



CM Energy Tech Co., Ltd.
华商能源科技股份有限公司

(formerly known as CMIC Ocean En-Tech Holding Co., L'd.)

(前稱華商國際海洋能源科技控股有限公司)

(Incorporated in Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

(Stock Code 股份代號: 206)



环境、社会及管治报告
2024年

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 2024 (the “ESG Report”), which comprehensively outlines the Group’s positive performance in terms of environmental, social and governance, fully demonstrating our firm commitment to creating a long-term sustainable and green development of the Company.

The Board of the Company has always regarded ESG as a cornerstone for the realization of the Company’s sustainable development. To this end, we have comprehensively incorporated ESG into the Company’s strategy and operation, and have not only strengthened the Board’s supervision and management of ESG, but also continued to improve and optimize the ESG governance system to ensure the effective control of ESG risks.

The Group is committed to becoming an outstanding corporate citizen in all regions of the world in which it operates. We deeply recognize that a high level of social responsibility and a strong sense of environmental sustainable development are keys to the continued growth and success of our business. We are firmly committed to the concept of sustainable development and attach great importance to ESG governance. Based on the scientific and professional ESG governance structure and comprehensive management system, we have continuously strengthened the participation of the Board and endeavored to continuously improve the level and performance of ESG governance, so as to promote the comprehensive and in-depth integration of the concept of sustainable development with our corporate development strategies and operational decisions.

In order to achieve a balance between the environmental and social impacts and the business objectives of the Group, we have carefully formulated effective strategies. The Group has formulated a comprehensive ESG development strategy, ensuring that the Board conducts regular assessment and review of the data required for ESG risks and in-depth discussions to review the relevant strategies and measures. The aim is to accurately assess the impact of different ESG scenarios on the Company’s financial position and ensure a high degree of alignment with the development strategies of the Group.

As responsible corporate citizens, we take ESG as an important guide and insist on being driven by customers’ needs. While highly emphasizing on product research and development, we provide customers with high-quality new energy equipment-related products and services, and jointly promote the sustainable development of green energy, which not only embodies our corporate social responsibility, but also earns us the trust and support from our customers.

董事會聲明

本集團欣然提呈截至二零二四年十二月三十一日止年度的環境、社會及管治報告(以下簡稱ESG報告)。此報告全面概述了本集團在環境、社會及管治方面的積極表現，充分展現了我們對實現公司長期可持續綠色發展的堅定承諾。

公司董事會始終將ESG視為實現公司可持續性發展的基石，為此，我們將ESG全面納入公司戰略和運營之中，不僅加強了董事會對ESG的監督和管理，還持續改進和完善了ESG治理體系，以確保有效控制ESG風險。

本集團始終致力於在全球各運營區域成為優秀的企業公民。我們深刻認識到，高度的社會責任感與強烈的環境可持續發展意識是確保企業業務持續增長並取得成功的關鍵要素。我們堅定不移地踐行可持續發展理念，並高度重視ESG管治工作。基於科學、專業的ESG治理架構以及完善的管理體系，我們不斷強化董事會的參與力度，致力於持續提升ESG管治水平及表現，切實推動可持續發展理念與企業發展戰略和經營決策的全面、深度融合。

為了實現集團對環境及社會的影響與業務目標之間的平衡，我們精心制定了有效的策略。集團已制定完備的ESG發展戰略，並確保董事會定期對ESG風險所需數據進行評估審核，深入討論審閱相關策略及措施。這樣做旨在精準評估不同ESG情況對公司財務狀況的影響，並確保與集團發展策略保持高度一致。

作為負責任的企業公民，我們以ESG為重要引領，並堅持以客戶需求為導向，在高度注重產品研發投入的同時，我們為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，這不僅體現了我們的企業社會責任，也為我們贏得了客戶的信賴和支持。

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STATEMENT OF THE BOARD (Continued)

With the unremitting efforts of the management and all employees, the Group is willing to work hand in hand with customers, suppliers, investors, partners and other stakeholders. We are moving towards our goal of becoming a leading technology-based new energy enterprise and continue to create more value for all stakeholders. We are firmly committed to the path of long-term sustainable high-quality development, and we believe that by working together, we will realize a brighter future.

This report has been reviewed and approved by the Board on 26 March 2025. The Board accepts full responsibility for this ESG Report.

Mei Xianzhi
Chairman

26 March 2025

董事會聲明(續)

在管理層及全體員工的不懈努力下，本集團願與客戶、供應商、投資者、合作夥伴及其他持份者攜手共進。我們朝著成為領先的科技型新能源企業的目標邁進，並持續為所有持份者創造更多價值。我們堅定地走長期可持續高質量發展之路，相信通過共同努力，我們將實現更加美好的未來。

本報告已由董事會於二零二五年三月二十六日審閱批准。董事會對該環境、社會及管治策略及匯報承擔全部責任。

董事長
梅先志

二零二五年三月二十六日

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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ESG PERFORMANCE IN 2024

In 2024, the ESG management system of CM Energy has been gradually upgraded and improved, and it has continued to be guided by its ESG objectives and has been deeply engaged in ESG practice to achieve continuous breakthrough in ESG performance.

ESG AWARDS AND RATING

On 31 May 2024, CM Energy was awarded the “Exemplary Innovation Contribution TOP10” in the “2024 Green ESG List Exemplary Cases” in the 7th Annual Conference for China Energy Industry Development, based on its outstanding technological innovation strength and positive contribution in leading the industry’s green transformation and promoting zero-carbon emission, which gained wide attention and recognition from the market.

2024年ESG表現

二零二四年，華商能源ESG管理體系逐步提升和健全，並不斷以ESG目標為指引，深耕ESG實踐，實現ESG績效表現的不斷突破。

ESG獎項及評級表現

二零二四年五月三十一日，華商能源在第七屆中國能源產業發展年會的「2024綠光ESG榜典範案例」評選中，憑借突出的技術創新實力及引領行業綠色轉型、助推零碳排放的積極貢獻，榮膺「典範創新貢獻TOP10」，獲得了市場的廣泛的關注和認可。



典範創新貢獻TOP10證書
Certificate of Exemplary Innovation Contribution TOP10

In 2024, the ESG rating of CM Energy in Wind was upgraded from “BBB” to “A”. The upgraded rating also reflects the continuous improvement and enhancement in sustainable development management, compliance, product quality, production safety and customer service. The Company will persistently incorporate ESG issues into its daily operation, and actively draw on the successful experience of its domestic, foreign and industry peers to continuously optimize its corporate governance and code of conduct, so as to ensure that the Company will continue to enhance its ESG management level and promote the Company’s sustainable development.

二零二四年，華商能源在萬得(Wind)ESG的評級由「BBB級」及提升至「A級」。評級的提升也反映華商能源在可持續發展管理、合規、產品質量、安全生產以及客戶服務上的不斷進步和提升。公司將堅持不懈地將ESG議題納入公司日常運營之中，並積極借鑒國內外及同行業的成功經驗，不斷對公司治理及企業行為準則進行完善，以確保公司不斷提升ESG管理水平，推動公司可持續發展。

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ESG PERFORMANCE IN 2024 (Continued)

2024年ESG表現(續)

Wind ESG
華商能源
2024評級



AWARDS AND HONORS

On 6 December 2024, CM Energy was awarded the “Excellent High-end Manufacturing Enterprise of the Year” in the 6th “Golden Award” organized by Shenzhen Gelonghui, the outstanding product performance and green and intelligent manufacturing capability of which was fully recognized.

獎項榮譽

二零二四年十二月六日，華商能源在深圳格隆匯主辦的第六屆「金格獎」年度卓越公司評選中榮獲「年度卓越高端製造企業」獎，出色的產品表現與綠色智能製造能力得到充分的肯定。



年度卓越高端製造企業獎
Excellent Highend Manufacturing Enterprise of the Year

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THIS REPORT

This report is the 2024 Environmental, Social and Governance (“ESG”) Report published by CM Energy Tech Co., Ltd. (the “Company” or the “Company”), together with its members, the “Group”, “CM Energy” or “we”. The report has been compiled based on the principles of materiality, quantification, balance and consistency, provides comprehensive elaboration on the Group’s policies, measures and performance in relation to each of the key ESG issues, and discusses issues of stakeholders’ concerns as well as the Group’s sustainability efforts.

STANDARDS OF THE REPORT

The content of this Report was compiled in accordance with the “Environmental, Social and Governance Reporting Guide” (the “ESG Report Guideline”) as set out in Appendix C2 to the Main Board Listing Rules of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited issued by 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 2024 and ends on 31 December 2024 (the “Reporting Period”). The report fully elaborated on the progress and performance on the ESG of the Group.

The members included in this report are consistent with those in 2023. This report covers the main production and operating activities of four members that the Group deems significant, 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.

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

This report is prepared in accordance with the requirements of the Environmental, Social and Governance Reporting Guidelines of the Hong Kong Stock Exchange, adhering to the four principles of materiality, quantification, balance and consistency.

關於本報告

本報告是華商能源科技股份有限公司(簡稱「公司」或「本公司」)，與成員企業合稱「本集團」、「華商能源」或「我們」發佈的2024環境、社會及管治(「ESG」)報告，報告秉承重要性、量化、平衡及一致性的原則編寫，全面闡述本集團有關環境、社會及管治方面各項關鍵議題的政策、措施及績效，並討論持份者關注的事宜，以及本集團的可持續發展工作。

報告準則

本報告為遵循香港聯合交易所有限公司(「香港聯交所」)發佈的《香港聯合交易所有限公司證券上市規則》主板上市規則附錄C2《環境、社會及管治報告指引》(「ESG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

報告期間自二零二四年一月一日開始並於二零二四年十二月三十一日結束(「報告期間」)，本報告全面闡述了本集團有關環境、社會及管治的進展及表現。

本報告涵蓋成員企業與二零二三年一致，覆蓋本集團認為意義重大的四家主要生產經營活動成員企業，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、鄭州天時海洋石油裝備有限公司和海爾海斯(西安)控制技術有限公司。

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

報告原則

本報告依據香港聯交所《環境、社會及管治報告指引》要求，秉承「重要性」、「量化」、「平衡」和「一致性」四大原則。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THIS REPORT *(Continued)*

PRINCIPLE OF MATERIALITY

Regular research and evaluation are conducted from two dimensions of both the internal and external stakeholders of the Company to identify key environmental, social and governance issues other than those related to the Company's sustainable development, ensuring that such issues are reflected in our report.

PRINCIPLE OF QUANTIFICATION

The Company conducts quantitative management on key environmental, social and governance issues covering governance, safety, climate change, environment, employees and society.

PRINCIPLE OF BALANCE

This report seeks to provide a comprehensive and objective disclosure of the Company's ESG efforts and performance during the Reporting Period and avoids disclosures that may inappropriately influence stakeholders' decisions or judgment.

PRINCIPLE OF CONSISTENCY

This report follows the principle of consistency to ensure comparability of data disclosed in previous years. In 2024, the contents and data disclosed in this report, as well as the statistical methods and calibrations used, are consistent with those of previous years. If there are any changes that may affect the meaningful comparison with previous years' reports, those changes will be explained in the corresponding places.

關於本報告 *(續)*

重要性原則

定期從公司內部和外部持份者兩個維度進行調研和評估，以識別除公司可持續發展相關的重要環境、社會及管治議題，並確保該議題反映在我們的報告中。

量化原則

公司對重要的環境、社會及管治議題進行量化管理，覆蓋治理、安全、氣候變化、環境、員工和社會等方面。

平衡原則

本報告力求全面、客觀地披露公司報告期內在ESG方面的努力和表現，避免可能會不恰當地影響持份者決策或判斷的披露方式。

一致性原則

本報告遵循一致性原則，以確保歷年披露數據的可比性。二零二四年，本報告披露的各項內容和數據，以及所使用的統計方法和口徑，均與往年保持一致。若存在可能影響與往年報告做有意義比較的變更，均在相應位置進行說明。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

GOVERNANCE STRUCTURE

ESG GOVERNANCE STRUCTURE

The Company attaches great importance to sustainable development management and integrates the concept of sustainable development into its business operation and management process. Meanwhile, the Board also deeply recognizes that ESG is a key element in promoting sustainable development of enterprises and that excellent ESG governance will be conducive to the smooth implementation of the Company's sustainable development strategies. The ESG governance structure of the Group has the Board as the supreme controlling authority, and the Group established the ESG Committee in 2024, chaired by an executive director and comprising three independent non-executive directors, which is responsible for reviewing and formulating the ESG vision, objectives, strategies and structure of the Company, as well as supervising, managing and guiding ESG-related matters.

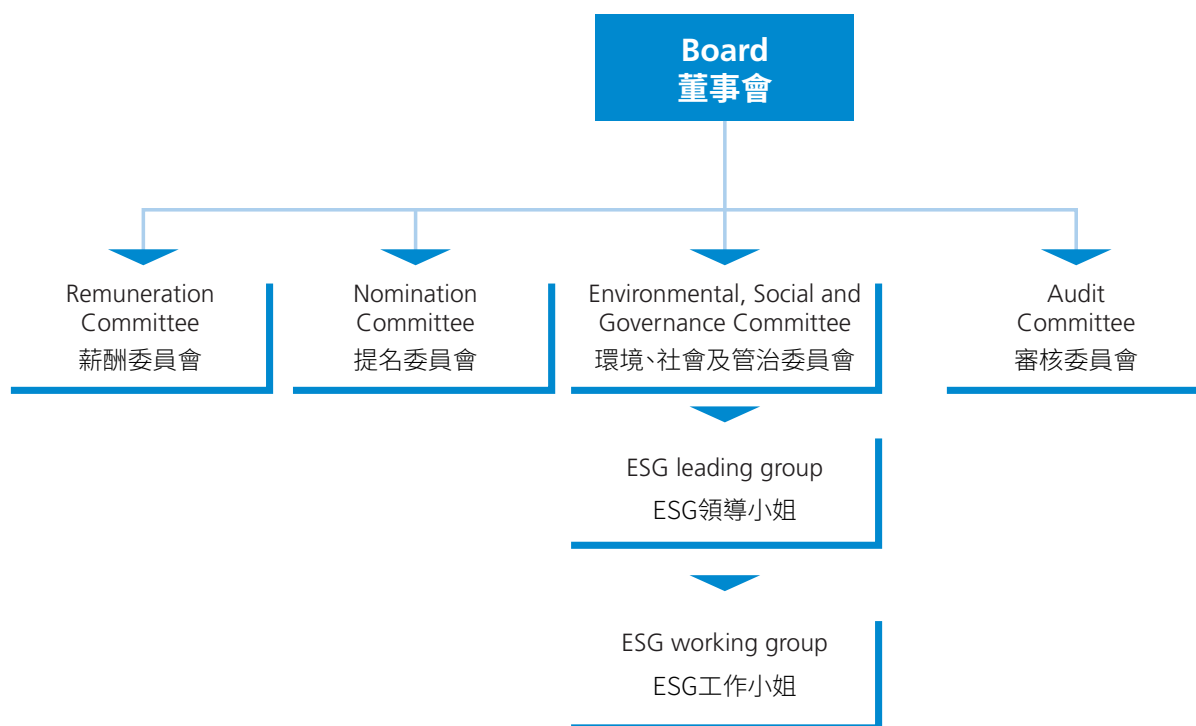
管治架構

ESG管治架構

公司高度重視可持續發展管理，並將可持續發展理念融入公司業務運營和管理過程中。同時，董事會也深刻認識到ESG是推動企業可持續發展的關鍵要素，優秀的ESG管治將有助於公司可持續發展戰略的順利推進。本集團的ESG管治架構以董事會為最高管治機構，並於二零二四年成立以一名執行董事為主席、三名獨立非執行董事組成的環境、社會及管治委員會，環境、社會及管治委員會負責檢討、制定公司ESG願景、目標、策略及架構，並對ESG相關事項進行監督、管理和指導。

ESG GOVERNANCE STRUCTURE OF CM ENERGY

華商能源ESG治理架構



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GOVERNANCE STRUCTURE (Continued)

管治架構(續)

ESG GOVERNANCE STRUCTURE OF CM ENERGY (Continued)

華商能源ESG治理架構(續)

Responsible subjects 責任主題	Major duties 主要職責
The Board (decision-making) 董事會 (決策)	<ul style="list-style-type: none"> The highest decision-making authority for ESG affairs of the Company, fully responsible for the Company's ESG work; 公司ESG事務最高決策機構，全面負責公司ESG工作； Considers the Company's ESG development strategies and objectives, considers ESG-related matters, and ensures that the Company's operating activities are in line with the Company's strategic plans; 審議公司ESG發展戰略和目標，審議ESG相關事項，確保公司的經營活動符合公司的戰略規劃； Approves the annual ESG report of the Company. 審批公司年度ESG報告。
Environmental, Social and Governance Committee (supervision) 環境、社會及管治委員會 (監督)	<ul style="list-style-type: none"> Reviews, develops and guides the Group's environmental, social and governance vision, objectives, strategy and framework and makes recommendations to the Board on relevant ESG issues, strategy and framework; 檢討、制訂及指導本集團環境、社會及管治願景、目標、策略及架構，並就有關ESG事宜、策略及架構向董事會提供建議； Identifies, determines and evaluates major corporate ESG trends and related ESG risks and opportunities and, where applicable, reports to the Board thereon; 辨識、釐定及評估企業ESG主要趨勢以及有關ESG風險及機遇，以及(如適用)就此向董事會作出匯報； Reviews and evaluates the adequacy and effectiveness of ESG related structures, as well as reviews and monitors the Group's ESG policies and practices to ensure compliance with legal and regulatory requirements; 檢討及評估ESG相關架構是否足夠及有效，並檢討及監察本集團之ESG政策及常規，以確保符合法律及監管規定； Establishes risk management and internal control system, such as ESG policies and plans, to manage and mitigate environmental, social and governance risks; 建立風險管理和內部監控制度，如ESG政策和方案，以管理和減輕環境、社會及管治風險； Monitors the Group's communication channels and methods with its stakeholders, and considers the impact of the Group's ESG matters on stakeholders to ensure that effective communication and relationships with stakeholders are maintained; 監察本集團與其持份者的溝通管道及方式，審議本集團環境、社會及管治事宜對持份者的影響，以確保與持份者保持有效的溝通及關係； Reviews the ESG report and makes recommendations to the Board for approval. 審閱ESG報告，並向董事會作出推薦建議以供批准。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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GOVERNANCE STRUCTURE (Continued)

管治架構(續)

ESG GOVERNANCE STRUCTURE OF CM ENERGY (Continued)

華商能源ESG治理架構(續)

Responsible subjects 責任主題	Major duties 主要職責
ESG leading group (execution) ESG領導小組 (執行)	<ul style="list-style-type: none">Formulates ESG management strategies, objectives and implementation plans and submits them to the Board of Directors for consideration;制定ESG管理策略、目標和實施計劃，提交董事會審議；Executes the resolutions of the Board of Directors, manages and supervises the ESG governance of the Company, and ensures that the relevant strategies, objectives and management policies are implemented;執行董事會決議，對公司ESG治理情況進行管理和監督，確保相關戰略、目標和管理政策落實到位；Reviews ESG-related reports and management proposals submitted by the ESG working group to continuously improve the Company's ESG governance.審核ESG工作小組提交的ESG相關報告和管理工作建議，持續改善公司ESG管理。
ESG working group (execution) ESG工作小組 (執行)	<ul style="list-style-type: none">The Board Office is responsible for assisting in ESG-related daily affairs, coordinating various functional departments to launch ESG-related daily management, and organizing the compilation of ESG reports;董事會辦公室負責協助處理ESG相關日常事務，協調各職能部門開展ESG相關日常管理，組織編寫ESG報告；Each functional department is responsible for ESG-related work within its own scope and the implementation of relevant policies and measures in accordance with the ESG work breakdown targets;各職能部門按照ESG工作分解目標，負責各自範圍內ESG相關工作，落實相關政策和措施；Establishes and improves ESG-related supervision and evaluation mechanism, supervises and evaluates the ESG performance and risks of each subordinate enterprise, identifies problems and risks in a timely manner, reports to the ESG leading group, and proposes improvement and optimization opinions;建立和完善ESG相關監督和評估機制，對各下屬企業的ESG表現及風險進行監督和評估，及時發現問題和風險，向ESG領導小組匯報，並提出改進和優化意見；Executes and implements the requirements of the Company's ESG governance work, and promotes the progress of ESG work and objectives;執行和落實公司ESG治理工作要求，推進ESG工作及方針進展情況；Organizes data collection and compilation of ESG reports and ESG disclosures.組織ESG報告的資料收集及編纂工作，以及ESG披露工作。

In 2024, the Board actively fulfilled its duties and participated in the Company's ESG work, considered the Company's ESG development strategies and objectives and related matters, to ensure the effective tracking and supervision of the Company's ESG issues. The Board considered and approved the 2024 Environmental, Social and Governance Report.

二零二四年董事會積極履行工作職責，深度參與公司ESG工作，審議公司ESG發展戰略和目標及相關事項，以確保對公司ESG各項議題的有效跟蹤監督。董事會審議並通過了2024年度環境、社會及管治報告。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STAKEHOLDER ENGAGEMENT AND MATERIALITY



STAKEHOLDER ENGAGEMENT

The Group has long been emphasizing the importance of establishing effective communication and cooperation with various stakeholders, and continues to develop extensive communication with stakeholders, including employees, customers, shareholders and investors, suppliers, community organizations, research institutes, the media and governmental authorities, through various channels. To fully understand the expectations and concerns of various stakeholders, the Company adopts a variety of communication channels and methods, including annual reports, regular meetings, interviews, teleconferences and surveys. At the same time, the Company also continues to communicate and interact with various stakeholders through new social media such as WeChat. Through effective communication and interaction with stakeholders, the Company further clarifies the expectations and demands of stakeholders, and converts the relevant demands into sustainable development actions and solutions, so as to strengthen its own sustainable development capability and safeguard corporate development.

持份者的參與及重要性

持份者參與

本集團長期以來重視與各持份者建立有效的溝通與合作關係，持續通過多種渠道與持份者，包括員工、客戶、股東及投資者、供應商、社區組織、研究機構、媒體及政府機關等展開廣泛的溝通。為了充分了解各類持份者的期望與關切，公司採用多種溝通渠道和方法，包括年度報告、定期會議、訪談、電話會議以及調研等。與其同時，公司也持續通過如微信公眾號等社交新媒體與各類持份者進行溝通和互動。通過與持份者有效的溝通與互動，進一步明確持份者的期望與訴求，並將相關訴求轉化為可持續發展行動和方案，切實加強自身可持續發展能力建設，保障企業發展。

Major stakeholders 主要持份者	Major communication methods 主要溝通方式	
Employees 員工 	Company's internal network communications 公司內部網絡通訊 Employee activities 員工活動 Employee satisfaction survey 員工滿意度調查	Staff meeting 員工會議 Staff training 員工培訓
Customers 客戶 	Employee visiting 客戶拜訪 E-mail 電子郵件 ESG survey ESG調查問卷	Teleconferencing 電話會議 Company website and social media 公司網站及社交媒體
Investors/shareholders 投資者／股東 	Company website and social media 公司網站及社交媒體 Company's announcements 公司公告 ESG survey ESG調查問卷	Meeting and communications 會議及通訊

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT






環境、社會及管治報告

STAKEHOLDER ENGAGEMENT AND MATERIALITY *(Continued)*

持份者的參與及重要性 *(續)*

STAKEHOLDER ENGAGEMENT *(Continued)*

持份者參與 *(續)*

Major stakeholders 主要持份者	Major communication methods 主要溝通方式	
Suppliers 供應商 	Regular exchange and communications 定期交流溝通 Official website of suppliers 供應商官網 ESG survey ESG調查問卷	Assessment on suppliers 供應商考核
Community organizations 社區組織 	Charity activities 公益活動 ESG survey ESG調查問卷	Irregular meeting and communications 不定期會面溝通
Media 媒體 	Interview and reporting 採訪及報道 Investigation and research 調研	Company website and social media 公司網站及社交媒體
Research institutes 研究機構 	Company website and social media 公司網站及社交媒體 Investigation and research 調研	Visiting 參觀到訪 Company's announcement and press release 公司公告及新聞發布
Government authorities 政府機關 	Regular report and declaration 定期報告及申報 Company's announcement and press release 公司公告及新聞發布	Government supervision 政府監督 Policy consultation 政策諮詢

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STAKEHOLDER ENGAGEMENT AND MATERIALITY (Continued)

FEEDBACK FROM STAKEHOLDERS

The Group welcomes stakeholders to communicate and interact with us on ESG policies, initiatives and related issues of concern. Please contact us at ir@cm-energy.com or +852-3919 6300 for suggestions or comments.

MATERIALITY ASSESSMENT

CM Energy attaches great importance to the identification, evaluation and disclosure of material issues, and conducts analysis on materiality issues on a regular basis, comprehensively taking into account domestic and international sustainability standards and regulations, industry development trends, capital market concerns and other dimensions, as well as the actual situation of the business development of the Company.

Step 1: Issue Identification

Through studying and analyzing the requirements and recommendations of major domestic and foreign sustainable development standards, industry development trends, sustainable development hotspots, as well as the Company's development strategies, we identified 18 materiality issues that have a significant impact on us and are generally valued by our stakeholders.

Step 2: Issue Assessment

Through online questionnaires, internal and external stakeholder survey was conducted to assess the importance of sustainability issues.

Step 3: Issue Analysis and Disclosure

After careful assessment, we have formed a matrix for analyzing the materiality issues in the 2024 ESG report of CM Energy in terms of two dimensions of "importance to stakeholders" and "importance to the development of CM Energy", and based on the results of the analysis, we will carry out targeted information disclosure in the report.

持份者的參與及重要性(續)

持份者反饋

本集團歡迎持份者對ESG方針、措施及關注的相關問題進行溝通互動。請電郵至ir@cm-energy.com或致電+852-3919 6300向我們提出建議或者發表意見。

重要性評估

華商能源非常重視重要性議題的辨識、評估和披露工作，綜合考慮國內外可持續發展相關標準和規定、行業發展趨勢、資本市場關注度等維度，結合公司業務發展的實際情況，定期開展重要性議題分析。

步驟一：議題識別

通過研究與分析國內外主要可持續發展標準要求和建議，行業發展趨勢、可持續發展熱點以及公司發展戰略，識別出18項對自身影響重大、持份者普遍重視的重要性議題。

步驟二：議題評估

通過在線問卷調研的方式，針對可持續發展議題的重要程度展開內外部持份者專項調查。

步驟三：議題分析與披露

經審慎評估，從「對持份者的重要性」和「對華商能源發展的重要性」兩個維度，形成華商能源2024年ESG報告重要性議題分析矩陣，並根據分析結果，有針對性地在報告中進行信息披露。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

STAKEHOLDER ENGAGEMENT AND MATERIALITY (Continued)

持份者的參與及重要性(續)

MATERIALITY ASSESSMENT (Continued)

重要性評估(續)

Materiality Matrix of ESG Issues in 2024

2024年ESG議題重要性矩陣



Materiality Issues

重要性議題

Environment Issues 環境議題

1. Waste
廢棄物
2. Energy consumption and greenhouse gases
能源消耗與溫室氣體
3. Use of resources
資源使用
4. Environment management
環境管理
5. Environment opportunities
環境機遇

Social Issues 社會議題

6. Employment
僱傭
7. Health and safety
健康與安全
8. Development and training
發展與培訓
9. Labor standards
勞工準則
10. Supply chain management
供應鏈管理
11. Product liability
產品責任
12. Local community participation
當地社區參與

Management Issues 管治議題

13. Governance structure
治理結構
14. Governance mechanism
治理機制
15. Innovative development
創新發展
16. Supporting Awards
獎項背書
17. Business ethics
商業道德
18. Operation management
運營管理

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE

A Environmental Protection

The Group always upholds a high sense of social responsibility and deeply recognizes the importance of environmental protection to the sustainable development of the enterprise, and has made environmental management a core component of its corporate strategy. We have strictly complied with national and local environmental laws and regulations and established a comprehensive environmental compliance management system to ensure that our operating activities comply with the latest environmental protection requirements. During the Reporting Period, the Group was not aware of any serious violations of major environmental laws and regulations relating to emissions of exhaust gas and greenhouse gases, pollution of land or water and hazardous and non-hazardous waste, which had a significant impact on the Group.

In terms of environmental compliance, we have fully complied with 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 Law of the People's Republic of China on Prevention and Control of Noise Pollution, the Environmental Impact Assessment Law of the People's Republic of China, and the Law of the People's Republic of China on Soil Pollution Prevention and other laws and regulations system. Meanwhile, we have established a dynamic monitoring mechanism to keep track of policy and regulatory updates in a timely manner, to ensure that our operations always comply with the latest environmental requirements.

To enhance our environmental management, we continue to optimize our environmental management system, strengthen environmental risk prevention and control, and ensure the effective implementation of environmental protection measures through regular environmental compliance audit and employee training.

環境、社會及管治治理

A 環境保護

本集團始終秉持高度的社會責任感，深刻認識到環境保護對企業可持續發展的重要性，並將環境管理作為公司戰略的核心組成部分。我們嚴格遵循國家及地方的環境法律法規，建立了完善的環境合規管理體系，確保運營活動符合最新的環保要求。於報告期內，本集團未知悉任何嚴重違反有關廢氣及溫室氣體排放、向土地或水域排污以及有害無害廢棄物等重大環境違法違規，且對本集團有重大影響的事宜。

在環境合規方面，我們全面遵守包括《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》、《中華人民共和國噪聲污染防治法》、《中華人民共和國環境影響評價法》、《中華人民共和國土壤污染防治法》等在內的法律法規體系。同時，我們建立了動態監測機制，及時跟蹤政策法規更新，確保運營活動始終符合最新的環保要求。

為提升環境管理水平，我們持續優化環境管理體系，加強環境風險防控，並通過定期開展環境合規審計和員工培訓，確保各項環保措施得到有效落實。

Goal Achievement and Goal for the Year 2025

目標達成情況及2025年度目標

Goal achieved for the year 2024 2024年度目標達成情況	Goal: Zero environmental violation of laws and regulations 目標：環境違法違規數量為零	Achieved 已達成
Goal for the year 2025 2025年度目標	Zero environmental violation of laws and regulations 環境違法違規數量為零	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emission control

Although the Group does not operate in a highly polluting industry, we deeply recognize that environmental protection is an important cornerstone for the sustainable development of the country. As an enterprise with a high sense of social responsibility, we have always regarded environmental protection as a core element of our business operations, actively responded to national policy directions and proactively assumed the responsibility for environmental protection.

In terms of environmental protection, the Group has formulated an environmental management direction centered on “prevention and comprehensive governance”, and fully implemented the “3R” principles — Reduce, Reuse and Recycle, and continue to improve resource utilization efficiency through technological innovation and process optimization to minimize environmental impact. Meanwhile, we are committed to promoting green operation and reducing energy consumption and waste generation at source, so as to achieve a win-win situation in terms of economic and environmental benefits.

In addition, the Group attaches great importance to the important role of our employees in environmental protection. We have established a smooth communication mechanism, actively adopted the environmental improvement proposals put forward by our employees, and recognized and rewarded those who have made outstanding contributions in the field of environmental protection. Through this series of initiatives, we have not only enhanced the environmental awareness of our employees, but also further raised the awareness of environmental responsibility among all stakeholders, and jointly promoted the harmonious coexistence of the enterprise and the environment.

環境、社會及管治治理(續)

A 環境保護(續)

1、排放控制

儘管本集團所處行業並非高污染領域，但我們深刻認識到環境保護是國家可持續發展的重要基石。作為一間具有高度社會責任感的企業，我們始終將環境治理視為企業運營的核心要素，積極響應國家政策導向，主動承擔環境保護責任。

在環境保護方面，本集團制定了以「預防為主、綜合治理」為核心的環境管理方針，全面貫徹「3R」原則－減量化(Reduce)、再利用(Reuse)和再循環(Recycle)，並通過技術創新和流程優化，持續提升資源利用效率，最大限度地降低環境環境影響。同時，我們致力於推動綠色運營，從源頭減少能源消耗和廢棄物產生，實現經濟效益與環境效益的雙贏。

此外，本集團高度重視員工在環境保護中的重要作用。我們建立了暢通的溝通機制，積極採納員工提出的環境改善建議，並對在環保領域作出突出貢獻的員工給予表彰和獎勵。通過這一系列舉措，我們不僅增強了員工的環保意識，也進一步提升了全體利益相關方對環境責任的認知，共同推動企業與環境和諧共生。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emission control (Continued)

1.1 Reduction of Exhaust Gas Emissions

During the Reporting Period, the Group strictly selected environmentally friendly materials during the renovation stage of its office premises and conducted comprehensive air quality tests before commissioning to ensure compliance with the national standards. In the course of operation, we focused on major emission sources such as paint spraying workshops, shot blasting workshops and welding workshops and adopted a series of advanced pollution prevention and control measures:

- 1. Paint spraying workshop exhaust treatment:**
噴漆車間廢氣治理：
- 2. Shot blasting workshop exhaust treatment:**
拋丸車間廢氣治理：
- 3. Welding workshop exhaust treatment:**
焊接車間廢氣治理：

adopting “water curtain + activated carbon + filter cotton” three-stage filtration system to efficiently remove harmful substances in the exhaust to ensure that the emission reaches the standard;
採用「水幕+活性炭+過濾棉」三級過濾系統，高效去除廢氣中的有害物質，確保排放達標；

Equipped with double purification device of “cloth bag dust removal + cyclone dust removal”, effectively reducing the emission of particulate matter, and regularly carrying out inspection on exhaust gas;
配備「布袋除塵+旋風除塵」雙重淨化裝置，有效降低顆粒物排放，並定期進行廢氣檢測；

installing welding smoke collectors on welding equipment, equipping the flame cutting machine with a fume treatment system, and using vacuum cleaner, cutter purifier and other dust removal equipment during the cutting process to ensure that the exhaust gas meets the emission standards after treatment.
在焊接設備上安裝焊煙收集器，並對火焰切割機配備煙塵處理系統，切割過程中使用真空吸塵器和切割機淨化器等除塵設備，確保廢氣經過處理後達標排放。

In addition, we have set up a comprehensive emission monitoring mechanism and conduct regular gas emission tests to ensure that all emission indicators comply with national and local environmental protection requirements. Through these measures, we have not only significantly reduced the impact of our operation on the environment, but also set an industry benchmark for green production. In the future, we will continue to explore more efficient environmental protection technologies to further improve our environmental management.

此外，我們建立了完善的廢氣監測機制，定期對排放氣體進行檢測，確保所有排放指標符合國家及當地環保要求。通過以上措施，我們不僅顯著降低了運營對環境的影響，還為實現綠色生產樹立了行業標桿。未來，我們將繼續探索更高效的環保技術，進一步提升環境管理水平。

環境、社會及管治治理(續)

A 環境保護(續)

1、排放控制(續)

1.1 減少廢氣排放

本集團在報告期間辦公場所裝修階段嚴格選用環保材料，並在投入使用前進行全面的空氣質量檢測，確保符合國家標準後方可啟用。在運營過程中，我們重點關注噴漆車間、拋丸車間和焊接車間等主要廢氣排放源，並採取了一系列先進的污染防治措施：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emission control (Continued)

1.2 Reduction of Greenhouse Gas (GHG) Emissions

The Group deeply recognizes that greenhouse gas emissions are one of the major drivers of global warming, and energy consumption is an important source of greenhouse gas production. In order to proactively respond to the challenge of climate change, we have incorporated carbon emission reduction into our corporate sustainable development strategies and adopted a series of systematic measures to effectively control energy consumption and reduce greenhouse gas emissions:

Key Control Measures

- **Travel Management.** Reducing non-essential travel, prioritizing remote collaboration methods such as online meetings, and reducing transportation carbon emissions from travel.
- **Localized Procurement.** Prioritizing local suppliers to shorten transportation distances and reduce energy consumption and carbon emissions during the transportation of goods.
- **Energy conservation equipment and products.** Prioritizing the use of low-energy consumption and high-efficiency equipment and products to improve energy efficiency and reducing operational carbon footprint.
- **Use of renewable energy.** Where conditions permit, actively utilizing renewable energy sources such as solar energy and wind energy to reduce reliance on traditional fossil energy sources.
- **Supply chain carbon reduction.** Promoting the concept of carbon reduction in the supply chain and encouraging partners to adopt green practice to jointly reduce overall carbon emissions.
- **Advocating low carbon transportation.** Promoting walking, cycling, public transportation and other low-carbon travel methods, and encouraging employees to choose environmentally friendly means of transportation to reduce carbon emission from transportation.

環境、社會及管治治理(續)

A 環境保護(續)

1、排放控制(續)

1.2 減少溫室氣體(GHG)排放

本集團深刻認識到溫室氣體排放是全球氣候變暖的主要驅動因素之一，而能源消耗則是溫室氣體產生的重要來源。為積極應對氣候變化挑戰，我們已將碳減排納入企業可持續發展戰略，並採取了一系列系統性措施，以有效管控能源消耗，減少溫室氣體排放：

主要管控措施

- **差旅管理。**減少非必要差旅，優先採用線上會議等遠程協作方式，降低因差旅產生的交通碳排放。
- **本地化採購。**優先選擇本地供應商，縮短運輸距離，減少貨物運輸過程中的能源消耗和碳排放。
- **節能設備與產品。**優先選用低能耗、高能效的設備和產品，提升能源使用效率，降低運營碳足跡。
- **可再生能源利用。**在條件允許的情況下，積極採用太陽能、風能等可再生能源，減少對傳統化石能源的依賴。
- **供應鏈碳減排。**在供應鏈中推廣碳減排理念，鼓勵合作夥伴採取綠色實踐，共同降低整體碳排放。
- **低碳交通倡導。**提倡步行、騎行、公共交通等低碳出行方式，鼓勵員工選擇環保交通工具，減少交通碳排放。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emission control (Continued)

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

As a result of the effective implementation of the above measures, the following table shows the major GHG emissions from the place of the Group's operation, including Qingdao, Zhengzhou and Xi'an, during the Reporting Period:

環境、社會及管治治理(續)

A 環境保護(續)

1、排放控制(續)

1.2 減少溫室氣體(GHG)排放(續)

透過以上措施的有效實踐，下表顯示本報告期間集團於所包含的青島、鄭州和西安營運地點內主要溫室氣體排放量如下表：

GHG Emission Sources		Consumption		GHG Emission Volume (equivalent of carbon dioxide in tonnes)		2024 as compared with 2023
溫室氣體的排放源		耗量		溫室氣體排放量 (噸二氧化碳當量)		二零二四年較 二零二三年
		In 2024 二零二四年	In 2023 二零二三年	In 2024 二零二四年	In 2023 二零二三年	Percentage change (%) 變化比率(%)
Scope 1	範圍1					
Diesel consumption (litres) ¹	柴油耗量(公升) ¹					
Mobile source	流動源	2,867	4,575	7.95	12.68	-37.30%
Fixed source	固定源	4,098	2,521	10.72	6.60	62.42%
Gasoline consumption (litres) ¹	汽油耗量(公升) ¹					
Mobile source	流動源	33,197	45,483	89.89	123.16	-27.01%
Total propane consumption (kg) ¹	丙烷總耗量(公斤) ¹	25,600	31,650	77.24	95.49	-19.11%
Acetylene consumption (kg) ¹	乙炔耗量(公斤) ¹	730	962	2.47	3.25	-24.00%
Carbon dioxide fire extinguisher consumption (kg)	二氧化碳滅火器耗量 (公斤)	732	336	0.56	0.26	115.38%
Sub-total ¹	小計 ¹			188.83	241.44	-21.79%
Scope 2	範圍2					
Power consumption of manufacturing facilities (kWh) ²	製造設施耗電量 (千瓦時) ²	3,505,399	4,745,295	1881.00	2,706.24	-30.49%
Sub-total ²	小計 ²			1881.00	2,706.24	-30.49%
Total GHG emissions	溫室氣體的排放總量			2069.83	2,947.68	-29.78%
GHG emission intensity	溫室氣體排放密度*			0.2150	0.2408	-10.71%
				(equivalent of carbon dioxide in tonnes/ US\$10,000) (噸二氧化碳當 量/萬美元)		

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emission control (Continued)

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

Scope 1: Refers to gasoline and diesel consumed by motor vehicles as well as propane, acetylene and diesel consumed by manufacturing. The conversion complies with the emission factors for CO₂ volume in the Hong Kong Stock Exchange reporting guidelines.

Scope 2: Refers to electricity purchased from electricity suppliers. The emission factors used are the latest available factors: the contents published in the Announcement on the Release of 2022 Electricity CO₂ Emission Factors.

Website: https://www.mee.gov.cn/xxgk2018/xxgk/xxgk01/202412/t20241226_1099413.html

*: Against the backdrop of the Group's ongoing diversification strategy and significant adjustment to its business structure in recent years, with the proportion of conventional oil and gas drilling, mainly steel manufacturing, declining year on year and the proportion of lightweight products, such as electronic control system, increasing, the Group has decided to adjust the unit of measurement of greenhouse gas emission intensity in the ESG report to the internationally recognized "tonnes of carbon dioxide equivalent per US\$10,000 of operating revenue" since the financial year 2024 in order to reflect the effectiveness of its low-carbon transformation in a more scientific manner. At the same time, we have specially supplemented the disclosure of the trend data of the change in emission intensity from the financial year 2020 to 2024 (please refer to the table below for details), so as to help investors, partners and other stakeholders to more accurately assess the Group's management efficacy and the progressive results of the carbon reduction path in the previous year through the construction of a complete time-series benchmark. The emission intensity data in the following reports have been changed to per US\$10,000 of revenue.

環境、社會及管治治理(續)

A 環境保護(續)

1、排放控制(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：《關於發佈2022年電力二氧化碳排放因子的公告》，公佈之內容。

網址：https://www.mee.gov.cn/xxgk2018/xxgk/xxgk01/202412/t20241226_1099413.html

*：基於近年來本集團持續推進多元化戰略、業務結構發生顯著調整的背景，以鋼鐵製造為主的傳統油氣鑽井佔比逐年下降，電控系統等輕量化產品佔比上升，為更科學反映低碳轉型成效，本集團決定自二零二四財年起，將ESG報告中的溫室氣體排放強度計量單位調整為國際通行的「噸二氧化碳當量／萬美元營收」。同時，我們特別補充披露二零二零財年至二零二四財年期間的排放強度變化趨勢數據（詳見下表），通過構建完整的時間序列基準，助力投資者、合作夥伴等持份者更精準評估本集團在碳減排路徑上年的管理效能與階段成果。以下報告中涉及排放密度數據均相應變更為每萬美元營收。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emission control (Continued)

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

Year	年度	2020 二零二零年	2021 二零二一年	2022 二零二二年	2023 二零二三年	2024 二零二四年
GHG emission intensity (equivalent of carbon dioxide in tonnes/US\$10,000)	溫室氣體排放密度(噸二氧化碳當量/萬美元)	1.0139	0.6010	0.4117	0.2408	0.2150

The greenhouse gas generated by the Group in the course of its production operation originates from two major sources: direct emissions from the consumption of energy such as gasoline, propane and diesel fuel (Scope 1) and indirect emissions generated in the course of the use of purchased electricity (Scope 2). The Group has implemented a series of emission reduction strategies to address these emission sources. Given that purchased electricity is a major source of GHG emissions, the Group places particular emphasis on reducing emissions by minimizing electricity consumption. To this end, we have adopted various measures, including the establishment and optimization of an energy conservation management system, introduction of advanced energy conservation equipment and enhancement of energy efficiency through technological innovation, in order to achieve our emission reduction targets.

本集團在生產運營過程中產生的溫室氣體，主要源自兩大方面：一是汽油、丙烷及柴油等能源消耗所產生的直接排放(範疇1)，二是外購電力使用過程中產生的間接排放(範疇2)。針對這些排放源，本集團已實施一系列減排策略。鑒於外購電力是溫室氣體排放的主要來源，本集團特別重視通過減少電力消耗來降低排放。為此，我們採取了包括建立和完善節能管理體系、引進先進的節能設備、以及通過技術創新提高能效等多種措施，以實現減排目標。

Goal Achievement and Goal for the Year 2025

目標達成情況及2025年度目標

Goal achieved for the year 2024 2024年度目標達成情況	Target: 3% reduction in GHG emission intensity indicator 目標：溫室氣體排放密度指標下降3%	Achieved 已達成
Goal for the year 2025 2025年度目標	3% reduction in GHG emission intensity indicator 溫室氣體排放密度指標下降3%	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emission control (Continued)

1.3 Reduction of Wastewater Discharge

The Group's production processes and technological procedures do not require significant water consumption and therefore do not generate industrial wastewater. The use of recycled water system in the paint spraying waste gas treatment plant further reduces the consumption of water resources. Currently, the Group's wastewater discharge is mainly from daily office activities. To enhance the efficiency of water resources utilization, the Group has actively implemented water conservation measures:

- **Raising awareness of employees of water conservation:** Putting up water conservation signs in washrooms, pantries, canteens and dormitories to constantly remind employees of water conservation
- **Upgrading water conservation facilities:** Replacing traditional faucets with automatic sensor switch faucets to effectively avoid wastage of water resources and reduce sewage generation.

The Group will continue to pay attention to the management of water resources and proactively seek better water conservation solutions to contribute to environmental protection.

1.4 Reduction of Solid Wastes

The Group has always adhered to a stringent environmental protection management philosophy and is committed to minimizing the generation of solid waste:

- **Enhancing oil management:** Through a comprehensive management system and operational regulations, the Group effectively prevents leakage of various types of oil and reduces the generation of related waste at source.
- **Launching lean production:** For paints that are used in smaller quantities, small packages are adopted to effectively reduce the amount of hazardous waste, such as waste paint residue and discarded paint buckets.
- **Optimizing production processes:** Actively improving production processes, such as adopting centrifugal casting technology, to completely eliminate the emission of asbestos waste and reduce the impact on the environment.

環境、社會及管治治理(續)

A 環境保護(續)

1、排放控制(續)

1.3 減少廢水排放

本集團的生產工藝和技術流程無需大量用水，因此不產生工業廢水。噴漆廢氣處理裝置採用循環水系統，進一步減少了水資源消耗。目前，集團廢水排放主要來源於日常辦公活動。為提升水資源利用效率，本集團積極推行節水措施：

- **加強員工節水意識：**在洗手間、茶水間、食堂及員工宿舍等用水區域張貼醒目節水標識，時刻提醒員工節約用水。
- **升級節水設施：**將傳統水龍頭更換為感應式自動開關水龍頭，有效避免水資源浪費，減少污水產生。

本集團將持續關注水資源管理，積極尋求更優的節水方案，為環境保護貢獻力量。

1.4 減少固體廢棄物

本集團始終秉持嚴格的環保管理理念，致力於減少固體廢棄物的產生：

- **加強油品管理：**通過完善的管理制度和操作規範，有效防止各類油品洩漏，從源頭上減少相關廢棄物的產生。
- **推行精益生產：**針對使用量較少的油漆，採用小包裝規格，有效減少廢油漆渣和廢棄油漆桶等有害廢棄物的數量。
- **優化生產工藝：**積極改進生產工藝，例如採用離心鑄造技術，徹底杜絕石棉廢物的排放，降低對環境的影響。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emission control (Continued)

1.4 Reduction of Solid Wastes (Continued)

During the year, a total of 280.17 tonnes of non-hazardous waste was generated at the operating sites covered by this report, the types and distribution of which are shown in the table below. Currently, the major hazardous waste identified includes: waste paint sludge, waste paint drums and waste mineral oil, with a cumulative total of 30.38 tonnes generated throughout the year.

環境、社會及管治治理(續)

A 環境保護(續)

1、排放控制(續)

1.4 減少固體廢棄物(續)

本年度，本報告涵蓋的運營地點共產生280.17噸無害廢棄物，其種類及分佈如下表所示。目前，已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，全年累計產生30.38噸。

Type of Waste	廢棄物種類	Total volume (tonnes)		Emission intensity per US\$10,000 of operating revenue	
		全年總量(噸)		每萬美元營收排放密度	
		In 2024 二零二四年	In 2023 二零二三年	In 2024 二零二四年	In 2023 二零二三年
Hazardous wastes	有害廢棄物	30.38	19.41	0.0032	0.0016
Non-hazardous wastes	無害廢棄物				
Scrap steel	廢鋼材	204.45	328.51	0.0212	0.0268
Scrap paper cartons	廢紙殼包裝	7.06	4.81	0.0007	0.0008
Scrap wooden boxes	廢木包裝箱	20.27	17.10	0.0021	0.0024
Domestic wastes	生活垃圾	47.89	49.32	0.0049	0.0050

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

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emission control (Continued)

1.4 Reduction of Solid Wastes (Continued)

At the same time, in view of the principle of consistency, the unit of measurement of greenhouse gas emission intensity in the ESG report is adjusted to the internationally recognized “tonnes per US\$10,000 of operating revenue” since the financial year 2024 to better align with the current status of the Company’s business adjustments and reflect the effectiveness of the green transformation. We have also specially supplemented the disclosure of the trend data of the change in emission intensity from the financial year 2020 to 2024 (please refer to the table below for details).

環境、社會及管治治理(續)

A 環境保護(續)

1、排放控制(續)

1.4 減少固體廢棄物(續)

同時，鑒於一致性原則，自二零二四財年起，將ESG報告中的廢棄物排放密度計量單位調整為國際通行的「噸／萬美元營收」，以便更貼合本公司業務調整現狀及反映綠色轉型成效，並特別補充披露二零二零財年至二零二四財年期間的排放強度變化趨勢數據(詳見下表)。

2020-2024 waste emission intensity (unit: tonnes per US\$10,000 of operating revenue)
二零二零年至二零二四年廢棄物排放密度(單位：噸／萬美元營收)

Year	年度	2020 二零二零年	2021 二零二一年	2022 二零二二年	2023 二零二三年	2024 二零二四年
Hazardous wastes	有害廢棄物	0.0043	0.0052	0.0032	0.0016	0.0032
Non-hazardous wastes	無害廢棄物					
Scrap steel	廢鋼材	0.0217	0.0308	0.0048	0.0268	0.0212
Scrap paper cartons	廢紙殼包裝	0.0015	0.0015	0.0006	0.0008	0.0007
Scrap wooden boxes	廢木包裝箱	0.0019	0.0029	0.0011	0.0024	0.0021
Domestic wastes	生活垃圾	0.0167	0.0147	0.0047	0.0050	0.0049

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emission control (Continued)

1.4 Reduction of Solid Wastes (Continued)

To minimize the generation of waste, the Group has actively adopted the following measures:

- **Waste paint residue recycling:** recycling of waste paint residue through water curtain system, in 2024, a total of 2.90 tonnes of waste paint residue were recycled.
- **Dust recycling:** Recycling of dust by vacuum cleaners and cutting purifiers, reducing dust emissions by 0.26 tonnes in 2024.
- **Waste gas and dust particles treatment:** cyclone dust collector and cloth bag dust collector were adopted to effectively reduce the emission of waste gas and dust particles, and the total amount of waste was reduced by 11.12 tonnes in 2024.

The Group will continue to focus on the quantification, resourcefulness and harmless treatment of solid waste and actively explore more environmentally friendly production methods, contributing to the building of a green and sustainable future.

環境、社會及管治治理(續)

A 環境保護(續)

1、排放控制(續)

1.4 減少固體廢棄物(續)

為減少廢棄物產生，本集團積極採取以下措施：

- **廢油漆渣回收：**通過水幕系統回收廢油漆渣，二零二四年共回收廢油漆渣2.90噸。
- **粉塵回收：**利用真空吸塵器和切割淨化器回收粉塵，二零二四年共減少粉塵排放量0.26噸。
- **廢氣及粉塵顆粒處理：**採用旋風除塵和布袋除塵技術，有效減少廢氣及粉塵顆粒排放，二零二四共減少廢物總量11.12噸。

本集團將持續關注固體廢棄物的減量化、資源化和無害化處理，積極探索更環保的生產方式，為構建綠色可持續的未來貢獻力量。

Goal Achievement and Goal for the Year 2025

目標達成情況及2025年度目標

Goal achieved for the year 2024	Goal: Decreasing trend in waste emission intensity	Achieved
2024年度目標達成情況	目標：廢棄物排放密度下降趨勢	已達成
Goal for the year 2025	Decreasing trend in waste emission intensity	
2025年度目標	廢棄物排放密度下降趨勢	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emission control (Continued)

1.4 Reduction of Solid Wastes (Continued)

Hazardous waste management and optimization plan

The Group has established a systematic hazardous waste management system to achieve standardized management through the following measures:

- **Strategic plan:** formulating annual hazardous waste management plan and specifying quantitative emission reduction targets for each department;
- **Process control:** Establishing a regular assessment mechanism, implementing dynamic monitoring and taking timely optimization measures;
- **Classification management:** Strictly enforcing waste classification standards and setting up standardized warning signs in storage areas;
- **Professional Disposal:** Selecting qualified contractors to ensure compliant, safe and professional disposal of waste.

The purpose of this management system is to continuously reduce the amount of waste generated, improve the efficiency of resource utilization, and ensure environmental safety.

環境、社會及管治治理(續)

A 環境保護(續)

1、排放控制(續)

1.4 減少固體廢棄物(續)

有害廢棄物管理優化方案

本集團建立了系統化的有害廢棄物管理體系，通過以下措施實現規範化管理：

- **戰略規劃：**制定年度有害廢棄物管理計劃，明確各部門量化減排目標；
- **過程控制：**建立定期評估機制，實施動態監控，及時採取優化措施；
- **分類管理：**嚴格執行廢棄物分類標準，在儲存區域設置標準化警示標識；
- **專業處置：**遴選合格承包商，確保廢棄物得到合規、安全的專業化處理。

本管理體系旨在持續降低廢棄物產生量，提升資源利用效率，確保環境安全。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG GOVERNANCE (Continued)

A Environmental Protection (Continued)

1. Emission control (Continued)

1.4 Reduction of Solid Wastes (Continued)

Reuse of waste materials

The Group actively promotes the strategy of waste reduction and resource utilization, and achieves recycling through the following measures:

- **Quality optimization:** Strengthening quality control throughout the entire process to reduce the waste of resources caused by quality problems;
- **Material Recycling:** Establishing a material recycling system to use steel from substandard products for non-production purposes, with an annual recycling volume of 34.5 tonnes;
- **Recycling production:** iron filings generated during the processing process were professionally recycled and re-invested into the casting production process, realizing closed-loop utilization of resources.

Through the implementation of the above measures, the Group has effectively enhanced the efficiency of resource utilization, reduced the consumption of raw materials, and put into practice the concept of sustainable development.

Waste recycling system

The Group has established a comprehensive waste recycling management system, focusing on the implementation of the following measures:

- **Classification management:** Strictly enforcing waste classification standards, and requiring employees to accurately classify and label recyclable waste;
- **Professional recycling:** establishing strategic cooperation with certified recycling organizations to ensure that waste is professionally recycled;
- **Recycling:** focusing on promoting the recycling of packaging materials to recycle discarded cardboard boxes and other paper packaging through professional organizations, with the total annual recycling volume reaching 5.85 tonnes.

The system has significantly increased the utilization rate of waste recycling and reduced the consumption of raw materials, demonstrating the Group's commitment to sustainable environmental development.

環境、社會及管治治理(續)

A 環境保護(續)

1. 排放控制(續)

1.4 減少固體廢棄物(續)

廢棄物資源化利用(Reuse)

本集團積極推進廢棄物減量化與資源化戰略，通過以下措施實現循環利用：

- **質量優化：**強化全過程質量控制，降低因品質問題導致的資源浪費；
- **材料回收：**建立材料回收體系，將不合格產品中的鋼材用於非生產用途，年度回收利用量達34.5噸；
- **循環生產：**對加工過程中產生的鐵屑進行專業化回收處理，重新投入鑄造生產流程，實現資源閉環利用。

通過實施以上措施，集團有效提升了資源利用效率，減少了原材料消耗，踐行了可持續發展理念。

廢棄物循環再生體系

本集團建立了完善的廢棄物循環再生管理系統，重點實施以下措施：

- **分類管理：**嚴格執行廢棄物分類標準，要求員工對可再生廢棄物進行準確分類並規範標識；
- **專業回收：**與認證回收機構建立戰略合作，確保廢棄物得到專業化回收處理；
- **資源再生：**重點推進包裝材料循環利用，通過專業機構對廢棄紙箱等紙質包裝物進行再生處理，年度再生總量達5.85噸。

該體系顯著提升了廢棄物資源化利用率，減少了原材料消耗，體現了集團對環境可持續發展的承諾。

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, including:

Green Procurement Policy:

In order to realize the concept of sustainable development, the Group has formulated a green procurement policy that incorporates ESG principles into the procurement process: given priority to suppliers with environmental certification; electronic implemented procurement process to reduce paper consumption; given priority to the procurement of renewable and biodegradable materials, restricted the use of disposable plastics; procurement of chemicals required the conduct of an environmental and safety assessment, and replaced toxic or hazardous products with non-toxic or low-toxicity products; regularly launched ESG communication and training for suppliers to promote the green transformation of the supply chain. Through various measures, we ensure that our procurement activities comply with the requirements of environmental protection, social responsibility and corporate governance, and realize the balanced development of economic and environmental benefits.

Green Manufacturing Policy:

The Group has been committed to establishing an environmentally friendly production system and gradually implementing green manufacturing: adopting cleaner production processes and optimizing the energy structure; implementing energy conservation and emission reduction in the entire production process and establishing a mechanism for resource recycling; strictly enforcing environmental standards to ensure that pollutants are discharged in compliance with the standards; and implementing eco-design of products to extend the product lifecycle. Through technological innovation and management optimization, the Group has realized low-carbon, cleaner and more efficient manufacturing processes and promote sustainable development.

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：

制定高效使用資源相關政策，包括：

綠色採購政策：

為踐行可持續發展理念，本集團制定綠色採購政策，將ESG原則融入採購流程：優先選擇通過環保認證的供應商；推行電子化採購流程，減少紙張消耗；優先採購可再生、可降解材料，限制一次性塑料製品使用；化學品採購要求進行環保安評估，以無毒或低毒性產品取代有毒或有害產品；定期開展供應商ESG溝通與培訓，推動供應鏈綠色轉型。通過多項措施，確保採購活動符合環境保護、社會責任和公司治理要求，實現經濟效益與環境效益的平衡發展。

綠色製造政策：

本集團致力於建立環境友好型生產體系，逐步推行綠色製造：採用清潔生產工藝，優化能源結構；實施生產全流程節能減排，建立資源循環利用機制；嚴格執行環保標準，確保污染物達標排放；推行產品生態設計，延長產品生命週期。通過技術創新和管理優化，實現製造過程的低碳化、清潔化和高效化，推動企業可持續發展。

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, including: (Continued)

Green Manufacturing Policy: (Continued)

For example, the newly procured equipment shall meet the national energy consumption level, and purchase of high energy consumption equipment listed in the national phase-out catalogue is prohibited; further procurement/replacement of energy-saving and low energy-consuming digitally-controlled plasma cutting equipment to replace the old flame cutting machine has increased the working efficiency by 2-3 times and saved the amount of propane used; the replacement of fuel-fired forklift trucks with electric forklift trucks, etc.; the procurement of digitally-controlled multifunctional bus bar machining machine and digitally-controlled drilling machine to improve efficiency and reduce energy consumption; optimization of the chemical process to increase the utilization rate of steel materials and reduce the amount of waste steel materials; on the one hand, the Group has been committed to recycling the packaging cartons of waste products. to reduce the emission of wastes and at the same time save paper resources.

Green Office Policy:

The Group has implemented an all-round green office system, focusing on the implementation of the following measures: 1. paperless office: full implementation of double-sided printing system; prioritization of the use of electronic document management system; establishment of a digital approval process; 2. energy and water conservation management: full adoption of water-saving device in office facilities (high efficiency flushing toilets, sensorized faucets); implementation of energy-saving lighting solutions (LED light fixtures, light-control acoustic system); implementation of renewable energy applications such as solar energy; 3. greening of office equipment procurement standards: strict enforcement of national energy efficiency standards; prohibition of the procurement of eliminated types of energy-consuming equipment; prioritization of the use of energy-saving certified products. Green procurement standards for office equipment: Strictly enforcing national energy efficiency standards; prohibiting the procurement of obsolete energy-consuming equipment; prioritizing the use of energy-saving certified products. During the year, the Group replaced energy-consuming lighting fixtures with LED lighting fixtures, totaling 105 sets.

環境、社會及管治治理(續)

A 環境保護(續)

2、有效使用資源(續)

制定高效使用資源相關政策，包括：(續)

綠色製造政策：(續)

如新採購的設備要求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；進一步採購／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；燃油叉車更換為電動叉車等；採購數控多功能母排加工機床和數控鑽床提高效率減少能源消耗；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。

綠色辦公室政策：

本集團推行全方位的綠色辦公體系，重點實施以下措施：1.無紙化辦公：全面推行雙面打印製度；優先採用電子文檔管理系統；建立數字化審批流程。2.節能節水管理：辦公設施全面採用節水裝置(高效沖水馬桶、感應水龍頭)；實施節能照明方案(LED燈具、光控聲控系統)；推行太陽能等可再生能源應用；3.辦公設備採購標準綠色化：嚴格執行國家能效標準；禁止採購淘汰類高耗能設備；優先選用節能認證產品。本年度替換耗能燈具，部分普通燈具更換為LED燈具，更換數量共計105台套。

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, including: (Continued)

Green Office Policy: (Continued)

Through the above systematic measures, the Group's headquarters and its subsidiaries' offices have effectively reduced operational energy consumption and realized the Company's sustainable development philosophy.

環境、社會及管治治理(續)

A 環境保護(續)

2、有效使用資源(續)

制定高效使用資源相關政策，包括：(續)

綠色辦公室政策：(續)

通過以上系統性措施，本集團總部及下屬公司辦公室有效降低了運營能耗，踐行了公司可持續發展理念。

Resources	資源	Consumption		Consumption intensity per US\$10,000 of operating revenue	
		耗量		每萬美元營收的耗量密度	
		In 2024 二零二四年	In 2023 二零二三年	In 2024 二零二四年	In 2023 二零二三年
Fresh water (cubic metres)	新鮮供水(立方米)	8,932	14,391	0.9278	1.1757
Package material (tonnes)	包裝材料(噸)	37.92	149.34	0.0039	0.0122

The Group has adopted a number of effective measures to reduce the consumption of fresh water and packaging materials through its green manufacturing and green office policies. In 2024, the consumption density of fresh water and packaging materials decreased significantly as compared with 2023, by 21.09% and 68.03%, respectively.

本集團通過綠色製造和綠色辦公室政策，採取多項有效措施降低淡水和包裝材料消耗，二零二四年新鮮供水和包裝材料的耗用密度較二零二三年均較大幅度下降，下降比例為21.09%、68.03%。

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, including: (Continued)

Green Office Policy: (Continued)

Also, to maintain consistency, the unit of measurement of greenhouse gas emission intensity in the ESG report is adjusted to the internationally recognized "consumption intensity per US\$10,000 of operating revenue" since the financial year 2024 to better align with the current status of the Company's business adjustments and reflect the effectiveness of the green transformation. We have also specially supplemented the disclosure of the trend data of the change in consumption intensity from the financial year 2020 to 2024 (please refer to the table below for details).

環境、社會及管治治理(續)

A 環境保護(續)

2、有效使用資源(續)

制定高效使用資源相關政策，包括：(續)

綠色辦公室政策：(續)

此外，為保持一致性，自二零二四財年起，將ESG報告中的廢棄物排放密度計量單位調整為國際通行的「每萬美元營收的耗用密度」，以便更貼合本公司業務調整現狀及反映綠色轉型成效，並特別補充披露二零二零財年至二零二四財年期間的耗用密度變化趨勢數據(詳見下表)。

2020-2024 resource consumption intensity
(unit: consumption intensity per US\$10,000 of operating revenue)
二零二零年至二零二四年資源消耗密度(單位：每萬美元營收的耗用密度)

Year	年度	2020 二零二零年	2021 二零二一年	2022 二零二二年	2023 二零二三年	2024 二零二四年
Fresh water	新鮮供水	9.2967	5.2366	3.5229	1.1757	0.9278
Package material	包裝材料	0.0294	0.0337	0.0058	0.0122	0.0039

Goal Achievement and Goal for the Year 2025

目標達成情況及2025年度目標

Goal achieved for the year 2024	Goal: Decreasing trend in fresh water supply and intensity of packing material consumption	Achieved
2024年度目標達成情況	目標：新鮮供水和包裝材料耗用密度下降趨勢	已達成
Goal for the year 2025	3% decrease in fresh water supply and intensity of packing material consumption	
2025年度目標	新鮮供水和包裝材料耗用密度下降3%	

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 strategies, the Group has formulated an environmental training programme of employees 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 496 persons, with a total of 1,117 training hours, which is of 7% and 9% higher than 464 persons/1,020 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. Therefore, environmental performance has also become one of the evaluation standards. Through such methods, the Group aims at 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戰略的實踐，本集團制定員工環保培訓計劃，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496人次，合計1,117培訓小時，對比去年度的464人次／1,020培訓小時分別有7%和9%的上升。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

供應商是本集團的重要合作夥伴。本集團希望通過在供應鏈中的影響力，提升供應商的環保意識。因此，在選擇和審批供應商的過程中，環保績效也是評估標準之一。通過這種方式，本集團旨在增強供應商的環保意識，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

Suppliers are important partners with the Group. The Group intends to enhance the environmental awareness of its suppliers through its influence in the supply chain. As such, environmental performance has also become one of the evaluation criteria. Through such method, the Group aimed at enhancing suppliers' awareness of environmental protection and reducing carbon emissions to the environment.

In addition to the policies and measures implemented as mentioned above to reduce emissions and utilize resources in an efficient manner, all products in the operations of the Group are strictly certified by classification societies and/or quality certification authorities in order to meet the environmental requirements for offshore or onshore products. Meanwhile, the Group has put in place effective procedures to ensure that risks to the environment are minimized in the course of the operation.

During the Reporting Period, the Group did not identify any operating site with any violation of regulations relating to environment nor receive relevant complaints.

環境、社會及管治治理(續)

A 環境保護(續)

4、減少對環境和自然資源造成重大影響

根據本集團的業務性質，我們並未發現業務活動對環境和自然資源造成任何重大影響。本集團通過相關措施，致力於提升環境可持續性及減少對環境的影響。

除了上述實施的政策與措施以減少排放並有效利用資源外，本集團運營中的所有產品均通過了船級社和／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。同時，本集團制定了有效的程序，確保在運營過程中減少對環境造成的風險。

在報告期內，本集團未發現任何運營地點存在違反環境相關法規的情況，也未收到相關投訴。

Goal Achievement and Goal for the Year 2025

目標達成情況及2025年度目標

Goal achieved for the year 2024	Goal: No violations of environment-related legislation was involved or street-related complaints	Achieved
2024年度目標達成情況	目標：無涉及違反環境相關法例或街道相關投訴	已達成
Goal for the year 2025	No violations of environmental-related aspects and zero complaints	
2025年度目標	環境相關方面零違規，零投訴	

5. Climate Change

The Group is deeply aware of the impact brought by climate change, actively responds to the government's proposal of "carbon peak" and "carbon neutrality" goals. We continuously explore opportunities in the new energy industry, enhances capability of response to climate risks, 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

本集團深刻認識到氣候變化帶來的影響，並積極響應政府提出的「碳达峰」和「碳中和」目標。我們不斷探索新能源產業的機遇，提升氣候風險應對能力，為環保事業貢獻力量。在報告期內，據董事會所知，本集團未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

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. We have always paid attention to the growth of our employees and strived to create a good working environment to improve their job satisfaction.

The Group has always strived to maintain equal employment opportunities. All vacancies in the Group is publicly advertised through online or other appropriate channels. A fair selection process is conducted strictly based on the competence, skills, etc. of applicants. The Group has developed and followed the equal opportunity policy with regular reviews on implementation. We will not refuse any job applications for attributes such as race, skin colour, gender, language, religion and/or political views, etc., and the treatment of employees 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. Meanwhile, the Group strictly complies with legal requirements relating to 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.

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，秉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。我們始終關注員工成長，致力於為員工營造良好的工作氛圍，提升員工幸福感。

本集團始終堅持平等就業機會，所有職位空缺均通過線上或其他合適的渠道進行公開招聘。甄選過程嚴格按照應聘者的能力、技能等要求公平進行。集團已制定並遵循平等機會政策，並定期回顧執行情況。我們不會因種族、膚色、性別、語言、宗教、政治等因素拒絕任何應聘者的申請，員工的待遇也不會因上述因素受到影響。

在報告期內，本集團未發現任何違反反歧視或其他僱傭相關法規的個案或投訴。同時，集團嚴格遵守各運營所在地關於終止僱傭合約時的法律要求。

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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B SOCIAL RESPONSIBILITY (Continued)

Employment Policies and Practices (Continued)

1. Employment (Continued)

1.2 Composition of Employees

As of 31 December 2024, the four operation sites covered by this Report had 313 employees, all of whom were full-time employees. There were no part-time employees. Among which, 57.50% of them ranged in the age group of 31 to 45, representing a slight decrease of approximately 2.17% as compared with 2023.

By Gender 按性別劃分		Number of employees 員工人數	Percentage 佔比
Female	女性	49	15.65%
Male	男性	264	84.35%

By Age Group 按年齡組別劃分		Number of employees 員工人數	Percentage 佔比
18-30		46	14.70%
31-45		180	57.50%
46-60		85	27.16%
>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	53.35%
Shaanxi	陝西	84	26.84%
Henan	河南	62	19.81%

By Employment Type 按僱傭類型劃分		Number of employees 員工人數	Percentage 佔比
Full-time	全職	313	100%
Part-time	兼職	0	0%

B 社會責任(續)

僱傭政策及常規(續)

1、僱傭(續)

1.2 僱員組成

截至二零二四年十二月三十一日，本報告涵蓋的四個運營地點共僱傭了313名員工，均為全職員工，無兼職員工。其中，57.50%的員工年齡處於31至45歲之間，比二零二三年略低約2.17%。

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

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 2023, the total average employee turnover rate of the Group for the year increased from 0.43% to 0.47%, representing an increase of 9.3%.

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：與二零二三年相比，本年度本集團的總平均員工流失率從0.43%上升至0.47%，升幅為9.3%。

		2023 Average Monthly Employee Turnover Rate (%) 二零二三年 每月平均僱員 流失率(%)	2024 Average Monthly Employee Turnover Rate (%) 二零二四年 每月平均僱員 流失率(%)
Gender	性別		
Male	男性	0.29	0.53
Female	女性	1.20	0.21
Age group	員工年齡		
18-30	18-30	1.46	0.40
31-45	31-45	0.13	0.57
46-60	46-60	0.61	0.16
> 60	> 60	0	0
Overall average:	總平均：	0.43	0.47

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 subsidiaries have reached the minimum wage standards of the regions in which the Group is operating. In addition to assuring employees' stable income from the basic salary, the Group also provides bonuses in association with the employee's performance to encourage and retain 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 2024, with the core concept of "Culture Empowers Development", the Group deepened its development in corporate culture through multi-dimensional measures. On the basis of inheriting the cultural essence of "bloodline of China Merchants, gene of Shekou, spirit of Hailiao, and strength of third entrepreneurship", the Group has innovatively created an immersive culture cultivation system: relying on systematic professional training to consolidate the cultural foundation, launching culture-themed salons to promote the collision of ideas, organizing a historical achievement tour exhibition to manifest the accumulation within the century, and planning trekking and development activities to strengthen the spirit of teamwork. This series of cultural immersion projects not only vividly interpreted the cultural heritage of China Merchants Group and the characteristics of the spirit of Chinese merchants, but also fostered the value identity of employees in the unity of knowledge and practice, continued to strengthen the centripetal force and synergistic creativity of the organization, and incentivized all employees to continue working hard to build their dreams, and to work together to write a new chapter of high-quality development.

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

為吸引各職位人才，本集團的薪酬制度以職級和表現為基礎。集團及其附屬公司的工資水平均達到業務所在地的最低工資標準。除保障員工基本薪酬的穩定收入外，本集團還提供與員工績效掛鉤的獎勵，以激勵和保留優秀員工。

本集團為部分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），以增強員工的額外保障。此外，每位國內員工可享受優於法定病假的福利：法定病假期間工資需扣減30%，而本集團為員工提供一年共6天的帶薪病假，期間無需扣減工資。其他員工福利還包括：重大節假日福利、交通津貼、話費津貼和午餐補貼等。

二零二四年，本集團以「文化賦能發展」為核心理念，通過多維舉措深化企業文化建設。在傳承「招商血脈、蛇口基因、海遼精神、三創力量」文化精髓的基礎上，創新打造沉浸式文化培育體系：依託系統化專業培訓夯實文化根基，開展文化主題沙龍促進思想碰撞，組織歷史成就巡展彰顯百年積澱，策劃徒步拓展活動熔煉團隊精神。這一系列文化浸潤工程不僅生動詮釋了招商局集團的文化底蘊與華商精神特質，更在知行合一中培育員工的價值認同，持續強化組織向心力與協同創造力，激勵全體員工接續奮鬥、築夢遠航，共同譜寫高質量發展新篇章。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B SOCIAL RESPONSIBILITY (Continued)

Employment Policies and Practices (Continued)

2. Occupational Health and Safety

The Group attaches great importance to its employees. As an employer, we are committed to protecting the health and safety of all employees. To continuously minimize the impact of our operation on occupational health and safety, the Group is committed to not only complying with laws, regulations and industry norms as the bottom line, but also striving to achieve the safety targets of “zero occupational diseases” and “zero major injuries and fatalities”.

We have established a comprehensive safety management system covering risk assessment, accident prevention, emergency response and continuous improvement, and we enhance management efficiency through regular monitoring and data analysis. The Safety Committee regularly reviews and optimizes our policies, adhering to a “stop-work” policy that empowers employees to stop work at any time when their safety is threatened. We prevent occupational diseases through comprehensive safety policies, training and improvement measures, provide regular occupational health check-ups for employees in high-risk positions and cooperate with professional medical organizations to establish a mechanism for preventing occupational diseases. A comprehensive emergency response mechanism and regular drills ensure that employees can effectively respond to emergencies. We are actively building a safety culture, encouraging employees to participate in safety management, making suggestions for improvement, and continuously optimizing measures through performance evaluation and data analysis. Occupational health and safety is included in our annual ESG report, and we publicly disclose relevant data and progress.

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 their health. During the year, the Group has arranged for a total of 203 employees to undertake physical examination, from which no case of occupational disease was diagnosed.

B 社會責任(續)

僱傭政策及常規(續)

2. 職業健康和 safety

本集團高度重視員工，作為僱主，我們致力於保護所有員工的健康與安全。為了持續減少運營對職業健康和安全的影響，本集團承諾不僅以符合法律、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。

我們建立了完善的安全管理體系，涵蓋風險評估、事故預防、應急響應和持續改進，並通過定期監控和數據分析提升管理效率。安全委員會定期審查和優化政策，堅持「停止作業」方針，賦予員工在安全受威脅時隨時停止作業的權力。我們通過全面的安全政策、培訓和改進措施預防職業病，定期為高風險崗位員工提供職業健康檢查，並與專業醫療機構合作建立職業病預防機制。完善的應急響應機制和定期演練確保員工能有效應對緊急情況。我們積極打造安全文化，鼓勵員工參與安全管理，提出改進建議，並通過績效評估和數據分析持續優化措施。職業健康與安全納入年度ESG報告，公開披露相關數據和進展。

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。每年還為從事噴漆、拋丸等具有職業病危害工種的員工安排合格醫療機構進行免費體檢，以確認其健康狀況。本年度共安排203名員工進行體檢，未發現職業病確診案例。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B SOCIAL RESPONSIBILITY (Continued)

Employment Policies and Practices (Continued)

2. Occupational Health and Safety (Continued)

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, and the Group has also established a safety training and education system. At the beginning of the year, the Group developed an annual training plan, and conducted regular occupational health and safety training courses, the contents of which include general occupational health and safety education, correct usage of personal protective equipment, and safety precautions for various hazardous work, such as safety of dangerous chemicals, safe use of gas, safety of welding, safety of painting operation, sand blasting operation and lifting operation, fire safety and safety of operation at heights. The total number of the Group's employees trained in the year was 2,129, reaching a total of 3,091 training hours.

Moreover, the Group has paid attention to the mental well-being of employees, and has alleviated employees' working pressure through holding mental well-being courses and organizing group sharing activities, with a total of 13 cross-team exchange activities held in the year to promote the physical and mental health of employees and enhance team cohesion.

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, we have 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 2024 for ensuring appropriate controls in all high-risk positions. In addition, the Group has established a 6S inspection system for regular check of workplaces and inspection of fire and electrical equipment, and at the same time has formulated plans for regular maintenance of equipment.

As of 31 December 2024, 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 four years.

B 社會責任(續)

僱傭政策及常規(續)

2. 職業健康和安全(續)

另一方面，集團致力於提升員工安全意識，除通過佈告板和張貼安全標誌外，還建立了安全培訓與教育制度。年初制定年度培訓計劃，定期開展職業健康與安全培訓，內容包括一般職業健康安全教育、勞動防護用品正確使用方法及各類高危工作安全事項，如危險化學品安全、用氣安全、焊接安全、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。全年共開展2,129人次培訓，累計3,091培訓小時。

此外，集團重視員工心理健康，通過開設心理健康課程、組織團體交流活動等方式幫助員工緩解工作壓力。全年共舉辦13次團隊交流活動，促進員工身心健康，增強團隊凝聚力。

本集團部分附屬公司(如青島天時海洋石油裝備有限公司)已獲得OHSAS 18001安全管理體系認證和職業健康安全管理體系認證(ISO 45001:2018)。根據體系要求，我們詳細識別工作場所的危險源並進行風險評估。相關公司已於二零二四年對工廠內工作環境的職業危害因素進行檢測評估，確保所有高風險崗位均得到適當監控。此外，集團制定了6S檢查制度，定期檢查工作場所，並對設備進行消防與電氣檢測，同時制定計劃對設備進行定期保養。

截至二零二四年十二月三十一日，本集團未發現或收到任何嚴重違反職業健康與安全相關法規的報告，也未發生因工作關係導致的死亡事故或因工傷損失工作日數的情況。過去四年，本集團無員工涉及因工死亡事故。

Goal Achievement and Goal for the Year 2025

目標達成情況及2025年度目標

Goal achieved for the year 2024	Goal: Zero workplace fatality rate and no employees was involved in work-related fatalities	Achieved
2024年度目標達成情況	目標：工作場所死亡率為零，無員工涉及因工死亡事故	已達成
Goal for the year 2025	Zero workplace fatality rate for employees	
2025年度目標	工作場所員工死亡率為零	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B SOCIAL RESPONSIBILITY (Continued)

Employment Policies and Practices (Continued)

3. Career Development and Training

The Group has always adhered to the principle of “meritocracy”. Within the career development and training system, the Group regularly evaluates the performance and professional capabilities of the employees to provide them with fair and transparent promotion opportunities, and at the same time, focuses on exploring and cultivating high potential talents by formulating customized development plans by its in-house dedicated training team, and systematically upgrading employees’ competency by combining skills enhancement, practical projects and diversified courses (covering skills enhancement and management capability development), to ultimately realize two-way empowerment between employee growth and the Group’s development.

The Group has established strategic labour capital reserves through the “cedar program” and the “spring rain program” dual-track talent projects. In particular, the “cedar program” focuses on the development system of high potential talents and sets up a dual-channel cultivation path for managerial and technical talents. Focusing on four groups, namely, high potential talents, global key talents, local key talents and technical experts, the program combines 3-5 years of staged growth cycle through modularized courses, such as leadership sand table, professional certification and cross-border project practice. Over 100 core technical backbones have been cultivated to become the backbone of the Company’s business expansion; the “spring rain program” creates an endogenous knowledge transfer system, with the fissured cultivation model of “one backbone leading three reserve talents”. Through systematic training such as transmission of knowledge and skills and implantation of cultural value, the transmission rate of core technology standardization and the penetration rate of corporate culture have been increased year by year. The two programs provide long-term motivation for the Group’s sustainable development through the dual-wheel drive of talent echelon construction and accumulation of organizational experience.

B 社會責任(續)

僱傭政策及常規(續)

3. 職業發展與培訓

本集團始終貫徹「唯才是用」原則，在職業發展與培訓體系中，通過定期評估員工的工作表現和專業能力，為其提供公平透明的晉陞機會，同時注重挖掘並重點培養高潛力人才，由內部專職培訓團隊制定個性化發展計劃，結合技能強化、實踐項目及多元化課程(涵蓋技術提升與管理能力拓展)，系統化提升員工勝任力，最終實現員工成長與集團發展的雙向賦能。

本集團通過「杉樹計劃」與「春雨計劃」雙軌人才工程構建戰略性人力資本儲備。其中，「杉樹計劃」聚焦高潛力人才發展體系，設置管理型與技術型雙通道培養路徑，針對高潛人才、全球關鍵人才、本地關鍵人才及技術專家四類群體，通過領導力沙盤、專業認證、跨國項目實踐等模塊化課程，結合3-5年階梯式成長週期，已累計培養核心技術骨幹超100人，成為支撐公司業務擴張的中堅力量；「春雨計劃」則打造內生型知識傳承體系，以「1名骨幹帶動3名後備人才」的裂變式培養模式，通過知識技能傳承、文化價值觀植入訓練等系統培訓，實現核心技術標準化傳承率和企業文化滲透度逐年提升，兩大計劃通過人才梯隊建設與組織經驗沉澱的雙輪驅動，為集團可持續發展提供長效動能。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B SOCIAL RESPONSIBILITY (Continued)

Employment Policies and Practices (Continued)

3. Career Development and Training (Continued)

At the Qingdao, Zhengzhou and Xi'an sites covered in this Report in 2024, there were a total of 1,014 employees participating in the training and a total of 3,790 hours of training.

B 社會責任(續)

僱傭政策及常規(續)

3、職業發展與培訓(續)

在二零二四年本報告涉及的青島、鄭州及西安運營點，參訓員工累計達1,014人次，總培訓時長3,790小時。

Monthly Average Proportion of Trained Employees (%)

接受培訓的僱員的每月平均百分比(%)

		In 2024 二零二四年	In 2023 二零二三年	Change (%) 變化(%)
Gender	性別			
Male	男性	34.25	33.51	2.20
Female	女性	31.02	26.40	17.5
Employee Rank	僱員級別			
Senior management	高級管理層	61.59	61.53	0.09
Middle management	中級管理層	34.25	32.30	6.04
Junior employee	初級員工	33.81	35.59	-5.00
Overall average	總平均	33.75	32.40	4.17

Monthly Average Training Time of Each Employee

(hour)

每名僱員的每月平均培訓時數(小時)

		In 2024 二零二四年	In 2023 二零二三年	Change (%) 變化(%)
Gender	性別			
Male	男性	1.58	0.52	203.0
Female	女性	0.86	0.50	72.0
Employee Rank	僱員級別			
Senior management	高級管理層	1.65	1.61	2.5
Middle management	中級管理層	0.82	0.55	49.1
Junior employee	初級員工	0.95	0.55	72.7
Overall average	總平均	1.01	0.74	36.5

Goal Achievement and Goal for the Year 2025

目標達成情況及2025年度目標

Goal achieved for the year 2024	An average 1 to 2 hours vocational training for employees per month	Achieved
2024年度目標達成情況	員工職業培訓時間月均1至2小時	已達成
Goal for the year 2025	An average not less than 1 hour vocational training for employees per month	
2025年度目標	員工職業培訓時間月均不低於1小時	

B SOCIAL RESPONSIBILITY (Continued)

Employment Policies and Practices (Continued)

4. Prohibition of Child Labour and Forced Labour

The Group strictly complies with the Labour Law, the Law on the Protection of Minors, the Prohibition on the Use of Child Labour and the Employment Ordinance of Hong Kong, and has raised the compliance standard to a higher level: all candidates are required to go through the public security system/identity card to verify their age before joining the Company to ensure that their actual age is 18 years old or above, so as to eliminate the risk of child labour from the source. In the hiring process, employees are entitled to an independent review period of no less than three working days before signing a labour contract to ensure that they sign the contract voluntarily on the premise that they fully understand the rights and obligations of the contract.

To protect labour autonomy, the Group has implemented a threefold control mechanism:

- Compliance management of working hours: overtime work is strictly enforced under the Labor Law of the PRC and the Employment Ordinance of Hong Kong, and the Group does not encourage overtime work. All overtime work has to be confirmed in writing by employees and approved by department managers, and overtime work throughout the year is strictly controlled within the legal limit;
- Anti-forced labour system: Incorporating the relevant requirements of ILO's Forced Labour Convention into the Employee Handbook, monitoring abnormal working hour data through the digital time and attendance system, and cross-checking with wage payment records;
- Family-friendly policy: advocating the principle of integrating family and work, and implementing services such as localized office and telecommuting for some employees to effectively enhance employee satisfaction.

During the Reporting Period, the Group did not receive any complaints or legal violation relating to child labour and forced labour.

Goal Achievement and Goal for the Year 2025

目標達成情況及2025年度目標

Goal achieved for the year 2024	Goal: no complaints or violation relating to child labour and forced labour	Achieved
2024年度目標達成情況	目標：無有關童工及強制勞工的投訴或相關的違規事件	已達成
Goal for the year 2025	Zero complaints or violation relating to child labour and forced labour	
2025年度目標	童工及強制勞工投訴或違規事件數為零	

B 社會責任(續)

僱傭政策及常規(續)

4. 防止童工及強制勞工

本集團嚴格遵循中國《勞動法》《未成年人保護法》《禁止使用童工規定》及香港《僱傭條例》，並將合規標準提升至更高要求：所有應徵者入職前須通過公安系統／身份證件核驗年齡，確保實際年齡滿18週歲，從源頭杜絕童工風險。僱傭流程中，員工在簽署勞動合同前享有不少於3個工作日的獨立審閱期，以確保員工在充分理解合同權利與義務的前提下自願簽約。

為保障勞動自主權，本集團實施三重管控機制：

- 工時合規管理：嚴格執行中國《勞動法》及香港《僱傭條例》加班規定，本集團不鼓勵超時工作。所有加班須經員工書面確認及部門經理審批，全年加班時長嚴格控制在法定上限以內；
- 反強迫勞動體系：將ILO《強迫勞動公約》相關要求納入《員工手冊》，通過數字化考勤系統監控異常工時數據，並與工資支付記錄交叉驗證；
- 家庭友好政策：提倡家庭與工作共融原則，推行部分員工屬地化辦公、遠程辦公等服務，有效提升員工滿意度。

報告期內，本集團未收到任何童工或強制勞動的投訴或相關違規事件。

B SOCIAL RESPONSIBILITY (Continued)

Employment Policies and Practices (Continued)

5. Supply Chain Management

5.1 Supplier Selection and Management

The Group's supply chain management follows the QHSE system, incorporates suppliers' corporate social responsibility performance into the assessment system, and requires the signing and fulfillment of supplier codes of conduct containing environmental protection and anti-bribery clauses. Through a multi-channel communication mechanism, the Group promotes social responsibility standards to our suppliers, and works together to achieve a win-win situation in terms of responsibility goals and business values.

The Company's core products include ocean/land drilling platform equipment, covering wind power installation equipment and hydrogen energy equipment, and involving complex processes and precision parts assembly as well as a stringent certification system for supplier qualifications. The Company has established a stable supply chain based on standardized processes, realized full-cycle control through a systematic supplier management system, and ensured competitive fairness and process transparency in the procurement process by focusing on quality compliance, environmental performance, service response and cost advantage as the core evaluation dimensions, and continued to deepen strategic cooperation with material, electronic component and equipment service providers.

5.2 Distribution of suppliers

The Group conducts regular multi-dimensional assessments by professional supplier quality assurance (SQA) personnel and annual audit of designated suppliers to ensure that their operations meet the Group's standards. As of 31 December 2024, there were 677 qualified suppliers supplying materials to the Group, mainly in China, U.S.A., Singapore, Canada and Italy.

As the 1,600-ton wind power installation vessel completes delivery in 2023, the relevant supporting suppliers have successively stepped away from the cooperation, and the number of suppliers of the Company in 2024 saw a significant decrease. Such change is mainly due to the adjustment of the supply chain after the end of project cycle, and also reflects the active strategy of streamlining cooperating parties, optimizing procurement costs and such measures by the Company to address industry demands.

B 社會責任(續)

僱傭政策及常規(續)

5. 供應鏈管理

5.1 供應商挑選及管理

本集團供應鏈管理遵循QHSE體系，將供應商企業社會責任表現納入評估體系，要求簽署並履行含環境保護、反賄賂等條款的供應商行為規範。通過多渠道溝通機制向供應商宣貫社會責任標準，協同實現責任目標與商業價值共贏。

公司核心產品涵蓋海洋／陸地鑽井平台裝備、風電安裝設備及氫能裝備製造，涵蓋複雜工藝流程，涉及精密零部件組裝，對供應商資質實施嚴苛認證體系。基於標準化流程構建穩定供應鏈，通過系統性供應商管理制度實現全週期管控，以質量合規、環保績效、服務響應及成本優勢為核心評估維度，確保採購環節的競爭公平性與流程透明度，持續深化與材料、電子元件及設備服務供應商的戰略合作。

5.2 供應商分佈

本集團由專業供應商管理人員(SQA)定期開展多維度評估，並對指定供應商實施年度審核以確保其運營符合集團標準。截至二零二四年十二月三十一日，共有677家合格供應商向集團提供物料，主要分佈於中國、美國、新加坡、加拿大及意大利等國家。

隨著1600噸風電安裝船項目於二零二三年完成交付，相關配套供應商逐步退出合作，二零二四年公司供應商數量出現顯著縮減。這一變化主要源於項目週期結束後的供應鏈調整，同時也反映出公司通過精簡合作方、優化採購成本等舉措應對行業需求的主動策略。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B SOCIAL RESPONSIBILITY (Continued)

Employment Policies and Practices (Continued)

5. Supply Chain Management (Continued)

5.3 Evaluation of Social Responsibility/Environmental Performance Aspects

On the basis of regular assessment, the Group prioritizes the selection of local suppliers (representing 98.81%) that meet the same criteria in order to reduce logistics and transportation distance to lower greenhouse gas emissions, and initiates overseas procurement only when there are no suitable local suppliers. For the year 2024, 49.33% of the suppliers passed the special assessment on social responsibility and environmental performance.

5.4 Supplier Evaluation Results

During the Year, 87 new suppliers passed the access evaluation, some of which were required to complete on-site audit to meet the Group's and customers' standards. Existing suppliers were subject to annual dynamic evaluation, with more stringent on-site assessment for suppliers with significant business impact. In 2024, 27 new suppliers and 312 existing suppliers passed the on-site assessment.

6. Product Liability

The Group strictly complies with the ISO 9001 quality management system and implements a whole life cycle risk control mechanism, and has established closed-loop risk identification and monitoring procedures for product design, production and manufacturing, installation and commissioning, and operation and maintenance. All products are subject to a full process of quality inspection covering research and development, design, production and manufacturing, installation and commissioning, and testing and validation to ensure compliance with international standards, industry norms and requirements on customers' technical parameters, and have passed the mandatory safety certification and compliance verification by third-party authoritative organizations (e.g. classification societies). During the Reporting Period, the Group did not have any cases violating relevant regulations of product liability, nor did it have any product recalls due to safety or health issues.

B 社會責任(續)

僱傭政策及常規(續)

5. 供應鏈管理(續)

5.3 社會責任／環保績效評估

在常規評估基礎上，集團優先選擇符合同等條件的本地供應商(佔比98.81%)以減少物流運輸距離，以降低溫室氣體排放，僅在無適用本地供應商時啟動海外採購。二零二四年度，49.33%的供應商通過社會責任及環保績效專項評估。

5.4 供應商評估成果

本年度新增87家供應商均通過准入評估，其中部分需完成現場評審以滿足集團與客戶標準。現有供應商實施年度動態評估，對業務影響重大的供應商加嚴現場評審。二零二四年共計27家新供應商及312家現有供應商通過現場評審。

6. 產品責任

本集團嚴格遵循ISO 9001質量管理體系，貫徹全生命週期風險管控機制，針對產品設計、生產製造、安裝調試及運營維護等環節建立閉環式風險識別與監控程序。所有產品均執行覆蓋研發設計、生產製造、安裝調試及試驗驗證的全流程質量檢測，確保符合國際標準、行業規範及客戶技術參數要求，並通過第三方權威機構(如船級社)的強制性安全認證與合規驗證。報告期內，本集團未發生任何違反產品責任相關法規的個案，亦無因安全或健康問題導致的產品召回事件。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B SOCIAL RESPONSIBILITY (Continued)

Employment Policies and Practices (Continued)

6. Product Liability (Continued)

On the basis of product quality assurance, the Group simultaneously strengthens the security and privacy protection of customer data: 1) Signing confidentiality agreements with all employees, strictly prohibiting the disclosure of product and customer data to unauthorized parties; 2) Implementing confidential storage and transmission of electronic data related to customers and product specifications, drawings, etc.; 3) Clearly promoting the policy on the protection of personal information in the induction training of new employees, and requiring the signing of employment contracts and employee handbooks containing confidentiality clauses. Violators are subject to immediate dismissal and legal recourse; 4) Deploying firewalls, anti-virus software and anti-spam solutions for information system to continuously resist cyber threats; During the Reporting Period, there was no violation of personal information protection laws and regulations.

In addition, the Group attaches great importance to the protection of intellectual property rights and holds a cumulative total of 43 technology patents. The Group continues to promote technological innovation of its core products and strengthen its market competitiveness by combining patent applications. The patents granted during the year include:

B 社會責任(續)

僱傭政策及常規(續)

6. 產品責任(續)

在產品質量保障基礎上，本集團同步強化客戶數據安全與隱私保護：1)與全體員工簽署保密協議，嚴禁向非授權方洩露產品及客戶數據；2)對涉及客戶及產品規格、圖紙等電子數據實施加密存儲與傳輸；3)新員工入職培訓中明確宣導個人信息保護政策，並要求簽署包含保密條款的僱傭合約及員工手冊，違規者將面臨即時解僱及法律追責；4)信息系統部署防火牆、防病毒軟件及反垃圾郵件解決方案，持續抵禦網絡威脅。報告期內未發生任何違反個人信息保護法規的事件。

此外，本集團高度重視知識產權保護，累計持有43項技術專利，並持續推動核心產品技術創新，結合專利申請強化市場競爭力。本年度獲批專利包括：

Name of product/technology patent 產品／技術專利名稱	Registration authority 註冊機構
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 configuration method and communication method of a chain master-slave serial communication device 一種鏈式主從串口通訊裝置的配置方法及通訊方法	State Intellectual Property Office 國家知識產權局
A marine integrated management system 一種船舶綜合管理系統	State Intellectual Property Office 國家知識產權局
A marine power station management system 一種船舶电站管理系統	State Intellectual Property Office 國家知識產權局
A modular bi-directional DC-DC conversion device and apparatus 一種模塊化雙向DC-DC變換裝置及儀器	State Intellectual Property Office 國家知識產權局
A kind of wind power platform elevation system pile leg chord tube deviation automatic adjustment device 一種風電平台升降系統樁腿絃管偏差自動調節裝置	State Intellectual Property Office 國家知識產權局
An AC voltage stabilization system with reactive power compensation 一種具有無功補償的交流穩壓系統	State Intellectual Property Office 國家知識產權局

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

B SOCIAL RESPONSIBILITY (Continued)

Employment Policies and 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	Awarded units 獲獎單位	Issuing Authority 頒發機構	Date of award 得獎日期
Qualification for "National High-tech Enterprise"	TSC HHCT Control and Drive Technology Co., Ltd.	Shaanxi Province Department of Industry and Information Technology	December 2024
榮獲「國家級高新技術企業」資質	海爾海斯(西安)控制技術有限公司	陝西省工業和信息化廳	二零二四年十二月
Qualification for "Specialized and New" Small and Medium-Sized Enterprise	Qingdao TSC Offshore Equipment Co., Ltd.	Qingdao Municipal Economic Management Bureau	August 2024
榮獲「專精特新中小企業」資質	青島天時海洋石油裝備有限公司	青島市民營經濟管理局	二零二四年八月

Customer rights and feedback mechanism

The Group has always put the interests of customers in the first place and has established a systematic complaint response mechanism: 1) the marketing and sales department is responsible for receiving customer feedback and confirming the details of the problems; 2) the quality management department takes the lead in interdepartmental analysis of the root causes and formulation of corrective measures; 3) solutions and implementation progress are tracked by specialists and feedback is provided to customers in a closed loop. On this basis, the Group regularly reviews complaint cases to optimize the service process and ensure that quality improvement is dynamically matched with customer needs. No customer complaints were received during the Reporting Period, confirming the effectiveness of the quality management system.

B 社會責任(續)

僱傭政策及常規(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，下屬公司憑借優異的表現榮獲以下榮譽：

客戶權益與反饋機制

本集團始終將客戶權益置於首位，建立系統化投訴響應機制：1)市場銷售部負責接收客戶反饋並確認問題細節；2)質量管理部牽頭跨部門分析根本原因並制定糾正措施；3)解決方案及執行進度通過專人跟蹤並閉環反饋至客戶。在此基礎上，集團定期復盤投訴案例以優化服務流程，確保質量改進與客戶需求動態匹配。報告期內未收到任何客戶投訴個案，印證質量管理體系的有效性。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B SOCIAL RESPONSIBILITY (Continued)

Employment Policies and Practices (Continued)

6. Product Liability (Continued)

Customer rights and feedback mechanism (Continued)

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

B 社會責任(續)

僱傭政策及常規(續)

6. 產品責任(續)

客戶權益與反饋機制(續)

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

B SOCIAL RESPONSIBILITY (Continued)

Employment Policies and Practices (Continued)

6. Product Liability (Continued)

Customer rights and feedback mechanism (Continued)

To fully fulfill its responsibilities, the Group has established a multi-dimensional compliance management framework: 1) deepening supply chain collaboration and requiring suppliers of key components to synchronize the implementation of quality management system; 2) dynamically optimizing the design of product safety and redundancy based on customers' application scenarios; 3) establishing a database of product quality to drive continuous iteration of production processes; 4) launching internal quality audit and external certification reviews on a regular basis to embed ESG risk control into the whole chain of quality management to effectively safeguard product performance, safety and reliability, and at the same time responded to the regulatory requirements of the Hong Kong Stock Exchange for sustainable value creation of listed companies and the protection of customers' rights and interests.

7. Anti-corruption

Business ethics and anti-corruption

The Group has always maintained a high standard of business ethics and is firmly opposed to any form of corrupt behavior. We strictly comply with the Criminal Law of the People's Republic of China, the Prevention of Bribery Ordinance of Hong Kong, China, the Competition Ordinance of Hong Kong, China and other relevant anti-corruption covenants. We understand that business ethics and anti-corruption are not only important components of corporate governance, but also one of the core issues of ESG. Therefore, we are committed to practicing these principles in all aspects.

In terms of institutional development, the Group has formulated a series of stringent internal policies and system, including the Code of Business Conduct and the Employee Handbook, which are required to be complied with by all directors, management personnel, employees and agents of the Group's companies, etc. The system specifies the code of conduct that employees should follow in their business activities, and prevents the occurrence of anti-corruption behaviors at source. Meanwhile, we have also established a compliance reporting system to encourage employees to actively report irregularities and to ensure the clean operation of the Company.

B 社會責任(續)

僱傭政策及常規(續)

6. 產品責任(續)

客戶權益與反饋機制(續)

為全面履行責任，本集團構建多維度合規管理架構：1)深化供應鏈協同，要求關鍵零部件供應商同步執行質量管理體系；2)基於客戶應用場景動態優化產品安全冗餘設計；3)建立產品質量數據庫，驅動生產工藝持續迭代；4)定期開展內部質量審計與外部認證覆核，將ESG風險管控嵌入質量管理全鏈條，有效保障產品性能與安全可靠，同時響應香港聯交所對上市公司可持續價值創造及客戶權益保護的監管要求。

7. 反腐敗

商業道德及反貪污

本集團一直秉持高度的商業道德標準，堅決反對任何形式的貪腐行為。我們嚴格遵守《中華人民共和國刑法》、中國香港地區《防止賄賂條例》、中國香港地區《競爭條例》等相關反腐敗共約。我們深知，商業道德和反腐敗不僅是公司治理的重要組成部分，更是ESG的核心議題之一。因此，我們致力於在各個方面踐行這些原則。

在制度建設方面，本集團制定了一系列嚴格的內部政策制度，包括本集團公司所有董事、管理人員、員工和代理需遵守的《商業行為準則》以及《員工手冊》等，這些制度明確了員工在商業活動中應遵循的行為準則，從源頭上預防腐敗行為的發生。同時，我們還設立了合規舉報制度，鼓勵員工積極舉報違規行為，確保公司的廉潔經營。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B SOCIAL RESPONSIBILITY (Continued)

Employment Policies and Practices (Continued)

7. Anti-corruption (Continued)

Business ethics oversight and risk management

To effectively manage and control the risk of corruption, we have established the position of chief compliance officer and set up a dedicated compliance team to oversee the implementation of various compliance policies. We regularly conduct internal audits and risk assessment to ensure that our financial and business activities comply with the requirements of laws and regulations. We are determined to investigate and deal with any irregularities found.

Integrity management of suppliers

To create a clean business environment and favourable business partnership, we strictly require suppliers to sign the Code of Conduct for Suppliers and the Anti-Bribery and Anti-Corruption Commitment, specifying the contents of the anti-corruption code of conduct and strengthening the management of suppliers' anti-corruption efforts in the procurement process. We have established long-term and stable cooperative relationship with our suppliers to jointly maintain a favorable business ethics environment.

Integrity culture building

To deepen the culture of integrity within the Company, we also put emphasis on enhancing the awareness of business ethics among our employees. The Group's procurement employees are required to strictly comply with the Code of Conduct for Self-discipline in Procurement Chain of Personnel (Revised). We conduct anti-corruption training on a regular basis to ensure that our employees are able to identify and prevent corrupt behaviour. Through training, employees not only enhance their awareness of compliance, but also demonstrate proper behavior at work.

Report management and whistleblower protection

CM Energy strictly complies with the relevant regulations on whistleblower management and whistleblower protection to ensure the transparency and integrity of the Company's operation. We have set up a dedicated reporting channel to encourage our employees, suppliers, customers and all stakeholders to actively report any violation of national laws and regulations or policies of the Company.

B 社會責任(續)

僱傭政策及常規(續)

7. 反腐敗(續)

商業道德監管和風險管理

為了有效管理和控制貪污腐敗風險，我們設立了首席合規官，成立了專門的合規小組，負責監督各項合規政策的落實情況。我們定期開展內部審計與風險評估，確保公司的財務和業務活動符合法律法規的要求。對於發現的違規行為，我們堅決予以查處，絕不姑息。

供應商廉潔管理

為營造廉潔的商業環境及良好的商業合作關係，我們嚴格要求供應商簽署《供應商行為準則》和《反賄賂反腐敗承諾》，明確反貪腐的行為準則內容，強化採購環節對供應商反腐敗的管理。我們與供應商建立了長期穩定的合作關係，共同維護良好的商業道德環境。

廉潔文化建設

為了深化公司內部的廉潔文化，我們還注重提升員工的商業道德意識，本集團採購員工須嚴格遵守《採購人員鏈接自律行為規範(修訂版)》。我們定期開展反腐敗培訓，確保員工能夠識別和預防腐敗行為。通過培訓，員工不僅增強了合規意識，還能夠在工作中展現出正確的行為。

舉報管理及舉報人保護

華商能源嚴格遵守關於舉報管理及舉報人保護的相關規定，確保公司運營的透明度和誠信。我們設立了專門的舉報渠道，鼓勵員工、供應商、客戶及所有持份者積極舉報任何違反國家法律法規或公司政策的行為。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B SOCIAL RESPONSIBILITY (Continued)

Employment Policies and Practices (Continued)

7. Anti-corruption (Continued)

Reporting channels



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B 社會責任(續)

僱傭政策及常規(續)

7. 反腐敗(續)

舉報渠道

To ensure that the interests of whistleblowers are adequately protected, we have adopted strict confidentiality measures, including but not limited to keeping the identity of the whistleblower, the content of the report and the handling process confidential, so as to prevent the whistleblower from being subject to any form of retaliation.

We have formulated a detailed report handling process to ensure that all reports are investigated and handled in a timely and fair manner. Meanwhile, we encourage whistleblowers to provide as much evidence and information as possible so that we can assess and handle the reports more accurately.

We will investigate all reports in a fair and impartial manner and take corrective measures in accordance with the investigation results. We are firmly against any form of false accusation and framing, and we will pursue the relevant responsibilities for malicious or false reports in accordance with the law.

We strongly believe that through effective whistleblower management and whistleblower protection measures, we can further enhance the Company's compliance and ESG performance to create greater value for all stakeholders.

In the future, we will continue to strengthen our business ethics and anti-corruption efforts to continually enhance our corporate governance. We believe that through our efforts, we can create greater value for the Company, shareholders, customers and society. At the same time, we look forward to working with partners from all walks of life to promote the development of business ethics and anti-corruption.

為確保舉報人的權益得到充分保護，我們採取了嚴格的保密措施，包括但不限於對舉報人的身份、舉報內容及處理過程進行保密，防止舉報人受到任何形式的打擊報復。

我們制定了詳細的舉報處理流程，確保所有舉報都能得到及時、公正的調查和處理。同時，我們鼓勵舉報人提供盡可能多的證據和信息，以便我們能夠更準確地評估和處理舉報事項。

對於所有舉報，我們都將秉持公正、公平的原則進行調查，並根據調查結果採取相應的糾正措施。我們堅決反對任何形式的誣告陷害，對於惡意舉報或虛假舉報，我們將依法追究相關責任。

我們堅信，通過有效的舉報管理及舉報人保護措施，能夠進一步增強公司的合規性和ESG表現，為所有持份者創造更大的價值。

未來，我們將繼續加強商業道德和反貪腐工作，不斷提升公司的治理水平。我們相信，通過我們的努力，能夠為公司、股東、客戶和社會創造更大的價值。同時，我們也期待與各界合作夥伴共同攜手，共同推動商業道德和反貪腐事業的發展。

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B SOCIAL RESPONSIBILITY (Continued)

Employment Policies and Practices (Continued)

7. Anti-corruption (Continued)

Relevant data of anti-corruption of the Group for the year 2024:

Indicators	指標	2024 二零二四年
Number of anti-corruption cases filed against the Company or employees	對公司或員工提起的反貪污訴訟案件數量	0
Effective report handling rate (%)	有效舉報處理率(%)	100%
Anti-corruption training for employees	員工反貪污培訓	1
Coverage rate of anti-corruption trainings for employees (%)	員工反貪污培訓覆蓋率(%)	80%
Number of anti-corruption trainings for the Board (times)	董事會反貪污培訓次數(次)	1
Number of anti-corruption trainings for the Board (persons)	董事會反貪污培訓人數(人)	9
Coverage rate of anti-corruption trainings for the Board (%)	董事會反貪污培訓覆蓋率(%)	100%
Number of audit conducted (times)	開展審計次數(次)	2

Goal Achievement and Goal for the Year 2025

目標達成情況及二零二五年度目標

Goal achieved for the year 2024	Goal: the Group maintained zero incidents of fraud, bribery or corruption.	Achieved
二零二四年度目標達成情況	目標：本集團維持零欺詐、賄賂或貪污事件。	已達成
Goal for the year 2025	Zero incidents of fraud, bribery or corruption	
二零二五年度目標	欺詐、賄賂或貪污事件數為零	

B 社會責任(續)

僱傭政策及常規(續)

7、反腐敗(續)

本集團二零二四年度反貪污相關數據：

8. Community Contribution and Engagement

The Group has always placed importance to its corporate social responsibility and actively fulfilled its community building obligations by participating in public welfare activities, supporting the underprivileged and promoting environmental protection practice.

We maintain communication with local community organizations to understand their needs and do our best to provide assistance, such as organizing employee volunteers to carry out basic public welfare activities such as caring for the elderly and helping students. Meanwhile, the Group encourages its employees to voluntarily participate in environmental protection initiatives, advocating the green office concept of conserving resources and minimizing waste, as well as paying attention to the impact of the environment in our business operations and contributing to the sustainable development of the community. In the future, the Group will continue to explore more effective modes of social participation, balancing corporate resources with community needs, and gradually deepening its social responsibility practice.

8、社區貢獻與參與

本集團始終重視企業社會責任，積極履行社區共建義務，通過參與公益活動、支持弱勢群體及推動環保實踐等方式回饋社會。

我們與本地社區組織保持溝通，了解實際需求並盡力提供協助，例如組織員工志願者開展關愛長者、助學幫扶等基礎性公益行動。同時，集團鼓勵員工自發參與環保倡議，倡導節約資源、減少浪費的綠色辦公理念，並在業務運營中關注環境影響，為社區可持續發展貢獻力量。未來將持續探索更有效的社會參與模式，平衡企業資源與社區需求，逐步深化社會責任實踐。

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This Environment, Social and Governance Report is prepared in accordance with the Environment, Social and Governance Reporting Guide set out in Appendix 27 of the Listing Rules.

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。

General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Sections (page no.) 部分(頁數)
A. Environmental A.環境		
Aspect A1:Emissions 層面A1：排放物		
General Disclosure 一般披露	<p>"Information on:</p> <p>(a) the policies; and</p> <p>(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."</p> <p>廢氣及溫室氣體排放、向水及土地排污、產生有害及無害廢棄物的</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律法規的情況。</p>	A. Environmental Protection, p.110 A.環境保護，p.110
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	A1 Emission control, p.111-122 A1排放控制，p.111-122
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity. 直接(範疇1)及能源間接(範疇2)溫室氣體排放量及(如適用)密度。	A1.2 Emission control, p.115 A1.2排放控制，p.115
A1.3	Total hazardous waste produced and, where appropriate, intensity. 所產生有害廢棄物總量及(如適用)密度。	A1.4 Reduction of Solid Wastes, p.118 A1.4減少固體廢棄物，p.118
A1.4	Total non-hazardous waste produced and, where appropriate, intensity. 所產生無害廢棄物總量及(如適用)密度。	A1 Emission control, p.111-122 A1排放控制，p.111-122
A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述設定的排放目標及為實現這些目標而採取的步驟。	A1 Emission control, p.111-122 A1排放控制，p.111-122
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. 描述如何處理有害及無害廢棄物，並描述設定的減廢目標及為實現這些目標而採取的步驟。	A1 Emission control, p.111-122 A1排放控制，p.111-122

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Sections (page no.) 部分(頁數)
Aspect A2: Use of Resources 層面A2：資源利用		
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、水和其他原材料的政策。	A2 Effective Use of Resources, p.122-126 A2有效使用資源，p.122-126
A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	A2 Effective Use of Resources, p.122-126 A2有效使用資源，p.122-126
A2.2	Water consumption in total and intensity. 總耗水量及密度。	A2 Effective Use of Resources, p.122-126 A2有效使用資源，p.122-126
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述能源使用效益目標及為實現這些目標而採取的步驟。	A2 Effective Use of Resources, p.122-126 A2有效使用資源，p.122-126
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、設定的用水效益的目標及為實現這些目標而採取的步驟。	A2 Effective Use of Resources, p.122-126 A2有效使用資源，p.122-126
A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及(如適用)每生產單位佔量。	A2 Effective Use of Resources, p.122-126 A2有效使用資源，p.122-126
Aspect A3: The Environment and Natural Resources 層面A3：環境和天然資源		
General Disclosure 一般披露	Policies on minimising 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。	A3 Education on Environment, p.126 A3環境教育，p.126
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以及管理有關影響而採取的行動。	A4 Minimising of Significant Impacts to Environment and Natural Resources, p.127 A4減少對環境和自然資源造成重大影響，p.127

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Sections (page no.) 部分(頁數)
Aspect A4: Climate Change 層面A4：氣候變化		
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. 識別和緩解當前影響(及可能影響)發行人的重大氣候相關問題之政策。	A5 Climate Change, p.127 A5氣候變化，p.127
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. 描述當前影響(及可能影響)發行人的重大氣候相關問題，以及為管理這些問題而採取的行動。	A5 Climate Change, p.127 A5氣候變化，p.127
B. Social B.社會		
Aspect B1: Employment 層面B1：僱傭		
General Disclosure 一般披露	“Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.” 資料內容：有關補償及解僱、招聘及晉陞、工時、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法規的情況。	B1 Employment, p.128 B1僱傭，p.128
B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類別、年齡組別及地區劃分的總勞動力。	B1.2 Composition of Employees, p.129 B1.2僱員組成，p.129
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。	B1.2 Composition of Employees, p.130 B1.2僱員組成，p.130

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Sections (page no.) 部分(頁數)
Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure 一般披露	<p>"Information on:</p> <p>(a) the policies; and</p> <p>(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."</p> <p>資料內容：有關提供安全工作環境及保障僱員免受職業危害的</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律法規的情況。</p>	<p>B2 Occupational Health and Safety, p.132</p> <p>B2職業健康與安全，p.132</p>
B2.1	<p>Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.</p> <p>在過去三年(包括本報告年)每年因工死亡人數及比率。</p>	<p>B2 Occupational Health and Safety, p.133</p> <p>B2職業健康與安全，p.133</p>
B2.2	<p>Lost days due to work injury.</p> <p>因工傷損失工作日數。</p>	<p>B2 Occupational Health and Safety, p.133</p> <p>B2職業健康與安全，p.133</p>
B2.3	<p>Description of occupational health and safety measures adopted, and how they are implemented and monitored.</p> <p>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。</p>	<p>B2 Occupational Health and Safety, p.133</p> <p>B2職業健康與安全，p.133</p>
Aspect B3: Development and Training 層面B3：發展與培訓		
General Disclosure 一般披露	<p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.</p> <p>提升僱員履行職責所需知識和技能的政策。描述培訓活動。</p>	<p>B3 Career Development and Training, p.134</p> <p>B3職業發展與培訓，p.134</p>
B3.1	<p>The percentage of employees trained by gender and employee category.</p> <p>按性別及僱員類別劃分的受訓僱員百分比。</p>	<p>B3 Career Development and Training, p.135</p> <p>B3職業發展與培訓，p.135</p>
B3.2	<p>The average training hours completed per employee by gender and employee category.</p> <p>按性別及僱員類別劃分，僱員人均接受培訓時數。</p>	<p>B3 Career Development and Training, p.135</p> <p>B3職業發展與培訓，p.135</p>

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Aspect B4: Labour Standards 層面B4：勞工準則		
General Disclosure 一般披露	<p>"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." 資料內容：有關防止童工或強迫勞動的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及法規的情況。</p>	<p>B4 Prohibition of Child Labour and Forced Labour, p.136 B4防止童工及強制勞工，p.136</p>
B4.1	<p>Description of measures to review employment practices to avoid child and forced labour. 描述檢討僱傭常規的措施，以避免童工及強迫勞動。</p>	<p>B4 Prohibition of Child Labour and Forced Labour, p.136 B4防止童工及強制勞工，p.136</p>
B4.2	<p>Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時會採取的步驟以杜絕有關情況。</p>	<p>B4 Prohibition of Child Labour and Forced Labour, p.136 B4防止童工及強制勞工，p.136</p>
Operational Practices 營運常規		
Aspect B5: Supply Chain Management 層面B5：供應鏈管理		
General Disclosure 一般披露	<p>Policies on managing environmental and social risks of the supply chain. 有關管理供應鏈環境及社會風險的政策。</p>	<p>B5 Supply Chain Management, p.137-138 B5供應鏈管理，p.137-138</p>
B5.1	<p>Number of suppliers by geographical region. 按地區劃分的供應商數目。</p>	<p>B5 Supply Chain Management, p.137-138 B5供應鏈管理，p.137-138</p>
B5.2	<p>Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關委聘供應商的慣例、向其執行有關慣例的供應商數目、以及此等慣例的實施情況及監控方法。</p>	<p>B5 Supply Chain Management, p.137-138 B5供應鏈管理，p.137-138</p>

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General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Sections (page no.) 部分(頁數)
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述用於識別供應鏈中環境和社會風險的慣例，以及此等慣例的實施情況及監控方法。	B5 Supply Chain Management, p.137-138 B5供應鏈管理，p.137-138
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在選擇供應商時用以鼓勵有利環境產品及服務的慣例，以及此等慣例的實施情況及監控方法。	B5 Supply Chain Management, p.137-138 B5供應鏈管理，p.137-138
Aspect B6: Product Liability 層面B6：產品責任		
General Disclosure 一般披露	“Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.” 資料內容：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法規的情況。	B6 Product Liability, p.138-142 B6產品責任，p.138-142
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 因安全和健康理由而被召回的已出售或已付運產品佔總數百分比。	B6 Product Liability, p.138-142 B6產品責任，p.138-142
B6.2	Number of products and service related complaints received and how they are dealt with. 接到的產品及服務相關投訴宗數及處理方法。	B6 Product Liability, p.138-142 B6產品責任，p.138-142
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述有關維護及保障知識產權的常規。	B6 Product Liability, p.138-142 B6產品責任，p.138-142
B6.4	Description of quality assurance process and recall procedures. 描述質量保證流程及產品回收程序。	B6 Product Liability, p.138-142 B6產品責任，p.138-142
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。	B6 Product Liability, p.138-142 B6產品責任，p.138-142

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Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	<p>"Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering."</p> <p>資料內容：有關防止賄賂、勒索、欺詐及洗黑錢的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的情況。</p>	B7 Anti-corruption , p.142-145 B7反腐敗 , p.142-145
B7.1	<p>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.</p> <p>於報告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。</p>	B7 Anti-corruption , p.142-145 B7反腐敗 , p.142-145
B7.2	<p>Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored.</p> <p>描述防範措施及檢舉程序，以及執行和監察方法。</p>	B7 Anti-corruption , p.142-145 B7反腐敗 , p.142-145
B7.3	<p>Description of anti-corruption training provided to directors and staff.</p> <p>描述向董事和員工提供的反貪污培訓。</p>	B7 Anti-corruption , p.142-145 B7反腐敗 , p.142-145
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	<p>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.</p> <p>有關通過社區參與以了解發行人業務所在社區的需要及確保其業務活動會考慮社區利益的政策。</p>	B8 Community Contribution and Engagement, p.145 B8社區貢獻與參與 , p.145
B8.1	<p>Focus areas of contribution.</p> <p>重點貢獻領域。</p>	B8 Community Contribution and Engagement, p.145 B8社區貢獻與參與 , p.145
B8.2	<p>Resources contributed to the focus area.</p> <p>在重點貢獻領域所投放的資源。</p>	B8 Community Contribution and Engagement, p.145 B8社區貢獻與參與 , p.145