customers' clear demand for low-carbon options and open up new growth markets; 推廣使用可再生綠色建材，旨在滿足客戶對低碳選擇的明確需求，並開拓新的增長市場； Set and steadily advance carbon reduction targets, conduct regular transparent disclosures, build long-term trust-based relationships with investors, customers and the public to strengthen our brand resilience; 設定並穩步推進減碳目標，定期進行透明披露，與投資者、客戶及公眾建立基於信任的長期關係，增強我們的品牌韌性； Through low-carbon procurement standards and other means, we will collaborate with value chain partners to reduce emissions and jointly enhance our overall competitiveness. 通過低碳採購標準等方式，與價值鏈夥伴協作減排，共同提升整體競爭力。

5. CLIMATE-RELATED DISCLOSURES

5. 氣候相關披露

Transition Risks and Opportunities 轉型風險與機遇	Time Frame 時間範圍	Potential Financial Implications 潛在財務影響	Response Plan/Response 應對計劃／回應
Raw Material Supply 原材料供應			
<p>There are certain potential challenges and uncertainties in the quality, supply and access to basic raw materials required for construction projects. This risk can have significant implications, leading to project delays, increased costs, and even supply chain disruptions. Insufficient supply of raw materials may affect production capacity and slow down project schedules.</p> <p>建築項目所需基本原材料的質量、供應和獲取途徑存在一定潛在挑戰和不確定性。該風險可能帶來巨大影響，導致項目延遲、成本增加，甚至供應鏈中斷。原材料供應不足可能影響生產能力，拖慢項目進度。</p>	<p>Medium to long-term 中長期</p>	<ul style="list-style-type: none"> Increased factory cooling demand and higher operating costs; 增加工廠製冷需求，推高運營成本； High temperatures can damage plant and equipment, increasing repair or rebuilding costs; 高溫可能損害廠房和設備，增加維修或重建費用； Triggering a strain or interruption in power supply, resulting in project shutdowns, increased costs, and reduced revenue. 引發電力供應緊張或中斷，導致工程停工，成本增加、收入減少。 	<ul style="list-style-type: none"> To reduce raw material supply risks, we evaluate supplier efficiency annually from the perspectives of project delivery, coordination, safety and quality control to promote supplier compliance and performance improvement. 為降低原材料供應風險，我們從項目交付、協調、安全及質量控制角度，每年評估供貨商效率，以推動供應商合規及績效提升。 Prioritize supplier qualifications and community impact when selecting suppliers to ensure reliable and responsible partnerships. 甄選供應商時，優先考慮其資質和對社區的影響，以確保可靠和負責任的夥伴關係。

5. CLIMATE-RELATED DISCLOSURES

5. 氣候相關披露

Transition Risks and Opportunities 轉型風險與機遇	Time Frame 時間範圍	Potential Financial Implications 潛在財務影響	Response Plan/Response 應對計劃／回應
產品質量 Product Quality			
<p>The reputation and credibility of a company are highly dependent on the quality of its products. This is particularly important for the Group — our products will eventually become an important part of people’s homes or workplaces, and their quality is directly related to the quality of life and safety of the end user;</p> <p>企業的聲譽與信譽高度依賴於其產品質量。對本集團而言，這一點尤為重要 — 我們的產品最終將成為人們家居或工作場所的重要組成部分，其質量直接關係到終端用戶的生活品質與安全；</p>	<p>Long-term 長期</p>	<ul style="list-style-type: none"> Climate events can lead to changes in the properties of raw materials such as building materials, which may require increased testing frequency, upgraded environmental control systems, or more rework to ensure product quality, driving up operating costs; 氣候事件可能導致建築材料等原材料特性發生變化，為確保產品質量達標，可能需要增加檢測頻率、升級環境控制系統或進行更多返工，推高運營成本； When climate change leads to shortages or quality reductions in upstream critical raw materials, they may be forced to urgently purchase alternative materials with higher prices or inconsistent specifications, increasing procurement costs and potentially incurring additional costs due to adjustments to production processes; 氣候變化導致上游關鍵原材料供應短缺或質量下降時，可能被迫緊急採購價格更高或規格不一致的替代材料，不僅增加採購成本，還可能因調整生產工藝而產生額外費用； 	<ul style="list-style-type: none"> Committed to continuously evaluating the effectiveness of the existing quality management system and continuously improving the system through the implementation of new systems related to product design and full life cycle management; 致力於持續評估現有質量管理體系的有效性，並通過實施與產品設計及全生命週期管理相關的新制度，不斷完善該體系； Incorporate climate resilience into product quality and supply chain management processes, and ensure that products adapt to changing climate environments and regulatory requirements throughout their life cycle through forward-looking design, material innovation, and rigorous testing, thereby protecting the Group’s reputation, maintaining customer trust, and avoiding potential financial losses. 將產品質量的氣候韌性納入研發與供應鏈管理流程，通過前瞻性設計、材料創新與嚴格測試，確保產品在全生命週期內適應不斷變化的氣候環境與法規要求，從而保護本集團聲譽、維持客戶信任並規避潛在的財務損失。

5. CLIMATE-RELATED DISCLOSURES

5. 氣候相關披露

Transition Risks and Opportunities 轉型風險與機遇	Time Frame 時間範圍	Potential Financial Implications 潛在財務影響	Response Plan/Response 應對計劃／回應
<p>As a pioneer in intelligent production in the PC industry, our continuous launch of new products and innovative technologies has always attracted widespread attention and scrutiny. Therefore, any omission in the quality management process may have a significant impact on the Group, not only damaging the company's reputation and causing economic losses, but also posing potential risks to public health and safety.</p> <p>作為PC行業智能生產的先行者，我們不斷推出的新產品與創新技術始終受到廣泛關注與審視。因此，任何質量管理環節的疏漏都可能對本集團造成重大影響，不僅會損害企業聲譽、帶來經濟損失，更可能對公眾健康與安全構成潛在風險。</p>		<ul style="list-style-type: none"> • Products may face product responsibility lawsuits, high damages, and reputational crises due to quality problems caused by failure to adapt to extreme conditions caused by climate change (e.g., high temperature, humidity), and personal injury, property damages, or project delays; • 產品因未能適應氣候變化引發的極端條件(如高溫、潮濕)而出現質量問題，並導致人身傷害、財產損失或項目延期，可能面臨產品責任訴訟、高額賠償及聲譽危機； • Reliable, durable, high-performance products build strong customer trust, increase repurchase rates, and support higher pricing power. Combined with low-carbon, environmentally friendly attributes (such as renewable green building materials), it can further attract customers with sustainable consumption awareness. • 可靠、耐用、高性能的產品能建立強大的客戶信任，提高復購率，並支持更高的定價能力。結合低碳、環保屬性(如可再生綠色建材)，可進一步吸引具有可持續消費意識的客群。 	



5. CLIMATE-RELATED DISCLOSURES

5. 氣候相關披露

RISK MANAGEMENT

The Group has deeply recognized the importance of enhancing the climate resilience and resilience of its business by analyzing multiple scenarios to comprehensively identify climate-related physical and transition risks and deeply assess the possible impact of these risks on the Group's business. To this end, the Group has formulated a series of climate and carbon reduction strategies, actively explored and applied innovative technologies, developed low-carbon products and services, and promoted the transformation of its business to low-carbon. We are committed to turning climate-related risks into opportunities to contribute to sustainability and carbon neutrality goals, while ensuring that our business remains competitive and resilient in the fight against climate change.

We have established a comprehensive climate risk assessment mechanism to integrate climate-related risks into the overall risk management system of the enterprise. We use internationally recognized analytical models that take into account a wide range of physical and transitional risk scenarios. Through stress testing, we are able to formulate resilient and adaptable business strategies under different climate scenarios to ensure the Group's sustainability capabilities.

After systematically identifying and assessing climate-related entities and transition risks, the Group formulates corresponding mitigation measures and contingency plans to ensure that climate-related risks are effectively managed through regular climate change impact assessments and the establishment of a climate event response mechanism.

METRICS AND TARGETS

In view of the increasing potential impact of climate change on the Group's future business, we plan to enhance our low-carbon policies and performance. With 2024 as the base year, the Group strives to reduce year-on-year carbon emissions, and we have implemented a number of measures to reduce greenhouse gas emissions, energy consumption and water consumption in our daily operations to achieve this target, and we continue to monitor the progress towards achieving this target. In addition, we will continue to improve and expand the scope of our metrics and targets to ensure that our monitoring is aligned with our development goals and best practices in the industry. Detailed data on the "Environment" section of this report is used to assess climate-related risks and opportunities, manage relevant strategies and review performance, including carbon emissions, energy use and water consumption.

風險管理

本集團通過分析多種情景，全面識別與氣候相關的實體風險和轉型風險，並深入評估這些風險對本集團業務可能帶來的影響，由此深刻認識到提升業務的氣候韌性和適應能力的重要性。為此，本集團制定了一系列氣候和減碳策略，積極探索並應用創新技術，開發低碳產品與服務，推動業務向低碳轉型。我們致力將氣候相關的風險轉化為機遇，為可持續發展和碳中和目標貢獻力量，同時確保業務在應對氣候變化的過程中保持競爭力和韌性。

我們建立了全面的氣候風險評估機制，將氣候相關風險納入企業整體風險管理體系。我們採用國際認可的分析模型，綜合考慮各類實體風險和轉型風險情境。通過壓力測試，我們得以在不同氣候情境下，制定具有韌性和適應性的業務策略，確保本集團的可持續發展能力。

在系統地識別和評估氣候相關實體及轉型風險後，本集團制定相應的緩解措施及應變方案，通過定期進行氣候變化影響評估及建立氣候事件應急機制，確保氣候相關風險得到有效管控。

指標和目標

由於本集團未來業務的氣候變化潛在影響日益增加，故我們計劃提升低碳政策及績效。本集團以2024年為基準年，力求減少同比碳排放，我們已於日常營運中實施多項措施減少溫室氣體排放、能源耗用及水資源消耗，以達成該目標，我們持續監測目標達成進度。另外，我們將持續改進和擴展各項指標及目標監測範圍，以確保監測工作與我們的發展目標和行業內的最佳實踐保持一致。用於評估氣候相關風險與機遇、管理相關戰略並審查績效的指標，主要包括碳排放、能源使用及水消耗等，詳細數據載於本報告「環境」章節。

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6. 環境

Climate change is one of the most pressing global challenges today. With the global push for green and low-carbon development to address climate change, the Group is keenly aware of the significance of environmental protection for sustainable business development. During the Reporting Period, the Group's main sources of emissions included gasoline, diesel electricity, coal, natural gas, general waste, and business travel which inevitably generate emissions such as nitrogen oxides, sulfur oxides, suspended PMs, and carbon dioxide. Therefore, when making operational decisions, the Group comprehensively considers environmental factors, from planning and procurement to operations, working together with various departments, units, and business partners to implement many measures to reduce environmental impacts. These measures cover air and greenhouse gas emission control, water and land pollution management, and hazardous and non-hazardous waste reduction, which are aimed at implementing the Group's environmental protection policy. The Group's environmental targets are set out below:

氣候變化是當今世界最為緊迫的全球性挑戰之一。隨著全球推動綠色低碳發展以應對氣候變化，本集團深刻認識到環境保護對業務可持續發展的重要性。在報告期內，本集團的主要排放源包括汽油、柴油、電力、燃煤、天然氣、一般廢棄物及商務差旅，這些活動不可避免地會產生氮氧化物、硫氧化物、懸浮顆粒物及二氧化碳等排放物。因此，本集團在制定運營決策時，會從規劃、採購到運營全流程綜合考量環境因素，協同各部門、單元及業務合作夥伴，共同實施多項舉措以減少對環境的影響。這些措施涵蓋廢氣與溫室氣體排放控制、水資源及土地污染管理、以及有害與無害廢棄物的減量化，旨在切實貫徹本集團的環境保護方針。本集團所訂立的環境目標列載如下：

Aspect 層面	Goal 目標	Progress 進度
Greenhouse Gas Emissions 溫室氣體排放	<ul style="list-style-type: none">Taking the fiscal year ended 31 December 2024 ("2024") as the base year (i.e., 9.85 tons of CO₂e/HK\$1 million revenue), the Group will gradually reduce its greenhouse gas emission intensity with the target of achieving a target of by 2027, we will achieve a 20% reduction in greenhouse gas (Scope 2) emission intensity.以截至2024年12月31日止財政年度(「2024年」)為基準年(即9.85噸二氧化碳當量/百萬港元收入)，本集團將逐步降低溫室氣體排放強度，目標是在截至2027年12月31日止財政年度(「2027年」)前實現溫室氣體(範圍2)排放強度下降20%。	<ul style="list-style-type: none">In progress進行中
	<ul style="list-style-type: none">During the Reporting Period, the Group organized at least one environment-themed training or activity for employees to raise their awareness of climate change and/or low-carbon lifestyles.報告期內，本集團為員工組織至少一次環境主題培訓或活動，旨在提升員工對氣候變化和/或低碳生活方式的意識。	<ul style="list-style-type: none">Achieved已實現

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Aspect 層面	Goal 目標	Progress 進度
Waste Management 廢棄物管理	<ul style="list-style-type: none"> Taking 2024 as the base year (i.e., 0.36 tons/HK\$1 million revenue), the Group will gradually reduce its non-hazardous waste intensity, with the goal of achieving a 20% reduction in non-hazardous waste intensity by 2027. 以2024年為基準年(即0.36噸/百萬港元收入)，本集團將逐步降低無害廢棄物強度，目標是到2027年實現無害廢棄物強度下降20%。 	<ul style="list-style-type: none"> In progress 進行中
	<ul style="list-style-type: none"> During the Reporting Period, the Group organized at least one waste reduction special activity. 報告期內，本集團組織至少一次廢棄物減量專項活動。 	<ul style="list-style-type: none"> Achieved 已實現
Energy Consumption 能源消耗	<ul style="list-style-type: none"> Taking 2024 as the base year (i.e., 11,756.95 kWh/HK\$1 million revenue), the Group will gradually reduce its energy consumption intensity by 2027. 以2024年為基準年(即11,756.95千瓦時/百萬港元收入)，本集團將於2027年前逐步降低電力消耗強度。 	<ul style="list-style-type: none"> In progress 進行中
	<ul style="list-style-type: none"> During the Reporting Period, the Group organized at least one energy-saving special activity. 報告期內，本集團組織至少一次節能專項活動。 	<ul style="list-style-type: none"> Achieved 已實現

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EMISSIONS

The Group's exhaust emissions mainly come from nitrogen oxides (NO_x), sulfur oxides (SO_x) and particulate matter (PM) generated during the production and operation of 8 PC factories. To reduce the impact of emissions, the Group takes the following measures: Regularly inspect and maintain emission equipment to ensure its operating efficiency and reduce emissions; Manage transport vehicles within the factories, select vehicles that meet emission standards, and conduct regular inspections and maintenance to ensure that vehicle emissions comply with national standards. Regularly hold training activities for employees on emission control and environmental protection to raise their environmental awareness. Through the above measures, the Group is committed to reducing its carbon footprint and environmental impacts, and actively promoting sustainable development. During the Reporting Period, the air pollutants emitted by the Group are as follows:

Types of emissions 排放物種類	Unit 單位	2025 二零二五年	2024 二零二四年
Nitrogen oxides (NO _x) 氮氧化物 (NO _x)	Kg 千克	126.51	1,163.09
Sulfur oxides (SO _x) 硫氧化物 (SO _x)	Kg 千克	1.73	1.73
Particulate matter (PM) 顆粒物 (PM)	Kg 千克	41.46	111.39

The Group carries out the following emission control and management measures in the operation of each office:

- Promote resource recycling and reduce waste generation;
- Encourage employees to choose reusable and environmentally friendly products;
- Use low-emission building materials, strengthen ventilation and air purification to create a healthy office environment.

Through the full implementation of the above measures, the Group is committed to systematically reducing exhaust emissions, reducing environmental impact, and continuously promoting sustainable development practices.

廢氣排放

本集團的廢氣排放主要來自8家PC工廠生產運營過程中產生的氮氧化物(NO_x)、硫氧化物(SO_x)及顆粒物(PM)。為減少廢氣排放影響，本集團定期檢查和維護排放設備，確保其運行效率，降低排放，亦對工廠內的運輸車輛進行管理，選擇符合排放標準的車輛，並進行定期檢修和維護，確保車輛排放符合國家標準。此外我們定期開展員工排放控制與環保培訓活動，提升全員環保意識。報告期內，本集團所排放的空氣污染物情況列載如下：

本集團在各辦公室的運營中實施以下排放物控制與管理措施：

- 推動資源循環利用，減少廢棄物產生；
- 鼓勵員工選用可重複使用的環保產品；及
- 採用低排放建材，加強通風及空氣淨化，營造健康的辦公環境。

通過對以上措施的全面落實，本集團致力於系統性減少廢氣排放，降低環境影響，並持續推進可持續發展實踐。

GREENHOUSE GAS EMISSIONS

During the Reporting Period, the Group's total greenhouse gas emissions amounted to approximately 1,682.32 tons of carbon dioxide equivalent (2024: 3,594.80 tons of CO₂e), a year-on-year decrease of about 53%; Greenhouse gas emissions per million Hong Kong dollars of revenue are approximately 12.09 tons. Due to the decline in the Group's demand for natural gas, fuel and electricity, the Group's total greenhouse gas emissions decreased accordingly, and the Group's greenhouse gas emissions during the Reporting Period are as follows:

溫室氣體排放

報告期內，本集團的溫室氣體排放總量約為1,682.32噸二氧化碳當量(2024年：3,594.80噸二氧化碳當量)，同比下降約53%；每百萬港元收入的溫室氣體排放量約為12.09噸。受本集團天然氣、燃料及電力需求下降影響，溫室氣體排放總量相應減少，報告期內，本集團的溫室氣體排放情況列載如下：

GHG emissions ^{Note} 溫室氣體排放 ^注	Total emissions (unit: tons of CO ₂ e) 排放總量(單位：噸二氧化碳當量)	
	2025 二零二五年	2024 二零二四年
Direct GHG emissions (Scope 1) — Consumption of fuel, coal, and natural gas 直接溫室氣體排放(範圍1) — 燃油、煤炭、天然氣消耗	178.39	430.65
Indirect GHG emissions (Scope 2) — Electricity consumption 溫室氣體間接排放(範圍2) — 電力消耗	1,503.92	3,164.15
Total GHG emissions 溫室氣體總排放量	1,682.32	3,594.80
GHG emission intensity (tons/HK\$1 million revenue) 溫室氣排放強度(噸/百萬港元收入)	12.09	9.61

Notes:

- Scope 1: Refers to direct greenhouse gas emissions from fuel consumption from stationary and mobile sources. During the Reporting Period, fuel consumption from both stationary and mobile sources decreased, resulting in a decrease in Scope 1 emissions.
- Scope 2: refers to indirect greenhouse gas emissions generated from the use of purchased electricity, including greenhouse gas emissions from electricity consumption at the Group's offices. The Scope 2 emission data is calculated with reference to the "Announcement on the Release of Electricity CO₂ Emission Factors in 2023" issued by the Ministry of Ecology and Environment and the National Bureau of Statistics in December 2025 of 0.5306 tCO₂/MWh. During the Reporting Period, electricity consumption decreased, resulting in a reduction in Scope 2 emissions.

附註：

- 範圍1：指固定源、移動源燃料消耗所產生的直接溫室氣體排放。報告期內，固定源、移動源燃料消耗均減少，導致範圍1排放量有所下降。
- 範圍2：指因使用外購電力所產生的間接溫室氣體排放，包括本集團各辦公場所因用電而產生的溫室氣體排放。範圍2排放數據系參照國家生態環境部、國家統計局2025年12月發佈的《關於發佈2023年電力二氧化碳排放因子的公告》0.5306 tCO₂/MWh計算得出。報告期內，消耗電力減少，導致範圍2排放量減少。

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- During the Reporting Period, the Group achieved sales revenue of approximately HK\$139 million (2024: HK\$374 million), which is also used to calculate other intensity indicators in this report. The Group implements effective energy-saving strategies in its daily operations and is committed to reducing total greenhouse gas emissions by 5% to 8% over the next five years.
- 報告期內，本集團實現銷售收入約139百萬港元(2024年：374百萬港元)，該數據亦用於本報告中其他強度指標的計算。集團在日常運營中實施有效的節能策略，致力於在未來五年內將溫室氣體排放總量降低5%至8%。

WASTE

The Group inevitably generates waste, including non-hazardous waste and hazardous waste, in its factories and office operations. We understand the importance of reducing the environmental impact of waste generation and always strictly comply with relevant waste management laws and regulations.

The hazardous waste generated by the Group is mainly ash, and non-hazardous waste is mainly domestic waste and waste paper. During the Reporting Period, we established full-process control measures from generation, identification, collection, storage, transfer and disposal of general solid waste and hazardous waste generated in the process of production and operation, and all waste was collected, stored and weighed on site at designated locations to ensure accurate records, and entrusted units with hazardous waste business licenses, pollutant discharge permits and other relevant qualifications to carry out comprehensive treatment of waste.

廢棄物

本集團在工廠及辦公運營中不可避免地會產生廢棄物，包括無害廢棄物與有害廢棄物。我們深知減少廢棄物產生對環境的影響至關重要，並始終嚴格遵守相關廢棄物管理法律法規。

本集團產生的有害廢棄物主要為灰渣，無害廢棄物主要為生活垃圾及廢紙。報告期內，我們對生產運營過程中產生的一般固體廢物和危險廢棄物建立了從產生、識別、收集、貯存、轉移到處置的全流程管控措施，所有廢棄物均在指定地點分類收集、貯存並現場稱重，以確保記錄準確，並委託具有危險廢物經營許可證、排污許可證等相關資質的單位對廢棄物進行綜合處理。

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The Group has fully implemented paper management measures, and all departments have actively promoted the e-office model, making full use of Building Information Modeling (BIM) and online systems to transmit administrative notices and data materials, minimize printing and copying, and promote the use of paper on both sides. At the same time, the Group continues to guide employees to classify recyclable and non-recyclable materials, and arranges dedicated personnel to be responsible for the timely removal and transportation of waste to maintain a clean environment. The specific data on the waste generated by the Group during the Reporting Period are as follows:

本集團全面推行用紙管理舉措，各部門積極推進電子辦公模式，充分運用建築信息模型(BIM)及在線系統傳輸行政通知、數據資料等，最大限度減少打印及複印，推廣紙張雙面使用。同時，本集團持續引導員工對可回收與不可回收物進行分類，並安排專人負責廢棄物的及時清運，保持環境整潔。報告期內，本集團產生的廢棄物具體數據列載如下：

Solid Waste Generation 廢棄物	Unit 單位	2025 二零二五年	2024 二零二四年
Hazardous waste 有害廢棄物			
Ash 灰渣	Tonne 噸	163.57	3,235.07
Intensity per HK\$1 million revenue 密度(每百萬港元收入)	Tonne/Total revenue 噸/總收入	1.18	8.65
Non-hazardous waste 無害廢棄物			
Household waste 生活垃圾	Tonne 噸	126.52	136.04
Intensity per HK\$1 million revenue 密度(每百萬港元收入)	Tonne/Total revenue 噸/總收入	0.91	0.36
Waste paper 廢紙	tons 噸	11.97	4.71
Intensity per HK\$1 million revenue 密度(每百萬港元收入)	Tonne/Total revenue 噸/總收入	0.09	0.01

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ENERGY CONSUMPTION

The Group's main energy consumption in the course of operations is electricity, natural gas, diesel and petrol. We continue to optimize the energy management system and standardize the management of energy use to ensure the rational and effective use of energy, reduce energy consumption and improve energy utilization. During the Reporting Period, the Group's energy consumption is set out as follows:

能源消耗

本集團在營運過程中主要的能源消耗為電力、天然氣、柴油及汽油。我們持續優化能源管理體系，對能源使用進行規範化管理，保障合理有效地利用能源、降低能源消耗以及提高能源的利用率。報告期內，本集團能源消耗情況列載如下：

Energy Consumption 能源消耗	Unit 單位	2025 二零二五年	2024 二零二四年
Electricity 電力	kWh 千瓦時	2,834,379.82	4,397,101.00
Intensity-per HK\$1 million revenue 密度(每百萬港元收入)	kWh/ Total revenue 千瓦時／總收入	20,363.68	11,756.95
Natural gas 天然氣	Cubic meter 立方米	18,842.00	69,558.00
Intensity-per HK\$1 million revenue 密度(每百萬港元收入)	Cubic meter/ Total revenue 立方米／總收入	135.37	185.98
Diesel 柴油	Liter 公升	64,752.00	104,906.00
Intensity-per HK\$1 million revenue 密度(每百萬港元收入)	Liter/Total revenue 公升／總收入	465.21	280.50
Gasoline 汽油	Liter 公升	2,870.00	2,750.00
Intensity-per HK\$1 million revenue 密度(每百萬港元收入)	Liter/Total revenue 公升／總收入	20.62	7.35

The Group's electricity data includes electricity consumption in factories and offices, and during the Reporting Period, the reduction in production led to a decrease in electricity consumption. The decrease in the use of transport vehicles also led to a decrease in diesel consumption during the Reporting Period.

本集團電力數據包括工廠及辦公室消耗的電力，報告期內，產量減少導致耗電量下降。報告期內，運輸車輛使用減少亦導致柴油消耗量有所下降。

WATER CONSUMPTION

The water used in the Group's factories and offices is drawn from the municipal water supply system. We recognize the need to continuously optimize water management practices and set up water conservation reminders in water use areas in our daily operations to guide employees and visitors to develop good water conservation habits and reduce water waste. During the Reporting Period, the Group's water consumption is as follows:

Water Consumption 水資源消耗	Unit 單位	2025 二零二五年	2024 二零二四年
Water consumption 用水量	Million liter 百萬升	53.14	107.81
Intensity per HK\$1 million revenue 密度(每百萬港元收入)	Million liter/ Total revenue 百萬升/總收入	0.38	0.29

水資源消耗

本集團工廠及辦公場所的用水均取自市政供水系統。我們認識到水資源管理方式需持續優化，在日常運營中於用水區域設置節水提示，引導員工與訪客養成良好節水習慣，減少水資源浪費。報告期內，本集團水資源消耗情況列載如下：

PACKAGING MATERIAL CONSUMPTION

The Group's business does not involve the use of packaging materials and therefore does not require the formulation of specific policies and the disclosure of relevant data and information.

包裝材料消耗

本集團的業務不涉及包裝材料的使用，因此無須制定專門政策，亦無相關數據信息予以披露。

ENVIRONMENT AND NATURAL RESOURCES

The Group has always placed resource management at the core of its sustainable development strategy in its daily operations, systematically monitoring the consumption level and efficiency of various natural resources such as energy, water resources, and raw materials. By establishing a dynamic assessment mechanism for resource consumption, promoting the application of recycling technology, and implementing intelligent management, we continue to optimize resource allocation, reduce resource dependence per unit output, and minimize the impact of business activities on the natural environment. In the future, we will continue to deepen our green operation model, strive to achieve the organic unity of economic benefits, environmental responsibility and social value, and contribute to the construction of a resource-saving and environment-friendly society.

環境及天然資源

本集團在日常運營過程中始終將資源管理置於可持續發展戰略的核心位置，系統性地監測能源、水資源、原材料等各類天然資源的消耗水平與使用效率。通過建立資源消耗動態評估機制、推動循環利用技術應用、實施智能化管理等措施，我們持續優化資源配置，降低單位產出的資源依賴，最大限度減少業務活動對自然環境的影響。未來，我們將繼續深化綠色運營模式，努力實現經濟效益、環境責任與社會價值的有機統一，為構建資源節約型、環境友好型社會貢獻力量。

7. EMPLOYMENT

7. 僱傭

EMPLOYMENT AND LABOR PRACTICES

The Group strictly complies with various employment-related laws and regulations, and fully implements compliance requirements in terms of employee compensation and dismissal, recruitment and promotion, working hours, vacations, equal opportunities, diversity, anti-discrimination and other benefits, so as to fully protect and respect the rights of employees and create an ideal working environment for them.

The Group always adheres to the principles of fairness, impartiality and openness in talent recruitment and promotion, and does not discriminate against any candidate on the basis of race, color, social class, place of birth, nationality, religion, disability, gender, sexual orientation, trade union membership, political stance or age. At the corporate culture level, the Group pays attention to recruiting talents and treating all employees fairly in recruitment, remuneration, training opportunities and work arrangements, and is committed to maintaining a non-discriminatory environment in the workplace. We provide our employees with a market-competitive compensation and benefits package consisting of wages, discretionary bonuses and stock option plans, and are comprehensively determined based on their qualifications, experience, positions and performance.

The Group has always strictly complied with the relevant laws of the PRC on equal employment opportunities, prohibition of child labour and forced labour, and complied with the employment laws and policies of the places where it operates, including the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Employment Promotion Law of the People's Republic of China, the Anti-Discrimination Ordinance and the Employment Ordinance (Cap. 57 of the Laws of Hong Kong), etc. During the Reporting Period, the Group's employees are listed as follows:

僱傭及勞工常規

本集團嚴格遵守各項僱傭相關法律法規，在員工薪酬與解聘、招聘與晉陞、工作時長、休假、平等機會、多元化、反歧視及其他福利待遇等方面全面落實合規要求，以充分保障與尊重員工權利，為其營造理想的工作環境。

本集團在人才招聘與晉陞中始終堅持公平、公正、公開的原則，不以種族、膚色、社會階層、出生地、國籍、宗教、殘疾狀況、性別、性取向、工會會員身份、政治立場或年齡為由歧視任何應聘者。企業文化層面，本集團注重廣納英才、不問出身，在招聘、薪酬、培訓機會及工作安排上均公平對待所有員工，並致力維護職場中的無歧視環境。我們為員工提供具有市場競爭力的薪酬福利待遇，其薪酬體系由工資、酌情發放的獎金及股票期權計劃構成，並依據員工的資質、經驗、崗位及績效表現綜合確定。

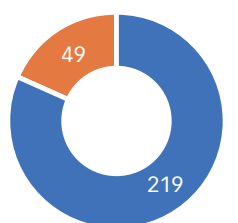
本集團始終嚴格遵守中國關於平等就業機會、禁止童工及強迫勞動的相關法律，並遵循業務所在地的僱傭法規及政策，包括《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國就業促進法》、《反歧視條例及僱傭條例（香港法例第57章）》等。報告期內，本集團員工情況列載如下：

7. EMPLOYMENT

7. 僱傭

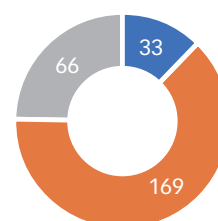
Total workforce	員工總數	2025 二零二五年度	2024 二零二四年度
By gender	按性別		
Male	男性	219 (81.72%)	315 (80.15%)
Female	女性	49 (18.28%)	78 (19.85%)
By age group	按年齡組別		
Below 30	30歲以下	33 (12.31%)	35 (8.91%)
30-50	30至50歲	169 (63.06%)	268 (69.19%)
Over 50	50歲以上	66 (24.63%)	90 (22.90%)
By position	按職位		
Senior management	高層管理人員	6 (2.24%)	16 (4.07%)
Management/supervisor	管理人員／主管	61 (22.76%)	98 (24.94%)
General staff	普通員工	201 (75.00%)	279 (70.99%)
Total	總計	268	393

By gender
按性別



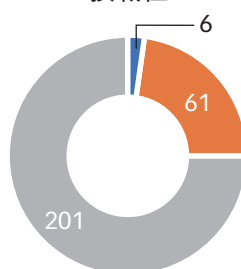
■ Male 男性
■ Female 女性

By age group
按年齡組別



■ Below 30 30歲以下
■ 30-50 30至50歲
■ Over 50 50歲以上

By position
按職位

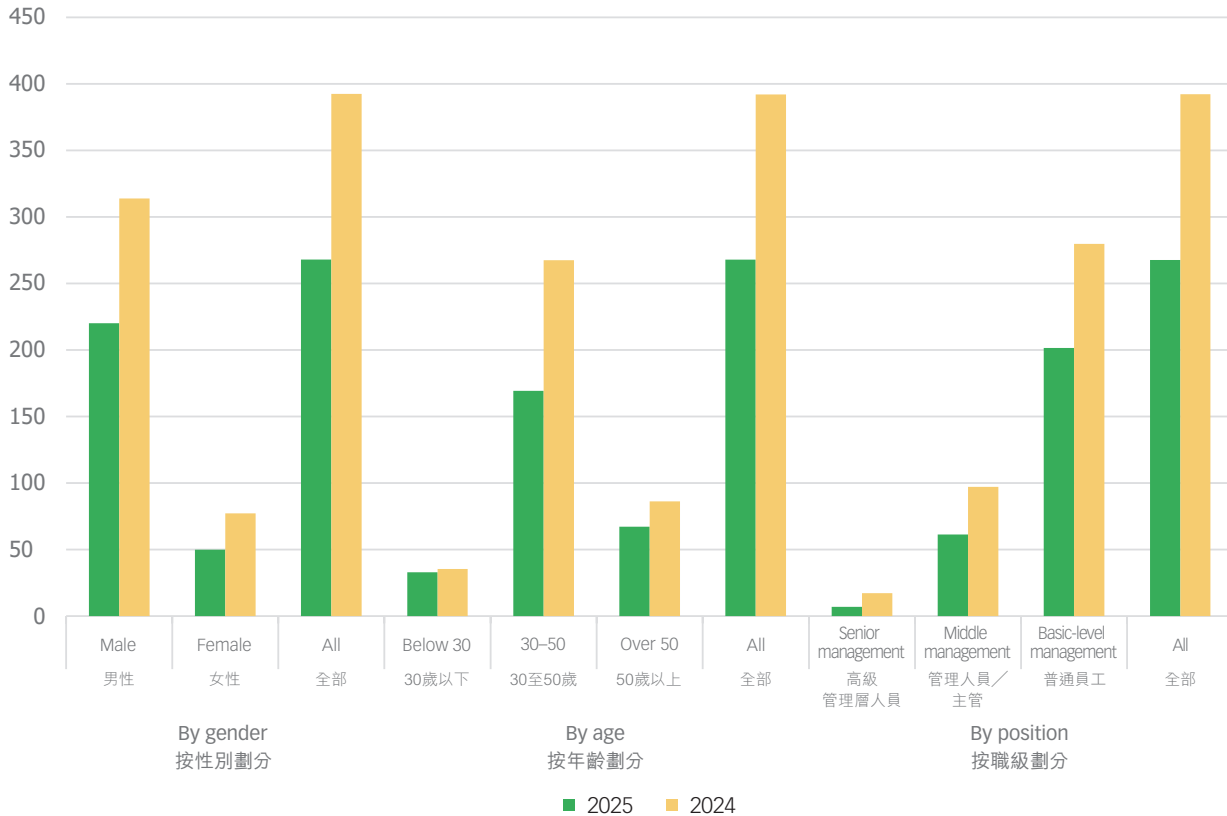


■ Senior management 高級管理層人員
■ Management/Supervisor 管理人員／主管
■ General staff 普通員工

7. EMPLOYMENT

7. 僱傭

Total workforce for the year (by category)
年度僱員總數（按類別劃分）



During the Reporting Period, the Group had a total of 268 full-time employees. Among them, 215 are from Chinese mainland and 53 are from the Hong Kong Special Administrative Region. At the same time, a total of 228 employees left for personal reasons. During the Reporting Period, the Group's employee turnover is as follows:

報告期內，本集團共有268名全職員工。其中，215名來自中國內地，53名來自香港特別行政區。同時，共有228名員工因個人原因離職。報告期內，本集團員工流失情況列載如下：

Employee turnover rate	員工流動率	2025 二零二五年度	2024 二零二四年度
By gender	按性別		
Male	男性	84.47%	55.58%
Female	女性	87.76%	48.65%
By age group	按年齡組別		
Below 30	30歲以下	33.33%	63.64%
30-50	30至50歲	91.12%	55.26%
Over 50	50歲以上	95.45%	46.02%
Total turnover rate	總流失率	85.07%	54.27%

HEALTH AND SAFETY

The Group requires employees to strictly comply with the company's safety system, which clearly stipulates the work process, safety measures and guidelines, and the responsibilities of employees in relation to workplace health and safety.

The Group has established and implemented a risk management system, including identifying, preventing and managing risks and hidden dangers in the workplace, and taking follow-up measures in the event of an accident or personal injury, including:

- strengthen the supervision of the allocation and use of personal protective equipment (such as safety helmets and protective gloves);
- Robots are used to perform high-risk operations (such as welding, heavy lifting) to reduce the risk of injury to employees;
- Regularly organize fire drills and emergency evacuation simulations to enhance employees' fire safety awareness and train them to have corresponding emergency knowledge and skills; and
- Improve fire evacuation plans, and equip first aid kits and fire extinguishing equipment in the workplace to deal with emergencies.

In the past three years (including the reporting year), the Group never saw any major casualties. Moreover, the Group has not recorded any incidents resulting in death or serious bodily injury, has not paid compensation or indemnity to the Group's employees due to such incidents, and has not found any major issues that violate laws and regulations related to employee health and safety. The Group's employee health and safety records for the past three years are set out below:

Employee health and safety	員工健康與安全	2025 二零二五年度	2024 二零二四年度	2023 二零二三年度
Number of work-related fatalities	因工死亡人數	-	-	-
Number of work-related injuries	工傷事故數量	-	4	-
Number of lost days due to work injury	因工傷損失工作日數	-	309	-

健康與安全

本集團要求員工嚴格遵守公司的安全制度，其中明確規定了工作流程、各項安全措施與準則，以及員工在工作場所健康與安全方面應承擔的責任。

本集團已建立並實施風險管理體系，包括識別、預防及管理工作場所中的風險與隱患，並在發生事故或人身傷害時採取後續應對措施，具體包括：

- 加強個人防護裝備(如安全頭盔、防護手套)的配備與使用監督；
- 採用機器人執行高風險作業(如焊接、重物搬運)，以降低員工受傷風險；
- 定期組織消防演練及緊急疏散模擬，提升員工消防安全意識，並培訓其具備相應的應急知識與技能；及
- 完善消防疏散預案，在工作場所配置急救藥箱及滅火設備，以應對突發事件。

在包含報告期在內的過去三年中，本集團未發生重大傷亡事故。此外，本集團未發生死亡或嚴重身體傷害的事件，亦未因此類事件向員工支付賠償或補償，且未發現任何嚴重違反員工健康與安全相關法律法規的情況。本集團過去三年的員工健康與安全記錄列載如下：



7. EMPLOYMENT

7. 僱傭

DEVELOPMENT AND TRAINING

Talent development is an important part of the Group's human resources management strategy. Training is closely related to corporate sustainability. Training can improve the overall quality of employees, enabling them to adapt to new job requirements and be more competent in their current positions, and also help employees seize promotion opportunities and realise their career ambitions. The Group believes that skilled and professionally trained employees are the key to business growth and future success. Therefore, it encourages them to participate in training courses related to personal development and work. During the Reporting Period, the Group developed a quality management training program to maintain the highest professional level.

In day-to-day operations, the Group provides induction training for new hires and appoints experienced employees as mentors to guide new ones. The Group believes that this arrangement will be the best way to promote communication and teamwork, improve technical skills and management capabilities, and encourage employees to learn and further develop at all levels.

It will continually increase its efforts to popularise employee training programs. The Group believes that providing comprehensive training opportunities will ensure the necessary talent reserves for corporate development. In the meantime, efforts should be made to strengthen the production safety awareness of its operators, improve operational skills, and expand the skilled talent team to effectively prevent and reduce the occurrence of various production safety accidents.

發展及培訓

人才培養是本集團人力資源管理戰略的重要組成部分。培訓與企業可持續發展密切相關，不僅能提升員工綜合素質，使其適應新的崗位要求、勝任現有工作，更能幫助員工把握晉陞機會、實現職業抱負。本集團認為，具備專業技能與職業培訓的員工是我們業務增長與未來成功的關鍵，因此我們鼓勵員工參與個人發展及工作相關的培訓課程。報告期內，本集團制定了質量管理培訓計劃，以保持員工的高專業水準。

在日常運營中，本集團為新員工提供入職培訓，並指派經驗豐富的員工作為導師進行指導。本集團認為這一安排是促進溝通與團隊協作精神、提升技術能力與管理水平、鼓勵員工在各層級持續學習與進步的最佳途徑。

本集團將持續加大員工培訓計劃的推廣力度，我們相信，提供全面的培訓機會將為企業發展提供必要的人才儲備保障。同時，我們著力強化操作人員安全生產意識、提升操作技能、擴充技能人才隊伍，以有效防範和減少各類安全生產事故的發生。

7. EMPLOYMENT 7. 僱傭

Training Cases

1. Production safety training



培訓案例

1. 安全生產類培訓



7. EMPLOYMENT 7. 僱傭

2. Fire safety training and occupational disease prevention training



2. 火災消防類培訓、職業病預防類培訓



7. EMPLOYMENT

7. 僱傭

3. Heatstroke first aid and prevention training

3. 中暑急救預防培訓



During the Reporting Period, the training of the Group's staff is as follows:

報告期內，本集團員工培訓情況列載如下：

		2025 二零二五年度	2024 二零二四年度
Total training hours completed by employees	僱員接受的培訓總時數	1,110	4,660
Average training hours per employee^{Note 1} (percentage of employees trained^{Note 2})	每名僱員接受培訓的平均時數 ^{註1} 及員工受訓百分比 ^{註2}	2.00 (100.00%)	12.30 (96.44%)
By gender	按性別		
Female	女性	3.19 (100.00%)	12.45 (83.33%)
Male	男性	2.13 (100.00%)	12.26 (99.68%)
By employee category	按員工類別		
Senior management	高層管理人員	1.23 (100.00%)	14.82 (68.75%)
Middle management/supervisor	中層管理人員/主管	1.38 (100.00%)	11.06 (70.41%)
General staff	普通員工	2.53 (100.00%)	12.49 (107.17%)

Notes:

註：

1. Average training hours: calculated based on the total number of training hours provided to a specific category of employees at the end of the Reporting Period, divided by the number of employees in that specific category.
2. The percentage of employees trained is calculated by dividing the number of employees trained in a category by the total number of employees in that category.

1. 平均培訓時數：系按報告期末向特定類別員工提供的培訓總時數，除以該特定類別員工人數，計算得出。
2. 員工受訓百分比：系按各類別的受訓員工人數，除以該類別僱員總數計算得出。



7. EMPLOYMENT

7. 僱傭

LABOR STANDARDS

The Group has always attached importance to and strictly complied with all applicable national laws and local regulations as well as relevant labour laws and regulations (including the Employment of Children Regulations under the Employment Ordinance, the regulations prohibiting the use of child labour in China, and the labour laws of China) in its operating locations. It has also formulated strict and systematic recruitment and screening measures to prevent the illegal employment of child labour and ensure that employment complies with relevant laws and regulations. The Group always attaches great importance to and strictly complies with all applicable national and local laws and regulations and relevant labor laws and regulations in the place where it operates, including the Law of the People's Republic of China on the Protection of Minors and the Prohibition of the Use of Child Labor, and has formulated strict and systematic recruitment and screening measures to prevent illegal employment of child labor and ensure legal compliance with employment practices.

The Group makes reasonable arrangements for employees' working hours within the statutory standard working hours, and provides paid leave, sick leave, and other leave benefits in accordance with relevant labour laws in China.

During the Reporting Period, the Group did not find any significant violations of laws and regulations related to the prohibition of child labour or forced labour.

勞工準則

本集團一向重視並嚴格遵守營運所在地所有適用的國家法律及地方法規以及相關勞動法律法規(包括僱傭條例的僱用兒童政策、中國禁止使用童工規定及中國勞動法)，並亦已制訂嚴謹及有系統的招聘及篩選措施，防止非法聘用童工，並確保僱傭遵循相關法律法規。本集團始終高度重視並嚴格遵守業務所在地所有適用的國家法律、地方法規以及相關勞動法律法規，包括《中華人民共和國未成年保護法》、《禁止使用童工》等法律法規，並制定了嚴格、系統的招聘與篩選措施，以防止非法僱傭童工，確保僱傭行為合法合規。

本集團在法定標準工作時間內合理安排員工工作時間，並根據中國相關勞動法律提供帶薪年假、病假及其他休假福利。

報告期內，本集團未發現任何嚴重違反禁止童工或強迫勞動相關法律法規的行為。



8. OPERATING PRACTICES

8. 營運慣例

SUPPLY CHAIN MANAGEMENT MECHANISM

供應鏈管理機制

The Group implements supplier management based on internal guidelines to regulate the engagement of suppliers in China. It has established a screening mechanism for business partners and suppliers, requiring compliance with all applicable laws and regulations, and expecting them to comply with laws and regulations in safety, environmental, and social aspects. Inspections and evaluations will be conducted when necessary. To maintain good corporate monitoring and governance, an array of management systems and procedures regarding corporate governance have been formulated in accordance with the requirements of the Stock Exchange. The Group shall terminate cooperation contracts with business partners and suppliers that may cause or have caused serious pollution or serious social incidents.

本集團依據內部指引實施供應商管理，以規範中國地區供應商的合作。我們建立了針對業務夥伴及供應商的篩選機制，要求其遵守所有適用法律法規，以期望其在安全、環境及社會層面均符合法規要求，並在必要時開展檢查與評估。為保持良好的企業監督與治理水平，我們已根據聯交所要求，制定了一系列關於公司治理的管理體系與程序。對於可能引發或已造成嚴重污染、重大社會事件的業務夥伴及供應商，集團將終止與其的合作合約。

As customers become increasingly concerned about environmental issues and stress the importance of using environmentally-friendly materials, the Group will continually assume the responsibility of a corporate citizen to communicate and emphasize relevant environmental issues to suppliers. When selecting new suppliers, the Group prioritizes suppliers with high environmental standards and strong carbon reduction capabilities to promote the development of a green supply chain.

隨著客戶對環境問題的日益關注以及對使用環保材料的訴求，本集團將持續履行企業公民責任，向供應商傳達並強調我們對環境議題的關切。在選擇新供應商時，本集團優先考慮環保標準高、減碳能力強的供應商，以推動綠色供應鏈發展。

PRODUCT RESPONSIBILITY

產品責任

The Group is committed to providing quality services and ensures that the quality of its projects in China meets industry standards and sustainability requirements. In addition, it has been striving to reach a higher level.

本集團致力於提供優質服務，並確保其在中國的項目質量符合行業標準與可持續發展要求。此外，我們始終追求更高標準的項目品質。

Since the inception of the Group, quality control has been at the heart of construction projects. When any nonconformity is found, it will review the situation and prevent it from continuing or happening again. If the defect is likely to recur, the Group will require the subcontractor to take remedial measures and supervise the substandard projects more closely where practicable. More than that, the Group actively carries out staff training and establishes a management system in terms of management of construction workers, raw material quality control, site management, and quality management systems, in a bid to ensure the timely and effective completion of projects.

自成立以來，質量控制始終是本集團建築項目的核心。一旦發現不合格情況，本集團將及時審查並採取措施防止問題持續或再次發生。若缺陷可能重複出現，本集團將要求分包商採取補救措施，並在切實可行的情況下加強對不達標項目的監督。此外，本集團積極組織開展員工培訓，並在施工人員管理、原材料質量控制、現場管理及質量管理體系等方面建立管理制度，以確保項目及時、有效地完成。

8. OPERATING PRACTICES

8. 營運慣例

It has also implemented a number of initiatives to ensure the fulfillment of product responsibility, including working out finished product testing guidelines, inspecting and accepting raw materials and finished products, and providing staff training, so as to ensure product quality. Where a problematic product is found, customers are welcome to contact the Group's sales representatives for follow-up, and its sales representatives will investigate the problem and respond promptly.

During the Reporting Period, the Group did not recall products supplied and used for safety and health reasons due to the nature of its business. Furthermore, no substantiated complaints were received regarding the supply and use of products and services that had a significant impact on the Group's operations.

SUPPLY CHAIN MANAGEMENT

During the Reporting Period, the Group cooperated with 191 suppliers in Chinese mainland, covering various categories such as material suppliers, equipment suppliers, engineering services and other service providers. We have established a supplier management system to ensure that suppliers can provide high-quality materials that meet production needs. The system provides a guiding framework for supplier selection, evaluation and ongoing management.

Supplier Screening

When selecting suppliers, we highly value their ability to provide high-quality materials to meet production needs, and conduct a comprehensive evaluation of their past performance, production capacity, and compliance with quality standards.

At the same time, in accordance with our Supplier Management Policy, we give priority to suppliers who have outstanding performance in fulfilling corporate social responsibility and environmental sustainability to cooperate with them to ensure that suppliers are consistent with the Group's values and actively practice responsible and sustainable business practices.

本集團還實施了一系列舉措以確保產品責任的履行，包括制定成品檢測規範、對原材料及成品進行檢驗驗收，並提供員工培訓，從而保障產品質量。若發現產品存在問題，客戶可以聯繫本集團的銷售代表進行後續處理，銷售代表將及時調查並回應。

報告期內，基於業務性質，本集團未發生因安全與健康原因需召回已供應或使用產品的情況。此外，本集團未收到任何關於產品與服務供應及使用並對企業運營產生重大影響的經證實的投訴。

供應鏈管理

報告期內，本集團與中國大陸191家供應商開展合作，涵蓋材料供應商、設備供應商、工程服務及其他服務供應商等多個類別。我們建立了供應商管理體系，以確保供應商能夠提供滿足生產需求的高質量材料。該體系為供應商的篩選、評估與持續管理提供指導框架。

1. 供應商篩選

在選擇供應商時，我們高度重視其提供高質量材料以滿足生產需求的能力，並對其過往業績、生產能力及質量標準符合性進行綜合評估。

與此同時，依據我們的《供應商管理政策》，我們優先選擇在履行企業社會責任與環境可持續發展方面表現突出的供應商進行合作，以確保供應商與本集團價值觀一致，並積極踐行負責任、可持續的商業實踐。



8. OPERATING PRACTICES

8. 營運慣例



Supplier Assessment

The Group regularly evaluates existing suppliers to measure the effectiveness of their cooperation. The evaluation dimensions include project delivery capabilities, coordination, safety management and quality control. At the same time, we conduct annual reviews to ensure that suppliers continue to meet requirements and drive performance improvement. When we look at potential suppliers, we conduct a comprehensive review of their qualifications and status, excluding candidates who have a direct negative impact on the community.

2. 供應商評估

本集團定期對現有供應商進行評估，以衡量其合作效能。評估維度包括項目交付能力、協同配合度、安全管理及質量控制等方面。同時，我們開展年度評審，以確保供應商持續符合要求並推動其績效提升。在考察潛在供應商時，我們對其資質與狀況進行全面審核，排除對社區具有直接負面影響的候選供應商。



8. OPERATING PRACTICES

8. 營運慣例

Sunshine Terms and Ethics

To maintain business integrity in the supply chain, we added sunshine clauses in our service agreements. These clauses establish ethical standards for our relationships with suppliers, strictly prohibiting bribery, gifts, dishonesty, and concealment of conflicts of interest. This demonstrates our strong commitment to high standards of business ethics and compliance behavior.

Supplier Accountability

It is important to note that suppliers who fail to pass the evaluation process or violate the terms of contracts will not be able to cooperate with us. This rigorous screening mechanism underscores our strong stance on high standards and ethics in our supplier relationships.

3. 陽光條款及道德標準

為維護供應鏈的商業誠信，我們在服務協議中增設了陽光條款。這些條款為本集團與供應商的合作關係確立了道德準則，嚴格禁止賄賂、饋贈禮品、不誠信及隱瞞利益衝突等行為。此舉彰顯了我們踐行高標準商業道德與合規行為的堅定承諾。

4. 供應商問責

需要指出是，未能通過評估流程或違反合同條款的供應商將無法繼續與本集團合作。此項嚴格的篩選機制凸顯了我們在供應商關係中堅持高標準與道德操守的堅定立場。



8. OPERATING PRACTICES

8. 營運慣例

The Group's sales, accounts receivable and receivables management process is as follows:

本集團的銷售、應收賬款及應收款項管理流程如下：

Scope of work 工作範圍
<ul style="list-style-type: none">• Policies and procedures• 政策與程序 • Tender and bidding management• 招投標管理 • Customer selection, credit, and risk management• 客戶選擇、信用及風險管理 • Contract management (including sales and service contracts)• 合同管理(包括銷售和服務合同) • Sales forecast and approval management• 銷售預測與審批管理 • Sales order processing and return procedures• 銷售訂單處理與退貨流程 • Sales commission management• 銷售佣金管理 • Accounts receivable, aging, and write-off management• 應收賬款、賬齡及核銷管理 • Project payment collection and dunning process management• 項目回款及催款流程管理 • Customer information maintenance (creation, processing, updates, review, and approval of accounts)• 客戶信息維護(賬戶創建、處理、更新、審核及審批) • After-sales service management• 售後服務管理 • Assignment of responsibilities• 職責分工

8. OPERATING PRACTICES

8. 營運慣例

ANTI-CORRUPTION MECHANISM

The Group is committed to maintaining a corporate culture of integrity and integrity, and strictly prohibits employees from soliciting or accepting any improper benefits. The Group has clarified relevant policies in the employee handbook and guided employees to strictly abide by the Code of Conduct. The Code clearly defines the norms for giving and receiving gifts, souvenirs, etc., and how to avoid conflicts of interest.

In the event of an actual or potential conflict of interest, the directors and employees of the Group are required to make a declaration to the management through the reporting channel. Employees are not allowed to accept any gifts from any external parties (such as customers, suppliers and contractors) without the approval of management.

During the Reporting Period, we did not find any corruption cases involving the Group or its employees. The anti-corruption training received by the Group's employees is set out below:

反貪污機制

本集團致力於維護廉潔誠信的企業文化，嚴禁員工索取或接受任何不當利益。本集團在員工手冊中明確了相關政策，並引導員工嚴格遵守行為準則。該準則清晰界定了禮品、紀念品等利益的贈予與收受規範，以及如何避免利益衝突。

本集團董事及員工在出現實際或潛在利益衝突時，須通過申報渠道向管理層作出聲明。未經管理層批准，員工不得接受任何外部方（如客戶、供應商及承包商）饋贈的任何禮品。

報告期內，我們未發現本集團或員工涉及任何貪污訴訟案件。本集團員工接受反貪污培訓的情況列載如下：

Anti-corruption Training	反貪污培訓	2025 2025年	2024 2024年
Number of employees trained	受訓員工人數	59	86
Total training hours	總培訓時數	197.00	82.50
Management	管理層	66.00	24.00
General staff	普通員工	131.00	58.50



9. COMMUNITY 9. 社區

SOCIAL WELFARE INVESTMENT

The Group is well aware of the importance of making positive contributions to the communities in which it operates, and considers the interests of the communities as one of its social responsibilities. In order to better fulfill its social responsibilities, the Group keeps a close eye on environmental and health issues, and sponsors related activities or organizations when necessary.

Social Welfare Activities — Unpaid Blood Donation:

Public welfare activities are a concrete manifestation of the social attributes of a company. This year, we continuously fulfilled our social responsibilities through public welfare activities by focusing on win-win cooperation, caring for development, and caring for society. The Group, as always, organised social welfare activities to encourage employees to participate in voluntary blood donation.

社區公益投資

本集團深刻認識到對運營所在社區作出積極貢獻的重要性，並將維護社區利益視為自身社會責任之一。為更好地履行社會責任，本集團持續關注環境與健康議題，並在必要時資助相關活動或組織。

社會公益活動 — 無償獻血：

公益活動是企業社會屬性的具體體現。本年度，我們持續通過公益活動踐行社會責任，聚焦合作共贏、關注發展、關懷社會，並一如既往地組織社會公益活動，鼓勵員工積極參與無償獻血。

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KPI A.1.1 指標 A.1.1	The types of emissions and respective emissions data 排放物種類及相關排放資料	Page 34 第 34 頁
KPI A.1.3 指標 A.1.3	Total hazardous waste produced and intensity 所產生有害廢棄物總量及密度	Page 37 第 37 頁
KPI A.1.4 指標 A.1.4	Total non-hazardous waste produced and intensity 所產生無害廢棄物總量及密度	Page 37 第 37 頁
KPI A.1.5 指標 A.1.5	Description of measures to mitigate emissions and results achieved 描述減低排放量的措施及所得成果	Page 34 第 34 頁
KPI A.1.6 指標 A.1.6	Description of how hazardous and non-hazardous wastes are handled, measures to reduce wastes and results achieved 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果	Page 36 第 36 頁

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KPI A.2.4 指標 A.2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果	Page 39 第 39 頁
KPI A.2.5 指標 A.2.5	Total packaging materials used for finished products and with reference to per unit produced 製成品所用包裝材料的總量及每供熱生產單位估量	Page 39 第 39 頁
Aspect A.3 層面 A.3	Environment and Natural Resources 環境及天然資源	Page 39 第 39 頁
KPI A.3.1 指標 A.3.1	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	Page 39 第 39 頁

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KPI B.3.2 指標 B.3.2	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	Page 47 第 47 頁
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