



股票代碼：1921.HK

2025 環境、社會及管治報告

達力普控股有限公司



目 錄

關於本報告	1
關於本集團	3
2025年度獎項及榮譽	6
可持續發展管治	7
ESG管理	7
聯合國可持續發展目標回應	10
風險與機遇識別	13
持份者參與	16
重要性分析	21
合規管理	24
反貪污	27
環境層面	31
企業文化	31
排放物	32
環境及天然資源	43
社會層面	68
僱傭	68
薪酬及福利	73
員工溝通及關懷	76
健康及安全	80
發展及培訓	87
供應鏈管理	92
產品責任	95
知識產權	103
智慧製造	105
社區投資	108
附錄1主要資料指標	112
附錄2香港聯合交易所有限公司上市規定附錄C2《環境、社會及管治報告守則》索引	119
附錄3氣候相關披露索引	127

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

About this Report

Dalipal Holdings Limited (the “Company”, “we”, “us” or “our”) and its subsidiaries (collectively referred to as “the Group”) are pleased to publish their seventh Environmental, Social and Governance (“ESG”) report (the “Report”), which provides an overview of the material ESG issues affecting the Group’s operations and related management measures. This report aims to enhance stakeholders’ understanding of the Group’s sustainability goals and strategies, and to disclose ESG key performance indicators and future development directions, so as to further promote the coordinated development of business, environment and social responsibility.

Reporting Period and Scope

This report presents the Group’s ESG measures and performance for the period from 1 January 2025 to 31 December 2025 (the “Reporting Period”).

The reporting scope in this report is consistent with the 2024 Annual Report, and in view of the contribution to the Group’s revenue, it covers all subsidiaries of the Group in Hong Kong and Hebei Province, the People’s Republic of China (the “PRC”), whose core business is mainly engaged in the research and development, production, technical services and sales of high-end oil and gas pipes, new energy pipes and special seamless steel pipes, etc.

The Group will continue to assess the impact of its business on key ESG aspects and update this report.

Reporting Guidelines

In order to provide stakeholders with a clearer understanding of the progress and direction of the Group’s operations and sustainable development, this report is prepared in accordance with the mandatory disclosure requirements of the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) and its “Comply or Explain” provisions as set out in Appendix C2 to the Rules Governing the Listing of Securities on the Main Board of Securities (the “Listing Rules”) of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). In addition to meeting the compliance requirements, the Group has also identified a number of material key performance indicators to provide additional supplemental disclosures, which are detailed in the text of the report and summarised in Appendix 1 Key Performance Index. For ease of reading, readers may refer to the Index to Appendix C2 of the Listing Requirements of The Stock Exchange of Hong Kong Limited in Appendix 2: Index to Appendix C2 “Environmental, Social and Governance Reporting Guide” for an in-depth reading of this report.

關於本報告

達力普控股有限公司(以下簡稱「公司」或「我們」)及其附屬公司(統稱「本集團」)欣然發佈第七份環境、社會及管治(「ESG」)報告(「本報告」)，概述影響本集團營運的重大ESG議題及相關管理措施。本報告旨在提升持份者對本集團可持續發展目標與策略的理解，並披露ESG關鍵績效指標及未來發展方向，以進一步推動業務與環境、社會責任的協調發展。

報告期間及範圍

本報告呈現本集團於2025年1月1日至2025年12月31日止期間(「報告期間」)的ESG措施及表現。

本報告中的匯報範圍與二〇二四年度報告一致，鑒於對本集團收入之貢獻，涵蓋本集團於香港及中華人民共和國(「中國」)河北省的所有附屬公司，其核心業務主要為從事高端能源用管及特殊無縫鋼管等產品的研發、生產、技術服務及銷售。

本集團將持續評估其業務對主要ESG層面的影響，並載入本報告。

報告準則

為了讓各持份者更清晰地了解本集團在營運及可持續發展的進程及方向，本報告依據香港聯合交易所有限公司(「聯交所」)證券主板上市規則(「上市規則」)附錄C2所載之《環境、社會及管治報告守則》(「環境、社會及管治報告守則」)強制披露規定及其「不遵守就解釋」等條文的披露責任要求作為編寫內容的基礎。除了符合合規要求之外，本集團同樣辨識出若干重要的關鍵績效指標，以提供額外的補充披露，詳列在報告內文並歸納於附錄1的主要資料指標章節中。為了方便閱讀，讀者可參考附錄2中的香港聯合交易所有限公司上市規定附錄C2《環境、社會及管治報告守則》索引，以深入閱讀本報告。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

In compiling the process, the Group adhered to the following four reporting principles: 在編製過程中，本集團遵循以下四個匯報原則：



Materiality
重要性

The principles require that the issues covered in the Report should reflect significant economic, environmental and social impacts of the Group, or be in a scope that affects the stakeholders' evaluation and decision-making.

Definition 定義 原則要求報告所涵蓋的議題應反映集團對經濟、環境及社會的重大影響，或影響持份者評估及決定的範疇。

The Group uses various communication channels to understand stakeholders' expectations of the Company in terms of sustainable development, so as to identify key issues of importance to the Group. During the year, the Group conducted a stakeholder survey to rearrange the materiality of key issues.

Measures 措施 透過多元溝通管道與問卷調查，動態識別並重新排列對集團至關重要的關鍵議題。



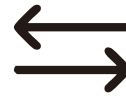
Quantitative
量化

The principles require that the Report should disclose KPIs in a measurable manner.

原則要求報告應以可以計量的方式披露關鍵績效指標。

The data in this report is disclosed and calculated in accordance with the requirements of the ESG Guide, Appendix 2: Reporting Guidance on Environmental KPIs, and Appendix 3: Reporting Guidance on Social KPIs to disclose the Group's environmental and social KPIs in a quantifiable manner wherever possible.

遵從環境、社會及管治報告守則、附錄二「環境關鍵績效指標匯報指引」及附錄三「社會關鍵績效指標匯報指引」的要求披露及計算，以資料化方式客觀呈現各項管治績效。



Balance
平衡

The principles require that the Report should reflect the sustainability performance of the Group as a whole in an unbiased manner.

原則要求報告應不偏不倚地反映本集團整體的可持續發展表現。

The Group impartially presents environmental, social and governance issues that significantly impact the Group's business, including the achievements, impacts, challenges, etc., and formulates a response plan.

不偏不倚地揭露業務對環境及社會的影響，包含具體成果、面臨挑戰及對應的改進計劃。



Consistency
一致性

The Principles require that the Group should confirm that the methodologies for preparing the ESG reports are consistent with those used in previous years, and state any revised reporting methodology or key performance indicators, or indicate other relevant factors that may affect meaningful comparisons.

原則要求編製環境、社會及管治報告的方法與過往年度所用者一致，或陳述經修訂的匯報方法或關鍵績效指標，又或說明會影響有意義對比的其他相關因素。

The scope of the Report is consistent with the Report presented in the previous year, and the use of consistent statistical methods allows for meaningful future comparisons of ESG data. If the methodology used and the scope of the report are changed, we will explain it in the notes for stakeholders' reference.

維持與往年一致的報告範圍與統計方法，確保可持續發展資料具備長期參考與對比價值。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Access to the Report

This report has been prepared in both English and Chinese and uploaded to the Stock Exchange and the Company's website (<http://www.dalipal.com>). If there is any conflict or inconsistency between the Chinese and English versions, the Chinese version shall prevail.

Feedback

The Group attaches great importance to the valuable feedback of stakeholders. If you have any questions or comments about this report or our environmental and social policies and performance, please feel free to share your comments and suggestions with us at ir@dalipal.com.

About the Group

Company Profile

Dalipal Holdings Limited is an international company primarily engaged in investments in high-end intelligent manufacturing and green manufacturing. The Company was listed on the Main Board of the Hong Kong Stock Exchange in 2019. Founded in 1998 in Cangzhou, Hebei Province, the Group has gradually developed into a high-end manufacturing enterprise integrating materials research and development, production, rolling, pipe-end thickening, heat treatment and threading processing.

Leveraging its strong technological capabilities, the Group has been recognised as a National High-tech Enterprise, a National Green Factory, a National Industrial Carbon Peaking "Front-runner" Enterprise, and an Innovation-driven Leading Enterprise in Hebei Province. The Group has also obtained recognition for multiple provincial-level R&D and technological innovation centres, demonstrating its industry-leading position in energy conservation, emissions reduction and technological innovation.

報告獲取

本報告以中、英文編寫，並已上載至聯交所及本公司網站(<http://www.dalipal.com>)。如中、英文兩個版本有任何抵觸或不相符之處，應以中文版本為準。

意見回饋

持份者的寶貴意見對我們十分重要，如閣下對本報告或本集團的環境及社會政策及表現存在任何疑問或意見，歡迎電郵至ir@dalipal.com與我們分享您的意見及建議。

關於本集團

公司簡介

達力普控股有限公司是一家以投資高端智造、綠色製造為主的國際化公司，於2019年在香港聯交所主機板上市。1998年始建於河北滄州，逐步發展成為一個擁有材料研發、生產、軋製、管端加厚、熱處理和螺紋加工的高端製造企業。

憑藉卓越的技術實力，集團獲評為國家高新技術企業、國家級綠色工廠、國家工業碳達峰「領跑者」企業、河北省創新引領型領軍企業等，並擁有多項省級研發與技術創新中心認定，充分展現了在節能減排與科技創新領域的行業領先地位。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

In terms of operational strengths, the Group has established an intelligent production system centred on the circular economy. It operates smart production lines for billet manufacturing using scrap metal as the primary raw material, petroleum pipe rolling, pipe-end thickening, heat treatment, and specialised petroleum pipe processing, as well as an intelligent turnover warehouse for petroleum pipes. This enables full-process information connectivity from raw materials to end products and real-time online monitoring of product quality throughout the manufacturing process.

The Company is principally engaged in the research and development, production, technical services and sales of high-end energy pipes and specialised seamless pipes. Its products feature a diverse structure and wide range of applications, supporting energy exploration, extraction and transportation in sectors such as petroleum, natural gas and shale gas, as well as the manufacturing of new energy equipment.

在經營優勢上，本集團建立了以循環經濟為核心的智慧生產體系，擁有以廢舊金屬為主要原料的管坯生產、石油管軋製、管端加厚、熱處理、石油天然氣用管加工等智慧生產線和石油管智慧周轉庫，實現了從原材料到終端產品的製造全過程資訊的互聯互通和產品質量線上的全過程監控。

本公司主要從事高端能源用管及特殊無縫鋼管的研發、生產、技術服務和銷售。其產品結構多樣，應用廣泛，為石油、天然氣和頁岩氣等領域的能源勘探、開採和運輸以及新能源設備的製造提供支援。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Corporate Culture

The meaning of Dalipal

“達力普” is the Chinese interpretation of “Dalipal”, and “Dalipal” is derived from the recombination of the English words “Darling” (intimate) and “Pal” (partner), which translates as “intimate partner”.

企業文化

達力普的含義

「達力普」是「Dalipal」的中文演繹，而「Dalipal」源自英文單詞「Darling」（親密的）和「Pal」（夥伴）的重新組合，譯為「親密的夥伴」。

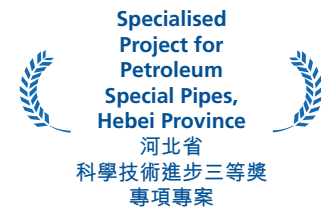
Serve the society	While pursuing growth, the Company actively fulfills its social responsibilities, ensuring that its achievements benefit society.
達 濟社會	公司發展的同時，自覺踐行社會責任，讓發展的成果為社會造福。
Serve customers diligently	It is fully committed to creating value for customers, earning their trust through competitive products and strong, efficient services.
力 勤客戶	全力為客戶創造價值，以有競爭力的產品、有實力的高效服務，贏得客戶信賴。
Benefit employees	The Company's development brings widespread benefits to employees, shareholders, and partners alike.
普 惠夥伴	公司發展讓員工、股東、合作夥伴等普遍受益。
Corporate Mission	Strive for Excellence, Build a Century-Old Enterprise
企業使命	創一流，做百年
Corporate Philosophy	Promote a Culture of Excellence, Pursue Innovation, Stay Market-Oriented, and Drive Sustainable Development
企業總綱	譜文化曲 走創新路 吃市場飯 幹發展事
Corporate Purpose	Creating Value, Creating Opportunities, Innovative Development, Creating Harmony
企業宗旨	創造價值 創造機會 創新發展 創造和諧
Corporate Spirit	Unyielding Determination, Self-Improvement, Pursuit of Excellence, Meticulous Attention to Detail
企業精神	自強不息 超越自我 一絲不苟 精益求精
Corporate Ethics	Integrity, Honesty, and Transparency
企業道德	誠信正直 光明磊落
Core Values	Respect, Integrity, Teamwork, Innovation
核心價值觀	尊重誠信 團隊創新

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

2025 Awards & Honors

2025年度獎項及榮譽



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Sustainability Governance

ESG Management

The Group is committed to deeply integrating the concept of sustainable development into its corporate strategy and daily operations, and to establishing a comprehensive ESG development framework. In response to national policies, international standards and the compliance requirements of the Stock Exchange, we closely align ESG management with our business operations. By benchmarking against industry best practices and conducting in-depth analysis of potential challenges, the Group continuously optimises its ESG indicator system and management approach.

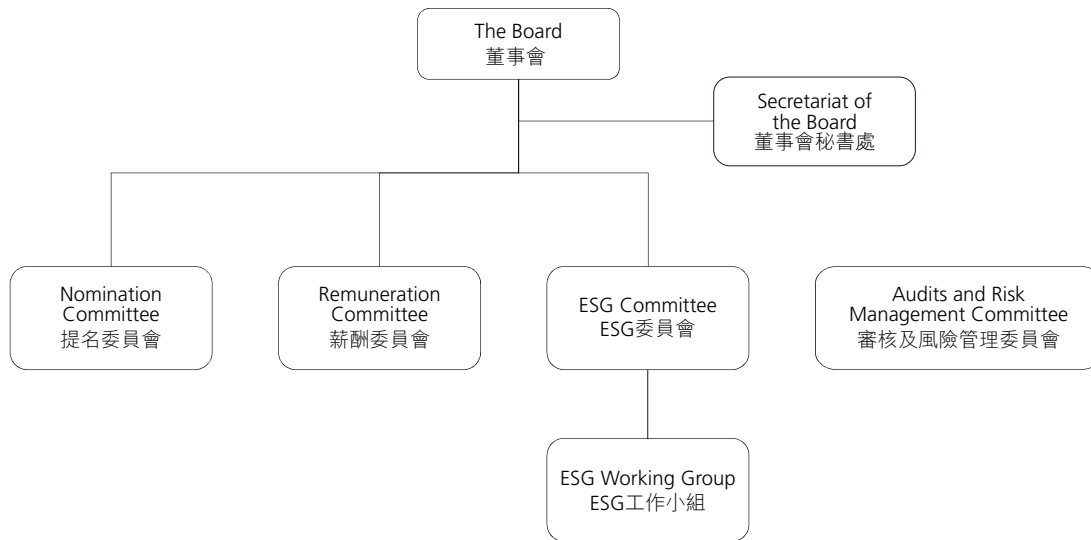
In terms of governance structure, the Group strictly complies with the Listing Rules of the Stock Exchange and relevant laws and regulations, and has established a governance system with clearly defined roles and responsibilities. Since 2022, the Group has implemented a management structure that combines “centralised oversight with tiered management,” establishing a top-down management mechanism led by the Board of Directors. This structure ensures the effective implementation of ESG strategies across all business operations and safeguards the Group’s stable and compliant operations.

可持續發展管治

ESG管理

本集團致力於將可持續發展理念深度融入企業戰略與日常營運，構建全方位的ESG發展路徑。為積極回應國家政策、國際準則及聯交所合規要求，我們緊貼業務實際，透過深入對標行業最佳實踐並精準分析潛在挑戰，持續優化ESG指標體系與管理模式。

在管治架構方面，本集團嚴格遵循聯交所《上市規則》及相關法律法規，建立了權責清晰的管治體系。自2022年起，我們推行「集中管控與分級管理」相結合的架構，確立以董事會為領導核心的自上而下管理機制，確保ESG戰略有效落實於各業務節點，保障集團穩健合規運作。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Board Diversity

董事會成員多元化



Percentage of executive directors (%)
執行董事佔比

55.6%

Percentage of non-executive directors (%)
非執行董事佔比

11.1%

Percentage of independent non-executive directors (%)
獨立非執行董事佔比

33.3%

Percentage of
male directors (%) 88.9%
男性董事佔比

Percentage of
female directors (%) 11.1%
女性董事佔比

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告



The Board
董事會

- Lead in identifying, evaluating, and defining the ESG-related risks and opportunities of the Group;
- 帶領識別、評估及釐定本集團的ESG相關風險和機遇；
- Review and approve ESG management policies, strategies, priorities, and goals; and
- 審議、批准ESG管理方針、策略、優次和目標；及
- Convene regular meetings to oversee and discuss ESG-related matters, ensuring the establishment of appropriate and effective ESG risk management, internal controls, and improvement systems, to formulate effective risk response plans and practice the concept of sustainable development.
- 不定期召開會議監督、討論ESG相關事宜，並確保設有適當及行之有效的ESG風險管理、內部監控及改善制度，以制定行之有效的風險應對計劃，實踐可持續發展理念。



ESG
Committee
ESG委員會

- Schedule regular meetings to maintain the effectiveness of ESG management practices within the Group;
- 定期安排會議，以保持本集團的ESG管理常規的有效性；
- Report to the Board after meetings to elevate and ensure high standards of ESG management within the Group;
- 於會議後向董事會匯報，以提高和確保本集團的ESG管理能達到高標準制定；
- Review the Group's objectives, strategies, risks, opportunities, measures, policies, management guidelines, and routines related to ESG, and provide recommendations to the Board;
- 制定及檢討本集團有關ESG的目標、策略、風險、機遇、措施、政策、管理方針及常規，並向董事會提出建議；
- Supervise the Group's progress towards ESG-related objectives and monitor the Group's performance and make recommendations to the Board regarding the necessary actions to enhance the performance;
- 監督本集團就ESG相關目標的實現情況及監察本集團的表現，並就提升相關表現所需採取的行動向董事會提出建議；
- Review, evaluate, and verify the accuracy and significance of disclosures and disclosure processes within corporate governance reports and ESG reports based on reporting principles;
- 根據報告原則審閱、評估和核實企業管治報告及ESG報告內的披露、披露過程的準確性和重要性；
- Ensure the Group has appropriate and effective ESG risk management and internal control systems, supervise and review ESG trends and related response plans; and
- 確保本集團有適當和有效的ESG風險管理和內部監控系統，監督及檢討ESG趨勢及相關應對方案；及
- Review and monitor the training and ongoing professional development of the group's directors and senior management (including training and ongoing professional development related to ESG and corporate governance).
- 檢討及監察本集團董事及高級管理人員培訓及持續專業發展（包括與ESG及企業管治相關的培訓及持續專業發展）。



ESG
Working
Group
ESG工作小組

- Formulate ESG-related policies and action plans;
- 組織擬定ESG相關政策及行動計劃；
- Manage ESG-related risks and opportunities within the Company;
- 管理公司ESG相關風險及機遇；
- Drive the implementation of ESG-related initiatives; and
- 推進ESG相關事宜落地執行；及
- Collect, organize, and compile the ESG report of the Company.
- 收集、整理和編製公司ESG報告。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

The Group has established a comprehensive “Environmental, Social and Governance (ESG) Management System” (《環境、社會責任及公司治理管理制度》), forming an ESG oversight framework centred on the Board. The Board provides overall leadership on the Group’s ESG strategic direction and lays a solid foundation for the effective implementation of ESG initiatives. To strengthen the alignment between management performance and sustainable development objectives, key ESG performance indicators have been incorporated into the annual performance evaluation of Directors and senior and middle management. These indicators cover areas such as energy consumption, greenhouse gas emissions, production safety, innovation and research and development, compliance management and anti-corruption. Among them, the ESG key performance indicators of the General Manager are included as weighted deduction items with a total score of 10 points. For middle management, relevant indicators are established based on their respective business responsibilities, either as evaluation items or key event assessments, with assigned weightings linked to remuneration. This mechanism ensures the effective implementation of key ESG objectives and initiatives.

During the Reporting Period, the Group continued to strengthen the supervisory effectiveness of the Board by implementing a semi-annual ESG Committee reporting mechanism. In addition, the Group disseminates “ESG Updates” on a quarterly basis to Directors, management at all levels, the ESG Working Group and relevant personnel, enabling timely tracking and sharing of sustainability trends, external requirements and the progress of internal action plans. This mechanism effectively supports the decision-making level in aligning with forward-looking international developments.

In addition, the Group places great importance on professional support and transparent disclosure. During the Reporting Period, we continued to engage Riskory Consultancy Limited as our annual professional advisor to provide sustainability advisory services and support the enhancement of the Group’s ESG governance performance.

Response on United Nations Sustainable Development Goals

The Group has deeply integrated the United Nations Sustainable Development Goals (“UNSDGs”) into its core strategic framework. Following a rigorous assessment, we identified five goals that are highly relevant to the Group’s business operations as key guiding priorities. The Group is committed to contributing substantively to ESG-related targets by continuously enhancing its daily operations and management performance, thereby ensuring that the Group’s development remains aligned with the global sustainable development agenda.

本集團建立健全的《環境、社會責任及公司管治管理制度》，確立了以董事會為核心的ESG監管體系。董事會全面統籌集團ESG戰略方向，為各項工作落實提供穩固基礎。為強化管理層與可持續發展目標的協同性，我們將關鍵ESG績效指標納入董事及中高層管理者的年度關鍵履職績效指標中，如能源消耗、溫室氣體排放、生產安全、創新研發、合規治理及反貪污等關鍵指標。其中總經理ESG關鍵績效指標作為加權扣減項，總分10分；中層管理者根據主責業務以評價項或關鍵事件考核的形式分別設置關聯指標，並賦予權重，與薪酬掛鉤，切實保障ESG關鍵目標和舉措的落實。

報告期間，我們持續強化董事會監督效能，落實半年一度的ESG委員會專項匯報制度，每季度向董事、各級管理者、ESG工作小組及相關人員推送「ESG動態」，及時追蹤和共用可持續發展趨勢、外部要求及內部行動計劃執行情況，有效賦能決策層精準對標國際前瞻動態。

此外，本集團高度重視專業賦能與透明披露。我們續聘Riskory Consultancy Limited作為年度專業顧問，提供可持續發展諮詢，協助優化管治表現。

聯合國可持續發展目標回應

本集團將聯合國可持續發展目標(「UNSDGs」)深度納入核心策略架構，經過嚴謹評估，我們鎖定了與集團業務高度關聯的五項目標作為行動指南。我們承諾透過優化日常營運與管理績效，實質性地貢獻於(ESG)各項指標，確保企業發展與全球可持續發展藍圖保持步調一致。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

United Nations

Sustainable

Development Goals

聯合國可持續發展目標

Specified Target

細項指標

Dalipal's involvement and response

達力普的參與及回應



3 – Health and wellbeing
3 – 健康與福祉

3.9 Reduce illness and death from harmful chemicals and pollution

By 2030, drastically reduce the number of deaths and illnesses from hazardous chemicals, air, water, soil, and other pollution.

3.9減少有害化學物質和污染造成的疾病和死亡

在西元2030年以前，大幅減少死於危險化學物質、空氣污染、水污染、土壤污染以及其他污染的死亡及疾病人數。

- Properly manage waste generated from production activities by engaging qualified professional service providers for waste treatment and disposal, thereby reducing the risk of employee exposure to hazardous substances; and
- Conduct annual occupational health examinations for employees to help prevent the occurrence of occupational diseases.
- 妥善處理生產活動中製造的廢棄物，委任專業合資格企業處理及處置廢物、以減少員工因有害物造成不適的風險；及
- 每年開展員工職業健康體檢，預防職業病發生。



9 – Industrialization, innovation and infrastructure
9 – 工業化、創新及基礎建設

9.4 Upgrading all industries and infrastructure for sustainable development

By 2030, all countries should act according to their capabilities to upgrade infrastructure, transform businesses and industries so that they can be sustainable, improve energy efficiency, and adopt clean and environmentally friendly technologies and industrial processes.

9.4升級所有行業和基礎設施以實現可持續發展

在西元2030年以前，升級基礎設施，改造工商業，使他們可持續發展，提高能源使用效率，大幅採用乾淨又環保的科技與工業制程，所有的國家都應依據他們各自的能力行動。

- Proactively upgrade and retrofit equipment and facilities, introduce advanced technologies, and reduce energy consumption and pollutant emissions; and
- Continuously enhance the level of intelligent manufacturing. New production lines are integrated through a software-defined intelligent factory system platform, establishing a smart manufacturing system that covers the entire production process.
- 積極進行設備、設施升級改造，引進先進技術，降低能源消耗和污染物排放；及
- 持續提升智慧化水準，新產線以「軟體定義智慧化工廠系統平台」為紐帶，構建起覆蓋生產全流程的智慧製造系統。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

United Nations

Sustainable

Development Goals

聯合國可持續發展目標

Specified Target

細項指標

Dalipal's involvement and response

達力普的參與及回應



12 – Responsible consumption and production
12 – 責任消費及生產

12.2 Sustainable management and use of natural resources

Achieve sustainable management and efficient use of natural resources by 2030.

12.2 自然資源的可持續管理和利用

在西元2030年以前，實現自然資源的可持續管理以及有效率的使用。

12.4 Responsible for the management of chemicals and waste

By 2020, in accordance with the agreed international framework, chemicals and wastes will be managed in an environmentally sound manner throughout their life cycle, significantly reducing their release into air, water and soil, thereby reducing their adverse effects on human health and the environment.

12.4 負責化學品和廢物的管理

在西元2020年以前，依據議定的國際架構，在化學藥品與廢棄物的生命週期中，以符合環保的方式妥善管理化學藥品與廢棄物，大幅減少他們釋放到空氣、水與土壤中，以減少他們對人類健康與環境的不利影響。

- Developed an all-scrap steel electric arc furnace (EAF) smelting process. Compared with traditional smelting processes that use iron ore, the Group utilises recyclable scrap steel as the primary raw material, enabling resource recycling. The Group also actively promotes initiatives such as the thermal recovery and reuse of refining slag and the research, development and application of long-life refractory materials, supporting the efficient utilisation of resources and energy; and
- Established dedicated storage facilities for hazardous and non-hazardous waste, and engaged qualified professional service providers for waste treatment and disposal. In addition, a professional online exhaust gas monitoring system has been installed to enable real-time monitoring and minimise potential adverse environmental impacts.
- 開發全廢鋼電弧爐冶煉工藝，與傳統冶煉所使用的的鐵礦石相比，將可再生能源廢鋼作為冶煉原材料，循環利用；積極開展精煉渣熱態回收利用、各類耐火材料長壽命的研發與應用等，助力資源能源的高效利用；及
- 建立專門的危險廢棄物和無害廢棄物儲存倉庫，委任專業合資格企業處理及處置廢物；配備專業的廢氣線上監測系統，即時監測，盡可能減少對環境的不利影響。



13 – Climate action
13 – 氣候行動

13.3 Build knowledge and capacity to address climate change

Improve education, awareness, and human and institutional capacities for climate change mitigation, adaptation, impact reduction and early warning.

13.3 建立應對氣候變化的知識和能力

在氣候變化的減緩、適應、減少影響與早期預警上，改善教育，提升意識，增進人與機構在此方面的能力。

- Formulated the “Carbon Peak and Carbon Reduction Implementation Plan”;
- The ESG Committee invited ESG experts to provide training for the Group’s senior management, and conducts multiple internal trainings for management and employees to understand climate information and enhance awareness through education; and
- Conducted a pilot program to offset carbon emissions from operations with carbon credits.
- 制定《碳達峰及降碳實施方案》；
- ESG委員會邀請ESG專家為集團高級管理層提供培訓，對內面向管理層、員工等推送ESG動態及專項培訓，了解氣候資訊方面的資訊，增強意識；及
- 進行先導計劃，以碳信用抵消運營過程中碳排放。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

United Nations
SustainableDevelopment Goals
聯合國可持續發展目標Specified Target
細項指標Dalipal's involvement and response
達力普的參與及回應

17 – Partnership for the goals

17 – 可持續發展夥伴關係

17.6 Knowledge Sharing and Cooperation for Science, Technology and Innovation

Enhance regional and international cooperation in science, technology and innovation, including North-South, South-South and triangular cooperation. Promote knowledge sharing through mutually agreed terms and improve coordination among existing mechanisms, particularly at the United Nations level, including through the implementation of a globally agreed Technology Facilitation Mechanism where appropriate.

17.6 為獲得科學、科技和創新而進行的知識共用與合作

在科學、科技與創新上，提高北半球與南半球、南半球與南半球，以及三角形區域性與國際合作，並使用公認的詞語提高知識交流，作法包括改善現有機制之間的協調，尤其是聯合國水準，以及透過合意的全球科技促進機制。

- Actively collaborate with suppliers to promote sustainable development by aligning customer needs with the Group's operational requirements. For example, the Group has undertaken a strategic cooperation project with RHI Magnesita (China), focusing on extending the service life of refractory materials. This includes continuous research, development and application of long-life refractory materials such as magnesia-carbon bricks used in clean steel smelting, as well as refractories for electric furnaces, tundishes and ladles.

- 與供應商積極開展合作，結合客戶和公司需求，合作推動可持續發展。如與奧鎂(中國)進行戰略合作專案，聚焦耐火材料壽命提升研究，持續推動潔淨鋼冶煉用鎂碳磚及電爐、中包、鋼包等耐火材料的長壽命研發與應用。

For further details on the Group's corporate governance practices, readers may refer to the Corporate Governance Report in the Group's 2025 Annual Report. In addition, the Group regularly updates its ESG section, which includes three key areas – ESG Reports, ESG Initiatives and ESG Policies – to enable stakeholders to better understand the Group's ESG strategy.

若讀者希望了解企業管治的詳情，請參閱本集團2025年年報內的《企業管治報告》。此外，本集團亦會定期更新ESG專欄，當中包括ESG報告、ESG行動、ESG政策三個範疇，讓持份者了解本集團的ESG策略。

Risk and Opportunity Identification

After discussion by the Board and management, the ESG risks and opportunities identified by the Group are as follows, please refer to the climate change section for climate-related risks and opportunities.

風險與機遇識別

經董事會及管理層的討論後，本集團已識別的ESG風險與機遇如下，氣候相關的風險與機遇請細閱氣候變化的部分。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Risks identified*Increased uncertainty in international market demand*

Affected by the slowdown in global economic growth and the acceleration of the energy transition, downward pressure on crude oil demand has eased. However, the balance of market supply and demand continues to be influenced by multiple factors, including macroeconomic conditions, geopolitical developments, and policies of oil-producing countries, resulting in significantly increased uncertainty on the demand side.

Rising Global Trade Protectionism

The Eurasian Economic Commission has officially announced the continuation of a 15.50% anti-dumping duty on seamless steel pipes originating from China, with the effective period extended to 2030. The EU Carbon Border Adjustment Mechanism (CBAM) is set to be fully implemented from 2026. Western countries, represented by Canada, have also imposed technical barriers and higher tariffs to restrict imports of Chinese steel products. As a result, export costs have increased significantly, and the competitiveness of Chinese steel products in international markets has been severely weakened.

High Costs and Long Payback Periods for Green and Low-Carbon Projects

The manufacturing of petroleum-specialized pipes is a typical high-energy-consumption and capital-intensive industry. Green and low-carbon initiatives generally involve large upfront investments, high uncertainty in technological pathways, and long cost recovery periods – for example, renewable electricity procurement, photovoltaic project construction, and the adoption of low-carbon materials and technologies. At the same time, equipment upgrades or energy-saving retrofits may be replaced by more advanced processes within a few years, exposing the Group to risks of early obsolescence or asset impairment.

Enhanced Green Regulations and Carbon Market Compliance

The Company currently faces increasing compliance pressure due to the simultaneous tightening of domestic and international green regulations. On one hand, the HKEX climate-related disclosure rules are becoming more detailed each year, placing higher requirements on Scope 3 emissions accounting and data verification. On the other hand, the steel industry has been formally included in China's national carbon market, with the first compliance scheduled for 2025 and subsequent carbon allowance allocations gradually tightening. Carbon price volatility may lead to higher compliance costs. At the same time, domestic regulatory standards, including energy efficiency limits and product carbon intensity requirements, continue to be strengthened.

已識別風險*國際市場需求不確定性增加*

受全球經濟成長放緩及能源轉型加速影響，原油需求面臨下行壓力，同時市場供需平衡受宏觀經濟、地緣政治及產油國政策等多重因素影響，需求面的不確定性顯著增強。

全球貿易保護主義持續升溫

歐亞經濟委員會正式公告，繼續對原產於中國的無縫鋼管徵收15.50%的反傾銷稅，有效期延長至2030年；歐盟CBAM政策將於2026年起正式進入實施階段；以加拿大為代表的西方國家，亦通過設置技術壁壘、提高關稅等方式限制中國鋼鐵產品進口，出口成本顯著增加，國際市場競爭力受到嚴重削弱。

綠色低碳項目投入成本較高、回收期較長

石油專用管製造屬於典型的高能耗、重資產行業，綠色低碳改造普遍存在初始投資強度大、技術路線不確定性高、成本回收週期長等特點，如綠電採購、光伏項目建設、低碳原料及技術引進等；同時，設備升級／節能改造，可能在數年後被更先進的工藝替代，面臨提前淘汰或資產減值風險。

綠色監管升級與碳市場履約

當前公司面臨境內外綠色監管要求同步升級的合規壓力。一方面，聯交所氣候資訊披露規則逐年細化，對範圍三排放核算及資料鑒證提出更高要求；另一方面，鋼鐵行業已正式納入全國碳市場，2025年完成首次履約，後續碳配額分配將逐步收緊，碳價波動可能帶來履約成本上升。同時，能效限額、產品碳強度等國內監管標準持續加嚴。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Opportunities have been identified*Customer Demand for Customized Products*

Driven by factors such as industry energy consumption requirements and market developments, customers increasingly prefer high-quality products that are high-end, specialized, green, and differentiated. By investing in the research and development of new products and technologies, the Group can further accelerate the transformation of its product portfolio.

Digital and Intelligent Transformation

The application of digital technologies and intelligent management – such as artificial intelligence, the Internet of Things, and big data analytics – is increasingly deepening in the energy and manufacturing sectors. Cutting-edge technologies, including 5G and AI, support the Group's new production lines through a software-defined intelligent factory system platform, establishing a smart manufacturing system that spans the entire production process.

Green and Low-Carbon Policies Expand Channels for Technological Upgrades and Financial Support

The government has successively introduced policies and financial support measures for green and low-carbon transformation, energy conservation, and carbon reduction, providing the Company with clear technological guidance and substantive financial support for implementing energy-saving and low-carbon initiatives. For example, the "Implementation Plan for Carbon Peaking in the Industrial Sector" and the "Energy Conservation and Carbon Reduction Action Plan", jointly issued by the Ministry of Industry and Information Technology and the National Development and Reform Commission, outline key technological pathways for the steel industry, including waste heat and pressure recovery and hydrogen metallurgy demonstration projects.

At the same time, central and local governments offer financial channels such as green manufacturing system solutions funds, energy-saving and carbon-reduction special funds, and carbon reduction support tools, which provide the Company with access to low-interest loans, investment subsidies, and tax incentives for green projects.

已識別機遇*客戶對定制化產品的需求*

受行業能源消費需求、行業發展變化等因素，客戶更意向於高端化、專業化、綠色化、差異化的高質量產品，集團通過新產品、新技術的研發投入，可進一步加速產品結構轉型。

數智化轉型升級

數位技術與智慧化管理(如人工智慧、物聯網及大資料分析)在能源與製造業中的應用日益深化，如5G、人工智慧等前沿技術助力集團新產線以「軟體定義智慧化工廠系統平台」為紐帶，構建起覆蓋生產全流程的智慧製造系統。

綠色低碳政策拓寬技術升級與資金支援渠道

國家接連發佈綠色低碳轉型、節能降碳等綠色技術和財政支持性檔，為公司推進節能降碳改造提供了明確的技術路線指引和實質性的財政支持通道。如工信部、國家發改委聯合發佈的《工業領域碳達峰實施方案》及《節能降碳行動方案》，明確了鋼鐵行業餘熱餘壓回收、氫冶金示範等關鍵技術路徑。

與此同時，中央及地方財政通過綠色製造系統解決方案專項、節能降碳專項資金、碳減排支援工具等管道，可為公司綠色項目提供低息貸款、投資補助和稅收優惠。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Stakeholder engagement

The Group regards stakeholder input as a key driver of sustainable development. Guided by the core values of “Creating Value, Creating Opportunities, Innovating for Growth, and Fostering Harmony”, we have established in-depth dialogue mechanisms with key stakeholders to accurately identify their primary concerns. Through a variety of regular channels, such as surveys, social media, dedicated interviews, forums, direct mail, and service hotlines, we actively collect and promptly respond to stakeholder feedback. This continuous and transparent two-way communication not only helps the Group proactively identify potential risks and opportunities but also ensures that our ESG strategy is closely aligned with stakeholder expectations, jointly creating value for both society and the enterprise.


持份者參與

本集團視持份者的意見為推動可持續發展的核心動力。我們秉持「創造價值、創造機會、創新發展、創造和諧」的核心價值觀，與關鍵持份者建立深度對話機制，精準識別其核心關切。透過問卷調查、社交媒體、專項面談、交流會議、直郵及服務熱線等多元化常態管道，我們主動收集並即時回應各方訴求。這種持續且透明的雙向溝通，不僅協助集團前瞻性地識別潛在風險與機遇，更確保我們的ESG戰略與利益相關方的期望高度契合，攜手創造社會與企業的共同價值。

Stakeholders and their expectations 持份者及其期望	Engagement Channel 溝通方式	Our Responses and Measures 我們的回應及措施
<p>Government 政府</p>  <ul style="list-style-type: none"> • Legal compliance • Proper tax payment • Promote regional economic development and employment <ul style="list-style-type: none"> • 遵守法律 • 依法納稅 • 推動區域經濟發展及就業 	<ul style="list-style-type: none"> • Conduct on-site inspections and checks • Research and submit reports for approval through work meetings and report preparation • The Stock Exchange disclosure website for publishing information such as annual reports, interim reports, and announcements • Company website • Legal control • 實地考察、檢查 • 研究及透過工作會議、工作報告編製及提交報告以供批准 • 香港聯合交易所有限公司（「聯交所」）披露網站發佈資料，如年報、中期報告及公告 • 公司網站 • 合法控制 	<ul style="list-style-type: none"> • Operate and manage in accordance with the law, pay taxes, strengthen safety management, cooperate with government supervision, inspections, and evaluations (if applicable), and actively fulfill social responsibilities. <ul style="list-style-type: none"> • 依法經營和管理及納稅、加強安全管理、配合政府的監督、檢查及評估(如有)，並積極承擔社會責任。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Stakeholders and their expectations 持份者及其期望	Engagement Channel 溝通方式	Our Responses and Measures 我們的回應及措施
 <p>Shareholders and Investor 股東及投資者</p> <ul style="list-style-type: none"> Return on investment Disclosure and Transparency Protect the interests of shareholders and treat them fairly Business risk management <ul style="list-style-type: none"> 投資回報 資料披露及透明度 保障股東利益及公平對待股東 業務風險管理 	<ul style="list-style-type: none"> Annual General Meetings and other shareholder meetings Disclose information such as annual reports, interim reports and announcements on the website of the Stock Exchange Meet with investors and analysts Company website <ul style="list-style-type: none"> 股東周年大會及其他股東大會 聯交所披露網站發佈資料，如年報、中期報告及公告 與投資者及分析師會面 公司網站 	<ul style="list-style-type: none"> Issue notices of general meetings and proposing resolutions in accordance with the Regulations, and disclosing information of the Group through the publication of announcements/circulars and periodic reports. Carry out a different form of investor activities with an aim to improve investors' recognition. Disclosed Company Contact details on the website and in reports and ensured all communication channels were available and effective. <ul style="list-style-type: none"> 根據規章發佈股東大會通告及提呈決議案，通過發佈公告／通告和定期報告披露本集團資料。 為提高投資者認知度而舉行各種形式的投資者活動。於網站及報告中披露公司聯絡資料，並確保所有溝通管道有效可用。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Stakeholders and their expectations	Engagement Channel	Our Responses and Measures
持份者及其期望	溝通方式	我們的回應及措施
<p>Employee 僱員</p>  <ul style="list-style-type: none"> • Safeguard the rights and interests of employees • Working environment • Career development opportunities • Occupational health and safety • Self-actualization • 保障僱員的權利及利益 • 工作環境 • 職業發展機會 • 職業健康與安全 • 自我實現 	<ul style="list-style-type: none"> • Regular meetings • Training, seminars and briefing sessions • Intranet, email and company internal publication • Annual performance appraisal • 定期會議 • 培訓、講座及研討會 • 內部網路、電郵及公司內刊 • 年度績效評估 	<ul style="list-style-type: none"> • Provide a healthy and safe working environment. • Develop a fair mechanism for promotion. • Care for employees by helping those in need. • Organize employee activities and provided training. • 提供健康安全的工作環境。 • 建立公平的晉升機制。 • 建立僱員溝通及發展機制。 • 照顧需要幫助的僱員、舉辦僱員活動及提供培訓。
<p>Client 客戶</p>  <ul style="list-style-type: none"> • Safe and high-quality products and services • Stable relationships • Transparency of information • Integrity • Business ethics • 安全優質產品及服務 • 穩定關係 • 資料透明度 • 誠信 • 商業道德 	<ul style="list-style-type: none"> • Website, brochure, disclose information such as annual reports, interim reports and announcements on the website of the Stock Exchange • Email and customer service hotline • Feedback and reporting • Regular meetings • International certifications • Exhibition • 網站、宣傳冊、聯交所披露及網站發佈資料，如年報、中期報告及公告 • 電郵及客戶服務熱線 • 回饋及報告 • 定期會議 • 國際認證 • 展覽會 	<ul style="list-style-type: none"> • Strengthen quality management to ensure stable service standards, entered into long-term strategic cooperation agreements and obtained international certifications from professional institutions. • Utilize a sales management platform to optimize sales processes, strengthen daily communication with customers, provide customized product services, respond to and resolve customer complaints promptly, and built long term relationships with quality customers. • 加強質量管制，以確保服務標準穩定，簽訂長期戰略合作協定並從專業機構獲取國際認證。 • 利用銷售管理平台優化銷售流程，加強與客戶的日常溝通，提供定制化產品服務，及時回應和解決客戶抱怨等，並與優質客戶建立長期合作關係。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Stakeholders and their expectations 持份者及其期望	Engagement Channel 溝通方式	Our Responses and Measures 我們的回應及措施
<p>Suppliers/ Partners 供應商/ 合作夥伴</p>  <ul style="list-style-type: none"> • Long-term partnerships • Honest cooperation • Fairness and openness • Share sources for custom ingredients • Reduce risk <ul style="list-style-type: none"> • 長期合作關係 • 誠實合作 • 公平、公開 • 為定制原料分享資料來源 • 降低風險 	<ul style="list-style-type: none"> • Business meetings, supplier meetings, telephone calls and interviews • Regular meetings • Review and assessment • Tendering • Company website • Open procurement platform • Training <ul style="list-style-type: none"> • 業務會議、供應商會議、電話及面談 • 定期會議 • 檢討及評估 • 招標 • 電郵、通函及手冊 • 公司網站、採購平台 • 培訓 	<ul style="list-style-type: none"> • Select the best suppliers/partners through open invitation bidding. • Suppliers/partners fulfill contracts according to agreements. • Utilize the e-procurement platform to advance procurement processes, enhance daily communication, and establish long-term cooperative relationships with high-quality suppliers/business partners. • Strengthen supplier/partner training. <ul style="list-style-type: none"> • 透過公開邀請招標選擇最佳供應商/合作夥伴。 • 供應商/合作夥伴，按照協定履行合同。 • 使用採購平台推進採購程式、加強日常溝通，並與優質供應商/業務夥伴建立長期合作關係。 • 加強供應商/合作夥伴的培訓。
<p>Peer/trade associations 同業/行業協會社團</p>  <ul style="list-style-type: none"> • Experience sharing • Cooperate • Fair competition <ul style="list-style-type: none"> • 經驗分享 • 合作 • 公平競爭 	<ul style="list-style-type: none"> • Industry conferences • On-site visits • Standard publicity • Training • Seminar <ul style="list-style-type: none"> • 行業會議 • 實地考察 • 標準宣傳 • 培訓 • 研討會 	<ul style="list-style-type: none"> • Adhere to fair competition, cooperate with peers to achieve a win-win situation, share experience, participate in various industry seminars, and promote the sustainable development of the industry. <ul style="list-style-type: none"> • 堅持公平競爭，與同業合作，實現共贏，分享經驗，參加各種行業研討會，推動行業的可持續發展。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Stakeholders and their expectations 持份者及其期望	Engagement Channel 溝通方式	Our Responses and Measures 我們的回應及措施
Market Regulators 市場監管者  <ul style="list-style-type: none"> • Compliance with laws and regulations • Disclosure of Information • 遵守法律法規 • 資料披露 	<ul style="list-style-type: none"> • Disclosure of Information • Report • Consultation • 資訊披露 • 報告 • 諮詢 	<ul style="list-style-type: none"> • Comply with regulatory requirements in a strict manner, disclosed and reported real information in a timely and accurate manner according to law. • 嚴格遵守監管規定，根據法律及時、準確地披露及呈報真實資料。
The general public 社會公眾  <ul style="list-style-type: none"> • Community involvement • Social responsibility • Promote employment • Consultation is transparent • 社區參與 • 社會責任 • 促進就業 • 諮詢透明 	<ul style="list-style-type: none"> • Public welfare activities and social investment • Press conference • Company website • 公益活動和社會投資 • 記者招待會 • 公司網站 	<ul style="list-style-type: none"> • Priority is given to locals seeking job opportunities, promoting community building and development, and keeping the communication channels between the Group and the community open. • Timely and accurate disclosure of information. • 優先考慮本地人尋求工作機會，促進社區建設發展，保持本集團與社區溝通管道暢通。 • 及時、準確公佈資訊。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Materiality Assessment

To accurately identify priority pathways for sustainable development, the Group conducted a systematic stakeholder engagement and materiality assessment during the Reporting Period. Based on our business characteristics and potential impacts on stakeholders, we identified and clearly defined 24 material issues. During the assessment process, we invited a diverse group of stakeholders, including employees, customers, suppliers, experts, and investors to participate in a questionnaire survey. Through a combination of quantitative analysis and qualitative evaluation, we assessed the impact of each topic on “Group operations” and “stakeholder concern”, enabling us to establish a clear prioritization of material topics.

To ensure the objectivity and credibility of the report, the Group engaged professional advisors to provide guidance and strictly implement the following materiality analysis process:

重要性分析

為精準識別可持續發展的優先路徑，本集團於報告期間開展了系統化的持份者參與及實質性評估。基於業務特性及其對持份者的潛在影響，我們識別出24項重要議題並予以明確定義。評估過程中，我們邀請了包括員工、客戶、供應商、專家及投資者在內的多元持份者群體參與問卷調查。透過定量分析與定性評估，我們綜合衡量議題對「集團營運」及「持份者關注度」的影響，進而確立議題的優先次序。

為確保報告內容之客觀性與公信力，本集團委聘專業顧問指導，嚴格執行以下重要性分析流程：



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

List of Environmental, Social and Governance Related Issues 環境、社會及管治相關議題清單

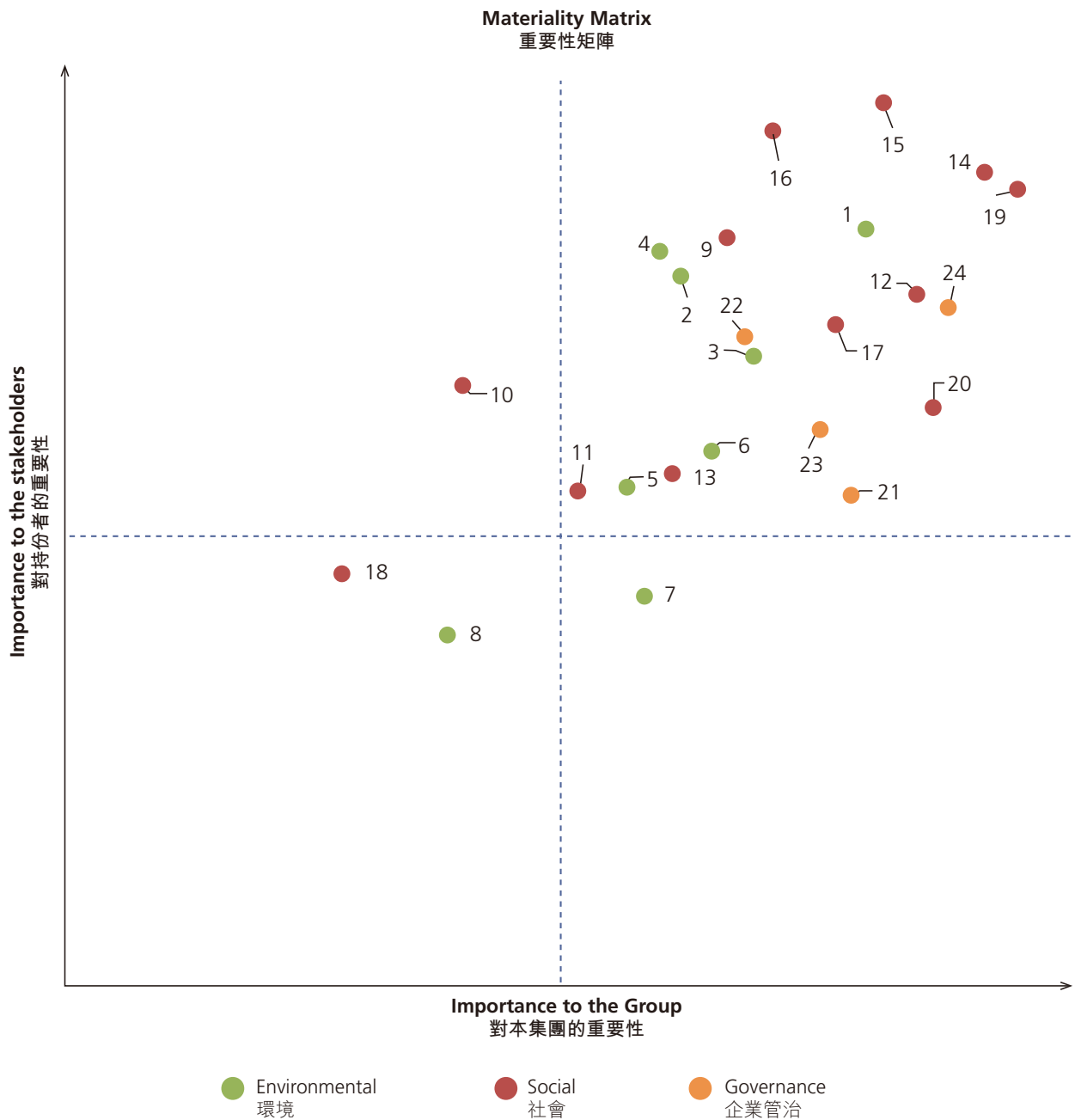
Category 範疇	Materiality 重要性議題
Environment 環境	<ol style="list-style-type: none"> 1. Environmental management system 2. Emissions of exhaust gases 3. Waste management 4. Water management 5. Greenhouse gas emissions 6. Energy efficiency 7. Climate change risks and opportunities 8. Biodiversity conservation 1. 環境管理體系 2. 廢氣排放 3. 廢棄物管理 4. 水資源管理 5. 溫室氣體排放 6. 能源使用效率 7. 氣候變化風險與機遇 8. 生物多樣性保護
Social 社會	<ol style="list-style-type: none"> 9. Employee rights and benefits 10. Diversity and Inclusion 11. Development and training of employees 12. Occupational health and safety 13. Supplier management 14. Product quality 15. Customer service 16. Customer privacy protection 17. Intellectual property protection 18. Welfare and charity 19. Innovative research and development 20. Information security 9. 員工權益與福利 10. 多元化與包容 11. 員工發展與培訓 12. 職業健康與安全 13. 供應商管理 14. 產品質量 15. 客戶服務 16. 客戶隱私保護 17. 知識產權保護 18. 公益慈善 19. 創新研發 20. 資訊安全
Corporate Governance 企業管治	<ol style="list-style-type: none"> 21. ESG governance 22. Business ethics 23. Protection of investors' rights and interests 24. Risk management 21. ESG管治 22. 商業道德 23. 投資者權益保護 24. 風險管理

Materiality Matrix

The list of materiality analysis is as follows

重要性矩陣

重要性分析列表如下：



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Compliance Management

The Group regards lawful and compliant operations as the cornerstone of its sustainable and stable development, and has deeply integrated compliance principles into its corporate management. We firmly uphold the compliance philosophy of “operating in accordance with laws and regulations, adhering to bottom-line principles, acting with integrity and honesty, and pursuing steady and sustainable growth.” Guided by the governance principles of “comprehensive coverage, clearly defined responsibilities, and pragmatic efficiency,” the Group has established policies including the “Compliance Management System” (《合規管理制度》) and the “Risk Management Policy” (《風險管理制度》). By continuously refining a comprehensive compliance management system aligned with the Company’s development strategy, we have effectively strengthened our risk prevention and control capabilities, providing a solid foundation for the sustainable growth of the Group’s various business operations.

During the Reporting Period, the Group’s subsidiaries completed internal audits of the compliance management system and passed the relevant supervisory audits, demonstrating effective operation of the compliance management system. The Group continued to regularly advance the identification, transformation, and risk assessment of compliance obligations, with dynamic updates conducted on a quarterly basis to ensure that compliance management remains up to date.

合規管理

本集團視依法合規為企業穩健發展的基石，並將合規理念深度融入企業管理之中。我們堅定貫徹「依法合規，堅守底線，誠實守信，行穩致遠」的合規方針，並秉持「全面覆蓋、權責清晰、務實高效」的管治原則。制定《合規管理制度》和《風險管理制度》，透過持續精進與公司發展戰略相匹配的全面合規管理體系，我們有效強化了風險防控能力，為本集團各項業務的長足發展提供堅實保障。

報告期間，本集團子公司已完成合規管理體系內部審核，並通過相關監督審核，合規管理體系運作成效良好。集團持續常態化推進合規義務識別、轉化及風險評估工作，按季度開展動態更新，確保合規管理與時俱進。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

To enhance employees' compliance awareness and foster a culture of compliance, the Group also compiled the Code of Conduct. April is designated each year as "Dalipal Compliance Culture Month". Through various initiatives – including dedicated system training, promotional articles, video learning, and questionnaires – the Group communicates its compliance culture to all employees and suppliers, thereby building a shared consensus on compliance.

為提升員工的合規意識、營造合規文化氛圍，我們亦編製《企業行為準則》，將每年4月份設定為「達力普合規文化月」，通過專項體系培訓、推文宣傳、視頻學習、問卷調查等多種形式，向全體員工、供應商等傳遞公司合規文化，凝聚合規共識。

Dalipal 2025 "Compliance Culture Month" Event

達力普2025年「合規文化月」活動現場

In April 2025, the Company organized a series of "Compliance Culture Month" activities. For example, the "Compliance Challenge" competition combined question-answer checkpoints with simulated real-life scenarios, turning policies and procedures into engaging interactive games. At the same time, in collaboration with the Company's Party General Branch and relevant units, a calligraphy salon themed "Writing Compliance, Promoting Integrity and Culture" was held. Using calligraphy as a medium and compliance as the core theme, the event attracted more than 600 employees and integrated traditional culture with compliance values.

2025年4月份，公司開展系列「合規文化月」活動。如「合規大通關」競賽，一邊答題闖關，一邊模擬實戰，把規章制度變成生動有趣的互動遊戲。同時聯合公司黨總支及相關單位，舉辦了「執筆書合規·誠信傳文化」書法沙龍活動，活動以書法為媒、以合規為魂，吸引六百餘名員工參與，將傳統文化與合規理念融合。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Anti-corruption

The Group adopts a zero-tolerance approach to unethical conduct such as bribery, extortion, fraud, and money laundering, and is committed to fostering a business environment of integrity and honesty. We strictly comply with applicable domestic and overseas laws and regulations, including the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》), the Anti-Money Laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》), Criminal Law of the People's Republic of China (《中華人民共和國刑法》), the Prevention of Bribery Ordinance (《防止賄賂條例》) and other relevant laws and regulations.

To implement corporate integrity governance, the Group has formulated and implemented the "AntiFraud and Whistleblowing Management System" (《反舞弊與舉報管理制度》), which is publicly available on the official website (link: <http://www.dalipal.com/tsjb/>) to ensure transparent and accessible reporting channels. A comprehensive disciplinary mechanism has been established: any violation of corporate ethics is subject to measures based on severity, including warnings, dismissal from position, or termination of employment. Suspected illegal or criminal acts are promptly reported to judicial authorities, demonstrating the Group's commitment to upholding business ethics.

In line with the requirements of the compliance management system, the Group newly formulated the "External Donations and Sponsorship Management Policy" (《對外捐贈、贊助管理制度》) and the "Gift Acceptance Management Guidelines" (《接受禮品管理辦法》), specifying clear management requirements, strictly prohibiting any external payments or acceptance of kickbacks, and encouraging employees to comply with laws and integrity standards in daily work and interactions. Employees in sensitive positions, including procurement, quality inspection, and sales, are required to sign the "Employee Integrity and Self-Discipline Commitment" (《員工廉潔自律承諾書》). Using the Beisen HR system, the Group maintains a clear list and information of sensitive positions, enabling dynamic tracking of personnel upon onboarding, role change, transfer, or departure. Additionally, compliance review is incorporated during onboarding and role changes, with targeted compliance information checks and screenings for high-risk sensitive positions.

反貪污

本集團對賄賂、勒索、欺詐及洗錢等不道德行為堅持「零容忍」原則，致力營造誠信正直的經營環境。我們嚴格遵守《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》、《中華人民共和國刑法》及《防止賄賂條例》等境內外法律法規。

為落實企業誠信管治，本集團制定並實施《反舞弊與舉報管理制度》，並於官方網站(連結：<http://www.dalipal.com/tsjb/>) 公开发佈相關政策，確保舉報管道透明暢通。我們建立了完善的懲處機制，針對任何違反企業道德的行為，將視情節嚴重程度採取警告、撤職乃至解除勞動合同等處分；凡涉嫌違法犯罪者，本集團堅決移送司法機關處理，以彰顯守護商業倫理的決心。

結合合規管理體系要求，我們新制定了《對外捐贈、贊助管理制度》及《接受禮品管理辦法》等相關制度，明確管理要求，嚴禁任何人向外部支付或接受回傭，鼓勵員工在日常工作和交往中遵紀守法、遵守誠信道德。我們要求採購、質量檢驗、銷售等敏感崗位員工簽署《員工廉潔自律承諾書》；借助北森HR系統明確敏感崗位人員清單和資訊，實現敏感崗位人員入職、轉崗、調動及離職的動態標識。同時，在人員入職和轉崗中增加合規審查環節，特別是對高風險敏感崗位人員進行有針對性的合規資訊審查和檢索。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

The Group strictly complies with the Audit Law of the People's Republic of China (《中華人民共和國審計法》) and other applicable laws and regulations, and has established "Internal Audit Management System" (《內部審計管理制度》). The Company conducts annual internal and external business ethics audits covering key business areas such as product production, procurement, and sales, ensuring business compliance and integrity. During the Reporting Period, the Company strengthened supervision over key expense areas, conducting three targeted reviews focused on critical expenditure items such as travel and business entertainment. Issues identified through these reviews led to timely revisions and improvements to the "Travel Expense Reimbursement Measures" (《差旅費報銷管理辦法》), further refining reimbursement standards and enhancing the normativity and transparency of expense management. Additionally, the Group introduced requirements for sales expense management and official vehicle management, reinforcing compliance constraints at the document level, closing management gaps, and mitigating fraud risks. Third-party business ethics audits were also conducted, and during the period, the Group successfully passed the supervisory audit of the ISO 37301:2021 Compliance Management System.

Whistleblowing Policy

The Group is committed to building a comprehensive supervision system, ensuring that all violations of ethics are promptly identified and addressed through diversified reporting channels. A full-range reporting matrix has been established, covering the official website, procurement system, dedicated email, and whistleblowing hotline. QR codes for reporting are posted at high-traffic and integrity-risk areas, including factory entrances, employee shuttle buses, and restrooms. A reporting reward mechanism is also in place, encouraging employees, suppliers, customers, and other stakeholders to conveniently and safely report any corruption or fraud.

本集團亦嚴格遵守《中華人民共和國審計法》等法律法規，制定有《內部審計管理制度》，公司每年分別開展一次覆蓋產品生產、採購和銷售等重點業務領域的內部和外部商業道德審計，確保業務的合規性和廉潔性。報告期間，公司持續加強對重點費用領域的監督管理，圍繞差旅費、業務招待費等關鍵支出環節，組織開展專項審查共計3次。通過審查發現的問題，及時修訂並完善了《差旅費報銷管理辦法》，進一步細化報銷標準，提升費用管理的規範性和透明度。同時，推動出台銷售費用管理及公務車輛管理要求，從檔層面強化費用支出的合規約束，有效堵塞管理漏洞，防範舞弊風險。此外我們開展了第三方商業道德審計工作，報告期間通過了ISO 37301:2021合規管理體系的監督審核。

舉報政策

本集團致力於構建全方位的監督體系，透過多元化舉報管道確保各類違反道德行為能被即時識別與處置。我們建立了涵蓋官方網站、採購系統、專屬郵件及舉報熱線的全方位矩陣，並於廠區門口、員工班車及洗手間等人員密集及廉潔風險點張貼舉報二維碼，並設立舉報獎勵機制，鼓勵員工、供應商及客戶等持份者均能便捷、安全地反映腐敗或舞弊線索。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告



In terms of Whistleblower Handling and Confidentiality, the Group has established a rigorous verification mechanism for receiving reports. Upon receipt, the Audit and Supervision Department immediately initiates the investigation process. Major cases involving legal or regulatory violations are submitted to the Audit and Risk Management Committee and the Board for review. Suspected criminal cases are promptly referred to judicial authorities for legal action, ensuring fairness and seriousness in corporate governance. The Group maintains strict confidentiality of complainants, whistleblowers, and related information. For whistleblowers who report in their real names, relevant information is protected and concealed during investigations. During the Reporting Period, the Group did not receive any legal cases involving corruption, bribery, extortion, fraud, or money laundering by the Company or its employees, nor were there any related illegal incidents with material impact on the Group.

在舉報接收方面，本集團建立了嚴謹的核查機制。審計監察部在接獲舉報後將第一時間啟動調查程式；針對重大違法違規案件，將呈報至審核及風險管理委員會與董事會審議。若涉嫌刑事犯罪，本集團將堅決移送司法機關依法處理，以維護企業管治的公正與嚴肅性。本集團對投訴、舉報人和相關資訊會進行嚴格保密，對實名舉報人在協助調查工作中會隱藏相關資訊並給予保護。報告期間，本集團並未收到任何關於公司或員工涉及貪污、賄賂、勒索、欺詐及洗黑錢等行為的法律訴訟資訊，且未發現任何對本集團產生重大影響的相關違法事件。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Strict Confidentiality
嚴格保密

Dedicated personnel are responsible for receiving reports, with strict control over who has access. Whistleblower information is kept strictly confidential. Staff handling complaints or participating in fraud investigations are prohibited from disclosing any information about the complainant, whistleblower, or report content to any department or individual without authorization.

專門人員負責接收，嚴格控制人員知悉範圍，對於舉報人資訊嚴格保密。接受舉報投訴或參與舞弊調查的工作人員，也不得擅自向任何部門及個人提供投訴、舉報人的相關資料及舉報內容。

Strict Penalties
嚴厲處罰

Any unauthorized disclosure of whistleblower information is considered a serious violation of company regulations and will result in dismissal or termination of employment. Cases involving suspected illegal or criminal conduct will be reported to judicial authorities or other competent authorities for legal action.

對違規洩露舉報人資訊的，將視為嚴重違反公司規章制度，將予以撤職、解除勞動合同，涉嫌違法犯罪的，移送司法機關或其他主管部門依法處理。

Whistleblower Protection
舉報保護

Complainants and whistleblowers are protected while assisting in investigations. The Company strictly prohibits any unlawful discrimination or retaliation. Personnel who unlawfully disclose whistleblower information or retaliate against whistleblowers are considered to have seriously violated company regulations and will be subject to dismissal or termination of employment. Cases involving suspected illegal or criminal conduct will be referred to judicial authorities or other competent authorities for legal action.

投訴、舉報人在協助調查工作中受到保護。我公司禁止任何非法歧視、報復行為，對違規洩露舉報人員資訊或對舉報人員採取打擊報復的人員，視為嚴重違反公司規章制度，將予以撤職、解除勞動合同，涉嫌違法犯罪的，移送司法機關或其他主管部門依法處理。

Anti-corruption Training

The Group conducts targeted anti-corruption training for employees, contractors, and suppliers, tailored by stakeholder type and role. During the Reporting Period, two specialized anti-corruption training sessions were held for all employees. Focused on key business areas such as procurement and marketing, these sessions emphasized themes of “micro-corruption,” “zero tolerance,” and “the cost of a cigarette box,” combining case warnings, regulatory interpretation, and practical guidance. Firsthand accounts were shared to highlight the severe consequences of misconduct and the importance of integrity, guiding employees to act honestly, transparently, and responsibly, and to reject corruption.

The Group also requires key and sensitive position personnel to declare potential conflicts of interest and strengthens compliance training and assessments for new employees, embedding integrity into daily behavior and reinforcing the corporate integrity defense from the outset. In addition, dedicated anti-corruption training sessions were held separately for contractors and suppliers, extending anti-corruption management across the supply chain.

反貪污培訓

本集團透過多元方式，針對員工、承包商及供應商等持份者，分層分類開展有針對性的反貪污培訓。報告期間，本集團面向全體員工舉辦兩次反貪污專項培訓，並圍繞採購、行銷等重點業務領域，開展以「微腐敗」及「零容忍」、「一盒香煙的代價」為主題的廉潔教育，通過「案例警示+法規解讀+實踐指導」相結合的形式展開，聆聽親歷者的自述，讓參訓人員深刻認識到犯罪的代價之大和廉潔從業的重要，引導員工誠信正直、光明磊落，拒絕腐敗，做有擔當的合規者。

本集團亦組織關鍵及敏感崗位人員進行利益衝突申報，並進一步強化新員工入職階段的合規培訓與考核，推動廉潔理念深植於員工日常行為，從源頭築牢企業廉潔經營防線。此外，集團亦分別為承包商及供應商各舉辦一次專項廉潔培訓，進一步延伸反貪污管理至供應鏈層面。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Environment Aspects**Corporate Culture**

As a key player in the energy equipment industry, the Group embeds sustainability into its core operations, positioning the promotion of clean energy transition as a central corporate mission. In response to the national “dual carbon” strategy, we pursue continuous technological innovation and process optimization, deeply integrating energy and resource management systems. While enhancing operational efficiency, systematic energy-saving and emission-reduction measures are implemented. The Group is committed to balancing environmental benefits with economic growth, leveraging advanced green technology R&D to enable low-carbon transformation across the industry and co-create a sustainable future.

Our corporate culture emphasizes a clear environmental protection philosophy – ecological conservation, pollution control, clean production, and green development. The key principles include:

- (1) Implementing ecological and environmental protection measures to pursue a green, low-carbon development path.
- (2) Adopting a comprehensive management approach, including source substitution, process control, end treatment, and waste recycling, to achieve high-quality green and low-carbon development.
- (3) Developing clean energy and environmentally friendly products while promoting a circular economy.

環境層面**企業文化**

作為能源設備產業的關鍵參與者，本集團深植可持續發展基因，將推動清潔能源轉型視為企業發展之核心使命。為積極回應國家「雙碳」戰略目標，我們透過持續的技術創新與制程優化，深度整合能源與資源管理體系，在提升營運效率的同時，落實系統化的節能減排措施。我們致力於平衡環境效益與經濟增長，以卓越的綠色技術研發能力賦能產業低碳轉型，共創可持續未來。

我們企業文化中有著明確的環境保護觀—生態保護、污染治理、清潔生產、綠色發展，主要內容如下：

- (1) 落實生態環境保護措施要求，走綠色低碳發展之路。
- (2) 堅持全流程管理，從源頭替代，過程管控，末端管治，廢棄物循環再生實施綠色低碳高質量發展。
- (3) 開發清潔能源及環境友好的產品，發展循環經濟。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Emissions

The Group pursues high-quality development by promoting energy saving and emission reduction through refined operational management. The Group strictly complies with all relevant laws and regulations, including but not limited to the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (《中華人民共和國固體廢物污染環境防治法》), the Cleaner Production Promotion Law (《中華人民共和國清潔生產促進法》), the Hebei Provincial Ecological Environment Protection Regulations (《河北省生態環境保護條例》), the Water Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國水污染防治法》), the Circular Economy Promotion Law of the People's Republic of China (《中華人民共和國循環經濟促進法》), Air Pollution Control Ordinance (Cap. 311 of the Laws of Hong Kong) (香港法例第311章《空氣污染管制條例》), and the Waste Disposal Ordinance (Cap.354 of the Laws of Hong Kong) (香港法例第354章《廢物處置條例》). The Group has also obtained the local Emission Permit and strictly controls pollutant discharge within the permitted scope. During the Reporting Period, environmental risks were effectively managed through targeted environmental inspections and routine comprehensive hazard checks, and no violations of environmental laws or regulations with material impact on the Group were identified.

Air Emissions

The Group's air emissions primarily come from particulate matter, sulfur oxides, and nitrogen oxides generated by industrial furnaces, kilns, and equipment during the production process. In accordance with the established Environmental Facilities Operation and Maintenance Management Regulations (《環保設施設備運行維護管理規定》), the Group standardizes the operation of environmental protection equipment to ensure safe, stable, and compliant performance. To reduce emissions during operations, advanced technologies such as adsorption with catalytic combustion and full-oxygen combustion have been introduced, along with flue gas collection and treatment devices and online monitoring systems to control and minimize emissions. During the Reporting Period, the Group set a target that under normal operating conditions, exhaust emissions meet the ultra-low emission standards for air pollutants in the steel industry of Hebei Province, with a 100% compliance rate. To achieve this, upgrades were carried out on the dust collection system to further reduce fugitive emissions and ensure compliant and standard-compliant discharge.

排放物

本集團深耕高質量發展路徑，透過精細化管理推動營運環節的節能減排。本集團一直嚴格遵守相關的法律法規，包括但不限於《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國清潔生產促進法》、《河北省生態環境保護條例》、《中華人民共和國水污染防治法》、《中華人民共和國循環經濟促進法》、《空氣污染管制條例》及《廢物處置條例》等相關規定，並已取得當地相關部門頒發的《排放許可證》，嚴格按照許可範圍控制污染物排放。報告期間，本集團通過環保專項排查和日常環境綜合性隱患排查等工作，有效控制了環保相關風險，且並未發現任何對本集團有重大影響的違反環保法律及法規的情況。

廢氣排放

本集團的廢氣排放主要來自工業爐窯及設備在生產過程所產生的顆粒物、硫氧化物及氮氧化物。依據制定的《環保設施設備運行維護管理規定》，規範公司環保設施設備運行管理，保證環保設施設備安全、穩定、達標運行。為降低營運過程中的廢氣排放，我們通過引進吸附加催化燃燒技術、全氧燃燒技術等，配備煙氣收集和處理裝置、煙氣線上監控設備等降低和控制廢氣排放。報告期間，我們以「在正常工況下，廢氣排放均達到河北省鋼鐵工業大氣污染物超低排放標準；廢氣達標排放率100%」為目標，對煙塵收集系統進行改造，進一步減少廢氣外溢情況，確保排放達標合規。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

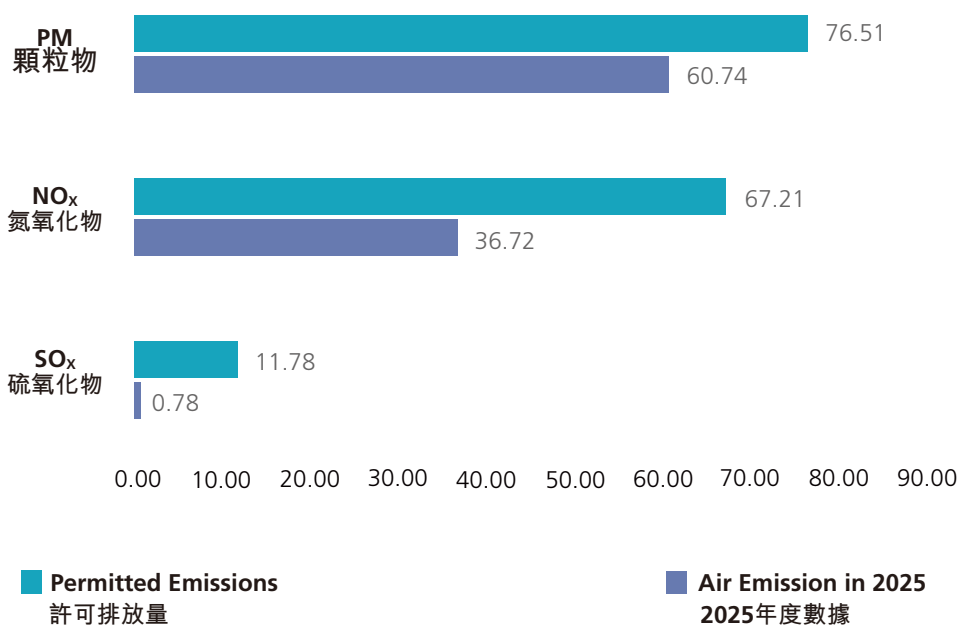
環境、社會和管治報告

During the Reporting Period, emissions of major air pollutants, including particulate matter, sulfur oxides, and nitrogen oxides, were significantly below the limits specified in the Emission Permit (《排污許可證》) and met the Ultra-Low Emission Standards for Air Pollutants in the Steel Industry of Hebei Province. The 2025 air emissions are as follows:

報告期間，顆粒物、硫氧化物及氮氧化物等主要大氣污染物排放量均明顯低於《排污許可證》的許可排放限值，並均符合河北省鋼鐵工業大氣污染物超低排放標準。2025年廢氣排放情況如下：

Type of Air Emissions 廢氣排放類型	Unit 單位	Permitted Emission Levels of The Bureau of Ecology and Environment of Cangzhou City 滄州市生態環境局許可排放量	2025 2025年	2024 2024年
Nitrogen oxides (NO _x) 氮氧化物	Tonnes 噸	67.21	36.72	36.12
Sulfur oxides (SO _x) 硫氧化物	Tonnes 噸	11.78	0.78	1.28
Particulate matter (PM) 顆粒物	Tonnes 噸	76.51	60.74	50.87

Air Emissions (Tonnes) 廢氣排放 (噸)



High-end Oil Drilling and Energy Equipment Pipe Production Line Using “Full Oxygen + Natural Gas” Combustion Technology to Significantly Reduce Emissions

高端石油鑽採及能源裝備用管生產線，採用「全氧+天然氣」燃燒技術，大幅降低廢氣排放

The Group’s subsidiary high-end pipe production line for oil drilling and energy equipment adopts a “full oxygen + natural gas” combustion technology, replacing the traditional “air + natural gas” combustion mode. The production line integrates full-oxygen combustion technology, an intelligent combustion model control system, and an advanced servo energy-saving hydraulic system, along with other digital automatic control technologies. This not only ensures stable conditions for high-quality product manufacturing but also significantly improves energy-saving and consumption-reduction performance. Preliminary estimates show that, compared with conventional production lines, the system can reduce unit energy consumption by over 25%, carbon emissions by over 25%, and nitrogen oxide emissions by more than 90%, delivering significant environmental benefits.

本集團子公司高端石油鑽採及能源裝備用管生產線，採用「全氧+天然氣」燃燒技術取代傳統「空氣+天然氣」燃燒模式，並綜合應用全氧燃燒技術、智慧燃燒模型控制系統及先進伺服節能液壓系統等一系列數位化自動控制技術，不僅為高質量產品生產提供穩定保障，亦全面提升節能降耗水準。初步測算顯示，與傳統產線相比，該系統可使單位能耗降低逾25%、碳排放減少逾25%，氮氧化物排放降幅更超過90%，環境效益顯著。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Waste Management

The Group continues to promote waste reduction at source and resource recycling, supporting green transformation and sustainable development. In terms of management, the Group regularly identifies national and local laws, regulations, standards, and policy requirements, and has established the “Hazardous Waste Management Regulations” (《危險廢物管理規定》), “General Waste Management Regulations” (《一般廢棄物管理規定》), “Environmental Inspection and Monitoring Management Regulations” (《環境檢查、監測管理規定》) and supporting emergency response plans, specifying management requirements and disposal standards for various types of waste. Annual management plans are formulated to define responsibilities and management targets, while routine operational inspections, assessments, and training strengthen full-process supervision. From a technical perspective, the Group has installed systems such as a hazardous waste terminal weighing and storage system to monitor and manage waste generation. Environmentally friendly and high-quality materials, such as water-based paints and recyclable refractory materials, have also been introduced to reduce waste generation at source.

For waste generated during operations, the Group implements classified management. Hazardous waste mainly includes dust collection ash, sludge, waste oil, and waste oil packaging drums, all of which are entrusted to qualified contractors for compliant disposal. During the Reporting Period, the Group also actively expanded cooperation channels by introducing new partners to promote the recycling and reuse of waste such as sludge and waste oil packaging drums. Non-hazardous waste mainly includes electric furnace slag, refining slag, mill scale, and waste refractory materials, all of which have been promoted for resource recovery and reuse.

廢棄物管理

本集團持續推動廢棄物的源頭減量與資源化再利用進程，助力企業綠色轉型與可持續發展。在管理方面，定期識別國家及地方法律法規、標準及政策要求，制定《危險廢物管理規定》、《一般廢棄物管理規定》、《環境檢查、監測管理規定》及配套應急預案，明確各類廢棄物的管理要求和處置標準。每年制定年度管理計劃，細化職責分工與管理目標，並通過常態化運行檢查、考核、培訓等強化全過程監督；在技術方面，本集團通過配備危廢終端稱重入庫系統等，實現對廢棄物產生情況的監控和管理，並通過引進環保、優質材料，如水性漆、可回收耐火材料等，從源頭降低廢棄物的產生。

針對營運中產生的廢棄物，本集團實施分類管理，有害廢棄物主要包括除塵灰、污泥、廢油及廢油包裝桶等，全部委託具有資質的合作廠家進行合規處置。於報告期內，亦積極拓展合作管道，引入新廠家推動污泥、廢油包裝桶等廢棄物的回收與再利用；無害廢棄物主要是包括電爐渣、精煉渣、氧化鐵皮及廢耐材等，均已推動其進行資源化再利用。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

During the Reporting Period, the quantities of waste generated by the Group are as follows: 報告期間，本集團產生之廢棄物數量如下：

Targets:

目標：

Achieve a 100% comprehensive utilization and disposal rate of general industrial solid waste

一般工業固體廢棄物綜合利用處置率達100%

Completed
已完成

Achieve a 100% compliant disposal rate of hazardous waste

危險廢棄物合規處置率100%

Type of Waste 廢棄物類型	Unit 單位	2025 2025年	2024 2024年
Hazardous waste 有害廢棄物總量	Tonnes 噸	14,984.48	10,078.70
Intensity 密度	Tonnes/revenue in million RMB 噸／百萬元人民幣收益	4.33	3.06
Non-hazardous waste 無害廢棄物總量	Tonnes 噸	65,907.25	72,206.53
Intensity 密度	Tonnes/revenue in million RMB 噸／百萬元人民幣收益	19.03	21.93

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Wastewater Management

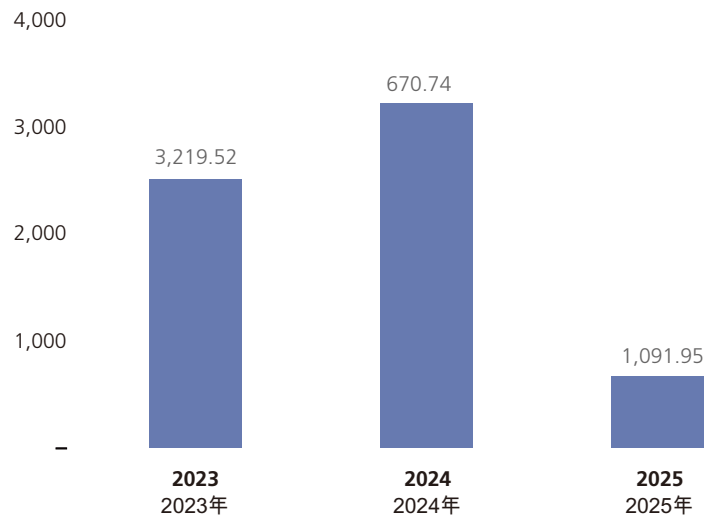
The Group continuously improves water environment management and has established the “Wastewater Management Regulations” (《廢水管理規定》). A wastewater treatment station and an online wastewater monitoring station have been installed, with the responsible department conducting routine inspection and maintenance of wastewater treatment equipment and facilities to ensure compliant treatment and discharge. In addition, a third-party environmental monitoring company is engaged annually to conduct regular monitoring of the Group’s wastewater discharge, ensuring compliance with applicable laws and regulations in the operating locations.

污水管理

本集團持續完善水環境管理，制定有《廢水管理規定》，建設有污水處理站及污水線上監測站房，由主責部門對污水治理設備、設施進行日常檢查和維護，對公司污水達標處理和達標排放負責。同時，每年委託第三方環境監測公司對集團污水排放情況進行定期監測，確保排放符合運營所在地相關的法律法規。

Type of Emission 排放物類型	unit 單位	2025 2025年	2024 2024年
Sewage discharge 污水排放量	m ³ 立方米	1,091.95	670.74

Sewage discharge in the past 3 years (m³)
近三年污水排放量 (立方米)



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Use of Resources

The Group is committed to improving resource utilization efficiency and implements the energy management policy of “clean production, energy conservation and consumption reduction, low-carbon development, and continuous improvement.” The Group strictly complies with relevant laws and regulations, including the Energy Conservation Law of the People’s Republic of China (《中華人民共和國節約能源法》) and the Administrative measures for energy conservation in key energy consumers (《重點用能單位節能管理辦法》). An Energy Management Leadership Group – comprising company leadership, functional departments, and production unit heads, has been established to implement a three-tier management structure at the company, functional department, and operating unit levels. Each operating unit has also established a three-level energy management network at the plant, workshop, and team levels. In addition, based on operational needs, the Group has formulated the “Energy Management Control Procedure” (《能源管理控制程式》) and the Energy Review Control Procedure (《能源評審控制程式》), which clearly define management responsibilities and requirements for resources such as electricity, natural gas, and water. These measures aim to improve comprehensive resource utilization, reduce consumption, enhance efficiency, and protect the environment.

Energy

The Group continues to strengthen energy management by reducing losses and waste across all stages of energy production and consumption through technological upgrades and innovations, thereby enabling more efficient and rational energy use and improving overall energy performance. During the Reporting Period, the Group actively identified and applied technologies listed in the “National Key Energy-Saving and Carbon Reduction Technology Promotion Catalog” (《國家重點節能降碳技術推廣目錄》). A total of 21 energy-saving retrofit projects were completed, including upgrades to heat treatment and hot rolling clean-loop pumps and tower pumps at the High-tech Zone branch, cyclone pit slag flushing pumps and return water pumps at the billet casting plant, and the integration upgrade of hydraulic stations across production units. These projects achieved an average energy-saving rate of about 50%. In addition, through refined energy management addressing issues such as leakage and wastage, the Group saved approximately 700 tonnes of standard coal annually and reduced carbon dioxide emissions by about 3,000 tonnes. On the management side, the Group has further strengthened refined management and smart enablement. On one hand, strict controls are implemented to prevent energy waste such as leakage and losses, improving energy utilization efficiency. On the other hand, a Just-in-Time (JIT) production intelligent management system has been introduced to enable dynamic monitoring and precise control of energy consumption through digital technologies.

資源使用

本集團致力於提升資源利用效率，貫徹落實「清潔生產、節能降耗、低碳發展、持續改進」的能源管理方針，嚴格遵守《中華人民共和國節約能源法》及《重點用能單位節能管理辦法》等法律法規和相關規定，由公司領導、各職能部門和生產單位負責人組成能源管理領導小組，實行公司、職能部門、使用單位三級管理體制，各使用單位建立廠、工段和班組三級能源網路。此外，根據實際情況，制定《能源管理控制程式》與《能源評審控制程式》，明確公司對電、天然氣、水等各項資源的管理職責和管理要求，致力於提高資源綜合利用率、降耗增效，保護環境。

能源

本集團持續加強用能管理，通過技術改造與突破，減少從能源生產到消費各個環節中的損失和浪費，以更加有效、合理地利用能源，全面提升能效績效。報告期間，本集團積極識別和轉化《國家重點節能降碳技術推廣目錄》相關技術，先後完成高新區分公司熱處理及熱軋淨環泵、上塔泵改造，鑄坯分廠旋流井沖渣泵與回水泵改造，以及分廠液壓站合併改造等共21項節能改造項目，各項目綜合節能率平均達50%，並通過跑冒滴漏等的精細化能源管理，年度累計節能約700噸標準煤，減少二氧化碳排放約3,000噸。此外，在管理機制優化方面，本集團強化精細化管控與智慧化賦能，一方面嚴格管控跑冒滴漏等能源浪費現象，提升能源利用效率；另一方面積極引進準時化生產智慧管控系統，以數位化手段實現能源消耗的動態監控與精準調控。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Pump Unit Energy-Saving Retrofit**泵組節能改造**

The Company's Equipment and Energy Department task force focused on pump unit energy efficiency, implementing targeted measures in three areas: operating condition matching, pipeline modification, and operational mode optimization. The team conducted comprehensive calculations and detailed analyses of key operating parameters – including rotational speed, head, and flow rate – followed by repeated verification. While strictly ensuring production requirements, the operating mode of the electric furnace water-cooled flue feeding pumps was optimized from “two in operation, one standby” to “one in operation, two standby.” A DN500 interconnecting pipeline and supporting valves were added, and pipeline pressure standards were adjusted. This upgrade enabled two previously independent pump units to be interconnected and serve as mutual backups, establishing an efficient coordinated operating mode that saves over 100 kWh of electricity per hour.

公司設備能動部攻堅團隊錨定泵組節能關鍵，從工況匹配、管道改造、模式優化三方面精準發力、靶向施策。團隊對泵組運行的轉速、揚程、流量等核心參數開展全面測算、細緻分析，反復驗證，在嚴格保障生產需求的前提下，將電爐水冷煙道給水泵運行模式由「兩用一備」優化調整為「一用兩備」，新增DN500規格聯通管道及配套閥門，調整管道壓力標準。實現原本獨立運行的兩組泵組互聯互通、互為備用，構建起高效協同的組合運行模式，每小時可節約電能百餘度。

Hydraulic System Integration and Optimization**液壓系統整合優化**

During the Reporting Period, equipment energy-saving upgrades were promoted through the integration and optimization of hydraulic systems. In the pipe-cutting operation area, a “two-into-one” integration was implemented, enabling six pieces of equipment to share three hydraulic stations. In the heat treatment workshop, pipelines were connected in series and valves were installed to enable flexible switching between hydraulic stations, saving the operating consumption of one 45 kW motor and one plunger pump. In addition, the logistics department carried out precise compatibility improvements to the cooling systems, hydraulic pipelines, connectors, and valve sizes of idle hydraulic stations, successfully revitalizing idle assets. Through the combined approach of “integration + optimization,” these measures achieved energy conservation and reduced energy consumption.

報告期間，通過整合優化液壓系統推進設備節能改造。如切管機作業區實施「兩台合一」，6台設備共用3台液壓站；熱處理車間串聯管路並加裝閥門，實現液壓站靈活切換，節省1台45KW電機和1台柱塞泵的運行消耗；物流部對閒置液壓站的冷卻系統、液壓管線、接頭及閥件尺寸進行精準適配性改進，成功盤活閒置資產。系列舉措以「整合+優化」實現節能降耗。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Given the nature of its operations, the Group's main resource consumption comes from purchased electricity, natural gas, and vehicle fuel, with no involvement of packaging materials. To further improve energy efficiency and strengthen accountability, the Group has gradually quantified energy intensity targets. During the Reporting Period, we preliminarily set the 2026 energy intensity target at 0.30 GWh per million RMB of revenue. The energy consumption data are as follows.

鑒於業務性質，本集團的主要資源消耗來自外購電力、天然氣及車輛燃油，且不涉及包裝物料。為進一步提升能源使用效率、強化責任，我們逐步量化能源密度目標資料。報告期間，我們初步擬定的2026年能源密度目標為每百萬元人民幣收入0.30吉瓦時，能源消耗資料如下。

Type of Energy 能源類型	Unit 單位	2025 2025年	2024 2024年
Indirect energy 間接能源			
Purchased electricity 外購電力	GWh 吉瓦時	506.95	476.94
Direct energy 直接能源			
Natural gas 天然氣	GWh 吉瓦時	528.90	499.58
Gasoline 汽油	GWh 吉瓦時	0.31	0.40
Diesel fuel 柴油	GWh 吉瓦時	1.17	1.08
Total energy consumption 能源消耗總計	GWh 吉瓦時	1,037.33	978.01
Intensity 密度	GWh/revenue in million RMB 吉瓦時／百萬元人民幣收益	0.30	0.30

Water Use

The Group continues to strengthen its water resource management system, adhering to the principle of water conservation. Through equipment upgrades, reclaimed water reuse, and optimized irrigation methods for plant and office area landscaping, the Group systematically improves water utilization efficiency. The Group also conducts employee training on water resource management to enhance water conservation awareness and strengthen the team's capability to optimize water use efficiency, thereby fulfilling its water-saving commitment through multiple approaches.

用水

本集團持續建立健全水資源管理體系，秉持節約用水原則。通過設備升級改造、中水回用及優化廠區與辦公區綠化灌溉模式等，系統性提升水資源利用率。我們亦積極開展員工水資源管理培訓，強化全員節水意識，並提升團隊對於優化水資源使用效率的專業能力，從多維度實踐節水承諾。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Water Conservation Awareness Campaign**節約用水宣傳活動**

During the 33rd World Water Day and the 38th China Water Week, the Group collaborated with the local community to organize volunteers for a water conservation awareness campaign. During the event, volunteers distributed educational materials on water conservation and provided on-site explanations to introduce practical water-saving knowledge to employees and community residents. Based on real-life water usage scenarios, the campaign also promoted the “Three Timely Actions” principle: promptly reporting pipeline leaks, promptly turning off unattended taps, and promptly discouraging water-wasting behavior. The initiative enhanced awareness of water conservation and water resource protection among employees and community residents, encouraging the adoption of practical water-saving habits in daily life.

本集團於第三十三屆「世界水日」及第三十八屆「中國水周」期間，與當地社區聯動，組織志願者開展節約用水宣傳活動。活動中，志願者透過派發節水科普宣傳資料及現場講解方式，向員工及社區居民介紹日常節水知識，並結合實際用水情境，宣導「三及時」行動準則，包括及時報修管網滲漏、及時關閉未關水龍頭、及時勸導浪費用水行為，提升員工及社區居民對節約用水及水資源保護的認知，鼓勵將節水理念轉化為可執行的日常用水習慣。



During the Reporting Period, the Group has not encountered any problems in sourcing water resources that are fit for its purposes. Our water consumption is as follows:

報告期間，本集團在採購適用水方面並未遇到任何問題，耗水量如下：

Water Consumption	Unit	2025	2024
耗水量	單位	2025年	2024年
Total water consumption	m ³	853,598.00	726,204.00
總耗水量	立方米		
Intensity	m ³ /revenue in million RMB	246.53	220.58
密度	立方米／百萬元人民幣收益		

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Green Office

The Group aims to deeply integrate a “green and low-carbon culture” into its daily operations, encouraging employees to actively practice green office initiatives and translate environmental responsibility into concrete actions. Through signing the Energy Saving Charter, organizing dedicated environmental protection activities, optimizing green office practices, and promoting green awareness through training and communications, the Group communicates green values to all employees and encourages the adoption of sustainable practices.

綠色辦公

本集團旨在將「綠色低碳文化」深度融入日常生產經營，激勵員工積極落實綠色辦公，將對環境的關懷付諸實際行動。透過簽署《節能約章》、舉辦專項環保活動，優化綠色辦公方式，利用培訓與推文宣傳等多元途徑，向全體員工傳遞綠色理念、實踐綠色行動。



**Office
Energy Saving
辦公節能**

Lighting Optimization – Maximize the use of natural daylight and strictly control unnecessary or prolonged lighting during daytime.

採光優化—極大化自然光利用，嚴控白晝及非必要的長時間照明。

Integrated Air-conditioning Control – Adjust air-conditioning and lighting systems automatically according to seasonal and weather conditions, supplemented by manual inspections to balance office comfort and energy consumption.

空調聯控—依據季節、氣象自動調節空調與照明系統，輔以人工巡檢，平衡辦公舒適度與能耗。

Water Conservation Promotion – Post reminder signage in water-use areas to strengthen employees' awareness of water conservation.

節水宣導—於用水區張貼警示標識，強化全員節水意識。



**Green
Commuting
綠色通勤**

The Group encourages employees to use public transport, carpool, cycle, or walk to work. In cooperation with third parties, shared bicycle stations and new energy vehicle charging facilities have been installed within the plant area to reduce commuting-related carbon emissions.

本集團鼓勵員工乘坐公共交通、共用車輛，或騎行、步行通勤，並與第三方合作，在廠區設立共用單車放置點、共建新能源車充電樁，減少員工通勤碳足跡。



**Paperless
Office
無紙化辦公**

Leveraging the integrated production and sales management platform, the Group promotes electronic document management through self-developed reporting tools and integration with an electronic signature system, as well as platforms such as the Beisen HR system, WeCom, and a self-developed document management system. Electronic contracts and agreements are gradually archived online, eliminating the circulation and printing of offline reports and policy documents. Double-sided printing is also encouraged to reduce paper consumption and support green office practices.

借助產銷一體化管控平台系統，通過自主報表開發、電子簽章系統對接，利用北森HR系統、企業微信、自主開發的檔管理平台等，全面推行電子檔管理。在此基礎上，逐步實現電子合同與協定的線上存檔，取消線下報表和制度檔的傳遞和列印，並宣導紙張雙面列印，有效節約紙張消耗，助力綠色辦公。



**Reduction
of Single-use
Items
去一次化**

Disposable paper cups have been phased out in reception areas and replaced with reusable ceramic cups, supported by high-temperature and ultraviolet sterilization facilities. For meetings and official activities, employees are encouraged to bring their own cups to reduce the use of single-use consumables at the source.

接待區全面停用一次性紙杯，將其更換為可重複使用的瓷杯，並配置高溫與紫外線消毒設施；各項會議及公務活動等，宣導員工自帶水杯，從源頭減少一次性耗材使用。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

The Group will continue to monitor resource usage to assess the effectiveness of conservation measures and establish more targeted improvement actions and goals in the future.

Environment and Natural Resources

The Group actively promotes low-carbon transformation by developing a scrap steel-based electric arc furnace (EAF) smelting process, replacing traditional raw materials through the recycling of scrap steel and delivering significant emission reduction benefits. In terms of compliance management, the Group strictly adheres to relevant laws and regulations, including the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Law of the People's Republic of China on Appraising of Environment Impacts (《中華人民共和國環境影響評價法》), Emergency Response Law of the People's Republic of China (《突發環境事件應急管理辦法》) and other relevant regulations. The Group has established several dedicated policies, including "Onsite environmental management implementation plan" (《現場環境管理辦法》), "Discharge Permit Management Regulations" (《排污許可管理規定》), "Greenhouse Gas Management Regulations" (《溫室氣體管理規定》), Environmental "Operation Control Program" (《環境運行控制程式》), and "Emergency Environmental Emergency Response Plan" (《突發環境應急預案》). Guided by the principles of "pollution prevention, compliant discharge, legal compliance, and continuous improvement," the Group is committed to strengthening its environmental and energy management systems to achieve green and sustainable development.

本集團將會持續記錄資源使用的情況，以便未來檢討節約措施成效，以及訂立更具針對性的改善措施和目標。

環境及天然資源

本集團積極推動低碳轉型，開發全廢鋼電弧爐冶煉工藝，透過循環利用廢鋼資源替代傳統原料，發揮顯著的減排效益。在合規管理方面，本集團嚴格遵循《中華人民共和國環境保護法》、《中華人民共和國環境影響評價法》及《突發環境事件應急管理辦法》等法律法規，制定《現場環境管理辦法》、《排污許可管理辦法》、《溫室氣體管理規定》、《環境運行控制程式》及《突發環境應急預案》等多項專項制度。秉持「預防污染、達標排放、遵紀守法、持續改進」的方針，致力於完善環境與能源管理體系，實現綠色可持續發展。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Currently, all major production sites of the Group have obtained ISO 14001 Environmental Management System and ISO 50001 Energy Management System certifications, achieving a 100% certification coverage rate. The Company has also passed the Cleaner Production Audit conducted by the Hebei Academy of Ecological and Environmental Sciences and has been awarded the National Green Factory Certification by the Ministry of Industry and Information Technology. During the Reporting Period, the Group actively promoted the use of clean energy, completing 500 MWh of green electricity transactions during the year. In addition, the newly constructed high-end pipe production line for oil drilling and energy equipment plans to install distributed photovoltaic power generation units on the plant rooftop, with an installed capacity of over 11 MWp and an expected annual power generation of approximately 12 million kWh. Through these initiatives, the Group is taking concrete actions to advance green and low-carbon development and support the transformation of its energy structure.

目前，本集團主要生產場所均已取得ISO14001環境管理體系、ISO50001能源管理體系認證，體系認證覆蓋率100%。公司也通過河北省生態環境科學研究院清潔生產審核驗收，獲得工信部國家級綠色工廠認證。報告期間，我們亦在積極推動清潔能源使用，年度內完成500 MWh的綠色電力交易，新建高端石油鑽採及能源裝備用管生產線計劃在廠房屋面建設分散式光伏發電機組，裝機容量大約11MWp，預計年發電量約1200萬kWh。我們正以實際行動踐行綠色低碳發展，助力集團能源結構轉型。



ISO 14001 Environmental Management System Certificate
ISO14001環境管理體系證書



Green Electricity Trading Certificate
綠電交易證書



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Biodiversity Conservation

The Group regards ecological protection as a core responsibility of corporate citizenship. Recognizing the importance of protecting natural resources for global sustainable development, the Group commits to strictly complying with relevant laws and regulations, including the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Wetland Protection Law of the People's Republic of China (《中華人民共和國濕地保護法》), the Forest Law of the People's Republic of China (《中華人民共和國森林法》), and the Regulations on Nature Reserves of the People's Republic of China (《中華人民共和國自然保護區條例》). Throughout the operational lifecycle, the Group implements a strict avoidance principle, ensuring that project site selection proactively avoids ecological protection redlines, nature reserves, and environmentally sensitive areas. It also strictly follows management requirements for ecologically sensitive zones, striving to protect habitats for wildlife and endangered species and safeguard biodiversity.

We have also developed a "Biodiversity Conservation Policy" (《生物多樣性保護政策》), which has been publicly disclosed on our official website. The policy stipulates that before commencing any project, we conduct environmental impact assessments in accordance with legal requirements to evaluate the project's impact on biodiversity and local communities. Construction only begins after obtaining approval for the assessment. Upon project completion, we promptly restore surface vegetation and soil to minimize soil erosion and minimize habitat disturbance on affected land. Additionally, we regularly engage professional teams to assess natural resources such as soil and air, ensuring the balance, integrity, and stability of ecosystems. We actively implement measures to control soil and water erosion and prevent deforestation. Furthermore, we collaborate with various stakeholders to participate in biodiversity conservation initiatives, afforestation projects, and other public welfare programs. Within our facilities, we implement greening measures to reduce land exposure time. We expect our suppliers and partners to strictly adhere to biodiversity conservation measures, actively promote biodiversity protection, and minimize the environmental impact of their operations.

生物多樣性保護

本集團視生態保護為企業公民之核心責任。我們深知保護自然資源對全球可持續發展的重要性，承諾嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國濕地保護法》、《中華人民共和國森林法》及《中華人民共和國自然保護區條例》等法律規範。在營運生命週期中，我們落實嚴謹的避讓原則，確保專案選址主動迴避生態保護紅線、自然保護區及環境敏感區域，並嚴格遵循生態敏感區管理規定，致力於維護野生動植物與瀕危物種的棲息環境，守護生物多樣性。

我們亦制定了《生物多樣性保護政策》，已於官網披露。政策中規定，在項目建設前，我們依法進行環境影響評估，評估項目建設對生物多樣性及當地社區的影響，並在取得環評批覆後才開工建設；建設完成後，會及時恢復地表及土壤，減少土壤侵蝕和受干擾土地棲息地。我們也定期委託專業團隊評估土壤、空氣等自然資源，維護生態系統的平衡、完整性及穩定性。積極採取措施控制水土流失，避免森林砍伐。我們亦與不同持份者方合作，積極參與生物多樣性保護、植樹造林等公益項目，同時在廠區內實施綠化措施，減少土地裸露時間。我們期望供應商及合作夥伴嚴格落實生物多樣性保護措施，積極推動生物多樣性保護，減少生產經營對生態環境的影響。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Climate Change

In light of the increasing frequency of extreme weather events caused by global climate change, which pose material risks and uncertainties to business operations, the Group actively responds to the national “dual carbon” goals – achieving carbon peaking by 2030 and carbon neutrality by 2060 – and has issued the “Carbon Peak and Carbon Reduction Implementation Plan” (《碳達峰及降碳實施方案》). At the same time, as global regulatory requirements become increasingly stringent – particularly with the enhanced climate-related disclosure requirements of the Stock Exchange – climate action has become a core element of corporate strategy. In this context, the Group has formulated a comprehensive low-carbon operational strategy and continues to refine its internal policy framework to ensure regulatory compliance, improve energy management efficiency, and implement effective carbon emission control.

To enhance information transparency, this report follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the IFRS S2 framework of the International Sustainability Standards Board (ISSB), while strictly complying with the HKEX ESG Reporting Guide. For detailed disclosure mapping, please refer to Appendix 3: Climate-related Disclosure Index.

Governance

The Group has established a clear governance structure delineating the responsibilities of the Board and management. The Board serves as the highest decision-making body for ESG and climate matters, fully responsible for formulating and periodically reviewing ESG strategies, policies, and targets. Climate factors are fully integrated into long-term business planning and investment decisions, with physical and transition climate risks systematically identified and assessed within the overall risk management framework. To ensure effective implementation, the Board allocates adequate human, financial, and technological resources and monitors performance through ESG key performance indicators, ensuring the accuracy and timeliness of disclosed information. Management leads operational teams to execute specific actions. To further strengthen accountability, climate-related performance indicators have been incorporated into the performance evaluations of both the Board and management, incentivizing proactive fulfillment of carbon reduction responsibilities.

應對氣候變化

鑒於全球氣候變化加劇引發的極端天氣事件，已對企業營運構成實質性風險與不確定性，本集團積極回應國家「雙碳」目標（即2030年前碳達峰及2060年前碳中和），發佈《碳達峰及降碳實施方案》。同時，隨著全球監管環境日趨嚴格，特別是聯交所對氣候資訊披露要求的提升，氣候行動已成為企業策略的核心。有見及此，我們制定了全面的低碳營運策略，並持續優化內部政策體系，旨在確保業務合規的同時，提升能源管理效率並落實碳排放控制。

為提升資訊透明度，本報告參照氣候相關財務披露工作小組(TCFD)建議及國際可持續準則理事會(ISSB)之IFRS S2框架進行披露，並嚴格遵循聯交所《環境、社會及管治報告守則》。有關詳細的披露對應，請參閱附錄3氣候相關披露索引。

管治

本集團確立了董事會與管理層職責分明的管治架構，董事會作為本集團ESG與氣候事務的最高決策機構，全面負責制定並定期檢討ESG策略、政策及目標。我們將氣候因素深度納入長期業務規劃與投資決策，並在整體風險管理框架內，系統性地識別與評估氣候物理風險及轉型風險。為確保策略落地，董事會負責配置充足的人力、財務及技術資源，透過設定ESG關鍵績效指標監察實質表現，確保披露資訊的準確性與時效性。管理層則領導營運團隊落實具體行動。為進一步強化問責制，我們已將氣候變化應對指標納入董事及管理層的績效考核，藉此激勵管理層積極履行減碳職責。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

The Group's ESG Committee and working groups regularly assess climate-related risks and opportunities, reporting to the Board once annually to ensure climate considerations are closely integrated with the Group's strategic planning. Progress on climate risk and opportunity targets is reported to the ESG Committee semi-annually and to the Board annually. The Group also periodically reviews its governance mechanisms to ensure alignment with international best practices and evolving regulatory requirements, driving continuous improvement in climate performance. During the Reporting Period, the Group successfully obtained Carbon Management System Certification, further enhancing carbon emission monitoring, implementation of reduction measures, and overall carbon management capabilities, establishing a more systematic and standardized long-term carbon management mechanism.

To ensure the Board can effectively oversee increasingly complex climate matters, the Group has established a comprehensive capacity-building mechanism. During Board nomination and retention processes, candidates' experience in ESG and climate oversight is considered. The Group strengthens the Board's understanding of climate developments through regular specialized training, ESG updates, and Continuing Professional Development (CPD) programs. When necessary, the Board also engages professional consultants to provide in-depth technical advice, enhancing the quality and expertise of decision-making in addressing climate challenges.

本集團的ESG委員會及工作小組定期評估氣候風險與機遇，並每年向董事會匯報1次，確保氣候議題與集團戰略規劃緊密結合。關於氣候風險及機遇的目標進展，每半年向ESG委員會匯報1次，每年度向董事會匯報1次。本集團亦會定期檢討管治機制，確保其符合國際最佳實踐及演進中的法規要求，推動氣候績效的持續改進。報告期間，已順利取得「碳管理體系認證」，進一步完善碳排放監測、減排措施落地與碳管理能力，構建更加系統化、規範化的碳管理長效機制。

為確保董事會能有效監督日益複雜的氣候事務，本集團建立了完善的職能提升機制。在董事提名及留任過程中，候選人在ESG及氣候監督方面的履歷是考量因素之一。我們透過定期舉辦專題培訓、ESG動態推送及持續專業發展(CPD)課程，強化決策層對氣候動態的掌握。必要時，董事會亦會聘請專業顧問提供深度技術建議，以提升應對氣候挑戰的決策質量與專業素養。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Strategy

In line with the spirit of the 19th National Congress of the Communist Party of China and subsequent plenary sessions, and to implement Xi Jinping's thought on ecological civilization, the Group actively practices low-carbon development and incorporates carbon peaking and carbon neutrality targets into its 2023–2027 Five-Year Plan. With comprehensive green transformation at its core, the Group focuses on low-carbon energy development, leveraging technological and institutional innovations to drive high-quality growth. Guided by intelligent, information-driven, digital, and green development, the Group continues to advance the construction of smart factories for oil pipe manufacturing, aiming for high-efficiency, low-energy-consumption, and low-emission operations, enhancing industry-wide intelligence and management effectiveness, and actively supporting the national goals of carbon peaking and carbon neutrality.

策略

為深入貫徹黨的十九大及歷次全會精神，落實習近平生態文明思想，本集團積極踐行低碳發展理念，並將碳達峰、碳中和目標納入《2023-2027年五年規劃》。本集團以全面綠色轉型為核心，聚焦能源低碳發展，依託科技創新與制度創新推動高質量發展。圍繞智慧化、資訊化、數位化及綠色化方向，持續推進石油管製造智慧工廠建設，致力於實現高效率、低能耗、低排放運營，提升行業智慧化水準與管理效能，積極助力國家碳達峰與碳中和目標的實現。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

The Group has formulated and implemented the “Carbon Peak and Carbon Reduction Implementation Plan” (《碳達峰及降碳實施方案》), which has been disclosed on the official website. At the beginning of each year, the Group formulates “ESG Action Plans” (《ESG行動計劃》) for each business unit based on key action targets and conducts monthly follow-ups on implementation progress to ensure the achievement of its strategies and objectives. The key action targets under the “Carbon Peak and Carbon Reduction Implementation Plan” are as follows:

本集團已制定並執行《碳達峰及降碳實施方案》，並於官方網站披露，同時每年初結合主要行動目標分解制定各單位《ESG行動計劃》，並每月跟進行動計劃執行情況，以確保策略和目標的實現。《碳達峰及降碳實施方案》主要行動目標如下：

- 1. Strengthening Top-Level Planning** – The Company has established an efficient and collaborative management system, with oversight from the Board and the ESG Committee, while the ESG Working Group ensures effective implementation. The Company continuously optimizes its carbon emissions management framework, integrating green and low-carbon development strategies into all aspects of production and operations to drive meaningful carbon reduction actions.
夯實頂層設計—公司搭建了高效協同的工作管理體系，由董事會、ESG委員會共同負責，ESG工作小組深化落實。持續優化碳排放管理機制，將綠色低碳發展戰略和理念貫徹融入生產經營各環節，推動減碳行動落地落實。
- 2. Advancing Green and Low** – Carbon Product Development – The Company collaborates with upstream suppliers to promote the adoption and application of green and low-carbon materials. In response to customer demands, it increases investment in developing environmentally friendly products with high strength, high toughness, corrosion resistance, temperature resilience, long lifespans, and resource efficiency. Additionally, it actively pursues green product and carbon footprint certifications to enhance market competitiveness and customer trust.
加大綠色低碳產品研發—協同上游供應鏈，共同推動綠色低碳材料引進和應用；回應客戶需求，加大對高強度、高韌性、耐腐蝕、耐熱耐低溫及長生命週期、節能與節材等綠色低碳產品的研發投入，打造環境友好型產品；積極開展綠色產品及碳足跡認證工作，提升產品市場競爭力和客戶信任度。
- 3. Improving Energy Efficiency** – The Company aligns with “Guidelines on Energy Efficiency for Key Energy – Consuming Products and Equipment” (《重點用能產品設備能效先進水準、節能水準和准入水準》) and accelerates the upgrade of energy-consuming equipment. It introduces advanced energy-saving technologies, such as electric furnace waste heat power generation, continuous scrap preheating, Amiba residual steel monitoring, hydraulic servo energy-saving systems, full-oxygen combustion, and just-in-time electric furnace operations, to enhance overall energy efficiency. Additionally, it promotes waste energy utilization projects to maximize energy conversion and achieve collaborative carbon reduction.
提升能效水準—對標《重點用能產品設備能效先進水準、節能水準和准入水準》等檔，加快用能設備更新升級；適時引進先進節能技術，如電爐餘熱發電技術、廢鋼連續裝料預熱技術、阿米巴餘鋼監測技術、液壓伺服節能技術、全氧燃燒技術、電爐準時化技術等，有效提高公司整體能效水準；推動餘能利用改造，充分發揮能源轉換功能，實現協同減碳。
- 4. Enhancing Smart Management** – By integrating next-generation industrial internet technologies, the Company deeply incorporates 5G, IoT, cloud computing, big data, and AI into its manufacturing processes. It aims to achieve customized, flexible, and green manufacturing by developing “dark factories” with fully automated production lines, digital twin factories, and green factories, thereby strengthening overall competitiveness and core capabilities.
提升智慧化管理水準—整合新一代工業互聯網技術，深度融合5G、物聯網、雲計算、大資料、人工智慧等前沿科技，實現定制化、柔性化、綠色化製造，打造黑燈工廠、數位孿生工廠及綠色工廠，全面提升企業綜合競爭力和核心競爭力。
- 5. Expanding Green Energy Development** – The Company invests in clean energy infrastructure, including solar and wind power, and actively participates in green energy trading. It optimizes transportation methods for key materials based on local conditions, increasing the proportion of clean transportation.
發展綠色能源—佈局光伏、風能等清潔能源建設，積極參與綠色能源交易；因地制宜，優化重要物資運輸方式，提高清潔運輸比例。
- 6. Promoting Integrated Pollution and Carbon Reduction Management** – Building on its electric arc furnace short-process steelmaking using 100% scrap steel, the Company steadily advances ultra-low emissions initiatives. It actively explores and promotes comprehensive utilization of solid waste, enhancing the recycling of scrap steel and steel slag to support a circular economy. Furthermore, it conducts carbon audits and clean production assessments while closely monitoring the research and application of low-carbon smelting and carbon capture technologies.
促進減污降碳協同管治—在全廢鋼電爐短流程煉鋼的基礎上，穩步推進超低排放工作；積極探索、推進固廢綜合利用，提升廢鋼、鋼渣等資源利用效率，推動循環經濟實踐；深入開展碳排放核查及清潔生產審核工作，積極跟蹤低碳冶煉、碳捕集等前沿技術的研發與應用。

Dalipal “Carbon Reduction Day” Activity

達力普「減碳日」活動

On World Environment Day, the Group organized a “Books for Vegetables” event, encouraging employees to exchange unused books for organic fruits and vegetables. During the event, 488 books were collected and 330 jin of organic produce were distributed. The collected books were donated to local community reading rooms, achieving mutual benefits for the environment, employees, and the community, while promoting the reuse of knowledge and green resources.

本集團於世界環境日舉辦「以書換蔬」活動，號召員工將閒置書籍換取有機果蔬。活動共回收書籍488本，兌換有機蔬菜及水果330斤，並將書籍捐贈至當地社區的城市書房，實現環境、員工與社區的共益，知識與綠色資源的再利用。



The Group fully recognizes that climate change poses various risks to business and may lead to potential financial impacts. At the same time, climate change also creates opportunities for corporate development, driving continuous innovation in core business, accelerating the transition to a low-carbon economic model, and maintaining market competitiveness.

本集團充分認識到氣候變化會為業務帶來多種風險，並可能引發潛在的財務影響。同時，氣候變化亦為企業發展創造機遇，促使我們在核心業務上持續創新，加快向低碳經濟發展模式轉型，並保持市場競爭優勢。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Climate-related Risks and Opportunities

During the Reporting Period, the Group took further actions by engaging professional consultants to conduct analyses. Based on peer benchmarking, we conducted a preliminary assessment of climate-related risks associated with business operations. Following the HKEX Implementation Guide and market practices, climate risks were categorized into short-term (2030), medium-term (2050), and long-term (2080) horizons. After assessment, no climate-related risk or opportunity was identified as having a material impact on the Group. Accordingly, the Group has not formulated specific transition plans, investments, or asset disposal strategies, nor made related capital allocation arrangements. The table below summarizes the climate risks identified and their potential impacts:

氣候相關風險與機遇

報告期間，我們進一步採取行動，聘請專業顧問進行分析。結合同業基準比較結果，我們對與業務營運相關的氣候風險進行了初步評估。參照聯交所實施指引及市場慣例，我們將氣候風險劃分為短期(2030年)、中期(2050年)及長期(2080年)三個時間維度。經評估後，並無任何氣候相關風險或機遇被認定為對本集團具重大影響。因此，本集團目前未有就相關事項制定具體的轉型計劃、投資或資產處置方案，亦未作出相應的資本配置安排。下表概述本集團識別的氣候風險及其潛在影響：

Risks and Opportunities 風險與機遇	Description 描述	Impact 影響	Response 回應措施
Physical Risks 實體風險			
Acute Risks 急性風險	Sudden extreme weather events (e.g., heavy rainfall, typhoons, floods, storms, or wildfires) with short-term impacts that may cause immediate damage to company assets, employees, and the supply chain. 極端天氣事件(如強降雨、颱風、洪水、風暴或山火)突發且具短期影響，可能對公司資產、員工及供應鏈造成即時損害。	1) Cash Flow, Financing, or Capital Costs 1) 現金流量、融資渠道或資本成本 Short-term: Abrupt decline in operating cash flow due to asset damage, production interruptions, and logistics disruption, coupled with increased repair costs. 短期：資產受損、生產中斷及物流受阻導致營運現金流突然下降，同時維修成本增加。 Medium-term: Higher risk premiums may lead to increased insurance deductibles and rising capital costs. 中期：風險溢價上升導致保險免賠額增加及資本成本上升。	<ul style="list-style-type: none"> Enhance disaster resilience of facilities; diversify supplier sources; establish risk collaboration mechanisms with key suppliers. 強化設施防災等級；推動供應商來源多元化；建立關鍵供應商風險協同機制。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Risks and Opportunities 風險與機遇	Description 描述	Impact 影響	Response 回應措施
		<p>2) Business Model and Value Chain 2) 商業模式與價值鏈</p>	
		<p>Current impact: No material impact identified. 當前影響：未發現重大影響。</p>	
		<p>Expected impact: Instability in raw material supply, logistics delays, and cost fluctuations in procurement; delivery delays could harm customer relationships. 預期影響：原材料供應不穩、物流延誤及採購成本波動，交付延遲損害客戶關係。</p>	
		<p>Concentration: Production facilities, warehouses, and critical supply chain nodes located in high-risk regions. 集中度：位於高風險地區的生產設施、倉庫及關鍵供應鏈節點。</p>	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Risks and Opportunities 風險與機遇	Description 描述	Impact 影響	Response 回應措施
		3) Financial Position and Performance 3) 財務狀況與業績表現	
		<p>Current impact: Risks of asset impairment, inventory damage, or insufficient insurance coverage. 當前影響：面臨資產減值、存貨受損或保險保障不足的風險。</p>	
		<p>Expected impact: Without resilience investments, carrying value of assets may be further reduced; medium-term capital expenditure needed for facility reinforcement and supply chain diversification. 預期影響：若不進行韌性投資，資產賬面價值可能進一步下調；中期需投入資本開支用於設施加固及供應鏈多元化。</p>	
		4) Assets or Business Activities 4) 資產或業務活動	
		<p>Not applicable for this Reporting Period. 本年度不適用。</p>	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Risks and Opportunities 風險與機遇	Description 描述	Impact 影響	Response 回應措施
Transition Risks 轉型風險			
Policy and Legal Risks 政策與法律風險	<p>Domestic carbon “dual control” and carbon trading policies have become stricter; the EU CBAM increases the carbon cost of exports. 國內碳雙控及碳交易政策收嚴；歐盟CBAM增加出口碳成本壓力。</p> <p>The Hong Kong Stock Exchange will align with IFRS S2 (“Climate-related Disclosures”), enforcing stricter climate disclosure requirements from 2025. 聯交所接軌國際財務報告準則 (IFRS S2「氣候相關揭露」)，2025年起強制執行更嚴格的氣候披露要求。</p>	<p>1) Cash Flow, Financing, or Capital Costs 1) 現金流量、融資渠道或資本成本</p> <p>Short-term: Increased compliance costs and higher expenditures on carbon taxes or carbon trading. 短期：合規成本增加，以及碳稅或碳交易支出上升。</p> <p>Medium-term: Continued rise in operational and financing costs. 中期：營運成本及融資成本持續增加。</p> <p>2) Business Model and Value Chain 2) 商業模式與價值鏈</p> <p>Current impact: Supplier carbon performance directly affects the Group’s product carbon footprint and compliance. 當前影響：供應商碳排放表現直接影響集團產品碳足跡及合規性。</p> <p>Expected impact: Insufficient disclosure transparency may lower ESG ratings, impacting customer willingness to collaborate and access to financing. 預期影響：披露透明度不足可能導致ESG評級下降，影響客戶合作意願及融資。</p> <p>Concentration: High-emission products and energy-intensive value chains. 集中度：高排放產品及能源密集型價值鏈。</p>	<ul style="list-style-type: none"> Strengthen collaboration with suppliers on carbon management; incorporate carbon performance into procurement eligibility criteria; optimize energy mix. 加強供應商碳管理合作；將碳績效納入採購准入標準；優化能源結構。 Establish regulatory monitoring systems aligned with international standards; regularly review disclosure compliance; enhance data governance capabilities. 建立符合國際準則的監管監測體系；定期檢視披露合規性；提升資料管治能力。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Risks and Opportunities 風險與機遇	Description 描述	Impact 影響	Response 回應措施
		3) Financial Position and Performance 3) 財務狀況與業績表現	
		Current impact: Additional compliance-related expenditures have already been incurred. 當前影響：已產生額外的合規相關支出。	
		Expected impact: Certain assets may face early retirement or impairment risk. 預期影響：某些資產可能面臨提前退役或減值風險。	
		4) Assets or Business Activities 4) 資產或業務活動	
		Not applicable for this reporting period. 本年度不適用。	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Risks and Opportunities 風險與機遇	Description 描述	Impact 影響	Response 回應措施
Climate-related Opportunities			
氣候機遇			
Energy Sources 能源來源	Promote energy efficiency, circular use, and renewable energy adoption. 推行能效提升、循環利用及可再生能源應用。	<p>1) Cash Flow, Financing, or Capital Costs 1) 現金流量、融資渠道或資本成本</p> <p>Medium-term: Significantly reduce exposure to energy price fluctuations. 中期：顯著降低對能源價格波動的風險敞口。</p> <p>Long-term: Reduce reliance on fossil fuels and optimize capital costs. 長期：減少對化石燃料的依賴並優化資本成本。</p>	<ul style="list-style-type: none"> Implement energy-saving technologies and resource circularity; gradually increase use of green electricity. 實施節能技改與資源循環利用；逐步提高綠電使用比例。
		<p>2) Business Model and Value Chain 2) 商業模式與價值鏈</p> <p>Current impact: No material impact identified. 當前影響：未發現重大影響。</p> <p>Expected impact: Adoption of renewable energy and energy-saving technologies creates opportunities for optimizing energy structure and controlling costs. 預期影響：可再生能源及節能技術的應用，為能源結構優化及成本控制帶來機會。</p> <p>Concentration: Energy-intensive operations. 集中度：能源密集型業務。</p>	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Risks and Opportunities 風險與機遇	Description 描述	Impact 影響	Response 回應措施
		3) Financial Position and Performance 3) 財務狀況與業績表現	
		Current impact: May require infrastructure investment. 當前影響：可能需要進行基礎設施投資。	
		Expected impact: Long-term asset value is more stable, with potential reputational benefits. 預期影響：長期資產價值更趨穩定，並獲得聲譽效益。	
		4) Assets or Business Activities 4) 資產或業務活動	
		Not applicable for this reporting period. 本年度不適用。	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Risks and Opportunities 風險與機遇	Description 描述	Impact 影響	Response 回應措施
Market 市場	Growing demand for green-certified and low-carbon products. 市場對綠色認證與低碳產品的需求日益增長。	<p>1) Cash Flow, Financing, or Capital Costs 1) 現金流量、融資渠道或資本成本</p> <p>Medium- and Long-term: Increase revenue through green premiums and new product development, capturing low-carbon market share. 中期及長期：透過綠色溢價與新產品開發增加營收，搶佔低碳市場份額</p> <p>2) Business Model and Value Chain 2) 商業模式與價值鏈</p> <p>Current impact: No material impact identified. 當前影響：未發現重大影響。</p> <p>Expected impact: Meet downstream customers' Scope 3 emission reduction requirements, strengthening long-term partnerships. 預期影響：滿足下游客戶對範圍三減碳的要求，鞏固長期合作關係。</p> <p>Concentration: Business units capable of entering the green market. 集中度：具備進入綠色市場能力的業務單位。</p>	<ul style="list-style-type: none"> Conduct product carbon footprint accounting and green product certification; accelerate low-carbon technology R&D. 開展產品碳足跡核算及綠色產品認證；加速低碳技術研發。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Risks and Opportunities 風險與機遇	Description 描述	Impact 影響	Response 回應措施
		3) Financial Position and Performance 3) 財務狀況與業績表現	
		Current impact: Potential for additional revenue. 當前影響：可能產生額外收入。	
		Expected impact: Long-term increase in asset value. 預期影響：資產價值長期提升。	
		4) Assets or Business Activities 4) 資產或業務活動	
		Not applicable for this reporting period. 本年度不適用。	

Risk Management

The Group integrates climate-related risks and opportunities into its overall risk management framework to ensure these matters are systematically identified, assessed, managed, and monitored. During the Reporting Period, the Group conducted a corporate risk assessment. In identifying climate-related risks and opportunities, we benchmarked against global sustainability trends, industry disclosures, and leading international frameworks, including:

- SASB Standards and the MSCI ESG Industry Materiality Map;
- World Economic Forum's Global Risks Report 2025; and
- Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Each identified risk is assessed based on its likelihood of occurrence and potential impact, while also taking into account the Group's adaptive capacity and the resources required for resilience.

Based on the established risk appetite, the Group manages identified priority risks through four key strategies: risk mitigation, risk transfer, risk acceptance, and risk control. The Group also regularly reviews its risk management processes and methodologies to ensure continued effectiveness. During the reporting period, there were no significant changes to the Group's risk management processes compared with the previous year.

風險管理

本集團將氣候相關風險與機遇納入整體風險管理框架，以確保相關事項能被有系統地識別、評估、管理及監察。報告期間，本集團開展企業風險評估。在識別氣候相關風險與機遇時，我們參考全球可持續發展趨勢、同業披露情況及國際領先框架進行基準比對，包括：

- SASB準則及MSCI ESG行業重大性地圖；
- 《世界經濟論壇2025年全球風險報告》；及
- 氣候相關財務披露工作小組（「TCFD」）建議。

每項已識別風險均根據其發生可能性及潛在影響進行評估，並同時考慮本集團的適應能力及復原所需資源。

本集團根據既定風險承受程度，透過四項主要策略管理已識別的優先風險，包括風險減緩、風險轉移、風險承擔及風險控制。本集團亦定期檢討風險管理流程及方法，以確保其持續有效。於報告期內，本集團的風險管理流程與上一年度相比並無重大變動。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Climate Resilience

In 2025, we conducted climate-related scenario analysis to assess the resilience of our business model under different climate pathways. The input data and results are as follows:

氣候韌性

我們已於2025年進行與氣候相關的情景分析來評估我們的業務模式於不同氣候路徑下氣候韌性，其輸入數據及結果如下：

Scope**範圍**

- Aligned with the scope of this ESG report
- 與本ESG報告之範圍一致

Adopted Scenarios**採用情境**

Name and Description
名稱及描述

Network for Greening the Financial System (“NGFS”) Current Policies Scenario (representing a pessimistic scenario) – This scenario assumes that only currently implemented policies are maintained, which would result in higher physical risks. 綠色金融網絡(「NGFS」)現行政策情景(代表悲觀情景)– 此情景假設僅維持現行已實施的政策，將帶來較高的實體風險。

NGFS Net Zero 2050 Scenario (representing an optimistic scenario) – This scenario assumes stringent climate policies and technological innovation, limiting global warming to within 1.5°C and achieving global net-zero CO₂ emissions around 2050.

NGFS淨零排放2050(代表樂觀情景)– 此情景通過嚴格的氣候政策與技術創新，將全球升溫幅度限制在1.5°C以內，並於2050年前後實現全球二氧化碳淨零排放。

- **Industry relevance** – The NGFS framework applies to a broad range of industries, including the Group’s operations.
- **行業領域** – NGFS框架適用於廣泛行業，涵蓋本公司之營運業務。
- **Risk coverage** – The developed scenarios reference the NGFS framework and cover the transition risks evaluated by our company.
- **評估風險類型** – 所開發的情境參考NGFS框架，已涵蓋我們所評估的轉型風險。

Rationale
理由

- **High-Contrast Scenarios** – The scenarios include diverse climate pathways (“Current Policies” and “Net Zero 2050”), corresponding to global warming of >3°C and <1.5°C under the Paris Agreement, respectively.
- **具有高對比度的情境** – 情境包含多樣化的氣候路徑(「現行政策」及「淨零2050」分別對應《巴黎協定》中升溫>3°C及<1.5°C之情境)。
- **Aligned Time Horizon with Latest International Agreements** – The time horizon provided by the selected scenarios (up to 2100) is aligned with our company’s strategic planning horizon (up to 2050) and the targets of the Paris Agreement.
- **設定時間範圍並與最新國際協議接軌** – 所選情境提供之時間框架(至2100年)與本公司策略規劃時間範圍(至2050年)及《巴黎協定》(至2050年)目標一致。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Time Horizons**時間跨度**

Short-term:	2030
短期	2030年
Medium-term:	2050
中期	2050年

Assumptions**假設條件**

- This analysis was conducted in 2025, with the assumption that relevant parameters (such as greenhouse gas emissions and operating costs) will remain broadly consistent throughout the scenario time horizon.
- 此分析於2025年進行，並預期相關參數(如溫室氣體排放及營運成本)將於時間範圍內保持大致相近。

Qualitative Description**定性描述**

Risks 風險	Relevance and assumptions 相關性與假設	NGFS Net Zero 2050 NGFS 2050年淨零排放		NGFS Current Policies NGFS現行政策	
		2030	2050	2030	2050
Increase cost in carbon Pricing 碳定價成本增加	In assessing this risk, we used greenhouse gas emissions and operating costs as of December 31, 2025, as reference baselines, assuming that these parameters will remain broadly consistent over the scenario time horizon. 在評估此風險時，我們以截至2025年12月31日報告期內的溫室氣體排放及營運成本作為參考基準，並假設這些參數於時間範圍內將保持大致相近。	Under this scenario, climate policies are expected to tighten progressively over time, with corresponding regulatory requirements becoming increasingly stringent, potentially driving an increase in carbon pricing levels. Should carbon pricing mechanisms be more widely adopted or further strengthened, the Group's operating costs could increase significantly as a result. 於此情景下，氣候政策預計將隨時間推移持續收緊，相關監管要求亦趨於嚴格，從而可能推動碳定價水平上升。一旦碳定價機制獲得更廣泛採用或進一步強化，本集團的營運成本或將因此顯著增加。		Under this scenario, climate policies are expected to progress broadly in line with existing commitments. Accordingly, the potential cost impact related to carbon pricing is anticipated to be relatively moderate, although uncertainties in policy development remain. 於此情景下，氣候政策預計將大致沿現有承諾方向持續推進。因此，與碳定價相關的潛在成本影響預計將相對溫和，唯政策發展仍存在不確定性。	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Risks 風險	Relevance and assumptions 相關性與假設	NGFS Net Zero 2050 NGFS 2050年淨零排放		NGFS Current Policies NGFS現行政策	
		2030	2050	2030	2050
	<p>This assessment is subject to multiple uncertainties, including future policy developments, carbon market conditions, and technological progress. Short- and medium-term potential impacts are assumed to be broadly similar. Nevertheless, we will explore methods to quantify these impacts in the future.</p> <p>本評估受多項不確定因素影響，包括未來政策發展、碳市場狀況及技術進步等。短期及中期的潛在影響假設大致相若。儘管如此，我們將探索於未來對相關影響進行量化的方法。</p> <p>We will continue to monitor regulatory developments and pursue opportunities to reduce greenhouse gas emissions.</p> <p>我們將持續監察監管動態及探索減少溫室氣體排放的機會。</p>				

The Group anticipates that rising carbon prices may lead to increased operating costs. In the short term, the Group will closely monitor carbon pricing trends, incorporate relevant cost forecasts into its financial planning, and implement energy conservation and emission reduction measures. In the medium term, the Group will focus on promoting equipment upgrades, adopting renewable energy, and strengthening cooperation and participation with supply chain partners. In the long term, the Group will incorporate carbon reduction targets into its overall strategic planning, including implementing an internal carbon pricing mechanism and gradually transitioning to a low-carbon business model.

本集團預計碳價上升可能導致營運成本增加。短期內，本集團將密切監察碳定價趨勢，將相關成本預測納入財務規劃，並推行節能及減排措施。中期方面，將重點推動設備升級、採用可再生能源，以及加強與供應鏈夥伴的合作與參與。長期而言，本集團將把減碳目標納入整體策略規劃，包括推行內部碳定價機制，並逐步轉型至低碳業務模式。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Metrics and target

The Group actively supports the national “dual carbon” targets and develops carbon reduction plans based on its emissions profile. It promotes green operations, including environmentally friendly R&D, procurement, and transportation, and regularly conducts environmental performance assessments to review the effectiveness of initiatives and identify opportunities for improvement. Looking ahead, the Group aims to reduce carbon intensity and advance emission-reduction actions to contribute to the achievement of carbon neutrality. The ESG Committee is responsible for monitoring progress toward these targets and, where necessary, engages professional advisors to provide guidance.

Greenhouse Gas (GHG) Emissions

The Group places great importance on GHG emissions generated during operations and is committed to conducting business responsibly while continuously reducing air pollutants and GHG emissions. Through cross-departmental collaboration, we strengthen emissions management and continuously improve environmental performance. The Group reduces unnecessary energy consumption at the source and enhances environmental awareness among employees through internal communications, training, reminders, and engagement with customers. At the same time, we communicate environmental policies and requirements to suppliers, promoting collaborative emission reduction across the value chain.

During the Reporting Period, the Group set emissions intensity targets for the next reporting year based on emissions data collected during this period. These targets cover total Scope 1 and Scope 2 GHG emissions. Our GHG emissions are primarily categorized into two types: direct emissions from fuel combustion from stationary and mobile sources (Scope 1), and energy indirect emissions from purchased electricity (Scope 2). To further enhance environmental transparency across the value chain, the Group is gradually including Scope 3 emissions in its accounting, mainly related to Business travel (employee air travel), employee commuting, and waste generated from operation (paper waste). GHG emissions are calculated in accordance with the “Appendix 2: Environmental Key Performance Indicators Reporting Guide” of the Hong Kong Stock Exchange’s “How to Prepare an ESG Report” and the Greenhouse Gas Accounting System. The Group defines its organizational boundary using the operational control approach, which facilitates direct access to and integration of primary data, enhancing the accuracy and completeness of emissions information.

指標及目標

本集團積極回應國家「雙碳」目標，根據碳排放情況制定減碳方案，積極宣導綠色研發、綠色採購、綠色運輸等綠色運營活動，並定期開展環境績效評估，審閱計劃的有效性並識別改進機會。展望未來，我們將減少碳排放排密度，推動減碳行動，為實現碳中和目標貢獻力量。我們的ESG委員會負責監察目標的達成情況，並於有需要時尋求專業顧問的協助。

溫室氣體排放

我們高度重視營運過程中產生的溫室氣體排放，致力以負責任的方式開展業務，並持續減少空氣污染物及溫室氣體排放。透過跨部門協作，我們加強排放管理並不斷提升環境績效。本集團從源頭減少不必要的能源消耗，並透過內部溝通、培訓及提示措施，以及與客戶的互動，提升員工環保意識。同時，我們向供應商傳達環境保護政策及相關要求，推動價值鏈協同減排。

報告期間，本集團根據本報告期的排放資料，制定了下一報告年度的排放密度目標，該目標涵蓋範圍一及二的溫室氣體排放總量。我們的溫室氣體排放來源主要分為兩大類：其一為固定源與流動源燃料燃燒產生的直接排放（範圍一）；其二為外購電力所產生的能源間接排放（範圍二），同時，為進一步提升價值鏈環境透明度，本集團正逐步將範圍三排放納入核算，主要為差旅（航空）、通勤及營運過程中產生的廢棄物（如廢紙）。溫室氣體排放量乃根據香港聯交所發佈的《如何編製環境、社會及管治報告》之「附錄二：環境關鍵績效指標匯報指引」及《溫室氣體核算體系》進行計算。本集團採營運控制法界定組織邊界，此方法有助於直接獲取及整合第一手數據，以提升數據的準確性與完整性。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

During the Reporting Period, the methodology, data sources, and assumptions used for measuring emissions remained unchanged. In addition, the Group has set a 2026 greenhouse gas (GHG) emission intensity target (Scope 1 and Scope 2) of 106.87 tonnes of CO₂ equivalent per million RMB of revenue. Detailed emissions data are presented below.

於報告期內，排放量的計量方法、數據來源及相關假設均維持不變。此外，本集團已設定2026年溫室氣體排放密度目標（範疇一及範疇二）為每百萬元人民幣收入106.87噸二氧化碳當量。詳細的排放資料如下。

Type of GHG Emissions 溫室氣體排放類型	Unit 單位	2025 2025年	2024 2024年
Scope 1 – Direct emissions ² 直接排放(範圍一) ²	Tonnes of CO ₂ equivalent 噸二氧化碳當量	108,088.42	101,248.12
Scope 2 – Energy indirect emissions (Location-based) ³ 能源間接排放(範圍二)(基於地域) ³	Tonnes of CO ₂ equivalent 噸二氧化碳當量	268,989.37	255,925.26
Scope 3 – Other indirect emissions ⁴ 其他間接排放(範圍三) ⁴	Tonnes of CO ₂ equivalent 噸二氧化碳當量	953.08	–
Total (Scope 1 and 2) 總量(範圍一及範圍二)	Tonnes of CO ₂ equivalent 噸二氧化碳當量	377,077.79	357,173.38
Intensity (Scope 1 and 2) 密度(範圍一及範圍二)	Tonnes of CO ₂ equivalent/revenue in million RMB 噸二氧化碳當量／ 百萬元人民幣收益	108.90	108.49

During the Reporting Period, as part of a pilot initiative, the Group purchased carbon credits to offset a portion of its generated carbon emissions.

報告期間，作為先導計劃，我們購買了碳信用抵消部分產生的碳排放。

¹ The targets set cover only Scope 1 and Scope 2 emissions; no targets have been established for Scope 3 emissions at this stage.

¹ 該目標僅為範圍一和範圍二資料核算，範圍三資料暫不設定目標。

² Scope 1 emissions refer to direct greenhouse gas emissions from sources owned or controlled by the Group, such as emissions resulting from the combustion of diesel, unleaded gasoline, pipeline gas, refrigerants, and liquefied petroleum gas. The emission factors used are based on the “Appendix 2: Environmental Key Performance Indicators Reporting Guide” issued by the Hong Kong Stock Exchange and the guidance from the United States Environmental Protection Agency. Global warming potential values are referenced from the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC).

² 範圍一排放為本集團擁有或控制的排放源所產指的直接溫室氣體排放，例如柴油、無鉛汽油、管道燃氣、製冷劑及液化石油氣燃燒所產指的溫室氣體排放。所採用的排放因子根據香港聯交所發佈的「附錄二：環境關鍵績效指標匯報指引」及美國國家環境保護局的指引。全球變暖潛能值則參考聯合國政府間氣候變化專門委員會第六次評估報告。

³ Scope 2 emissions refer to indirect greenhouse gas emissions resulting from the Group’s purchased or acquired electricity, pipeline gas, and purchased steam and thermal energy. For operations in Mainland China, the emission factors are referenced from the documents issued by the Ministry of Ecology and Environment of the People’s Republic of China.

³ 範圍二排放為本集團購買或獲取的電力、管道燃氣及購入蒸汽和熱力所產指的間接溫室氣體排放。中國內地業務的排放因子參考自中華人民共和國生態環境部所發佈的文件。

⁴ In accordance with the definitions of the **Greenhouse Gas Accounting System**, the Group discloses its Scope 3 greenhouse gas emission categories included within the measurement boundary, covering: **Category 5: Waste generated in operations (waste paper), Category 6: Business travel (air travel), and Category 7: Employee commuting**. These categories correspond to Categories 5 to 7 as defined under the Greenhouse Gas Accounting System.

⁴ 本集團根據《溫室氣體核算體系》的定義，披露其納入計量範圍的範疇三溫室氣體排放類別，包括類別5：運營過程中產生的廢棄物(廢紙)、類別6：差旅(航空)及類別7：員工通勤的排放。這些類別對應於《溫室氣體核算體系》中定義的類別5至類別7。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Organization: United Nations Framework Convention on Climate Change (UNFCCC)

機構：聯合國氣候變化綱要公約(UNFCCC)

Carbon Standard: Clean Development Mechanism (CDM)

碳標準：清潔發展機制(CDM)

Type: Technological Emission Reduction

類型：技術性減碳

Issued Units: 14 Certified Emission Reductions (CERs)

登出單位數量：14(核證減排量)

Project Name: Hebei ChengAn Biomass Cogeneration Project (Project No. 3797)

項目名稱：河北成安生物質熱電聯產專案(Hebei ChengAn Biomass Cogeneration Project)(項目編號：3797)

Overview: This carbon offset project utilizes locally sourced cotton stalks to generate electricity, which is then supplied to the Hebei provincial power grid, replacing coal-fired power generation. The project contributes to reducing greenhouse gas emissions, improving resource utilization, and promoting environmental protection. It also supports local employment and increases household income. Furthermore, the project's Certified Emission Reductions (CERs) were used to achieve carbon neutrality for the 2022 Hangzhou Asian Games and the 2022 Hangzhou Asian Para Games.

簡介：碳抵消項目利用當地的棉花秸稈發電，並將所產生的電力銷售給河北省電網，以替代燃煤發電廠的發電。此項目有助於減少溫室氣體排放、完善資源使用、環境保護，以及提供就業機會和提升當地居民的收入。此外，此項目的核證減排量(「CERs」)亦被用於2022年杭州亞運會和2022年杭州亞洲殘奧會上以實現碳中和。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Climate-related Targets

During the Reporting Period, the Group established an internal target to participate in at least one climate-related activity or initiative annually. Through stakeholder collaboration, the Group supports energy conservation, emission reduction, and decarbonization efforts, while identifying environmentally impactful activities and implementing improvement measures to mitigate climate-related risks. The ESG Working Group is responsible for overseeing progress toward these targets and engages professional advisors where necessary.

“Chill & Decarbonize: ESG Charity Concert”

The Group is committed to promoting sustainable development through concrete actions and actively supports initiatives that align with its values and generate positive social impact. During the reporting period, we supported the first community-led carbon-neutral concert in Hong Kong, the “Chill & Decarbonize: ESG Charity Concert”¹, organized by Riskory Consultancy Limited under its brand Riskory S. The event aimed to promote the concept of carbon neutrality to the general public, using music as a medium to reach a broader audience. It sought to unite collective efforts across society to foster a low-carbon and sustainability-oriented culture, while also supporting the development of Hong Kong’s local music scene and delivering tangible, lasting social impact. Throughout its planning and execution, the event adhered to circular economy principles. Measures included the use of natural bamboo pulp tissues, reusable stainless steel tableware, the provision of craft beer upcycled from surplus bread, and comprehensive food waste recycling. A portion of the proceeds was donated to Food Angel, reflecting Riskory S’s commitment to food waste management and resource circularity, while further enhancing the event’s social value.

In terms of greenhouse gas emissions generated by the event, Riskory – an expert in Carbon Neutral Event Management (CNEM) – conducted the carbon audit, which was subsequently verified by a globally leading independent testing and certification body. To achieve carbon neutrality, Riskory purchased and utilized carbon credits through the Hong Kong Exchanges and Clearing Core Climate platform to offset the remaining emissions.² By supporting this initiative, we aim to demonstrate leadership and create a ripple effect across the value chain. We encourage suppliers, business partners, and other stakeholders to actively engage in Scope 3 emissions management, thereby laying a solid foundation for long-term decarbonization goals and jointly building a sustainable future.

Remark

¹ The event was originally scheduled for November 28, 2025 but was postponed to January 23, 2026 due to unforeseen circumstances and scheduling adjustments.

² The carbon credits used for this offset were procured and retired via the HKEX Core Climate platform, sourced from the “Panzhou County Chicken Farm Manure Composting Project (Project ID: 5210)”. This project is issued under the Verified Carbon Standard (“VCS”), which is a globally widely adopted standard for GHG emission reduction credits.

氣候相關目標

於報告期間，本集團已訂立內部目標，每年至少參與一項氣候相關活動或倡議。透過與持份者合作，本集團將支持節能減排及減碳相關工作，並識別對環境具有影響的活動，落實相應改進措施，以減輕氣候相關風險。ESG工作小組負責監督相關目標的推進情況，並在有需要時委聘專業顧問提供支援。

《Chill住減碳》ESG慈善音樂會

本集團致力以實際行動推動可持續發展，並積極支持與集團理念一致、能為社會帶來正面影響的項目。於報告期間，我們支持由Riskory Consultancy Limited旗下品牌Riskory S舉辦的全港首個民間碳中和音樂會《Chill住減碳》ESG慈善音樂會¹。該活動旨在將碳中和理念推廣至每一個人，透過音樂作為媒介，將相關理念帶給更廣泛的群眾，凝聚更多社會力量，一同推動低碳及可持續發展文化，同時支持香港本地音樂發展，為社會帶來實質而持續的影響。活動在策劃及執行過程中貫徹循環經濟原則，包括採用天然竹漿紙巾、重用不鏽鋼餐具、提供由剩餘麵包升級再造的手工啤酒，以及全面回收廚餘等措施。活動的部分收益將撥捐予「惜食堂」，以呼應Riskory S對廚餘管理及資源循環利用的重視，同時擴大活動的社會效益。

就活動產生的溫室氣體排放而言，由碳中和活動管理(CNEM)服務專家Riskory負責執行碳審計，並由全球領先的第三方檢測及認證機構完成核證。為實現活動的碳中和目標，Riskory透過香港交易所Core Climate平台購買及使用碳信用²，以抵銷活動的剩餘排放。透過支持本項目，我們期望發揮示範與帶動的作用，推動價值鏈協作，並鼓勵供應商、業務夥伴及其他持份者共同投入範圍三排放管理，為長遠減碳目標打下基礎，共創可持續未來。

備註

¹ 活動原定於2025年11月28日舉行，因應不可預見情況及活動安排調整，延後至2026年1月23日舉行。

² 本次抵銷所使用之碳信用，乃經由香港交易所Core Climate平台採購及抵銷，源自「Panzhou County Chicken Farm Manure Composting Project項目編號(5210)」。該項目依據Verified Carbon Standard(「VCS」)進行核發；VCS為目前全球廣泛採納的溫室氣體減排信用標準。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

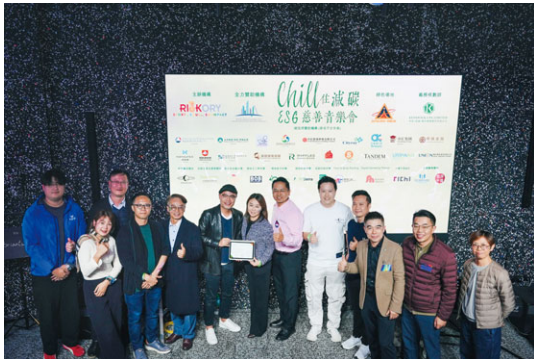


Staff from the food waste recycling service (1st and 2nd from left), renowned Hong Kong music industry visionary Mr. Alex Chan (Center), and representative from the organizer Riskory S (Right), showing their strong support for food waste recycling.

回收廚餘服務的職員(左一、二)、香港知名樂壇伯樂陳少寶先生(中)以及主辦方Riskory代表(右)大力支持回收廚餘。



A group photo of local Hong Kong singers.
一眾香港本地歌手合照。



A group photo of representatives from various green suppliers and supporting organizations.
各綠色供應商及活動支持機構代表合照。



The audience enjoyed the concert with great enthusiasm.
觀眾全情投入音樂會，氣氛熱烈。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Social Aspects

Employment

Corporate Culture and Talent Philosophy – Knowing people and making good use of them, appointing people only by virtue, introducing talents from outside to inside, and achieving talents.

社會層面

僱傭

企業文化之人才觀—知人善用，任人唯賢，外引內塑，成就人才。

1

Knowing people and making good use of them
知人善用

We give tolerance for our employees' faults, allowing mistakes during exploration and innovation. We do not easily give up on any employee.
容錯機制，允許在探索或創新中有失誤。不輕易放棄任何一名員工。

2

Appointing people only by virtue
任人唯賢

We treasure not only an employee's ability and virtue but also their achievements. We believe talents are able to perform duty at any working level and capable to work at different types of job positions. We continuously build channels and platforms for talent growth, so as to focus on the career development for our employee.
不論資排輩，不盲崇文憑；堅持德才兼備，業績導向；堅持幹部能上能下，人員能進能出；搭建員工成長通道、成才平台，關注員工職業生涯設計。

3

Introducing talents from outside to inside
外引內塑

Promotions are standardized, appointment with a basis and the virtuous of relatives are not avoided. We persist to perform assessment before public recruitment, on-going evaluation during employment, and comprehensive actualization after termination of employment.
晉升有標準、任職有依據，舉賢不避親；堅持用前把關，用中評價，用後綜合兌現。

4

Achieving talents
成就人才

On-site learning and talent promotion are beneficial to cultivating and training employees who act accordingly with the Company culture and gain experience in multiple positions, so as to uphold a mindset to put themselves in the customers' shoes.
現場學習，擇優選拔；致力於培養和提拔認同並踐行公司文化、經歷多崗位歷練的、扎根現場和市場的員工。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

The Group upholds a “people-oriented” philosophy and firmly believes that employees’ outstanding contributions are the cornerstone of the Company’s steady development. To continuously attract and retain top talent, we are committed to fostering a fair, safe, and inclusive working environment. We regard teams and key personnel who actively embody the Company’s core values as essential to maintaining our long-term competitive advantage. Through well-established talent retention mechanisms and ongoing improvements to the workplace environment, we ensure that our human capital develops in alignment with the Group’s vision, enabling us to jointly create a sustainable future.

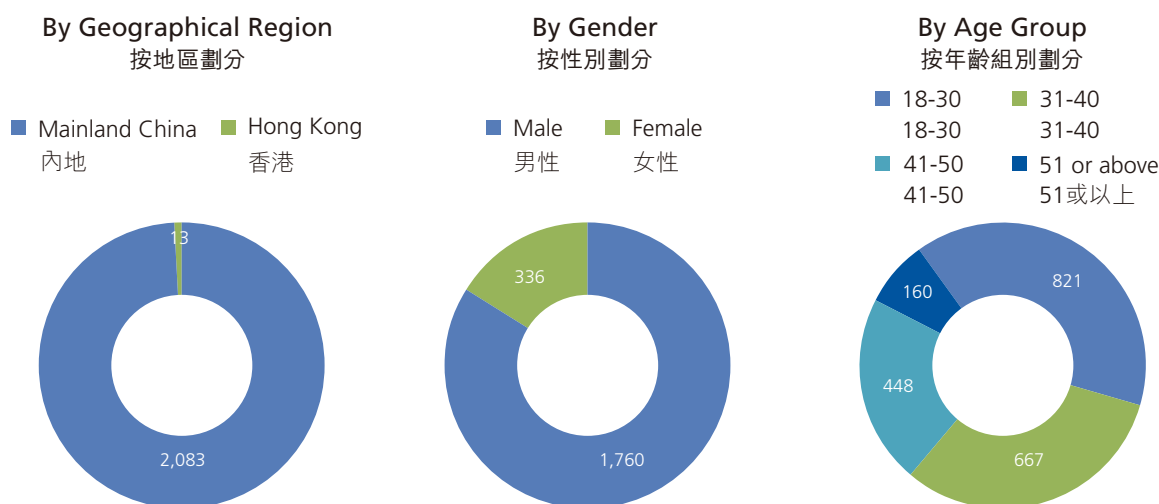
To ensure employees receive proper protection, the Group strictly adheres to employment-related laws and regulations, including but not limited to the Labour Law of the People’s Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People’s Republic of China (《中華人民共和國勞動合同法》), the Law of the People’s Republic of China on the Protection of Persons with Disabilities (《中華人民共和國殘疾人保障法》), the Law on the Protection of Women’s Rights and Interests of the People’s Republic of China (《中華人民共和國婦女權益保障法》), Employment Ordinance (Cap. 57) (香港法例第57章《僱傭條例》), Employees’ Compensation Ordinance (Cap. 282) (香港法例第282章《僱員補償條例》), and the Mandatory Provident Fund Schemes Ordinance (Cap. 485) (香港法例第485章《強制性公積金計劃條例》). The Group has established effective employment policies such as the “Human Resources Management Control Procedure” (《人力資源管理控制程式》) and “Performance Management System” (《績效管理制度》). During the Reporting Period, The Group was not aware of any significant violations of laws and regulations related to compensation and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination, and other treatment and welfare that have a significant impact on the Group.

As at 31 December 2025, the Group had a total of 2,096 employees (2024: 1,795), all of whom were full-time employees.

本集團秉持「以人為本」的核心理念，深信員工的卓越貢獻是驅動企業穩步發展的基石。為持續吸納並留住頂尖人才，我們致力於建構公平、安全且共融的工作環境、積極實踐公司價值的核心團隊與骨幹人才，視為企業長期競爭優勢的關鍵。我們透過完善的留才機制與職場環境優化，確保人才資本與企業願景協同發展，共同開創可持續未來。

為確保員工得到合理的保障，本集團一直嚴格遵守僱傭相關的法律法規，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國殘疾人保障法》、《中華人民共和國婦女權益保障法》、《僱傭條例》、《僱員補償條例》及《強制性公積金計劃條例》相關規定。制定有《人力資源管理控制程式》等有效的僱傭政策。報告期間，本集團並不知悉任何嚴重違反對本集團有重大影響的薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利法律及法規的情況。

於2025年12月31日，本集團的員工總數為2,096人(2024：1,795人)，全部為全職員工。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

During the Reporting Period, the Group's employee turnover rate was 9%, and the breakdown of employee turnover are as follow:

報告期間，本集團僱員流失率為9%，僱員流失情況按不同類別劃分如下：

By Geographical Region 地區劃分		By Gender 性別劃分	By Age Group 年齡劃分	
Mainland China employees 中國內地僱員	9%	Male 男性	8%	18-30 18-30歲
Hong Kong employees 香港地區僱員	0%	Female 女性	10%	31-40 31-40歲
				41-50 41-50歲
				51 or above 51歲或以上
				15%
				6%
				5%
				1%

Equal opportunities and diversity

The Group regards equality and fairness as the cornerstone of its corporate culture. Through the "Code of Business Conduct" (《企業行為準則》), we clearly implement anti-discrimination and anti-harassment management measures to ensure that employees are protected from any differential treatment based on personal background or identity. We are committed to promoting workforce diversity by attracting talents from different cultural, ethnic, and professional backgrounds, thereby building a resilient organizational structure. Such an inclusive environment not only ensures equal opportunities for fair competition but also brings together diverse perspectives, enhancing the Group's ability to respond to global challenges and strengthening its long-term sustainable competitiveness.

The Group attaches great importance to the career development and rights of female employees, and ensures that promotion opportunities are not affected by gender. Female employees will not be dismissed or terminated from their employment contracts without cause due to pregnancy, maternity leave, breastfeeding, etc., and their right to basic salary is guaranteed.

平等機會及多元化

本集團將平等公正視為企業文化的基石，透過《企業行為準則》明確落實反歧視與反騷擾管理，保障員工免受任何基於身份背景的差別對待。我們致力推動人才隊伍的多元化，藉由吸納不同文化、民族與專業背景的人才，構建具備韌性的組織架構。這種包容性的環境不僅確保了平等競爭的機會，更有助於彙聚多方觀點，提升企業應對全球挑戰的適應力與可持續競爭力。

本集團重視女性員工的職業發展和權益，確保晉升機會不受性別影響。女性員工不會因懷孕、產假、哺乳等原因而受到無故解僱或終止勞動合同，並保證她們獲得基本薪資的權利。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Talent Acquisition and Retention

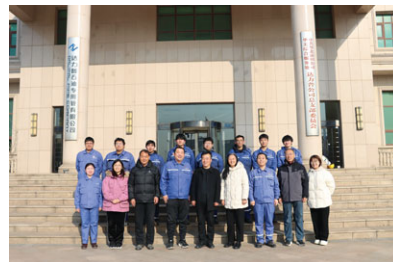
The Group is committed to establishing a comprehensive talent recruitment and retention system, supported by institutionalized management practices to ensure harmonious and transparent labor relations. We have formulated and implemented “Measures for Allocation of Human Resources Flow” (《人力資源流動配置管理辦法》), the “Specifications for the Management of Labour Contract Management” (《勞動合同管理工作規範》) to standardize employment processes from the outset. At the same time, the “Rules for the Management of Work Injury Insurance and Safety Production Liability Insurance” (《工傷保險及安全生產責任保險管理實施細則》) have been established to provide robust protection for employees. In addition, through the implementation of “Detailed Rules for the Handling of Labour Disputes” (《勞動爭議處理工作細則》), we ensure open communication channels and aim to create a fair and orderly working environment for all employees, thereby laying a solid foundation for the Group’s long-term development.

In terms of employee recruitment, the Group continues to optimize its talent acquisition mechanisms by adopting diversified recruitment channels, including social recruitment, campus recruitment, and internal referrals. We also leverage various online and offline platforms, such as the “Dalipal HR” WeChat official account, Baidu Tieba, 51job, Liepin, BOSS Zhipin, Cangzhou Talent Portal, and campus job fairs, to attract a broad pool of candidates while ensuring that the recruitment process remains transparent and fair. To further enhance the quality of talent selection, we actively strengthen collaboration with universities through initiatives such as campus visits, exchange activities, and the establishment of internship bases. During the Reporting Period, the Group conducted approximately 50 campus recruitment events, established new partnerships with four universities, and updated and maintained engagement with 15 partner institutions. The Group was also recognized as a Youth Employment Internship Unit in the Gangcheng Industrial Park⁵. By providing internship opportunities, we offer valuable practical training platforms for young people, including university graduates, helping to alleviate youth employment pressure. At the same time, the internship program enables the Group to observe and develop potential talent during the internship period, allowing us to identify and recruit suitable candidates who meet job requirements and inject new momentum into the Company’s development.

人才招聘及挽留

本集團致力建構完善的人才招募與留任體系，透過制度化管理確保勞資關係的和諧與透明。我們制定並落實《人力資源流動配置管理辦法》及《勞動合同管理工作規範》，從源頭規範聘僱流程；同時建立《工傷保險及安全生產責任保險管理實施細則》，為員工提供堅實的安全保障。此外，藉由《勞動爭議處理工作細則》的執行，我們確保溝通管道暢通，旨在為全體同仁創造公平、有序的工作環境，築牢企業長遠發展的根基。

在招聘員工方面，我們持續優化人員招聘機制，利用社會招聘、校園招聘、內部推薦等多元化招聘方式，以及「達力普HR」公眾號、百度貼吧、「前程無憂」、「獵聘網」、「BOSS直聘」、「滄州人才通」、校園招聘會等多種管道，廣泛吸納人才，並確保招聘過程透明、公正。通過加強校企合作力度、組織參觀交流、建設實習基地等方式提高人才選拔質量。報告期間，開展約50場的校園招聘活動，新開拓院校4所，更新並維護學校資訊15所。我們亦被認定為港城產業園區青年就業見習單位⁵，通過吸納見習人員，不僅為高校畢業生等青年群體搭建了寶貴的就業實訓平台，切實緩解青年就業壓力，還能夠在見習期對人才進行觀察與培養，從中選拔出符合崗位需求的潛力員工，為企業發展注入新生力量。



⁵ A Youth Employment Internship Unit refers to an employer or organization that, in accordance with relevant national and local policies, provides internship positions, facilities, and guidance for young interns. Such entities enter into internship agreements with participating youth and offer vocational skills training and practical workplace experience.

⁵ 青年就業見習單位是指按照國家和地方有關政策，提供見習崗位、場所和指導，與青年見習人員簽訂見習協議並開展職業技能培訓與崗位實踐的用人單位或組織。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Prevention of Child Labor and Forced Labor

The Group places great importance on safeguarding the lawful rights and interests of its employees and strictly prohibits all forms of child labor and forced labor. We fully comply with relevant laws and regulations, including the Provisions on the Prohibition of Using Child Labour (《禁止使用童工規定》), and the Law of the People's Republic of China on the Protection of Minors (《中華人民共和國未成年人保護法》). The Group is committed to not employing child labor in any country or region and does not engage in or support any form of forced labor, deceptive recruitment practices, or other illegal labor-related activities. During the recruitment process, the Group utilizes an online human resources system to automatically screen out applicants under the age of 18. Candidates' identity documents are carefully verified during interviews and upon onboarding. The Company also maintains proper records of employment contracts and other personnel documentation, establishing comprehensive employee files to ensure that employees' rights and interests are effectively protected.

In the event that the Group identifies any violations related to the employment of child labor or forced labor, a detailed investigation will be initiated in accordance with the Company's internal policies. Based on the investigation findings, appropriate disciplinary actions will be taken, or a decision will be made not to impose penalties. The relevant statutory authorities will be informed and provided with verified details of the situation. During the Reporting Period, the Group has not encountered any incidents of child labor or forced labor.

防範童工及強制勞動

本集團高度重視並致力保障員工合法權益，嚴禁任何形式的童工及強制勞動。我們嚴格遵守《禁止使用童工規定》及《中華人民共和國未成年人保護法》等法律法規，承諾不在任何國家或地區以任何方式僱用童工或參與強迫勞動、欺騙性招募勞工或服務等非法行為。在招聘過程中，我們利用線上人力資源系統，自動篩選並剔除未滿18周歲的申請者，面試及入職時會仔細檢查其身份證明檔。公司也會妥善保存員工的勞動合同及其他記錄，建立員工檔案，確保員工的權益得到保障。

若本集團發現任何僱傭童工及強制勞動的違規狀況，將立即按照公司的相關制度要求展開詳細調查，根據調查結果作出處罰或不處罰決定，並向有關法定機構匯報核實情況。報告期間，本集團未發生任何僱傭童工、強迫勞動事件。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Dismissal Policy

The Group strictly complies with national laws and regulations as well as the terms of employment contracts, and has established standardized procedures for employee resignation and termination to maintain harmonious and stable labor relations. In addition, the Group has implemented an exit interview and employee turnover analysis mechanism. Recruitment specialists conduct in-depth communication with departing employees to ensure that their rights and interests are properly addressed. Employee turnover data is analyzed systematically on a monthly basis, and working groups conduct discussions to identify underlying causes. Based on these insights, targeted improvement measures are formulated and continuously monitored to optimize talent retention mechanisms and enhance organizational stability.

Remuneration and Benefits

The Group is committed to fostering harmonious labor relations. Through the implementation of the “Salary Management System” (《薪酬管理制度》), “Performance Management Policy” (《績效管理制度》), and “Employee Attendance Management Measures” (《員工考勤管理辦法》), we clearly regulate working hours, rest and leave arrangements, and various employee benefits to effectively safeguard employees’ lawful rights and interests. During the Reporting Period, the Group continued to optimize its compensation management system. Upholding the principle of fair competition, we provide a competitive remuneration package that includes base salary, performance-based bonuses, various allowances and subsidies, and equity incentives. Through these initiatives, we aim to cultivate a supportive work environment that encourages mutual growth, stimulates employees’ creativity and sense of belonging, and promotes shared value creation for both the Company and its employees.

解僱政策

本集團嚴格遵守國家法律法規及勞動合同協議，建立規範化的離職與解僱程式，致力於維護和諧穩定的勞資關係。此外，本集團落實離職面談機制與離職分析機制，由招聘專員深度溝通，確保員工權益得到妥善處置，並每月針對離職資料進行系統性分析，透過小組研討剖析深層原因，並據此制定針對性改善措施與持續跟進，以優化人才保留機制並提升組織穩定性。

薪酬及福利

本集團致力於構建和諧的勞資關係，透過落實《薪酬管理制度》、《績效管理制度》及《員工考勤管理辦法》，明確規範工作時間、休息休假及各項福利，切實保障員工合法權益。報告期間，我們持續優化薪酬管理體系，秉持公平競爭原則，透過提供涵蓋基本工資、績效獎金、多元津補貼及股權激勵在內的競爭力薪酬組合，我們旨在營造互助成長的工作環境，激發員工的創造力與歸屬感，實現企業與員工的共同價值。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

The Group is dedicated to enhancing employee well-being and creating a healthy and harmonious work-life environment. We strictly comply with local laws, regulations, and policies, providing comprehensive labor protection for employees and continuously improving these benefits. Employees are entitled to legal paid leave, including marriage leave, bereavement leave, maternity leave, breastfeeding leave, and parental leave. To meet the work and life needs of employees, we have introduced various amenities in the company living area, including supermarkets, restaurants, and other retail stores. We also offer accommodation for employees (with optional couple units for employees whose spouses are also part of the company) and provide free wireless internet and dormitory supplies. Additionally, we have set up a package of convenient services, including a courier station, an automatic water dispenser, a mobile phone recharge station for utilities, and shared washing machines, to continuously improve the living conditions for employees and ensure their comfort and convenience.

在員工福利方面，我們嚴格遵守當地法律法規及政策，為員工提供完善的勞動保障並持續提升，給予員工帶薪婚假、喪假、產假、哺乳假、育兒假等合法休假權益。為滿足員工的工作及生活需求，我們在公司生活區引進多家超市、飯店等店舖；為員工提供住宿（夫妻雙方均為員工的可選擇夫妻單元房）並配備免費無線網路、宿舍用品等；配備快遞收取驛站、自動飲水機、共用洗衣機等，不斷改進員工住宿條件，確保員工住宿的舒適度和便利性。

Salary and Bonuses**工資獎金**

Position Salary, Performance Bonus, Seniority Salary, Achievement and Performance Incentives, Management/Technology Innovation Award

崗位工資、績效工資、司齡工資、達產達效獎、管理／科技創新獎勵、股權激勵

Various Types of Subsidies**各類補貼**

Frontline Subsidy, Educational Background Subsidy, High-Temperature Subsidy, Housing Purchase Subsidy, Meal Subsidy, Travel Subsidy, Water and Electricity Subsidies, Seniority and Other Subsidies

一線補貼、學歷補貼、高溫補貼、購房補貼、餐補、差旅補貼、水電補貼、工齡等其餘各項津補貼

Various Types of Benefits**各類保障**

Endowment Insurance, Medical Insurance, Unemployment Insurance, Work-related Injury Insurance, Maternity Insurance, Housing Provident Fund, Health Examination, Employee Canteen and Employee Dormitory

養老保險、醫療保險、失業保險、工傷保險、生育保險、住房公積金、免費健康體檢、員工食堂、員工宿舍等

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Continuous Improvement of Accommodation and Convenience Facilities**持續改善住宿及便利設施**

The Group is committed to continuously improving employee living conditions and workplace convenience facilities. During the Reporting Period, the Group conducted comprehensive inspections, repairs, and upgrades of the infrastructure and network systems in existing staff dormitories. In addition, a new dormitory building with a capacity of approximately 800 residents was constructed to better meet employees' accommodation needs and provide a comfortable living environment. The Group also completed the construction of a fully paved parking facility with capacity for approximately 330 vehicles, effectively alleviating parking pressure for employees. Furthermore, smart meal pickup lockers and smart parcel lockers were introduced, reflecting the Group's commitment to enhancing employee welfare and convenience.

本集團持續改善員工生活與工作便利設施。報告期間，本集團對原有宿舍的基礎設施和網路進行全面排查、修繕和更新，並新建可容納約800人左右的宿舍樓，保障員工住宿需求及良好環境；建成可容納約330輛車的全硬化停車場，有效緩解員工停車壓力；新增智慧取餐櫃、智慧快遞櫃，將對員工的關愛落到實處。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Employee Communication and Care

The Group has established a well-developed trade union mechanism and formulated policies such as the “Trade Union Responsibility System” (《工會工作責任制》) and the “Implementation Rules for the Staff Representative Congress” (《職工代表大會實施細則等》). Through various channels – including forums, tea gatherings, training sessions, work reporting and defense sessions, collaboration and service surveys, employee satisfaction surveys, and canteen satisfaction surveys – the Group encourages and mobilizes employees to exercise their democratic rights and participate in the Company’s democratic management and supervision. For matters concerning employees’ interests, including performance evaluation, assessment, and job qualification requirements, the Group has also established an employee grievance mechanism to ensure that employees’ legitimate interests are safeguarded. During the Reporting Period, the Group conducted four collaboration and service surveys to continuously optimize evaluation, reward, and disciplinary standards. A total of 3,170 valid questionnaires were collected during the year, from which 67 improvement initiatives were identified and 12 positive and negative case studies on collaboration were summarized. These initiatives were also integrated with the Group’s Party-building activities, focusing on key tasks and areas requiring improvement to address employees’ concerns and promote effective enhancement of collaboration and service quality. In addition, the Group conducts an annual Employee Satisfaction Survey, focusing on two major modules – employee engagement and team working environment. The survey assesses 12 dimensions to analyze in depth the impact of the working environment on employees, their work experience, their level of satisfaction with the Company, and their expectations. The objective is to identify potential risks at an early stage, safeguard employee rights and interests, and enhance employees’ motivation and dedication. The Group also conducted onboarding satisfaction surveys for more than 700 new employees, receiving over 600 suggestions. Feedback was reviewed and addressed based on actual circumstances, helping to improve employee satisfaction and strengthen workforce stability.

員工溝通及關懷

本集團建立有完善的工會機制，制定有《工會工作責任制》和《職工代表大會實施細則等》，通過舉辦座談會、茶話會、各項培訓、述職答辯、協同與服務調研、員工滿意度調查和食堂滿意度調查等多種方式，組織和動員全體員工行使民主權利，參與公司的民主管理和民主監督。對涉及績效、考核、任職資格等員工利益方面，亦制定有員工申訴機制，確保員工切身利益。報告期間，本集團共計開展4次協同與服務調研，持續優化評價和獎懲標準，年度內累計收到3170份有效問卷，整理匯總67項改善內容，提煉協同正反面案例12項，並與黨建工作結合，圍繞重點工作、薄弱環節回應員工關切，推動協同與服務的有效改善。同時，集團每年開展「員工滿意度調查」活動，圍繞員工敬業度、團隊工作環境兩大模組，從12個維度進行調研，深入分析工作環境對員工的影響、員工的工作感受、對公司的滿意程度和期望，旨在提前識別潛在風險、保障員工權益，並激發員工的工作積極性和敬業精神。對700餘人新員工開展入職滿意度調查，收到各類建議600餘項，並就實際情況和員工進行回饋與處理，提高員工滿意度，加強人員穩定性。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

In addition, to enhance employee well-being and promote work-life balance, the Group continues to invest resources in employee care and mental and physical health protection. During the Reporting Period, the Group paid close attention to employees' well-being through various health education initiatives and professional psychological counseling mechanisms. The Group also actively expanded employee engagement platforms, extending activities beyond traditional festive celebrations and family-oriented events to include sports competitions and recreational activities, such as the annual factory anniversary celebration, various ball games and board game competitions, and festive events. These initiatives enrich employees' leisure time and strengthen workplace connections. These efforts not only address employees' needs in a practical manner but also help foster a collaborative and supportive workplace environment, enhancing talent retention and improving team cooperation and effectiveness.

此外，為提升員工幸福感並實現工作生活平衡，本集團持續投入資源於人文關懷與身心健康保障。報告期間，通過各類健康教育與專業心理輔導機制，全方位關注員工的身心狀態；積極拓展員工活動平台，從傳統節慶活動、親子互動延伸至體育競賽與社交娛樂，如周年廠慶、各項球類及桌遊比賽、節日活動等，藉此豐富員工業餘生活。這些舉措不僅切實解決員工需求，更有助於營造互助合作的職場環境，提升人才留任率與團隊協作效能。

“Where Determination Leads, Nothing Is Impossible” – International Women’s Day 「心力所致，無所不能」—「三八國際婦女節」

During the Reporting Period, in celebration of International Women’s Day, the Company’s trade union organized a tea gathering under the theme “Where Determination Leads, Nothing Is Impossible.” The event provided a platform to collect feedback from female employees regarding their needs and challenges in both work and daily life, while offering opportunities for emotional exchange and personal development support. In addition, participating employees were provided with a limited health screening package, including complimentary examinations such as otoscopic inspection, dental check-ups, ophthalmology examinations, and VISIA skin analysis. These initiatives reflect the Group’s commitment to supporting the physical and mental well-being of employees.

報告期間，臨近「三八國際婦女節」，公司工會組織開展以「心力所致，無所不能」為主題的茶話會，收集女員工在工作及生活中遇到的需求與困惑，提供情感交流與成長支援。同時，為參與員工提供限量健康套餐，包括耳纖維鏡檢查、口腔科檢查、眼科檢查及Visia皮膚檢測等多項免費健康篩查，關注員工身心健康。



Youth Day (May Fourth) Thematic Activities

「五四」青年節系列活動

During the Reporting Period, the Group organized a series of activities in celebration of Youth Day (May Fourth). Through youth forums, management engaged with young employee representatives from various departments to discuss topics such as career development and work-life concerns. Feedback and suggestions were systematically collected, and responsible departments were designated to follow up and implement improvement measures. In addition, team-building activities centered on collaboration were organized across multiple locations to strengthen cohesion and execution capabilities among young employees. These initiatives effectively created platforms for communication and personal development, further motivating young employees to contribute proactively and take ownership in their respective roles.

報告期間，本集團圍繞「五四」青年節組織開展系列主題活動。通過召開青年座談會，管理層與來自各單位的青年員工代表就職業發展、工作與生活關切進行交流，系統收集意見建議並明確責任單位推動落實。同時，在多個區域開展以團隊協作為主題的拓展活動，強化青年員工的凝聚力與執行力。系列活動有效搭建了青年溝通與成長平台，進一步激發青年員工立足崗位、擔當作為的內生動力。



Lantern Festival Riddle-Guessing Activity
元宵節猜燈謎活動



Qixi Festival Celebration
七夕節活動

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Employee Care – Summer “Cooling” Initiative**關愛員工－夏季送清涼**

During the Reporting Period, the Group’s trade union organized a summer cooling initiative under the theme “Bringing Coolness, Supporting Well-being”, focusing on high-temperature work safety and employee health. Cooling and heat-relief supplies were distributed directly to employees. Each department set up “Cooling Stations” equipped with refrigerators offering unlimited cold drinks and ice creams, while the cafeteria provided regular servings of sour plum soup, mung bean soup, and fresh fruits to help employees stay refreshed. In addition, the Group promoted knowledge on heatstroke prevention and emergency response through online platforms and offline meetings, raising employees’ awareness of heat safety and ensuring a safer working environment during high-temperature periods.

報告期間，本集團工會圍繞高溫作業安全與員工健康，以「攜清涼，伴安康」為主題，組織開展夏季送清涼活動，將防暑降溫物資送至員工手中；各單位積極打造「清涼驛站」，配置冰箱提供冷飲雪糕無限次取用，食堂每日定時供應酸梅湯、綠豆湯及清甜水果，幫助員工消暑解渴。此外，本集團透過線上平台及線下會議普及中暑預防與應急處理知識，提升員工防暑安全意識。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

During the Reporting Period, the Group is not aware of any serious violations of laws and regulations related to providing a safe work environment and ensuring employees' protection from occupational hazards that significantly impacted the Group. Additionally, no major safety incidents or fatalities occurred during operations involving the company or contractors. During Reporting Period, workdays lost due to industrial injuries totaled 1,966 days (2024: 1,008 days). The statistical data for the past three years is as follows:

報告期間，本集團並不知悉任何嚴重違反有關提供安全工作環境及保障僱員避免職業性危害的法律及規例而對本集團產生重大影響的事宜。此外，營運過程中公司及承包商未發生重大安全事故或死亡事件。報告期間，因工傷損失工作日數為1,966天(2024年：1,008天)。過去三年的統計數據如下：

Statistical Indicators 統計指標	Unit 單位	2025 2025年	2024 2024年	2023 2023年
Number of work-related fatalities (Including contractor) 因工亡故人數(含承包商)	person 人	0	0	0
Work-related fatality rate (Including contractor) 因工亡故比率(含承包商)	percentage 百分比	0	0	0

Contractor Health and Safety Management

The Group extends its health and safety management to its business partners through a comprehensive institutional framework. In accordance with the "HSE Supervision and Management Requirements for Relevant Parties" (《相關方HSE監督管理規定》), strict safety qualification assessments are conducted for continuous business partners, covering key indicators such as certifications, management systems, and emergency response plans. The Group has also published its "HSE Policy" (《HSE 政策》) on the corporate website, explicitly requiring contractors to comply with relevant standards. Before entering production sites, relevant parties are required to sign the "Stakeholder Safety and Environmental Protection Agreement" (《相關方安全環保協定》) and complete safety education and induction training at both the corporate and local unit levels, ensuring rigorous process management. A regular assessment and evaluation mechanism is implemented, including follow-up reviews of annual rectification projects, to ensure that management measures are effectively executed and to continuously enhance contractors' safety performance.

承包商健康與安全管理

本集團透過完善的制度體系，將健康與安全管理延伸至合作夥伴。依據《相關方HSE監督管理規定》，我們對連續業務單位執行嚴格的安全資質審查，涵蓋資質證照、管理制度及應急預案等關鍵指標。此外，本集團已於官網披露《HSE政策》，明確要求承包商恪守相關標準。在進入廠區前，相關方須簽署《相關方安全環保協議》，並完成公司級、屬地單位區域級的安全教育培訓和安全交底，對其嚴格開展過程管理。我們實施定期考核與評價機制，針對年度整改專案進行複查，確保管理措施精準落實，驅動承包商安全水準持續提升。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Safety Management Assurance

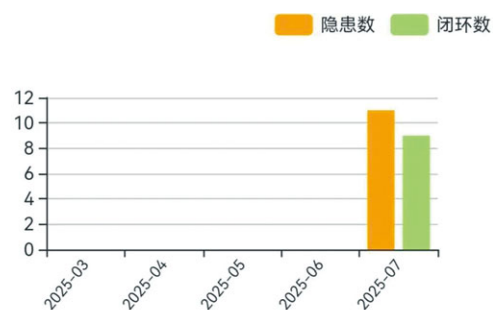
The Group fully implements the national work safety policies, positioning safety as a core aspect of operational governance. Through the enforcement of the All-Employee Safety Responsibility System, the Group clearly defines the roles and responsibilities of each unit and position, establishing a safety management framework characterized by “full leadership by principal responsible persons, lawful supervision by management departments, and proactive participation by all employees.” The Company’s key leaders, heads of production plants, and functional departments have all signed the “2025 Annual Safety Production Target Responsibility Agreement” (《2025年度安全生產目標責任書》). The agreement covers critical areas such as personal safety, fire safety, equipment safety, and workplace environment safety. It clearly specifies the safety objectives, performance indicators, and requirements for each unit, ensuring accountability is cascaded throughout the organization. This approach guarantees comprehensive, multi-dimensional protection of employee health and safety.

During the Reporting Period, building on existing safety management measures, the Group, in collaboration with Anchuang Network, officially launched an integrated, all-element safety management platform with DaliPu characteristics – the “Smart Safety” application. The platform integrates a dual-channel approach of “mobile application + internet platform” and incorporates four core functions: visual tracking of hazard rectification, precise risk-level management, comprehensive multi-dimensional coverage, and convenient safety education and training. Through the platform, every employee can report hazards observed in their surroundings, creating a new environment in which all employees can participate in safety management online at any time.

安全管理保障

本集團全面貫徹國家安全生產方針，將安全視為營運管治的核心。我們透過落實「全員安全生產責任制」，明確劃分各單位及崗位職責，構建出「主要負責人全面領導、管理部門依法監管、全體員工主動參與」的安全生產格局。公司主要負責人、各分廠和職能部門負責人均簽署了《2025年度安全生產目標責任書》，責任書涵蓋了人身安全、消防安全、設備安全以及作業環境安全等關鍵領域，並明確了各單位在安全生產方面所需達成的目標、具體指標及相關要求，壓力層層傳導、責任落實到人，從而實現全方位、多維度的員工健康與安全保障。

報告期間，在整合現有安全管理手段基礎上，我們聯合安創網路正式推出具有達力普特色的一體化全要素安全管理平台—「智慧安全」應用程式，打通「移動應用+互聯網平台」雙通道，集隱患整改視覺化追蹤、風險分級精準管控、全維度管理覆蓋以及安全教育便捷化培訓四大核心功能於一體，公司每名員工均可通過平台報告身邊隱患，實現了全員線上隨時參與安全管理的新局面。



月份	隱患數	閉環數	操作
2025-07	11	9	查看詳情

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Safety Production Risk Identification, Control, and Hazard Rectification

To standardize the identification of hazards, risk assessment, and management of control measures, and to effectively manage risks in the Company's operations, products, and services, the Group has established the "Safety Production Risk Control Management Regulations" (《安全生產風險管控管理規定》). These regulations provide a framework for identifying safety hazards and conducting risk evaluation and control. Annual safety production targets are set and incorporated into the performance appraisal system of the Board and all levels of management, with a direct linkage to remuneration. During the reporting period, the principal responsible leaders conducted monthly inspections of major hazards. These inspections were organized in accordance with the "2025 Hazard Identification Plan and Safety Inspection Efficiency Improvement Program" (《2025年隱患排查計劃及安全檢查效率提升方案》). Over the year, a total of 35 joint safety inspections were carried out, resulting in the identification of more than 1,000 issues. These findings provide a critical basis for the continuous improvement of the Group's safety management system.

Emergency Management

During the Reporting Period, each production plant conducted a total of 50 emergency drills in accordance with the annual drill plan, covering the Group's main types of accident risks. The Company's principal leaders participated in a toxic exposure emergency rescue drill for personnel in the corrosion laboratory. The effectiveness of emergency drills across all units has shown significant improvement, with a steadily increasing proportion of personnel proficient in using emergency rescue equipment.

During Safety Month, the Group developed a training program for part-time emergency rescue team members, with 25 participants. The training covered emergency rescue theory and practical assessments on the operation of rescue equipment. The program effectively enhanced the operational skills of team members. Currently, all registered part-time rescue team members have achieved a 100% pass rate in operating positive-pressure self-contained breathing apparatus, fire extinguishers, and fire hoses, and are also capable of performing cardiopulmonary resuscitation and other emergency procedures.

安全生產風險辨識管控與隱患排查治理

為規範危險源辨識、風險評價與措施管理工作，有效控制公司管理活動、產品和服務過程中風險，公司制定有《安全生產風險管控管理規定》，對安全生產危險源進行識別，開展風險評估和管控。每年制定安全生產指標，並納入公司董事會和各級管理人員的年度績效考評體系中，與薪酬掛鉤。報告期間，每月由主要負責人帶隊開展重大隱患排查，並依據《2025年隱患排查計劃及安全檢查效率提升方案》組織實施，年度共開展安全聯查35次，累計發現各類問題逾1,000項，為持續完善安全管理體系提供了重要依據。

應急管理

報告期間，各分廠依據年初制定的演練計劃，開展應急演練共50場，涵蓋集團主要事故風險類型。公司主要負責人參加腐蝕試驗室人員中毒事故應急救演練。各單位應急演練實施效果明顯改善，熟練使用應急救器材的人員比例持續上升。

在安全月期間，本集團編製兼職應急救隊員訓練計劃，共有25名隊員參加，培訓內容涵蓋應急救理論及救援裝備操作考核。訓練有效提升了隊員業務技能，目前在冊兼職救援隊員使用正壓式空氣呼吸器、滅火器及消防水帶的操作合格率高達100%，心肺復甦等操作亦能應對緊急情況。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Safety Culture Development

During the Reporting Period, the Group launched the “Safety Production Month” campaign under the theme “Everyone Talks Safety, Everyone Knows Emergency Response – Identify Hazards Around You.” The Company’s principal leaders and department heads participated in the kick-off ceremony to unify safety awareness and encourage full participation across all employees. The campaign focused on systematic safety promotion, continuous awareness education, professional hazard identification, practical emergency drills, and skills competitions. Through a dual training approach of annual intensive training plus regular specialized drills, the initiative effectively reinforced the implementation of safety concepts and continuously strengthened the Group’s safety production safeguards.

*安全文化建設*

報告期間，本集團啟動「安全生產月」活動，主題為「人人講安全、個個會應急—查找身邊安全隱患」。本集團主要負責人及各單位主管參加啟動儀式，統一安全認識，號召全員參與。活動以系統性安全宣導、常態化意識教育、專業隱患識別、實戰應急演練及技能比武為主要形式，通過「年度集訓+日常專項演練」雙重培訓模式，全面推動安全理念落地，持續夯實安全生產防線。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

During the Reporting Period, the Group, in collaboration with the Cangzhou Emergency Management Bureau, organized a Virtual Reality (VR) Safety Training program for employees. Under the guidance of professional personnel from the Bureau, employees participated in VR simulations of high-altitude falls, hard-hat impacts, electric shock, tower crane collapse, and poisoning in confined spaces. The highly realistic scenarios allowed employees to vividly experience the potential risks of safety incidents. Feedback from participants indicated that this immersive training was far more effective than traditional safety briefings in reinforcing awareness and translating safety knowledge into proactive, everyday work practices.

報告期間，我們亦聯合滄州市應急管理局組織員工開展虛擬實境(VR)安全實訓活動。在應急管理局專業人員指導下，員工依次體驗高空墜落、安全帽撞擊、觸電傷害、塔吊坍塌及受限空間中毒等VR模擬項目，逼真的場景還原讓員工深刻感受到安全事故的潛在風險。參訓員工回饋表示，此類沉浸式體驗比傳統安全說明更能加深印象，並促使安全意識轉化為日常工作的自覺行動。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Occupational Disease Prevention and Management

In terms of occupational disease prevention, the Group conducts employee occupational health examinations in accordance with relevant requirements, achieving a 100% employee occupational health record filing rate. The Group also collaborated with local health and wellness offices, social security authorities, and hospitals to launch the law of Prevention and Control of Occupational Diseases Publicity Week. With the theme “Caring for Workers’ Mental Health,” the event included signature pledges, occupational health awareness campaigns, and on-site medical consultations. These initiatives enhanced employees’ awareness of occupational health and promoted comprehensive implementation of physical and mental well-being management.



In addition, the Company implemented a special noise reduction initiative, completing noise control upgrades at multiple operational sites during the reporting period, including the smart warehouse, specialized pipe production plant, pipe manufacturing plant, and finishing lines. Comparative assessments before and after the upgrades showed a significant reduction in noise levels, achieving the planned noise reduction targets and effectively improving the working environment for employees.

職業病防護管理

在職業病防護方面，本集團按照相關要求開展員工職業健康體檢工作，員工職業健康檔案建檔率100%。並聯合當地衛生健康辦公室、社會保障辦公室、醫院等舉辦2025年《職業病防治法》宣傳周啟動儀式，以「關愛勞動者心理健康」為主題，開展簽名承諾、職業健康宣傳及現場義診活動，提升員工職業健康意識，推動身心健康管理全方位落地。



另外，公司開展降噪專項提升工作，於報告期間完成智慧庫、專用管分廠、制管分廠及精整線等多個作業點位的降噪改造。改造前後對比顯示，噪音水準明顯下降，已達到預定降噪標準，有效改善了員工作業環境。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

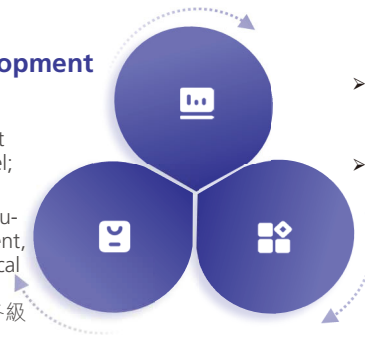
環境、社會和管治報告

Development and Training

To support its talent-driven development strategy, the Group has established a comprehensive employee development system aimed at cultivating a highly skilled workforce with strong alignment to the Company's culture. The Group has formulated the "Position Qualification Management Measures" (《任職資格管理辦法》), which provide a structured and transparent career development pathway, clearly defining qualification standards and guiding employee growth. The Group's talent management and development framework focuses on the development of three key talent streams: management personnel, technical professionals, and operational staff.

Technical Workforce Development**技術隊伍建設**

- Implementation of management initiatives for technical personnel; 開展技術人員管理專案；
- Promotion of knowledge accumulation and capability enhancement, with training provided to technical staff at all levels; and 開展知識沉澱、層級賦能，對各級技術人員進行培訓；及
- Advancement of scientific and technological innovation projects. 開展科技創新專案。

**發展及培訓**

為落實人才強企戰略，本集團構建了全方位的員工成長體系，旨在培養具備高度文化認同感的高素質隊伍。制定有《任職資格管理辦法》，構建了員工科學合理的職業發展通道，明確任職資格評價標準，牽引員工成長。公司人才管理與發展體系主要涉及三支隊伍建設，管理隊伍建設、技術隊伍建設和操作隊伍建設。

Management Workforce Development**管理隊伍建設**

- Implementation of talent management initiatives, including learning and knowledge-sharing programs, Individual Development Plans (IDPs), and specialized projects; 開展人才管理項目，學習分享，IDP個人發展計劃，專項課題；
- Regular talent reviews, including 360-degree evaluations and talent assessments; and 定期進行人才盤點，360評估、人才測評等；及
- Establishment of talent pools and development of structured management and operational mechanisms for talent pipeline management. 建立人才池，搭建人才池管理運營機制。

Operational Workforce Development**操作隊伍建設**

- Implementation of 6S management initiatives to strengthen lean foundational management; and 開展6S管理專案提升精益基礎管理；及
- Introduction of a points-based evaluation system to support performance management. 開展積分評價工作。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

During the Reporting Period, the Group continued to advance initiatives in talent review, talent management, technical talent development, and skills enhancement for frontline operational staff. In terms of talent review, the Group conducted comprehensive capability assessments through talent evaluations, interpretation of assessment results, and one-on-one feedback mechanisms. These processes helped align employee competencies, clarify individual career positioning, and provide support on both professional and personal development. Regarding talent management, aligned with the Group's strategic priorities and key projects – including the management platform initiative and high-end oil drilling, extraction, and energy equipment pipe production projects – the Group adopted a streamlined talent management approach in 2025. This approach primarily focuses on mentorship and participation in key corporate projects to enhance employees' professional capabilities and practical experience.

During the Reporting Period, the Group advanced the development of technical talent and the upskilling of frontline operational staff through multiple initiatives, including optimizing evaluation standards, promoting knowledge sharing, facilitating knowledge retention, and implementing tiered capability development. A key focus was placed on employees in new production lines and process inspection roles. The Group systematically implemented training in technical knowledge, production processes, and operational skills. A dedicated Centralized "Training Program for Process Inspection Personnel" (《過程檢驗崗位員工集中培訓專項方案》) was developed and executed, covering three modules: theoretical learning, practical training, and on-site application. The program adopted a "training integrated with practice" approach, supported by phased assessment mechanisms and one-on-one practical coaching from experienced professionals. The Human Resources Department conducted full-process tracking and dynamic supervision to ensure training effectiveness. In addition, skills competitions were organized to further reinforce learning outcomes and enhance the competencies of technical personnel.

報告期間，本集團持續推進人才盤點、人才管理、技術人才培養及一線操作人員技能提升等工作。人才盤點方面，透過人才測評、盤點結果解讀及一對一回饋機制，對員工能力進行整體校準，協助員工明確個人發展定位，並提供工作與生活相關諮詢支援；人才管理方面，結合公司戰略方向及重點專案(包括管控平台項目及高端石油鑽採及能源裝備用管生產專案)，於2025年採用精簡化人才管理模式，主要透過導師輔導及參與公司重點專案的方式，提升員工專業能力與實務經驗。

報告期間，我們通過優化評價標準、學習分享、知識沉澱、層級賦能等多種方式，開展技術人才培養及一線操作人員技能提升。其中，以「89」新產線人員及過程檢驗崗位為重點，系統推進技術、工藝及操作技能培訓，制定並實施《過程檢驗崗位員工集中培訓專項方案》，從理論學習、實操訓練及現場實踐三個模組制定培訓計劃、採用「訓戰結合」及階段性考核機制，專業人員一對一實務輔導，人力資源部進行全過程跟蹤和動態監督，並通過舉辦技能競賽等，確保培訓實效和技術人員的技能提升。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Skills Competition**技能競賽現場**

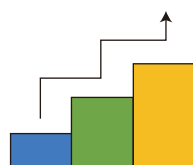
During the Reporting Period, the Group promoted the capability development of frontline technical personnel through skills competitions. On 24 December, 2025, the Company's trade union, in collaboration with the Maintenance Plant, organized a welding and electrical skills competition, with over 100 professionals from various production units participating. The competition was divided into two categories – new employees and experienced employees – and adopted a combined assessment approach of theoretical testing and practical evaluation. Participants were assessed across multiple dimensions, including operational compliance, technical proficiency, quality of output, and work efficiency. Following the evaluation process, a total of 12 employees were awarded first, second, and third prizes.

報告期間，本集團以技能競賽形式推動一線技術人員能力提升。於2025年12月24日，由公司工會聯同檢修分廠組織電焊及電氣技能比武活動，來自各生產作業區逾百名專業人員參與。比賽分設新進員工及資深員工兩個組別，採用理論測試與實操考核相結合的方式，從作業規範、操作技能、成果質量及工作效率等方面，對參賽人員的專業能力進行評估。經評選，共有12名員工獲得一、二、三等獎。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告



Employee Career Advancement Pathways
員工晉升通道

Professional & Technical Track:

專業技術類

Specialist → **Assistant Engineer/Economist/Accountant** → **Engineer/Economist/Accountant** → **Senior Engineer/Economist/Accountant**

專員--助理工程師/經濟師/會計師--工程師/經濟師/會計師--高級工程師/經濟師/會計師

Production & Intelligent Control Track:

生產設備類

Intelligent Control Technician/Maintenance Technician → **Team Leader** → **Section Supervisor** → **Assistant Plant Manager** → **Deputy Plant Manager** → **Plant Manager**

智控師/維修員--班組長--作業長--廠長助理--副廠長--廠長

Functional Management Track:

職能管理類

Officer → **Supervisor** → **Assistant Manager** → **Deputy Manager** → **Manager**

辦事員--主管--經理助理--副經理--經理

Sales Management Track:

銷售管理類

Sales Representative Level I → **Sales Representative Level II** → **Sales Representative Level III/Sales Project Assistant Manager** → **Sales Project Manager**

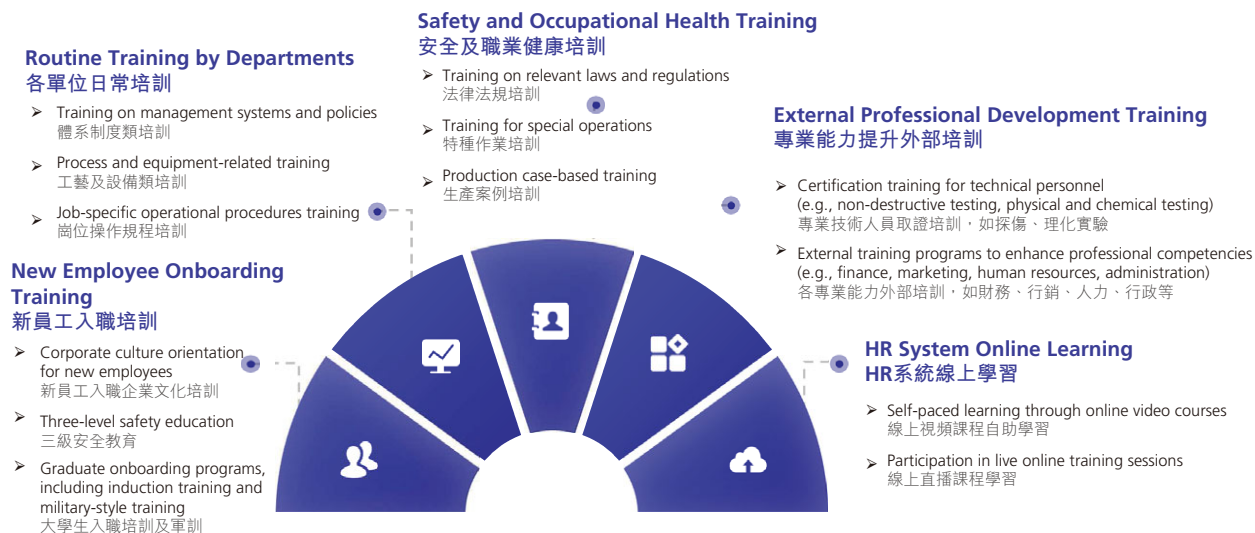
一級業務員--二級業務員--三級業務員/銷售專案副經理--銷售專案經理

The Group has established the “Regulations on the Management of Employee Training” (《員工培訓管理規定》) and the “the Code of Work for The Implementation of Training Organizations” (《培訓組織實施工作規範》) to standardize training processes and ensure full employee coverage. The training system is designed based on different business functions and employee categories, with programs including new employee onboarding training, routine training across departments, safety and occupational health training, external professional development programs, and online learning through the HR system. Through dedicated resource investment and institutional support, the Group facilitates continuous learning and development for management, technical, and operational staff. By integrating career development into the overall management framework, the Group ensures that employees can realize their personal value while growing alongside the Company.

本集團制定有《員工培訓管理規定》及《培訓組織實施工作規範》，規範培訓組織流程並落實全員覆蓋機制，培訓體系建設主要根據不同工作業務、人員類別設計了不同的培訓專案，主要分為新員工入職培訓、各單位日常培訓、安全及職業健康培訓、專業能力提升外部培訓、HR系統線上學習等。透過資源投入與制度保障，支援管理、技術與操作人員的持續進修，將職業發展融入企業管理體系中，確保每位員工在與企業共同成長的過程中實現自我價值。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告



During the Reporting Period, a total of 2,096 employees received training, accumulating a total of 92,325 training hours. Below is the employee training statistics table:

報告期間，本集團受訓人數共計2,096人，總受訓時數為92,325小時。以下為員工培訓統計表：

Training	受訓情況	Percentage of employees trained (%)	Average training hours per employee (hours)
		受訓佔比 (%)	每名僱員平均受訓時數 (小時)
By gender	性別劃分		
Male	男	100	45
Female	女	100	38
By employment category	按僱傭類別劃分		
Senior management	高級管理人員	100	33
Middle management	中級管理人員	100	39
General staff	基層人員	100	44

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Supply Chain Management

The Group adheres to the operating philosophy of “quality first” and extends its sustainability management practices to the supply chain. The Group has established professional policies and procedures, including “Supplier Management Policy” (《供應商管理辦法》) and “Supplier Code of Conduct” (《供應商行為準則》), to build a comprehensive supplier admission and exit mechanism. These documents define the processes and requirements for supplier selection, assessment, evaluation, development, and elimination, ensuring that suppliers are capable of providing products and services that meet the Company’s standards and requirements. During the Reporting Period, leveraging the launch of the Company’s integrated production and sales management platform, the Group comprehensively reviewed and optimized the supplier admission and evaluation framework. Suppliers were reassessed and reclassified based on multi-dimensional evaluation criteria, further strengthening the digitalized management of suppliers and procurement processes. At the same time, the Company remains committed to treating all suppliers fairly and equally. Through the procurement platform system, the Group has established a closed-loop management process covering supplier admission, selection, and evaluation. In collaborating with small and medium-sized enterprises (SMEs), the Company strictly adheres to the principles of fairness, impartiality, and transparency, providing SMEs with equal business opportunities as large enterprises and fostering a cooperative environment characterized by fair competition and mutual benefit.

During the Reporting Period, the Group had 84 qualified manufacturing suppliers (2024: 98), all based in mainland China. These suppliers underwent comprehensive assessments, including product quality, delivery timeliness, and service performance, to ensure their ability to meet the Group’s requirements.

供應鏈管理

本集團恪守「質量第一」的經營理念，並將可持續發展管理延伸至供應鏈體系。制定有《供應商管理辦法》及《採購控制程式》等專業檔，構建了供應商准入與退出機制，明確選商、評估、評價、培養及淘汰等相關程式和要求，以確保供應商具有提供滿足公司規定要求的產品和服務的能力。報告期間，依託公司產銷一體化管控平台上線契機，全面梳理並優化了供應商准入與評價標準體系，結合多維評估指標對供應商實施重新分級，進一步強化了供應商及採購環節的資訊化管理能力。與此同時，公司始終堅持對所有供應商一視同仁，依託採購平台系統，實現供應商准入、選擇及評價的全流程閉環管理。在與中小企業的合作過程中，公司嚴格遵循公平、公正、透明的原則，賦予中小企業與大型企業同等的商業機會，共創公平競爭、互惠共贏的合作環境。

報告期間，公司共有合格供應商84家(2024年：98家)，全部位於中國內地，並已全部進行包括供貨質量、交貨時間、服務素質等評估，確保他們有能力滿足本集團的要求。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Supplier ESG Management

In terms of ESG management of suppliers, we incorporate requirements such as “green manufacturing and energy conservation and emissions reduction,” system certifications, and other ESG-related measures into the supplier capability assessment system for production enterprises. Preference is given to partners with strong performance in environmental, energy, health and safety management systems, and ESG. During the reporting period, we signed the “Supplier Code of Conduct” (《供應商行為準則》) with all suppliers and continuously provided ESG-focused training for all qualified suppliers on topics such as anti-corruption and greenhouse gas (GHG) emissions accounting, effectively guiding suppliers in reporting their own GHG emissions. By the end of the Reporting Period, all qualified suppliers of the Group had obtained ISO 9001 quality management system certification. In addition, during the Reporting Period, the Company achieved Green Supply Chain Management System Certification, enabling systematic management of environmental impacts across the entire supply chain, from product design, raw material procurement, production, sales and transportation, to usage and recycling.

供應商ESG管理

在供應商的ESG管理方面，我們將「綠色製造、節能減排」、體系認證及ESG相關措施等要求納入生產型企業的供應商能力評估體系，優先選擇具有環境、能源、健康與安全管理體系以及ESG表現卓越的合作方。報告期間，我們與所有供應商簽訂《供應商行為準則》，並持續面向所有合格供應商開展反舞弊及溫室氣體排放核算等ESG主題培訓，切實指導供應商統計自身溫室氣體排放資料。截至報告期末，本集團所有合格供應商均已通過ISO 9001質量管制體系認證。此外，公司於報告期間取得綠色供應鏈管理體系認證，實現從產品設計、原材料採購、生產製造、銷售與運輸、使用及回收再利用等供應鏈全流程的環境影響系統化管理。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Compliance with Business Ethics**遵守商業道德**

- Strict prohibition of any bribery and corruption
嚴禁任何賄賂和腐敗行為
- Fair competition
公平競爭
- Protection of trade secrets, information, and privacy
商業秘密、資料及隱私保護
- Avoidance of conflicts of interest
避免利益衝突
- Honesty and integrity
誠實守信

Human Rights and Labor**人權及勞工**

- Prohibition of child labor and forced labor
禁止僱傭童工和強迫勞動
- Anti-discrimination and anti-harassment
反歧視和騷擾
- Wages and benefits, rest and leave
工資與福利、休息休假
- Freedom of association
結社自由
- Employee development and training
員工培養

Health and Safety**健康與安全**

- Occupational health and safety management system
職業健康及安全管理體系
- Workplace environment
工作環境
- Health and safety training
健康與安全培訓

Environmental Protection**環境保護**

- Environmental management system
環境管理體系
- Energy conservation and emissions reduction
節能減排
- Resource utilization
資源利用
- Green research and development
綠色研發
- Biodiversity protection
生物多樣性保護



“Supplier Code of Conduct”

《供應商行為準則》

In addition, since partnering with RHI Magnesita (China) in 2023, the company has focused on enhancing the service life of refractory materials. Together, we have advanced the development and application of long-life refractory materials for clean steel smelting, including magnesia-carbon bricks, electric furnaces, ladles, and tundishes. During the Reporting Period, we steadily advanced the application and trial of relevant technologies. A total of 12 sets of CS60 ladle mechanisms were commissioned, with supporting skids completing four consecutive sliding tests, and U-shaped retaining walls fully promoted. We introduced new energy suppliers and deployed multiple new energy vehicles for transportation. In collaboration with suppliers, reinforcing ribs were added to guide plates, significantly increasing steel throughput and improving the efficiency of resource utilization.

此外，我們亦積極與供應商進行研發合作，與共同探索綠色低碳與可持續發展路徑。自2023年公司與奧鎂(中國)攜手以來，雙方聚焦耐火材料壽命提升研究，共同推動了新型潔淨鋼冶煉用鎂碳磚、電爐、中包、鋼包等各類耐火材料長壽命的研發與應用。報告期間，穩步推進了相關技術應用與試驗工作，完成12套CS60鋼包機構上線，配套滑板完成四連滑試驗，U型擋牆完成全面推廣；引進新能源供應商，使用多輛新能源運輸車輛；與供應商合作對導板增加加強筋，明顯提升導板過鋼量，提升資源有效利用率。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Product Responsibility

Corporate culture on quality – Every piece is for the user, every piece constitutes a market, and every piece creates the brand. One pipe, one well, one tube, one market.

The Group upholds a pursuit of excellence through a “craftsmanship spirit,” regarding product quality as the lifeline of its business development. We have established a series of documents, including the “Quality Manual” (《質量手冊》) and Quality Risk Management and Control Procedures (《質量風險管理控制程式》), and implemented a rigorous control system covering “all personnel, all processes, and all elements” to ensure that every delivered product meets high-quality standards. In terms of compliance governance, the Group strictly adheres to laws such as the Product Quality Law of the People’s Republic of China (《中華人民共和國產品質量法》), ensuring product health and safety. At the same time, we place great importance on customer information protection, implementing relevant regulations such as the Hong Kong Personal Data (Privacy) Ordinance (《香港個人資料(私隱)條例》), to ensure the highest compliance standards across product labeling, safety, and data privacy.

Quality Management System

The Group implements the quality policy of “Quality as the foundation, customer first; continuous improvement, striving for excellence.” During the Reporting Period, the Group actively promoted system development, timely revising quality-related documents such as the “Quality Manual” (《質量手冊》), “API Logo Usage Control Procedures” (《API會標使用控制程式》), “Magnetic Particle Testing Procedures” (《漏磁探傷規程》), and “Ultrasonic Testing Procedures” (《超聲探傷規程》). Internal, second-party, and third-party audits of the quality control system were conducted and successfully passed. All major production sites have obtained ISO 9001 Quality Management System certification, achieving 100% system certification coverage. In addition, the Group holds multiple internationally recognized certifications, including API Q1 Quality Management System certification, multiple American Petroleum Institute (API) product certifications (API 5CT/5L/5DP), and a national-level testing laboratory accredited by CNAS. During the Reporting Period, the newly established corrosion laboratory also passed CNAS accreditation and underwent on-site audit at the first boiler pipe factory, obtaining ASME boiler pipe product certification. Through various internal and stakeholder audits, we ensure the effective operation of management processes. During the Reporting Period, no major incidents of violations of product quality laws or regulations occurred.

產品責任

企業文化之質量觀—根根為用戶，件件是市場，根根件件創品牌／一根管一口井，一根管一個市場。

本集團秉持追求卓越的「工匠精神」，將產品質量視為企業發展的生命線。制定有《質量手冊》《質量風險管理控制程式》等系列檔，建立並執行涵蓋「全員、全過程、全要素」的嚴格控制體系，確保每一件交付產品均符合高標準的質量要求。在合規管治方面，本集團嚴格恪守《中華人民共和國產品質量法》等法律，保障產品健康與安全。同時，我們高度重視客戶資訊保障，落實《香港個人資料(私隱)條例》等關於私隱保護的相關規定，確保在產品標籤、安全及資料私隱等各環節均達到最高合規標準。

質量管制體系

本集團貫徹「質量為本，用戶至上；持續改進，爭創一流」的質量方針。報告期間，本集團積極推動體系建設，適時修訂《質量手冊》、《API會標使用控制程式》、《漏磁探傷規程》、《超聲探傷規程》等質量相關文檔，先後開展並順利通過質量管制體系內部和第三、三方審核，主要生產場所均已取得ISO9001質量管理體系認證，體系認證覆蓋率達成100%。此外，我們擁有多項國際權威認證，包括API Q1質量管制體系認證、美國石油學會API 5CT/5L/5DP多項產品認證，以及獲得CNAS認證的國家級檢測實驗中心。報告期內，公司新建腐蝕試驗室亦通過CNAS認證審核，並通過首家鍋爐管廠現場審核，獲得ASME鍋爐管產品認證。透過各項內部及相關方審核，我們確保管理流程的有效運作，報告期間未發生重大違反產品質量法律法規之事件。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Quality Risk Management

To comprehensively enhance the effectiveness of control, the Group is committed to optimizing market and product structures and regards research and development innovation as the core of brand development, guided by the “Quality Risk Management and Control Procedures” (《質量風險管理控制程式》). During the Reporting Period, a range of measures – including comprehensive quality inspections, routine patrols, and targeted improvement projects for quality details – were implemented to ensure closed-loop management from problem identification and analysis to resolution. In addition, in response to national initiatives, the Group organized a series of “Quality is My Responsibility, Everyone Plays a Key Role” Quality Month activities to strengthen employee quality awareness, rewarding outstanding performers and achieving tangible results. Industry experts were invited to conduct specialized quality training to enhance staff skills in quality control. During the Reporting Period, the Group was honored with the Cangzhou Municipal Government Quality Award.

質量風險管理

為全面提升管控實效，本集團致力於市場與產品結構的優化調整，並將研發創新視為品牌發展的核心，制定有《質量風險管理控制程式》。報告期間，通過開展質量大巡檢、質量大檢查、日常巡檢、質量細節改善專項提升等多種方式，落實發現、分析至解決問題的閉環管理。此外，我們積極回應國家號召，開展以「質量有我，人人都是主角」為主題的系列質量月活動，為強化員工質量意識，對表現優異的員工進行了獎勵，共計獎勵1.88萬元，取得一定成效；邀請行業專家開展質量專項培訓，提升員工質量管制技能。報告期內，榮獲「滄州市政府質量獎」榮譽稱號。

**Annual Comprehensive
Quality Inspection**
質量大巡檢

During the year, the Group organized company-wide comprehensive quality inspections, identifying 24 issues. Each responsible unit carried out rectification and follow-up, while the Technical Quality Control Department supervised and verified to ensure complete resolution.

年度內組織開展覆蓋全公司範圍的質量大巡檢活動，發現問題24項，由各責任單位組織整改和回頭看，技術質量管制部門進行監督和驗證，保證問題徹底整改。

Monthly Quality Audits
質量大檢查

The Technical Quality Control Department conducted monthly quality audits. During the Reporting Period, 177 quality issues were identified and all were fully rectified.

由技術質量管制部門每月組織質量大檢查，報告期間，共計檢查發現質量問題177項，均完成整改。

Routine Quality Patrols
日常質量巡檢

Daily patrols and sampling inspections during the production process uncovered a total of 1,534 potential quality risks. Typical issues were addressed through targeted follow-ups, with internal rectification by responsible units to prevent recurring minor quality problems.

通過產品生產過程中的日常巡/抽檢發現質量隱患共計1534項，典型問題進行專項對接，責任單位內部整改跟進，杜絕低級質量問題發生。

**Targeted Quality Detail
Improvement**
質量細節改善專項提升

The Group promoted targeted improvement initiatives focusing on quality details at each workstation and across production sites. Quality detail improvement forms were developed to systematically enhance quality, shift employee quality awareness, and reinforce brand consciousness. Of 45 identified improvement items, self-inspections, rectifications, and performance-based assessments and rewards were implemented to ensure effectiveness.

推動崗位質量細節改善專項工作，圍繞各分廠質量提升，制定質量細節改善表，全面推進落實，轉變員工質量認知，強化員工品牌意識。針對梳理的45項質量細節改善進行自查自糾和整改，並對整改情況進行考核獎勵。



Quality Month Activities

質量活動月

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Recipient of the “Cangzhou Municipal Government Quality Award”**榮獲「滄州市政府質量獎」**

During the Reporting Period, the Group was awarded the Cangzhou Municipal Government Quality Award by the Cangzhou Municipal Government. This award represents the highest honor granted by the local government in the field of quality management, recognizing outstanding performance in business operations, quality control, and continuous improvement. The award reflects external recognition of the Group's achievements in quality management system development and overall operational excellence.

報告期間，獲滄州市政府授予「滄州市政府質量獎」。該獎項為當地政府於質量管制領域頒授予組織的最高榮譽，表彰企業於經營管理、質量管控及持續改進方面的綜合表現。相關獎項反映本集團於質量管制體系建設及整體營運管理水準方面獲得外部認可。



Specialized Training on Lifecycle Safety Management of OCTG

油套管全生命週期安全管控專項培訓

During the Reporting Period, the Group engaged industry experts to deliver specialized training on lifecycle safety management of oil country tubular goods (OCTG). Participants included management and personnel from production, quality control, and R&D functions. The training covered operating conditions and relevant industry standards, with a focus on key quality control aspects such as steel grade selection, thread processing, and connection strength. It also incorporated case studies to analyze common failure modes during handling and usage, along with corresponding preventive measures. This initiative supports the continuous enhancement of the Group's end-to-end quality management system.

報告期間，本集團邀請行業專家就油套管全生命週期安全管控開展專項培訓，參訓人員涵蓋管理層及生產、質量管制與技術研發相關人員。培訓內容涵蓋油套管使用工況及相關行業標準，重點聚焦鋼級選擇、螺紋加工、連接強度等關鍵質量控制環節，並結合典型案例分析油套管於搬運及使用過程中的常見失效情形及防範措施。支援本集團持續完善全流程質量管制體系。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

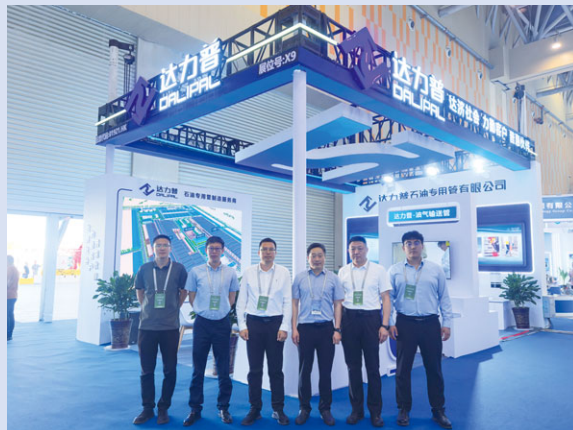
環境、社會和管治報告

Participation in the China (Karamay) International Petroleum & Petrochemical Technology and Equipment Exhibition

參與中國(克拉瑪依)國際石油天然氣及石化技術裝備展覽會

During the Reporting Period, the Group participated in the China (Karamay) International Petroleum & Petrochemical Technology and Equipment Exhibition, showcasing its core oil country tubular goods (OCTG) products and technical solutions, and engaging with industry peers on technical needs related to oil and gas exploration and development. The exhibited products covered OCTG suitable for both conventional and unconventional oil and gas applications, including sour service line pipes, perforating gun tubes, drill pipes, high-strength mechanical tubes, alloy structural tubes, boiler tubes, and gas cylinder tubes. The Group also presented its premium connection technologies and practices in lifecycle management and intelligent applications for tubular products.

報告期間，本集團參與中國(克拉瑪依)國際石油天然氣及石化技術裝備展覽會，展示石油專用管核心產品及技術方案，並與業界就油氣勘探開發相關技術需求進行交流。本次展出產品涵蓋適用於常規及非常規油氣工況的石油專用管，包括抗硫管線管、射孔槍管、石油鑽杆、高強度機械管、合金結構管、鍋爐管及氣瓶管；同時展示特殊扣型連接技術及管材全生命週期管理與智慧化應用實踐。



Corporate culture on service – Anticipate what customers think, respond promptly to customers' urgent needs, and meeting customers' demands is our eternal goal. We adhere to the belief that service creates value and strive to enhance service value.

企業文化之企業服務觀—想客戶之所想，急客戶之所急／滿足客戶的需求就是我們永遠的目標。堅持服務創造價值，實現服務增值。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Complaint Handling

To build mutually trusting customer partnerships, the Group places great importance on and actively listens to all forms of customer feedback. We regard customer needs as a key driver for service enhancement and technological iteration, ensuring smooth communication channels and timely responses. The Group has established a series of policies and procedures, including the “Marketing Management System” (《行銷工作管理制度》), “Customer Relationship Management Policy” (《客戶關係管理規定》), and “Sales Objection Management Regulations” (《銷售異議管理規定》), forming a comprehensive mechanism for handling customer feedback and complaints. During the Reporting Period, we continuously advanced our “technology + service” approach, further strengthening after-sales services, follow-up, and technical guidance. Where products were found not to meet quality standards, recall procedures were promptly initiated, and defective products were centrally managed to ensure product quality and customer satisfaction. During the Reporting Period, the overall customer satisfaction score reached 97.08. All external customer complaints attributable to the Group were addressed or resolved, and no products were subject to recall due to safety or health concerns.

External customer complaint handling rate 100%
Overall customer satisfaction score 97.08分

投訴處理

為構築互信的客戶合作夥伴關係，本集團高度重視並悉心聆聽各類回饋意見。我們將客戶訴求作為推動服務升級與技術反覆運算的核心指標，確保溝通管道暢通且回應即時。制定有《行銷工作管理制度》《客戶關係管理規定》《銷售異議管理規定》等制度文件，建立有完善的顧客回饋及投訴處理機制。報告期間，我們持續性開展「技術+服務」工作，繼續深化售後服務、跟蹤、指導工作，如發現有不符合質量標準的產品，我們會啟動回收程式，對問題產品進行集中處理，以確保產質量與客戶滿意度。報告期間，顧客綜合滿意度為97.08分，對於因公司原因而產生的外部客戶投訴／抱怨均已進行回饋或解決，同時未有產品因安全與健康理由而需回收。

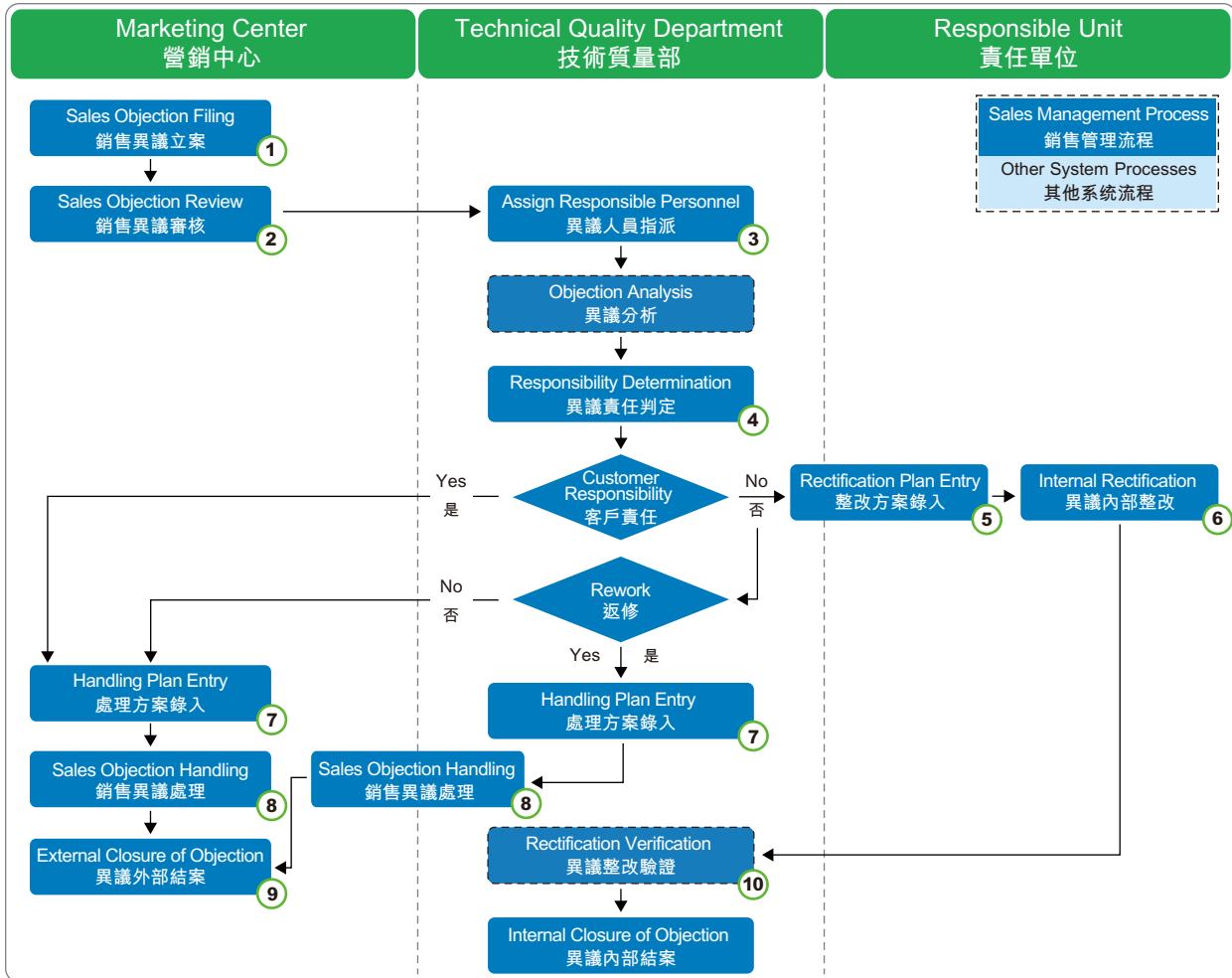
外部客戶投訴／抱怨解決率100%
顧客綜合滿意度97.08分

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

In addition, during the Reporting Period, leveraging the integrated production and sales management platform, the Group not only achieved full-process tracking of the sales module, but also implemented end-to-end management of customer objections, complaints, and internal rectifications. This includes case initiation, responsibility determination, corrective actions, verification of rectification, entry of resolution plans, handling, and case closure.

此外，報告期間，我們借助產銷一體化管控平台系統，除實現銷售模組的全流程跟蹤外，亦實現了對客戶異議、客戶抱怨、內部整改從立案、異議責任判定、異議整改、異議整改驗證、處理方案錄入、異議處理到異議結案的全流程管理。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Privacy Protection

The Group is committed to maintaining the trust of employees, customers, and suppliers, and places strong emphasis on compliance with data security and personal privacy protection requirements, with particular attention to safeguarding personal and customer privacy. To prevent unauthorized disclosure of customer information and confidential corporate documents, the Group has established policies such as the “Confidentiality Management Policy” (《保密管理制度》) and the “Information Systems and Information Security Control Procedures” (《資訊系統及資訊安全控制程式》), which set out standardized classification and management processes for key confidential areas, sensitive positions, personnel, and data, as well as information security management requirements. During the year, company-wide training on information system security and confidentiality was conducted. At the same time, various digital tools were utilized to implement encryption measures and access controls, ensuring segregation of permissions for customer information and related data. Any unauthorized disclosure of confidential customer information will result in strict disciplinary action, which may include termination of employment in serious cases.

The Group continuously leverages digital technologies to enhance confidentiality management and has established a multi-layered information security framework. During the Reporting Period, management of host and network security equipment was further optimized. Two external vulnerability scans and two internal network security assessments were conducted, identifying issues across six categories, including system and host vulnerabilities. Corresponding documents, including the Information Security “Vulnerability Scan and Rectification Progress Report” (《資訊安全性漏洞掃描及問題整改進度表》) and the “Host Network Infrastructure Summary Report” (《主機網路基礎工作匯總表》), were prepared. Through regular monthly inspections and dynamic monitoring via network platforms, the Group has enabled automated identification and response to security risks. In addition, based on the Company’s current operational context, benchmarking analyses were conducted across five user-level domains – such as monitoring and auditing, and data recovery – and six business domains, including end users, application systems, and operating systems. Based on these analyses, a three-year information security strategic plan was developed.

私隱保障

本集團致力於維護員工、客戶及供應商的信任，高度重視資料安全與個人隱私保護的合規要求，尤其注重對個人隱私和客戶隱私的保護。為防止客戶隱私資訊和公司機密檔非正常洩露，我們制定有《保密管理制度》和《資訊系統及資訊安全控制程式》，規定保密要害部位、涉密崗位、涉密人員及涉密資料的標準化分級、分類管理流程以及資訊安全管理要求。年度內開展全員資訊系統安全和保密等相關培訓，同時借助各種資訊化工具，對客戶資訊和相關資料進行加密設置、許可權隔離。若發現任何人未經授權而披露客戶保密資料，我們將給予嚴肅的紀律處分，嚴重者可能終止僱用。

本集團積持續利用資訊化手段提升保密效能，構建多層次的資訊安全保障機制。報告期內，針對主機網路安全設備進行管理優化，完成公司網路安全外部漏掃2次、公司內部網路安全體檢2次，發現系統漏洞、主機漏洞等六大類問題，出具《資訊安全性漏洞掃描及問題整改進度表》和《主機網路基礎工作匯總表》。通過每月常態化檢查與網路平台的動態監測，實現安全風險的自動告知與處置。同時，結合公司目前現狀，通過對監控審計、資料恢復等五大使用者層面和終端使用者、應用系統、作業系統等六大業務方面的安全對標分析，制定了公司未來三年的資訊安全規劃方案。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Intellectual Property Rights

The Group strictly complies with the Trademark Law of the People's Republic of China (《中華人民共和國商標法》), the Patent Law of the People's Republic of China (《中華人民共和國專利法》), the Copyright Law of the People's Republic of China (《中華人民共和國著作權法》), and other relevant legal regulations. The Group has established the "Intellectual Property Management Control Procedures" (《智慧財產權管理控制程式》) and "Intellectual Property Operation Control Procedures" (《智慧財產權運行控制程式》) to standardize IP management processes and actively promote the commercialization and application of technological achievements.

During the Reporting Period, the Group obtained Intellectual Property Management System Certification and established an efficient IP management system. In alignment with its strategic development needs, trademark applications were completed in 12 countries, including Saudi Arabia, Qatar, and Oman. A total of 28 patent applications were filed, with 18 new patents granted. The number of academic papers published during the year exceeded 10 for the first time, reaching 13. The Group also participated in the development of the national standard GB/T 46599-2025 "Steel Pipes for Hydrogen Storage and Transportation Pipelines", and was honored with the title of "National Intellectual Property Demonstration Enterprise." In addition, the Group continued to conduct company-wide and specialized intellectual property training, strengthening employees' awareness of IP management and protection, and ensuring the effective implementation of IP management requirements.

知識產權

本集團嚴格遵守《中華人民共和國商標法》、《中華人民共和國專利法》及《中華人民共和國著作權法》等法律法規，制定有《智慧財產權管理控制程式》與《智慧財產權運行控制程式》，規範智慧財產權管理程式，積極促進科技成果的轉化和推廣應用。

報告期間，本集團已取得智慧財產權管理體系認證證書，建立了高效的智慧財產權管理體系。結合集團戰略發展需求，完成沙特、卡達、阿曼等12個國家的商標申請工作；完成專利申報28項，新增獲得專利18項，公司年度學術論文發表數量首次跨越10篇大關，達到13篇；參與編製GB/T 46599-2025《氫氣儲輸管道用鋼管》國家標準，榮獲「國家智慧財產權示範企業」榮譽稱號。本集團亦開持續開展全員和專項知識產權相關培訓，不斷強化員工知識產權管理和保護意識，貫徹公司智慧財產權管理要求。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Innovation Incentives

The Group regards innovation as the core driving force of its development and upholds the philosophy that “innovation is the source of growth and the central theme of enterprise development.” It is committed to fostering an open, collaborative, and highly adaptive organizational culture. During the Reporting Period, the Group leveraged innovation incubation platforms, management and technical rationalization proposal schemes, as well as special improvement project initiatives, supported by application and reward mechanisms, to stimulate employee creativity in a comprehensive manner. In 2025, the Group recognized outstanding teams and individuals in areas such as management innovation, technological innovation, integrated production-sales-R&D, and intellectual property. The total amount of innovation rewards exceeded RMB2 million, reaching a record high. From 2024 to 2025, innovation incentives covered more than 800 employees. Through substantial financial investment and tangible incentives, the Group has cultivated a strong culture in which innovation is respected, achievements are rewarded, and career development pathways are provided, continuously unleashing the innovative potential of all employees.

During the Reporting Period, the Group revised the “Management Innovation Implementation Measures” (《管理創新實施辦法》) and improved the “Management Improvement Project Evaluation Guidelines” (《管理提升專案評價細則》). A total of 4 management improvement projects, 121 management-related rationalization proposals, 26 technological innovation projects, and 203 technical rationalization proposals were submitted. The project “Key Technologies and Applications of Oilwell Tubes for Harsh Drilling and Production Environments” was awarded the Third Prize of Hebei Provincial Science and Technology Progress Award (2025) and successfully passed the assessment conducted by the Hebei Provincial Department of Science and Technology for the Hebei Petroleum Tubular Technology Innovation Center, demonstrating sustained effectiveness.

創新研發激勵

本集團將創新視為發展的核心動力，秉持「創新是發展之源，是企業發展的主旋律」的理念，致力營造開放、共用且具高度適應力的組織文化。報告期間，借助創新孵化平台、管理及技術類合理化建議、專項提升專案等申報及獎勵機制，全方位激發員工創造力。2025年，本集團對在管理創新、技術創新、產銷研及知識產權等方面表現突出的集體和個人進行表彰，創新獎勵總額突破200萬元，創歷史新高。從2024年至2025年期間，集團創新獎勵覆蓋超800名員工，以真金白銀的投入、實實在在的激勵，營造「創新受尊重、成果有獎勵、成長有通道」的濃厚氛圍，持續迸發全員創新活力。

報告期間，本集團修訂《管理創新實施辦法》，完善《管理提升專案評價細則》，提報4項管理提升項目、121項管理類合理化建議、26項科技創新項目、203項技術類合理化建議；《苛刻鑽採環境用油井管關鍵技術及應用》項目獲河北省科學技術進步三等獎(2025年度)，順利通過河北省科技廳組織的河北省石油專用管技術創新中心評估，持續有效。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

During the Reporting Period, through continuous R&D investment and technological innovation, the Group successfully developed the L80-13Cr hot-rolling process, enabling mass production of oil pipes and casings with cobalt-tipped threading in sizes ranging from 88.9 to 139.7 mm. The Group also successfully developed hydrogen-blended pipeline steel, which passed all mechanical and corrosion tests under hydrogen environments. Development of medium-to-thick wall X52NS pipes, FJ flush-joint couplings, and 125S-grade casings was completed, enabling stable mass production of high-grade sour service pipeline steel. High-pressure boiler tubes completed type test expansion certification and passed audits by the first boiler tube customer. Additionally, high-grade crane boom tubes and perforating gun tubes were developed with full mass production and supply capabilities. These achievements demonstrate the continuous improvement of the Company's technological innovation system and the strengthening of its R&D capabilities, providing strong support for product structure optimization and high-quality enterprise development.

Intelligent Manufacturing

The Group is committed to building highly efficient, low-energy smart factories, leveraging cutting-edge technologies such as 5G and artificial intelligence (AI) to establish a fully integrated intelligent system covering R&D, production, supply, and sales. By deeply integrating information systems including MES, WMS, WCS, SCADA, and the production-sales integrated management platform, the Group has achieved full-chain digital-to-intelligent management of oil country tubular goods production. In critical areas such as process dynamic optimization, advanced process control, and intelligent warehousing and distribution, the deep application of AI has driven lean upgrades across operational stages. This enables precise end-to-end control and quality traceability from raw materials to finished products, while real-time monitoring and intelligent scheduling of energy consumption and environmental emissions have significantly improved green manufacturing. As a result, core indicators including production efficiency, energy savings and emissions reduction, product quality, and overall equipment utilization have been comprehensively optimized.

During the Reporting Period, the Group completed the smart manufacturing production project for high-end oil drilling and energy equipment pipes and launched the production-sales integrated management platform. The Group also independently developed a document preview management system, labor protection management system, and comprehensive workstation operation system, and completed upgrades to several other systems, including the length-measurement, weighing, and labeling system and the physical inventory management system. During the year, the Group was recognized as an "Advanced-Level Smart Factory" in Hebei Province.

報告期間，本集團亦通過持續的研發投入和技術創新，完成L80-13Cr熱軋工藝開發，具備88.9-139.7規格油管套管含鈷頂頭穿軋工藝批量生產能力；成功開發輸(摻)氫管線管，並通過氫環境下各項力學及腐蝕檢測；完成中厚壁X52NS、FJ平氏直連扣、125S鋼級套管開發，實現高鋼級抗硫管線管的批量穩定生產；高壓鍋爐管完成型式試驗擴項認證，通過首家鍋爐管用戶審核；高鋼級起重機臂架管、射孔槍管等產品開發亦實現批量生產和供貨能力。這些成效充分體現了公司科技創新體系的持續完善與研發能力的不斷提升，為產品結構優化與企業高質量發展提供了有力支撐。

智慧製造

本集團致力於打造高效率、低能耗的智慧工廠，依託5G、人工智慧等前沿技術，構建起覆蓋研發、生產、供應、銷售的全流程智慧化體系。通過深度集成MES、WMS、WCS、SCADA、產銷一體化管控平台等資訊化系統，實現了石油專用管生產從「數位化設計」到「智慧化管理」的全鏈條貫通。在工藝動態優化、過程先進控制、智慧倉儲配送等關鍵環節，人工智慧技術的深度應用更推動各運營環節實現精益化升級—既達成了從原材料到成品的全流程精準管控與質量追溯，又通過能源消耗、環保排放的即時監測與智慧調度，顯著提升了綠色製造水準，實現生產效率、節能減排、產品質量及設備綜合利用率等核心指標的全面優化。

報告期間，本集團完成高端石油鑽採及能源裝備用管生產專案智慧製造生產和「產銷一體化管控平台」上線，自主開發文檔預覽管理系統、勞保管理系統、綜合崗位作業系統等，完成測長稱重噴標系統、實物管理系統等多項系統升級改造。年度內獲評河北省「先進級智慧工廠」。

Intelligent Production Line for High-End Energy Equipment Pipes – Fully Smart-Enabled 高端能源裝備用管智能生產線，智能化拉滿

In November 2025, the Group's smart production line for high-end energy equipment pipes successfully commenced integrated operation. The production line, anchored by a software-defined smart factory system platform, is equipped with a series of intelligent devices and technologies, achieving a full transition from digitalization to true smart manufacturing.

2025年11月份，集團高端能源裝備用管智慧生產線成功聯動投產，該產線以「軟體定義智慧化工廠系統平台」為紐帶，配置一系列智慧裝備與技術，實現產線從數位化到智慧化的真正跨越。

- **Product-Level Tracking System:** The line is equipped with 150 AI monitoring devices and 13 labeling devices, integrating physical tags, AI vision, and intelligent tracking models. Leveraging a smart circulation warehouse, each pipe is tracked from billet to finished product across all processes. Tracking accuracy approaches 100%, making it the world's only production line to achieve full-process, per-unit tracking from billet through rolling, heat treatment, and pipe processing.
- **產品逐支跟蹤系統：**部署150套AI監測設備和13套標識設備，融合物理標識、AI視覺與智慧跟蹤模型，依託智慧周轉庫，實現每一支鋼管從管坯到成品的全流程、全工序的資訊追溯，跟蹤準確率接近100%，是目前全球範圍內，唯一實現從管坯到軋製、熱處理、再到管加工全線逐支跟蹤管理的產線。
- **Fully Upgraded Smart Warehouse System:** Integrating billet storage, finished product storage, and intermediate pipe circulation functions, the system enables automated loading, feeding, and dispatch. It is the largest, most integrated, and most advanced intelligent warehouse in China's oil tubular sector.
- **全面升級的智慧庫系統：**相容管坯庫、成品庫及中間管周轉庫功能，實現自動裝車、自動上料和自動發貨，是國內石油專用管領域規模最大、集成度最高、智慧化水準最為先進的智慧立體庫。
- **Intelligent Inspection Equipment:** Nearly 50 online smart inspection devices are deployed, enabling AI vision tracking, label recognition, dimensional checks, surface defect detection, and ovality measurement. This significantly improves inspection accuracy and efficiency while reducing labor costs and resource consumption.
- **智慧檢測設備：**產線集成了近50台線上智慧檢測裝備，實現了AI視覺跟蹤、標識識別、尺寸、表面缺陷、橢圓度等全方位自動化檢測，有效提升產品質量檢測的精度與效率，並有效降低了人工成本和資源消耗。
- **Remote Control Technology for Cranes:** Through automation, informatization, and intelligent technologies, traditionally discrete and isolated lifting equipment is integrated into a highly efficient, safe, and transparent smart operation system, enabling unmanned, efficient operations on site.
- **行車遠端集控技術：**通過自動化、資訊化和智能化的技術手段，將傳統的離散、孤立的起重設備整合為一個高效、安全、透明的智慧作業系統，實現現場無人化和高效操作。
- **Full-Line Equipment Operation Monitoring System:** The production line is equipped with nearly 400 monitoring points, providing comprehensive pre-management of equipment and real-time online monitoring of production operations, ensuring safe, stable, and efficient manufacturing.
- **全產線設備運行監控系統：**整條產線配置了接近400個監控點，全面實現設備的預管理和產線運行線上監測，確保生產安全、穩定、高效運行。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Launch and Operation of the Production – Sales Integrated Management Platform**「產銷一體化管控平台」項目上線運行**

During the Reporting Period, the Group's Production – Sales Integrated Management Platform officially went live on July 1, 2025. Built with the objectives of "integrated production and sales, unified management and control, and integration of business and finance," the system covers modules including sales management, procurement management, financial management, standard cost management, quality control, production management, warehouse management, metrology management, laboratory management, and data acquisition, spanning the Company's core business processes. Through a unified digital platform, the system enables centralized business data management, standardized processes, refined resource management, standardized operations, and just-in-time production. Its launch marks a key milestone in the Group's digitalization and smart manufacturing journey, further enhancing collaboration across production, supply, sales, R&D, and financial management, and providing systematic support for improving operational quality and efficiency.

報告期間，本集團產銷一體化管控平台於2025年7月1日正式上線運行。以「產銷一體、管控一體、業財一體」為建設目標，系統涵蓋銷售管理、採購管理、財務管理、標準成本管理、質量管制、生產管理、倉儲管理、計量管理、實驗室管理及資料獲取等模組，應用範圍覆蓋公司主要業務流程。透過統一的資訊化平台，實現業務資料的集中管理與流程標準化、資源精細化管理、規範化操作及準時化生產。該系統的上線標誌著集團數智化與智慧製造建設取得階段性進展，進一步強化了公司在產、供、銷、研及財務管理之間的協同效率，為經營管理提質增效提供了系統支撐。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Community Investment

Practice Public Welfare and Charity

The Group regards “contributing to society” as a core aspect of sustainable development. It has established the “Corporate Care and Assistance Implementation Regulations” (《公司關愛助困實施規定》) and the External Donations and Sponsorship Management System (《對外捐贈、贊助管理制度》) to foster mutually beneficial relationships with local communities. To maximize the impact of its public welfare initiatives, the Group engages sustainability professionals to provide strategic guidance, integrating expert insights with local needs to systematically plan a range of environmental protection and social responsibility activities.

During the Reporting Period, the Group actively organized a variety of charitable activities, including employee one-day mutual aid donations, voluntary blood donations, public donation days, and volunteer services. It donated RMB50,000 to the Hebei Public Security Heroes Foundation to honor fallen heroes, and contributed RMB20,000 to the Hebei Charity Federation during the “Giving for Good” to support community welfare. In total, the Group donated nearly RMB4 million in cash and materials.

社區投資

踐行公益慈善

本集團將「貢獻社會」視為可持續發展的核心議題，制定有《公司關愛助困實施規定》和《對外捐贈、贊助管理制度》，致力於與所在地居民建立互惠共榮的夥伴關係。為確保公益效益極大化，我們主動聘請可持續發展專業顧問提供戰略指導，結合專業見解與地區需求，系統性地策劃一系列環境保護與社會責任活動。

報告期間，本集團積極開展職工互助一日捐、無償獻血、公益日捐贈、志願者服務等多項公益事項。向河北省公安英烈基金會捐贈5萬元致敬英烈守護者，同時在「久久公益節」期間向河北省慈善總會捐贈2萬元助力民生福祉，對外累計捐贈現金及物資近400萬元。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

International Volunteer Day**國際志願者日**

During the 40th “12·5 International Volunteer Day”, the Company continued to promote the institutionalization and regularization of volunteer services, partnering with the Cangzhou Bohai New Area Trade Union to organize volunteer activities. These activities included maintaining shared bicycle order and promoting civil travel, as well as visiting and providing care packages to retired military personnel to express support and appreciation. Over the years, the Company’s volunteer service team has actively participated in various public welfare activities, both independently and in collaboration with local trade unions and community organizations, demonstrating a strong commitment to corporate social responsibility.

於第40屆「12·5國際志願者日」期間，公司持續推動志願服務制度化與常態化，聯合滄州渤海新區工會開展志願者服務活動。活動內容包括共用單車秩序整治與文明出行宣導，以及對退役軍人之走訪慰問，向其致送生活物資並表達關懷。多年來，公司志願者服務隊持續透過自主組織及與地方工會、社區團體合作等方式參與各類公益活動，積極履行企業社會責任。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

“August 1st Summer Care” – Honoring the “Flame Blue”

「八一」送清涼，致敬「火焰藍」

During the Reporting Period, the Company organized a care and appreciation activity, visiting the Xincun Coastal Police Station and the Shugang Road Fire Station in Cangzhou Bohai New Area. The Company delivered heat-relief supplies to police officers and firefighters who remained on duty under high-temperature conditions, expressing concern and respect. The recipient units expressed their gratitude, noting that the initiative demonstrates the Company's support for frontline public safety personnel and its commitment to local social governance. This activity exemplifies the Company's ongoing fulfillment of corporate social responsibility and its efforts to deepen cooperation with both police and firefighting organizations.

報告期間，公司組織慰問活動，前往滄州渤海新區新村海防派出所及疏港路消防站，向在高溫天氣下堅守崗位的公安幹警及消防指戰員致送消暑物資，表達關懷與敬意。相關單位對公司的慰問行動表示感謝，認為此舉體現了企業對一線公共安全工作者的支持與對屬地社會管治的重視。該活動為公司持續履行社會責任、深化警企與消企合作的具體實踐。

**Voluntary Blood Donation**

無償獻血

During the Reporting Period, the Group organized the 2025 annual voluntary blood donation campaign, with 59 employees successfully donating a total of 19,900 milliliters of blood. The donated blood will be used for clinical treatment, supporting public healthcare and medical services in the community.

於報告期間，本集團組織開展2025年度無償獻血活動，共有59名員工成功獻血，累計採集血液19,900毫升。相關血液將用於臨床救治，為社會公共醫療保障提供支持。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

“One-Day Employee Mutual Aid Donation” Activity**「職工互助一日捐」活動**

During the Reporting Period, the Group organized the 2026 “One-Day Employee Mutual Aid Donation” campaign, continuing the tradition of employee mutual support and public welfare. Employees responded enthusiastically, voluntarily participating in the donation and demonstrating a strong sense of responsibility and team cohesion. A total of over RMB80,000 was raised during the activity. The funds have been fully transferred to the account designated by the Cangzhou Bohai New Area Trade Union to support employee mutual aid and related charitable initiatives.

於報告期間，本集團組織開展2026年度「職工互助一日捐」活動，延續員工互助與公益關懷傳統。活動期間，全體員工積極回應，自願參與捐助，展現高度的責任意識與團隊凝聚力。本次活動共募集善款人民幣8萬餘元，相關款項已全數匯入滄州市渤海新區工會指定帳戶，用於支持員工互助及相關公益用途。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Appendix 1: Key Data Indicators

附錄1主要資料指標

Category 類別	Indicator 指標	2025 2025年	2024 2024年
Corporate Governance 企業管治	Board Diversity 董事會多元化		
	Percentage of executive directors (%) 執行董事佔比(%)	55.6	50.0
	Percentage of non-executive directors (%) 非執行董事佔比(%)	11.1	12.5
	Percentage of independent non-executive directors (%) 獨立非執行董事佔比(%)	33.3	37.5
	Gender (%) 性別(%)		
	– Male – 男性	88.9	87.5
	– Female – 女性	11.1	12.5
	Compliance Management and Anti-corruption 合規管理與反腐敗		
	Anti-corruption training coverage (%) 反貪污培訓覆蓋率(%)	100	100
	Concluded legal cases regarding corrupt practices (cases) 貪污訴訟案件結案數目(件)	0	0
Penalty (ten thousand) 處罰金額(萬元)	0	0	
Environment 環境	Pollutants Emission 污染物排放		
	Air Emissions 廢氣排放		
	Nitrogen oxides (NO _x) (tonnes) 氮氧化物(NO _x)(噸)	36.72	36.12
	Sulfur oxides (SO _x) (tonnes) 硫氧化物(SO _x)(噸)	0.78	1.28
	Particulate matter (PM) (tonnes) 顆粒物(噸)	60.74	50.87

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Category 類別	Indicator 指標	2025 2025年	2024 2024年
Environment 環境	Sewage Discharge 污水排放		
	Sewage Discharge (m ³) 污水排放量(立方米)	1,091.95	670.74
	Waste 廢棄物		
	Total hazardous waste (tonnes) 有害廢棄物總量(噸)	14,984.48	10,078.70
	Hazardous waste intensity (tonnes/revenue in million RMB) 密度(噸/百萬元人民幣收益)	4.33	3.06
	Total non-hazardous waste (solid waste) (tonnes) 無害廢棄物總量(固體廢物)(噸)	65,907.25	72,206.53
	Non-hazardous waste Intensity (tonnes/revenue in million RMB) 密度(噸/百萬元人民幣收益)	19.03	21.93
	Water Resources 水資源		
	Total water consumption (m ³) 耗水量(立方米)	853,598.00	726,204.00
	Intensity (m ³ /revenue in million RMB) 密度(立方米/百萬元人民幣收益)	246.53	220.58
	Energy consumption 能源耗量		
	Total energy consumption (GWh) 能源消耗總量(吉瓦時)	1,037.33	978.01
	Intensity (GWh/revenue in million RMB) 密度(吉瓦時/百萬元人民幣收益)	0.30	0.30
	Total natural gas consumption (GWh) 天然氣消耗總量(吉瓦時)	528.90	499.58
	Total gasoline consumption (GWh) 汽油消耗總量(吉瓦時)	0.31	0.40
	Total diesel fuel consumption (GWh) 柴油消耗總量(吉瓦時)	1.17	1.08
Total purchased electricity consumption (GWh) 外購電力消耗總量(吉瓦時)	506.95	476.94	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Category 類別	Indicator 指標	2025 2025年	2024 2024年
Environment 環境	Greenhouse Gas Emission (GHG) 溫室氣體		
	Direct GHG emissions (Scope 1) (tonnes CO ₂ e) 直接溫室氣體排放量(範圍一)(噸二氧化碳當量)	108,088.42	101,248.12
	Energy indirect GHG emissions (Scope 2) (Location-based) (tonnes CO ₂ e) 間接溫室氣體排放量(範圍二)(基於地域)(噸二氧化碳當量)	268,989.37	255,925.26
	Other Indirect GHG Emissions (Scope 3) (tonnes CO ₂ e) 其他間接溫室氣體排放量(範圍三)(噸二氧化碳當量)		
	Category 5: Employee commuting 類別5: 員工通勤	852.46	–
	Category 6: Business travel – air travel 類別6: 差旅	84.16	–
	Category 7: Waste generated in operations – paper waste 類別7: 運營中產生的廢物	16.46	–
	Total (Scope 1 and 2) (tonnes CO ₂ e) 總量(範圍一及範圍二)(噸二氧化碳當量)	377,077.79	357,173.38
	Intensity (Scope 1 and 2) (tonnes/revenue in million RMB) 密度(範圍一及範圍二)(噸/百萬元人民幣收益)	108.90	108.49
	Social 社會	Employee Composition 員工劃分	
Total workforce (number of employees) 員工總人數(人)		2,096	1,795
– Mainland China – 中國內地		2,083	1,783
– Hong Kong and other regions – 香港及其他地區		13	12
Employment Type 員工僱傭類型			
Full-time (number of employees) 全職員工人數(人)		2,096	1,795
Part-time (number of employees) 兼職員工人數(人)		0	0
– By Gender – 按性別劃分			
Male (number of employees) 男性員工人數(人)		1,760	1,475
Female (number of employees) 女性員工人數(人)		336	320

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Category 類別	Indicator 指標	2025 2025年	2024 2024年
Social 社會	– By Age Group – 按員工年齡劃分		
	18-30 (number of employees) 18-30歲(人)	821	565
	31-40 (number of employees) 31-40歲(人)	667	632
	41-50 (number of employees) 41-50歲(人)	448	434
	51 or above (number of employees) 51歲或以上(人)	160	164
	Employee Turnover Rate 員工流失率		
	Total turnover rate (%) 總流失率(%)	9	13
	– By Geographical Region – 按區域劃分		
	– Mainland China (%) – 內地員工(%)	9	13
	– Hong Kong and Other regions (%) – 香港及其他地區員工(%)	0	0
	– By Gender – 按性別劃分		
	– Male (%) – 男性員工(%)	8	13
	– Female (%) – 女性員工(%)	10	12
	– By Age Group – 按年齡劃分		
	– 18-30 (%) – 18-30歲(%)	15	20
	– 31-40 (%) – 31-40歲(%)	6	13
	– 41-50 (%) – 41-50歲(%)	5	6
	– 51 or above (%) – 51歲或以上(%)	1	5
	Employees returning to work and retaining jobs after maternity/paternity leave rate (%) 產假/陪產假後回到工作和保留工作的員工比例(%)	100	100

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Category 類別	Indicator 指標	2025 2025年	2024 2024年
Social 社會	Employee Training 員工培訓		
	Total training hours (hour) 培訓總時長(小時)	92,325	86,605
	Average training hours (hour) 人均培訓時長(小時)	44	48
	– Senior management training hours (hour) – 高級管理人員培訓時長(小時)	33	35
	– Middle management training hours (hour) – 中級管理人員培訓時長(小時)	39	56
	– General staff training hours (hour) – 基層人員培訓時長(小時)	44	48
	– Male employees training hours (hour) – 男性員工培訓時長(小時)	45	47
	– Female employees training hours (hour) – 女性員工培訓時長(小時)	38	52
	Total number of trained employees 培訓總人數(人)	2,096	1,795
	Employee training rate (%) 員工培訓率(%)	100	100
	– Senior management training rate (%) – 高級管理人員培訓率(%)	100	100
	– Middle management training rate (%) – 中級管理人員培訓率(%)	100	100
	– General staff training rate (%) – 基層人員培訓率(%)	100	100
	– Male employees training rate (%) – 男性員工培訓率(%)	100	100
	– Female employees training rate (%) – 女性員工培訓率(%)	100	100

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Category 類別	Indicator 指標	2025 2025年	2024 2024年
Social 社會	Health and Safety 健康及安全		
	Work-related fatalities (number of people) (including contractor) 因工傷死亡人數(人)(含承包商)	0	0
	Work-related fatalities rate (%) (including contractor) 因工傷死亡比率%(含承包商)	0	0
	Lost days due to work injury (days) 因工傷損失工作日數(天)	1,966	1,008
	Licensed operators rate (%) 作業人員持證率(%)	100	100
	Special equipment inspection passing rate (%) 特種設備檢驗合格率(%)	100	100
	Safety accessories inspection rate (%) 安全附件檢驗率(%)	100	100
	Occupational Health 職業健康		
	Employee occupational health inspection rate (%) 員工職業健康體檢率(%)	100	100
	Employee occupational health monitoring management files establishment rate (%) 員工職業健康監護檔案建立率(%)	100	100
	Occupational hazards in the workplace detection rate (%) 作業場所職業病危害因素檢測率(%)	100	100
	Employee social security coverage rate (%) 員工社會保險覆蓋率(%)	100	100
	Supply Chain Management 供應鏈管理		
	Number of Qualified Suppliers (units) 合格供應商數目(家)	84	98
	Number of Qualified Suppliers by regions (units) 合格供應商區域劃分(家)		
	– Mainland China – 中國內地	84	98
	– Overseas – 國外	0	0
	Number of Suppliers Receiving ESG Training (units) 供應商ESG培訓數目(家)	84	–
	Percentage of key suppliers certified with ISO 9001 Quality Management System (%) 通過ISO 9001體系認證的合格供應商(%)	100	100

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Category 類別	Indicator 指標	2025 2025年	2024 2024年
Social 社會	Product Responsibility 產品責任		
	Percentage of total products sold or shipped subject to recalls for safety and health reasons (%) 因安全與健康原因回收的產品比率(%)	0	0
	Customer complaint resolve rate (%) 客戶投訴解決率(%)	100	100
	Customer satisfactory rate (Score) 客戶滿意度(分)	97.08	96.51
	Innovative Development 創新發展		
	Annual patent authorization (number) 年度專利授權數(件)	18	14
	Annual patent application (number) 年度專利申請數(件)	28	29
	Community Contribution 社區投資		
	Tax paid (ten thousand RMB) 納稅額(萬元人民幣)	2,548	4,177
	Charity (ten thousand RMB) 公益慈善(萬元人民幣)	7	8.79

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Appendix 2: Index to Appendix C2 “Environmental, Social and Governance Reporting Code” to the Listing Requirements of The Stock Exchange of Hong Kong Limited

附錄2香港聯合交易所有限公司上市 規定附錄C2《環境、社會及管治報告 守則》索引

Subject area 主要範疇	Content 內容	Corresponding Report Section or Explanation 對應報告章節或釋義
Mandatory Disclosure Requirement 強制披露規定		
Governance Structure 管治架構	<p>A Statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (i) disclosure of the board’s oversight of ESG issues. (ii) the board’s ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer’s business); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer’s business. <p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> (i) 披露董事會對環境、社會及管治事宜的監管； (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜(包括對發行人業務的風險)的過程；及 (iii) 董事會如何按環境、社會及管治相關目標檢討進度、並解釋它們如何與發行人業務有關連。 	Sustainability Governance 可持續發展管治
Reporting Principles 匯報原則	<p>A description of, or an explanation on, the application of the Reporting Principles (materiality, quantitative, and consistency) in the preparation of the ESG Report.</p> <p>描述或解釋在編製環境、社會及管治報告時如何應用匯報原則(重要性、量化和一致性)。</p>	Reporting Guidelines 報告準則
Reporting Boundary 匯報範圍	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report.</p> <p>解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。</p>	Reporting Period and Scope 報告期間及範圍

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Subject area 主要範疇	Content 內容	Corresponding Report Section or Explanation 對應報告章節或釋義
“Comply or explain” Provision 「不遵守就解釋」條文		
A. Environmental A. 環境		
Aspect A1: Emissions A1 排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Emission 排放物
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放資料。	Emissions 排放物
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (tonnes) and where appropriate, intensity. 所產生有害廢棄物總量(以噸計算)及(如適用)密度。	Emissions 排放物
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量(以噸計算)及(如適用)密度。	Emissions 排放物
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Emissions and Use of Resources 排放物、資源使用
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Emissions 排放物

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Subject area 主要範疇	Content 內容	Corresponding Report Section or Explanation 對應報告章節或釋義
Aspect A2: Use of Resources A2資源使用		
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、水及其他原材料)的政策。	Use of Resources 資源使用
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total (Kwh in '000s) and intensity. 按類型劃分的直接及或間接能源總耗量(以千個千瓦時計算)及密度。	Use of Resources 資源使用
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Use of Resources 資源使用
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Use of Resources 資源使用
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s), and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Use of Resources 資源使用
KPI A2.5 關鍵績效指標A2.5	Total packing material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	Due to the nature of the Group's business, the packaging used in the finished products is not applicable. 由於本集團的業務性質，本集團製成品所用的包裝並不適用。
Aspect A3: The Environment and Natural Resources A3環境及天然資源		
General Disclosure 一般披露	Policies on minimizing the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 環境及天然資源
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Emissions, Use of Resources and The Environment and Natural Resources 排放物、資源使用及環境及天然資源

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Subject area 主要範疇	Content 內容	Corresponding Report Section or Explanation 對應報告章節或釋義
B. Social B. 社會		
Employment and Labour Practices 僱傭及勞工常規		
Aspect B1: Employment 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. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Employment 僱傭
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment 僱傭

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Subject area 主要範疇	Content 內容	Corresponding Report Section or Explanation 對應報告章節或釋義
Aspect B2: Health and Safety B2健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 健康及安全
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Health and Safety 健康及安全
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康及安全
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康及安全
Aspect B3: Development and Training B3發展及培訓		
General Disclosure 一般披露	Policy on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training 發展及培訓
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Development and Training 發展及培訓
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展及培訓

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Subject area 主要範疇	Content 內容	Corresponding Report Section or Explanation 對應報告章節或釋義
Aspect B4: Labour Standards B4勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Employment 僱傭
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Employment 僱傭
Aspect B5: Supply Chain Management B5供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及有關慣例的執行及監察方法。	Supply Chain Management 供應鏈管理
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Subject area 主要範疇	Content 內容	Corresponding Report Section or Explanation 對應報告章節或釋義
Aspect B6: Product Responsibility 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. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility 產品責任
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility 產品責任
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility and Intellectual Property Rights 產品責任及知識產權
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程式。	Product Responsibility 產品責任
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Responsibility 產品責任

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Subject area 主要範疇	Content 內容	Corresponding Report Section or Explanation 對應報告章節或釋義
Aspect B7: Anti-corruption B7反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud, and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反貪污
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-corruption 反貪污
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程式，以及相關執行及監察方法。	Anti-corruption 反貪污
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反貪污
Aspect B8: Community Investment B8社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution. 專注貢獻範疇。	Community Investment 社區投資
KPI B8.2 關鍵績效指標B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	Community Investment 社區投資

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Appendix 3: Climate-related Disclosures Index 附錄3氣候相關披露索引

Paragraph 段落	Corresponding Report Section or Explanation 對應報告章節或釋義
(I) Governance (I)管治	
19(a)	Climate Change – Governance 氣候變化－管治
19(a)(i)	Climate Change – Governance 氣候變化－管治
19(a)(ii)	Climate Change – Governance 氣候變化－管治
19(a)(iii)	Climate Change – Governance 氣候變化－管治
19(a)(iv)	Climate Change – Governance 氣候變化－管治
19(b)	Climate Change – Governance 氣候變化－管治
19(b)(i)	Climate Change – Governance 氣候變化－管治
19(b)(ii)	Climate Change – Governance 氣候變化－管治
(II) Strategy (II)策略	
<i>Climate-related risks and opportunities</i> 氣候相關風險與機遇	
20(a)	Climate Change – Strategy – Climate-related risk and opportunities 氣候變化－策略：氣候相關風險與機遇
20(b)	Climate Change – Strategy – Climate-related risk and opportunities 氣候變化－策略：氣候相關風險與機遇
20(c)	Climate Change – Strategy – Climate-related risk and opportunities 氣候變化－策略：氣候相關風險與機遇
20(d)	Climate Change – Strategy – Climate-related risk and opportunities 氣候變化－策略：氣候相關風險與機遇

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Paragraph 段落	Corresponding Report Section or Explanation 對應報告章節或釋義
<i>Business model and value chain</i> 業務模式和價值鏈	
21(a)	Climate Change – Strategy – Climate-related risk and opportunities 氣候變化－策略：氣候相關風險與機遇
21(b)	Climate Change – Strategy – Climate-related risk and opportunities 氣候變化－策略：氣候相關風險與機遇
<i>Strategy and decision-making</i> 策略和決策	
22(a)	Climate Change – Strategy – Climate-related risk and opportunities 氣候變化－策略：氣候相關風險與機遇
22(a)(i)	Climate Change – Strategy – Climate-related risk and opportunities 氣候變化－策略：氣候相關風險與機遇
22(a)(ii)	Climate Change – Strategy – Climate-related risk and opportunities 氣候變化－策略：氣候相關風險與機遇
22(a)(iii)	The Group has not established a climate-related transition plan. 本集團尚未建立氣候相關轉型計劃。
22(a)(iv)	Climate Change – Strategy – Climate-related risk and opportunities 氣候變化－策略：氣候相關風險與機遇
22(b)	The Group has not established detailed plans or allocated resources for adaptation, mitigation, transition initiatives, or climate targets. 本集團尚未就適應、減緩、轉型計劃或氣候目標制定詳細計劃或配置相關資源。
23	The Group has not established any progress of plans. 本集團尚未建立各項計劃之進度追蹤。
<i>Financial position, financial performance and cash flows</i> 財務狀況、財務表現及現金流量	
24(a)	The Group is currently refining the quantitative data for climate-related risks and opportunities. 本集團目前正在精確化氣候相關風險與機遇之定量數據。
24(b)	
25(a)	The Group is currently refining the quantitative data for climate-related risks and opportunities. 本集團目前正在精確化氣候相關風險與機遇之定量數據。
25(b)	

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Paragraph 段落	Corresponding Report Section or Explanation 對應報告章節或釋義
<i>Climate resilience</i> 氣候韌性	
26(a)	Climate Change – Strategy – Climate resilience 氣候變化－策略：氣候韌性
26(a)(i)	Climate Change – Strategy – Climate resilience 氣候變化－策略：氣候韌性
26(a)(ii)	Relevant information will be disclosed in the future once its accuracy can be fully verified. 相關資訊將待其準確性獲得充分驗證後，於未來進行披露。
26(a)(iii)	Climate Change – Strategy – Climate resilience 氣候變化－策略：氣候韌性
26(b)	Climate Change – Strategy – Climate resilience 氣候變化－策略：氣候韌性
26(b)(i)	Climate Change – Strategy – Climate resilience 氣候變化－策略：氣候韌性
26(b)(i)(1)	Climate Change – Strategy – Climate resilience 氣候變化－策略：氣候韌性
26(b)(i)(2)	Climate Change – Strategy – Climate resilience 氣候變化－策略：氣候韌性
26(b)(i)(3)	Climate Change – Strategy – Climate resilience 氣候變化－策略：氣候韌性
26(b)(i)(4)	Climate Change – Strategy – Climate resilience 氣候變化－策略：氣候韌性
26(b)(i)(5)	Climate Change – Strategy – Climate resilience 氣候變化－策略：氣候韌性
26(b)(i)(6)	Climate Change – Strategy – Climate resilience 氣候變化－策略：氣候韌性
26(b)(i)(7)	Climate Change – Strategy – Climate resilience 氣候變化－策略：氣候韌性
26(b)(ii)	Climate Change – Strategy – Climate resilience 氣候變化－策略：氣候韌性
26(b)(iii)	Climate Change – Strategy – Climate resilience 氣候變化－策略：氣候韌性

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Paragraph 段落	Corresponding Report Section or Explanation 對應報告章節或釋義
(III) Risk Management (III)風險管理	
27(a)	Climate Change – Risk Management 氣候變化－風險管理
27(a)(i)	Climate Change – Risk Management 氣候變化－風險管理
27(a)(ii)	Climate Change – Risk Management 氣候變化－風險管理
27(a)(iii)	Climate Change – Risk Management 氣候變化－風險管理
27(a)(iv)	Climate Change – Risk Management 氣候變化－風險管理
27(a)(v)	Climate Change – Risk Management 氣候變化－風險管理
27(a)(vi)	Climate Change – Risk Management 氣候變化－風險管理
27(b)	The Group was currently refining the process and policies regarding climate-related opportunities. 本集團目前正在優化氣候相關機遇之處理程序與政策。
27(c)	Climate Change – Risk Management 氣候變化－風險管理

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Paragraph 段落	Corresponding Report Section or Explanation 對應報告章節或釋義
(IV) Metrics and Targets (IV) 指標及目標	
<i>Greenhouse gas emission</i> 溫室氣體排放	
28(a)	Climate Change – Metrics and Targets – Greenhouse gas emission 氣候變化 – 指標與目標：溫室氣體排放
28(b)	Climate Change – Metrics and Targets – Greenhouse gas emission 氣候變化 – 指標與目標：溫室氣體排放
28(c)	Climate Change – Metrics and Targets – Greenhouse gas emission 氣候變化 – 指標與目標：溫室氣體排放
29(a)	Climate Change – Metrics and Targets – Greenhouse gas emission 氣候變化 – 指標與目標：溫室氣體排放
29(b)	Climate Change – Metrics and Targets – Greenhouse gas emission 氣候變化 – 指標與目標：溫室氣體排放
29(b)(i)	Climate Change – Metrics and Targets – Greenhouse gas emission 氣候變化 – 指標與目標：溫室氣體排放
29(b)(ii)	Climate Change – Metrics and Targets – Greenhouse gas emission 氣候變化 – 指標與目標：溫室氣體排放
29(b)(iii)	Climate Change – Metrics and Targets – Greenhouse gas emission 氣候變化 – 指標與目標：溫室氣體排放
29(c)	Climate Change – Metrics and Targets – Greenhouse gas emission 氣候變化 – 指標與目標：溫室氣體排放
29(d)	Climate Change – Metrics and Targets – Greenhouse gas emission 氣候變化 – 指標與目標：溫室氣體排放
<i>Climate-related transition risks</i> 氣候相關轉型風險	
30	The Group is currently refining the data for the quantification of assets and business activities exposed to climate-related risks and opportunities. 本集團目前正在精確化受氣候相關風險與機遇影響之資產及業務活動的定量數據。
<i>Climate-related physical risks</i> 氣候相關物理風險	
31	The Group is currently refining the data for the quantification of assets and business activities exposed to climate-related risks and opportunities. 本集團目前正在精確化受氣候相關風險與機遇影響之資產及業務活動的定量數據。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Paragraph 段落	Corresponding Report Section or Explanation 對應報告章節或釋義
<i>Climate-related opportunities</i> 氣候相關機遇	
32	The Group is currently refining the data for the quantification of assets and business activities exposed to climate-related risks and opportunities. 本集團目前正在精確化受氣候相關風險與機遇影響之資產及業務活動的定量數據。
<i>Capital deployment</i> 資本運用	
33	The Group is currently refining the data for the quantification of assets and business activities exposed to climate-related risks and opportunities. 本集團目前正在精確化受氣候相關風險與機遇影響之資產及業務活動的定量數據。
<i>Internal carbon prices</i> 內部碳定價	
34(a)	The Group currently does not apply carbon pricing in our decision-making process. 本集團目前尚未將碳定價納入決策程序。
34(b)	
<i>Remuneration</i> 薪酬	
35	Climate Change – Governance 氣候變化 – 管治
<i>Industry-based metrics</i> 行業指標	
36	The Group will consider increasing its disclosure content in accordance with these voluntary disclosure requirements in the future. 本集團未來將考慮根據此類自願性披露要求，增加披露內容。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Paragraph 段落	Corresponding Report Section or Explanation 對應報告章節或釋義
<i>Climate-related targets</i> 氣候相關目標	
37(a)	Not applicable concerning about the nature of the climate-related targets. 鑑於氣候相關目標之性質，不適用。
37(b)	
37(c)	
37(d)	
37(e)	
37(f)	
37(g)	
37(h)	
38(a)	Not applicable concerning about the nature of the climate-related targets. 鑑於氣候相關目標之性質，不適用。
38(b)	
38(c)	
38(d)	
39	The metrics do not need to be modified at present, and no explanation is required for any modification. 目前指標無需修改，且無需就任何修改作出說明。
40(a)	Not applicable concerning about the nature of the climate-related targets. 鑑於氣候相關目標之性質，不適用。
40(b)	
40(c)	
40(d)	
40(e)	
40(e)(i)	
40(e)(ii)	
40(e)(iii)	
40(e)(iv)	
<i>Applicability of cross-industry metrics and industry-based metrics</i> 跨行業指標及行業指標的適用性	
41	The indicator currently requires no modification, and no explanation for any changes is necessary. 目前指標無需修改，且無需就任何修改作出說明。