

序言和環境、社會及管治方針

Preface and Environmental, Social and Governance Approach

亨鑫科技有限公司（「亨鑫科技」或「本公司」，連同其附屬公司統稱「本集團」）主要業務為從事電信及技術產品的研究、設計、開發及製造、移動通信射頻同軸電纜及移動通信系統基站設備的生產。本集團的營運主要在中華人民共和國（「中國」）。本集團的主要產品及服務線包括：(i) 移動通信用射頻同軸電纜系列（「射頻同軸電纜」）；(ii) 電信設備及配件（「配件」）；(iii) 天線（「天線」）及(iv)其他，如高溫線和天線測試服務。

Hengxin Technology Ltd. ("Hengxin Technology" or the "Company", together with its subsidiaries, the "Group") is principally engaged in the research, design, development and manufacture of telecommunications and technological products, production of radio frequency coaxial cables for mobile communications and mobile communications systems base station equipment. The Group's operations are mainly in the People's Republic of China ("China" or the "PRC"). The main product and service lines of the Group include: (i) radio frequency coaxial cable series for mobile communications ("RF Coaxial Cables"); (ii) telecommunications equipment and accessories ("Accessories"); (iii) antennas ("Antennas") and (iv) others, such as high temperature resistant cables and antenna testing services.

本集團秉承可持續發展的環境、社會及管治（「環境、社會及管治」）的管理方針，並相信此為讓其在未來繼續取得成功的關鍵。本集團承諾有效及負責任地處理環境、社會及管治相關事務，並以此作為其商業戰略的一個核心部分。

The Group upholds the sustainable environmental, social and governance ("ESG") management approach and believes this is the key to its continued success in the future. The Group is committed to dealing effectively and responsibly with ESG-related matters as a core part of its business strategy.

本環境、社會及管治報告（「本報告」）概述本集團在環境、社會及管治上的倡議、計劃及表現，並表明其在可持續發展方面的承諾。

This ESG Report (the "Report") summarizes the Group's ESG initiatives, plans and performance, and also demonstrates its commitment to sustainable development.

環境、社會及管治的管治架構

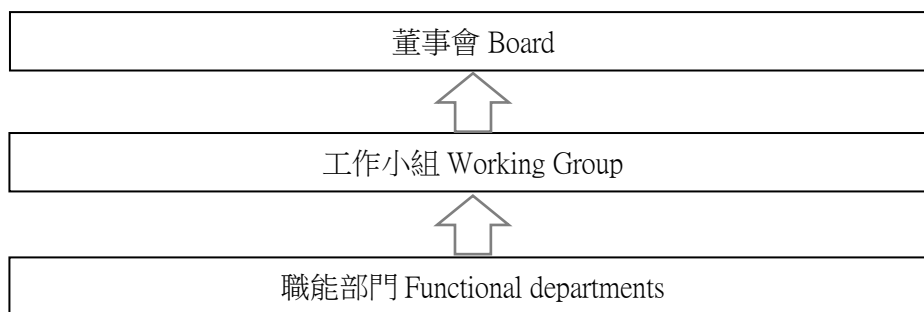
ESG Governance Structure

作為一家負責任的企業，本集團將環境、社會及管治承諾視為其職責的一部分，並致力於將環境、社會及管治考慮因素納入決策過程。為實現這一目標，本集團設有環境、社會及管治的管理體系，該管理體系由董事會（「董事會」）、環境、社會及管治工作小組（「工作小組」）及職能部門三個部分組成。

As a responsible corporate, the Group regards its ESG commitment as part of its responsibility and is committed to incorporating ESG considerations into its decision-making process. To achieve this goal, the Group has established an ESG governance system consisting of three parts, including the Board of Directors (the "Board"), the ESG Working Group (the "Working Group") and the functional departments.

以下為本集團環境、社會及管治的管治架構：

The following is the Group's ESG governance structure:



董事會全面負責本集團的環境、社會及管治的策略及匯報，並監督及管理環境、社會及管治相關的事宜。董事會亦會查核及批准本集團的環境、社會及管治相關目標、優先事項及政策。同時，董事會確保環境、社會及管治上的風險管理和內部監控系統的有效性。董事會在工作小組的協助下，定期討論和審查本集團在環境、社會及管治相關事宜，包括風險、機遇、表現、目標及指標。

The Board has overall responsibility for the Group's ESG strategy and reporting, and oversees and manages ESG-related matters. The Board will also review and approve the Group's ESG related objectives, priorities and policies. At the same time, the Board ensures the effectiveness of ESG risk management and internal control systems. The Board, with the assistance of the Working Group, regularly discusses and reviews the Group's ESG-related matters, including risks, opportunities, performance, objectives and indicators.

工作小組由本集團的高級管理層組成，並由一名執行董事擔任主席，其主要的職責包括分析環境、社會及管治的數據；監測和評估本集團於環境、社會及管治方面的表現；確保本集團遵守相關法律法規；識別和將本集團的環境、社會及管治議題優先排序；以及協助編製環境、社會及管治報告。工作小組定期安排會議，以討論及審視環境、社會及管治相關事宜，包括但不限於當前政策和程序的有效性、環境、社會及管治方面的表現、環境、社會及管治相關的風險及機遇，以及本集團在可持續發展方面的策略和目標。工作小組亦會定期向董事會匯報，協助董事會履行其監督職責。

The Working Group consists of the senior management of the Group and is chaired by an executive director. The main responsibilities of the Working Group include analyzing ESG data; monitoring and evaluating the Group's performance in ESG; ensuring that the Group complies with relevant laws and regulations; identifying and prioritizing the Group's ESG issues; and assisting in the preparation of ESG reports. The Working Group regularly schedules meetings to discuss and review ESG-related issues, including but not limited to the effectiveness of current policies and procedures, ESG-related performance, ESG-related risks and opportunities, and the Group's strategies and goals in terms of sustainable development. The Working Group will also report to the Board on a regular basis to assist the Board in fulfilling its oversight responsibilities.

職能部門執行可持續發展相關政策並協助收集數據。

The functional departments implement policies related to sustainable development and assist in the collection of data.

報告範圍

Reporting Scope

報告範圍是本集團根據重要性原則，考慮實體對本集團的業務及營運的相應重要性以及可持續發展影響而釐定。本報告主要涵蓋本公司的三家主要營運附屬公司：江蘇亨鑫科技有限公司（「江蘇亨鑫」）、江蘇亨鑫無線技術有限公司（「亨鑫無線」）及江蘇亨鑫眾聯通信技術有限公司（「眾聯通信」）。其中眾聯通信由本年度起投入生產，故新增至本報告的報告範圍。三家主要營運附屬公司共佔本集團總收入 99.7%。除了特別列明以外，本集團通過營運控制機制取得環境、社會及管治關鍵績效指標（「關鍵績效指標」）。待資料收集系統更趨成熟，以及可持續發展工作深化之後，本集團將於未來繼續擴大披露範圍。

The reporting scope is determined by the Group in accordance with the principle of materiality, taking into account the corresponding materiality of the entity to the Group's business and operations and its impact on sustainable development. This Report mainly covers the three principal operating subsidiaries of the Group: Jiangsu Hengxin Technology Co., Ltd. ("Jiangsu Hengxin"), Jiangsu Hengxin Wireless Technology Co., Ltd. ("Hengxin Wireless") and Jiangsu Hengxin Zhonglian Communications Technology Co., Ltd. ("Zhonglian Communications"). Among them, Zhonglian Communications is newly added to the report scope of this Report because it has been put into production since this year. The three major operating subsidiaries together accounted for 99.7% of the Group's total revenue. Unless otherwise specified, the Group obtains ESG key performance indicators ("KPIs") through the Group's operational control mechanism. After the Group's data collection system becomes more mature and the sustainability work is deepened, the Group will continue to expand the scope of disclosure in the future.

報告期間

Reporting Period

本報告詳述了本集團於截至二零二一年十二月三十一日止年度（「報告期間」）在環境、社會及管治方面進行的活動、面臨的挑戰和採取的措施。

This Report details the ESG activities carried out, challenges encountered and measures that the Group has taken during the year ended 31 December 2021 (the "Reporting Period").

報告框架

Reporting Framework

本報告依照香港聯合交易所有限公司（「聯交所」）上市規則附錄二十七《環境、社會及管治報告指引》（「環境、社會及管治報告指引」）所編製。

This Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide ("ESG Reporting Guide") in Appendix 27 of the Listing Rules of The Stock Exchange of Hong Kong Limited ("Stock Exchange").

有關本集團企業管治架構及常規的資料已載於二零二一年報的企業管治報告章節。

Information on the Group's corporate governance and practices has been published in the section on Corporate Governance Report of the 2021 Annual Report.

於報告期間，本集團確認已就環境、社會及管治事宜設立合適及有效的管理政策及監控系統，並確認所披露內容符合環境、社會及管治報告指引的要求。有關本集團的環境、社會及管治的管治架構的資料載於本報告「環境、社會及管治的管治架構」一節。

During the Reporting Period, the Group confirmed that it has established appropriate and effective management policies and monitoring systems for ESG matters, and confirmed that the disclosed content meets the requirements of the ESG Reporting Guide. Information on the Group's ESG governance structure is set out in the section headed "ESG Governance Structure" of this Report.

本報告內容遵循環境、社會及管治報告指引的匯報原則。

The content of this Report follows the reporting principles of the ESG Reporting Guide.

重要性：本集團已於報告期間內通過重要範疇評估識別重大議題，並將已確認的重大議題作為環境、社會及管治報告的編製重點。議題的重要性已由董事會及工作小組審閱及確認。有關進一步詳情，請參閱「持份者參與」及「重要範疇評估」兩節。

Materiality: The Group has identified material issues through materiality assessment during the Reporting Period, and made the identified material issues the focus of the ESG report. The materiality of the issues has been reviewed and confirmed by the Board and Working Group. For further details, please refer to the sections "Stakeholder Engagement" and "Materiality Assessment".

量化：本報告乃根據環境、社會及管治報告指引編製，並以量化方式披露關鍵績效指標。有關用於關鍵績效指標的標準、方法、假設及/或計算參考以及關鍵轉換因素來源的資料，均有適當地列明。

Quantitative: This Report has been prepared in accordance with the ESG Reporting Guide and discloses KPIs in a quantitative manner. Information on the criteria, methodologies, assumptions and/or calculation references used for the KPIs and sources of key conversion factors are appropriately set out.

一致性：除非另有說明，本報告的編製方法與上年度一致，以便進行比較。如披露範圍及計算方法有任何變化，並可能影響與過往報告的比較，本集團將對相應的數據進行解釋。

Consistency: Unless otherwise stated, this Report has been prepared in the same way as the previous year for comparison purposes. If there is any change in the scope of disclosure and calculation method, which may affect the comparison with previous reports, the Group will explain the corresponding data.

主席致辭

Chairman's Message

各位持份者：

Dear Stakeholders:

大家好，本人在此謹代表董事會，欣然提呈本報告，以總結本集團於報告期間在環境、社會及管治的倡議、計劃及績效，並展示其在可持續發展方面的承諾。本報告通過本集團內部審閱程序並獲董事會批准。

Hello everyone, on behalf of the Board, I am pleased to present this Report to summarize the Group's ESG initiatives, plans and performance during the Reporting Period, and to demonstrate its commitment to sustainable development. This Report has passed the internal review procedures of the Group and has been approved by the Board.

本集團一直致力向中國及位於亞洲大陸的國際市場提供優質的移動通訊產品，包括為中國的主要電信營運商（如中國聯通、中國移動、中國電信）及主要電信設備製造商提供服務；以及對各地電信營運商的進行銷售。本集團持續改善銷售結構，以提升及增加符合產業升級發展方向的 5G 天線和漏泄電纜業務。

The Group has been committed to providing high-quality mobile communication products to China and the international market in mainland Asia, including providing services to major telecommunications operators in China (such as China Unicom, China Mobile, China Telecom) and major telecommunications equipment manufacturers; and developing sales business to telecommunication operators around the world. The Group continued to improve the sales structure to enhance and increase the 5G antennas and leaky cable business in line with the development direction of industrial upgrading.

與此同時，本集團相信將可持續發展理念融入企業營運有助本集團提升長期價值及推動其未來發展。故此，本集團編製了《環境、社會及管治政策》，並著力制定健全的管治架構，並將環境、社會及管治考慮因素納入其決策過程。本集團採用有效的環境、社會及管治的管治架構，董事會對本集團的環境、社會及管治策略、管理、表現及報告負有最終責任。為加強可持續發展管治實踐，本集團亦成立了工作小組，協助董事會監督本集團的環境、社會及管治事宜。有關本集團環境、社會及管治的管治架構，請參閱本報告「環境、社會及管治的管治架構」一節。

At the same time, the Group believes that integrating the concept of sustainable development into corporate operations will help the Group to enhance its long-term value and drive its future development. Therefore, the Group has prepared the ESG Policy, and strives to develop a sound governance structure and incorporate ESG considerations into its decision-making process. The Group adopts an effective ESG governance structure and the Board has ultimate responsibility for the Group's ESG strategy, management, performance and reporting. To strengthen sustainable development governance practices, the Group has also established a Working Group to assist the Board in overseeing the Group's ESG matters. For the ESG governance structure of the Group, please refer to the section headed "ESG Governance Structure" in this Report.

本集團亦會與不同持份者溝通以及進行重要性評估，以深入了解持份者對本集團可持續發展的期望，有關持份者溝通管道及本集團進行的重要性評估的資料分別載於「持份者參與」及「重要範疇評估」兩節。未來，本集團將繼續與持份者保持緊密的溝通，並參考彼等的意見制定相關可持續發展政策及措施，以提升本集團的環境、社會及管治表現。

The Group will also communicate with different stakeholders and conduct materiality assessments to gain an in-depth understanding of the stakeholders' expectations for the sustainable development of the Group. Information on the communication channels of stakeholders and the materiality assessments conducted by the Group are respectively set out in "Stakeholder Engagement" and "Materiality Assessment" sections. In the future, the Group will continue to maintain close communication with stakeholders, and formulate relevant sustainable development policies and measures with reference to their opinions, so as to enhance the Group's ESG performance.

本集團積極響應碳中和、節能減廢等方面的環境政策，推動企業能夠以可持續的方式發展，並且相信訂立環境、社會及管治相關目標可提升本集團對企業社會責任的承諾，讓本集團的持份者更了解本集團的環境、社會及管治表現。因此，本集團已對就本集團而言屬重大的議題，包括：溫室氣體（「溫室氣體」）排放、廢棄物管理、能源管理及用水管理方面制定了相關目標。董事會將通過工作小組定期檢討相關目標的進度，並確保本集團有足夠的措施和資源達成設定的目標。

The Group actively responds to environmental policies such as carbon neutrality, energy conservation and waste reduction, and promotes sustainable development of enterprises. The Group believes that setting ESG-related targets can enhance the Group's commitment to corporate social responsibility and allow the Group's stakeholders to better understand the Group's ESG performance. Accordingly, the Group has set targets for issues that are material to the Group, including greenhouse gas ("GHG") emissions, waste management, energy management and water management. The Board will regularly review the progress of relevant targets through Working Group and ensure that the Group has sufficient measures and resources to achieve the set targets.

最後，本人謹代表本集團董事會及管理團隊，對本集團尊敬的持份者的不懈支持及為本集團發展作出的寶貴貢獻致以衷心的感謝。本集團日後將繼續提升其管治及透明度、提供優質服務及將專注於有效運用資源，以履行企業社會責任及實現可持續發展未來。

Finally, on behalf of the Board and the management team, I would like to express my heartfelt thanks to our esteemed stakeholders for unremitting support and valuable contributions to the development of the Group. In the future, the Group will continue to enhance its governance and transparency, provide quality services and will focus on the efficient use of resources to fulfill corporate social responsibility and achieve a sustainable future.

崔巍
Cui Wei
主席
Chairman

二零二二年五月二十日
20 May 2022

與我們聯絡

Contact Us

本集團歡迎持份者提供意見及建議。閣下可就本報告或其在可持續發展方面的表現提供寶貴意見，並發送電子郵件至 enquiry@hengxin.com。

The Group welcomes comments and suggestions from stakeholders. You can provide valuable comments on this Report or its performance in sustainability by sending an email to enquiry@hengxin.com.

持份者參與

Stakeholder Engagement

本集團重視不同持份者在業務和環境、社會及管治方面的反饋及參與。為了解並積極回應各位持份者的重點關注事宜，本集團一直與不同持份者保持緊密的溝通，其中包括投資者及股東、客戶、供應商及業務夥伴、僱員、政府及監管機構、社會，以及非政府機構（「非政府機構」）及媒體。透過了解持份者的期望及採取多元化的參與方法及溝通管道，本集團得以平衡各方意見和利益，從而為本集團及所在的社區確定長遠與可持續的發展方向。

The Group values the feedback and participation of different stakeholders on business and ESG aspects. In order to understand and actively respond to the key concerns of various stakeholders, the Group has been maintaining close communication with various stakeholders, including investors and shareholders, customers, suppliers and business partners, employees, government and regulators, society, and non-governmental organization ("NGOs") and the media. By understanding the expectations of its stakeholders and adopting a variety of engagement methods and communication channels, the Group is able to balance differing views and interests of all parties, so as to determine a long-term and sustainable development direction for the Group and the community.

本集團與持份者的溝通管道及持份者對本集團的期望如下：

The communication channels and the expectations of the stakeholders for the Group are as follows:

持份者 Stakeholders	溝通管道 Communication channels	期望 Expectations
投資者及股東 Investors and shareholders	<ul style="list-style-type: none"> ● 股東周年大會及其他股東會議 Annual general meeting and other shareholder meetings ● 財務報告 Financial reports ● 公告及通函 Announcements and circulars ● 公司網頁及電子郵件 Company website and email 	<ul style="list-style-type: none"> ● 遵守相關法律和法規 Comply with relevant laws and regulations ● 公司管治制度 Corporate governance system ● 風險管理 Risk management
客戶 Customers	<ul style="list-style-type: none"> ● 客戶滿意度調查和意見表 Customer satisfaction survey and opinion form ● 客戶服務熱線 Customer service hotline ● 公司網頁 Company website 	<ul style="list-style-type: none"> ● 客戶信息及私隱保護 Customer information and privacy protection ● 遵守相關法律和法規 Comply with relevant laws and regulations
供應商及業務夥伴 Suppliers and business partners	<ul style="list-style-type: none"> ● 供應商現場審計管理制度 Supplier on-site audit management system ● 供應商管理會議及活動 Supplier management meetings and events ● 電子郵件 Email 	<ul style="list-style-type: none"> ● 企業信譽 Corporate reputation ● 公平競爭 Fair competition ● 與公司保持良好關係 Maintain good relationship with the Company ● 需求穩定 Stable demand ● 及時付款 Pay in time

<p>僱員 Employees</p>	<ul style="list-style-type: none"> ● 僱員意見調查 Employee opinion survey ● 僱員表達意見的管道（表格、意見箱等） Channels for employees to express opinions (forms, suggestion box, etc.) ● 定期的工作表現評核 Regular performance evaluation ● 員工活動和研討會 Staff events and seminars ● 內部網絡和電子郵件 Intranet and email 	<ul style="list-style-type: none"> ● 待遇和福利 Compensation and benefits ● 事業發展與培訓 Career development and training ● 員工健康與安全 Employee health and safety ● 勞工權益 Labour rights ● 企業文化 Company culture
<p>政府及監管機構 Government and regulatory agency</p>	<ul style="list-style-type: none"> ● 定期工作會議 Regular meetings ● 實地考察 On-site inspection ● 書面或電子通訊 Written or electronic communications 	<ul style="list-style-type: none"> ● 依法納稅 Pay taxes in accordance with the law ● 商業道德 Business ethics ● 遵守相關法律和法規 Comply with relevant laws and regulations ● 推動經濟發展及就業 Promote economic development and employment
<p>社會、非政府機構及媒體 Society, NGOs and media</p>	<ul style="list-style-type: none"> ● 社區活動 Community activities ● 環境、社會及管治報告 ESG reports 	<ul style="list-style-type: none"> ● 社區參與 Community involvement ● 環境保護 Environmental protection ● 遵守相關法律和法規 Comply with relevant laws and regulations ● 信息透明度 Information transparency ● 經濟發展 Economic development

重要範疇評估

Materiality Assessment

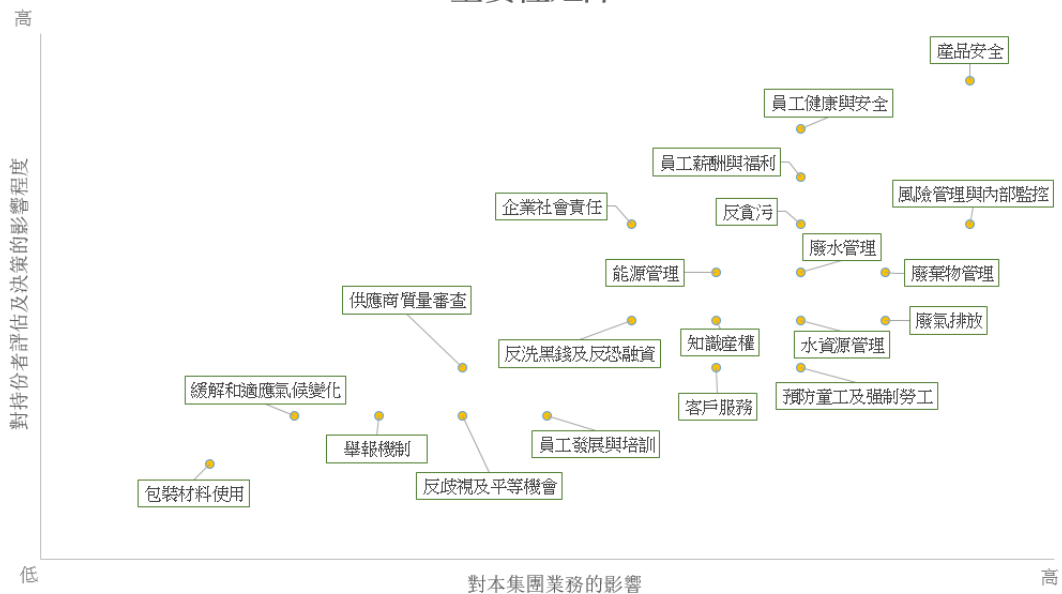
本集團透過重要範疇評估識別及評估可能影響集團業務及其各持份者的環境、社會及管治問題，以制定其可持續發展的戰略、設定目標以及釐定環境、社會及管治報告的重點範圍。重要性評估亦使本集團能夠分析業務風險和機遇，支持其業務的可持續發展。

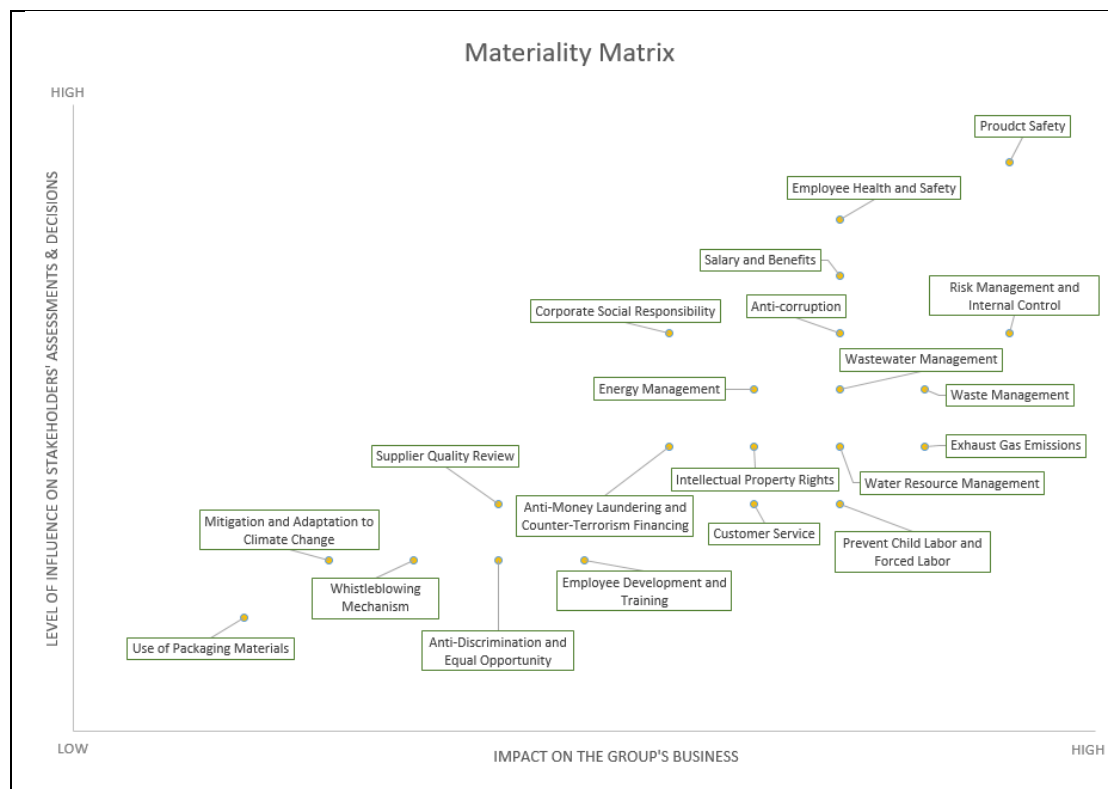
The Group identifies and assesses ESG issues that may affect the Group's business and its various stakeholders through materiality assessment, in order to formulate its sustainable development strategy, set goals and determine the focus areas of ESG reports. The materiality assessment also enables the Group to analyse business risks and opportunities to support the sustainable development.

為更有效了解持份者對本集團之環境、社會及管治表現的意見及期望，本集團採用有系統的方法進行年度重要範疇評估工作。參考業務發展策略及行業慣例，本集團的管理層和工作小組識別並確認了重大環境、社會及管治議題清單。本集團按照清單編製問卷調查，並邀請與本集團有關的持份者對各項環境、社會及管治議題的重要性進行排序。本集團根據調查結果對重要話題進行分析及排序，並製作重要性評估矩陣。已識別的重要議題及持份者關注事宜會經由董事會及管理層審閱及確認，並於本報告作出披露。

In order to understand the opinions and expectations of stakeholders on the Group's ESG performance better, the Group adopts a systematic approach to conduct annual materiality assessment. With reference to business development strategies and industry practices, the Group's management and Working Group have identified and confirmed a list of material ESG issues. The Group compiled a questionnaire based on the checklist and invited stakeholders related to the Group to rank the importance of various ESG issues. The Group has analyzed and ranked important topics based on the survey results, and created a materiality assessment matrix. The identified material issues and stakeholder concerns have been reviewed and confirmed by the Board and the management, and disclosed in this Report.

重要性矩陣





A. 環境

ENVIRONMENTAL

A1. 排放物 Emissions

本集團堅信可持續發展的行業生態跟環境保育密不可分。因此，本集團致力保護環境，盡力降低現有業務活動對環境的影響，同時支持自然及環境保護計劃，一直嚴格遵守國家環境政策及相關法律法規。本集團主要營運附屬公司江蘇亨鑫自 2007 年起已取得 ISO14001:2004 環境管理體系認證。本集團定期追蹤最新國家和地區環境保護法律及法規，以此為依據專注於加強環境保護的措施，以遵守當地政府相關的法律及法規和貫徹落實環境政策。

The Group firmly believes that a sustainable industry ecology is inseparable from environmental conservation. Therefore, the Group is committed to environmental protection by minimizing the environmental impact of its business activities. It supports natural and environmental protection programs and has been in strict compliance with environmental laws, regulations and policies of the government. Meanwhile, Jiangsu Hengxin, a major operating subsidiary of the Group, has consistently passed the certification of ISO14001:2004 environmental management system since 2007. The Group regularly tracks the latest national and regional environmental protection laws and regulations, and uses this as a basis to focus on measures to strengthen environmental protection, so as to comply with relevant laws and regulations of the local government and implement environmental policies.

於報告期間，本集團並不知悉任何因業務營運而造成的任何法律法規之重大不合規，包括但不限於《中華人民共和國環境保護法》、《中華人民共和國清潔生產促進法》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢物污染環境防治法》及《中華人民共和國大氣污染防治法》等相關法律法規，並將繼續嚴格依從相關法律法規，持續實施有效預防及處理污水及廢棄物的措施。

During the Reporting Period, the Group was not aware of any major non-compliance with any laws and regulations caused by business operations, including but not limited to the Environmental Protection Law of the People's Republic of China, The Cleaner Production Promotion Law of the People's Republic of China, The Water Pollution Prevention and Control Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Solid Waste Pollution and the Air Pollution

Prevention and Control Law of the People's Republic of China, and other relevant laws and regulations, and will continue to strictly comply with relevant laws and regulations, and continue to implement effective measures to prevent and treat wastewater and waste.

廢氣排放

Exhaust Gas Emissions

本集團在商業運作過程中，廢氣排放主要源於交通運輸所消耗的汽油，主要包括氮氧化物、硫氧化物和懸浮顆粒。針對上述廢氣排放，本集團已與運輸公司簽署《運輸協議》以控制及規管本集團的車輛及運輸公司於物流使用車輛的運作和運行設備，從而減少車輛的廢氣排放。本集團亦積極採取下列減排措施，重點從自身的車輛使用減少廢氣排放：

In the course of the Group's business operations, exhaust gases emissions are mainly derived from gasoline consumed by transportation, which mainly includes nitrogen oxides, sulfur oxides and particulate matter. In response to the above-mentioned exhaust gas emissions, the Group has signed a "Transportation Agreement" with the transportation companies to control and manage the operation and equipment of the Group's vehicles and transportation companies' vehicles for logistics, so as to reduce the exhaust gas emissions of vehicles. The Group has also actively adopted the following emission reduction measures, focusing on reducing exhaust gas emissions from the use of its own vehicles:

- 車輛一律使用無鉛汽油；
All vehicles of the Group must use unleaded gasoline;
- 對所屬車輛進行按月檢修，以有效地降低燃料消耗，從而減少碳排放及廢氣排放；
Carry out monthly maintenance on the vehicles to effectively reduce fuel consumption, thereby reducing carbon emissions and exhaust gas emissions;
- 為車輛採購正規汽油，並每年進行檢驗，確保車輛達到相關排放標準；
Procure regular diesel and gasoline for vehicles, and conduct annual inspections to ensure that vehicles meet relevant emission standards;
- 透過視像會議和微信會議等電子溝通方式減少出差次數；及
Reduce the number of business trips through electronic communication methods such as video conferences and WeChat conferences; and
- 積極採取減少廢氣排放措施，相關措施已在本層面中「溫室氣體排放」一節中說明。
Actively take measures to reduce exhaust gas emissions. The relevant measures have been explained in the section "GHG Emissions" in this aspect.

於報告期間，本集團的車輛廢氣排放表現概述如下：

During the Reporting Period, the Group's exhaust gas emissions performances are as follows:

廢氣種類 Type of Exhaust Gas	單位 Unit	二零二一年 2021	二零二零年 2020
氮氧化物 (NO _x) Nitrogen oxides (NO _x)	公斤 kilogram	20.88	21.39
硫氧化物 (SO _x) Sulphur oxides (SO _x)	公斤 kilogram	0.47	0.51
懸浮顆粒 (PM) Particulate matter (PM)	公斤 kilogram	1.54	1.57

溫室氣體排放

GHG Emissions

本集團的溫室氣體排放主要源自製冷劑、交通運輸所消耗的汽油以及煮食用的天然氣（範圍一）、外購電力造成的能源間接溫室氣體排放（範圍二）及業務中所產生的用紙（範圍三）。為減少本集團的碳足印，本集團已訂立目標，以二零二零年作為基準年份，致力在未來

來五年，逐步降低溫室氣體排放密度。為達致減排目標，本集團透過在生產過程中實行效益計劃，以提高能源使用效率及降低能源使用量，有關效益計劃的詳情請參閱 A2 層面中「能源管理」一節。本集團亦通過植樹吸收大氣中的溫室氣體，以抵銷及減少其溫室氣體排放總量。

The Group's GHG emissions are mainly derived from refrigerants and fuel used in transportation (Scope 1), indirect GHG emissions from purchased electricity (Scope 2) and paper generated in the business (Scope 3). In order to reduce the Group's carbon footprint, the Group has set a target to gradually reduce the GHG emissions intensity over the next five years, using 2020 as the baseline year. In order to achieve the emission reduction target, the Group implements an efficiency plan in the production process to improve energy efficiency and reduce energy consumption. For details of the efficiency plan, please refer to the "Energy Management" section under Aspect A2. The Group has also planted trees to absorb GHG from the atmosphere, in order to offset and reduce its total GHG emissions.

於報告期間，本集團的溫室氣體排放總量密度從二零二零年每百萬收益約 8.09 噸二氧化碳當量減少了約 14.46%至二零二一年每百萬收益約 6.92 噸二氧化碳當量。其下降的主要原因是由於本集團有效的減排措施，以及僱員對減排意識的提升。

During the Reporting Period, the Group's total GHG emissions intensity decreased by about 14.46% from approximately 8.09 tCO₂e per million of revenue in 2020 to approximately 6.92 tCO₂e per million of revenue in 2021. The decrease was mainly attributable to the Group's effective emission reduction measures and employees' increased awareness of emission reduction.

於報告期間，本集團的溫室氣體排放表現概述如下：

During the Reporting Period, the Group's GHG emissions performance is as follows:

指標 ¹ Indicator ¹	單位 Unit	二零二一年 2021	二零二零年 2020
範圍一 — 直接溫室氣體排放 Scope 1 - Direct GHG emissions <ul style="list-style-type: none"> ● 製冷劑 Refrigerant ● 交通運輸消耗的汽油 Fuel consumed for transportation ● 煮食用的天然氣 Natural gas for cooking 	噸二氧化碳當量 tCO ₂ e	280.10	342.40
範圍一 — 直接溫室氣體減排 Scope 1 - Direct GHG reduction <ul style="list-style-type: none"> ● 額外種植的樹木 Additional trees planted 	噸二氧化碳當量 tCO ₂ e	(5.34)	(3.15)
範圍二 — 能源間接溫室氣體排放 Scope 2 - Energy indirect GHG emissions <ul style="list-style-type: none"> ● 外購電力 Purchased electricity 	噸二氧化碳當量 tCO ₂ e	10,956.88	8,862.60
範圍三 — 其他間接溫室氣體排放 Scope 3 - Other indirect GHG emissions <ul style="list-style-type: none"> ● 棄置到堆填區的廢紙 Paper waste disposed at landfills 	噸二氧化碳當量 tCO ₂ e	15.56	15.70

溫室氣體排放總量 (範圍一、二及三) Total GHG emissions (Scopes 1, 2 and 3)	噸二氧化碳當量 tCO ₂ e	11,247.20	9,217.55
溫室氣體排放總量密度 Total GHG emissions intensity	噸二氧化碳當量 /百萬收益 ² tCO ₂ e/million revenue ²	6.92	8.09

備註：

Remark(s):

- 溫室氣體排放數據乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、聯交所發佈的《如何準備環境、社會及管治報告－附錄二：環境 關鍵績效指標匯報指引》、中華人民共和國生態環境部刊發的《2019 年減排項目中國區域電網基準線排放因子》，以及 2014 年度政府間氣候變化專門委員會(IPCC)第五次評估報告(AR5)的《全球暖化潛能值》。
GHG emissions data is presented in terms of carbon dioxide equivalent, with reference to including but not limited to "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" published by the World Resources Institute and the World Business Council for Sustainable Development, "How to Prepare Environmental, Social and Governance Reports - Appendix II: Guidelines for Reporting Environmental Key Performance Indicators" issued by the Stock Exchange, the Baseline Emission Factors of China's Regional Power Grids for Emission Reduction Projects in 2019 published by the Ministry of Ecology and Environment of the PRC, and the fifth assessment of the Intergovernmental Panel on Climate Change (IPCC) in 2014 Report (AR5).
- 於報告期間，本集團的總收入為約人民幣 1,625.8 百萬元（二零二零年的總收入為約人民幣 1,139.3 百萬元）。有關數據用於計算其他密度數據。
During the Reporting Period, the total revenue of the Group was approximately RMB1,625.8 million (the total revenue in 2020 was approximately RMB1,139.3 million). The relevant data is used to calculate other intensity data.

廢水管理

Wastewater Management

本集團的廢水排放主要為生活污水，其中包括清潔用水。於營運期間，本集團會對第三方單位於本集團作業和其他污水處理制定了相關的操作程序，如《污染物排放控制程序》，對污水處理進行管控。具體措施包括：

The Group's wastewater emission is mainly domestic sewage, including clean water. During the operation period, the Group has formulated relevant operating procedures for third-party units' operations in the Group and other sewage treatment, such as "Pollutant Discharge Control Procedures", to manage and control sewage treatment. Specific measures include:

- 於食堂選用無磷洗滌劑；
the canteens use non-phosphorus detergents;
- 污水排放口加裝過濾網，減少污水排放；
filters are installed in waste water discharge ports to reduce sewage discharge;
- 食堂亦安裝了隔油池、油煙淨化器等設備，並委託合資格的協力廠商機構定期清理保養；及
grease trap, fume purification and other equipment has been installed in the canteens, while a qualified third party is commissioned to clean up the equipment regularly; and
- 於冰箱、冷櫃、中央空調等使用無氟設備。
refrigerators, freezers and central air-conditioners all employ fluorine-free equipment.

上述所有控制管理均在工廠區域範圍內進行，本集團亦會對生活污水排放有專門的淨化設備進行處理。對廠區內部及周圍的環境，本集團每年均委託獨立的協力廠商機構進行監測，亦已制定相關節水措施。於報告期間，本集團的廢水排放量為耗水量，而具體減少污水排放措施及耗水總已於 A2 層面中「水資源管理」一節說明。

All these control measures are implemented throughout the manufacturing plant. At the same time, the Group has also installed special purification equipment to treat domestic sewage. The Group entrusts an independent third-party organization to monitor the internal and surrounding environment of the factory area every year, and has also formulated relevant water-saving measures. During the Reporting Period, the Group's wastewater discharge was water consumption, and the specific measures to reduce wastewater discharge and water consumption have been explained in the "Water Resources Management" section under Aspect A2.

廢棄物管理

Waste Management

本集團堅守廢物管理原則，並致力於妥善管理及處置業務活動中所產生的廢棄物，從而減少其對環境所造成的影響。本集團嚴格遵守相關的環保法律法規，並在日常生產和業務過程中識別廢棄物源頭，並通過項目控制的方式來減少及消除浪費及廢料生產量。本集團除了透過提高原材料利用率等生產方式減少廢棄物，亦了解向員工灌輸可持續發展和環保意識的重要性。因此，本集團已訂立目標，將每年開展至少一個環保推廣活動，以提高員工的減廢意識，以達致從源頭減廢。

The Group adheres to the principles of waste management and is committed to the rational management and disposal of waste generated from business activities in order to reduce the impact of waste on the environment. The Group strictly abides by relevant environmental protection laws and regulations, identifies the source of waste in daily production and business processes, and reduces and eliminates waste through project control. In addition to reducing waste through production methods such as improving the utilization rate of raw materials, the Group also understands the importance of instilling sustainable development and environmental awareness among its employees. Therefore, the Group has set a target to carry out at least one environmental protection promotion activity every year to raise employees' awareness of waste reduction in order to achieve waste reduction at the source.

此外，本集團對自身營運的廢棄物處理，以及外協單位於本公司作業均實行了相關的控制規定，如《固體廢棄物控制制度》及《污染物排放控制程序》。本集團對危險廢棄物、一般廢棄物都按照種類規定了具體的存放地點及分類集中，再交由合資格的機構處理。本集團亦於每年委託獨立的協力廠商機構對廠區內部及周圍的環境進行監測，以優化其廢棄物的處理及控制。

In addition, the Group has implemented relevant control regulations, such as the Solid Waste Control System and Pollutant Emission Control Procedures, for the waste disposal of its own operations and the operations of outsourced units in the Company. The Group specifies a storage location for dangerous waste and general waste by category, sorts them out centrally, and then transfers them to a qualified institution for disposal. The Group also commissions an independent third-party organization to monitor the internal and surrounding environment of the factory site every year to optimize its waste treatment and control.

有害廢棄物

Hazardous Waste

本集團的有害廢棄物排放主要是電纜、配件以及天線生產過程中產生的廢活性炭、廢油、廢油墨及廢油抹布。本集團的有害廢棄物均由當班工人統一回收後，放置到危險廢棄物收集處，並集中交由有合資格的外判機構進行統一處理。以下均為本集團於報告期間減少有害廢棄物的有關措施：

The Group's hazardous waste mainly includes waste activated carbon, waste oil, waste ink and waste oil rags, which are generated during the manufacturing process of cables, accessories and antennas. Hazardous wastes are placed in the hazardous waste collection location by the staff on duty, and then concentrated to relevant qualified institutions for unified treatment. The following are the relevant measures taken by the Group to reduce hazardous waste during the Reporting Period:

- 機床由使用冷卻油轉為使用乾漆屑，並對已用材料進行循環使用；
Change the original cooling oil used for machine tools to dry paint to reduce the generation of waste oil, and the used dry paint are recycled.

- 減少跑冒滴漏以避免產生廢油抹布；及
Reduce liquid leakage to avoid waste oil rags; and
- 選用高品質活性炭產品，增加使用時間，以減少廢棄量。
Choose high-quality activated carbon products to increase the use time and reduce the amount of waste.

於報告期間，本集團的有害廢棄物密度由二零二零年每百萬收益約0.004噸減少至二零二一年每百萬收益約0.003噸。其減少的主要原因是由於本集團對有害廢棄物的有效管制和員工減廢意識的提升。而有害廢棄物的回收量達4.65噸，為整體生產量約99.89%。

During the Reporting Period, the Group's intensity of hazardous waste decreased from approximately 0.004 tonnes per million revenue in 2020 to approximately 0.003 tonnes per million revenue in 2021. The decrease was mainly attributable to the Group's effective control of hazardous waste and the enhancement of employees' awareness of waste reduction. The recycling volume of hazardous waste reached 4.65 tonnes, accounting for about 99.89% of the overall production volume.

於報告期間，本集團的主要有害廢棄物棄置量表現概述如下：

During the Reporting Period, the performance of the Group's major hazardous waste disposal volume is summarized as follows:

有害廢棄物類型 Types of hazardous waste	單位 Unit	二零二一年 2021	二零二零年 2020
廢油 Waste oil	噸 Tonnes	1.89	1.80
廢油抹布 Waste oil rags	噸 Tonnes	0.01	0.01
廢活性炭 Waste activated carbon	噸 Tonnes	2.62	3.14
廢油墨 ³ Waste ink ³	噸 Tonnes	0.14	-
有害廢棄物總量 Total amount of hazardous waste	噸 Tonnes	4.66	4.95
有害廢棄物密度 Intensity of hazardous waste	噸/百萬收益 Tonnes/million revenue	0.003	0.004

備註：

Remark(s):

3. 由於本集團於報告期間完善其數據收集機制，所以計算及記錄更多有害廢棄物類型，以加強環境數據披露。

As the Group improved its data collection mechanism during the Reporting Period, it has calculated and recorded more types of hazardous waste to enhance environmental data disclosure.

無害廢棄物

Non-hazardous Waste

本集團作為一家射頻同軸電纜、配件以及天線的製造商，因此於營運期間所產生的無害廢棄物主要為廢銅、廢鋁、廢塑膠、廢棄包裝物，其次為生活垃圾和廚餘。本集團的無害廢棄物均由當班工人統一回收後，因應廢棄物類型，放置到相應的存放地點，其中包括廢品庫、雜品庫及木工房，並集中交由有合資格的外判機構進行統一處理。為減少本集團業務運營的過程中所衍生的廢棄物，本集團已嚴格制定各種管理措施及回收程序。

As the Group is a manufacturer of RF Coaxial Cables, accessories and antennas, the non-hazardous wastes generated during operation are mainly waste copper, waste aluminum, waste plastic and packaging waste,

followed by household waste and food waste. Non-hazardous wastes are placed in the non-hazardous waste collection location by the staff on duty, and then concentrated to relevant qualified institutions for unified treatment. In order to reduce the waste generated during the operation of the Group's business, the Group has strictly formulated various management measures and recycling procedures.

以下均為本集團於報告期間處理無害廢棄物的方法，以及減少其生產量的有關措施：

The following are the methods used by the Group to dispose of non-hazardous waste during the Reporting Period, as well as relevant measures to reduce production:

排放物 Emissions	處理方法 Treatment method	減少廢物措施 Reduction measures
廢塑膠薄膜、廢紙箱、辦公用紙 Waste plastic film, waste cartons, and office paper	交由廢品回收人員回收及處理 Hand over to waste recycling personnel for recycling	<ul style="list-style-type: none"> 除了正式的公文外，單位內部流通的檔盡量使用雙面列印 Except for official documents, double-sided printing is used for documents circulated within the Company to the extent possible 利用單面列印過的紙張起草檔、做便簽和內部備忘錄 Use paper that has been printed on one side to draft documents and make notes and internal memos 利用本公司內部郵箱發送電子版報告和共用檔，減少紙張列印 Use the Company's internal email system to deliver and share electronic reports to reduce paper printing
廢銅（青、黃銅）、廢鋁、廢塑膠 Waste copper (bronze, brass), waste aluminum, waste plastic	交由廢品回收人員回收及處理 Hand over to waste recycling personnel for recycling	<ul style="list-style-type: none"> 提高材料利用率，採用紅沖件生產 Improve the utilization rate of materials and use hot extrusion pieces for production
廢木料 Waste wooden material	交由當地農戶回收使用 Hand over to local farmers for recycling	<ul style="list-style-type: none"> 改善產品包裝設計，減少包裝物用量 Improve product packaging design and reduce the amount of packaging
生活垃圾、廚餘 Household waste and food waste	交由於當地第三方衛生服務公司進行處理 Hand over to local third-party sanitation service companies for disposal	<ul style="list-style-type: none"> 組織「光盤行動」鼓勵員工減少浪費食物 Organize the "Empty Plate Operation" to encourage employees to reduce food waste

於報告期間，本集團無害廢棄物密度從二零二零年每百萬收益約 0.27 噸減少了約 25.93%至二零二一年每百萬收益約 0.20 噸。其減少的原因是由於本集團對無害廢棄物的有效管制和員工減廢意識的提升。而無害廢棄物的回收量達約 285.76 噸，為整體生產量約 87.77%。

During the Reporting Period, the Group's intensity of non-hazardous waste decreased by approximately 25.93% from approximately 0.27 tonnes per million revenue in 2020 to approximately 0.20 tonnes per

million revenue in 2021. The decrease was due to the Group's effective control of non-hazardous waste and the enhancement of employees' awareness of waste reduction. The recycling volume of non-hazardous waste reaches about 285.76 tonnes, accounting for about 87.77% of the overall production volume.

於報告期間，本集團的主要無害廢棄物棄置量表現概述如下：

During the Reporting Period, the performance of the Group's major non-hazardous waste disposal volume is summarized as follows:

無害廢棄物類型 Types of non-hazardous waste	單位 Unit	二零二一年 2021	二零二零年 2020
廢木料 ⁴ Waste wooden material ⁴	噸 Tonnes	19.50	176.00
生活垃圾 Household waste	噸 Tonnes	57.60	80.00
廢塑膠薄膜、廢紙箱、廢紙 Waste plastic film, waste cartons, and waste paper	噸 Tonnes	47.72	25.11
廢銅（青、黃銅）、廢鋁、廢塑膠 Waste copper (bronze, brass), waste aluminum, waste plastic	噸 Tonnes	37.06	16.48
廚餘 ⁵ Food waste ⁵	噸 Tonnes	163.70	9.00
無害廢棄物總量 Total amount of non-hazardous waste	噸 Tonnes	325.58	306.59
無害廢棄物密度 Intensity of non-hazardous waste	噸／百萬收益 Tonnes/million revenue	0.20	0.27

備註：

Remark(s):

- 於報告期間，廢木料棄置量大幅減少是因為產品包裝托架由自製改成外購，盤具類低於 0.75 米均直接外購，而在 0.75 米及以上則全部購買相應尺寸拼裝完成，故顯著地減少木料的浪費。
During the Reporting Period, the significant reduction in waste wood disposal was due to the change of product packaging brackets from self-made to outsourcing. Plates with a diameter of less than 0.75 meters were directly purchased, while those with a diameter of 0.75 meters and above were all purchased and assembled in the corresponding size, so the waste of wood was significantly reduced.
- 由於本集團於報告期間完善其數據收集機制，詳細紀錄廚餘棄置量，而本集團的員工飯堂亦於報告期間開放早餐時段，令廚餘棄置量有所提升。
During the Reporting Period, the Group improved its data collection mechanism to record the amount of food waste disposal in detail, and the Group's staff canteen was also opened for breakfast during the Reporting Period, resulting in an increase in the amount of food waste disposal.

A2. 資源使用 Use of Resources

本集團將節約資源及環保概念融入其業務營運中，並致力於在其所有業務及生產經營過程中優化資源使用。本集團通過對節約資源如電能、原材料、水資源、紙張等進行具體的規定，教育員工節約資源，以及監控能源、資源的消耗。本集團主要營運附屬公司江蘇亨鑫已通過 ISO14001:2004 環境管理體系認證的審核，對水電和原材料的使用進行有效監控，並已制定對水電利用及原材料使用率等的考核制度。

The Group integrates the concepts of resource conservation and environmental protection into its business operations, and is committed to optimizing the use of resources in all its business and production operations. The Group prescribes specific provisions on the conservation of electricity, raw materials, water resources and paper, educates employees to save resources, and monitors the consumption of energy and resources. Jiangsu Hengxin, the main operating subsidiary of the Group, has passed the audit of ISO14001:2004 environmental management system certification. It effectively monitors and manages the utilization of and formulate the assessment systems for the utilization rate of water, electricity and raw materials.

能源管理

Energy Management

本集團在營運過程中消耗的能源主要為電力、車輛耗用的汽油及用於煮食的天然氣。為減少能源消耗，提高營運的可持續性，本集團已編製《能源資源管理控制程序》，通過對能源、資源使用的控制與考核，節約能源及資源的消耗，貫徹落實各項節能管理規範。為有效長遠減少能源消耗，本集團已訂立目標，將每年開展至少一個環保推廣活動，以提高員工的節能意識。

The energy consumed by the Group in the course of its operations includes electricity, natural gas used in the Group's canteen and gasoline mainly used in the group's administrative vehicles. In order to reduce energy consumption and exhaust gas emissions, and improve the sustainability of production and operation, the Group has formulated the Energy Resource Management Control Procedure. Through the control and assessment of the use of energy and resources, the Group saves energy and resource consumption and implements various energy-saving and emission-reduction management regulations. In order to effectively reduce energy consumption in the long run, the Group has set a goal to carry out at least one environmental protection promotion activity every year to raise employees' awareness of energy conservation.

針對營運用電，本集團的生產設備均是通過變頻控制技術，辦公大樓中央空調均採用變頻分體控制，以收集每月消耗數據，密切監察及評估用電量。另外，本集團採用先進的節能燈具用作照明，亦對生產環節和員工日常活動作出節能減排管理要求，如當工作地方無人時不得開燈，及根據天氣情況合理使用空調作出規定。為減少車輛耗用的汽油，除了 A1 層面「廢氣排放」一節所述的車輛減排措施外，本集團亦會合理安排員工出行方式，如盡量採用公共交通工具，及合併人員使用本集團車輛等。針對用作食堂煮食的天然氣，本集團合理配置員工工作餐配菜，以減少天然氣使用。透過實施上述措施，僱員對節約能源的意識亦得以提高。

Regarding electricity consumption for operation, the production equipment of the Group adopts frequency conversion control technology, and the central air conditioner of the office building adopts frequency conversion split control. The Group closely monitors and evaluates electricity consumption by collecting monthly consumption data. In addition, advanced energy-saving lamps are used for lighting. The Group also puts forward energy-saving and emission-reduction management requirements for production processes and employees' daily activities, such as not turning on lights when there is no one in the workplace, and stipulating the reasonable use of air conditioners according to weather conditions. Regarding the natural gas used in canteens, the Group reasonably allocates staff working meals with dishes to reduce the use of natural gas. As for the gasoline used in vehicles, in addition to the measures for vehicles described in the section "Exhaust Gas Emissions" under Aspect A1, the Group also rationally arranges employee travel methods, such as encouraging employees to adopt public transport, and share corporate vehicles. Regarding the natural gas used for cooking in the canteen, the Group reasonably allocates side dishes for employees' working meals to reduce the use of natural gas. Through the implementation of the above measures, employees' awareness of energy conservation has been enhanced.

於報告期間，本集團的能源消耗密度從二零二零年每百萬收益約 10.24 兆瓦時減少了約 13.87% 至二零二一年每百萬收益約 8.82 兆瓦時。其下降的主要原因是由於本集團有效的節能措施，及僱員對節約能源意識的提高。

During the Reporting Period, the Group's total energy consumption intensity decreased by approximately 13.87% from approximately 10.24 MWh per million revenue in 2020 to approximately 8.82 MWh per

million revenue in 2021. The decrease was mainly attributable to the Group's effective energy saving measures and employees' increased awareness of energy saving.

於報告期間，本集團的能源消耗表現概述如下：

During the Reporting Period, the Group's energy consumption performance is summarized as follows:

能源種類 Energy types	單位 Unit	二零二一年 2021	二零二零年 2020
直接能源消耗⁶ Direct energy consumption ⁶			
車輛耗用的汽油 Gasoline consumed by the vehicles	兆瓦時 MWh	310.59	337.30
用作煮食的天然氣 Natural gas for cooking	兆瓦時 MWh	195.54	134.76
直接能源消耗總量 Total direct energy consumption	兆瓦時 MWh	506.13	472.06
間接能源消耗 Indirect energy consumption			
購買的電力 Purchased electricity	兆瓦時 MWh	13,832.70	11,188.74
間接能源消耗總量 Total indirect energy consumption	兆瓦時 MWh	13,832.70	11,188.74
能源消耗總量 Total energy consumption	兆瓦時 MWh	14,338.83	11,660.80
能源消耗總量密度 Total energy consumption intensity	兆瓦時／百萬收益 MWh/million revenue	8.82	10.24

備註：

Remark(s):

6. 單位轉換的計算是基於國際能源署發佈的《能源統計手冊》中的轉換因子。

The unit conversion calculation is based on the conversion factors in "Energy Statistics Manual" issued by the International Energy Agency.

水資源管理

Water Resources Management

本集團使用的水源來自宜興市水務集團。為節約水資源，本集團已編製《能源資源管理控制程序》及《環境、社會及管治政策》，並由部門主管每月對用水量進行統計和分析，於出現異常消耗時及時查找原因及加以改善。本集團在營運期間會循環使用工業用水，及定期檢查及時修復漏水情況；清洗人員嚴格控制清洗頻次及用水量，避免過度用水；而員工亦在日常工作中節約用水。另外，本集團於工廠區域均對用水進行節約宣傳，在所有用水點張貼節水標誌，鼓勵所有僱員養成自覺節約用水的習慣，以減少耗水量。此外，本集團已訂立目標，將在運營水平相若的情況下每年保持穩定或降低主要業務的用水量。透過實施上述措施與目標，僱員對節約用水的意識得到提高。基於本集團經營的地理位置和業務性質，本集團在求取適用水源上並無任何問題。

The Group uses water supplied by Yixing Water Group. In order to conserve water resources, the Group has prepared the Energy Resource Management Control Procedure and ESG Policy, and relevant department conducts statistics and analysis of water consumption on a monthly basis, and promptly find out the reasons for abnormal consumption and make improvements. The Group recycles industrial water, and regularly

check and repair water leaks in a timely manner; cleaning staff strictly control the frequency of cleaning and water consumption to avoid excessive water consumption; and employees also save water in their daily work. The Group promotes water conservation in the plant area and posts water-saving signs at all water points to encourage all employees to develop the habit of consciously saving water in order to reduce office water consumption. In addition, the Group has set a target to maintain stable or reduce water consumption in its main business each year while operating at a similar level. Through the implementation of the above measures, employees' awareness of water conservation has been improved. Based on the geographic location and business nature of operations, the Group has no problems in obtaining suitable water sources.

於報告期間，本集團的耗水總量密度從二零二零年每百萬收益約23.40立方米上升了約32.95%至二零二一年每百萬收益約31.11立方米。其顯著的上升是因為於報告期間本集團的水管出現漏水的情況，造成耗水量偏高，然而本集團測出漏水點，亦已完成修復。此外，本集團於報告期間開放員工飯堂的早餐時段，增加了其食用水及清潔用水消耗，而本集團於報告期間的商業活動及經濟收益增加，均令其耗水量有所提升。

During the Reporting Period, the Group's total water consumption intensity increased by approximately 32.95% from approximately 23.40 m³ per million revenue in 2020 to approximately 31.11 m³ per million revenue in 2021. The significant increase was due to the fact that the water pipes of the Group leaked during the Reporting Period, resulting in high water consumption. However, the Group detected the leaking point and completed the repair. In addition, the Group provided employees with breakfast during the Reporting Period, which increased the consumption of water, and the Group's business activities and economic gains during the Reporting Period increased its water consumption.

於報告期間，本集團的耗水量表現概述如下：

During the Reporting Period, the Group's water consumption performance is summarized as follows:

耗水量 Water Consumption	單位 Unit	二零二一年 2021	二零二零年 2020
耗水總量 Total water consumption	立方米 m ³	50,572.00	26,658.00
耗水總量密度 Total water consumption intensity	立方米／百萬收益 m ³ /million revenue	31.11	23.40

包裝材料使用

Use of Packaging Materials

在生產過程中本集團會使用紙箱、木材及其他包裝材料如塑膠包裝膜等作包裝用途。本集團為減少包裝材料使用，通過技術改進包裝方式，如使用膠合板、以木屑盤替代實木盤來減少木材的浪費等。於報告期間，本集團使用的主要包裝材料中，紙箱的總用量為825,864個（二零二零年：553,674個），木材的總用量為約8,299.47立方米（二零二零年：約5,487.29立方米），而其他包裝材料的總用量為約150.50噸（二零二零年：約128.29噸）。由於本集團於報告期間的生產量及經濟收益增加，主要包裝材料的使用因而上升。本集團所生產的產品種類及型號廣泛，產品包裝亦會因應客戶而有所不同，故根據主要產品種類的主要使用包裝材料計算每個獨立生產單位所消耗的包裝材料。於報告期間，木材為同軸電纜的包裝材料，每公里同軸電纜約使用0.07立方米的木材；紙箱為組件的包裝材料，每套組件約使用0.07個紙箱；其他包裝物為天線的包裝材料，每條天線約使用0.002噸。

In the production process, the Group uses wood and cartons and other packaging materials such as plastic packaging films. In order to reduce waste of wood, the Group's packaging method was technically enhanced to replace solid wood with plywood and wood chip trays. During the Reporting Period, among the major packaging materials used by the Group, the total consumption of cartons was 825,864 pieces (2020: 553,674 pieces) and the total consumption of wood was approximately 8,299.47 m³ (2020: approximately 5,487.29 m³), while the total consumption of other packaging materials was approximately 150.50 tonnes (2020: approximately 128.29 tonnes). As the Group's production volume and economic revenue increased during

the Reporting Period, the use of major packaging materials increased accordingly. Due to the wide variety of products and different customers' demands, the packaging materials consumed by each independent production unit are calculated based on the major packaging materials used for the main product types. During the Reporting Period, wood was the packaging materials for coaxial cables, and approximately 0.07 m³ of wood was used per kilometer of coaxial cables; cartons were the packaging materials for modules, and each set of modules used approximately 0.07 cartons; other packaging materials were the packaging materials for antennas cables, approximately 0.002 tonnes per antenna is used.

A3. 環境及天然資源 Environment and Natural Resources

本集團的生產、營運和服務難以避免會對環境及天然資源產生一定的影響，故此，本集團已制定《環境因素識別和評審控制程序》，識別本集團的活動、產品或服務中能夠控制及可能造成重大影響的環境因素，其中包括但不限於對大氣的污染、水的污染、固體廢物、能源及資源的消耗、噪音污染，及其他環境問題。

The production, operation and services of the Group significantly impact on the environment and natural resources. Therefore, the Group has formulated the "Environmental Factor Identification and Review Control Procedures" to identify the environmental factors that can be controlled and may have a significant impact on the Group's activities, products or services, including but not limited to air pollution and water pollution, solid waste, energy and resource consumption, noise pollution, and other environmental problems.

本集團亦根據國家標準以及行業標準，對天線、電纜等產品的原材料都根據有害物質按規定分類收集、存放、搬運和處理，並進行全方位監控，以有效地避免產品對環境的污染。本集團亦設有工程部門，和成立工程隊，跟進已售出的產品，了解產品的工程應用情況，協助解決施工過程中出現的各類問題，並及時處理各種可能會導致環境破壞或污染的事件。

The Group sorts out, collects, stores, moves and handles hazardous substances of raw materials for antennas, cables and other products in accordance with the national and industrial standards, and monitors them in an all-round manner, which effectively prevents the products from causing any harm to the environment. The Group has in place engineering departments and teams to continuously track the sold products, learn about the engineering application of the products, assist in solving various problems that occur during the construction process, and deal with a variety of events that may result in environmental damage or pollution.

本集團倡導企業社會責任，以環保、健康及安全為切入點，所以在進行各項商業活動時，均嚴格遵守國家相關法律法規。本集團亦透過識別相關風險，採取控制措施，並將本集團在環境保護、職業健康和 safety、企業社會責任等方面的業績予以公佈，同時於內部強化企業社會責任意識，積極實踐節能減排，大力推行精益管理，不斷提高資源利用和價值創造的效率。

The Group advocates corporate social responsibility and takes environmental protection, health and safety as the starting point, so it strictly abides by relevant national laws and regulations when conducting various business activities. The Group also identifies relevant risks, takes control measures, and announces the performance of the Group in environmental protection, occupational health and safety, and corporate social responsibility. Vigorously implement lean management and continuously improve the efficiency of resource utilization and value creation.

本集團每個月定期開展成本分析會議，對各部門的成本、材料等使用情況進行檢討分析，檢視是否有不規範使用的情況。本集團鼓勵每個員工找出可能存在浪費或不規範的地方，持續改進之，借此減少營運時造成的浪費。

The Group convenes a cost analysis meeting every month to review and analyze the costs and material consumption of each department and determine if there are any irregularities. The Group encourages all of its employees to spot any potential wastefulness or non-compliance, so that it can constantly make efforts to reduce the waste generated by its business operations.

A4. 緩解和適應氣候變化 Mitigation and Adaptation to Climate Change

氣候變化為全球經濟帶來的風險和挑戰不斷升級，亦可能對本集團的業務帶來負面影響。因此，本集團深明識別和減輕氣候變化帶來的任何重大影響的重要性。本集團制定了《氣候變化政策》及應對機制，以識別和管理氣候變化相關風險與機遇，並實施相應措施以適應或減緩氣候變化對其業務的影響。本集團已將氣候變化風險的因素納入環境、社會及管治風險管理，進行年度風險評估以識別實體及轉型風險、潛在影響和相應的緩解措施，並把相關資料記錄在風險庫。

The escalating risks and challenges posed by climate change to the global economy may also have a negative impact on the Group's business. Therefore, the Group understands the importance of identifying and mitigating any significant impacts of climate change. The Group has formulated a Climate Change Policy and a response mechanism to identify and manage risks and opportunities related to climate change, and implement corresponding measures to adapt to or mitigate the impact of climate change on its business. The Group has incorporated the factors of climate change risk into ESG risk management, conducted annual risk assessments to identify physical and transition risks, potential impacts and corresponding mitigation measures, and recorded relevant information in the risk database.

本集團在參考氣候相關財務揭露工作小組（「TCFD」）的建議後，已識別本集團的氣候相關風險及相應的應對措施如下：

With reference to the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD"), the Group has identified the Group's climate-related risks and corresponding countermeasures as follows:

實體風險

Physical Risks

氣候變化導致了越趨頻繁及嚴重的極端天氣，其中包括但不限於颱風、暴雨和強降雨引起的洪水等，為本集團員工的人身安全帶來威脅和造成建築物及財產的損壞。極端天氣亦會增加供應運輸所需的時間，甚至令運輸中斷。以上各種氣候變化均對本集團的日常營運造成重大的潛在影響。

Climate change has resulted in more frequent and severe extreme weather, including but not limited to typhoons, torrential rains and floods caused by heavy rainfall, threatening the personal safety of the Group's employees and causing damage to buildings and properties. Extreme weather can also increase the time required for transportation or even disrupt it. All of the above climate changes have significant potential impacts on the Group's daily operations.

有鑑於此，本集團根據其《氣候變化政策》及《環境、社會及管治政策》，為相關風險進行定性分析，從而制定應對措施，例如：在極高風險下工作完全禁止進行；在高風險下須提供有效監控及緊急應變程序方能工作；在中等風險下需規定有關管理職責及指引把危害控制及作進一步危害評估和加強控制。本集團亦密切留意營運當地政府發佈的最新天氣消息及建議，並因應相應的極端天氣事件，積極採取下列措施：

In view of this, the Group conducts qualitative analysis of relevant risks according to its Climate Change Policy and ESG Policy, and formulates countermeasures, such as: work is completely prohibited under very high risk; effective monitoring and emergency response procedures must be provided under high-risk conditions; relevant management responsibilities and guidelines must be specified to control hazards and further hazard assessment and enhanced control must be conducted under medium-risk conditions. The Group also pays close attention to the latest weather news and recommendations issued by the local governments, and proactively takes the following measures in response to corresponding extreme weather events:

- 暴風雨：本集團定期檢查排水設施的有效性，以避免工作場所，包括但不限於辦公室及倉庫，發生由暴風雨引起的傷亡事故或造成財產損失。

Storms: the Group regularly checks the effectiveness of drainage facilities to avoid casualties or property damage caused by storms in workplaces, including but not limited to offices and warehouses.

- 水災：本集團定期組織人員緊急疏散和日常應急救援演練以加強僱員的應急能力，致力將水災導致的建築物損毀及人員傷害減至最低。
Flood disaster: the Group regularly organizes emergency evacuation of personnel and daily emergency rescue drills to strengthen employees' emergency response capabilities and strive to minimise damage to buildings and personal injuries caused by floods.

轉型風險

Transition Risks

由於社會正向低碳經濟轉型以實現可持續發展，本地政府及監管機構相繼制定環境及氣候相關立法或收緊法規。例如中國政府致力實現二零三零年前「碳達峰」及二零六零年前「碳中和」，聯交所亦要求上市公司在其環境、社會及管治報告中加強與氣候相關的披露，導致相關合規成本可能會因而增加。如未能及時滿足或是無法滿足新的環境與氣候變化相關要求的法律法規要求，本集團可能會面臨合規風險，使企業聲譽下降。因此，本集團將會定期監測與氣候變化有關的現有及新興趨勢、政策及法規，以避免因反應遲緩而導致的合規風險和聲譽風險。此外，為減少本集團對環境的影響及符合聯交所的要求，以減緩及適應氣候變化相關風險，本集團已制定環境相關目標，包括減少廢氣及溫室氣體排放、節約用電及用水，和源頭減廢。本集團將繼續評估本集團應對氣候變化行動的有效性，並增強其應對氣候相關問題的能力。

As society transitions to a low-carbon economy to achieve sustainable development, local governments and regulatory agencies have successively enacted environmental and climate-related legislation or tightened regulations. For example: the government of PRC is committed to achieving "carbon peaking" by 2030 and "carbon neutrality" by 2060; the Stock Exchange also requires listed companies to strengthen climate-related disclosures in their ESG Report, resulting in an increase in associated compliance costs. If the legal and regulatory requirements of new environmental and climate change-related requirements are not met in a timely manner or cannot be met, the Group may face compliance risks and reduce its corporate reputation. Therefore, the Group will regularly monitor existing and emerging trends, policies and regulations related to climate change to avoid compliance risks and reputational risks caused by slow responses. In addition, in order to reduce the Group's impact on the environment and meet the requirements of the Stock Exchange to mitigate and adapt to climate change-related risks. The Group has set environmental-related targets, including reducing GHG emissions, saving electricity and water, and reducing waste at source. The Group will continue to evaluate the effectiveness of the Group's actions on climate change and enhance its ability to address climate-related issues.

B. 社會

SOCIAL

B1. 僱傭 Employment

本集團堅信人力資源為本集團長遠營運及發展的基石，業務的可持續增長依賴良好的招聘常規及人才挽留。以見及此，本集團已規範勞動僱傭管理，以保障員工職業健康安全、尊重和維護員工的合法權益，及確保每一位員工能得到公平待遇。本集團亦積極提倡工作環境多元化，並致力營造友善和諧的工作環境及勞動關係。

Human resources are the cornerstone of the Group. The sustainable growth of the Group depends on good recruitment and retention practices. In view of this, the Group has standardized labour and employment management to ensure the occupational health and safety of employees, respect and safeguard the legitimate rights and interests of employees, and ensure that every employee can receive fair treatment. The Group respects and safeguards the legitimate rights and interests of employees, actively promotes a diversified working environment, and strives to create a friendly and harmonious working environment.

本集團制定了相關的人事管理政策，致力保障員工福利，鼓勵員工積極將個人追求融入到本集團長遠發展之中。本集團已制定了多個內部管理辦法，包括《江蘇亨鑫科技有限公司招聘管理辦法》、《江蘇亨鑫科技有限公司薪酬體系及管理辦法》、《江蘇亨鑫科技有限公司職

等（級）、技術等級評定管理辦法》、《江蘇亨鑫科技有限公司員工考勤管理辦法》、《江蘇亨鑫科技有限公司人才培養與開發管理辦法》、《江蘇亨鑫科技有限公司離職管理辦法》及《江蘇亨鑫科技有限公司福利管理辦法》等，以明確釐定招工條件、薪酬、工時及假期、其他待遇、福利及離職管理，致力於人才培養方面提供平等機會。

The Group has formulated relevant human resources management policies to ensure the welfare of employees and enable employees to actively integrate their personal pursuits into the long-term development of the Group. The Group has promulgated several internal management measures, including the Administrative Rules of Jiangsu Hengxin Technology Co., Ltd. on Recruitment, the Administrative Rules of Jiangsu Hengxin Technology Co., Ltd. on Remuneration System, the Administrative Rules of Jiangsu Hengxin Technology Co., Ltd. on the Rating of Post Grades (Levels) and Technical Levels, the Administrative Rules of Jiangsu Hengxin Technology Co., Ltd. on Attendance, the Administrative Rules of Jiangsu Hengxin Technology Co., Ltd. on Talent Cultivation and Development, the Administrative Rules of Jiangsu Hengxin Technology Co., Ltd. on Resignation, and the Administrative Rules of Jiangsu Hengxin Technology Co., Ltd. on Welfare, etc. All these internal management measures are intended to clarify administrative matters in relation to terms of recruitment, remuneration, working hours and holidays, other benefits, welfare, and resignation, and offer equal opportunities for talent development.

本集團積極接受全市工會監督和宜興市工會組織的勞動法監督活動，包括：檢查勞動合同、集體合同的簽訂履行情況，工資支付、工作時間和休息休假制度的落實情況，各類社會保險的繳納情況以及勞動規章制度制定、修訂和執行情況，勞動安全衛生管理制度和女職工特殊保護規定的執行情況，以及勞動關係矛盾隱患、勞動爭議調解和職代會制度的落實情況等。

The Group actively accepts the supervision by the city-wide labour union and labour law supervision program organised by Yixing Trade Union, including inspection of the conclusion and performance of labour contracts and collective contracts, salary payment, implementation of working hours and the rest and leave system, contribution of social security, formulation, revision and enforcement of labour rules and regulations, implementation of labour safety and health management regulations and special protection regulations for female employees, potential labour relation contradictions, resolution of labour disputes, and implementation of the workers' congress system, etc.

於報告期間，本集團並不知悉任何嚴重違反僱傭相關法律及法規而對本集團造成重大影響的情況，包括但不限於《中華人民共和國勞動法》及《中華人民共和國勞動合同法》。於報告期間，本集團並未發現任何違反有關人力資源的法例和法規的重大事宜。

During the Reporting Period, the Group was not aware of any serious violations of employment-related laws and regulations that had a significant impact on the Group, including but not limited to the Labour Law of the People's Republic of China and the Labour Contract Law of the People's Republic of China. During the Reporting Period, the Group was not aware of any serious violations of laws and regulations related to human resources.

截至二零二一年十二月三十一日，涵蓋於本報告範圍內的本集團員工人數為 830 人（二零二零年：753 人），全數均為全職員工，並於中國工作，本集團僱員人數劃分詳情載於下表：

As at 31 December 2021, the number of employees of the Group covered by this Report was 830 (2020: 753), all of whom are full-time employees and work in China. The breakdown of the number of employees of the Group is set out in the table below:

類別 Category	二零二一年 2021	二零二零年 2020
按性別劃分 By gender		
男性 Male	654	590
女性 Female	176	163

按年齡組別劃分		
By age group		
<30	215	213
30-39	376	332
40-49	191	167
≥50	48	41
按地區劃分		
By geographical region		
中國	830	753
China		

於報告期間，本集團的總僱員流失比率⁷約為 16.02%（二零二零年：約 13.15%）。以不同類別劃分的分佈詳情載於下表⁸：

During the Reporting Period, the employee turnover rate⁷ of the Group within the scope of this Report was approximately 16.02% (2020: approximately 13.15%). The distribution of different categories is as follows⁸:

類別	二零二一年	二零二零年
Category	2021	2020
按性別劃分		
By gender		
男性	16.67%	11.86%
Male		
女性	13.64%	17.79%
Female		
按年齡組別劃分		
By age group		
<30	30.70%	27.23%
30-39	12.77%	9.64%
40-49	7.33%	3.59%
≥50	10.42%	7.32%
按地區劃分		
By geographical region		
中國	16.02%	13.15%
China		

備註：

Remark(s):

- 僱員流失比率按照本集團於報告期間離職僱員數目除以報告期間末的僱員數目計算。
The employee turnover rate is calculated by dividing the number of employees leaving the Group during the Reporting Period by the number of employees at the end of the Reporting Period.
- 按類別劃分的流失比率按照該類別僱員的離職人數除以該類別報告期間末的僱員總數計算。
The turnover rate by category is calculated by dividing the number of employees in that category by the total number of employees in that category at the end of the Reporting Period.

員工薪酬與福利

Employee Compensation and Benefits

為建立科學、合理的薪資福利體系，規範本集團薪酬管理，本集團制定了適用於全體員工的《江蘇亨鑫科技有限公司薪酬體系及管理辦法》及《江蘇亨鑫科技有限公司職等級、技術等級評定管理辦法》，根據崗位性質（區分為管理、市場、專業、技術、作業、事務六大系列），同系列基本採用同一薪資模式，不同系列採用不同的薪資模式，將崗位元價值要求相近的崗位劃為同一職等，同一職等內根據崗位人員的技能、工作經驗、教育背景等分不同職級，員工由低職等進入江蘇亨鑫科技有限公司職等（級）、技術等級評定體系。制定《亨鑫

科技帶薪年假管理辦法》及相關補充條款，規範年休管理。工會每年定期召開工會會議，與員工簽訂《集體工資協議》，倡導擬執行的工資制度。每年年初由員工代表提出對本公司現行的《積分管理辦法》及《員工獎懲管理辦法》的要求與修訂意見，由工會組織員工代表、管理人員等對擬頒發的制度進行倡導與公示，經公示無異議後正式頒布實施。

In order to establish a rational and reasonable remuneration and welfare system, as well as to standardize the Group's remuneration management, the Group has formulated the Administrative Rules of Jiangsu Hengxin Technology Co., Ltd. on Remuneration System and the Administrative Rules of Jiangsu Hengxin Technology Co., Ltd. on the Rating of Post Grades and Technical Levels, both of which are applicable to all of its employees. Posts of the same nature (posts are divided into six categories including management, marketing, professional, technical, operations, and general affairs) shall adopt the same payroll model while posts of different natures adopt different payroll models. Meanwhile, posts that have similar value requirements are grouped into the same grade, and employees at the same grade are divided into different levels based on their skills, work experience, educational background, etc. New recruits have a basic post grade when joining Jiangsu Hengxin Technology Co., Ltd. and will then be promoted according to its grade (level) and technical level assessment system. The Administrative Rules of Jiangsu Hengxin Technology Co., Ltd. on Paid Annual Leave and relevant supplementary terms have been formulated to standardise the administration of employees' annual leave. The trade union convenes conferences annually and signs the Collective Wage Agreement with employees thereon, explaining the proposed wage system to be implemented. At the beginning of each year, the Company seeks opinions of employees on the Administrative Rules on Performance Points and the Administrative Rules on Employee Reward and Punishment in place. The trade union organises employee representatives and managers to promote and publicise the proposed relevant systems to be implemented, which will be officially released and enacted upon completion of the publicity period if no objection is raised.

員工招聘、晉升及解僱

Employee Recruitment, Promotion and Dismissal

本集團積極實施人才強企戰略，不斷建立和完善人才招聘選拔制度。本集團對於符合《中華人民共和國勞動法》、《中華人民共和國就業促進法》及《企業女職工特殊保護專項集體合同》中符合用工條件規定的，本著就業環境與招聘條件「公平、公正、公開」的原則，對於符合崗位錄用條件的人員，由面試評委小組（面試評委小組一般為人力資源部負責人、直接上級及用人部門最高領導組成）綜合評估後，經過嚴格的招聘流程，將錄用情況匯總至部門領導及管理團隊審核後確定錄用結果。對於女性應聘人員，本集團嚴格執行勞動部頒發的《女職工禁忌勞動範圍的規定》，合理安排女職工崗位，目前女職工集中在辦公樓、產品裝配及生產輔助部門為主。

The Group actively implements the strategy of strengthening the Company with talents, and continuously establishes and improves the talent recruitment and selection system. The Group abides by the relevant provisions of the Labour Law of the People's Republic of China, the Employment Promotion Law of the People's Republic of China and the Special Collective Contract for the Protection of Enterprise Female Employees and the principles of "fairness, impartiality, and openness" during recruitment. As part of the recruitment process, the interview team (generally consisting of the head of the human resources department, the direct supervisor, and the head of the department to which the post belongs) holistically evaluates the candidates and reports the recruitment result to the department head and management team for review and approval. The recruitment result will take effect after their review and approval. For female candidates, the Group strictly complies with the Regulations on the Scope of Prohibited Labour for Female Employees promulgated by the Ministry of Labour and reasonably arranges their postings. Currently, the majority of female employees work in office, product assembly and auxiliary production departments.

作為本集團重要發展戰略之一，本集團本著「引得進、留得住、育得出、用得好」的原則，致力創造各類人才脫穎而出、人盡其才的良好環境。本集團從用人機制上提倡「賽馬不相馬」的理念，推行崗位競聘制、述職評議制等一系列用人制度，有效落實「能者上、平者讓、庸者下」的優勝劣汰機制，為人才施展才能創造舞台。根據本集團國際化發展戰略規劃，創造發展平臺，提供優秀的人力資源與培訓環境。本集團所有員工均可根據《亨鑫科技管理崗位晉升與競聘管理辦法》、《國際化人才培養實施細則》，對照競聘或培養條件，書

面提出申請，由人力資源部根據培養計劃組織報名並納入培養體系，而於二零一九年啟動的技術人才職等職級評定機制，明確規定任職標準及薪資標準，為技術人才發展制定學習與培養路標。

As one of the important development strategies of the Group, the Group strives to "attract, retain, cultivate and utilise talents", and are committed to creating a sound environment for all kinds of talents to shine and tap into their greatest potential. The Group applies the concept of "merit-based appointment" to the employment mechanism and implements a series of employment systems such as the job competition system and the duty performance reporting and assessment system, thus effectively selecting the best employees under the mechanism of "promoting the able, demoting the mediocre, and dismissing the incompetent" and creating a platform for talents to showcase their capabilities. A platform for development has been created with reference to the Strategic Plan for International Development of the Company to offer high-quality human resources and a good training environment. All employees of the Group can, in accordance with the Administrative Rules of Jiangsu Hengxin Technology Co., Ltd. on Promotion to and Competition for Managerial Positions and International Talent Cultivation Programme and giving due regard to the conditions of job competition and talent cultivation, lodge their applications for the Group's talent cultivation programme in writing. The Human Resources Department will process the applications for the Talent Cultivation Programme and suitable candidates will be admitted to the talent cultivation system. A ranking mechanism for technical personnel was initiated in 2019. It explicitly sets forth the competency and remuneration standards as a way of setting up targets in respect of learning and talent nurturing for the development of technical personnel.

本集團根據《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《江蘇省集體合同條例》，對於涉及本集團單方面提出解除勞動合同的情況，按法律法規進行經濟補償。

According to the Labour Law of the People's Republic of China, Labour Contract Law of the People's Republic of China and Regulations on Collective Contracts of Jiangsu Province, the Group will provide economic compensation in accordance with laws and regulations for situations involving the Group's unilateral proposal to terminate the labour contract.

工時及假期

Working Hours and Holidays

本集團根據《中華人民共和國勞動法》及《江蘇省工資支付條例》規定，由企業代表與職工代表集體協商條件下，簽訂《企業集體合同書》、《勞動安全衛生專項集體合同書》、《企業女職工特殊保護專項集體合同書》、《工資專項集體合同書》及《工作時間專項集體合同書》，清楚列明員工勞動報酬、工作時間與休息休假、社會保險和職工福利等事宜。

Pursuant to the Labour Law of the People's Republic of China and the Regulations of Jiangsu Province on Salary Payment, the corporate representatives and the employee representatives concluded the Company Collective Contract, the Special Collective Contract on Labour Safety and Health, the Special Collective Contract on the Protection of Female Employees, the Special Collective Contract on Wages, and the Special Collective Contract on Working Hours through negotiations, which clarified remuneration, working hours, holidays and leaves, social security, welfare and other relevant matters.

反歧視及平等機會

Anti-discrimination and Equal Opportunity

本集團提供平等的就業機會和公平的崗位待遇，不提出歧視性的要求，反對因性別、種族、婚姻、生理、姓氏、地理、宗教信仰等差異而在工作中受到歧視，保障工人平等就業的權利；明確制定招聘制度，在招聘簡章中禁止提出就業歧視條款或錄用條件中明示或者暗示歧視性的任職條件，杜絕身份歧視，把反歧視視為自身的社會責任；實行男女同工同酬，婦女在勞動報酬、福利待遇方面享有與男性員工平等的權利。

The Group provides equal employment opportunities and fair job treatments without discrimination, and oppose any form of discrimination in the workplace, regardless of gender, race, marriage, biological, surname, geography, and religious belief, to protect workers' right of equal opportunities to employment. The Group has a clear recruitment system, and prohibit any discriminatory terms in the recruitment descriptions or any express or implied discriminatory provisions in the conditions of employment. The Group

eliminates any form of identity discrimination and regard anti-discrimination as part of its social responsibility. In addition, the Group upholds the principle of equal pay for equal work and ensure that women enjoy the same rights as men in terms of labour remuneration, benefits and welfare.

工會定期牽頭組織與女職工簽訂《女職工保護條例》，確保女職工工作環境、孕期女員工勞動保護與產假、哺乳假享受等。《江蘇亨鑫科技有限公司員工考勤管理辦法》明確規定女員工生育、流產等相關假期及福利待遇，並合理安排崗位。懷孕期間須保胎休養或產假期滿後因個人原因無法正常工作的，可申請中止勞動合同。本集團亦簽訂《女職工保護條例》，根據女職工身體條件及《中華人民共和國勞動合同法》規定女員工可享受的權利，合理安排女員工工作崗位與工作時間。

The trade union regularly leads and organises the signing of the Regulations on the Protection of Female Employees with female employees, to create a healthy working environment for female employees and guarantee their rights during pregnancy, maternity leave and breastfeeding leave. The Administrative Rules of Jiangsu Hengxin Technology Co., Ltd. on Attendance clearly defines the relevant leave, benefits and welfare as well as reasonable arrangement regarding job positions for pregnant female employees or those who have a miscarriage. For those who are in need of recuperation during their pregnancy or cannot return to their normal work after their pregnancy leave due to personal reasons, the application for the termination of labour contract can be sought. In addition, the Group signs the Regulations on the Protection of Female Employees with female employees, and make reasonable arrangements in relation to the job duties and working hours of female employees based on their physical conditions and their rights entitled under the Labour Contract Law of the People's Republic of China.

B2. 健康與安全 Health and Safety

本集團高度重視員工的健康與安全，致力為員工提供健康、安全和舒適的工作環境。本集團努力消除潛在工作場所健康及安全危害，並做好各環節的安全管理工作，以保障員工在工作期間的人身安全及健康。

The Group attaches great importance to the health and safety of employees and is committed to providing employees with a healthy, safe and comfortable working environment. The Group strives to eliminate potential hazards in workplace, and strengthen management in all aspects to ensure the safety and health of employees during work.

於報告期間，本集團並不知悉任何嚴重違反健康與安全相關法例與法規而對本集團造成重大影響的情況，包括但不限於《中華人民共和國勞動法》、《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》及《中華人民共和國消防法》。

During the Reporting Period, the Group was not aware of any serious violations of laws and regulations related to health and safety that had a significant impact on the Group, including but not limited to the Labour Law of the People's Republic of China, the Work Safety Law of the People's Republic of China, and the Occupational Disease Prevention Law of the People's Republic of China and the Fire Protection Law of the People's Republic of China.

於過去三年包括報告期間，本集團並無任何因工亡故的意外事件的記錄。於報告期間，本集團亦無發生任何嚴重肢體受傷的意外事件，故沒有因工傷損失工作日數的記錄，亦無因該等事件而需向本集團的僱員支付索償或補償。

During the past three years including the Reporting Period, the Group has not recorded any accidental incidents of work-related death. During the Reporting Period, the Group also did not have any accidental incidents of serious bodily injury, so there was no record of lost working days due to work-related injuries, and no claims or compensation had to be paid to the employees of the Group due to such incidents.

員工健康與安全

Employee Health and Safety

本集團致力為全體員工提供健康安全的工作環境，並嚴格遵守《中華人民共和國安全生產法》及其他有關法規，制定安全生產措施，防止生產事故發生。本集團主要營運附屬公司江

蘇亨鑫取得 ISO 45001 職業衛生安全管理體系認證，每年由具備資質的第三方職業健康鑒定中心對車間進行檢測，確保員工健康安全。本集團對於新入職員工均統一安排崗前體檢，每年亦會為在職員工提供職業健康體檢與福利體檢。對於車間管理人員，本集團會提供醫療急救專門培訓，並在每個車間配置醫藥箱。對於特殊作業人員，本集團會要求他們到指定的培訓機構進行培訓，培訓合格後方可持證上崗。

The Group is committed to providing a healthy and safe working environment for all employees, and it strictly observes the Production Safety Law of the People's Republic of China and other related regulations, formulate safety production measures and prevent any accidents from occurring. Jiangsu Hengxin, a major operating subsidiary of the Group, passed the ISO 45001 occupational health and safety system, and a third-party occupational health verification centre inspects the workshops annually to ensure the safety and health of employees. Meanwhile, the Group arranges pre-employment physical checkups for new employees, and arranges occupational health checkups and welfare-based physical checkups for incumbent employees each year. In addition, managers of workshops are also trained to handle medical emergencies and each workshop is equipped with a medical kit. Employees engaged in special operations are required to receive training at the designated training institutions and can only engage in the operations after obtaining the qualification certificate.

本集團在廠區內全面宣傳安全文化，每月召開安全會議，並每月開展安全隱患檢查與整改活動。在全公司開展「安康杯」安全競賽活動，在活動連續舉行安全宣誓與簽名、安全警言的徵集與表彰、交通安全宣傳與教育、消防演習與演練等系列活動。

The Group has promoted a factory-wide safety culture and the Company convenes monthly safety meetings and conducted monthly inspections of safety hazards, followed by regular maintenance. A competition named "Health and Safety Cup" was organised for promoting workplace safety at all levels within the Company. During the competition, the Group conducted a series of activities such as safety pledge and signature campaign, collection and appreciation of adages on safety, promotion of and education on road traffic safety as well as fire drills and practices.

此外，本集團關懷員工並重視員工的精神健康，鼓勵僱員在工作與生活之間取得平衡，並透過舉行社交活動增強團隊的凝聚力，緩解工作壓力，營造良好的工作氛圍。此外，本集團亦有向員工提供生活健康與安全資訊，以加強員工自身的健康意識。

In addition, the Group cares for employees and attaches great importance to their mental health, encourages employees to achieve a balance between work and life, and organizes social activities to enhance team cohesion, relieve work pressure and create a good working atmosphere. In addition, the Group also provides life health and safety information to employees to enhance their own health awareness.

應對新型冠狀病毒疫情

Response to the COVID-19 Epidemic

於報告期間，新冠肺炎在全球爆發，令大眾健康受到嚴重威脅。本集團極其重視新冠肺炎對其僱員以及客戶帶來的潛在健康及安全影響。為減少交叉感染的風險和確保本集團全體員工生命安全及身體健康，在疫情出現之初，已對疫情形勢緊密監控，並迅速成立了公司疫情防控管理小組負責規範防疫管控等相關管理，從而確保疫情防範安全有序。與此同時，本集團發出了「疫情防控工作通知」及下達多項通知，並制定了一系列應急預案與政策，如內部防疫管理、進出接待防疫管理、外出防疫管理等。本集團也於上述通知內為員工返程、節後安保、節後復工等方面進行了詳細部署和安排。

During the Reporting Period, the COVID-19 broke out globally, posing a serious threat to public health. The Group attaches great importance to the potential health and safety impact of the COVID-19 epidemic on its employees and customers. In order to minimize the risk of cross-infection and ensure the safety and health of all employees of the Group, at the beginning of the epidemic, the Group has closely monitored the epidemic situation, and the Company's epidemic prevention and control management team has been quickly established to regulate fatigue prevention and control, so as to ensure the Company's epidemic prevention is safe and orderly. At the same time, the Group issued the "Notice on Epidemic Prevention and Control Work" and a number of notifications, and formulated a series of emergency plans and policies, such as internal epidemic prevention management, in and out reception management, and outbound epidemic

prevention management. The Group also made detailed arrangements for employees' return trips, post-holiday security, and post-holiday work resumption in the aforementioned notices.

B3. 發展與培訓 Development and Training

本集團著眼於實現培養、選拔和使用人才的良性氛圍，為每位員工開闢適合其自身發展和能力的職業成長通道，透過建立導師制培訓計劃，實施後備梯隊人員動態管理，促進本集團人力資源持續發展。近年來，本集團每年均有員工被評為市級勞動模範和「三八」紅旗手。The Group aims to introduce a healthy atmosphere of cultivating, selecting and utilizing talents, and tailors a career development path to the personal growth and abilities of each employee. To promote sustainable human resources development, the Group has created a mentoring program and implemented dynamic management for reserve talents. In recent years, the Group's employees were elected as Municipal Model Workers and "March 8th" Red-banner Pacesetters annually.

員工發展與培訓

Employee Development and Training

本集團為確保僱員與時並進、持續進步，建立了「內部培訓師」制度，並制定了《關於外派培訓人員實施對內培訓工作的通知》，從而實現學習制度的規範化，為規範培訓管理、鼓勵員工成長，及於實現知識共用等方面打牢基礎。與此同時，本集團積極開展操作技能培訓、專題培訓、拓展訓練等形式多樣的活動，以活動學技能，促進員工整體素質的提高，同時增強本集團企業綜合競爭能力。

In order to ensure that employees keep abreast of the times and continue to make progress, the Group has also implemented an "Internal Trainer" system and formulated the Notice on External and Internal Training Arrangement, to standardise the learning system and lay a solid foundation for standardizing training management, encouraging employee development and achieving knowledge transparency. Meanwhile, the Group actively organizes a variety of activities including operational skills training, special training, and outreach training, in order to enrich the skills of its employees, as well as to boost the competence and strengthen the competitiveness of the Group.

本集團的人員分為六大系列，分別為管理、市場、專業、技術、作業及事務，其中管理系列為副主任及以上管理人員，市場人員系列為國內外從事銷售的業務人員，專業系列為人力資源、行政管理、企劃管理、商務管理、供應管理、生產支援、崗位元資訊、財務管理等，技術系列為技術工藝、生產工藝、技術研發、質量工程、機械工程、電氣工程等技術人員，作業人員系列為生產一線人員，事務人員系列為後勤服務人員與本公司駕駛班人員。

The Group's employees are divided into six categories (management, marketing, professional, technical, operations, and general affairs). The management category consists of managers at the deputy director level and above, and the marketing category includes employees engaged in sales locally and overseas; the professional category is composed of employees from human resources, administrative management, planning management, business management, supply management, production support, job information, and financial management etc., and the technical category covers technical engineers engaging in technical process, production technology, technology research and development, quality engineering, mechanical engineering, and electrical engineering, etc.; the operations category consists of frontline production workers, and the general affairs category includes logistics staff and drivers of the Company.

本集團側重跨系列的人才培養，重點關注符合本集團未來發展的「四支隊伍」建設（即技術、後備、儲備、海外隊伍），通過《江蘇亨鑫科技有限公司人才培養與開發體系指導意見》與「四支隊伍」培養方案，以輪崗培養崗位實踐為主，職務代理為輔的培訓模式，建立多元化人才培養模式。為適應並配合快速發展的需要，本集團制定了「內部講師管理辦法」，以確保講師與本集團的經營理念達到一致，並訂立了一系列完善的選拔標準以及評分制度，明確為課程種類及工作職責進行分類，從而從各方面推動與支持員工因應本集團的需要而獲得全面及有效的培訓。與此同時，本集團亦為講師制定了「內部講師考核與晉級」以及「內部講師福利」機制，從而確保講師的水準以及積極性能持續進步，與本集團的目標與理念相呼應。

The Group pays attention to talent cultivation through cross-specialisation and focus on the development of "Four Teams" (technical, backup, reserve, and overseas talent teams) that are aligned to the future development of the Group. In order to build a diversified talent pool, the Group has developed the Guiding Opinions of Jiangsu Hengxin Technology Co., Ltd. on Talent Cultivation and Development and cultivation programs for the "Four Teams", and implement a training system with a focus on job rotation supplemented by agency in duty. In order to adapt and meet the needs of rapid development, the Group has formulated the "Internal Lecturer Management Measures" to ensure that the lecturers are consistent with the Group's business philosophy, and a series of complete selection criteria and scoring systems have been established to specify the types of courses and work. Responsibilities are classified to promote and support employees to obtain comprehensive and effective training in response to the needs of the Group from all aspects. At the same time, the Group also formulated the "Internal Lecturer Assessment and Promotion" and "Internal Lecturer Welfare" mechanisms for lecturers to ensure the continuous improvement of the level and positive performance of lecturers, in line with the Group's goals and philosophy.

於培訓課程方面，本集團為僱員安排專業培訓及發展計劃包括金融服務專業知識、資訊科技專業知識、客戶服務或產品知識培訓、相關法規講座及指引、反貪污專業培訓，以及其他相關培訓課程。本集團亦十分鼓勵董事及高級管理層參加有關聯交所上市規則及企業管治的培訓，藉此持續提升內部監控及企業管治水平，同時亦鼓勵會計及本集團秘書人員等定期更新相關的專業知識。於報告期間，本集團受訓僱員百分比⁹達約 88.27%（二零二零年：100%）。僱員參加了約合共約 29,681.00 小時（二零二零年：約 20,100.00 小時）的培訓，而每名僱員的平均受訓時數¹⁰為約 30.82 小時（二零二零年：約 26.69 小時）。

In terms of training courses, the Group arranges professional training and development plans for employees including financial services expertise, IT expertise, customer service or product information training, lectures and guidelines on relevant regulations, anti-corruption professional training, and other related training courses. The Group also strongly encourages directors and senior management to participate in trainings related to the listing rules and corporate governance of the Stock Exchange, so as to continuously improve the level of internal control and corporate governance. In addition, the Group also encourages accountants and the Group's secretarial staff to regularly update relevant professional knowledge. During the Reporting Period, the percentage⁹ of the Group's trained employees reached approximately 88.27% (2020: 100%). Employees participated in a total of approximately 29,681.00 hours of training (2020: approximately 20,100.00 hours) and the average training hours¹⁰ per employee was approximately 30.82 hours (2020: approximately 26.69 hours).

於報告期間，按性別及僱員類別劃分的受訓僱員百分比、受訓僱員細分及平均受訓時數如下：

During the Reporting Period, the percentage of trained employees, the breakdown of trained employees, and average training hours by gender and employee category are as follows:

類別 Category	受訓僱員百分比 ¹¹ Percentage of trained employees ¹¹	受訓僱員細分 ¹² Breakdown of trained employees ¹²	平均受訓時數 ¹³ Average training hours ¹³
以性別劃分 By gender			
男性 Male	68.15%	61.18%	23.81
女性 Female	100.00%	38.82%	57.58
以僱員類別劃分 By Employee Category			
高級管理層 Senior Management	100.00%	1.88%	34.69
中級管理層 Mid-level Management	100.00%	1.76%	33.87

基層人員 Junior Level	100.00%	0.71%	33.33
專業技術 Professional and Technical	86.05%	34.12%	28.37
行銷員工 Marketing	85.71%	14.12%	30.00
生產員工 Production	90.05%	44.71%	22.24
其他員工 Others	85.19%	2.70%	28.00

備註：

Remark(s):

9. 受訓僱員百分比按照報告期間總受訓僱員人數（包括已離職僱員），除以報告期間末的僱員人數及已離職僱員人數總和計算。

The percentage of trained employees is calculated by dividing the total number of employees trained (including the employees who have left) during the Reporting Period by the total number of employees at the end of the Reporting Period and the employees who have left.

10. 每名僱員平均受訓時數按照報告期間的總受訓時數（包括已離職僱員），除以報告期間末的僱員人數及已離職僱員人數總和計算。

Average training hours per employee is calculated by dividing the total number of training hours (including the employees who have left) during the Reporting Period by the total number of employees at the end of the Reporting Period and the employees who have left.

11. 按類別劃分的受訓僱員百分比按照報告期間特定類別受訓僱員人數（包括已離職僱員），除以報告期間末的特定類別僱員人數及已離職的特定類別僱員人數總和計算。

The percentage of trained employees by category is calculated by dividing the number of employees in the specific category (including the employees who have left) during the Reporting Period divided by the total number of employees in the specific category at the end of the Reporting Period and the employees who have left in the specific category.

12. 按類別劃分的受訓僱員細分按照報告期間特定類別受訓僱員人數，除以報告期間總受訓僱員人數。

The percentage of trained employees by category is the number of employees trained for a specific category during the reporting period divided by the total number of employees trained during the Reporting Period.

13. 按類別劃分的平均受訓時數按照報告期間特定類別僱員的受訓時數（包括已離職僱員），除以報告期間末的特定類別僱員人數及已離職的特定類別僱員人數總和計算。

Average training hours by category is calculated by dividing the number of training hours for a specific category of employees (including the employees who have left) during the Reporting Period by the number of employees for the specific category at the end of the Reporting Period and the employees who have left in the specific category.

B4. 勞工準則 Labour Standards

預防童工及強制勞工

Prevent Child Labour and Forced Labour

本集團嚴禁僱用任何童工及強制勞工。根據《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《江蘇省集體合同條例》及《企業女職工特殊保護專項集體合同》的規定，本集團的招工條件錄用基本標準為 18 週歲及以上。同時，在《江蘇亨鑫科技有限公司招聘管理辦法》中，本集團明確規定禁止僱用未滿 18 週歲者。本集團招聘管道的招聘資訊發佈中，亦明確標注最低年齡的要求。在面試和錄用手續辦理中，本集團會將以上要求告知候選人，並在國家法律、法規的許可範圍內核對候選人的身份資訊。

The Group strictly prohibits any child labour and forced labour. According to provisions of the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Regulations of Jiangsu Province on Collective Contracts and the Special Collective Contract for the Protection of Enterprise Female Employees, the Group only hires employees aged 18 full years and above.

The Administrative Rules of Jiangsu Hengxin Technology Co., Ltd. on Recruitment also expressly prohibit the employment of those under 18. This minimum age requirement is specified in the recruitment information of the Group published on all recruitment channels. The Group also informs the candidates of this requirement during interviews and employment procedures, and double check the identity information of the candidates within the scope as permitted by national laws and regulations.

此外，《江蘇亨鑫科技有限公司考勤管理辦法》中規定本集團的各部門必須嚴格控制及審批加班情況。為提高工作效率及充分利用正常工作時間，倘有工作任務須加班時，要事先辦理審批手續。同時，本集團亦設立工會組織，員工可對自身權益進行平等協商和監督，以避免相關強制勞工情況的出現。

In addition, the Administrative Rules of Jiangsu Hengxin Technology Co., Ltd. on Attendance prescribes that all departments of the Company shall exercise strict control and review overtime hours. To improve the work efficiency and fully utilise normal working hours, in the event that overtime is unavoidable due to task demands, an overtime application must be submitted and approved in advance. Meanwhile, the Group has set up a trade union where employees can negotiate and monitor their rights on equal footing, so as to prevent any circumstances of forced labour from happening.

於報告期間，本集團並不知悉任何嚴重違反童工及強制勞工相關法例與法規而對本集團造成重大影響的情況，包括但不限於《中華人民共和國勞動法》及《中華人民共和國勞動合同法》。

During the Reporting Period, the Group was not aware of any serious violations of laws and regulations related to child labour and forced labour that had a significant impact on the Group, including but not limited to the Labour Law of the People's Republic of China and the Labour Contract Law of the People's Republic of China.

B5. 供應鏈管理 Supply Chain Management

本集團高度重視供應鏈中潛在環境和社會風險的管理。因此，本集團建立了嚴格而規範的採購政策體系及供應商的甄選流程，從而更有效地加強監管供應鏈及採購流程。並鼓勵供應商使用低碳及具能源效益的產品和物料，促進其可持續發展。於報告期間，本集團的供應商共有 132 家，全部位於中國。

The Group attaches great importance to the management of potential environmental and social risks in the supply chain. Therefore, the Group has established a strict and standardised procurement policy system and supplier selection process to more effectively strengthen the supervision of the supply chain and procurement process. The Group encourages suppliers to use low-carbon and energy-efficient products and materials to promote their sustainable development. During the Reporting Period, the Group had a total of 132 suppliers, all of which were located in China.

供應商質量審查

Supplier Quality Review

本集團通過投標程序甄選供應商，並根據多項因素進行甄選，如保持產品質量穩定的能力、定價、準時交付、財務狀況以及服務水準等。本集團亦採用供應商准入標準選擇供應商，供應商進行認證的評估項目包括其資信背景、是否持有相關執照或許可證、產能、設備和產品質量等。本集團會對滿足相關要求的供應商進行現場考察，並經過樣品驗證合格後，方可納入為合格供應商。此外，供應商需保證其所提供的產品及零件（包括半成品、成品、原材料、附屬產品和包裝類等）均符合《歐盟危害性物質限制指令（“RoHS”）2011/65/EU 附錄 II 的修正指令(EU)2015/863》的限值要求。所有供應商均根據上述慣例受聘及進行評估。

The Group selects suppliers through a bidding process based on a number of factors, such as the ability to maintain a stable quality of products, pricing, on-time delivery, financial conditions, and service levels, etc. The Group has identified a set of supplier selection criteria to select suppliers. The supplier certification and assessment include their credit background, the relevant certificates or permits that they possess, production capacity, equipment and product quality, etc. The Group conducts on-site inspections over the suppliers that meet the relevant requirements, and test their samples. Only suppliers that pass all these procedures are enlisted as qualified suppliers of the Group. In addition, suppliers need to ensure that the

products and parts (including semi-finished products, finished products, raw materials, ancillary products and packaging, etc.) they provide are in compliance with the "EU Restriction of Hazardous Substances Directive ("RoHS") 2011/65/EU Annex II Amends the limit requirements of Directive (EU) 2015/863". All of the suppliers were engaged and evaluated under the aforementioned practices.

針對主要大宗材料採購，本集團會不定期組織招標工作，整體招標佔比達到 99%左右。本集團各相關部門領導和總經理組成招標小組，對合格供應商的投標文件進行綜合評估後最終確定中標人。招標小組會考慮多種因素，包括投標價格和產品質量等。對過往曾合作的供應商，評估內容將包括交貨及時率和服務水準等相關因素。本集團會按季度、半年度、年度根據不同物料種類給供應商做出公平、公正的評估，其中績效評估亦會作下次招標評估目標的重要依據。本集團每年還會根據實際情況選擇性的對主要供應商進行實地廠驗和覆核，對供貨的原材料及現場管控進行檢查和驗證。

For the procurement of major bulk materials, the Group invites bidding from time to time, with the proportion of the procurement through bidding accounting for approximately 99% in total procurement. The Group sets up a bid invitation team consisting of heads of the related departments and the General Manager, which will comprehensively evaluate the proposals of suppliers and determine the successful bidders by considering a variety of factors, including bidding price and product quality, etc. For suppliers that have worked with the Group in the past, the timeliness of their delivery, the level of services and other factors are also taken into consideration. The Group assesses its suppliers fairly and justly by material categories quarterly, half-yearly or yearly, and the performance assessment results serve as an important basis for subsequent bid invitation and bid evaluation. In addition, the Group selects certain major suppliers by inspecting and auditing their factories based on actual conditions each year, for the purposes of checking and verifying the supply of raw materials and their on-site management and control.

供應商環境及社會風險審查

Supplier Environmental and Social Risk Review

本集團一直致力確保供應商能達到環境及社會風險控制方面的要求，並嚴格遵從國家法律法規。本集團的重要供應商均需遵照客戶的要求進行標準作業，如環境和職業健康安全方面。因此本集團也要求各供應商承擔企業社會責任、遵守勞動法等各類法規，在本集團進行供應商招標活動中所有供應商均需簽署及妥協《供貨商社會責任倡議書》、《供應商環保條約》、《不使用衝突礦產協議》、《反恐承諾書》、《商業夥伴貿易安全補充協議書》、《商業夥伴遵守 C-TPAT 貿易安全政策聲明/協定》及《守法合規承諾書》，以保證供應商環境及社會相關的企業政策與本集團政策方向一致。

The Group has been committed to ensuring that suppliers meet the environmental and social risk control requirements and strictly abide by national laws and regulations. All major suppliers are required to carry out standardized operations in accordance with the requirements of its customers, such as environmental, occupational health and safety and other aspects. Therefore, the Group also requires its suppliers to undertake their Corporate Social Responsibility and comply with labour laws and other relevant laws and regulations. During bid invitations, the Group requires suppliers to sign the Supplier Social Responsibility Proposal, Supplier Environmental Protection Treaty, Non-Use Conflict Minerals Agreement, Anti-Terrorism Commitment, Business Partner Trade Safety Supplementary Agreement, Business Partners Comply with C-TPAT Trade Safety Policy Statement/Agreement and Compliance Commitment, to ensure that the relevant corporate policies of the suppliers align with the policies of the Group.

同時，本集團亦制定了《亨鑫科技業務風險管控制度》以規範公司的銷售及採購業務行為，從而防範與控制業務風險，措施包括但不限於向供應商索要資料、與其進行業務交流以及在供應商的經營現場考察等。本集團會整合所得資料形成書面「客戶人員業務交流報告」以及「客戶經營現場考驗報告」，並就情況擬定「採購 A 級客戶名單」以提交資信評估機構認定，從而大大降低供應鏈中的社會和環境風險。

The Group also has formulated the Hengxin Technology Business Risk Management Control System to regulate the Company's sales and procurement business activities, thereby preventing and controlling business risks. Measures include but are not limited to requesting information from suppliers, conducting business exchanges with them, and on-site inspection of the supplier's operations, etc. The Group integrates

the information obtained to form a written "Customer Personnel Business Communication Report" and "Customer Operation Site Inspection Report", and draw up a "List of Procurement Class A Customers" based on the situation to submit to the credit evaluation agency for certification, thereby greatly reducing social and environmental risks in the supply chain.

本集團重視所購買貨品及服務對環境造成的影響。在可行的情況下，本集團將採購更環保的產品或服務，以盡量減低對環境及人類健康帶來的負面影響，同時保護自然資源。為鼓勵供應商在營運中追求可持續發展，本集團亦與供應商保持密切溝通，分享有關質量安全以及良好僱傭和環境實踐的最新知識，本集團亦就如何於整個供應鏈中實施環保措施提供必要的指導。

The Group attaches importance to the environmental impacts of the purchased goods and services. More environmentally friendly products or services should be procured by the Group when it is feasible, to minimize negative impacts to the environment and human health, and conserve natural resources. To encourage suppliers to pursue sustainable development in their operations, the Group maintains close communication with suppliers and shares the latest knowledge about quality and safety, good employment and environmental practices.

本集團一直以來與各供應商維持穩定關係，就獲得充足原材料滿足生產需要方面，從未遇到任何重大問題，亦沒有倚賴特定供應商為其提供原材料。

The Group maintains a stable relationship with its suppliers, and has never encountered any significant problems with regard to the supply of raw materials to meet its production needs, and does not rely on any specific supplier to provide raw materials.

B6. 產品責任 Product Responsibility

本集團一直以來重視產品質素及服務質量，並視之為其營運原則，因此本集團堅持精益求精的產品質量，並積極透過內部監控及保持與顧客的溝通，來確保能為所有客戶生產及提供優質及安全的產品。

Emphasizing product quality and service quality has always been the operating principle of the Group. Therefore, the Group has always adhered to product quality excellence, and actively through internal control and maintaining communication with customers to ensure to produce and provide high-quality and safe products for all customers.

於報告期間，本集團並不知悉任何違反與產品及服務相關的健康與安全、廣告、標籤及私隱事宜以及補救方法有關的法例及法規而對本集團造成重大影響的情況，包括但不限於《中華人民共和國產品品質法》、《中華人民共和國廣告法》、《中華人民共和國商標法》、《中華人民共和國專利法》、《中華人民共和國著作權法》、《中華人民共和國反不正當競爭法》、《中華人民共和國消費者權益保護法》及《中華人民共和國技術合同法》。

During the Reporting Period, the Group was not aware of any violations of laws and regulations related to products and services related to health and safety, advertising, labeling and privacy matters, and remedies that had a significant impact on the Group, including but not limited to the Product Quality Law of the People's Republic of China, the Advertising Law of the People's Republic of China, the Trademark Law of the People's Republic of China, the Patent Law of the People's Republic of China, the Copyright Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, the Consumer Rights Protection Law of the People's Republic of China and the Technology Contract Law of the People's Republic of China.

產品安全

Product Safety

為提升生產效率，將產品品質問題降至最低，本集團積極投資採購新型先進製造設備，為生產物資和產品的檢測提供可靠的設備支撐。本集團所使用的材料均符合有害物質限制指令要求，該要求限制在電子和電器設備中使用某些有害物質。本集團亦要求原材料供應商提供相應的證明檔並進行定期審核。

In order to improve production efficiency and minimize product quality problems, the Group actively invests in the procurement of new advanced manufacturing equipment to provide reliable equipment support for the inspection of production materials and products. All materials meet the requirements under the Restriction of Hazardous Substances Directive, which limit the use of certain hazardous substances in electronic and electrical devices. The Group also requires its raw material suppliers to provide appropriate supporting documents and conduct regular reviews.

本集團於各生產工序採用標準化的品質管制系統，包括生產工序、製成品檢查和服務。本集團亦設有專業的品質管制團隊，負責品質管制和控制工作，確保出廠產品品質達到各項標準。除此之外，本集團要求庫存倉庫做好必要的防塵、防潮、防火和防爆等防護工作，以保證物資的品質和產品的存儲安全。本集團主要營運附屬公司江蘇亨鑫已取得 ISO 9001 質量管理體系認證。本集團亦制定了《退換貨品管理制度》、《不合格品控制程序》及《產品召回控制程序》，對產品的回收處理過程進行管控。於報告期間，本集團並未接獲任何已售或已運送產品中因安全與健康理由而須回收的個案。

The Group adopts a standardized quality control system in each production process, including production process, finished product inspection and service. The Group also has a professional quality control team responsible for quality control work to ensure that the quality of the products meets various standards. In addition, the Group also requires the inventory warehouse to do the necessary dust-proof, moisture-proof, fire-proof and explosion-proof protection to ensure the quality and safety of materials and products. Jiangsu Hengxin, the principal operating subsidiary of the Group, has obtained ISO 9001 quality management system certification. The Group has also formulated the Returned Goods Management System, Substandard Product Control Procedures and Product Recall Control Procedures to control the product recycling process. During the Reporting Period, the Group did not receive any cases of sold or shipped products requiring recall due to safety and health reasons.

客戶服務

Customer Service

本集團客戶服務的基本準則是追求最大的客戶滿意度。本集團通過標準化的服務品質、人性化的服務過程以及規範化的服務管理為消費者和客戶帶來優質而溫馨的服務體驗。本集團建立工程服務部門，專職處理客戶反映的各類問題，建立 24 小時響應機制，對發生的問題提交報告並接續解決客戶的問題。當本集團某批次產品不合格且已經不在本集團可控範圍時（如產品已經交付或物權已轉移等），將立刻啟動召回程序。

The pursuit of maximum customer satisfaction is the basic criterion of the Group's customer service. The Group provides consumers and customers with a high-quality and warm service experience through standardized service quality, humanized service process and standardized service management. The Group has established a project service department to deal with all kinds of issues reported by customers and responds to customer demands round the clock. A report will be submitted while the Group will continuously resolve the customer's problem. In the event that a batch of unqualified products of the Group is no longer within the control of the Group (such as when the product has been delivered or ownership has been transferred, etc.), it will initiate the recall process immediately.

市場拓展部的銷售經理均對所有需退換貨品作詳細紀錄，包括退貨原因、詳細的退換貨品名稱、規格、型號、售價、合同是否簽訂、訂單日期等，並到現場檢查確認。若有任何客戶相關原因則必須出示客戶的退貨要求證明文件。退換貨品經地區負責人審批後，便交由商務部財務組處理，並填妥退庫物品驗收單紀錄在案。退換貨其後運回公司質量部及技術部進行產品質量複檢及改進，只有返修合格的貨品才能重新投放市場，而本集團則會立即處理申請退換貨品客戶的個案，重新發貨，並確保該為合格貨品，待客戶收貨使用。

The sales managers of the market development department keep detailed records of all the recall products, including the reasons for the recall, recall products' detailed names, specifications, models, selling prices, whether the contract is signed, the order date, etc., and conduct onsite check and confirmation. Certificates of customers' recall must be shown if there is any customers' reason for the recall. After the recall products are approved by the region's person in charge, they will be handed over to the finance team of the business

department for processing, and the acceptance form of the recall products will be filled out for record. Then, the recall products will be sent to the quality department and technical department of the Company for re-inspection and repair. Only the products that have been repaired and qualified can be sold in the market again. The Group will immediately deal with the recall cases of customers, by re-delivering qualified products for the customers' receipt and use.

於報告期間，本集團共接獲 2 宗關於產品及服務的投訴，其中包括 0.5 公里的射頻同軸電纜印字不良及 10 根跳線於運輸過程導致包裝破損，為保障客戶權益及售後滿意度，本集團即時採取跟進行動，知悉情況後立刻回收產品，並分別擦字重印發貨及重新包裝發貨，待客戶收貨使用。故此，本集團於所有投訴個案均與客戶達成共識。

During the Reporting Period, the Group received a total of 2 complaints about products and services, including poor printing on the 0.5 km RF Coaxial Cables and 10 pieces of jumpers that were damaged during transportation. In order to protect the rights and interests of customers and after-sale satisfaction, the Group took immediate follow-up actions, recalled the products immediately after learning of the situation. The recalled products were reprinted and repackaged for delivery to customers. Therefore, the Group has reached a consensus with customers in all complaint cases.

客戶隱私保護

Customer Privacy Protection

本集團以實行高度安全及保密標準保護個人資料私隱，以嚴守有關資料私隱的監管規定，致力維護及保護個人資料。本集團訂有內部政策向資料當事人收集個人資料及處理該等資料。根據本集團的資料保護原則，本集團須遵照私隱政策聲明，讓客戶了解有關收集、存儲及使用個人資料之一般政策及做法。此外，向個別人士收集可供辨識個人身份之資料時須遵照收集個人資料聲明，需讓客戶知悉有關收集其特定個人資料之若干事宜。除非經客戶書面同意，本集團不會將個人資料用於推廣用途，或將個人資料提供予任何人士作該等用途。同時，本集團維持安全措施，防止個人資料遭未經授權使用。

The Group implements a high level of security and confidentiality standards to protect the privacy of personal data, and strictly abides by the regulations on data privacy, and is committed to safeguarding and protecting personal data. The Group has an internal policy on the collection of personal data from data subjects and the processing of such data. In accordance with the Group's data protection principles, the Group is required to comply with the Privacy Policy Statement to inform customers of the general policies and practices regarding the collection, storage and use of personal data. In addition, the Group must comply with the Personal Data Collection Statement when collecting personally identifiable information from individuals, so that customers can be aware of certain matters related to the collection of their specific personal data. Unless with the written consent of the customer, the Group will not use personal data for promotional purposes or provide personal data to third parties for such purposes. At the same time, the Group maintains security measures to prevent unauthorized use of personal data.

知識產權

Intellectual Property Rights

本集團非常重視知識產權，故積極申請專利，切實做好知識產權的保護工作。為推動創新，本集團根據創新程度和其對本集團所作的貢獻，制定對各類創新及專利進行獎勵的制度，並頒發各類獎項。於報告期間，本集團在射頻類產品方面共獲得發明授權 11 個。在無線類產品方面共申報發明專利 14 個，開發新產品 36 個。

The Group attaches great importance to intellectual property rights, so the Group actively applies for patents and protects its intellectual property rights. To drive innovation, the Group has established a reward system for various types of innovations and patents based on their degree of novelty and their contribution to the Group, and reward their creators accordingly. During the Reporting Period, a total of 11 authorized inventions were secured in terms of radio frequency products, a total of 14 invention patents were filed and 36 new products were developed in terms of wireless products.

本集團已通過知識產權管理標準化示範合格單位認證，執行 GB/T 29490-2013《企業知識產權管理規範》要求，積極推進企業知識產權管理工作。在本集團的產品廣告、標籤及私隱事宜

上，設定了知識產權管理專職機構，配備具有相應知識、技能和經驗的專職人員，建立健全知識產權管理工作制度運行機制，建立系統化、規範化、常規化的知識產權管理體系，並按照《江蘇省企業知識產權管理規範》的各項規範性要求，定期組織開展知識產權教育和培訓，確保知識產權管理的進一步規範並在更大範圍內推廣、加速知識產權轉化為生產力，提高本集團產業核心競爭力。

The Group has been certified as an intellectual property management demonstration unit, and has also enforced the GB/T 29490-2013 Enterprise Intellectual Property Management to actively promote intellectual property works of the Group. The Group has set up an intellectual property management unit consisting of specific employees with relevant knowledge, skills and experience to deal with matters in relation to product advertising, labeling and privacy of the Group. In addition, the Group has also established a sound working mechanism and a systematic, standardised, and normalised system for intellectual property management, and regularly organise and develop intellectual property education and training in accordance with the regulatory requirements of the Regulations of Jiangsu Province on Enterprise Intellectual Property Management to ensure further supervision of intellectual property management and apply them widely, so as to accelerate the conversion of intellectual property rights into productivity and improve the core competitiveness of the Group.

廣告及標籤

Advertising and Labeling

本集團制定了《品牌建設、市場策劃及對外宣傳目標管理辦法》及《動態資訊報送管理辦法》作為企業宣傳政策，通過與專業廣告媒體及新媒體的合作，擴大企業宣傳範圍，加強宣傳力度，不斷提升本集團品牌的整體形像，擴大在行業、國內外市場及社會領域的知名度和影響力。

The Group promulgated the Administrative Rules of Branding, Market Planning and External Publicity Targets and the Administrative Rules of Dynamic Information Reporting as its promotional policies. By cooperating with professional advertising media and new media, the Group has expanded promotional scope and strengthened its promotional efforts, to constantly enhance its overall brand image and boost its presence and reach in the industry, domestic and overseas markets as well as in the society.

本集團嚴格遵守《中華人民共和國廣告法》、《中華人民共和國商標法》等相關法律及法規。本集團有關的所有產品和業務資訊在對外公開前均須進行嚴格審查，杜絕任何在宣傳、推廣及展覽過程中使用虛假資訊誤導客戶的行為。

The Group strictly abides by the Advertising Law of the People's Republic of China, the Trademark Law of the People's Republic of China and other relevant laws and regulations. All product and business information related to the Group must be strictly reviewed before released to the public to prevent any use of false information to mislead customers in the process of publicity, promotion and exhibition.

B7. 反貪污 Anti-corruption

本集團了解穩健的企業管治對可持續發展至關重要，本集團極為著重反腐倡廉的工作及制度建設，致力於營造公平、公開、公正和規範高效的內部管理氛圍，要求員工特別是管理層將誠實守信、廉潔從業作為最基本的行為準則。

Sound corporate governance is essential to the sustainable development of the Group. Therefore, the Group attaches great importance to anti-corruption and honesty and system construction. At the same time, the Group is committed to creating a fair, open, just, standardised and efficient internal management atmosphere, and requires employees, especially the management, to regard honesty, trustworthiness, and integrity as the most basic code of conduct.

於報告期間，本集團並不知悉任何嚴重違反賄賂、勒索、欺詐及洗錢的相關法例及法規而對本集團造成重大影響的情況，包括但不限於《中華人民共和國刑法》、《中華人民共和國反洗錢法》、《中華人民共和國公司法》及《中華人民共和國反不正當競爭法》。於報告期間，並無針對本集團及其僱員提出的已審結貪污訴訟案件。

During the Reporting Period, the Group was not aware of any serious violations of laws and regulations related to bribery, extortion, fraud and money laundering that had a significant impact on the Group, including but not limited to the Criminal Law of the People's Republic of China and the Anti-Money Laundering of the People's Republic of China Law, the Company Law of the People's Republic of China and the Anti-Unfair Competition Law of the People's Republic of China. During the Reporting Period, there was no concluded legal case regarding corrupt practices brought against the Group or its employees.

反洗黑錢及反恐融資

Anti-Money Laundering and Counter-Terrorism Financing

本集團已制定《江蘇亨鑫科技有限公司誠信信用風險管理制度》，加強對員工、供應商和客戶的誠信信用風險管控，規避和減少因員工、供應商或客戶失信行為而導致對本集團造成損失的風險，有序進行誠信信用風險資訊的審查、核實、使用和管理，防範遭受來自本集團外部的誠信信用風險損害。本集團嚴禁於業務營運中任何賄賂或其他不恰當付出金錢的行徑。有關規定適用於所有業務活動，無論牽涉的人士是政府官員或來自商界，該等付款不應與直接有關本集團業務經營的贈禮、酬謝及其他合法活動的合理和有限度支出混淆。同時，本集團根據《中華人民共和國反不正當競爭法》及相關法律法規制定了防止賄賂及反貪污政策，當中載列所有員工均須遵守的行為標準。利益相關人士可通過本集團設立的途徑，以保密形式向董事會舉報非法或潛在非法活動。

The Group has formulated the Rules of Jiangsu Hengxin Technology Co., Ltd. on Integrity Credit Risk Management to strengthen management and control over the integrity credit risks of employees, suppliers and customers, eliminate and mitigate risks of losses incurred by the Group due to the dishonest behaviour of employees, suppliers or customers, while auditing, verifying, using and managing the integrity credit risk information in an orderly manner. As a result, damages from external integrity credit risks can be prevented. The Group strictly prohibits any form of bribery or other improper payment of money in the course of business operations. These provisions are applicable to all business activities, regardless of whether the person involved is a government official or from the business community. However, such payments should not be confused with reasonable and limited expenditures for gifts, rewards and other legitimate activities directly related to the businesses of the Group. At the same time, the Group has developed anti-bribery and anti-corruption policies in accordance with the Anti-Unfair Competition Law of the People's Republic of China and other relevant laws and regulations, which set out the codes of conduct that must be complied with by all employees. Stakeholders may report illegal or potentially illegal activities to the Board through the relevant channels established by the Group in a confidential manner.

為了讓員工了解及防止任何形式的非法活動在日常營運中發生，以保障本集團的合規營運及信譽，本集團致力為董事及員工提供合規培訓，並鼓勵所有員工積極了解全球反洗錢及合規工作的最新動態及未來趨勢。於報告期間，本集團的董事和員工分別已接受了總計約 7 小時和約 126 小時關於反貪污、反洗黑錢及反恐融資相關法例、企業誠信管治及道德操守的反腐敗培訓。

In order to safeguard compliance operations and reputation, the Group enables employees to understand and prevent any form of illegal activities from occurring in daily operations. The Group is committed to providing compliance training for directors and employees, and encourages all employees to actively understand the latest developments and future trends in global anti-money laundering and compliance work. During the Reporting Period, the directors and employees of the Group have received a total of approximately 7 hours and approximately 126 hours of training on anti-corruption, anti-money laundering and a counter-terrorism financing related legislation, corporate integrity governance and ethics.

舉報機制

Whistleblowing Mechanism

本集團已制定《欺詐及舉報政策》，旨在設立並促進控制措施以協助發現並預防針對本集團的欺詐和其他違規行為。本集團詳細說明了明確可接觸的管道，可舉報詐騙、貪污、欺詐行為或其他類似事件，以及接獲投訴後調查程序。

The Group has formulated the Fraud and Reporting Policy, which aims to establish and promote control measures to assist in the detection and prevention of fraud and other violation. The Group explained in

detail the clearly accessible channels to report fraud, corruption, fraud or other similar incidents, as well as the investigation procedures after receiving a complaint.

舉報程序清楚列明於其政策內，僱員如要作出舉報，應以書面形式親身、郵寄或通過電子郵件報告予集團的公司秘書。倘若報告予行政人員的方法並不恰當，舉報人可直接向審計委員會（「審計委員會」）主席報告。在接到舉報後，行政人員應進行調查，並將此事提交管理層或審計委員會。審計委員會將在行政人員的協助下，保持本政策下所有舉報、採取行動和結果的記錄，並將該記錄報告給董事會。

The reporting procedures are clearly set out in its policy. Employees should report the wrongdoing in writing, in person, by mail or via email to the Company secretary of the group. If reporting to the administrative staff is inappropriate, the whistleblower can report directly to the chairman of the Audit Committee (the "AC"). After receiving the report, the administrator should investigate and submit the matter to the management or the AC. The AC will maintain records of all reports, actions taken and results under this policy with the assistance of administrative personnel, and report the records to the Board.

本集團擬保護舉報者免受保密及潛在報復行為等普遍困擾。因此，對於根據舉報機制提出善意指控的僱員，即使報告其後經證明無事實根據，本集團也不會採取紀律處分。董事會根據審計委員會的建議，對於維持、定期審查和更新本政策負有責任。根據審計委員會建議和董事會批准，落實本政策的修訂、修改和變更，並書面通知員工有關情況。

The Group intends to protect whistleblowers from general concerns such as confidentiality and potential retaliation. Therefore, for employees who file good faith accusations under the reporting mechanism, even if the report is later proved to be unfounded, the Group will not take disciplinary actions. The Board is responsible for maintaining, regularly reviewing and updating this policy based on the recommendations of the AC. According to the recommendations of the AC and the approval of the Board, implement the revision, modification and change of this policy, and notify employees of the relevant situation in writing.

審計委員會負責監督及定期檢查上述政策及獨立協力廠商提供的服務。該政策如其後作出任何修訂，則應由審計委員會進行檢查並經董事會批准。

The AC is responsible for supervising and regularly checking the above policies and the services provided by independent third parties. Any subsequent amendments to this policy should be reviewed by the AC and approved by the Board.

B8. 社區投資 Community Investment

本集團認為透過參與社會活動及貢獻社會回饋社會乃為展現企業公民身份的形式。因此，本集團時刻關注社會與弱勢群體的困難和需要，主動回報社會、奉獻社會，促進社會和諧。本集團積極與公益和慈善組織合作，組織以公益和慈善為目的社會活動，在履行社會責任的同時樹立良好公眾形象。多年來，本集團設立不同形式的獎勵和資助的計劃，如獎學金、助學金等，旨在鼓勵家庭貧困和品學兼優的學生成為各行業的專業人才。

The Group believes that giving back to society by participating in social activities and contributing to society is a form of demonstrating corporate citizenship. Therefore, the Group always pays attention to the difficulties and needs of the society and disadvantaged groups, actively repays and contributes to the society, and promotes social harmony. The Group actively cooperates with public welfare and charitable organizations, organizes social activities for the purpose of public welfare and charity, and establishes a good public image while fulfilling its social responsibilities. Over the years, the Group has established various types of awards and funding programs, such as scholarships, bursaries, etc., to encourage students from poor families and excellent academics to become professionals in various industries.

企業社會責任

Corporate Social Responsibility

本集團積極透過慈善捐贈、夥伴合作及動員員工參與，將社會責任始終融入本集團的整體發展，為社區帶來實質改變。本集團投入各類環境保護、捐資助學及義務獻血等公益活動。

The Group has always incorporated social responsibility into its overall development by actively participating in charitable donations, partnerships and mobilizing employees to involve in community

activities, so as to bring tangible changes to the community. The Group has participated in various public welfare activities such as environmental protection, education donation and voluntary blood donation.

於報告期間，本集團通過以下活動，繼續承擔回饋社會的使命：

During the Reporting Period, the Group continued to undertake the mission of returning to society through the following activities:

範圍 Type	舉辦月份 Month	活動內容 Activities
環境保護 Environmental Protection	三月 March	組織「3.5 學雷鋒義工活動」於青龍山公園環保行，累計義工服務時數約 60 小時。 The Group organized the "Learning from Lei Feng Volunteer and Environmental Protection Activities on 5 March" in Qinglongshan Park, and the accumulated volunteer service hours were approximately 60 hours.
	三月 March	本集團組織「3.12 植樹活動」，進行森林植樹行動，累計義工服務時數約 100 小時。 The Group organized the "Tree Planting Activity on 12 March" to carry out forest tree planting activities. The accumulated volunteer service hours were about 100 hours.
捐資助學 Education Donation	六月 June	本集團組織「6.1 社會媽媽關愛活動」，結對了 6 名女員工與 6 名貧困學生，共捐贈人民幣約 6,000 元，及累計義工服務時數約 40 小時。 The Group organized the "Social Mother Care Activity on 1st June", paired 6 female employees with 6 underprivileged students, donated a total of approximately RMB 6,000, and accumulated volunteer service hours of approximately 40 hours.
	八月 August	參與宜興市慈善總會舉辦的「慈善捐款活動」，共捐贈人民幣 50 萬元。 The Group participated in the "Charity Donation Activity" organized by Yixing Charity Federation, and donated a total of RMB500,000.
	九月 September	參與宜興市慈善總會舉辦的「慈善捐款活動」，慈善助學，共捐贈人民幣約 10 萬元。 The Group participated in the "Charity Donation Activity" organized by Yixing Charity Federation to provide charitable education and donated a total of approximately RMB 100,000.
	十一月 November	本集團組織「全員慈善捐贈活動」，全體員工共捐贈約 1,000 冊圖書，人民幣約 9,000 元。 The Group organized the "All-Staff Charitable Donation Activity", and all staff donated about 1,000 books, with a value of about RMB 9,000.
義務獻血 Voluntary Blood Donation	七月 July	本集團組織「無償獻血活動」，鼓勵員工進行自願獻血。 The Group organizes "Voluntary Blood Donation Activity" to encourage employees to donate blood voluntarily.

聯交所的《環境、社會及管治報告指引》內容索引表

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強制披露規定 Mandatory Disclosure Requirements	章節/聲明 Chapter/Statement
管治架構 Governance Structure	序言和環境、社會及管治方針 – 環境、社會及管治的管治架構 Preface and Environmental, Social, and Governance Approach - ESG Governance Structure
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層面、一般披露及 關鍵績效指標 Aspects, General Disclosures and KPIs	描述 Description	章節/聲明 Chapter/Statement
層面 A1：排放物 Aspect A1: Emissions		
一般披露 General Disclosure	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。 Relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	排放物 Emissions
關鍵績效指標 A1.1 KPI A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	排放物 – 廢氣排放、溫室氣體排放、廢水管理 Emissions - Exhaust Gases Emissions, GHG Emissions and Wastewater Management
關鍵績效指標 A1.2 KPI A1.2	直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Direct (Scope 1) and energy indirect (Scope 2) GHG emissions (in tonnes) and (if applicable) intensity (e.g., per unit of production, per facility).	排放物 – 溫室氣體排放 Emissions - GHG Emissions

關鍵績效指標 A1.3 KPI A1.3	所產生有害廢棄物總量（以噸計算）及密度。所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste produced (in tonnes) and intensity. Total hazardous waste produced (in tonnes) and intensity (if applicable, e.g., per unit of production, per facility).	排放物 – 廢棄物管理 Emissions - Waste Management
關鍵績效指標 A1.4 KPI A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total non-hazardous waste produced (in tonnes) and intensity (if applicable, e.g., per unit of production, per facility).	排放物 – 廢棄物管理 Emissions - Waste Management
關鍵績效指標 A1.5 KPI A1.5	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。 Description of emissions targets set and the steps taken to achieve them.	排放物 – 廢氣排放、溫室氣體排放、廢棄物管理 Emissions - Exhaust Gas Emissions, GHG Emissions, Waste Management
關鍵績效指標 A1.6 KPI A1.6	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。 Description of how hazardous and non-hazardous wastes are handled, and description of the waste reduction goals set and the steps taken to achieve them.	排放物 – 廢棄物管理 Emissions - Waste Management
層面 A2：資源使用 Aspect A2: Use of Resources		
一般披露 General Disclosure	有效使用資源（包括能源、水及其他原材料）的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	資源使用 Use of Resources
關鍵績效指標 A2.1 KPI A2.1	按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。 Total direct and/or indirect energy consumption (e.g., electricity, natural gas or gasoline) by type (in thousands of kWh) and intensity (e.g., per unit of production, per facility).	資源使用 – 能源管理 Use of Resources - Energy Management
關鍵績效指標 A2.2 KPI A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。 Water consumption in total and intensity (e.g., per unit of production, per facility).	資源使用 – 水資源管理 Use of Resources - Water Resources Management

關鍵績效指標 A2.3 KPI A2.3	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。 Description of energy use efficiency targets set and steps taken to achieve them.	資源使用 – 能源管理 Use of Resources - Energy Management
關鍵績效指標 A2.4 KPI A2.4	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。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency targets set and steps taken to achieve them.	資源使用 – 水資源管理 Use of Resources - Water Resources Management
關鍵績效指標 A2.5 KPI A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。 Total packaging material used for finished products (in tons) and with reference to per unit produced (if applicable).	資源使用 – 包裝材料使用 Use of Resources - Use of Packaging Materials
層面 A3：環境及天然資源 Aspect A3: The Environment and Natural Resources		
一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimising the issuer's significant impacts on the environment and natural resources.	環境及天然資源 Environment and Natural Resources
關鍵績效指標 A3.1 KPI A3.1	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。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	環境及天然資源 Environment and Natural Resources
層面 A4：氣候變化 Aspect A4: Climate Change		
一般披露 General Disclosure	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 Policies for identifying and responding to material climate-related matters that have and may have an impact on the issuer.	緩解和適應氣候變化 Mitigation and Adaptation to Climate Change
關鍵績效指標 A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 Description of material climate-related issues that have and may have an impact on the issuer, and corresponding actions.	緩解和適應氣候變化 Mitigation and Adaptation to Climate Change

層面 B1：僱傭 Aspect B1: Employment		
一般披露 General Disclosure	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。 Relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	僱傭 Employment
關鍵績效指標 B1.1 KPI B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type (e.g., full-time or part-time), age group and geographical region.	僱傭 Employment
關鍵績效指標 B1.2 KPI B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	僱傭 Employment
層面 B2：健康與安全 Aspect B2: Health and Safety		
一般披露 General Disclosure	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。 Relating to providing a safe working environment and protecting employees from occupational hazards: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	健康與安全 Health and Safety
關鍵績效指標 B2.1 KPI B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。 The number and rate of work-related fatalities in each of the past three years (including the Reporting Period).	健康與安全 Health and Safety

關鍵績效指標 B2.2 KPI B2.2	因工傷損失工作日數。 Lost days due to work injury.	健康與安全 Health and Safety
關鍵績效指標 B2.3 KPI B2.3	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。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	健康與安全 – 員工健康與安全 Health and Safety - Employee Health and Safety
層面 B3：發展及培訓 Aspect B3: Development and Training		
一般披露 General Disclosure	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。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	發展與培訓 Development and Training
關鍵績效指標 B3.1 KPI B3.1	按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g., senior management, middle management).	發展與培訓 – 員工發展與培訓 Development and Training - Employee Development and Training
關鍵績效指標 B3.2 KPI B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	發展與培訓 – 員工發展與培訓 Development and Training - Employee Development and Training
層面 B4：勞工準則 Aspect B4: Labour Standards		
一般披露 General Disclosure	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。 Relating to preventing child and forced labour: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	勞工準則 Labour Standards
關鍵績效指標 B4.1 KPI B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labour.	勞工準則 – 預防童工及強制勞工 Labour Standards - Prevent Child Labour and Forced Labour
關鍵績效指標 B4.2 KPI B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate a violation when it is discovered.	勞工準則 – 預防童工及強制勞工 Labour Standards - Prevent Child Labour and Forced Labour

層面 B5：供應鏈管理 Aspect B5: Supply Chain Management		
一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	供應鏈管理 Supply Chain Management
關鍵績效指標 B5.1 KPI B5.1	按地區劃分的供應商數目。 Number of suppliers by region.	供應鏈管理 Supply Chain Management
關鍵績效指標 B5.2 KPI B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 Description of practices regarding the engagement of suppliers, the number of suppliers to whom the practices are enforced, and how they are enforced and monitored.	供應鏈管理 – 供應商質量審查、供應商環境及社會風險審查 Supply Chain Management - Supplier Quality Review, Supplier Environmental and Social Risk Review
關鍵績效指標 B5.3 KPI B5.3	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。 Description of practices for identifying environmental and social risks at each stage of the supply chain, and how they are implemented and monitored.	供應鏈管理 – 供應商環境及社會風險審查 Supply Chain Management - Supplier Environmental and Social Risk Review
關鍵績效指標 B5.4 KPI B5.4	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。 Description of practices that promote the use of environmentally friendly products and services when selecting suppliers, and how they are implemented and monitored.	供應鏈管理 – 供應商環境及社會風險審查 Supply Chain Management - Supplier Environmental and Social Risk Review
層面 B6：產品責任 Aspect B6: Product Responsibility		
一般披露 General Disclosure	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。 Relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	產品責任 Product Responsibility

關鍵績效指標 B6.1 KPI B6.1	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。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	產品責任 – 產品安全 Product Responsibility - Product Safety
關鍵績效指標 B6.2 KPI B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service-related complaints received and how they are dealt with.	產品責任 – 客戶服務 Product Responsibility - Customer Service
關鍵績效指標 B6.3 KPI B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	產品責任 – 知識產權 Product Responsibility - Intellectual Property Rights
關鍵績效指標 B6.4 KPI B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	產品責任 – 客戶服務 Product Responsibility - Customer Service
關鍵績效指標 B6.5 KPI B6.5	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。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	產品責任 – 客戶隱私保護 Product Responsibility - Customer Privacy Protection
層面 B7：反貪污 Aspect B7: Anti-corruption		
一般披露 General Disclosure	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。 Relating to bribery, extortion, fraud and money laundering: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	反貪污 Anti-corruption
關鍵績效指標 B7.1 KPI B7.1	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。 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.	反貪污 Anti-corruption

關鍵績效指標 B7.2 KPI B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	反貪污 – 舉報機制 Anti-corruption - Whistleblowing Mechanism
關鍵績效指標 B7.3 KPI B7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and employees.	反貪污 – 反洗黑錢及反恐融資 Anti-corruption - Anti-Money Laundering and Counter-Terrorism Financing
層面 B8：社區投資 Aspect B8: Community Investment		
一般披露 General Disclosure	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。 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.	社區投資 Community Investment
關鍵績效指標 B8.1 KPI B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。 Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, sport).	社區投資 Community Investment
關鍵績效指標 B8.2 KPI B8.2	在專注範疇所動用資源（如金錢或時間）。 Resources contributed (e.g., money or time) to the focus area.	社區投資 – 企業社會責任 Community Investment – Corporate Social Responsibility