

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STATEMENT OF THE BOARD

The Group is pleased to present its Environmental, Social and Governance Report for the year ended 31 December 2023 (the “ESG Report”), which outlines our positive performance in terms of environmental, social and governance, and our commitment to creating a long-term sustainable and green development.

The Group is dedicated to becoming an outstanding corporate citizen in each of the communities it operates in around the world. The Board recognises a high degree of social responsibility and awareness in environmental sustainability as key factors to the enterprise’s persistent growth and success. We are committed to practicing the concept of sustainable development and attach great importance to ESG governance. Based on the scientific and professional ESG governance structure and sound management system, we further strengthen Board engagement and continue to improve the level and performance of our ESG governance in a way that achieves comprehensive and in-depth integration of the concept of sustainable development with corporate development strategies and operating decisions.

The Group develops effective strategies to maintain a balance between its environmental and social impact and business targets, and promote its sustainable development. The Group has formulated ESG development strategies. The Board regularly assesses the data required for ESG risks, and conducts discussions and review of relevant strategies and measures to evaluate the impact of different ESG situations on the financial conditions of the Company and ensure their consistency with the development strategy of the Group.

As a responsible corporate citizen, the Group believes in ESG-guided and customer-oriented principle. While focusing on investment in product research and development, it provides customers with high-quality new energy equipment-related products and services, to jointly promote green and sustainable development, and earnestly fulfill its corporate social responsibility. With consistent efforts of the management and all employees, the Group is ready to work hand in hand with customers, suppliers, investors, partners and other stakeholders to move forward to the goal of becoming a leading technology-based new energy enterprise, continues to create more value for all stakeholders, and unswervingly pursues the path of long-term sustainable, high-quality development.

董事會聲明

本集團欣然提呈截至二零二三年十二月三十一日止年度之環境、社會及管治報告（「環境、社會及管治報告」），其概述了我們在環境、社會及管治方面的積極表現，以及我們對實現長期可持續綠色發展的承諾。

本集團致力於在其運營的全球各區域內成為一個優秀的企業公民，董事會堅信，高度的社會責任感與環境可持續發展意識是確保企業業務持續增長和成功的關鍵因素，我們始終踐行可持續發展理念，高度重視ESG管治，基於科學、專業的ESG治理架構和完善的管理體系，不斷加強董事會參與，致力於持續提升ESG管治水平及表現，實現可持續發展理念與企業發展戰略和經營決策全面深度融合。

本集團通過制定有效的策略，以保持集團對環境與社會影響與業務目標實現平衡，推動集團的可持續發展。集團已制定ESG發展戰略，董事會定期對ESG風險所需數據進行評估，並討論審閱相關策略及措施，以評估不同ESG情況對公司財務狀況影響，確保與集團發展策略相一致。

作為負責任的企業公民，本集團以ESG為牽引，以客戶為導向，在注重產品的研發投入的同時，向客戶提供優質的新能源裝備相關產品及服務，共同推動綠色可持續發展，切實履行企業社會責任。本集團在管理層及所有員工的不斷努力下，願與客戶、供應商、投資者、夥伴及其他持份者等多方共同攜手並進，在向一家領先的科技型新能源企業的目標進發的同時，持續為所有持份者創造更多價值，堅定不移走長期可持續高質量發展的道路。



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STATEMENT OF THE BOARD *(Continued)*

In 2023, the Group won the “Best ESG Award” (「最佳ESG獎」) at the “4th Cailian Press•EBS Forum and Award Ceremony”, and the “Sustainability Value Communication Award” (「可持續發展價值傳播獎」) at the “4th election campaign of Cailian Press Corporate ESG Forum”, which strongly affirmed its high-level governance standards and outstanding performance in terms of the sustainability and corporate social responsibility. In the future, the Group will continue to innovate and expand cooperation, actively fulfill its corporate responsibilities in the new era of ESG, and spread the concept of green development, thus driving the transformation and upgrade of the energy industry and realisation of the goal of zero carbon emissions.

This report has been reviewed and approved by the Board on 22 March 2024.

Mei Xianzhi
Chairman

22 March 2024

董事會聲明 *(續)*

二零二三年，本集團在第四屆財聯社精英董秘論壇暨頒獎典禮活動中榮獲「最佳ESG獎」，在第四屆財聯社企業ESG論壇評選活動中榮獲“可持續發展價值傳播獎”，自身高度的治理標準及在可持續性領域和企業社會責任方面的優異表現，獲得了有力肯定。未來本集團將持續創新、拓展合作，積極履行ESG新時代下的企業責任，傳播綠色發展理念，助力能源行業轉型升級和零碳排放目標的實現。

本報告已由董事會於二零二四年三月二十二日審閱批准。

董事長
梅先志

二零二四年三月二十二日

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STATEMENT OF THE BOARD (Continued)

董事會聲明(續)



Won the “Best ESG Award” at the “4th Cailian Press•EBS Forum and Award Ceremony” in 2023
2023第四屆財聯社精英董秘論壇暨頒獎典禮榮獲「最佳ESG獎」



Won the “Sustainability Value Communication Award” at the “4th election campaign of Cailian Press Corporate ESG Forum” in 2023
2023第四屆財聯社企業ESG論壇評選榮獲「可持續發展價值傳播獎」

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THIS REPORT

STANDARDS OF THE REPORT

This Environmental, Social, and Governance report (the “Report”) provides an annual update on the various aspects of environmental, social, and governance performance by CM Energy Tech Co., Ltd. (the “Group”) in the year ended 31 December 2023 (the “Year”).

The content of this Report was compiled in accordance with the “Environmental, Social and Governance Reporting Guide” as set out in Appendix 27 to the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”), as well as the actual conditions of the Group. This Report is published annually in each financial year together with the annual report of the Company for the year.

SCOPE OF THE REPORT

The reporting period starts from 1 January 2023 and ends on 31 December 2023 (the “Reporting Period”), which fully elaborated on the Group’s relevant sustainable development initiatives.

This Report is consistent with the previous environmental, social and governance report. The Report covers the main production and operating activities that the Group deems significant, mainly including four subsidiaries of the Group, namely Qingdao TSC Offshore Equipment Co., Ltd., TSC Oil and Gas Services Group Holdings Ltd., TSC-HHCT (Xian) Control Technologies Limited and Zhengzhou TSC Offshore Equipment Co., Ltd.

關於本報告

報告準則

本環境、社會及管治報告(「本報告」)提供華商能源科技股份有限公司(「本集團」)於截至二零二三年十二月三十一日止年度(「本年度」)環境、社會及管治各層面表現的年度最新情況。

本報告為遵循香港聯合交易所有限公司(「香港聯交所」)主板上市規則附錄二十七所載之《環境、社會及管治報告指引》要求而編寫，並根據本集團實際情況編製。本報告為年度報告，每財務年度出版一次，並與該年的公司年報同時發佈。

報告範圍

報告期間自二零二三年一月一日開始並於二零二三年十二月三十一日結束(「報告期間」)，全面闡述了本集團相關可持續發展舉措。

本報告與上一份環境、社會及管治報告一致，報告涵蓋本集團認為意義重大的主要生產經營活動，主要包括本集團四家子公司，分別為青島天時海洋石油裝備有限公司、青島天時油氣裝備服務集團有限公司、海爾海斯(西安)控制技術有限公司和鄭州天時海洋石油裝備有限公司。

01

Qingdao TSC Offshore Equipment Co., Ltd.
青島天時海洋石油裝備有限公司

03

TSC-HHCT (Xian) Control Technologies Limited
海爾海斯(西安)控制技術有限公司

02

TSC Oil and Gas Services Group Holdings Ltd.
青島天時油氣裝備服務集團有限公司

04

Zhengzhou TSC Offshore Equipment Co., Ltd.
鄭州天時海洋石油裝備有限公司

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THIS REPORT (Continued)

SCOPE OF THE REPORT (Continued)

Unless otherwise specified, this Report covers the environmental, social and governance progress and performance in the Year.

Looking ahead, the Group will review the scope of our report regularly and gradually expand the scope of disclosure based on the principle of materiality to provide more comprehensive information to stakeholders.

REPORTING PRINCIPLES

The content of this Report adheres to the four principles of “materiality”, “quantification”, “balance” and “consistency” to provide a comprehensive overview of the Group’s management approach and performance in terms of environmental, social and governance.

關於本報告(續)

報告範圍(續)

除另有明確說明外，本報告的內容覆蓋本年度有關環境、社會及管治的進展及表現。

展望未來，本集團將定期檢視報告範圍，並根據重要性的原則，逐步擴大披露範圍，為持份者提供更全面的諮詢。

報告原則

本報告的內容秉承「重要性」、「量化」、「平衡」及「一致性」四大原則全面概述了本集團在有關環境、社會及管治方面的管理方針和工作表現。

01

MATERIALITY

Stakeholder engagement and materiality assessment were conducted regularly to identify material ESG issues, and to ensure that these issues are addressed in the report.

重要性

定期進行利益相關方及持份者參與及重要性議題評估，以識別重大環境、社會及管治事宜，並確保該等事宜反映於我們的報告中。

02

QUANTIFICATION

The data presented in this Report are carefully collected and used to calculate the standards and methods of key performance indicators.

量化

本報告所呈列的數據乃經謹慎收集，用於計算關鍵績效指標的標準及方法。

03

BALANCE

Both positive and negative information of the Company have been presented in an objective and transparent manner to ensure that the content presents the ESG performance during the reporting period in an unbiased manner.

平衡

公司正面及負面信息均以透明方式客觀呈列，確保內容不偏不倚呈報本報告期內的ESG表現。

04

CONSISTENCY

Unless otherwise stated, the disclosures, data collection and calculation methods have remained consistent throughout the years to facilitate comparability over time.

一致性

除另有說明者外，披露情況、數據搜集及計算方法於多年來一直保持一致，以便隨時進行比較。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THIS REPORT (Continued)

REPORTING PRINCIPLES (Continued)

In order to optimise the reporting process and expand the scope of disclosure of the Report, the Group has been proactively formulating effective ESG related policies, recording relevant data and implementing and monitoring various measures. This Report illustrates the ESG performance of the Group in achieving sustainable development in the future.

ESG GOVERNANCE STRUCTURE

To manage various ESG aspects effectively and efficiently, we further improved the Group's ESG governance structure during the Year by fully integrating the ESG management into the Group's business operations and management as a part of the Company's development strategy. We have built a three-level ESG management structure, including the Board-level Environmental, Social and Governance Committee (the "ESG Committee"), the management-level ESG leading group and the executive-level ESG working group. With such top-down ESG management structure, we are enabled to promote the work under the ESG management system and effectively attain the ESG strategic goals of the Group.

—關於本報告(續)

報告原則(續)

為優化報告的報告程序及擴大披露範圍，本集團一直主動制定有效的ESG相關政策，記錄相關數據並實施及監督各項舉措。本報告說明瞭本集團在實現未來可持續發展方面的ESG表現。

ESG管治架構

為有效及有效益地管理有關環境、社會及管治的各個範疇，本年度我們進一步完善了本集團的環境、社會及管治管理架構，將ESG管理全面融入本集團的業務運營及管理，作為公司發展策略的一部分。我們構建了三層的ESG管理架構，包括董事會層環境、社會及管治委員會(「ESG委員會」)、經營層ESG領導小組和執行層ESG工作小組，藉此自上而下的ESG管理架構，切實推動ESG管理體系開展工作，履行集團ESG戰略目標的有效達成。



From time to time, we obtain regularly updated information on environmental, social and governance trends and regulations and industry practices. Based on the external social and economic macro-environment and the Company's development strategy, we have always given priority to stakeholders' views, opinions and suggestions on environmental, social and governance management, and will conduct a materiality assessment and discussion on the formulation of environmental, social and governance strategies, determine the Company's risks and opportunities in respect of environment, society and corporate governance, and take the management and improvement of key issues as sustainable development strategy. Through the abovementioned efforts, we have been able to better understand and manage our environmental, social and governance risks, and achieve our goal of creating higher value for all stakeholders.

我們不時取得環境、社會及管治趨勢及規例及行業慣例的定期更新信息。基於外部社會經濟宏觀環境和公司發展戰略，我們一向優先考慮持份者就環境、社會及管治管理的觀點、意見及建議，並會就制定環境、社會及管治策略進行重要性評估，討論並確定公司在環境、社會和公司治理方面的風險與機遇，將重點議題的管理與提升作為可持續發展戰略工作。憑藉上述種種努力，我們得以更充分地了解及管理我們的環境、社會及管治風險，實現我們為所有持份者創造更高價值的目標。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STAKEHOLDER ENGAGEMENT AND MATERIALITY

STAKEHOLDER ENGAGEMENT

The sustainable operation of the Group requires the joint efforts and support of all stakeholders. The interests, expectations and concerns of all parties are inseparable from the performance of the Group. Therefore, the Group's goal is to create an environment for sustainable development that is beneficial to enterprise development and the wellbeing for stakeholders.

The Group has always strived to promote communication with its stakeholders. The Group maintains open and continuous communication with relevant stakeholders including shareholders and investors, employees, customers, community organisations, media and government authorities through various means to achieve transparency and develop mutual understanding of each other's aspirations for corporate social responsibility. Through communication with stakeholders, the Group is committed to identifying, assessing and managing environmental, social and governance-related risks, while ensuring that there is an effective internal monitoring system in place to deal with the risks identified, so that the Group can achieve sustainable development.

持份者的參與及重要性

持份者參與

本集團可持續經營需要所有持份者共同的努力和支持。各方的利益、預期和顧慮與本集團的表現密不可分。因此，本集團的目標是締造一個對企業發展及持份者福祉皆有利的可持續發展環境。

本集團一直致力推動與持份者溝通。本集團過往通過多方面渠道與相關持份者，包括股東及投資者、僱員、客戶、社區組織、傳媒及政府機關等保持開放和持續的溝通，以達致公開透明，並互相了解其對企業社會責任的期望。透過與持份者聯繫溝通，本集團致力識別、評估及管理環境、社會及管治相關風險，同時確保訂有有效的內部監控制度以處理所發現的風險，促使集團能夠達到企業可持續發展的目標。

Key stakeholders 主要持份者	Main communication channels 主要溝通渠道
Customers 客戶	Visits and meetings 探訪會面
	Telephone conferences 電話會議
	E-mails 電子郵件
	ESG questionnaire ESG調研問卷
	Employee newsletters 員工通訊
	Group intranet 集團內部網絡
Employees 員工	Employee activities 員工活動
	Employee trainings 員工培訓
	ESG questionnaire ESG調研問卷
	ESG questionnaire ESG調研問卷

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STAKEHOLDER ENGAGEMENT AND MATERIALITY

持份者的參與及重要性(續)

(Continued)

STAKEHOLDER ENGAGEMENT (Continued)

持份者參與(續)

Key stakeholders 主要持份者	Main communication channels 主要溝通渠道
Community organisations 社區組織	Volunteer activities 義工活動
	Charitable activities 慈善活動
	Unscheduled meetings with each organization 與各組織不定期會面
	ESG questionnaire ESG調研問卷
	Announcements, press release 公告、新聞稿
Shareholders and investors 股東及投資者	Business newsletter 業務通訊
	Annual reports 年度報告
	Company website 公司網站
	Company official account 公司公眾號
	Circulars 通函
	Conference and communications 會議及通訊
	ESG questionnaire ESG調研問卷

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STAKEHOLDER ENGAGEMENT AND MATERIALITY

持份者的參與及重要性(續)

(Continued)

STAKEHOLDER ENGAGEMENT (Continued)

持份者參與(續)

Key stakeholders 主要持份者	Main communication channels 主要溝通渠道
	Periodic reports and returns 定期報告及申報
	Compliance operation 合規經營
Government and regulatory authorities 政府及監管機構	Ongoing dialogues 持續溝通
	ESG questionnaire ESG調研問卷
	Regular communication 定期交流溝通
Suppliers 供應商	Official websites of suppliers 供應商官網
	ESG questionnaire ESG調研問卷
Peers or business partners 同業或業務合作夥伴	Industry conferences 行業會議
	Exhibitions 展覽會

The Group has adopted the principle of materiality in the ESG reporting by understanding the key ESG issues that are important to the business of the Group. All the key ESG issues and key performance indicators ("KPIs") are reported in the Report according to the ESG Reporting Guide (Appendix 27 of the Listing Rules) and with reference to recommendations of the Global Reporting Initiative (GRI).

本集團通過了解對本集團業務而言屬重要的關鍵環境、社會及管治事宜，於環境、社會及管治報告中採用重要性原則。根據環境、社會及管治報告指引（「上市規則附錄27」）及參考全球報告倡議組織(GRI)的相關建議，本報告就所有關鍵環境、社會及管治事宜以及關鍵績效指標（「關鍵績效指標」）作出匯報。

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STAKEHOLDER ENGAGEMENT AND MATERIALITY

(Continued)

STAKEHOLDER ENGAGEMENT (Continued)

The Group has evaluated the materiality and importance in ESG aspects through the following steps:

持份者的參與及重要性(續)

持份者參與(續)

本集團已透過下列步驟評估環境、社會及管治方面之重大性及重要性：

Step 1 步驟1

Identification – Industry Benchmarking

- Relevant ESG areas were identified through the review of relevant ESG reports of the local and international industry peers.
- The materiality of each ESG area was determined based on the importance of each ESG area to the Group through internal discussion of the management and the recommendation of the ESG Reporting Guide.

識別 — 制定行業基準

- 相關環境、社會及管治範疇已透過審閱當地及國際同業之相關環境、社會及管治報告識別。
- 各環境、社會及管治範疇之重要性乃根據透過管理層內部討論及環境、社會及管治報告指引建議之各環境、社會及管治範疇對本集團之重要性釐定。

Step 2 步驟2

Prioritisation – Stakeholder Engagement

- The Group discussed with key stakeholders on key ESG areas identified above to ensure all the key aspects to be covered.

優先次序 — 持份者參與

- 本集團與主要持份者就上述識別之關鍵環境、社會及管治範疇進行討論，以確保涵蓋所有關鍵方面。

Step 3 步驟3

Validation – Determining Material Issues

- Based on the discussion with key stakeholders and internal discussion among the management, the Group's management ensured all the key and material ESG areas, which were important to the business development, were reported and in compliance with the ESG Reporting Guide.

驗證 — 釐定重要議題

- 根據與主要持份者之討論及管理層之間之內部討論，本集團管理層確保已呈報對業務發展屬重要之所有關鍵及重大環境、社會及管治範疇，且符合環境、社會及管治報告指引。

As a result of this process carried out during the reporting period, those important ESG areas to the Group were discussed in this Report.

由於該流程於報告期間進行，對本集團屬重要之該等環境、社會及管治範疇已於本報告內討論。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STAKEHOLDER ENGAGEMENT AND MATERIALITY

(Continued)


MATERIALITY ASSESSMENT

In 2023, the Group conducted a comprehensive materiality assessment, which involves conducting meetings, interviews and/or ESG questionnaires with internal and external stakeholders to understand their views and recommendations on the sustainable development of the Group, so as to identify issues that have the most significant impacts on the Group's business in terms of environmental, social and governance aspects. Combining the scopes as required under the ESG Reporting Guide and taking into consideration of the corporate business characteristics, the Group has identified 21 issues in 2023, including 7 environmental issues, 8 social issues, and 6 corporate governance issues, which cover environment, community engagement, community investment, occupational health and safety, labour standards, training and development, employee welfare, corporate governance, customer privacy, anti-corruption and supply chain management, customer privacy, etc.

持份者的參與及重要性(續)

重要性評估

二零二三年度，本集團開展全面的重要性議題評估，其中通過對內外部持份者進行會議、訪談及／或ESG調查問卷，了解其對本集團可持續發展的看法和建議，以識別在環境、社會及管治方面對本集團業務最具影響的議題。結合環境、社會及管治報告指引所規定的範圍，並考慮企業業務特點後，本集團二零二三年識別出21項議題，包括7個環境類議題，8個社會類議題，6個企業管治類議題，涵蓋環境、社區參與、社區投資、職業健康與安全、勞工準則、培訓及發展、僱員福利、企業管治、客戶私隱、反貪污及供應鏈管理、客戶私隱等。

 Environmental issues 環境議題	 Social issues 社會議題	 Governance issues 管治議題
1、Combating climate change 溫室氣體排放	8、Local community engagement 當地社區參與	15、Talent attraction and retention 吸引及挽留人才
2、Energy consumption 能源消耗	9、Community investment 社區投資	16、Economic value generated 產生的經濟價值
3、Water consumption 耗水	10、Occupational health and safety 職業健康與安全	17、Corporate governance 企業管治
4、Waste 廢棄物	11、Labour standards 勞工準則	18、Anti-Corruption 反貪污
5、Saving energy measures 節能措施	12、Training and development 培訓及發展	19、Supply chain management 供應鏈管理
6、Use of raw materials and packaging materials 原材料及包裝材料的使用	13、Employee welfare 僱員福利	20、Customer satisfaction 客戶滿意度
7、Compliance with laws and regulations relating to environmental protection 遵守有關環境保護的法例及規例	14、Inclusion and equal opportunities 共融及平等機會	21、Customer privacy 客戶私隱

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STAKEHOLDER ENGAGEMENT AND MATERIALITY

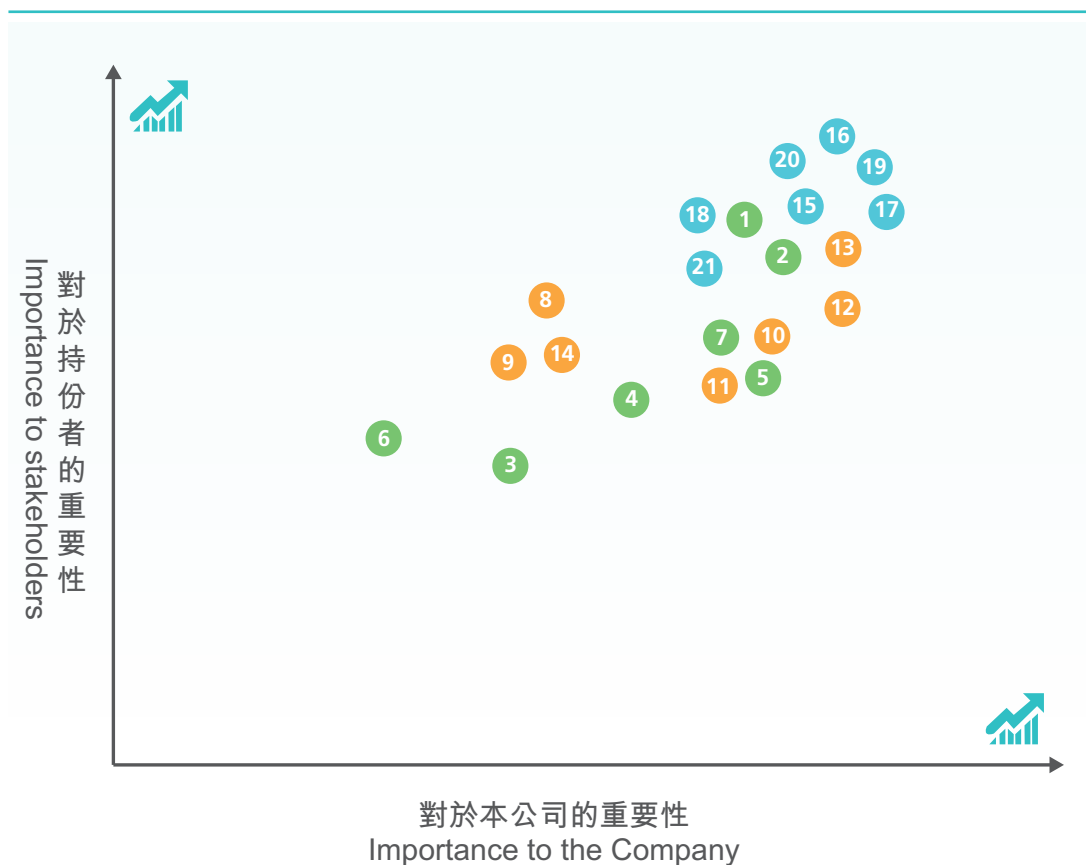
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持份者的參與及重要性(續)

MATERIALITY ASSESSMENT (Continued)

重要性評估(續)

ESG issues materiality matrix
環境、社會及管治事宜重要性矩陣圖



The materiality assessment results will provide the Group with guidance on formulating strategic objectives and plans to resolve the ESG issues for the coming year, as well as on continuing to push forward its sustainability development.

重要性評估結果將指導本集團制定來年的策略及戰略目標及解決環境、社會及管治事宜的計劃，同時持續推進可持續發展進程。

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ESG GOVERNANCE

A Environmental Protection

The Group's businesses are strictly operating under the regulations. The Group has also been keeping abreast of any updates on the regulations. During the reporting period, the Group was not aware of any material non-compliance with the corresponding local environmental laws or regulations, including but not limited to the Law of the People's Republic of China on Environmental Protection, the Law of the People's Republic of China on Prevention and Control of Atmospheric Pollution, the Law of the People's Republic of China on Prevention and Control of Water Pollution, the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, the Law of the People's Republic of China on the Conservation of Energy Resources, the Environmental Impact Assessment Law of the People's Republic of China, the Regulations on the Administration of Construction Project Environmental Protection and the Law of the People's Republic of China on Soil Pollution Prevention that would have a significant impact on the Group.

During the reporting period, there was no incident that has material impact on the environment and natural resources.

環境、社會及管治治理

A 環境保護

本集團的業務嚴格按照法規營運。本集團亦一直緊貼法規的任何更新。於報告期間，本集團並無發現有任何重大違反當地環境法律法規的情況，包括但不限於中國的《中華人民共和國環境保護法》、《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》、《中華人民共和國節約能源法》、《中華人民共和國環境影響評價法》、《建設項目環境保護管理條例》、《中華人民共和國土壤污染防治法》，而對本集團產生重大影響的情況。

於報告期間，本集團概無對環境及自然資源產生重大影響的事件。



Target 目標

- **For the financial year 2024, the Group's violations of relevant laws and regulations on waste treatment and disposal will remain at zero.**
- 二零二四財年，本集團廢棄物處理及處置方面的相關法律法規違規事項保持為零。

1. Emissions

In response to the environmental risks faced by the country and the national policies, the Group is committed to being a responsible enterprise to implement policies for prevention of environmental pollution, even though the industry in which the Group operates does not cause significant pollution.

The Group's environmental protection policy includes the 3R principle, namely Reduce, Reuse and Recycle, as well as the effective use of materials and energy.

The Group actively responds to employees' opinions on environmental issues, and recognises and rewards those employees who have made continuous improvement or contribution to environmental protection, thereby raising the awareness and sense of responsibility of employees and stakeholders towards the surrounding environment.

1. 排放

因應國家所面臨的環境風險及國家政策，儘管本集團的行業不會嚴重地造成污染，但作為一家負責任的企業，本集團也致力落實防治環境污染的政策。

本集團的環境保護方針包括3R原則，即減少(Reduce)、再利用(Reuse)和循環再造(Recycle)，及有效地使用材料和能源。

本集團積極響應員工提出與環境範疇相關的意見，並肯定及獎賞在環境保護方面作出持續改進或貢獻的員工，藉此加深員工和持份者對外圍環境的理解及責任感。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emissions (Continued)

1.1 Reduction of Exhaust Gas Emissions

Environmentally-friendly materials were used when the Group renovated its workplace, and indoor air quality testing was performed before the use of the workplace. Spray-painting, shot-blasting and welding facilities were the main sources of exhaust gas in the operation process. To mitigate the pollution from the exhaust gas, spray-painting and shot-blasting facilities are equipped with ventilation, dust-removal, poison-removal and filtration systems. The spray-painting facilities adopt water curtain + activated carbon + filter cotton to filter exhaust gas in three stages, and the shot-blasting facilities adopt bag dust removal + cyclone dust removal. Exhaust gas is discharged after meeting the requisite standards. Exhaust emissions from operation are tested on a regular basis. In the welding facilities, the welding machine uses a smoke collector, and the flame cutting machine applies a dust disposal system for treating the exhaust gas, which shall be discharged after meeting the requisite standards.

1.2 Reduction of Greenhouse Gas (GHG) Emissions

Meanwhile, the Group recognises that the emission of GHG is one of the main causes of the current global warming, and energy consumption is key source of GHG. In order to slow down the progress of global warming, the Group has adopted various policies and measures to control the consumption of energy, thereby reducing GHG emissions, which includes:

Key Control Measures

主要管控措施

- a) Avoiding unnecessary business trips to reduce carbon emission generated by transportation;
避免不必要的差旅，降低因差旅而乘搭交通工具所導致的碳排放；
- b) Prioritising the engagement of local suppliers to reduce energy consumption resulting from the transportation of cargoes;
優先選用本地供貨商，減低因貨物運輸而產生的能源消耗；
- c) Prioritising the use of equipment and products of low energy consumption and high efficiency;
優先選擇低能源消耗及高能源效益的設備及產品；
- d) Considering the use of renewable energy, whenever appropriate;
如情況合適，考慮採用可再生能源；
- e) Promoting the importance of reducing carbon emissions along the supply chain;
供應鏈當中推廣減少碳排放的重要性；
- f) Advocating and promoting low-carbon transportation means.
提倡並推廣低碳交通方式。

環境、社會及管治治理(續)

A 環境保護(續)

1、排放(續)

1.1 減少廢氣排放

本集團的工作場所在裝修時採用環保材料，並於使用前進行空氣質量檢測，確保合格後才投入使用。在營運過程中，噴漆廠房、拋丸廠房和焊接廠房為廢氣的主要排放源頭；為了減少廢氣污染環境，噴漆廠房和拋丸廠房均設置通風除塵、除毒及過濾系統，噴漆廠房採用水幕+活性炭+過濾棉三級過濾廢氣，拋丸廠房採用布袋除塵+旋風除塵，廢氣合格後排放，並定期對營運時所排放的廢氣進行檢測；焊接廠房焊機採用焊煙收集器，火焰切割機使用煙塵處理系統對廢氣進行處理，合格後進行排放。

1.2 減少溫室氣體(GHG)排放

與此同時，本集團亦深切理解溫室氣體是造成現時全球暖化的元兇之一，而溫室氣體的主要源頭來自能源的消耗。為了減慢暖化的情況，本集團採取多方面的政策與措施以管控能源的消耗，藉此減少溫室氣體的排放：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emissions (Continued)

1.2 Reduction of Greenhouse Gas (GHG) Emissions (Continued)

Through achievement of the aforesaid measures, the following table sets out the emission volume from the main GHG emission sources of the Group's operating sites in Qingdao, Zhengzhou and Xi'an covered by the Report during the Year:

環境、社會及管治治理(續)

A 環境保護(續)

1、排放(續)

1.2 減少溫室氣體(GHG)排放(續)

透過實踐以上措施，下表顯示本年度集團於本報告所包涵的青島、鄭州和西安營運地點內主要溫室氣體源頭的排放量：

GHG Emission Sources		Consumption		GHG Emission Volume (equivalent of carbon dioxide in tonnes) 溫室氣體排放量 (噸二氧化碳當量)		2023 as compared with 2022 二零二三年較 二零二二年 Percentage change (%) 變化比率(%)
溫室氣體的排放源		耗量				
		In 2023 二零二三年	In 2022 二零二二年	In 2023 二零二三年	In 2022 二零二二年	
Scope 1	範圍1					
Diesel consumption (litres) ¹	柴油耗量(公升) ¹					
Mobile source	流動源	4,575	4,371	12.68	12.12	5%
Fixed source	固定源	2,521	26,814	6.60	70.17	-91%
Gasoline consumption (litres) ¹	汽油耗量(公升) ¹					
Mobile source	流動源	45,483	49,237	123.16	133.33	-8%
Total propane consumption (kg) ¹	丙烷總耗量(公斤) ¹	31,650	29,036	95.49	87.60	9%
Acetylene consumption (kg) ¹	乙炔耗量(公斤) ¹	962	4,013	3.25	13.58	-76%
Carbon dioxide fire extinguisher consumption (kg)	二氧化碳滅火器耗量(公斤)	336	-	0.26	-	
Sub-total ¹	小計 ¹			241.44	316.80	-24%
Scope 2	範圍2					
Power consumption of manufacturing facilities (kWh) ²	製造設施耗電量(千瓦時) ²	4,745,295	3,900,047	2,706.24	3,530.96	-23%
Sub-total ²	小計 ²			2,706.24	3,530.96	-23%
Total GHG emissions	溫室氣體的排放總量			2,947.68	3,847.76	-17%
Production volume (tonnes)	生產量(噸)			11,003.43	12,855.98	-14%
GHG emission intensity	溫室氣體排放密度			0.27	0.30	-10%
				(equivalent of carbon dioxide in tonnes/tonnes) (噸二氧化碳當量/噸)	(equivalent of carbon dioxide in tonnes/tonnes) (噸二氧化碳當量/噸)	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emissions (Continued)

1.2 Reduction of Greenhouse Gas (GHG) Emissions (Continued)

Scope 1: It represents the gasoline and diesel oil consumed by motor vehicles, propane, acetylene and diesel consumed in production. Conversion is in accordance with the CO₂e emissions factors in HKEX Reporting Guidelines.

Scope 2: It represents the electricity purchased from power suppliers. The emission factors used are the latest available factors: as published in the "Notice on Work Related to the Reporting and Management of Corporate Greenhouse Gas Emissions in the Power Generation Industry from 2023 to 2025" (《關於做好2023-2025年發電行業企業溫室氣體排放報告管理有關工作的通知》) issued by the Ministry of Ecology and Environment of the People's Republic of China on 7 February 2023.

Website: https://www.mee.gov.cn/xxgk/2018/xxgk/xxgk06/202302/t20230207_1015569.html – "Average Emission Factors of National Power Grid (全國電網平均排放因子)" (2022) 0.5703 tCO₂/MWh;

環境、社會及管治治理(續)

A 環境保護(續)

1、排放(續)

1.2 減少溫室氣體(GHG)排放(續)

範圍1：指汽車消耗的汽油和柴油，生產消耗的丙烷、乙炔、柴油。轉換符合香港聯交所報告指引中的二氧化碳量排放因子。

範圍2：指自電力供貨商購買的電力，所用排放因子為最新可用因子：二零二三年二月七日中華人民共和國生態環境部發佈《關於做好2023-2025年發電行業企業溫室氣體排放報告管理有關工作的通知》，公佈之內容。

網址：https://www.mee.gov.cn/xxgk/2018/xxgk/xxgk06/202302/t20230207_1015569.html – 「全國電網平均排放因子」(2022) 0.5703 tCO₂/MWh；

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emissions (Continued)

1.2 Reduction of Greenhouse Gas (GHG) Emissions (Continued)

The GHG discharged by the Group's production and operations are mainly from direct GHG emissions (Scope 1) caused by the consumption of gasoline, propane and diesel, and indirect GHG emissions caused by purchased electricity (Scope 2). Based on the sources of GHG, the Group has adopted various emission reduction measures. The major GHG emissions of the Group are indirect GHG emissions caused by purchased electricity. Therefore, the Group adopts various measures to reduce the consumption of purchased electricity to emit less GHG. Such measures include: formulation and implementation of energy-saving management system indicators, update and introduction of energy-saving equipment, technology upgrade and efficiency improvement and energy reduction, etc.

In fiscal year 2023, the application frequency and assembly requirement of the Group's forklifts recorded a significant drop, and diesel consumption of fixed source declined sharply by 91%. Meanwhile, the Group has purchased/replaced CNC plasma cutting equipment that features energy-saving and low-energy during the Year, to substitute the obsolete flame cutting machines, which resulted in a significant decrease in acetylene consumption by 76%, and an increase in propane consumption by 9% as compared with 2022. Given that burning propane produces less oxides than acetylene, the overall environmental protection has been further enhanced. In addition, as the Group has applied the Average Emission Factors of National Power Grid to calculate GHG emissions for the Year, its amount decreased by 23% as compared with 2022. The Group's total GHG emissions amounted to 2,947.68 tonnes of carbon dioxide equivalent, representing a decrease of 17% as compared with 3,847.76 tonnes of carbon dioxide equivalent in 2022, which indicated a significant drop in the total GHG emissions. The GHG emission intensity was 0.27 tonne of carbon dioxide equivalent per tonne of production, representing a decrease of 10% as compared with that in 2022. The Group will continue to promote various effective measures to reduce GHG emission indicators.

環境、社會及管治治理(續)

A 環境保護(續)

1、排放(續)

1.2 減少溫室氣體(GHG)排放(續)

本集團生產運營排放的溫室氣體組要來源於汽油、丙烷和柴油使用導致的直接溫室氣體排放(範圍1)，以及外購電力導致的間接溫室氣體排放(範圍2)。基於溫室氣體的來源，本集團採取多種減排措施。本集團最主要的溫室氣體排放為由於外購電力導致的間接溫室氣體排放，因此，本集團採用多種降低外購電力消耗的措施以降低溫室氣體排放量，措施包括：制定落實節能管理制度指標、更新引進節能設備、技術更新增效降能等。

本集團於二零二三財年，叉車使用頻率和裝配需求明顯下降，柴油固定源耗量大幅下降91%；同時本集團本年度採購／更換節能低耗能數控等離子切割設備替換老舊的火焰切割機，使得乙炔耗量大幅減少76%，而丙烷耗量相較二零二二年增加9%，鑒於丙烷燃燒後產生的氧化物少於乙炔，整體環保性進一步增強；另外，本集團本年度採用全國電網平均排放因子計算溫室氣體排放量，其值較二零二二年下降23%；本集團本年度溫室氣體排放總量為2,947.68噸二氧化碳當量，較二零二二年3,847.76噸二氧化碳當量下降17%，溫室氣體排放總量較大幅度下降；溫室氣體排放密度為0.27噸二氧化碳當量／噸產量，較二零二二年溫室氣體排放密度下降10%，本集團將持續推進各種有效措施，降低溫室氣體排放指標。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emissions (Continued)

1.2 Reduction of Greenhouse Gas (GHG) Emissions (Continued)



Target 目標

- For the fiscal year 2024, the Group's GHG emission intensity indicator decreased by 3%.
- 二零二四財年，本集團溫室氣體排放密度指標下降3%。

環境、社會及管治治理(續)

A 環境保護(續)

1、排放(續)

1.2 減少溫室氣體(GHG)排放(續)

1.3 Reduction of Wastewater Discharge

The processes and technology adopted in the Group's operations do not involve significant water consumption or discharge of wastewater. Water is reused in the exhaust gas treatment system in spray-painting process. Therefore, the Group's discharge of wastewater mainly involves daily office operations. In view of this, the Group puts up water conservation signs in washrooms, pantries, canteens and dormitories to raise employees' awareness of resource conservation, and replaces with automatic sensor switch faucets for reducing sewage generation.

1.4 Reduction of Solid Wastes

The Group has maintained a high degree of management over reducing leakage of various oil products, thereby reducing generation of related wastes. Through lean production, the containers for paints with low consumption were changed to small containers to reduce the amount of hazardous wastes such as waste paint residues and paint containers used. In addition, the Group also upgraded its processes to reduce the generation of hazardous wastes, such as the adoption of centrifugal casting process to fully prevent the release of asbestos wastes.

1.3 減少廢水排放

於本集團營運中所採用的工藝與技術，並不涉及大量用水及廢水排放，噴漆廢氣處理裝置所使用的皆為循環用水，因此，集團的廢水排放主要涉及日常的辦公室運作，為此本集團在洗手間、茶水間、食堂以及員工宿舍等各用水區域張貼「節約用水」提醒標誌，以提高員工的節約意識，更換感應自動開閉水龍頭，有效減少污水的產生。

1.4 減少固體廢棄物

本集團一直維持高度管理，減少各種油品類的泄漏，從而減少造成相關的廢物產生；並通過精益生產，將用量少的油漆改為小包裝，減少廢油漆渣和油漆桶等有害廢棄物的數量；此外，集團亦藉著提升工藝以減少有害廢棄物的產生，譬如利用離心鑄造的工藝，全面防止石棉廢物的排放。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emissions (Continued)

1.4 Reduction of Solid Wastes (Continued)

The operating sites covered in the Report generated a total of 399.90 tonnes of non-hazardous waste during the Year, and the types and distributions of these wastes are set out in the following table. Currently, the main identified hazardous wastes included: waste paint residues, scrap paint containers and waste mineral oils. The cumulative volume of all such wastes reached 17.35 tonnes throughout the year. The Group recovers waste paint residues through the water curtain system, and reduced waste paint residues by 7.00 tonnes in 2023. The Group recovers dust through vacuum cleaner and cutting purifier, and reduced dust emissions by 0.15 tonne in 2023. The Group also uses cyclone dust removal and bag dust removal to reduce exhaust gas and dust particles. The total amount of waste reduced in 2023 was 9.63 tonnes.

環境、社會及管治治理(續)

A 環境保護(續)

1、排放(續)

1.4 減少固體廢棄物(續)

本報告所涵蓋的營運地點於本年度合共產生399.90噸的無害廢棄物，其種類及分佈如下表所示；目前被確認的主要有害廢棄物包括：廢油漆渣、廢油漆桶及廢礦物油，全年累計17.53噸。集團透過水幕系統回收廢油漆渣，在二零二三年期間所減少的廢油漆渣達7.00噸。通過真空吸塵器和切割淨化器回收粉塵，在二零二三年期間減少粉塵排放量0.15噸。集團同時利用旋風除塵和布袋除塵減少廢氣和粉塵顆粒，在二零二三年期間所減少的廢物總量達9.63噸。

Type of Waste 廢棄物種類		Total volume (tonnes) 全年總量(噸)		Emission intensity per tonne of production unit 每噸生產單位排放密度	
		In 2023	In 2022	In 2023	In 2022
		二零二三年	二零二二年	二零二三年	二零二二年
Hazardous wastes	有害廢棄物	19.41	30.26	0.0018	0.0024
Non-hazardous wastes	無害廢棄物				
Scrap steel	廢鋼材	328.51	44.79	0.0298	0.0035
Scrap paper cartons	廢紙殼包裝	4.81	5.65	0.0004	0.0004
Scrap wooden boxes	廢木包裝箱	17.10	10.42	0.0015	0.0008
Domestic wastes	生活垃圾	49.32	43.99	0.0044	0.0034

The Group's total waste discharge in the financial year 2023 has increased significantly, mainly due to the fact that the most of products are the first set of products in 2023, which generated more non-hazardous waste scrap steel. However, the Group remains committed to adopting various measures to effectively reduce waste emissions, and the emission intensity of various wastes has been comparable to or slightly lower than that of the previous year except for a slight increase in emission intensity for steel waste as compared with that of last year.

本集團於二零二三財年的廢棄物排放總量有較大幅度增加，其中主要是二零二三年有較多產品為首台套產品，形成較多的無害廢棄物廢鋼材。但集團仍堅持通過各項措施有效降低廢棄物排放，各項廢棄物排放密度除廢鋼材較去年略有增長外，其他各項廢棄物排放密度均與上年水平相當或略有下降。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emissions (Continued)

1.4 Reduction of Solid Wastes (Continued)

環境、社會及管治治理(續)

A 環境保護(續)

1、排放(續)

1.4 減少固體廢棄物(續)



Target 目標

- For the financial year 2024, the Group will continue to strengthen the improvement measures and management approaches of waste emissions, aiming to present a downward trend from financial year 2023.
- 二零二四財年，本集團將繼續加強廢棄物排放改進措施和管理辦法，目標比二零二三財年呈下降趨勢。

Handling of Hazardous Wastes

The Group develops a plan for hazardous waste management on an annual basis, and sets waste quantity targets for all relevant departments. Regular assessment is conducted and appropriate control measures are implemented for waste reduction where necessary. To cooperate with relevant management efforts, the Group arranges for the classification of hazardous wastes, puts up signs of hazardous wastes in the storage area, and engages qualified subcontractors for proper handling on a regular basis.

Reuse of Wastes

The Group keeps strengthening quality control to reduce wastes resulting from non-conforming products, and is striving to extract steel materials from wastes for "non-production" usage. Through this approach, a total of 18.0 tonnes of steel materials was reused throughout the Year. In addition, scrap iron chippings generated during the processing stage was also reused by the Group for casting production.

Recycle of Wastes

In order to effectively handle recyclable wastes, the Group requires employees to classify relevant wastes and affix them with appropriate labels, which facilitates collection and periodic delivery to the qualified subcontractors for recycling and disposal. One of the examples is the handling of scrap product packaging cartons, in respect of which the Group follows the abovementioned policy and engages qualified agencies for collecting and recycling of such paper wastes. The total amount of such wastes recycled during the Year was 8.28 tonnes.

有害廢棄物處置

本集團編製年度有害廢棄物的管理計劃，及訂立各相關部門的廢棄物數量指標，並進行定期評估，必要時採取相應的控制措施，減少廢棄物的產生。為了配合相關管理，集團安排有害廢棄物的分類，在儲存區域貼上有害廢棄物的標誌，定期委託合資格的分包商作合適處置。

廢棄物再利用(Reuse)

集團持續加強質量控制，減少因產品質量不符所造成之浪費；並且致力將廢品中的鋼材回收利用作「非生產」用途，通過此回收全年共節省18.0噸鋼材；另外，於加工過程中所產生的廢鐵屑，集團亦將它們回收及重新用於鑄造生產。

廢棄物循環再造(Recycle)

為了將可再造的廢物有效處置，集團要求員工對相關廢棄物進行分類，並貼上合適標誌，以便收集及定期交給合資格的分包商作回收和處置；其中一個例子應用於廢棄的產品包裝紙箱，集團按此原則委託並交給合資格機構，把收集的紙質類廢品進行循環再生，於本年度回收此類廢品進行循環再生總量為8.28噸。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

2. Effective Use of Resources

The Group consumes resources mainly through material procurement, product manufacturing and office operations, and has formulated policies in these 3 aspects for managing the effective use of resources and reducing wastage:

Formulate policies related to the efficient use of resources

制定有效使用資源相關政策

a) Green Procurement Policy:

綠色採購政策：

Environmental safety assessments shall be conducted before procurement of chemicals. Toxic and hazardous products shall be substituted by products that are non-toxic or of low-toxicity;

採購化學品時，應首先進行環保安全評估，以無毒或低毒性產品取代有毒或有害產品；

b) Green Manufacturing Policy: The manufacturing process mainly involves consumption of energy, use of raw materials and use of water for exhaust gas treatment. In view of this, the Group has formulated policies to address issues in these three aspects:

綠色製造政策：製造過程主要涉及能源的耗用、原材料的使用及廢氣處理的用水，故此政策對應這三個層面：

- i) Newly purchased equipment shall meet the national energy consumption level, and purchase of high energy consumption equipment listed in the national phase-out catalogue is prohibited. For instance: in 2023, the Group has purchased/replaced CNC plasma cutting equipment that features energy-saving and low-energy during the Year, to substitute the obsolete flame cutting machines, which increased the work efficiency by 2-3 times, and saved propane consumption, and a total of 6,300 kWh of electricity consumption during the fiscal year. Fuel forklifts are replaced with electric forklifts;

新採購的設備需滿足國家的能耗等級，禁止採購國家淘汰目錄裡的高能耗設備；例如：二零二三年採購／更換節能低耗能數控等離子切割設備替換老舊的火焰切割機，工作效率提高2-3倍，節省丙烷使用量，本財年期間共節省電量消耗6,300千瓦時；燃油叉車更換為電動叉車等；

- ii) Technological processes shall be optimised for improving utilisation of steel and reducing the amount of scrap steel material, and for the use of materials, the Group shall strive to recycle scrap product packaging cartons. These policies help with reduction in both waste generation and consumption of paper resources; 優化工藝流程，提高鋼材使用率，減少廢棄鋼材的數量；在物料的使用上，集團致力循環利用廢棄的產品包裝紙箱，此措施一方面減少排放廢物，同時亦可節省紙質資源；

- iii) In the spray-painting process of the Group's factories, the exhaust gas treatment system currently in use is designed to absorb exhaust gas through water recycling, thereby reducing the use of fresh water supply. This saved 193 cubic metres of fresh water throughout the Year.

在集團工廠的噴漆過程中，目前正在使用的廢氣處理系統，藉著水循環再用以吸收廢氣，減少使用新鮮供水，本年度共節省193立方米的新鮮供水。

環境、社會及管治治理(續)

A 環境保護(續)

2、有效使用資源

本集團的資源應用主要源於物料採購、產品製造及辦公室運作；針對此三方面，集團制定相關政策，以規範資源的有效使用及減少浪費：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

2. Effective Use of Resources (Continued)

Formulate policies related to the efficient use of resources

制定有效使用資源相關政策

c) Green Office Policy: Reduction in use of office resources includes:

綠色辦公室政策：減少辦公室的資源使用，包括：

- (i) using double-sided printing of paper instead of single-sided printing, and prioritising a paperless office operation and application of electronic filing record, to minimise the use of papers;
將紙張單頁打印設置為雙面打印，並優先考慮無紙化辦公運作，優先使用電子存盤記錄，減少紙張使用；
- (ii) using water-saving devices as much as possible amongst office facilities, such as high-efficient flushing toilets and automatic sensor switch faucets, and reminding employees to save water in daily operations;
辦公設施盡量採用省水裝置，如：高效的衝水馬桶和自動感應開關的水龍頭，並在日常營運中提醒員工節約用水；
- (iii) improving interior design to make full use of natural lighting, such as the use of transparent tiles, and maximising the use of energy-saving devices including LED lights, adoption of acoustic automatic control and solar power supply for public lighting. The current office buildings adopted LED lights during construction. Solar panels are used for street lighting in new factories, light and acoustic automatic controls are used in public area lighting, newly purchased equipment must meet the national energy consumption level and purchase high energy consumption equipment in the national phase-out catalog is prohibited.
改善室內設計，盡量利用自然採光，如：採用透光瓦等，並盡量採用節能裝置，如：選用LED燈、公共照明採用聲光自動控制、太陽能供電等。目前的辦公樓於新建時採用LED燈，新建工廠路燈照明採用太陽能電池板、公共區域照明採用光控和聲控、新採購設備需滿足國家的能耗等級，禁止採購國家淘汰目錄裡的高能耗設備。

環境、社會及管治治理(續)

A 環境保護(續)

2、有效使用資源(續)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

2. Effective Use of Resources (Continued)

Major resources consumed by the Group during the Year are listed as follows. Electricity remained as the main resource consumed.

Resources 資源		Consumption 耗量		Intensity of consumption per tonne of production unit 每噸生產單位的 耗用密度	
		In 2023 二零二三年	In 2022 二零二二年	In 2023 二零二三年	In 2022 二零二二年
Municipal Electricity (kWh)	市電(千瓦時)	4,944,000	7,647,361	449.31	594.85
Fresh water (cubic metres)	新鮮供水(立方米)	14,391	32,928	1.31	2.56
Package material (tonnes)	包裝材料(噸)	149.34	53.79	0.013	0.004

In 2023, the intensity of consumption of electricity and fresh water of the Group dropped significantly as compared with 2022, representing a decrease rate of 24% and 49%, respectively. The intensity of consumption of package material increased by 225%, mainly due to the fact that several products were the first set of products in 2023, and therefore more wooden package materials were used to ensure delivery quality. In the future, the packaging process will be optimised to further reduce the proportion of package material.

本集團二零二三年電力和新鮮供水的耗用密度較二零二二年大幅下降，下降比例分別為24%、49%，包裝材料耗用密度上升225%，主要原因為二零二三年多個產品為首台套產品，為確保交付質量，使用了較多的木質包裝材料，未來將優化包裝流程，進一步降低包裝材料佔比。



Target 目標

- For the financial year 2024, the Group will present a downward trend in the intensity of consumption of electricity, water and package materials as compared to the financial year 2023.
- 二零二四財年，本集團在電力、水和包裝材料耗用密度較二零二三財年呈下降趨勢。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

3. Education on Environment

3.1 Environmental Protection Training to Employees

To coordinate with the implementation of the environmental policies and measures, the Group has formulated an employee training programme for continued enhancement of their environmental awareness and competence in the implementation of relevant measures. During the Year, the number of employees that participated in trainings on the environmental emergency plans, hazardous waste planning management and environmental protection laws totally reached 464 persons, with a total of 1,020 training hours, which is of 12% and 13% lower than 532 persons/1,174 training hours achieved in previous year, respectively. The Group attaches great importance to employee training related to environmental protection, as regular high-quality and efficient training will more effectively reduce the environmental risks posed by relevant operations.

3.2 Promotion of Environmental Protection along the Supply Chain

Suppliers are important partners with the Group. The Group intends to enhance the environmental awareness of its suppliers by taking advantage of its influence in the supply chain. Consequently, environmental performance has also become one of the evaluation criteria during the supplier selection and approval process, thereby enhancing suppliers' awareness of environmental protection and reducing carbon emissions to the environment.

環境、社會及管治治理(續)

A 環境保護(續)

3、環境教育

3.1 員工環保培訓

為了配合集團環保政策與措施的實踐，本集團制定培訓計劃，不斷提升員工的環保意識及相關措施的執行力；本年度員工參與突發環境應急預案、危險廢物規劃化管理及環保法培訓共計464人次，合計1,020培訓小時，對比去年度的532人次／1,174培訓小時分別有12%和13%的下降。本集團高度重視進行與環境保護相關的員工培訓，定期的高質效培訓將更有效減少相關操作所構成的環境風險。

3.2 供應鏈環保宣傳

供貨商是本集團的重要合作夥伴，本集團希望藉著在供應鏈中的影響力，提升供貨商的環保意識，故此在選擇及審批供貨商的過程中，環保績效也是相關供貨商的評審準則之一，藉此提升供貨商對環保的意識，減少對環境的碳排放。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

4. Minimising of Significant Impacts to Environment and Natural Resources

In respect of the business nature of the Group, we have not found any significant impact of our business activities on the environment or natural resources. Through relevant measures, the Group is committed to enhancing environmental sustainability and reducing its impact on the environment.

In addition to the aforesaid policies and measures for reduction of emissions and effective use of resources, all products from the Group have been strictly certified by Classification Societies and/or quality certification agencies for fulfilment of the environmental protection requirements for offshore or onshore products. Moreover, the Group has formulated effective procedures to ensure minimising of environmental risks in its operations.

During the reporting period, the Group did not identify any operating site with any legal violation or complaint relating to environment.

環境、社會及管治治理(續)

A 環境保護(續)

4、減少對環境及天然資源造成重大影響

就本集團的業務性質而言，我們並無發現業務活動對環境及天然資源造成任何重大影響。本集團透過相關措施，致力於提升環境可持續發展及減低對環境的影響。

除了上述所實踐的政策與措施以減少排放及有效使用資源，集團營運中的產品全都通過船級社及／或質量認證機構的嚴格認證，以滿足海上或陸上產品在環保方面的要求，並制定有效程序及確保在營運過程中減少對環境造成的風險。

在報告期內，本集團並無發現任何營運地點涉及違反環境相關的法例或相關投訴。



Target 目標

- **For the financial year 2024, no operating site of the Group will be in violation of laws relating to environment or receive relevant complaints.**
- 二零二四財年，本集團無任何營運地點涉及違反環境相關的法例或接到相關投訴。

5. Climate Change

The Group is deeply aware of the impact brought by climate change, actively responds to the government's "carbon peak" and "carbon neutrality" goals, continuously explores new opportunities in the new energy industry, enhances climate risk resilience, and makes contributions to business of environmental protection. During the reporting period, to the best knowledge of the Board, the Group was not materially affected by any climate-related issues.

5、氣候變化

本集團深刻意識到氣候變化帶來的影響，並積極響應政府「碳达峰」及「碳中和」目標，不斷探索新能源產業新機遇，提升氣候風險韌性，為環保事業作出貢獻。於報告期間，就董事會所深知，本集團並無因任何氣候相關問題而受到重大影響。



Target 目標

- **For the financial year 2024, the Group will not be materially affected by any climate-related issues.**
- 二零二四財年，本集團無因任何氣候相關問題而受到重大影響。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility Employment Policies and Practices

1. Employment

1.1 Employment Policies

The Group regards employees as its most important assets. We adhere to the concept of common development of employees and the Group, and guarantee equal rights for every talent by establishing a fair, open, diverse and inclusive employment system, and we always pay attention to the growth of our employees and create a good working environment to enhance their job satisfaction.

The Group has always strived to maintain equal employment opportunities. Every vacancy in the Group is publicly advertised through online or other appropriate channels. A fair selection process is conducted based on each applicant's competence, skills, etc. The Group has developed and followed the equal opportunity policy with regular reviews on implementation. The Group will not refuse job applications for attributes such as race, skin colour, gender, language, religion and/or political views, etc., and the treatment of employees in the Group will not be affected by the above factors.

During the reporting period, the Group did not identify any legal violation or complaint relating to discrimination or other employment practices. The Group also strictly complies with legal requirements relating to bilateral termination of employment contracts in each of its operating locations.

In the future, we will continue to adhere to our fair, open, diverse and inclusive employment policies, and encourage more talents of different backgrounds and from different regions to join the Group.

環境、社會及管治治理(續)

B 社會責任 僱傭政策及常規

1、僱傭

1.1 僱傭政策

本集團視員工為最重要的資產，堅持員工與集團共同發展的理念，通過建立公平、開放、多元及包容的僱傭體系，保障每位人才的平等權益，並一直關注員工成長，為員工營造良好的工作氛圍，增強員工幸福感。

本集團一直堅持平等就業機會，每個職位空缺都會透過網上或其他合適的管道進行公開招聘，甄選過程按照各應徵者的能力、技能等要求公平地進行。本集團已制定並遵循平等機會政策，並定期回顧執行情況，本集團不會因為種族、膚色、性別、語言、宗教、政治等因素而拒絕個別應徵者的申請，員工在本集團的待遇也不因以上因素而受到影響。

在報告期內，本集團並無發現違反與歧視或其他僱傭相關法例的個案或投訴。本集團亦嚴格遵守各營運所在地關於雙方終止僱傭合約時的法例要求。

未來，我們將繼續奉行公平、開放、多元及包容的用人政策，鼓勵更多不同背景及不同地區的人才加入本集團。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Employment Policies and Practices (Continued)

1. Employment (Continued)

1.2 Composition of Employees

As of 31 December 2023, the four operation sites covered by this Report had 310 employees, all of whom were full-time employees. There were no part-time employees and 59.67% of them ranged in the age group of 31 to 45, which is basically the same as in 2022.

環境、社會及管治治理(續)

B 社會責任(續)

僱傭政策及常規(續)

1、僱傭(續)

1.2 僱員組成

截至二零二三年十二月三十一日，本報告所包涵的四處營運地點僱用310名員工，所有皆為全職員工，無兼職員工，59.67%的員工處於31至45歲的年齡組別，與二零二二年基本保持一致。

By Gender 按性別劃分		Number of employees 員工人數	Percentage 佔比
Female	女性	48	15.55%
Male	男性	262	84.45%

By Age Group 按年齡組別劃分		Number of employees 員工人數	Percentage 佔比
18-30		43	13.87%
31-45		185	59.68%
46-60		80	25.81%
>60		2	0.64%

By Geographical Regions 按地區劃分		Number of employees 員工人數	Percentage 佔比
Shandong	山東	167	53.87%
Shaanxi	陝西	81	26.13%
Henan	河南	62	20.00%

By Employment Type 按僱傭類型劃分		Number of employees 員工人數	Percentage 佔比
Full-time	全職	310	100%
Part-time	兼職	0	0%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Employment Policies and Practices (Continued)

1. Employment (Continued)

1.2 Composition of Employees (Continued)

The average monthly employee turnover rate for the Year is summarised as follows. As compared with 2022, the total average employee turnover rate of the Group for the Year decreased from 0.50% to 0.43%, representing a decrease of 14%.

環境、社會及管治治理(續)

B 社會責任(續)

僱傭政策及常規(續)

1、僱傭(續)

1.2 僱員組成(續)

本年度的每月平均僱員流失率概述如下，與二零二二年作比較，本年度本集團總平均員工流失率由0.50%下降至0.43%，下降幅度為14%。

		2022 Average Monthly Employee Turnover Rate (%) 二零二二年 每月平均僱員 流失率(%)	2023 Average Monthly Employee Turnover Rate (%) 二零二三年 每月平均僱員 流失率(%)
Gender	性別		
Male	男性	0.53	0.29
Female	女性	0.35	1.20
Age group	員工年齡		
18-30	18-30	1.18	1.46
31-45	31-45	0.43	0.13
46-60	46-60	0.33	0.61
> 60	> 60	0	0
Overall average:	總平均：	0.50	0.43

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Employment Policies and Practices (Continued)

1. Employment (Continued)

1.3 Employee Benefits and Public Welfare Activities

In order to attract more talents in various positions, the Group's remuneration system is based on job grade and performance. The wages paid by the Group and its other subsidiaries have reached the minimum wage standards of the regions in which the Group is operating. In addition to ensuring employees' stable income from the basic salary, the Group also provides bonuses in association with the employee's performance for recognition and retention of outstanding employees.

The Group purchases additional commercial insurance (covering critical illness, traffic accident, etc.) for those employees of certain seniority to offer them additional coverage. In addition, each mainland Chinese employee is entitled to sick leave benefit better than the statutory requirement. While the statutory requirement allows for a 30% deduction in employees' wages during a sick leave period, the Group provides employees with 6 days of paid sick leave in a year during which no wage deduction is required. Other employee benefits include major holiday benefits, transport allowances, phone allowances, and lunch subsidies, etc.

In addition, we believe that creating an engaging corporate culture is critical to the development of our employees. In this regard, the Group actively arranged a series of themed activities under China Merchants' "Company Day" in 2023, including flag-raising ceremony, learning corporate culture of China Merchants, learning the song of China Merchants, employee hikes, sports competitions, etc., with active efforts to learn the spirit of China Merchants, and carry forward the corporate culture of China Merchants, thus jointly embarking on a new journey that is "unprecedented". The series of themed activities further enhanced the sense of belonging and centripetal force of employees, gathered synergy for corporate development, preserved and carried forward the "bloodline of China Merchants, spirit of Hailiao, and gene of Shekou". With the patriotic spirit of loyalty to serve the country, the spirit of innovation, and the spirit of self-improvement, we target to build a world-class enterprise, and leverage the resolution and determination of "the third entrepreneurship" to achieve further success and build an ideal future.

環境、社會及管治治理(續)

B 社會責任(續)

僱傭政策及常規(續)

1、僱傭(續)

1.3 員工福利及公益活動

為了加強吸納各個職位的人才，本集團的薪酬制度以職級和表現為基礎。本集團及其他附屬公司的工資水平均達到業務當地的最低工資標準，除了保證員工基本薪酬的穩定收入，本集團更提供與員工績效掛鉤之獎勵，用作鼓勵及保留優秀員工。

本集團會為部分已達到一定年資的員工購買額外的商業保險(包括重大疾病、交通意外等)，以提高對員工的額外保障。而且，每位國內員工可享有優於法定病假的福利，法定的病假期間個人工資須扣減30%，本集團則提供給員工一年共6天的有薪病假，病假期間無需扣減個人工資；其他的員工福利待遇還包括：重大節假日福利、交通津貼、話費津貼和午餐補貼等。

除此之外，我們相信營造一個引人入勝的企業文化氛圍對我們僱員的發展而言至關重要。對此，二零二三年，本集團積極組織開展招商局「公司日」系列主題活動，包括升旗儀式、學習招商局企業文化、學唱招商局之歌、員工徒步、體育比賽等，積極學習招商精神，弘揚招商企業文化，共同邁向「前所未及」新航程。系列主題活動進一步增強了員工的歸屬感、向心力，凝聚企業發展合力，傳承發揚「招商血脈、海遼精神、蛇口基因」，以至誠報國的愛國精神、以開拓進取的創新精神、以蓬勃向上的自強精神，錨定建設世界一流企業目標，以「第三次創業」的勇氣決心，再創佳績，築夢未來。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Employment Policies and Practices (Continued)

1. Employment (Continued)

1.3 Employee Benefits and Public Welfare Activities (Continued)



環境、社會及管治治理(續)

B 社會責任(續)

僱傭政策及常規(續)

1、僱傭(續)

1.3 員工福利及公益活動(續)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Employment Policies and Practices (Continued)

1. Employment (Continued)

1.3 Employee Benefits and Public Welfare Activities (Continued)



環境、社會及管治治理(續)

B 社會責任(續)

僱傭政策及常規(續)

1、僱傭(續)

1.3 員工福利及公益活動(續)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Employment Policies and Practices (Continued)

1. Employment (Continued)

1.3 Employee Benefits and Public Welfare Activities (Continued)

環境、社會及管治治理(續)

B 社會責任(續)

僱傭政策及常規(續)

1、僱傭(續)

1.3 員工福利及公益活動(續)



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Employment Policies and Practices (Continued)

2. Occupational Health and Safety

The Group attaches great importance to employees. As an employer, we are committed to protecting the health and safety of all employees. In order to continuously mitigate the impact of operations to occupational health and safety, the Group is not only committed adhering to the laws, regulations and industry standards as the baseline, and but also striving to achieve the safety targets of “Zero Occupational Disease” and “Zero Major of Casualties”.

All of the Group’s employees at or above managerial level, the labour union chairperson and OHS employee representatives are members of the Safety Committee which is responsible for the relevant occupational health and safety matters within the Group. The Group adheres to the “Stop Work” policy, which entitles any employee to stop work any time an employee’s safety is subject to risk in order to prevent the occurrence of work-related incidents.

We have comprehensive safety policies and measures to provide protection for employees. The Group strives to identify various opportunities for prevention of occupational disease through enhancement of the work environment. The Group also actively responds to advice given by employees in relation to occupational health and safety, recognises and rewards those employees who have contributed to the continual improvement in those areas. In addition, the Group also maintains close communication with all employees and relevant stakeholders on occupational health and safety, and has established multiple communication channels and models to ensure the health and safety of all employees.

環境、社會及管治治理(續)

B 社會責任(續)

僱傭政策及常規(續)

2、職業健康和安

本集團非常重視員工，作為僱主，我們致力於保護所有員工的健康與安全。為了持續不斷地減少營運對職業健康和安全的影響，本集團承諾不單以符合法律、法規及行業規範為底線，更努力實現「零職業病」及「零重大傷亡事故」的安全目標。

本集團各經理級或以上的職員、工會主席、職業健康安全員工代表均出任為安全委員會成員，負責本集團有關職業健康與安全等事宜。並堅持「停止作業」方針：當員工人身安全受到威脅時，任何員工均賦予權力隨時停止作業，以防止工傷事故的發生。

我們有全面的安全政策和措施為員工提供保障，通過多方面的改善機會，努力改善工作環境，預防職業病的發生；並積極地響應員工提出關於職業健康與安全的意見，肯定及獎勵在職業健康與安全的議題上作出持續改進或貢獻的員工。此外，本集團亦與所有員工和相關持份者在職業健康和安方面上保持密切溝通，建立多種溝通管道與模式，確保所有員工的健康與安全。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Employment Policies and Practices (Continued)

2. Occupational Health and Safety (Continued)

The Group provides suitable personal protective equipment free of charge to its employees including helmets, safety goggles, protective masks, safety gloves, safety belts and purifying respirators. For employees exposed to occupational disease hazards, including those who work in painting and shot blasting processes, the Group arranges annual, free-of-charge physical examinations by qualified medical institutions to ensure the health of employees. During the Year, the Group has arranged for a total of 247 employees to undertake physical examination, from which no case of occupational disease was diagnosed.

On the other hand, the Group strives to raise the safety awareness of its employees through promotion on bulletin boards and posting of safety signs. More importantly, the Group has also established a safety training and education system and developed an annual training plan at the beginning of the Year. Occupational health and safety training courses are conducted regularly to its employees, and training topics include general occupational health and safety education, correct usage of personal protective equipment, and safety precautions for various hazardous work, such as trainings on occupational health and safety, safety of dangerous chemicals, safe use of gas, safety of welding, safety of welding operation, safety of painting operation, sand blasting operation and lifting operation, fire safety and safety of operation at heights. Taking into consideration various health and safety training programmes, the total number of the Group's employees trained in the Year was 1,862, reaching a total of 2,760.5 training hours. Moreover, the Group considers the mental wellbeing of employees to be valuable assets, and has alleviated employees' working pressure through arrangement of various activities such as mental well-being courses and group sharing, with a total of 12 cross-team exchange activities held in the Year.

環境、社會及管治治理(續)

B 社會責任(續)

僱傭政策及常規(續)

2、職業健康和 safety (續)

本集團免費為員工提供合適的個人勞動防護用品，如：安全帽、防護眼鏡、防護面罩、防護手套、安全帶、過濾呼吸器等。每年更為有職業病危害的員工，包括於噴漆、拋丸等工序的員工，每年安排合資格醫療機構為他們進行免費身體檢查，以確認員工的健康狀況；於本年度共安排了247名員工進行身體檢查，當中並未有發現職業病的確診個案。

另一方面，集團致力提升員工的安全意識，除了通過布告板及張貼安全標誌，更建立安全培訓與教育制度，年初開始制定年度培訓計劃，並且每年定期對員工進行職業健康與安全培訓；培訓主題包括一般職業健康與安全教育、勞動防護用品的正確使用方法、及各類高危工作的安全事項，如：職業健康安全培訓、危險化學品安全培訓、用氣安全培訓、焊接安全培訓、焊接作業安全、噴漆作業、噴砂作業、起重作業安全、消防防火安全、高處作業安全等；綜合各類健康與安全培訓，全年培訓共有1,862人次，達到2,760.5培訓小時。此外，本集團視員工的心理健康發展為企業的寶貴財富，通過開辦心理健康課程、團體交流等活動來舒緩員工在工作上所遇到的壓力，全年舉辦團隊交流活動共有12次。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Employment Policies and Practices (Continued)

2. Occupational Health and Safety (Continued)

Some of the subsidiaries within the Group (such as Qingdao TSC Offshore Equipment Co., Ltd.), have established and achieved the OHSAS 18001 safety management system and the occupational health and safety management system (ISO45001:2018). In accordance with the requirements of the management system certification, the Group has identified clearly the origins of dangers in the workplace and conducted risk assessment at those areas. Relevant companies have evaluated the workplace on the occupational hazards in plants in 2023 for ensuring appropriate controls in all positions with hazards. In addition, the Group has established a 6S inspection system for regular check of workplaces and inspection of fire and electrical equipment, and has formulated plans for regular maintenance of equipment.

As of 31 December 2023, the Group identified neither any legal violation against the key regulations relating to occupational health and safety, nor any incident of work-related fatality or working days lost due to work-related injury. The Group had no employees involved in work-related fatalities in the past three years.

環境、社會及管治治理(續)

B 社會責任(續)

僱傭政策及常規(續)

2、職業健康和安全管理(續)

本集團之部份附屬公司(如：青島天時海洋石油裝備有限公司)獲得OHSAS 18001安全管理體系的認證和職業健康安全管理體系的認證(ISO45001:2018)。本集團根據體系的要求，詳細識別工作場所的危險源頭，並進行風險評估；相關公司已在二零二三年對工廠內工作環境職業危害因素進行檢測評估，確保所有危害的工作崗位都有適當監控。除此之外，集團制定6S檢查制度，定期檢查工作場所，及對設備進行消防與電氣檢測，並制定計劃，對設備進行定期保養。

截至二零二三年十二月三十一日，本集團沒有發現或收到任何嚴重違反職業健康與安全相關法例的報告，亦沒有發現因工作關係而死亡和因工傷而損失的工作日數的事故。過去三年，本集團並無員工涉及因工死亡事故。



Target 目標

- **For the financial year 2024, the Group will maintain a workplace fatality rate at zero, and no employees will involve in work-related fatalities.**
- 二零二四財年，本集團保持工作場所死亡率為零，無員工涉及因工死亡事故。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Employment Policies and Practices (Continued)

3. Career Development and Training

The Group adheres to the principle of meritocracy and regularly provides its employees with promotion opportunities, which is based on a comprehensive evaluation of both the employee's work performance and competence. In addition, the Group also emphasises on training of potential talent, and the Group's internal training team is responsible for developing talent.

The Group is implementing two major training programs:



Cedar program

杉樹計劃

This program is designed to develop talents with high potential and establish teams of high performance. This program offers systematic training courses, and talent is developed in two aspects (managerial and technological) and four talent categories (high potential talent, global key talent, local key talent and technical expert). After accumulation of three to five years of work experience, trainees will become the backbone of the Group.

是發展高潛力人才，建立高績效團隊。此計劃為系統化的培訓課程，將人才的能力發展成兩個方向(管理和技術)及四類人才(高潛人才、全球關鍵人才、當地關鍵人才、技術專家)。學員通過三至五年的工作經驗累積，將發展為本集團的中堅力量。



Spring rain program

春雨計劃

This program is designed to develop the internal training team within the Company and to effectively pass on technology and promote the corporate culture of the Group. Through systematic training, the Group firstly trains up a group of influential staff through a 1 to 3 ratio training sharing model and such staff will then become a high performance training team after accumulation of three to five years of experience.

是培養公司內部的培訓團隊，有效地傳承技術和注入本集團的企業文化。通過系統化的培訓，首先發展一批有影響力的員工，通過1人帶3人的培訓分享模式，並累積三至五年的經驗，成為高績效的培訓團隊。

In 2023, the total number of employees at the Qingdao, Zhengzhou and Xi'an operation sites covered by this Report who received training reached 1,202 with a total of 1,914 training hours.

於二零二三年在本報告所涵蓋的青島、鄭州和西安營運地點，接受培訓的員工總人次數達1,202人次，合計共1,914個培訓小時。

環境、社會及管治治理(續)

B 社會責任(續)

僱傭政策及常規(續)

3、職業發展與培訓

本集團貫徹「用人唯才」的原則，定期提供員工晉升機會。員工的升遷將參考其工作表現和能力兩方面進行勝任的評價。同時，亦注重培養具有潛力的人才，並交由集團內部的培訓人員專責發展其能力。

本集團正在實行兩大培訓計劃：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Employment Policies and Practices (Continued)

3. Career Development and Training (Continued)

The following tables set forth a slight enhancement in performance achieved by the Group in terms of proportion of employees trained and the average number of training hours per employee during the Year as compared with last year, with monthly average training hours per senior management being significantly increased by 111.44%:

環境、社會及管治治理(續)

B 社會責任(續)

僱傭政策及常規(續)

3、職業發展與培訓(續)

從下表可體現本年度集團在受訓僱員百分比及僱員平均培訓時數等方面的績效較去年水平略有提升，其中高級管理層每月平均接受培訓的時數提升幅度較大，提升幅度為111.44%：

Monthly Average Proportion of Trained Employees (%)

接受培訓的僱員的每月平均百分比(%)

		In 2023 二零二三年	In 2022 二零二二年	Change (%) 變化(%)
Gender	性別			
Male	男性	33.51	32.41	3.39%
Female	女性	26.40	25.44	3.77%
Employee Rank	僱員級別			
Senior management	高級管理層	61.53	29.10	111.44%
Middle management	中級管理層	32.30	32.26	0.12%
Junior employee	初級員工	35.59	35.37	0.62%
Overall average	總平均	32.40	31.31	3.48%

Monthly Average Training Time of Each Employee (hour)

每名僱員的每月平均培訓時數(小時)

		In 2023 二零二三年	In 2022 二零二二年	Change (%) 變化(%)
Gender	性別			
Male	男性	0.52	0.48	8.33%
Female	女性	0.50	0.41	21.95%
Employee Rank	僱員級別			
Senior management	高級管理層	1.61	1.05	53.33%
Middle management	中級管理層	0.55	0.98	-43.88%
Junior employee	初級員工	0.55	0.57	-3.51%
Overall average	總平均	0.74	0.53	39.62%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Employment Policies and Practices (Continued)

3. Career Development and Training (Continued)



Target 目標

- For the financial year 2024, the average monthly training time of the male and female employees of the Group will increase to at least 1 to 2 hours, respectively.
- 二零二四財年，本集團男性及女性僱員的每月平均培訓時間增加到1至2小時。

4. Prohibition of Child Labour and Forced Labour

The Group strictly complies with the employment laws and regulations in each of its operating locations pertaining to child labour and forced labour. As a result, all job applicants are required to provide personal identification documents for verification to ensure that they are at least 18 years old. The Group prohibits any form of forced labor or servitude, and ensures that all employees work voluntarily.

Prior to confirmation of employment contracts, the Group allows sufficient time for employees to read and understand the relevant terms and conditions, and contracts are to be signed only when employees fully understand the content.

The Group has always promoted the principle of work life balance and does not encourage overtime work. The Group strictly controls the number of overtime hours by requiring a review and approval process when overtime work is required, under which all overtime work must be approved by department managers and abide by the local labour laws.

During the reporting period, the Group did not identify any complaint or legal violation relating to child labour and forced labour.



Target 目標

- For the financial year 2024, the Group will have no complaints or legal violations relating to child labour and forced labour.
- 二零二四財年，本集團無有關童工及強制勞工的投訴或相關的違規事件。

環境、社會及管治治理(續)

B 社會責任(續)

僱傭政策及常規(續)

3、職業發展與培訓(續)

4、防止童工及強制勞工

本集團嚴格遵守各營運所在地有關童工及強制勞工的僱傭條例等法律要求。因此，所有應徵者必須提供身份證明檔以作核實，以確保其年齡足滿十八歲。本集團禁止任何形式的強迫勞工或勞役，並確保所有僱員均於自願情況下勞動或工作。

本集團與員工訂立僱傭合約前必將給予充分時間供以閱讀及了解合約內容，在員工充分理解僱傭合約後，方才簽署有關合約。

本集團一直提倡家庭與工作共融的原則，本集團不鼓勵超時工作，加班要求須通過審批流程來嚴格控制加班時數，任何加班都需要獲得部門經理的審批，並須遵守當地的勞工法例。

在報告期內，本集團並無發現有關童工及強制勞工的投訴或相關的違規事件。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Employment Policies and Practices (Continued)

5. Supply Chain Management

5.1 Supplier Selection and Management

The Group adopts the QHSE criteria for supply management, through which its suppliers are selected with their performance of corporate social responsibility as one of the evaluation criteria. Suppliers are required to sign and comply with the code of supplier's conduct established by the Group, which contains clauses relating to environmental protection, anti-bribery, etc. The Group also actively encourages communication with the suppliers through multiple channels (including telephone, e-mail, questionnaire, and training, etc.) to elaborate the Group's requirements of corporate social responsibility by promoting the mutual benefits from fulfilment of the responsibility.

The process of manufacturing equipment for onshore and offshore drilling rig and wind power installation platform is extremely complex and tedious, involving the assembly of fine and complex parts, and the threshold and qualification requirements for suppliers are very high, which requires standardized work processes and stable supply chains to ensure consistency. In order to ensure that the quality of equipment produced is consistent and maintained at a high level, we must have effective supply chain management, and establish a sustainable relationship with suppliers of materials, electronic parts, equipment, services, etc. Therefore, the Group strictly follows internal procedures to communicate with suppliers and ensure that the required goods and services are purchased in a competitive, fair and transparent manner. As quality, environmental protection, service and cost performance are the key indicators for the Group's assessment of suppliers, the Group has developed a systematic supplier management system to manage its supply chain to identify, analyze, select and manage suppliers based on clear criteria.

環境、社會及管治治理(續)

B 社會責任(續)

營運慣例

5、供應鏈管理

5.1 供貨商挑選及管理

本集團的供應管理採用QHSE準則，在挑選相關供貨商時，以其企業社會責任的表現作為其中的評估準則。供貨商須簽訂並遵守本集團所制定的供貨商守則，當中包括環境保護、反賄賂條款等。本集團也主動鼓勵供貨商進行溝通，透過多種渠道(包括電話、電子郵件、調查問卷及培訓等)向供貨商講解本集團對社會責任的要求，促使雙方都因達到企業社會責任的要求而獲益。

製造陸上和海洋鑽井平台、以及風電安裝平台的設備工序極為複雜龐大，涉及組裝微細而繁複的零件，而且對供貨商的門檻和資質要求很高，這都需要標準化的工作流程及穩定的供應鏈，以確保貫徹如一。為保證生產的設備質量始終如一，維持在高水平，我們必須具備有效的供應鏈管理，並與材料、電子零件、設備及服務採購方面的各類供貨商建立可持續的關係。因此，本集團嚴格遵循內部程序，與供貨商溝通並確保所需貨物及服務以具競爭力、公平及透明的方式買賣。由於質量、環保、服務與性價比乃本集團評估供貨商的關鍵指標，因此，本集團制定有系統的供貨商管理制度管理其供應鏈，以基於明確的標準甄別、分析、挑選及管理供貨商。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Operating Practices (Continued)

5. Supply Chain Management (Continued)

5.2 Distribution of Suppliers

The Group has qualified supplier quality assurance personnel (SQA) to evaluate suppliers in various aspects on a regular basis, and to conduct audits on specified suppliers for ensuring the compliance of their operations with the Group's requirements. As of 31 December 2023, there was a total of 1,501 qualified suppliers for provision of materials to the Group, and those suppliers are mainly based in China, Germany, U.S.A., Japan and Switzerland.

5.3 Evaluation of Social Responsibility/Environmental Performance Aspects

Apart from considering the aforesaid scope of evaluation, the Group gives priority to local suppliers possessing the same qualities to support the reduction in emission of greenhouse gases. The proportion of local suppliers currently accounts for approximately 98.33% of the total supply base, and overseas procurement will be made only when suitable local suppliers are not available. Moreover, some suppliers are subject to the evaluation of social responsibility/environmental performance aspects, and approximately 85.2% of the Group's suppliers have fulfilled those evaluation requirements in the Year.

5.4 Supplier Evaluation Results

During the Year, the Group has engaged 140 new suppliers. They had passed through the evaluation prior to procurement, and some of them were additionally required to go through on-site assessment for ensuring compliance with the requirements of the Group and its customers. Moreover, each of the Group's existing suppliers is also subject to annual evaluation for continued monitoring of their performance. Those existing suppliers which may have significant impact on the Group's operations are even subject to on-site assessment. In 2023, 61 new suppliers and 348 existing suppliers passed the on-site assessment.

環境、社會及管治治理(續)

B 社會責任(續)

營運慣例(續)

5. 供應鏈管理(續)

5.2 供貨商分佈

本集團有專業的供貨商管理人員(SQA)定期對供貨商進行多方面的評估，並且每年對指定的供貨商進行審核，以確認它們的營運滿足本集團規定的要求；截至二零二三年十二月三十一日，共有1,501家合資格供貨商向本集團提供物料，供貨商主要來自中國、德國、美國、日本及瑞士等地區。

5.3 社會責任／環保績效方面的評估

在考慮上述評審範圍的同時，為支持減少溫室氣體的排放，本集團會優先考慮有相同條件的本地供貨商；目前本地供貨商的佔比約98.33%，只有在沒有合適本地供貨商的時候，才會向海外採購；並且部分相關的供貨商需接受社會責任／環保績效方面的評估，本年度約有85.2%的供貨商通過這些評估要求。

5.4 供貨商評估成果

本年度新增了140家供貨商，在採購前均通過本集團的評估，部分更被要求通過現場評審，確保符合本集團及客戶的要求。此外，每家現有的供貨商也通過年度評估，以持續監察其表現；對集團營運有重要影響的供貨商更須接受現場評審，於二零二三年共有61家新供貨商及348家現有供貨商通過現場評審。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

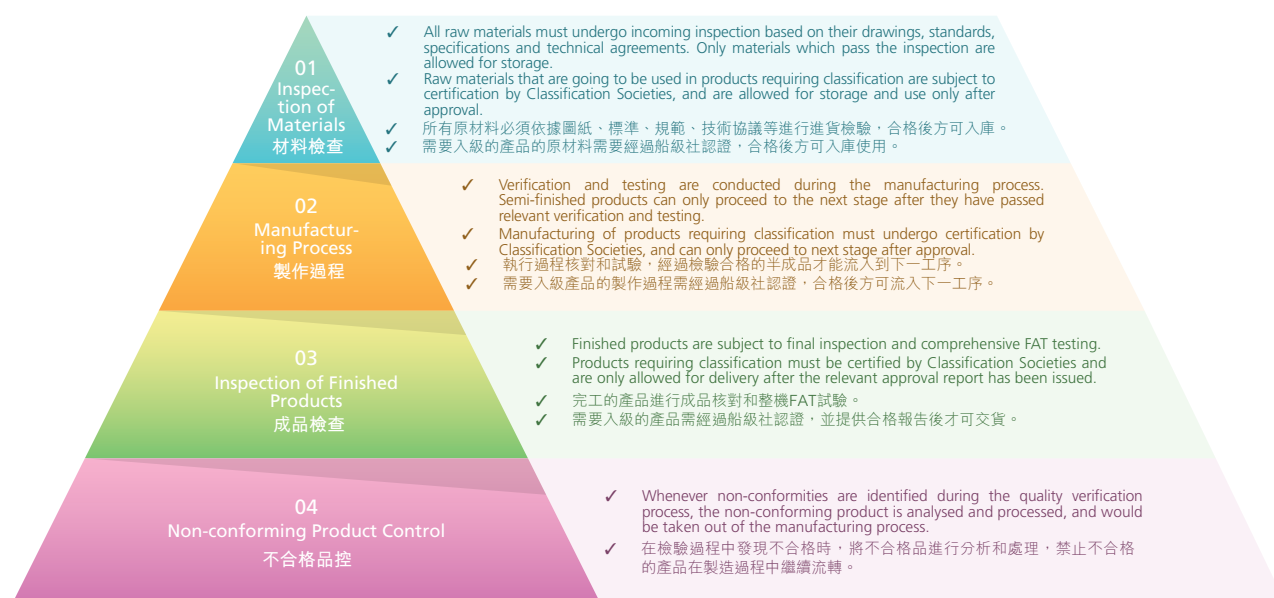
ESG GOVERNANCE (Continued)

B Social Responsibility (Continued) Operating Practices (Continued)

6. Product Liability

The Group has established and implemented the ISO 9001 Quality Management System, and has formulated appropriate monitoring procedures to address corresponding potential product quality risks. All products are required to pass through relevant quality inspection, whereby their design, manufacturing process, installation and testing shall all conform to relevant standards, specifications and technical requirements, as well as satisfy relevant design parameters. In addition, all products are subject to rigorous certification and safety verification by Classification Societies.

The product quality assurance process of the Group is controlled through the following four aspects:



環境、社會及管治治理(續)

B 社會責任(續) 營運慣例(續)

6、產品責任

集團建立及實施ISO 9001質量管理體系，對應各類潛在的產品質量風險，並制定合適監控程序；所有產品必須通過質量檢測，其設計、製造過程、安裝和試驗都必須符合相關的標準、規範和技術要求，並滿足相關的設計參數。另外，所有產品均須接受及通過船級社的嚴格認證及安全驗證。

本集團的產品質量檢定過程通過以下四個方面進行監控：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued) Operating Practices (Continued)

6. Product Liability (Continued)

Apart from monitoring of product quality, the Group is also concerned about the protection of customer information and privacy policy, and has signed confidentiality agreements with employees which prohibits employees from disclosing product information to unauthorised personnel. For electronic information relevant to customers and self-branded products, such as specifications and drawings, they are encrypted for protection from leakage. All new employees are introduced to the Group's personal data protection act policies during the new employee orientation which guides them to respect the confidentiality of our customers' information. New employees are also required to acknowledge the confidentiality clauses in the employment contract and employee handbook. Any violation of the clause leads to immediate dismissal and/or legal action taken against the offender. The Group has also implemented firewall, anti-virus, and anti-spam solutions for our information systems to safeguard confidential corporate information. During the reporting period, the Group was not aware of any non-compliance to the personal data protection act.

The Group is also concerned about the protection of intellectual property. Where appropriate, the Group will apply for patents to seek protection from the relevant authorities. The Group currently holds 36 technical patents. The relevant patents obtained by the Group in the Year are listed as follows:

Name of product/technology patent 產品／技術專利名稱	Registration authority 註冊機構
A high-precision temperature sampling circuit 一種高精度溫度採樣電路	State Intellectual Property Office 國家知識產權局
A high-precision multichannel thermistor temperature acquisition device 一種高精度多通道熱電阻溫度採集裝置	State Intellectual Property Office 國家知識產權局
A speed redundancy detection system for generators 一種用於發電機的轉速冗餘檢測系統	State Intellectual Property Office 國家知識產權局
A digital generator excitation regulator 一種數字式發電機勵磁調節器	State Intellectual Property Office 國家知識產權局

環境、社會及管治治理(續)

B 社會責任(續) 營運慣例(續)

6. 產品責任(續)

除了監控產品本身的質量，本集團關注客戶資料保障及隱私政策，並與員工簽訂保密協議，禁止員工對非授權的人士透露產品數據。對客戶及自家產品的規格與圖紙等相關的電子數據，都會進行加密處理以防外泄；所有新僱員於入職培訓期間均會被告知本集團的個人資料保護法政策，以指導彼等尊重客戶信息的保密性。新僱員亦須承認僱傭合約及僱員手冊所載的保密條款。違規者會實時被解僱及／或遭採取法律行動。本集團亦已為我們的信息系統安裝防火牆、防毒軟件及反垃圾郵件解決方案，以保護公司的機密資料。於報告期間，本集團並無發現任何違反個人資料保護法的情況。

本集團亦關注知識產權的維護，對合適的產品，本集團更向相關機構申請專利保護，現有技術專利36件，以下是本年度集團獲取的相關審批專利：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued) Operating Practices (Continued)

6. Product Liability (Continued)

In addition, the Group constantly improved its technological innovation and technical research and development capabilities during the year, and its subsidiaries were honored with the following accolades for their outstanding performance:

Title of award/achievement 獎項/成就名稱	Issuing Authority 頒發機構	Date of award 得獎日期
Qualification for Enterprises Producing Novel and Unique Products with Special and Sophisticated Technologies 榮獲「陝西省專精特新企業」資質	Shaanxi Province Department of Industry and Information Technology 陝西省工業和信息化廳	April 2023 二零二三年四月
Title of Xi'an Foreign-invested Enterprises Investing in Technology R&D in 2022 榮獲「西安市二零二二年外商投資科技研發投入企業」稱號	Xi'an Association of Enterprises with Foreign Investment 西安外商投資企業協會	April 2023 二零二三年四月

During the reporting period, the Group was not aware of any non-compliance to the relevant laws and regulations relating to intellectual property rights, marketing and labelling.

Despite the implementation of robust quality management, the Group still attaches importance to customer feedback and has established a comprehensive complaint handling system. Sales and project management team will firstly communicate with customers to identify the details of nonconforming situation, then the quality management team will analyse the cause(s) with the relevant departments propose corrective actions. Eventually the sales and project management team will reply to customers with the relevant solution and the implementation thereof.

環境、社會及管治治理(續)

B 社會責任(續) 營運慣例(續)

6. 產品責任(續)

此外，本年度集團不斷提高科技創新能力與技術研發水平，下屬公司憑藉優異的表現榮獲以下榮譽：

於報告期間，本集團並無發現任何違反知識產權、營銷及標籤相關法例及法規的情況。

儘管實行完善的質量管理，本集團仍重視客戶的反饋並制定完善的投訴機制，由銷售及項目管理部負責與顧客初步交流，確認不符合的具體情況；然後質量管理部召集相關部門分析原因並提出糾正措施；銷售及項目管理部將解決方案及執行狀況反饋到客戶。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued) Operating Practices (Continued)

6. Product Liability (Continued)

During the reporting period, the Group did not identify any legal violation or complaint case relating to product responsibility. In the same period, no product was recalled for safety and health reasons. In addition, the Group was presented with certificates of management system from relevant institutions in the Year for recognition of the Group's product quality and technological achievements:

Name of Product Award 產品獎項名稱	Issuing Authority 頒發機構
Certification of Intellectual Property Management System 知識產權管理體系認證	Zhong Gui (Beijing) Certification Co., Ltd. 中規(北京)認證有限公司
Certificate of Quality Management System 質量管理體系認證證書	China Quality Certification Centre 中國質量認證中心
Certificate of Quality Management System 環境管理體系認證證書	China Quality Certification Centre 中國質量認證中心
Certificate of Occupational Health and Safety Management System 職業健康安全管理体系認證證書	China Quality Certification Centre 中國質量認證中心
Certificate of After-sales Service of Commodity (5A) 售後服務認證證書(5A)	Best International Certification Co., Ltd. 貝斯特國際認證有限公司
Certificate of Green Enterprise (3A) 綠色企業認證證書(3A)	Best International Certification Co., Ltd. 貝斯特國際認證有限公司

環境、社會及管治治理(續)

B 社會責任(續) 營運慣例(續)

6、產品責任(續)

於報告期間，本集團並無發現任何違反產品責任相關的法例或收到任何投訴個案。同期，也沒有產品因安全與健康理由而須要回收。此外，集團於本年度更獲得相關機構頒發管理體系認證證書，確認集團的產品水平及技術的成就：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued) Operating Practices (Continued)

7. Corporate Governance

The Board of the Group recognise that good corporate governance is an indicator of company modernisation, as well as a prerequisite to the sustainability of a business. Since inception, the Group has invested large amounts of resources and manpower into developing appropriate business management practices according to the needs of the business, enhancing the elements of corporate governance and incorporating them into its management structures and internal control procedures. The Group strives to maintain the highest level of ethics, so as to achieve the highest standards or best practices in all aspects of business activities, and to ensure that the Group's operations are fully compliant with relevant laws and regulations. Each Director believes that implementation of comprehensive and high standard corporate governance allows the Group to achieve greater efficiencies in all aspects of sustainable development, and to safeguard and maximise the interests of stakeholders.

7.1 Anti-corruption

Being a responsible enterprise, the Group has always maintained a "zero tolerance" attitude towards violations of business ethics such as bribery, extortion, fraud and money laundering.

The Group strives to provide a business platform with integrity and has continuously implemented the following measures, including:

- 1) Since 2012, the Group formulated the "Code of Business Conduct" to which all board members, managers, employees, agents and representatives must adhere; the Group announced and implemented the "Employee Handbook", which contains the requirement for prohibition of bribery, and has been signed and acknowledged by all employees;
- 2) The Audit Committee, the Remuneration Committee, the Nomination Committee and the Environmental, Social and Governance Committee have been established under the board of directors of the Group to be responsible for corporate governance;

環境、社會及管治治理(續)

B 社會責任(續) 營運慣例(續)

7、公司管治

本集團董事會認為，良好的公司管治是企業現代化的標誌，是企業可以持續發展的前提之一。一直以來，本集團投入大量的資源及人力，針對業務需求來制定適當的企業管理常規，不斷提升公司管治的本質，並將其納入管理架構和內部控制程序，致力保持最高的道德操守，使所有業務活動都能達致最高標準或最佳實踐，並確保本集團的行動能完全符合相關的法律與法規。各董事均認為，通過實現全面和高標準的公司管治，能令本集團於可持續發展的各個議題上更具效率，並能維護及提高持份者的利益。

7.1 反貪污

本集團作為一間負責任的企業，一直對賄賂、勒索、欺詐及洗黑錢等違反商業道德的行為，以「零容忍」的態度來處理。

本集團致力提供一個廉潔的營商平台，過往一直執行以下措施，包括：

- 1) 本集團自二零一二年起已制定《商業行為準則》，並要求本集團公司所有董事、管理人員、員工、代理和代表均須遵守該準則；集團頒佈及實施《員工手冊》，內含禁止賄賂的要求，並已獲得全體員工的簽署確認；
- 2) 本集團董事會轄下設立審核委員會，薪酬委員會，提名委員會，環境、社會及管治委員會來負責公司管治；

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Operating Practices (Continued)

7. Corporate Governance (Continued)

7.1 Anti-corruption (Continued)

- 3) The Group has set up a whistle-blowing hotline and a whistle-blowing email through which suspected cases or incidents of business ethics violations can be inquired about or reported, and corrective measures will be formulated to address the root cause of the established cases;
- 4) Employees are required to disclose conflicts of interest in their employment contracts, and no relevant reporting case was received throughout the Year;
- 5) Procurement personnel must comply with the "Revised Code of Self-Discipline Integrity Conduct for Procurement Personnel";
- 6) The Group appoints an independent auditing agency to proceed auditing and reporting of listed company on an annual basis, and the content involving the internal control system will be disclosed separately. Subsidiaries will appoint the local auditing agencies to proceed individual auditing and reporting as well as tax calculation in accordance with the principles of the operating regions for enhancement of the Group's internal control;
- 7) The Group signed agreement on performance of duties with the appointed directors, supervisors and senior management, and provided a training session on anti-corruption for directors and employees during the Year.

During the reporting period, the Group did not identify any reported case or legal violation relating to corruption.

環境、社會及管治治理(續)

B 社會責任(續)

營運慣例(續)

7. 公司管治(續)

7.1 反貪污(續)

- 3) 本集團已設立舉報熱線和舉報電子郵箱，就疑似個案或在出現相關違反商業道德的情況時，進行諮詢或舉報，並針對成立的案件制定糾正措施來根治原因；
- 4) 在僱傭合約中要求員工作出利益衝突申報，於本年度並沒有收到相關的申報個案；
- 5) 本集團採購員須遵守本集團《採購人員廉潔自律行為規範修訂版》；
- 6) 每年委託獨立的審計機構做上市公司合併報表審計；並將內控制度部分作為單獨內容披露。下屬子公司根據屬地原則，委託當地審計機構進行個別報表的審計和所得稅匯算，以加強和完善集團的內部控制；
- 7) 對新委任的董監高人員簽署履職協議，本年度對董事和員工開展一次反貪污培訓。

於報告期間，本集團並無發現任何貪污相關的舉報及任何違反貪污相關法例的案件。



Target 目標

- For the financial year 2024, the Group will maintain zero incidents of fraud, bribery or corruption.
- 二零二四財年，本集團維持零欺詐、賄賂或貪污事件。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Operating Practices (Continued)

7. Corporate Governance (Continued)

7.2 Business Ethics

In pursuit of conducting our business with integrity and honesty, all employees are expected to adhere to the Group's disclosures of Interest, conflict of interest policy, which can be easily accessed by all employees via the Group's common shared folder. Clear guidelines are also provided to directors and employees in the Group's code of conduct for directors and employees respectively. The respective code of conduct is introduced to new employees on their first day of employment, who are then required to sign an acknowledgement to indicate that they had received, read and understood the code of conduct. The code of conduct is also made available to all employees via the Group's common shared folder.

The Group's whistleblowing policy encourages and provides a well-defined and accessible channel to stakeholders (i.e. both internal and external) of the Group to raise concerns over any unlawful conduct, financial malpractice and/or other wrong-doings. During the reporting period, there was no reported incident pertaining to whistleblowing. The Group has set up a complaint and reporting column on the official website. Employees or any other persons may report suspected matters of wrongdoing affecting the Group to the executive Director via the following email: ir@cm-energy.com. Other reporting channels include handphone and postal address are also included within the whistleblowing policy.

環境、社會及管治治理(續)

B 社會責任(續)

營運慣例(續)

7、公司管治(續)

7.2 商業道德

追求以誠實守信的方式開展業務，所有僱員均應遵守本集團的利益披露及利益衝突政策，所有僱員均可以通過本集團的公共共享文件夾輕鬆查閱該等政策。本集團的董事及僱員行為準則分別為董事及僱員提供明確的指導方針。新僱員入職第一天便獲知相應的行為準則，隨後要求彼等簽署確認書，以表明彼等已收到、閱讀並理解該行為準則。行為準則亦通過本集團的公共共享文件夾供所有僱員查閱。

本集團的舉報政策鼓勵並為本集團的持份者(即內部及外部)提供一個明確且易獲得的渠道，以就任何非法行為、財務舞弊及／或其他不當行為提出舉報。於報告期間，概無呈報發生有關舉報事件。本集團已在官方網站設立投訴舉報專欄，僱員或任何其他人士均可通過以下電子郵件向執行董事報告影響本集團的可疑不當行為：ir@cm-energy.com。其他舉報渠道包括手機及通訊地址亦納入舉報政策。



Target 目標

- **For the financial year 2024, the Group will maintain zero undeclared conflicts of interest and zero whistleblowing incidents.**
- 二零二四財年，本集團保持零未申報利益衝突以及零舉報事件。

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環境、社會及管治報告

ESG GOVERNANCE (Continued)

B Social Responsibility (Continued)

Operating Practices (Continued)

8. Community Contribution and Engagement

As an outstanding corporate citizen in the community, the Group connects with the community and send best wishes and support to the disadvantaged and give back to the community. On the foundation of this social responsibility, the Group has reached out to the community over the years, through volunteer service or participation in regional activities, and communication with local community organisations in form of meetings and other means to understand their needs and satisfy regional demands to the best of the Group's capabilities.

Meanwhile, the Group always pays attention to the community needs, and also encourages employees to participate in charity activities, pays attention to the details, organizes various environmental protection activities. We start from ourselves and from minor things, reduce the waste-occupied area and environmental pollution in cities, actively participate in ecological environmental protection, and create a green living environment, contributing to environmental protection.

環境、社會及管治治理(續)

B 社會責任(續)

營運慣例(續)

8、社區貢獻與參與

作為社區內的一個優秀企業公民，集團希望連繫社區，為弱勢社群送上希望與支持，並能回饋社會。基於這份社會責任，集團多年來希望透過義工服務或參與地區活動等方式與社區接觸，藉著會面或其他方式與當地不同社區組織進行溝通，了解他們需要，並盡量滿足地區需求。

同時，本集團一直關注社區需求，亦鼓勵員工參加公益活動，從小處著眼，從細微處做起，開展各項環保活動，從自身做起，從身邊做起、從點滴做起，為城市減少垃圾佔地、減少環境污染，積極參與生態環境保護、創造綠色人居環境，為環境保護貢獻自己的一份力量。



Target 目標

- **The Group will continue to practice good corporate social responsibility, participate in and organise certain corporate social responsibility related events, and encourage our employees, business partners and suppliers to actively participate in.**
- 本集團繼續實踐良好企業公民責任，參與及組織若干企業社會責任相關活動，並鼓勵員工、合作夥伴及供應商等積極參與。

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CONTENT INDEX

The ESG report has been prepared in compliance with the Environmental, Social and Governance Reporting Guide as set out in Appendix 27 to the Listing Rules.

內容索引

本環境、社會及管治報告乃按照上市規則附錄27所載環境、社會及管治報告指引編製。

Disclosure Issues 披露項目	Description 描述	Section/Remarks 章節／備註
Governance Structure 管治架構	<ul style="list-style-type: none"> (i) a disclosure of the Board's oversight of ESG issues; 披露董事局對環境、社會及管治事宜的監管； (ii) the Board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程； (iii) how the Board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。 	About This Report > Governance Structure 關於本報告>管治架構
Reporting Principles 報告原則	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: 描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則：</p> <ul style="list-style-type: none"> (i) Materiality: The ESG report should disclose: the process to identify and the criteria for the selection of material ESG factors; if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. 重要性：環境、社會及管治報告應披露：識別重要環境、社會及管治因素的過程及選擇這些因素的準則；如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。 (ii) Quantification: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed. 量化：有關匯報排放量／能源耗用(如適用)所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。 (iii) Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison. 一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更(如有)或任何其他影響有意義比較的相關因素。 	About This Report > Reporting Principles 關於本報告>報告原則

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Disclosure Issues 披露項目	Description 描述	Section/Remarks 章節／備註
Scope of the Report 報告範圍	<ul style="list-style-type: none"> A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。 If there is a change in the scope, the issuer should explain the difference and reason for the change. 若匯報範圍有所改變，發行人應解釋不同之處及變動原因。 	About This Report > Scope of the Report 關於本報告>報告範圍
Aspect A1: Emissions 層面A1：排放物	<ul style="list-style-type: none"> 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 air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (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資料。 	Environmental Protection > Emissions 環境保護>排放
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Environmental Protection > Emissions 環境保護>排放
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environmental Protection > Emissions 環境保護>排放
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environmental Protection > Emissions 環境保護>排放
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environmental Protection > Emissions 環境保護>排放
KPI A1.5 關鍵績效指標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。	Environmental Protection > Emissions 環境保護>排放

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KPI A1.6 關鍵績效指標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。	Environmental Protection > Emissions 環境保護>排放
Aspect A2: Use of Resources 層面A2：資源使用	<ul style="list-style-type: none"> General Disclosure 一般披露 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。 	Environmental Protection > Effective Use of Resources 環境保護>有效使用資源
KPI A2.1 關鍵績效指標A2.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及已採取管理有關事宜的行動。	Environmental Protection > Effective Use of Resources 環境保護>有效使用資源
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Environmental Protection > Effective Use of Resources 環境保護>有效使用資源
KPI A2.3 關鍵績效指標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。	Environmental Protection > Effective Use of Resources 環境保護>有效使用資源
KPI A2.4 關鍵績效指標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。	Environmental Protection > Effective Use of Resources 環境保護>有效使用資源
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Environmental Protection > Effective Use of Resources 環境保護>有效使用資源

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Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源	<ul style="list-style-type: none"> General Disclosure 一般披露 Policies on minimizing the issuer's significant impacts 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。 	Environmental Protection > Minimising of Significant Impacts to Environment and Natural Resources 環境保護>減少對環境及天然資源造成重要影響
KPI A3.1 關鍵績效指標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。	Environmental Protection > Minimising of Significant Impacts to Environment and Natural Resources 環境保護>減少對環境及天然資源造成重要影響
Aspect A4: Climate Change 層面A4：氣候變化	<ul style="list-style-type: none"> General Disclosure 一般披露 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及減輕已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 	Environmental Protection > Climate Change 環境保護>氣候變化
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及已採取管理有關事宜的行動。	Environmental Protection > Climate Change 環境保護>氣候變化
Aspect B1: Employment 層面B1：僱傭	<ul style="list-style-type: none"> 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, antidiscrimination, 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資料。 	Social Responsibility 社會責任
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	Social Responsibility > Employment 社會責任>僱傭
KPI B1.2 關鍵績效指標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 Responsibility > Employment 社會責任>僱傭

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Aspect B2: Health and Safety 層面B2：健康與安全	<ul style="list-style-type: none"> 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資料。 	Social Responsibility > Occupational Health and Safety 社會責任>職業健康和 safety
KPI B2.1 關鍵績效指標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 Responsibility > Occupational Health and Safety 社會責任>職業健康和 safety
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Social Responsibility > Occupational Health and Safety 社會責任>職業健康和 safety
KPI B2.3 關鍵績效指標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。	Social Responsibility > Occupational Health and Safety 社會責任>職業健康和 safety
Aspect B3: Development and Training 層面B3：發展及培訓	<ul style="list-style-type: none"> General Disclosure 一般披露 Policies on improving employees' knowledge and skills for discharging duties at work. 有關提升僱員履行工作職責的知識及技能的政策。 Description of training activities. 描述培訓活動。 	Social Responsibility > Career Development and Training 社會責任>職業發展與培訓
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Social Responsibility > Career Development and Training 社會責任>職業發展與培訓
KPI B3.2 關鍵績效指標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 Responsibility > Career Development and Training 社會責任>職業發展與培訓

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Disclosure Issues 披露項目	Description 描述	Section/Remarks 章節／備註
Aspect B4: Labour Standards 層面B4：勞工準則	<ul style="list-style-type: none"> 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 labour. 有關防止童工及強制勞工的： (a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。 	Social Responsibility > Prohibition of Child Labour and Forced Labour 社會責任>防止童工及強制勞工
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Social Responsibility > Prohibition of Child Labour and Forced Labour 社會責任>防止童工及強制勞工
KPI B4.2 關鍵績效指標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。	Social Responsibility > Prohibition of Child Labour and Forced Labour 社會責任>防止童工及強制勞工
Aspect B5: Supply Chain Management 層面B5：供應鏈管理	<ul style="list-style-type: none"> 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。 	Social Responsibility > Supply Chain Management 社會責任>供應鏈管理
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Social Responsibility > Supply Chain Management 社會責任>供應鏈管理
KPI B5.2 關鍵績效指標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。	Social Responsibility > Supply Chain Management 社會責任>供應鏈管理
KPI B5.3 關鍵績效指標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環境及社會風險的慣例，以及相關執行及監察方法。	Social Responsibility > Supply Chain Management 社會責任>供應鏈管理
KPI B5.4 關鍵績效指標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。	Social Responsibility > Supply Chain Management 社會責任>供應鏈管理

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內容索引(續)

Disclosure Issues 披露項目	Description 描述	Section/Remarks 章節／備註
Aspect B6: Product Liability 層面B6：產品責任	<ul style="list-style-type: none"> 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資料。 	Social Responsibility > Product Liability 社會責任>產品責任
KPI B6.1 關鍵績效指標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。	Social Responsibility > Product Liability 社會責任>產品責任
KPI B6.2 關鍵績效指標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。	Social Responsibility > Product Liability 社會責任>產品責任
KPI B6.6 關鍵績效指標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。	Social Responsibility > Product Liability 社會責任>產品責任
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及回收程序。	Social Responsibility > Product Liability 社會責任>產品責任
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Social Responsibility > Product Liability 社會責任>產品責任

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內容索引(續)

Disclosure Issues 披露項目	Description 描述	Section/Remarks 章節／備註
Aspect B7: Anti-corruption 層面B7：反貪污	<ul style="list-style-type: none"> 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資料。 	Social Responsibility > Anti-corruption 社會責任>反貪污
KPI B7.1 關鍵績效指標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 Responsibility > Anti-corruption 社會責任>反貪污
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistleblowing 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。	Social Responsibility > Anti-corruption 社會責任>反貪污
KPI B7.3 關鍵績效指標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。	Social Responsibility > Anti-corruption 社會責任>反貪污
Aspect B8: Community Investment 層面B8：社區投資	<ul style="list-style-type: none"> 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發行人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。 	Social Responsibility > Community Contribution and Engagement 社會責任>社區貢獻與參與
KPI B8.1 關鍵績效指標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)。	Social Responsibility > Community Contribution and Engagement 社會責任>社區貢獻與參與
KPI B8.2 關鍵績效指標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)。	Social Responsibility > Community Contribution and Engagement 社會責任>社區貢獻與參與