



## **VSTECS HOLDINGS LIMITED**

*(incorporated in the Cayman Islands with limited liability)*

港股代碼 Stock Code: 00856.HK

# **ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT**

## **環境、社會及管治報告**

2024

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

The Group is pleased to present the Environmental, Social and Governance Report ("ESG Report" or the "Report") for the year ended 31 December 2024. The ESG Report is to highlight the Group's approaches and strategies in pursuit of sustainable development during the period from 1 January 2024 to 31 December 2024 (the "Year" or the "Reporting Period"). The Group would also like to take this opportunity to thank all stakeholders who have contributed to this sustainability journey with us and present the ESG performance to all our stakeholders.

### REPORTING PRINCIPLES

This ESG Report has been prepared in accordance with the "Environmental, Social and Governance Reporting Guide" ("ESG Reporting Guide") as set out in Appendix C2 of the Listing Rules from HKEx based on the period from 1 January 2024 to 31 December 2024. Due to the new Environmental, Social and Governance Reporting Code coming into effect on 1 January 2025, we will also refer to the relevant content requirements.

The Report covers the overall performance, policies and practices of the Group's business and operation regarding its environmental and social responsibilities. This Report has followed the Reporting Principles as set out in the HKEx ESG Reporting Guide, including Materiality, Quantitative, Balance and Consistency. To align with the best interest of our readers, we conducted a materiality assessment through the help with our stakeholders to select the key ESG issues concerning with our business operation, which are covered in the later parts. This ESG Report mainly focuses on the aspects that have identified as material and relevant to the Group's businesses and its key stakeholders.

We discussed the social KPIs associated with the performance of the Group in employment, labour standards, supply chain management, training activities, community investment, etc. We referenced the ESG Reporting Guide as set out in Appendix C2 of the Listing Rules and the standards of Greenhouse Gas Protocol, this makes our ESG performance measurable, in regards to the carbon emission, resource usage, waste generation and so on. We computed the environmental key performance indicators ("KPIs") based on our emission and waste produced in our operation process and also the daily activities in the office.

In addition, this report aims to provide our reader a comprehensive and objective view of the ESG management efficacy of the Group, therefore, we are committed to revealing statistics and numbers to the best of our knowledge.

For convenience, an index is available in the last chapter of the Report for the readers, regarding the locations of KPIs within the Report.

本集團欣然提呈截至二零二四年十二月三十一日止年度的環境、社會及管治報告（「ESG報告」或「報告」）。ESG報告重點介紹本集團於二零二四年一月一日至二零二四年十二月三十一日期間（「本年度」或「報告期」）達致可持續發展的方法及策略。本集團亦藉此機會感謝所有與我們攜手共建可持續發展之路的持份者，並向所有持份者呈報ESG表現。

### 報告原則

本ESG報告乃根據香港聯交所上市規則附錄C2所載的適用於二零二四年一月一日至二零二四年十二月三十一日期間的「環境、社會及管治報告指引」（「ESG報告指引」）編製。由於新環境、社會及管治報告守則將於二零二五年一月一日生效，我們亦將參考相關內容要求。

報告涵蓋本集團業務及營運於環境及社會責任方面的整體表現、政策及慣例。本報告遵循載於香港聯交所ESG報告指引的報告原則，包括重要性、量化、平衡及一致性。為符合我們讀者的最佳利益，我們藉助持份者協助，進行重要性評估，確定與我們業務營運有關的關鍵ESG議題，該等議題將於後文論述。本ESG報告主要著重已確定為對本集團業務及其主要持份者屬重大且相關的層面。

我們所討論社會關鍵績效指標，指本集團於僱傭、勞工準則、供應鏈管理、培訓活動、社區投資等方面的表現。我們參照上市規則附錄C2所載ESG報告指引及溫室氣體議定書的標準，可計量我們於碳排放、資源使用、廢物產生等方面的ESG表現。我們根據我們於營運過程以及辦公室日常活動中產生的排放物及廢物計算環境關鍵績效指標（「關鍵績效指標」）。

此外，報告旨在讓讀者全面客觀地了解本集團的ESG管理成效，因此，我們致力於我們所盡悉的範圍內披露統計數據及數字。

為方便閱覽，本報告最後一章載有本報告內關鍵績效指標位置的索引。

## REPORTING SCOPE

The ESG Report mainly focuses on the areas that have been identified as material and relevant to the Group's business and its key stakeholders for the Reporting Period. It covers our three main operation segments, namely The Enterprise Systems segment, The Consumer Electronics segment and The Cloud Computing segment.

## ESG GOVERNANCE

A strong ESG governance structure sets the foundation for a company to become a socially and environmentally responsible company. The Board acknowledges its responsibility for and commitment to identify the ESG risks and opportunities in the Group. The Board has also engaged in determining the major ESG strategies and planning of the ESG related goals. The Group consistently incorporated consideration of environmental, social and governance into our operation, aligning with our dedication of creating sustainable value for stakeholders and uphold our role as a responsible corporate citizen. We are committed to making a positive impact on our environment and community, while adhering to our philosophy of sustainable development rooted in our core business practices, our relationships with stakeholders, and our environmental performances. The sections in our Report will disclose our corresponding management approaches in environmental and social aspects.

The Board is made up of a range of diverse members from various backgrounds. The Board has a female independent non-executive director. In regards to age demographic, though members between 51 to 60 years old accounted 45% of the Board, we have 33% of members who are under the age of 50 years old. The Board is becoming younger and more diversified.

## 報告範圍

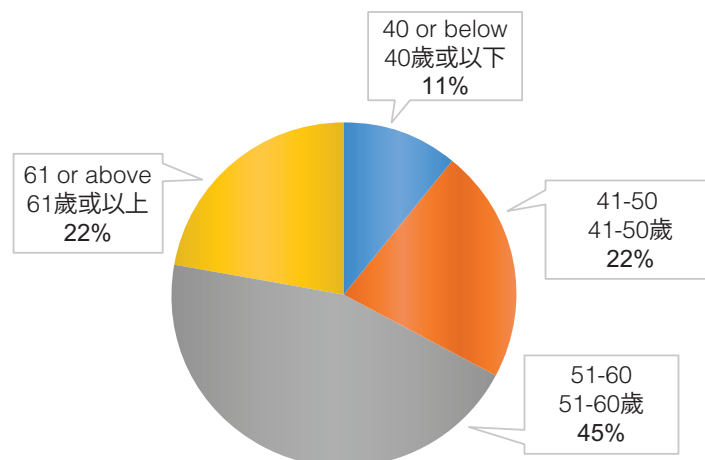
ESG報告主要關注已確定為報告期對本集團業務及其主要持份者屬重大且相關的層面。其涵蓋我們三大營運板塊，即企業系統板塊、消費電子板塊及雲計算板塊。

## ESG治理

一個強健的ESG治理架構為成為一個對社會及環境負責的公司奠定基礎。董事會承擔識別本集團的ESG風險及機遇的責任，並已參與釐定主要ESG策略及ESG相關目標規劃。本集團始終將環境、社會及管治層面納入我們的營運考慮，與我們為持份者創造可持續價值並成為良好企業公民的承諾相一致。我們致力為我們的環境及社區帶來積極影響，同時堅守我們的理念，即可持續發展植根於我們的核心業務常規，我們與持份者的關係以及我們的環境表現。報告各部分將披露我們於環境及社會方面的相應管理方法。

董事會由來自不同背景的多元化成員組成。董事會擁有一名女性獨立非執行董事。年齡人口統計方面，儘管我們董事會45%的成員年齡在51歲至60歲之間，但我們有33%的成員年齡在50歲以下。董事會更年輕化、更多元化。

Age Distribution of Board  
董事會年齡分佈



## BOARD'S ESG RESPONSIBILITY

The Board recognizes the overall responsibility for the Group's ESG strategies and reporting and for evaluating and determining the Group's ESG related risks. Moreover, the Board is responsible to develop the environmental goals to motivate the Group to achieve its goals and have a better performance in the future. For the purpose of continuous improvement, ESG performance is regularly measured, reviewed and reported to the management.

The Board is collectively responsible for the overall development and review of the ESG matters. Whenever ESG issues arise, they will be put to the Board for further discussion. We will also seek professional advice from third party whenever necessary.

## 董事會的ESG責任

董事會承擔制定本集團的ESG策略及報告以及評估、確定本集團的ESG相關風險的整體責任。此外，董事會亦負責制定環境目標，以鼓勵本集團達致其目標，並在日後取得更好表現。為持續改進，ESG表現將會計量、檢討並定期向管理層報告。

董事會集體負責ESG事宜的整體發展及檢討。每當ESG事項出現時，將上報董事會作進一步討論。我們亦將於有需要時尋求第三方專業意見。



To achieve sustainable development of the Company, the Board will continuously communicate with stakeholders and effectively balance their expectations and needs as the Board strives to maximize the long-term benefits of all stakeholders.

為實現本公司的可持續發展，董事會將不斷與持份者溝通及有效平衡其期望與需求，努力實現所有持份者的長期利益最大化。

## STAKEHOLDER ENGAGEMENT

The Group values the stakeholders' opinions and taking them seriously as the direction of our group. We believe the Group's long-term growth and success is inseparable from understanding stakeholders' views and opinions, thus we uphold an open and honest relationship with our stakeholders.

As Asia's leading distributor of Information, Communication and Technology ("ICT") products, we continuously communicate with all our stakeholders, aiming to maximize their long-term benefits and effectively balancing their respective expectations and needs in order to achieve sustainable development of the Company. Our key stakeholders include the shareholders, employees, clients, suppliers etc.

We collect opinions from different stakeholders through multiple channels, we organize regular meetings with all stakeholders and tailored various communication channels for each stakeholder, for example, we conduct site visits to our suppliers, offer service hotlines for our clients for enquiries and hold press conferences for our investors. We gathered valuable opinions and responses from our stakeholders through these different channels.

## 持份者參與

本集團重視持份者的意見並將其視為本集團的發展方向。我們相信本集團的長遠發展及成功離不開對持份者意見及看法的理解，因此我們與持份者維持開放及誠實的關係。

作為亞洲領先的資訊通訊科技產品分銷商，我們不斷與持份者溝通，致力使所有持份者的長遠利益最大化及有效平衡各持份者的期望及需求，以實現本公司的可持續發展。我們的主要持份者包括股東、僱員、客戶、供應商等。

我們多渠道收集不同持份者的意見，並定期與我們的持份者會面，為各持份者度身定制不同溝通渠道，例如，我們對供應商進行實地考察，為客戶開通服務熱線進行諮詢，為投資者舉行新聞發佈會。我們通過不同渠道收集持份者的寶貴意見並作出回應。

Stakeholder Group 利益相關者群體	Concerns and expectations 關注及期望	Communication channel 溝通渠道
<b>Government departments and regulatory authorities</b> 政府部門及監管機構	Comply with the laws and regulations 遵守法律法規	Review and update the government and regulatory body's policies 審閱及了解政府及監管機構政策
<b>Shareholders and investors</b> 股東及投資者	Business development and prospect, Return on Investment 業務發展及前景和投資回報	Investors meetings, annual general meeting, press conference, social media interaction 投資者會議、股東週年大會、新聞發佈會及社交媒體互動
<b>Employees</b> 僱員	Welfare, career, training healthy working environment 福利、培訓及健康工作環境	Staff meeting, regular social gathering, whistle blowing policy 員工會議、定期社交聚會及舉報政策
<b>Suppliers and business partners</b> 供應商及業務合作夥伴	Integrity, fair trade 誠信及公平交易	Regular meetings with suppliers, site visit 定期與供應商舉行會議及實地考察
<b>Customers</b> 客戶	Product and services quality and safety; Customer relation and privacy protection 產品及服務的質量和安全；客戶關係及私隱保護	Regular meetings with clients, client's direct feedback, customer services hotline 定期與客戶舉行會議、客戶直接反饋及客服熱線

Through the communication with our employees, the Group realised that our employees focus on the welfare, career path, training provided to them and a healthy working environment. The Group take this into consideration and provided a healthy working environment, a competitive remuneration package and also the discretionary bonus by reference to individual and Group's performance, in response to their opinions. Different from our employees, our management team focuses on the performance of the company, and whether the company's goals and strategies have been achieved. This is more or less similar to the Group concerns and the Group will make sure that the goals and strategies set by the management are duly communicated to all the staff which can enhance the achievement of the goals.

Our customers are concerned about the product and services quality and safety as well as the customer relationships and privacy protection. In response, we provide a high quality of product and service, in addition, we have a special team to provide after-sales services to them.

The Group also pays attention to our relationship with suppliers. Suppliers of different brands are handled by a designated project management team to ensure a close relationship with each supplier of integrity and fair dealing. Our investors concerned about the business development and prospect of the Group and also the returns on investment, we clearly understand their concerns. In response to the concerns of our investors, our Group management will have regular meetings with them and we will also engage with professional parties to explore potential investors in the benefit to the Group.

通過與僱員溝通，本集團了解到僱員關注福利、職業發展、培訓及健康工作環境。本集團將此納入考慮，提供健康工作環境、具競爭力薪酬待遇，並根據僱員的意見，參考個人及本集團的表現，提供酌情花紅。與僱員不同，我們的管理團隊關注公司業績以及是否已實現公司目標及戰略，此與本集團的關切亦或多或少類似，本集團將確保管理層制定的目標及戰略妥為向全體僱員傳達，促進實現目標。

我們的客戶關心產品及服務的質量和安全，以及客戶關係及私隱保護。作為回應，我們提供高質量產品及服務，並設有專門的團隊為他們提供售後服務。

本集團亦重視與供應商的關係。不同品牌的供應商由指定的項目管理團隊負責，以確保與每名供應商保持密切關係，誠信及公平交易。我們的投資者關注本集團的業務發展及前景和投資回報，而我們深明其關注點。為回應投資者的關注，本集團管理層將定期與他們舉行會議，亦會聘請專業人士發掘潛在投資者，以為本集團帶來利益。



Shareholders and investors are deeply vested in the business's development and prospects, as well as the return on investment (ROI) they can anticipate. Effective communication channels for addressing these concerns include investor meetings, annual general meetings, press conferences. Furthermore, we leverage social media interaction to connect with shareholders and investors on a more immediate and interactive level, fostering a sense of community and providing timely updates on key developments.

To make sure the group has complied with all the laws and regulations, we will review and update the government and regulatory body's policies regularly to respond to the Government – one of our stakeholders' concerns, that is to comply with the laws and regulations. We think this is beneficial to the Group and we are happy to do so.

## MATERIALITY ASSESSMENT

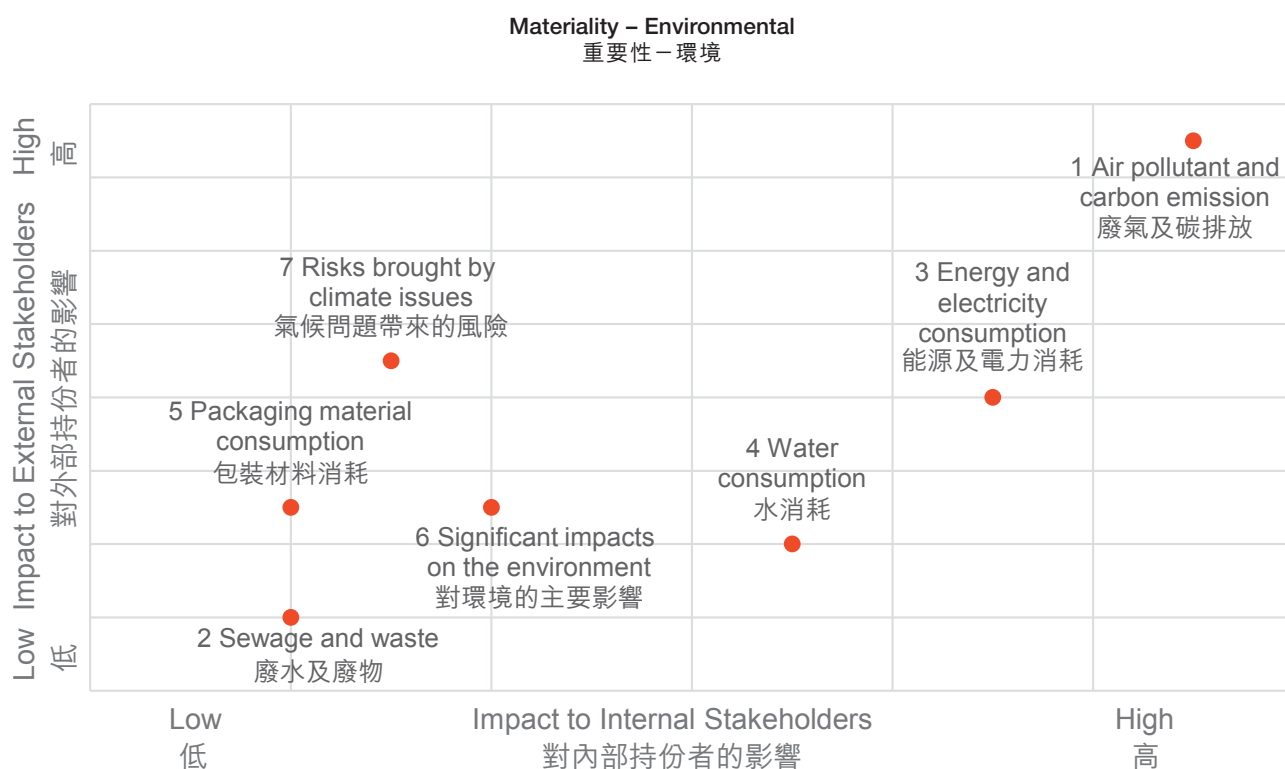
During the reporting period, the Group has obtained the views of our key stakeholders include the shareholders, employees, clients, suppliers, etc. on the Group's material issues and sustainability strategy. After a series of managerial-level meetings and the Board's discussion, several issues have been identified, the Group has assessed those important ESG topics and produced the following materiality matrix to clarify the ESG issues that concern our business most.

股東及投資者深切關注業務發展及前景以及彼等預期能獲得的投資回報。我們已針對這些關注點設立有效溝通渠道，包括投資者會議、股東週年大會及新聞發佈會。此外，我們利用社交媒體互動，在更直接及互動的層面上與股東及投資者建立聯繫，培養社區意識，並及時提供關鍵發展最新信息。

為確保集團遵守所有法律法規，我們將定期審閱及了解最新的政府及監管機構政策，以回應我們的持份者之一政府的關注，即遵守法律法規。我們認為這對本集團有利，並樂意如此行事。

## 重要性評估

於報告期內，本集團已就有關本集團的重大議題及可持續發展策略徵詢主要持份者的意見，包括股東、僱員、客戶、供應商等。經過一系列的管理層會議及董事會討論，已確定若干議題。本集團已評估該等重要環境、社會及管治主題，並制定以下重要性矩陣，以闡明與我們業務最相關的環境、社會及管治議題。



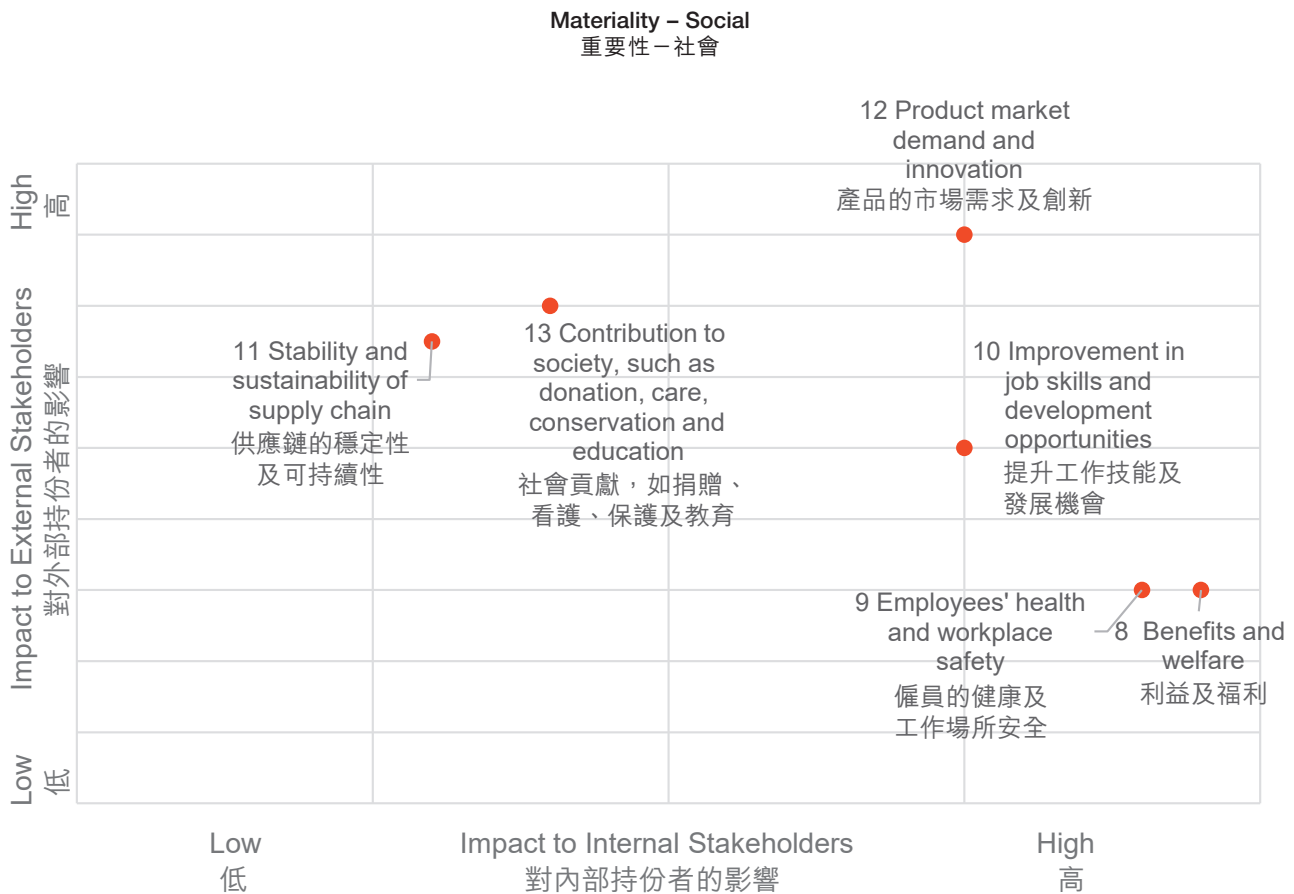
Details of the numbers can be found in the table below:

數字詳情參見下表：

#### Environmental 環境

1	Air pollutant and carbon emission 廢氣及碳排放
2	Sewage and waste 廢水及廢物
3	Energy and electricity consumption 能源及電力消耗
4	Water consumption 水消耗
5	Packaging material consumption 包裝材料消耗
6	Significant impacts on the environment, such as noise, odour, pollution, ecological imbalance, species extinction and resource depletion 對環境的主要影響，如噪音、惡臭、污染、生態失衡、物種滅絕及資源枯竭
7	Risks brought by climate issues, such as physical risk (extreme weather events and rise of temperature) and transition risk (policy, legal and market risks) 氣候問題帶來的風險，如物理風險（極端天氣事件及氣溫上升）及過渡性風險（政策、法律及市場風險）





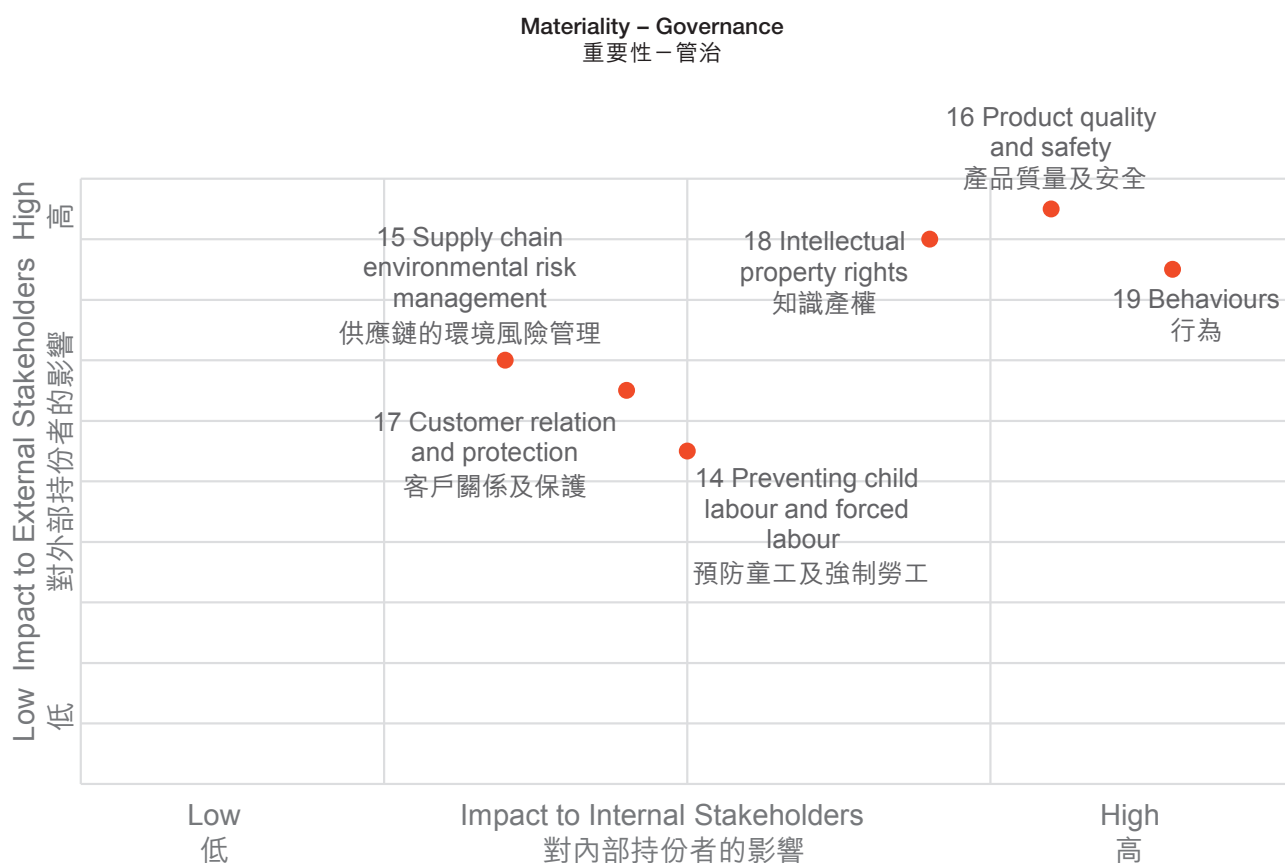
Details of the numbers can be found in the table below:

數字詳情參見下表：

#### Social 社會

8	Compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare 薪酬及解僱、招聘與晉升、工作時間、休息時間、平等機會、多樣性、反歧視以及其他利益及福利
9	Employees' health and workplace safety 僱員的健康及工作場所安全
10	Improvement in job skills and development opportunities 提升工作技能及發展機會
11	Stability and sustainability of supply chain 供應鏈的穩定性及可持續性
12	Product market demand and innovation* 產品的市場需求及創新*
13	Contribution to society, such as donation, care, conservation and education 社會貢獻，如捐贈、看護、保護及教育

Environmental, Social and Governance Report (continued)  
環境、社會及管治報告（續）



Details of the numbers can be found in the table below:

數字詳情參見下表：

**Governance**

管治

14	Preventing child labour and forced labour 預防童工及強制勞工
15	Supply chain environmental risk management 供應鏈的環境風險管理
16	Product quality and safety* 產品質量及安全*
17	Customer relation and protection 客戶關係及保護
18	Intellectual property rights* 知識產權*
19	Behaviours such as bribery, extortion, fraud and money laundering, and the mechanisms and training activities to prevent such behaviours* 賄賂、勒索、欺詐、洗錢等行為以及預防此類行為的機制及培訓活動*

\* The most important topics to the Group

\* 本集團最重要的議題

As illustrated above, the ESG topics of highest priority to the Group are Product Quality and Safety, Product Market Demand and Innovation, Intellectual Property Rights and Corruption Behaviour with the Prevention Policy.

Because of our business nature, our internal and external stakeholders are focused more on the social and governance issues than the environmental issues that are less related to our business nature. For the social sector, our stakeholders focus on the Product Market Demand and Innovation, as an IT company, we also care about the innovation and demand of our products. We have cooperated with lots of well-established and well-known suppliers that provide us with high quality products, and believe that the demand for IT products will be stable. In addition, we keep discussing with our suppliers about the new idea of the IT products such that they can provide trendy products to our customers.

For the governance sector, our stakeholders focused on the Product's Quality and Safety and the Intellectual Property Rights. These factors are very important to the operation of the Group. The Group has policy and regulation on monitoring the safety of the product. Once we have discovered the safety and quality problems, we will inform the suppliers immediately and find solutions to solve the problems by returning the products or renewing the products. We also take the Intellectual Property Rights issue as a very serious matter, as innovation and ideas are key inputs of IT products. We have strict regulations on supervision of the product that is not yet on the market.

Apart from the product-related sector, Corruption Prevention is also a topic that our stakeholders think is an important issue and the Board shares the same view as our stakeholders. In view of this, the Group has a stringent Code of Conduct that requires the employees and our business partners to follow strictly. Moreover, all employees are also required to attend anti-corruption training every year to remind them of the importance of integrity.

如上表所示，環境、社會及管治議題中，產品質量及安全、產品的市場需求及創新、知識產權及防貪腐政策乃本集團最優先考慮議題。

鑒於我們的業務性質，我們的內外部持份者更為關注社會及治理問題，而非與我們的業務性質關聯較小的環境問題。就社會板塊而言，持份者的關注點為產品的市場需求及創新，作為一家資訊科技公司，我們亦關心產品的創新及需求。我們與眾多有市場地位的知名供應商合作，獲取優質產品，且我們認為對資訊科技產品的需求將維持穩定。此外，我們與供應商保持探討有關資訊科技產品的新理念，從而令其能夠為客戶提供時尚前沿的產品。

就治理板塊而言，我們的持份者關注產品的質量及安全以及知識產權。此等因素對本集團之經營非常重要。本集團已制定監控產品安全的政策及規例。一旦發現安全及質量問題，我們將立即通知供應商，通過退貨或更新產品，解決問題。我們亦嚴肅對待知識產權問題，乃由於創新及創意為資訊科技產品的關鍵投入。我們已就未上市產品制定嚴格的監管規定。

除產品相關板塊外，持份者認為防腐亦是一個重要議題，董事會與持份者持相同觀點。有鑒於此，本集團已制定嚴格的行為準則，要求員工及業務合作夥伴嚴格遵守該準則。此外，所有員工亦須每年參加反腐培訓，令其謹記誠信的重要性。

## ESG STRATEGIES

As the Group is a leading distributor of ICT products, channel development and integrated service providers of technology solutions in the Asia Pacific region. Compared with the manufacturing-based business, we are mainly engaged in the development of technologies with fewer environmental concerns. But we still hope to participate in environmental protection activities and also fulfil corporate social responsibility. We will put more energy into social development, including employment and development policies, supplier selection, safety and health issues, product responsibility, etc.

We understand the importance of its impact on sustainable environmental development. We will continue to encourage and ensure the efficient use of resources in our operation process to save energy and reduce GHG emission as much as possible. We will keep putting effort in protecting the environment and we are planning to work with our suppliers on handling the electronic wastes in a more proper way. Based on the characteristics of the industry, we have established a three-step environmental goal. At the same time, we closely monitor environmental risks to ensure that relevant risks are under control.

## 環境、社會及管治策略

由於本集團為於亞太地區的資訊通訊科技產品、渠道開發領先的分銷商及技術解決方案的綜合服務供應商。相較基於製造的業務，我們主要從事技術開發，對環境的影響較小。但我們仍然希望參與環保活動，履行企業社會責任。我們投入更多精力促進社會發展，包括就業及發展政策、供應商選擇、安全與健康問題、產品責任等。

我們了解其對可持續環境發展的影響極為重要。我們將繼續鼓勵及確保於營運過程中有效利用資源，盡可能地節約能源，減少溫室氣體排放。我們將繼續努力保護環境，並計劃與供應商合作，更妥善地處理電子廢物。根據行業特點，我們已制定三個環境目標。同時，我們密切監控環境風險，確保相關風險可控。

### Environmental Targets 環境目標



**Target 1:** Control and reduce GHG emissions year by year. This is a quantitative target. We will implement the relevant target in various departments and branch structures of the organization, especially in the use of electricity, to ensure the achievement of the target.

**目標一：**控制和逐年減少溫室氣體的排放。此為一項量化目標。我們將在組織的各部門和分支機構中落實相關目標，特別是在用電方面，以確保實現目標。

**Target 2:** Continuously improving the monitoring and management of environmental issues. The ongoing enhancement of environmental monitoring and management involves a dynamic process aimed at bolstering our ability to track, assess, and address various environmental concerns. This involves deploying advanced technologies, refining data collection methods, and strengthening regulatory frameworks. We have noticed that GHG Emissions of Scope 3 which have gradually received attention from regulatory agencies and industry organizations. GHG Emissions of Scope 3 are the indirect emissions outside of scope 2 emissions that occur in the value chain of the company. We will closely monitor policy changes and guard against the risks they may pose to the company. We will continue to strengthen the establishment of a monitoring system for Scope 3 greenhouse gas (GHG) emissions. At the same time, we will continuously strengthen our focus on and management of more environmental issues, such as the environmental footprint of hardware infrastructure.

**Target 3:** Based on the company's services, gradually promote environmental upgrading of industries. As a listed company, we are well aware of the importance of social responsibility. As an information, communications and technology ("ICT") services company, we are deeply aware of our product and services play an important role in promoting environmental development. Base on Target 1 and Target 2, we will take actions and provide solutions contributes to the environmental upgrading of upstream and downstream companies.

## SOCIAL SUSTAINABILITY

The Group believes that building a harmonious and prosperous community atmosphere can achieve a win-win situation and promote long-term corporate benefit. By focusing on areas such as employment and labour practices, operational procedures, and social engagement, we aim to establish a mutually beneficial connection with both our internal and external stakeholders.

## PRODUCT RESPONSIBILITY

### Product Quality and Safety

To provide high quality of products and services to our customers, the Group carefully selects our suppliers with good reputation. Before introducing products to customers, the Group will examine the specifications of each product supplied by the vendors to ensure that they meet the necessary standards and meet the expectations of the customers.

**目標二：**持續完善環境問題的監測管理。持續提升環境監測管理是一個動態過程，旨在增強我們追蹤、評估及解決各類環境問題的能力，當中涉及部署先進技術、優化數據收集方法及加強監管框架。我們注意到，範圍3溫室氣體排放逐漸受到監管機構和行業組織重視。範圍3溫室氣體排放指公司價值鏈中產生的範圍2以外的間接排放。我們將密切關注政策變化，防範政策變化可能給公司帶來的風險。我們將繼續加快建立範圍3溫室氣體排放的監測體系。同時，我們將持續加強對硬件基礎設施環境足跡等更多環境問題的關注及管理。

**目標三：**立足公司服務，逐步推動產業環境升級。作為一家上市公司，我們深知社會責任的重要性。而作為一家資訊通訊科技服務公司，我們亦深知我們的產品和服務在促進環境發展方面發揮著重要作用。基於目標一和目標二，我們將採取行動並提供解決方案，為上下游公司的環境升級作出貢獻。

## 社會可持續發展

本集團相信建造和諧繁榮的社區氛圍，可以實現雙贏且促進長期企業效益。通過聚焦僱傭及勞工常規、經營程序及社會參與等領域，我們旨在與內部及外部持份者建立互利關係。

## 產品責任

### 產品質量與安全

為向客戶提供優質產品及服務，本集團審慎甄選聲譽良好之供應商。向客戶介紹產品前，本集團會檢查賣方所提供各類產品之規格，以確保各類產品均符合必要之標準及客戶預期。

## Environmental, Social and Governance Report (continued)

### 環境、社會及管治報告（續）

Being a comprehensive distributor, our aim is not only to offer superior quality products to our customers but also to provide an array of value-added services to both our suppliers and customers. We have a product return and exchange policy for our customers, and if any quality-related complaints arise, we report and provide feedback to our suppliers for their review and improvement.

The Group is committed to providing high-quality products and services to a broad customer base. With exceptional business acumen, we offer continuous support for collaborative ventures, creating greater value for our upstream and downstream partners. Our branches in Thailand, Singapore, and other locations have also received numerous local distributor awards, assisting clients in achieving digital operations. In particular, in this new era led by AI and cloud computing, the Group leverages its channel network and service capabilities to facilitate the intelligent integration of cloud and network technologies, thereby accelerating the modernisation of the industry.

The Group won the “2024 Outstanding Influential Listed Enterprises”, “Digital Energy Industry-wide Collaboration Award”, and was selected into the Top 500 Digital Economy Enterprises. The information technology service company has passed authoritative certifications and audits such as ISO9001 quality management system, CCRC information security service level three security operation and maintenance certification, ISO27001 certification, CMMI-3 level certification and ISO14001 environmental management system.

During the Reporting Year, no products were subject to recalls for safety and health reasons, nor any complaints received.

#### Privacy and Data Protection

In addition, the Group strives to protect personal data and privacy of every customer. All the employees are obligated to maintain high confidentiality of any information related with their work, such as client information and supplier information.

We strictly limit the use of information we collect and ensure it is used responsibly. We require every employee to follow guidance related to privacy and data protection. Employees who have access to or control such information have full responsibility to protect the information from unauthorized disclosure or use.

作為一家綜合分銷商，我們不僅致力為客戶提供優質產品，亦為供應商及客戶提供多元化增值服務。我們為客戶提供退換貨政策，倘發生與產品質量相關之投訴，我們會向我們的供應商報告及反饋，以供彼等檢討及改進。

本集團致力於為廣大客戶群體提供高品質的產品及服務。憑藉卓越的商業敏銳度，我們為合作企業提供持續支持，為上下游合作夥伴創造更大價值。我們在泰國、新加坡等地的分公司亦多次獲得當地分銷商獎項，協助客戶實現數字化運營。尤其是在AI及雲計算引領的新時代，本集團利用其渠道網絡及服務能力，促進雲技術和網絡技術的智能整合，從而加快行業的現代化。

本集團榮獲「二零二四年傑出影響力上市企業」、「數字能源全產業協作獎」，並獲選500強數字經濟企業。信息技術服務公司通過ISO9001質量管理體系、CCRC信息安全服務三級安全運維認證、ISO27001認證、CMMI-3級認證及ISO14001環境管理體系等權威認證及審核。

於報告年度內，概無產品因安全及健康原因而被召回，亦無收到任何投訴。

#### 私隱及資料保護

此外，本集團努力保護每名客戶之個人資料及私隱。所有僱員均須將其與工作相關之任何資料保持高度機密，如客戶資料及供應商資料。

我們嚴格限制所收集的資料之用途，並確保負責任地使用。我們要求每一位僱員遵從私隱及資料保護相關指引。有權訪問或控制有關資料的僱員負有保護資料免遭未經授權披露或使用的全部責任。



#### Intellectual Property Rights

The Group also pays high attention in protecting the interest of intellectual property rights. When the Group engages a supplier to sell its products, we will liaise with the supplier on the terms and conditions on the sale of the products and a distributor agreement will be signed by both parties to ensure that the Group has the right and authority to sell the products on behalf of the suppliers.

In addition, the Group pays close attention to infringements in the market to prevent any infringements (e.g., counterfeiting of trademarks), this is to prevent and protect the Groups and the others from getting into troubles. Moreover, there is a logo guideline to ensure adherence to proper usage. The correct use of logo under various circumstance is approved.

#### Customer Opinion and Complaints

The Group values customer feedback as it guides our continuous improvement. Additionally, we take customer complaints very seriously and thoroughly investigate and report them to our management team. Our goal is to provide customers with a great experience.

During the Reporting Year, no complaints were received and we complied with all relevant laws and regulations that have a significant impact to us, including but not limited to the Personal Data (Privacy) Ordinance, and noted no incident of information leakage reported during the Reporting Period.

### SUPPLY CHAIN MANAGEMENT

Suppliers are one of the key stakeholders to the Group who cannot be independent of production materials. Hence, we value our relationship with suppliers and are actively developing a sustainable supply chain that meets the Group's ethical, environmental, health and safety standards.

As a leading ICT products distributor, supply chain management forms a very essential part in the Group. The Group implements an efficient supply chain management system that strengthen the role of different parties between suppliers, distributors and retailers and to ensure high quality of services and products are delivered to our customers. In order to increase the efficiency and effectiveness of our supply chain management, different brand of suppliers is managed by our designated project managers so that they can take full care of each supplier to provide smooth delivery of products to different parties.

#### 知識產權

本集團亦高度重視保護知識產權方面之權益。當本集團接觸供應商以銷售其產品時，我們會就銷售產品之條款及條件與供應商進行磋商，雙方將簽署分銷協議，以確保本集團獲得代表供應商銷售產品之權利及授權。

此外，本集團密切關注市場上的侵權行為，以防止任何侵權行為（如假冒商標），從而防止和避免本集團及其他方陷入麻煩。此外，本集團亦制定標識指引，以確保正確使用標識。在各種情況下正確使用標識可獲批准。

#### 客戶意見與投訴

本集團珍視客戶的意見，將其作為我們不斷改進的方向。此外，我們認真對待客戶投訴，並進行全面調查，向管理團隊報告。我們的目標是為客戶提供優質體驗。

於報告年度內，概無收到任何投訴，我們遵守所有對我們有重大影響的相關法律及法規，包括但不限於《個人資料（私隱）條例》，於報告期內亦無報告任何資料洩露事件。

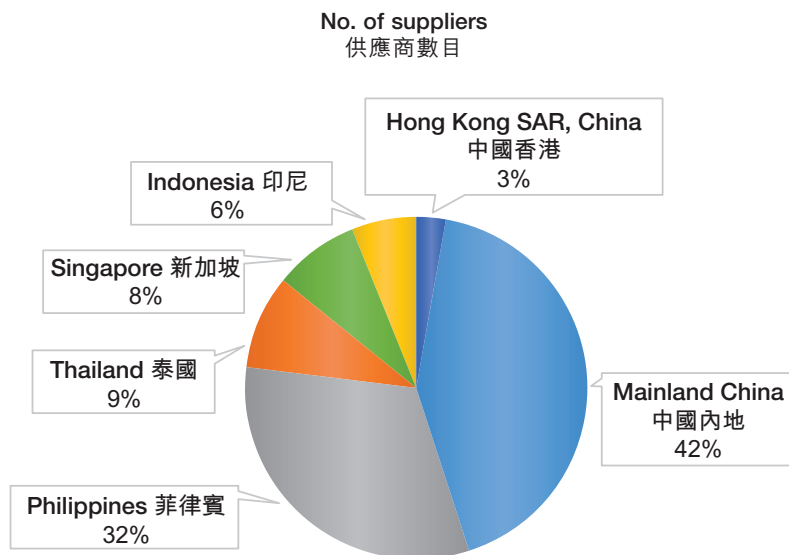
### 供應鏈管理

供應商是本集團的主要持份者之一，我們的生產材料離不開供應商。因此，我們重視與供應商的關係，並積極發展符合本集團道德、環境、健康及安全標準之可持續供應鏈。

作為領先的資訊通訊科技產品分銷商，供應鏈管理乃本集團極為重要之一環。本集團實施高效的供應鏈管理體系，強化供應商、分銷商及零售商之間各方的職責，確保向客戶交付優質服務及產品。為提高供應鏈管理的效率及效力，不同品牌供應商由我們的指定項目經理管理，以便彼等能夠充分顧及每位供應商，向各方順利交付產品。

We have more than 700 product suppliers from all around the world, including China, Thailand, Singapore, Philippines etc.<sup>1</sup> Below are the details of the supplier's distribution:

我們擁有來自世界各地的超過700多家產品供應商，包括中國、泰國、新加坡、菲律賓等<sup>1</sup>。下文載列供應商分佈詳情：



The Group has established a well-functioning supply chain management system that enhances the collaboration among suppliers, distributors, and retailers, ensuring that our customers receive top-notch products and services. To optimize the efficiency and efficacy of our supply chain management, each brand of supplier is assigned to a designated project manager who is responsible for overseeing their performance and ensuring seamless delivery of products to all parties involved. Additionally, our team regularly meets with our suppliers to ensure smooth operations.

本集團已建立一套運作良好之供應鏈管理系統，可加強供應商、分銷商及零售商之間的合作，確保能夠向客戶提供優質產品及服務。為優化供應鏈管理的效率及效力，我們向各品牌供應商指派一名項目經理，負責監督供應商表現及確保產品無縫交付予各方。此外，我們的團隊將定期與供應商會面，確保運營流暢。

Most of our top suppliers are well-established and well-known brands such as Huawei, HP, Seagate, Western Digital, Dell, Lenovo, and Apple to name a few. The majority of our suppliers are governed by the laws and regulations in the U.S. and other countries and they are expected to comply with relevant laws and regulations in relation to safety and environmental management standards so that their products are up to standard. The Group emphasises the relationship and communications with the suppliers to promote sustainable development.

我們絕大多數主要供應商乃久富盛譽的知名品牌，例如華為、惠普、希捷、西部數據、戴爾、聯想、蘋果等。大多數供應商受美國及其他國家之法律及法規管轄，並須遵守與安全及環境管理標準相關之法律及法規，以使其產品均符合標準。本集團重視與供應商之關係及溝通，以促進可持續發展。

<sup>1</sup> The Philippines department changed from an associated company to a subsidiary company in 2024. Relevant data are included in statistics.

<sup>1</sup> 菲律賓部門於二零二四年由聯營公司變為附屬公司。相關數據已計入統計。

We also have a comprehensive process in selecting and engaging suppliers with integrity and fair treatment. We always take into consideration such as supplier qualification, past portfolio, product quality, recall policy, market conditions and demands, etc. The Group communicates with the suppliers and distributors regularly to maintain a good relationship with them and review and monitor the performance of the suppliers and provide feedback to them from time to time.

Besides the above selection criteria mentioned, the ethical performance and their participation in corporate social responsibility are also our concerns. We have to keep monitoring their performance and corporate social responsibility so that to make sure that our suppliers are up to their social standards. We hope to cooperate with the suppliers who have the same vision as us.

The Group is highly committed to promoting environmentally-friendly procurement practices. As suppliers play a vital role in our business by directly affecting the quality, cost, and delivery time of our products and services, we prioritize their selection and performance evaluation processes.

Traditionally, supplier selection processes have focused on quality, cost, and lead time. However, with the growing importance of environmental concerns, our group has included environmental criteria in our supplier selection process. We expect our suppliers to not only comply with environmental regulations but also engage in efficient, green product design and sustainable development.

Therefore, our Group conducts extensive background checks and performance evaluations in our green supplier selection process, overseen by our designated product management team. They engage with suppliers on their environmental policies and compare them with other suppliers. Most of our suppliers are reputable international brands, and we continuously monitor their green procurement performance and policies. Furthermore, some of our board members sit on the Environmental, Social and Governance committee of our major suppliers to monitor and share views on different areas.

我們亦設有誠實公平地甄選及委任供應商的全面流程。我們始終考慮諸如供應商資質、過往產品組合、產品質量、召回政策、市場狀況及需求等因素。本集團將定期與供應商及分銷商溝通，與彼等維持良好關係，並檢討及監察供應商之表現，並不時向其提供反饋意見。

除上述甄選標準外，我們亦關注供應商的道德表現及企業社會責任。我們持續監察供應商的表現及企業社會責任，以確保彼等達到其社會標準。我們希望與秉持相同願景的供應商合作。

本集團致力促進環保採購實踐。由於供應商直接影響我們的產品及服務質量、成本及交付時間，對我們的業務發揮至關重要的作用，因此我們優先考慮供應商的甄選及表現評估流程。

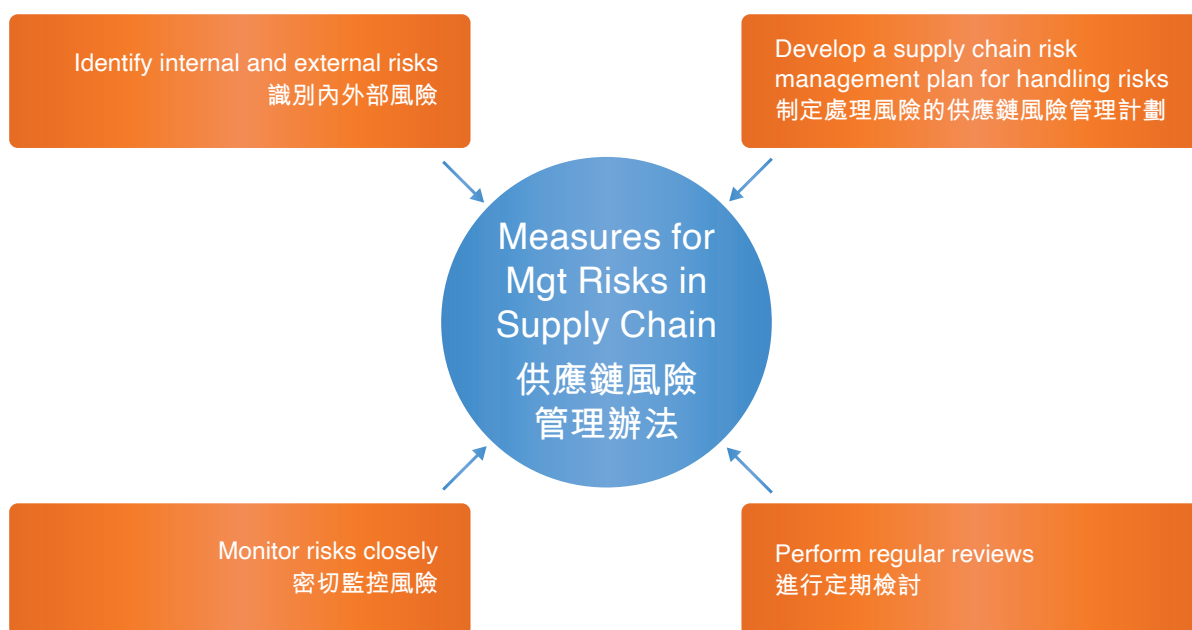
一直以來，供應商甄選流程著重於質量、成本及交付週期。然而，隨著環境問題的重要性日益增加，本集團已將環境標準納入供應商甄選流程。我們希望我們的供應商不僅遵守環境法規，亦致力於高效綠色的產品設計及可持續發展。

因此，本集團於綠色供應商甄選過程中開展廣泛的背景調查及表現評估，並由指定產品管理團隊監督。彼等與供應商就其環境政策進行接觸，並與其他供應商進行比較。我們的大部分供應商為國際知名品牌，我們亦持續監察彼等的綠色採購表現及政策。此外，部分董事會成員任職於我們主要供應商的環境、社會及管治委員會，負責監督及分享不同領域的觀點。

Our Board is responsible for the overall risk management of our group and different area of risks management are delegated to designated senior management team. Our product management team is responsible for the group supply risk management. We manage procurement risks from four aspects.

董事會負責本集團整體風險管理並轉授指定高級管理層團隊負責風險管理的各個方面。我們的產品管理團隊負責本集團供應風險管理。我們從四個層面管理採購風險。

Measures for Management Risks in Supply Chain  
供應鏈風險管理辦法



- Identify internal and external risks. Understanding the sources and impact of procurement risks, conducting risk assessment and analysis, and determining potential consequences.
- Develop a supply chain risk management plan for handling risks. We have developed a supply chain risk management plan which help organizations proactively identify and mitigate potential risks, ensure continuity of operations, and protect against unforeseen disruptions to the supply chain, including risk identification, risk assessment, risk mitigation, risk monitoring, risk response and so on.
- Monitor risks closely. We continuously monitor the supply chain for potential risks and evaluate the effectiveness of risk mitigation strategies.
- Perform regular reviews. By conducting regular reviews of the supply chain management process, we can identify areas for improvement and ensure that they are delivering value to customers while managing risks effectively.

- 識別內外部風險。了解採購風險的來源及影響，進行風險評估及分析，並確定可能的後果。
- 制定處理風險的供應鏈風險管理計劃。我們已制定供應鏈風險管理計劃，助力各組織積極識別並減少潛在風險，確保持續經營及防範供應鏈意外中斷，包括風險識別、風險評估、風險緩解、風險監控、風險應對等。
- 密切監控風險。我們持續監控供應鏈潛在風險及評估風險緩解戰略的有效性。
- 進行定期檢討。通過開展供應鏈管理流程定期檢討，我們識別可進一步優化的領域及確保在有效管理風險的同時為客戶提供價值。

## ANTI-CORRUPTION

The Group maintains a high standard of business integrity throughout its operations and corrupt practices and bribery are strictly intolerable. The Group complies strictly with the relevant laws and regulations in relation to bribery, extortion, fraud and money laundering. There are anti-corruption and anti-bribery guidelines provided to all the employees. During the year under review, the Group did not have any non-compliance with the relevant laws and regulations.

The Policies taken by the Compliance Department of the Group on anti-corruption including management orientation, process management, documents and other related management as follows:

### Anti-corruption Policy Guidelines 反貪污政策指引

Clear Management Structure for Compliance  
清晰的合規管理架構

The code of conduct and related policies and procedure  
行為守則以及相關政策及程序

Compliance Executive Independent Control for Compliance Management  
合規管理的合規執行獨立控制

Risk Estimate and Internal Audit Procedure  
風險評估及內部審計程序

Investigating the Third-Party Partners  
對第三方合作夥伴進行調查

Training and consulting  
培訓及諮詢

Reward and Punishment  
獎勵及懲罰

Confidential Reporting and Internal Investigation  
保密報告及內部調查

Whistle-blowing Policy  
舉報政策

## 反貪污

本集團在其運營過程中秉持高度商業誠信標準，嚴令禁止貪污及賄賂行為。本集團嚴格遵守有關賄賂、勒索、欺詐及洗黑錢之相關法律及法規。我們已向所有僱員提供反貪污及反賄賂指引。於回顧年度內，本集團並無任何不遵守相關法律及法規之情況。

本集團合規部門在反貪污方面的政策包括管理導向、流程管理、檔案及其他相關管理如下：

The Group has stringent Code of Conduct that requires the employees and our business partners to follow strictly. There are two aspects in the Group's Code of Conduct. One is related to employees. All newly joined employees are required to sign the Employee's Handbook and an Integrity Declaration and attend anti-corruption training. The Group has established a Conflict of Interest Policy to ensure transparency and integrity in all business dealings. This policy clearly outlines the information that needs to be disclosed and specifies the actions that are prohibited.

All employees are also required to attend anti-corruption training every year to remind them on the importance of integrity. As for our business partners, such as suppliers, terms and conditions related to anticorruption are included in all the purchasing and sale agreements to ensure both parties are fully aware of their responsibilities.

本集團設有嚴謹行為守則，要求僱員及業務夥伴嚴格遵守。本集團之行為守則涉及兩個方面。其中一方面與僱員相關。所有新入職僱員均須簽署僱員手冊以及一份誠信承諾書，並參加反貪污培訓。本集團已制定利益衝突政策，以確保所有業務交易均透明及廉潔。該政策明確概述須予披露的資料，並指明所禁止的行為。

所有僱員亦須每年參加反貪污培訓，以向彼等強調誠信之重要性。至於我們的業務夥伴（如供應商），所有購銷協議均加入與反貪污相關之條款及條件，以確保雙方完全知悉其責任。

#### Anti-corruption Training Content 反貪污培訓內容

##### 1 Law and Regulations 法律及法規

Local Law and Regulations 當地法律及法規  
International Laws and Regulations 國際法律及法規

##### 2 Enforcement Standards under Compliance 合規執行標準

Code of Conduct for Individuals: Commitment to Integrity and Ethics; Employee's Handbook 個人行為準則：堅守誠信道德；僱員手冊  
Compliance Requirements with Customers: Anti-Bribery Clause 客戶合規要求：反賄賂條款  
Compliance Requirements in Procurement: Anti-Bribery Clause 採購合規要求：反賄賂條款

##### 3 Whistle-blowing 舉報

Whistle-blowing Channels 舉報渠道  
Confidentiality of whistle-blowing 舉報保密性

The Group also has whistle-blowing policy which provides channels for employees to report any malpractice, misconduct or illegal action. All the information collected and received will be kept confidential and the Group's internal audit department will conduct internal investigation and report to senior management.

During the Reporting Period, the Group, its directors and employees were not involved in any legal cases concerning corrupt practices. We were not aware of any non-compliance with the relevant laws and regulations in our operating areas, including but not limited to the Prevention of Bribery Ordinance of Hong Kong, that had a notable impact on the Group relating to health and safety in relation to products and services provided.

本集團亦設有舉報政策，為僱員提供渠道舉報任何玩忽職守情況、不當行為或非法行為。所收集及收取之全部資料將會保密處理，由本集團內部審計部門進行內部調查並向高級管理層報告。

於報告期間，本集團、其董事及僱員並未涉及任何有關貪污行為的法律案件。我們並不知悉任何違反運營當地相關法律法規（包括但不限於《香港特別行政區防止賄賂條例》）的情況，以致在所提供產品服務的健康安全方面，對本集團產生顯著影響。



## EMPLOYMENT

The Group regards talents as one of its core competencies and has optimized the use of human resources through a dedicated recruitment process and appraisal system.

The Group believes that employees are the most important and valuable assets contributing to the key to success and sustainable growth of the Company as a whole. The Group strictly complies with all the relevant labour laws and regulations under respective jurisdictions. The Group treats all the employees equally that their employment, remuneration, promotion or dismissal will not be affected by their social identities such as race, nationality, gender, religion, age and marital status.

The Group offers a range of attractive salaries, promotion opportunities and benefits packages to attract and retain outstanding employees. Salaries are reviewed annually and adjusted based on individual performance and market conditions. In addition, employees receive discretionary bonuses, share options and company shares in recognition of their contribution to the Group, and are evaluated based on the Group's overall performance and individual performance. The Group also provides employees with medical insurance, paid maternity leave, retirement plans and other benefits.

At the end of Reporting Period, our Group hired a total of 5,639 employees<sup>2</sup>, of which are almost full-time employees (5,622). Across our business portfolio, females accounted for 47% of the total labour. We are glad to see that the gender gap in the Group is small and we will keep this phenomenon. Regarding age, most of our employees concentrate in 31–40, accounting for around 41% of the total number. This is beneficial for the Group, as employees in this age bracket tend to be both experienced and productive. To enhance staff retention, we will devise a suitable strategy.

## 僱傭

本集團視人才為其核心競爭力之一，並通過專門的招聘流程及考核體系優化人力資源使用。

本集團相信，員工乃最重要及最寶貴之資產，為本公司整體獲得成功及達致可持續發展之關鍵。本集團嚴格遵守有關司法權區內所有相關勞工法律及法規。本集團對所有僱員一視同仁，彼等之僱用、薪酬、晉升或解聘不會受其種族、國籍、性別、宗教、年齡及婚姻狀況等社會身份影響。

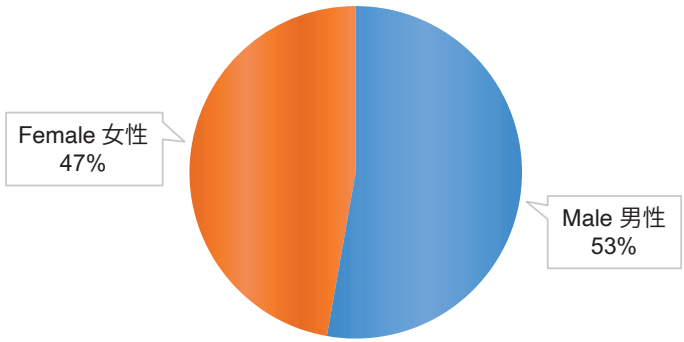
本集團提供一系列有吸引力之薪酬、晉升機會及福利待遇，以吸引及挽留優秀的僱員。薪金會每年檢討一次並根據個人表現及市場情況進行調整。此外，僱員亦可獲得按本集團整體表現及個人表現評估之酌情花紅、購股權及本公司股份，以表彰彼等對本集團之貢獻。本集團亦為僱員提供醫療保險、有薪假期、退休計劃及其他福利。

於報告期末，本集團共聘用5,639名僱員<sup>2</sup>，其中幾乎全部為全職僱員（5,622名）。在我們的業務組合中，女性佔總員工的47%。我們很高興看到本集團內的性別差距較小，我們會保持這種現象。在年齡方面，我們大部分僱員集中在31至40歲，佔總數約41%。這對於本集團而言是有利的，因為在這個年齡段的員工通常經驗豐富且工作效率高。我們將會相應制定僱員挽留策略。

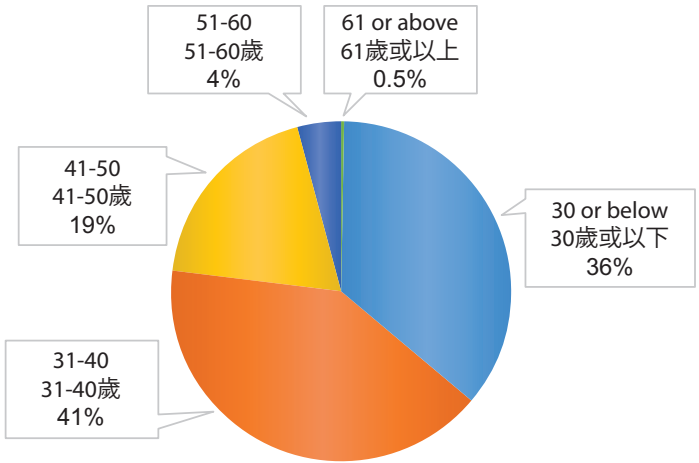
<sup>2</sup> The Philippines department changed from an associated company to a subsidiary company in 2024. Relevant data are included in statistics.

<sup>2</sup> 菲律賓部門於二零二四年由聯營公司變為附屬公司。相關數據已計入統計。

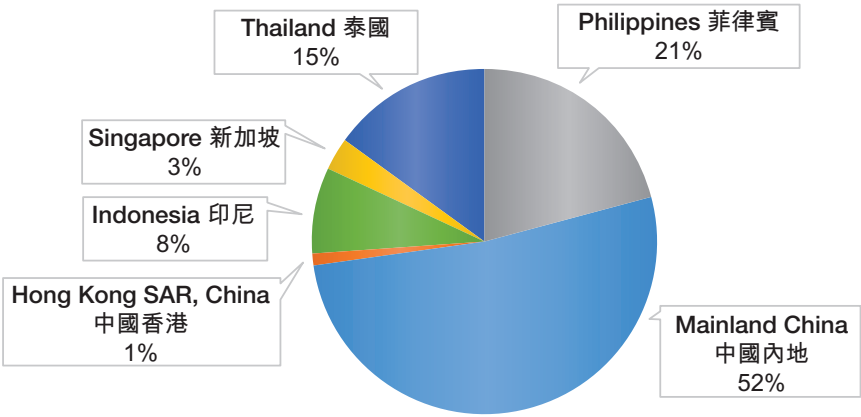
Gender Distribution of Employee  
員工性別分佈



Age Distribution of Employee  
員工年齡分佈



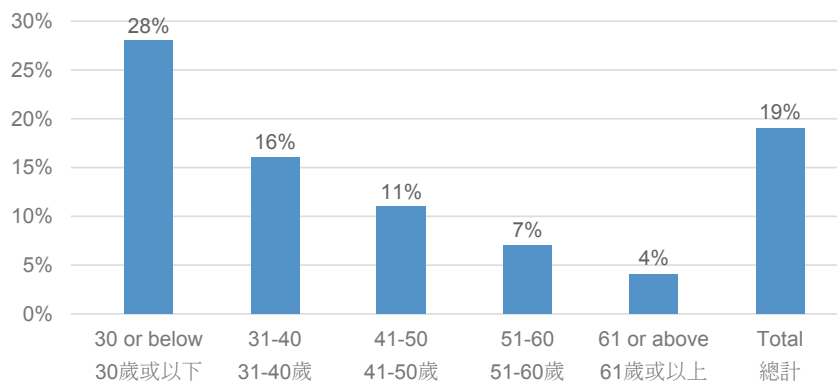
Location Distribution of Employee  
員工地區分佈



During the period, we saw an 19% of our employees leaving the Group, a significant decrease from last year. Most of them are aged 30 or below and the turnover rate for the age group is 28%. The decrease in employee turnover rate indicates an increase in employee stability. At the same time, our training and other strategies aim to support all employees and ensure they have a positive working environment and experience. These efforts are clearly yielding positive results.

期內，我們的僱員離職率為19%，較去年大幅減少。大部分為30歲或以下僱員，該年齡組別的流失率為28%。僱員流失率的減少表明僱員穩定性增加。同時，我們的培訓及其他策略旨在支持全體僱員，確保其擁有一個積極工作環境及體驗。這些努力顯然正取得積極成果。

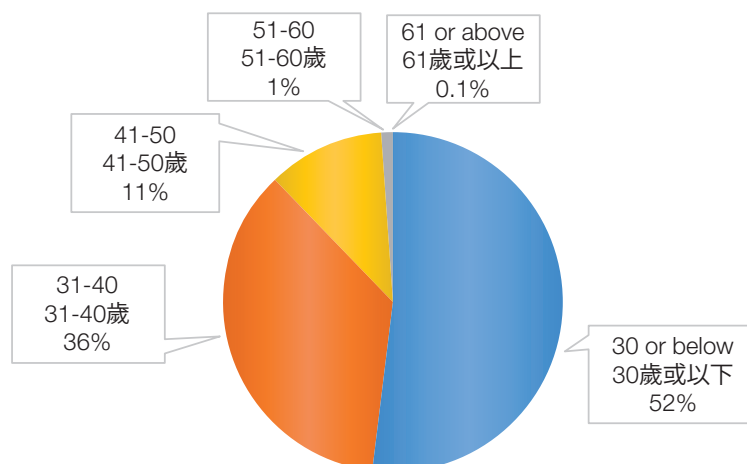
Turnover Rate – Age  
流失率－年齡



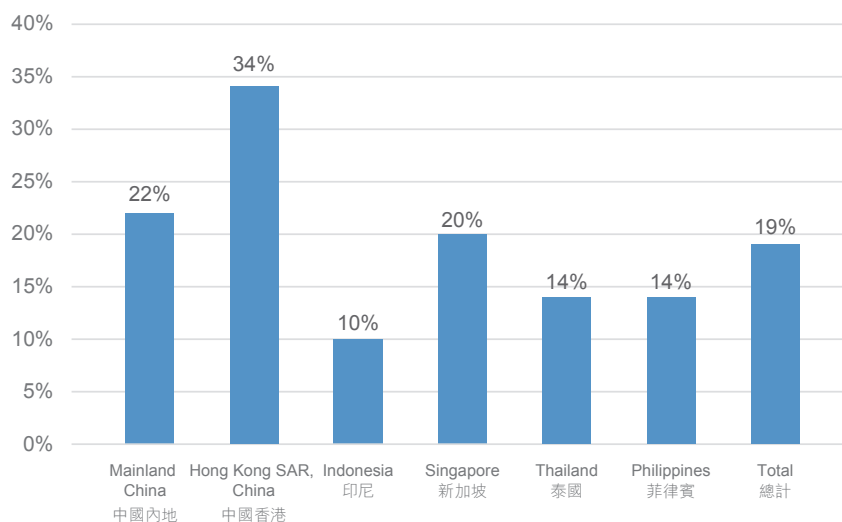
Our Group has a balanced figure in terms of gender, which is a sign of gender equality, and the turnover rate by gender is also fairly balanced, with 59% of departing employees being male and 41% female. The turnover rate was 21% for men and 17% for women. Below are the other Turnover Statistics presenting in Graph (Turnover Rate Calculation: Employees of certain category leaving/Total number of employees in the category):

本集團性別數據均衡，彰顯其對性別平等的重視，按性別劃分的流失率亦十分均衡，離職僱員中59%為男性，41%為女性。男女流失率分別為21%及17%。以下為其他流失率統計圖（流失率計算方式：某一類別離職僱員數／該類別僱員總數）：

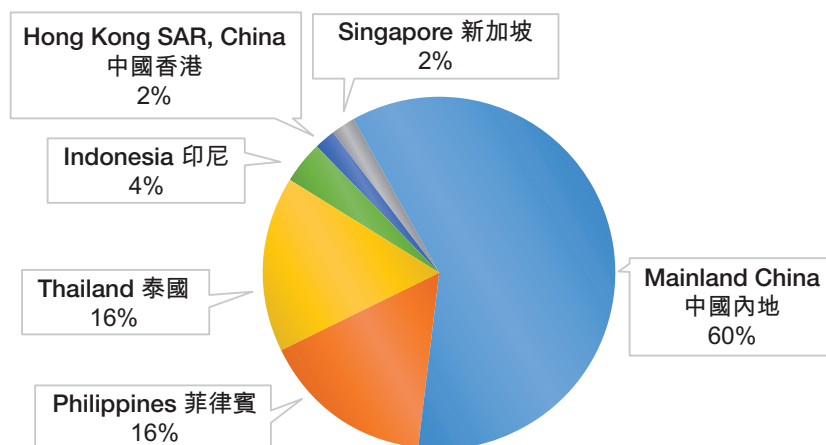
Age Distribution of Departing Employees  
離職員工年齡分佈



Turnover Rate – Location  
流失率－地區



Location Distribution of Departing Employees  
離職員工地區分佈



During the year under review, the Group did not have any non-compliance with the relevant employment laws and regulations.

於回顧年度內，本集團並無任何違反相關僱傭法律及法規的情況。

## LABOUR STANDARDS

The Group strongly condemns any form of child and forced labour, as it violates international labour standards. The Group adheres strictly to the relevant laws and regulations in the jurisdictions where it operates, concerning child and forced labour. The Group prohibits the use of child and forced labour in all its operations. The Group provides equal opportunities and fair treatment to all employees and job applicants.

To ensure compliance, the Human Resource Department conducts background checks on all job applicants. Each potential job applicant is required to complete an employment application form, which the Human Resource Department reviews to verify the accuracy of the information provided. The Human Resource Department is responsible for regulating employment and preventing any non-compliant behaviours. If any cases arise that cannot be handled by the Human Resource Department, they are promptly reported to upper management for further action.

We form a voluntary employment relationship with each of our employees and working hours exceeding the regulatory limits is not allowed. We also promote such concepts within the supply chain so as to protect the well-being of labour of the entire community. We hope to spread out the ideas of restricting child and force labour. If, unfortunately child labour is found, their employment will be terminated immediately and remuneration will be made according to the agreed wages.

During the reporting period, the Group did not recognize any material irregularities in the laws and regulations relating to any labour standards.

## HEALTH AND SAFETY

The Group attaches great importance to occupational health and safety. It recognizes that having an effective occupational health and safety policy is critical not only to its employees and the group, but also to its customers and other stakeholders. Accordingly, the Group has established an labour safety and health management system in accordance with relevant local laws and regulations.

## 勞工準則

本集團強烈譴責任何形式的童工及強制勞工，因為其違反國際勞工公約。本集團嚴格遵守相關司法權區有關童工及強制勞工之相關規則及規例。本集團禁止在所有經營業務中使用童工及強制勞工。本集團為所有僱員與應徵者提供平等機會及公平待遇。

為確保遵守規定，人力資源部對所有應徵者進行背景調查。每位有意應徵者均須填寫職位申請表，人力資源部會審閱申請表以證實所提供資料之準確性。人力資源部負責監管僱傭並防止出現任何不合規行為。如出現人力資源部無法處理之任何情況，應立即向上級管理層報告以採取進一步行動。

我們與每名僱員建立自願僱傭關係，工作時間不得超過法定限額。我們亦於供應鏈內部推廣這一理念，保障整個組織內的勞工福祉。我們希望宣揚限制童工及強制勞工的理念。如不幸發現童工，將立即終止僱傭並根據已商定工資支付薪酬。

於報告期內，本集團並無發現任何違反法律法規中任何勞工準則的重大違規行為。

## 健康與安全

本集團高度重視職業健康與安全。本集團認為有效的職業健康與安全政策對僱員及集團、客戶及其他持份者均至關重要。因此，根據當地相關法律及法規，本集團已建立勞工安全與健康管理制度。

Workplace safety is extremely important to the Group. The Group is committed to maintaining a safe and healthy working environment and providing employees with occupational safety training. The Group also provides guidelines to warehouse employees to enhance occupational safety and health awareness. For example, place warning signs around the warehouse to remind employees to use electric reach stackers with caution. During the reporting period, the Group had no work-related deaths or violations of relevant laws and regulations.

In addition, a professional cleaning company has been hired to sanitize the office carpet and regularly clean the air conditioning, with extra care taken during the pandemic. The entire office area is frequently sterilized to ensure cleanliness. Additionally, apart from providing bottled water, a water treatment system has been installed to filter and enhance the quality of drinking water.

During the year under review, the Group did not have any work-related fatality cases or any non-compliance with the relevant laws and regulations. In the past 3 years, the Group's operations recorded zero fatalities.

In addition to workplace safety, we promote healthy lifestyles to our employees. The Group holds annual dinners, Christmas parties and New Year lunches every year to share joy and happiness with employees and enhance their sense of belonging. In addition, in order to provide employees with a better work-life balance, overtime is discouraged unless necessary. Encourage employees to participate in other activities, such as sports or other interest classes, to achieve a healthy work-life balance.

## DEVELOPMENT AND TRAINING

The Group treasures talents and encourages employees to grow both intellectually and professionally. The Group considers development and training is one of the important elements contributing the success of the Group. The training programs are classified into two types on-the-job and internal training to different levels of staff. The Group has formulated training plans for employees, including seminars and workshops, internal and external. Employees are also highly encouraged to attend external training courses and seminars that related to their job nature to enrich their knowledge in discharging their duties. Our training covers products knowledge, sales and marketing, operational skills, workflow management skills, leadership and management skills.

工作場所安全對本集團而言極為重要。本集團致力維持安全健康之工作環境，並向僱員提供職業安全培訓。本集團亦為倉庫員工提供指引，以增強職業安全與健康意識。例如，倉庫周圍設置警告牌，提醒僱員要謹慎操作電動正面吊。於報告期內，本集團並未發生與任何工傷死亡案例或任何違反相關法律及法規之情況。

此外，本集團聘請一家專業清潔公司對辦公區的地毯進行消毒，定期清洗空調，在疫情期間格外小心。本集團經常對整個辦公區周圍進行消毒以確保清潔。此外，除提供瓶裝飲用水外，我們亦安裝水處理系統，過濾飲用水並提高飲用水質素。

於回顧年度內，本集團並無任何工傷死亡案例，亦無任何違反相關法律及法規之情況。過往三年，本集團的工傷死亡率為零。

除工作場所安全外，本集團亦提倡僱員養成健康生活方式。本集團每年組織年夜飯、聖誕晚會及春茗午宴，讓僱員分享喜悅及歡樂，增強彼等之歸屬感。此外，為了讓僱員更好地平衡工作與生活，本集團不鼓勵加班（除非必要）。本集團鼓勵員工參與其他活動（如體育或其他興趣課程），以實現健康的工作與生活平衡。

## 發展及培訓

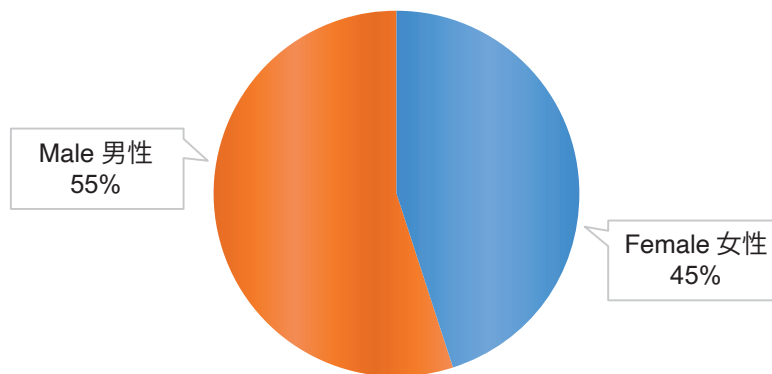
本集團重視人才並鼓勵僱員在知識及技能上謀求發展。本集團認為發展及培訓是本集團取得成功的重要因素之一。培訓計劃分為向不同級別員工提供的在職培訓及內部培訓兩種類型。本集團已為僱員制定培訓計劃，包括內部及外部研討會及講習班。本集團亦非常鼓勵僱員參與與其工作性質相關的外部培訓課程及研討會，從而豐富其履行職責的知識。我們的培訓涵蓋產品知識、銷售及營銷、經營技能、工作流程管理技能、領導及管理技能。



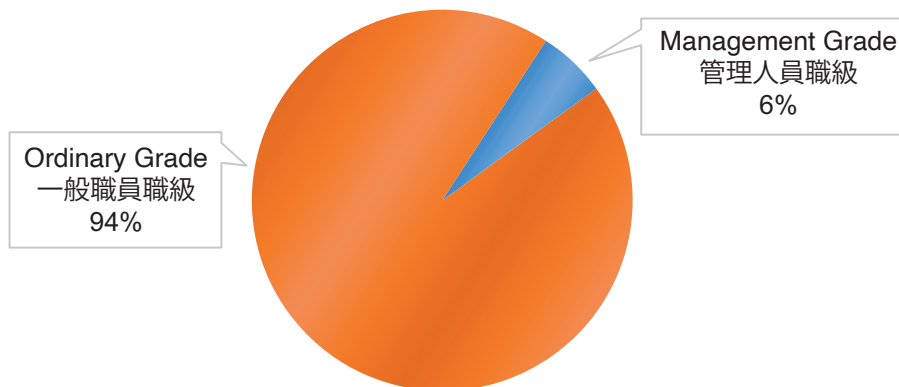
The Group places a premium on employee training, recognizing it as a cornerstone of organizational success. The Group has made great efforts to provide employees with a plethora of training opportunities. During the Reporting Period, the Group has organised some training for our employees, more than half of our employees have joined the training offered by the Group in 2024.

本公司十分重視僱員培訓，將其視為組織成功的基石。本集團加大力度，為僱員提供大量的培訓機會。於報告期內，本集團已為僱員安排若干培訓，二零二四年超過一半的僱員已參加本集團提供的培訓。

Gender Distribution of Trained Employee  
培訓僱員性別分佈



Grade Distribution of Trained Employee  
培訓僱員職級分佈



Among our staff, 53% of employees participated in the training, 45% of which were female employees. The average training hours of every employee is 26.2 hours. For the grade of trained staff, management has joined the training course offered with an average training hours of 24.2 hours, and the ordinary staff with an average training hour of 26.4 hours.

在我們的員工中，53%的僱員參加了培訓，其中45%為女性僱員。每名僱員的平均的培訓時長為26.2小時。就受訓員工的職級而言，管理層參加了所提供的培訓課程，平均受訓24.2小時，普通員工的平均受訓時數達到26.4個培訓課時。

## COMMUNITY INVESTMENT

As a responsible corporate citizen, the Group has been supporting and engaging in community and charitable activities in order to achieve a harmonious and sustainable development between enterprise and the community.

The Group will continue supporting the culture of active participation in community services, encouraging our staff to participate in various voluntary activities, creating a strong social network and providing assistance and supports for the people in need.

Through donations and volunteer activities, the Group hopes to give back more to the society and help the less privileged groups in society. The Group prioritizes social welfare, particularly in supporting vulnerable groups like the elderly, children and the sick. Through these joint efforts, the Group not only fulfils its corporate social responsibility but also cultivates a culture of compassion and empathy among its employees. By championing social good, the Group embodies its core values and demonstrates its deep commitment to creating a more equitable and inclusive society for all.

## 社區投資

作為負責任之企業公民，本集團一直支持並參與社區及慈善活動，以實現企業與社區之間的和諧及可持續發展。

本集團將繼續支持積極參與社區服務的文化，鼓勵員工參加各種志願活動，創建強大的社交網絡，並為有需要的人們提供幫助及支持。

本集團希望通過捐贈及志願活動，更好地回饋社會，幫助社會弱勢群體。本集團將社會福利放在首位，特別是在支持長者、兒童及病患等弱勢群體方面。通過該等共同努力，本集團不僅履行其企業社會責任，亦於僱員中培養富有同情心及同理心的文化。本集團通過倡導社會公益體現其核心價值觀，並表明其致力於為所有人創造一個更加公平及包容的社會的堅定承諾。

We would continue to encourage employees to do good to their surrounding communities by drawing their attention to diverse social and environmental issues and organizing charitable activities.

我們將繼續鼓勵員工關注各種社會及環境問題並組織慈善活動，為周邊社區作出貢獻。

Region 地區	Description 描述	HKD 港元
Thailand 泰國	Organizing the “VST ECS Golf Charity 2024” for 5 consecutive years dedicated the donations to the CU Cancer Immunotherapy Excellence Center, Faculty of Medicine, Chulalongkorn and Division of Hematology, Department of Internal Medicine, Ramathibodi Hospital. 連續五年舉辦「VST ECS二零二四慈善高爾夫球賽」，所募捐款項已悉數捐贈予朱拉隆功大學醫學院癌症免疫治療卓越中心及拉瑪提博迪醫院內科部血液學分部。	379,000
	Donation to Siriraj Foundation 向Siriraj基金會捐贈	7,000
	Donation to Office of the National Water Resources 向國家水資源辦公室捐贈	1,000
	Donation to King Mongkut's University of Technology Thonburi 向King Mongkut's University of Technology Thonburi捐贈	2,000
	Donation to Wat Sri Bun Ruang 向Wat Sri Bun Ruang捐贈	11,000
	Donation to Rangsit University 向Rangsit University捐贈	2,000
	Donation to Tiang Chirativat Foundation 向Tiang Chirativat基金會捐贈	3,000
	Donation to Sripatum University 向Sripatum University捐贈	1,000
	Donation to Tiang Chirativat Foundation 向Tiang Chirativat基金會捐贈	350
	Donation to Wat Toom 向Wat Toom捐贈	2,000
	Donation to Wat Sri Bun Ruang 向Wat Sri Bun Ruang捐贈	23,000
	Donation to Kasetsart University 向Kasetsart University捐贈	5,000
	Donation to Wat Khao Nom Nang 向Wat Khao Nom Nang捐贈	2,000
	Donation to Umphang Hospital 向Umphang Hospital捐贈	2,000
	Software donation to Banthaudom School 向Banthaudom School捐贈軟件	8,000
	Computers donation to Banthaudom School 向Banthaudom School捐贈電腦	2,000
	Donation to The Bumrungrad Hospital Foundation 向The Bumrungrad Hospital基金會捐款	7,000
	Donation to Wat Don Moon 向Wat Don Moon捐贈	14,000
	Donation to Saowabha Vocational college 向Saowabha Vocational college捐贈	2,000

Environmental, Social and Governance Report (continued)  
環境、社會及管治報告（續）

Region 地區	Description 描述	HKD 港元
China 中國	Donation to Chiang Mai University 向Chiang Mai University捐贈	11,000
	Donation to Rangsit University 向Rangsit University捐贈	2,000
	Donation to Suranaree University of Technology 向Suranaree University of Technology捐贈	6,000
	Computers donation to Wat Mueang Sart School 向Wat Mueang Sart School捐贈電腦	17,000
	Donate money after recycling used items in the community 向社區回收舊物後捐款	100
	Free blood donation 無償獻血	N/A
	Waterdrop fundraising 水滴籌	220
	Tencent charity donation 騰訊慈善捐款	50
	Donation to Senjarawi Social Home for the Elderly (Bandung) 向Senjarawi Social Home for the Elderly (Bandung)捐贈	5,000
	Donation to Cahaya Kasih Orphanage (Bandung) 向Cahaya Kasih Orphanage (Bandung)捐贈	2,000
Indonesia 印度尼西亞	Donation to Pre schools and Kindergarten in Klaten (Yogyakarta) 向Pre schools and Kindergarten in Klaten (Yogyakarta)捐贈	6,000
	Donation to Pondok Harapan Social Home for the Elderly (Semarang) 向Pondok Harapan Social Home for the Elderly (Semarang)捐贈	5,000
	Donation to Cinta Kasih Orphanage (Medan) 向Cinta Kasih Orphanage (Medan)捐贈	7,000
	Donation to Victims of the eruption of Mount Lewotobi Flores NTT 向弗洛雷斯島東努沙登加拉省勒沃托比火山噴發的受害者捐贈	5,000
	Donations for the construction of the Children's Cancer Shelter (Yogyakarta) 用於兒童癌症收容所(Yogyakarta)建設的捐贈	7,000
	Donation to Matahari Terbit Orphanage (Salvation Army) Surabaya 向Matahari Terbit Orphanage (Salvation Army) Surabaya捐贈	2,000
	Donation to Ministry of social and family development – Neugen Fund 向Neugen基金的社會及家庭發展部捐贈	80,000
	Donation to the Food Bank Singapore Ltd 向新加坡食物銀行股份有限公司捐贈	1,000
	Foundation of Rotary Clubs Rotary Clubs基金會	7,000
	Donation to KKH Kids Patients (project give tea party) 向KKH Kids Patients (project give tea party)捐贈	19,000
Singapore 新加坡	Donation to AMKSS Social Move 向AMKSS Social Move捐贈	53,000
	Donation to Girl Guides Singapore 向Girl Guides Singapore捐贈	43,000

The Group will continue supporting the culture of active participation in community services, encouraging our staff to do good to their surrounding communities by drawing their attention to diverse social and environmental issues and organizing charitable activities.

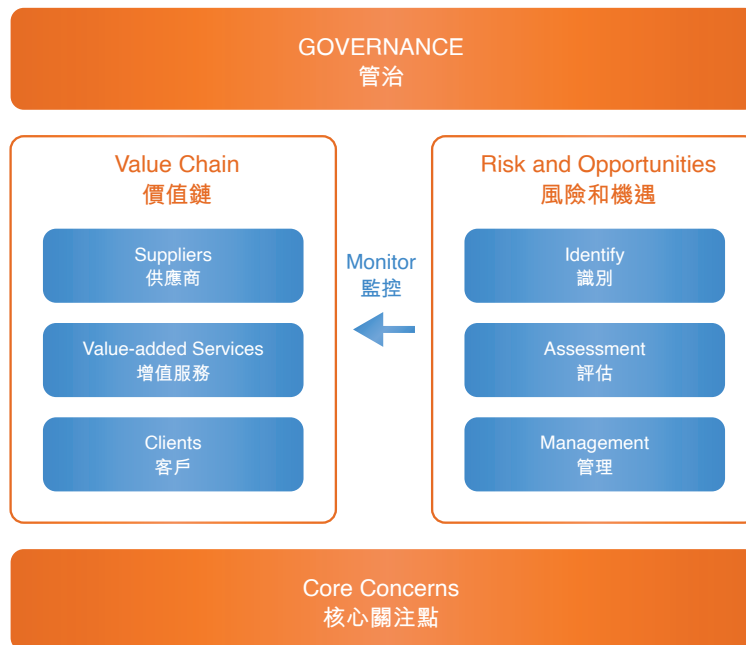
本集團將繼續支持積極參與社區服務的文化，鼓勵員工關注各種社會及環境問題並組織慈善活動，為周邊社區作出貢獻。

## ENVIRONMENTAL SUSTAINABILITY

We concern about the environment. While maintaining the business operation of the Group, we try to minimize any impact to the environment while promoting the concept of sustainability development and protecting the environment. The Group undertakes environmental protection as part of its corporate responsibilities, and it is fully aware of the importance of sustainable environmental development in promoting sustainability in its operations. The Group is committed to implementing different environmental protection measures to reduce the impacts on the environment. We seek to response to the sustainability issues across our operations, from sourcing materials to our office usage.

## 環境可持續發展

我們關注環境。我們在維持本集團業務營運的同時，盡量減少對環境的影響，同時推廣可持續發展及保護環境的理念。本集團將保護環境作為其企業責任的一部分，並充分認識到可持續環境發展對促進其業務可持續發展的重要性。本集團致力推行不同的環保措施，以減少對環境的影響。從採購材料到辦公場所使用，我們尋求在營運中應對可持續發展問題的方法。



The Group has a comprehensive governance structure, ensuring all operations adhere to the highest compliance standards. In line with our business model, we continuously monitor climate-related issues, proactively identifying, assessing, and managing related risks and opportunities to mitigate potential impacts. Furthermore, we maintain a strong focus on key industry concerns such as clients' energy consumption, product eco-labelling, and intellectual property protection. We are committed to promoting sustainable development and ensuring our products and services meet environmental standards, thus providing excellent support and assurance to our clients.

## GOVERNANCE

We employ a climate-related governance strategy that involves collaboration between the board, management, and external experts.

The board, along with management, is responsible for overseeing the Group's climate-related governance, which includes establishing sustainability strategies, priorities, and targets. In fulfilling their duties, the board considers sustainability factors in the development and implementation of Group strategies, business plans, major action plans, and risk management. Senior management is tasked with the strategic management of key climate-related issues. External experts provide advice and compliance guidance on specialised climate issues.

Based on the nature of our business, we are less involved in the production sector and therefore less affected by climate-related issues. However, the board and external experts conduct annual strategic reviews and assessments of climate-related risks and opportunities. As management, we will continue to monitor significant industry changes related to climate issues and adjust our strategies accordingly.

## STRATEGY

### CLIMATE-RELATED RISKS AND OPPORTUNITIES

- **Risks**  
Climate-related issues are increasing the demand for energy-efficient and environmentally friendly products and services. This may impact our current product lines, leading to upgrades and new iterations. Additionally, our service offerings will require updates to align with these evolving standards.

Moreover, compliance requirements related to sustainability may increase our management expenses, as we ensure adherence to new regulations. We need to proactively address these changes to maintain our competitive edge and continue providing value to our customers.

本集團擁有完善的治理架構，確保所有運營符合最高合規標準。根據我們的業務模式，我們持續監控與氣候相關的問題，積極識別、評估及管理相關風險和機遇，以減輕潛在影響。此外，我們高度關注行業的關鍵問題，例如客戶的能源消耗、產品生態標籤以及知識產權保護。我們致力於促進可持續發展，確保我們的產品和服務符合環境標準，從而為客戶提供優質的支持和保障。

## 管治

我們採用董事會、管理層與外部專家共同協作的氣候相關管治策略。

董事會連同管理層負責監督本集團的氣候相關管治，包括制定可持續發展策略、優先事項及目標。董事會在履行職責時，會於制定及實施本集團策略、業務計劃、重大行動計劃及風險管理時考慮可持續發展因素。高級管理層負責氣候相關關鍵事宜的策略管理。外部專家就具體的氣候事宜提供建議及合規指引。

根據我們的業務性質，我們較少涉及生產部門，因此受氣候相關事宜的影響較小。然而，董事會及外部專家每年會對氣候相關的風險及機遇進行策略審查和評估。作為管理層，我們將繼續關注與氣候事宜相關的重大行業變化，並相應調整我們的策略。

## 策略

### 氣候相關風險及機遇

- **風險**  
氣候相關的事宜不斷增加對節能環保產品及服務的需求。此可能會影響我們現有的產品線，導致升級換代。此外，我們的服務亦須進行提升，以符合該等不斷發展的標準。

此外，與可持續發展相關的合規要求可能會增加我們的管理費用，原因為我們須確保遵守新法規。我們需積極應對該等變化，以保持我們的競爭優勢，並繼續為客戶提供價值。



- Opportunities

Climate-related challenges are driving industries towards more sustainable and innovative operational models. With growing environmental awareness, paperless offices are becoming standard practice, reducing paper usage and enhancing efficiency. Additionally, companies are actively upgrading equipment to improve energy efficiency and productivity, which not only cuts operational costs but also boosts competitiveness. Moreover, the adoption of smart manufacturing technologies is rapidly expanding, as businesses seek to leverage automation and data-driven decision-making to address the challenges posed by climate change. The demand for cloud computing is also rising, offering flexible and scalable solutions that support digital transformation.

These trends collectively create abundant business opportunities. By providing innovative solutions and services, we can meet these demands and secure a stronger market position. We will continue to monitor industry changes and adjust our strategies to seize these opportunities effectively.

## BUSINESS MODEL AND VALUE CHAIN

As an IT service company, we organise our suppliers to deliver comprehensive information solutions through our professional value-added services. With the growing focus on climate issues, we anticipate greater engagement in markets such as artificial intelligence, smart manufacturing, and cloud computing. Our service scope will expand, presenting challenges to our service skills.

Effectively organising upstream supplier products and offering high-value services to provide customers with energy-efficient and environmentally friendly technical solutions will become a key direction for our business model development.

## STRATEGY AND DECISION-MAKING

The Group's management continuously monitors climate-related opportunities and effectively manages risks. Our business model is evolving with new technologies, leading to the steady growth of new services, particularly in cloud services represented by "Cloud Star". We actively participate in industry summits across AI applications, smart charging networks, digital human marketing, and e-commerce, driving the development of these areas.

- 機遇

氣候相關的挑戰正推動各行業朝更具可持續性及創新性的運營模式發展。隨著環保意識的增強，無紙化辦公正成為標準慣例，從而減少紙張使用並提高效率。此外，企業正在積極升級設備，以提高能源效率和生產率，這不僅削減運營成本，亦能增強競爭力。此外，隨著企業尋求利用自動化和數據驅動決策來應對氣候變化帶來的挑戰，智能製造技術的應用亦在迅速擴大。同時，對雲計算的需求亦不斷上升，雲計算可提供靈活、可擴展的解決方案，支持數字化轉型。

該等趨勢共同帶來巨大商機。通過提供創新解決方案及服務，我們可滿足該等需求，贏得更穩固的市場地位。我們將繼續關注行業變化，調整策略，有效把握有關機遇。

## 業務模式及價值鏈

作為一家資訊科技服務公司，我們通過專業的增值服務，組織供應商交付綜合資訊解決方案。隨著市場對氣候問題的關注日益增加，我們預計人工智慧、智慧製造及雲計算等領域將愈發受到市場青睞。隨著我們的服務範圍將有所擴展，我們的服務技能將會面臨挑戰。

有效整合上游供應商的產品，並向客戶提供高附加值的服務以及節能環保的技術解決方案，將成為我們業務模式發展的關鍵方向。

## 策略及決策

本集團的管理層持續關注與氣候相關的市場機遇，並有效管理風險。我們的業務模式正因應新技術發展而演變，特別以「佳杰雲星」為代表的雲服務等新型服務穩步增長。我們積極參與人工智能應用、智慧充電網絡、數字人營銷及電子商務等行業峰會，推動該等領域的發展。

In anticipation of necessary service upgrades, we are strengthening our internal talent pool and enhancing training programs. Additionally, we are carefully managing our budget and expenses to support these initiatives.

## FINANCIAL POSITION, FINANCIAL PERFORMANCE AND CASH FLOWS

At present, the direct financial impact of climate issues on the Group is minimal. However, we are experiencing significant business expansion and diversification of revenue streams. This positive trend is expected to continue, driven by our strategic adaptation to evolving market demands and climate-related opportunities. Our expansion is evident across multiple sectors, including cloud services, AI applications, smart manufacturing, and digital marketing.

Despite this growth, we must remain attentive to potential cost implications. As climate considerations become more integral to business operations, there may be an increase in research and development expenses. Developing innovative, sustainable solutions requires investment in new technologies and processes. Similarly, management costs may rise for enhanced compliance with environmental regulations.

To address these challenges, we focus on strategic budgeting and cost management. By prioritizing efficient resource allocation and fostering a culture of innovation, we aim to eliminate potential financial pressures.

## CLIMATE RESILIENCE

Currently, the Group experiences limited direct impact from climate issues. We have a robust governance structure in place, and our management team continually updates strategies to address climate-related challenges. This proactive approach ensures that we maintain strong climate resilience.

Our governance framework allows us to effectively assess and manage risks, while also identifying opportunities arising from environmental changes. By integrating climate considerations into our strategic planning, we are better prepared to adapt to new regulatory and market demands.

## RISK MANAGEMENT

We continuously monitor climate-related risks within our business processes. Through identification, assessment, and control procedures, we manage these risks effectively. The management team is responsible for daily monitoring and adjusting strategies in response to significant changes.

為應對必要的服務升級，我們正加強內部人才儲備並強化培訓計劃。此外，我們審慎管理預算及支出，以支持該等計劃實施。

## 財務狀況、財務表現及現金流

目前，氣候問題對本集團的直接財務影響較小。然而，我們的業務正在大幅擴張，收入來源日趨多元化。這一積極趨勢預計將持續，得益於我們針對不斷變化的市場需求及氣候相關機遇的戰略調整。我們的業務已擴張至多個領域，包括雲服務、人工智能應用、智慧製造及數字營銷。

儘管業務持續成長，我們仍需關注潛在的成本影響。隨著氣候考量逐為業務營運的重要一環，研發開支可能會有所增加。開發創新且可持續的解決方案，需要對新技術及工藝作出投入。類似地，為加強環境法規合規性，管理成本亦可能上升。

為應對該等挑戰，我們注重策略性預算規劃與成本管理。通過優化資源調配及培育創新文化，我們旨在減輕潛在的財務壓力。

## 氣候韌性

目前，本集團受到氣候問題的直接影響有限。我們擁有健全的治理架構，管理團隊亦持續更新策略，以因應氣候相關的挑戰。該積極舉措確保我們維持強大的氣候韌性。

我們的治理架構使我們能夠有效評估和管理風險，同時也能識別環境變化所帶來的機遇。透過將氣候因素納入我們的策略規劃中，我們可以更好地適應新的法規及市場需求。

## 風險管理

我們持續監控業務流程中與氣候相關的風險。透過識別、評估及控制程序，我們有效地管理該等風險。管理團隊負責日常監控，並針對重大變動調整策略。

The Board oversees risk management and receives annual updates from management on changes to risk mitigation measures. This ensures that we remain proactive and responsive to evolving challenges, maintaining robust oversight and strategic alignment.

董事會每年收到管理層關於風險應對措施的更新，並進行監督管理。這可確保我們積極主動應對不斷變化的挑戰，並維持健全的監督與策略一致性。

The following is the identification and response of relevant risks:

以下為相關風險的識別與應對措施：

Risk 風險	Description 描述	Degree 程度	Strategy 策略
Management Risk 管理風險	Changes in laws and regulations can alter compliance requirements, leading to increased management costs. 法律法規的變動可能改變合規要求，導致管理成本增加。	Mid 中	Our strategy involves promptly gathering relevant information, deploying measures in advance, and actively implementing necessary changes. This ensures we consistently meet compliance requirements and effectively manage risks. 我們的策略包括及時收集相關信息，提前部署措施，並積極實施必要變更。這確保我們始終符合合規要求，有效管理風險。
Transition risk 轉型風險	Climate issues are driving changes in customer demands and market dynamics. Customers increasingly seek sustainable and energy-efficient solutions. 氣候問題正推動客戶需求和市場動態的變化。客戶越來越需要可持續和節能的解決方案。	Low 低	We are proactively deploying measures and enhancing our tracking of relevant changes. By strengthening internal R&D and staff training, we can actively adjust our business strategies to better serve our customers. This approach ensures we remain responsive to market shifts and continue to deliver high-quality, innovative solutions. 我們積極部署措施，加強相關變化的跟蹤。通過加強內部研發和員工培訓，我們可以積極調整業務策略，更好地服務客戶。這確保我們對市場變化保持應對能力，繼續提供高品質、創新的解決方案。

## EMISSIONS

The Group has always emphasized environmental friendliness and reducing emissions of all kinds. As our business is mainly trading in nature, the operations of our Group do not have significant impacts on air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. Air and gas emission and non-hazardous waste generated by the Group is minimal. Due to the nature of business, the most common air emission and greenhouse gas (GHG) emission from our daily business activities are mainly generated from the offices and warehouses consumption of electricity and the usage of vehicles and paper. The Group does not produce any hazardous waste in its operations.

## 排放

本集團一直注重環保及減少各類廢氣排放。由於我們的業務主要為貿易性質，本集團的營運對廢氣及溫室氣體排放、向水及土地排放以及產生有害及無害廢棄物並無重大影響。本集團產生的廢氣及氣體排放以及無害廢棄物極少。因業務性質使然，我們日常業務活動中最常見的廢氣排放及溫室氣體排放主要來自於在辦公室及倉庫的電力消耗以及使用車輛及紙張。本集團於其營運中並不產生任何有害廢棄物。

## Environmental, Social and Governance Report (continued)

### 環境、社會及管治報告（續）

During the Reporting Period, we were not aware of any non-compliance with relevant legislative and regulatory requirements, for example, the legislations relevant to the Prevention of Harmful Effects on the Environment Caused by Air Pollution, Noise, Vibration and Similar Phenomena.

#### Air and Greenhouse Gases

As the business nature of the Group is trading ICT products, the trading operation does not involve the emission of GHG in significant quantities. Therefore, we are not disclosing this figure. If in the future, our emissions become larger, we will disclose and inform our stakeholders in a timely manner.

The Group has no industry or car usage in the operation of our business so we will not have stationary and mobile combustion emission, but we discovered that the electricity usage will also generate GHG emission, as such, we have consolidated the electricity usage data in our headquarter – Hong Kong SAR, relevant statistics of GHG emission for the Reporting Period is shown as the following table:

Indicators	Unit	Total (2023)	Total (2024)
指標	單位	總計 (二零二三年)	總計 (二零二四年)
Total GHG Emissions 溫室氣體排放總量	Tonnes of CO <sub>2</sub> e 噸二氧化碳當量	86.4	79.2
Intensity (Per Employee) 密度（每名僱員）	Tonnes of CO <sub>2</sub> e/Employee 噸二氧化碳當量／僱員	1.1	1
Scope 1 – Stationary combustion 範圍1－固定源燃燒	Tonnes of CO <sub>2</sub> e 噸二氧化碳當量	Nil 零	Nil 零
Intensity (Per Employee) 密度（每名僱員）	Tonnes of CO <sub>2</sub> e/Employee 噸二氧化碳當量／僱員	Nil 零	Nil 零
Scope 1 – Mobile combustion 範圍1－移動源燃燒	Tonnes of CO <sub>2</sub> e 噸二氧化碳當量	Nil 零	Nil 零
Intensity (Per Employee) 密度（每名僱員）	Tonnes of CO <sub>2</sub> e/Employee 噸二氧化碳當量／僱員	Nil 零	Nil 零
Scope 2 Indirect Emissions 範圍2間接排放	Tonnes of CO <sub>2</sub> e 噸二氧化碳當量	86.4	79.2
Intensity (Per Employee) 密度（每名僱員）	Tonnes of CO <sub>2</sub> e/Employee 噸二氧化碳當量／僱員	1.1	1

Note: GHG emissions are computed based on the **ESG Reporting Guide and Emission Factor from Cross-Sector Tools** prepared by Greenhouse Gas Protocol.

於報告期間，我們並無發現任何違反有關法例及規管規定的情況，例如有關防止空氣污染、噪音、振動及類似現象對環境造成有害影響的法例。

#### 廢氣及溫室氣體

由於本集團的業務為買賣資訊通訊科技產品，買賣業務並不涉及大量排放溫室氣體。因此，我們並無披露相關數字。倘若日後我們的排放量增加，我們將及時披露並知會持份者。

本集團的業務營運中並不涉及工業或使用汽車，故我們並無固定及移動燃燒排放。但我們發現，使用電力亦會產生溫室氣體排放，因此我們整合我們的總部－香港特別行政區的用電數據。報告期間的溫室氣體排放相關統計數字見下表：

附註：溫室氣體排放量乃根據環境、社會及管治報告指引及溫室氣體核算體系編製的跨行業工具排放系數計算。

We can see from above table, the Total GHG Emissions CO<sub>2</sub>e was decreased 8.3% compared with the same period last year. Achieving our overarching management objectives reflects our dedication to addressing environmental issues and demonstrates our commitment to sustainability efforts.

The Group understand the impact brought by GHG and air emission, so we strive to reduce the air and GHG emissions through improving process flow.

#### Solid Waste Emission

We uphold the principle of “4Rs”, namely Reduce, Reuse, Replace and Recycle. As our business mainly focus on IT software trading, we do not generate waste in our production process. In our offices, we produce only municipal waste, which is unharmed, disposed through legal means and collected by governmental services daily. Hence, we consider this issue insignificant to the Group and do not report the figures here.

#### Wastewater

Our manufacturing process does not involve water consumption, the Group does not have a lot of discharge to water. The wastewater of the Group comes mainly from domestic usage from our offices. Since living wastewater should not pose huge harm to the environment, we assume this topic insignificant. The Group strictly discharges wastewater into municipal sewage pipelines for uniform treatment in accordance with the “Wastewater Quality Standards for Discharge to Municipal Sewers”. The Group also calls on employees to conserve water resources.

During the Reporting Period, there was no incidence of non-compliance in emissions with the relevant environmental laws and regulations that have a significant impact on our Group.

## USE OF RESOURCES

The Group only uses resources in the office and warehouse operation, and we earnestly reduce resource consumption and improve economic efficiency.

The Group highly encourages the efficient use of resources while endeavours to reduce, reuse and recycle of resources to prevent the unnecessary waste of resources and minimize the impacts on the environment and natural resources. Due to the nature of our business, the resources used by the Group are principally attributed to electricity and paper consumed at our offices and warehouses. Due to our business nature, our operation does not involve direct consumption of water and packaging materials. Water consumption by the Group was mainly bottled drinking water used at the Group's offices and warehouse only.

我們從上表可見，溫室氣體排放二氧化碳當量總量同比下降8.3%。實現我們的整體管理目標反映了我們致力於解決環境問題，並體現了我們對可持續發展努力的承諾。

本集團深知溫室氣體及廢氣排放帶來的影響，因此我們致力透過改善工藝流程減少廢氣及溫室氣體排放。

#### 固體廢棄物排放

我們秉持「4R」原則，即減少使用、物盡其用、替代使用及循環再用。由於我們的業務重點在於資訊科技軟件貿易，我們於生產過程中並無產生廢物。我們的辦公室僅產生無害的城市垃圾，均以合法方式處置及每日由政府服務機構收集。因此，我們認為此議題對本集團而言並不重大，故並無在此報告數據。

#### 廢水

我們的生產過程無需耗水。本集團不會對水體作出大量排放。本集團的廢水主要來自辦公室的日常使用。由於生活污水不會對環境造成重大危害，我們認為此議題並不重大。本集團嚴格按照《污水排入城鎮下水道水質標準》將廢水排入城鎮污水管道進行統一處理。本集團亦呼籲員工節約水資源。

於報告期間，並無發生對本集團有重大影響的違反相關環境法律法規排放的事件。

## 資源使用

本集團僅於辦公室及倉庫營運中使用資源，且我們切實減少資源消耗並提高經濟效益。

本集團大力鼓勵有效利用資源，同時努力減少資源用量，實現資源重複利用及回收，以防止資源之不必要浪費，盡量減輕對環境及自然資源之影響。基於業務性質使然，本集團所用資源主要為辦公室及倉庫所耗電力及紙張。基於業務性質使然，本集團業務不會直接耗用水及包裝材料。本集團用水主要僅為辦公室及倉庫所耗瓶裝飲用水。



## Environmental, Social and Governance Report (continued)

### 環境、社會及管治報告（續）

#### Electricity

As our Group's business is mainly trading in nature, our electricity consumption is normally used at our offices and warehouses, and we do not involve large electric facilities for operation. In this report, we believe the emission in our headquarter – Hong Kong SAR will be the main concern, the table below shows the electricity usage and the intensity in our headquarter in Hong Kong during the Reporting Period:

The Group	Unit	Total (2023) 總計 (二零二三年)	Total (2024) 總計 (二零二四年)
本集團	單位		
Electricity consumption 用電量	kWh 千瓦時	175,973	164,584
Intensity (per HK Employee) 密度（每名香港僱員）	kWh/Employee 千瓦時／僱員	2,173	2,137

The Group continues its commitment to reducing energy consumption by reminding employees to switch off their computers before leaving the office, switch off the lighting in the conference rooms and other functional rooms when they are not in use and turn the electronic equipment into energy saving mode whenever possible. We also encourage our employees to keep the office temperature at 25° C so as to ensure the efficient use of the air conditioning.

#### Paper and Printing Materials

Paper usage by the Group's offices and warehouses is limited for daily office use as well as some printing materials such as annual/interim reports and circulars which are required to be distributed to the shareholders. To save the environment, the Group continues to make efforts to reduce and recycle the use of paper. We remind our employees to develop environmentally friendly printing and copying habits, encourage double-sided printing and scanning of documents on the company's server system instead of photocopying, and implement a password system for colour printing and separate collection of waste paper and envelopes for reuse and recycling. For these printed materials, we will not overprint, but print on demand, and encourage our readers to use the company's website.

#### Environment and Natural Resources

Due to the nature of our Group's operations, environmental impact and use of natural resources is considered minimal. Nevertheless, our Group is endeavour to protect the environment and natural resources as a responsible corporate citizenship.

#### 電力

由於本集團業務主要屬貿易性質，故一般在辦公室及倉庫用電，業務中並不需要大型電耗設施。於本報告中，我們認為我們總部香港特別行政區的排放將為主要關注點，下表列示於報告期間我們香港總部的用電量及密度：

本集團繼續致力於減少能耗，提醒僱員於離開辦公室前關閉電腦，關掉無人使用之會議室及其他功能室照明，並盡可能將電子設備調校至節能模式。我們亦鼓勵僱員將辦公室溫度維持於25攝氏度，確保空調使用效益。

#### 紙張及印刷品

本集團辦公室及倉庫所用紙張限於日常辦公室用紙，以及必須向股東分發之年報／中期報告及通函等印刷材料。為保護環境，本集團繼續致力於減少用紙並將其循環利用，提醒員工養成以環保方式印刷及複印之習慣，鼓勵雙面印刷，盡可能掃描文件存入本公司伺服器系統代替影印，實行彩色印刷密碼系統，分門別類收集廢紙及已使用信封以作重用及回收。對於有關印刷材料，本集團不會過量印刷，只會按需要印刷，並鼓勵讀者使用本公司之網站。

#### 環境及天然資源

由於本集團營運性質使然，本集團認為其對環境造成之影響及天然資源用量極小。然而，本集團致力保護環境及天然資源，恪盡企業公民之責。

## IMPACT ON COMMUNITIES, ENVIRONMENTAL AND NATURAL RESOURCE

The Group is well aware of the importance of sustainable development and has always regarded environmental protection as one of its key tasks. The Group's management acknowledges its responsibility in monitoring environmental impacts and the use of natural resources. As a socially responsible citizen, we are concerned about the quality of the environment. While conducting business, we strive to minimise our impact on the environment. Our determination to promote environmental well-being is reflected in the introduction of our Environmental Policy.

As the nature of the Group's business is primarily the distribution of IT products, the environmental impact and use of natural resources is considered to be minimal. Nonetheless, our Group, as a responsible corporate citizen, strives to protect the environment and natural resources. The Group minimizes its impact on the environment through daily activities, such as turning off computers, lights and electronic equipment after use, and bringing water from a cup instead of drinking water from plastic bottles. We all play a part in protecting the environment through the small actions we take in our daily lives.

## CLIMATE CHANGE

Climate change is an issue that is plaguing many businesses and countries worldwide. The Group is not likely to be unaffected and will not leave ourselves unguarded. In addition to reducing GHG emissions, we have also implemented adaptation measures.

According to the Taskforce on Climate-related Financial Disclosures ("TCFD") framework, climate-related risks can be categorised as physical risks and transition risks. Physical risks can be acute or chronic in climate patterns. Transition risks can be evolved from transition to a lower-carbon economy.

Due to our Group's business nature is mainly distribution of IT products, the supply chain may be disrupted by extreme weather events, such as typhoon. Any decrease in capacity of timely delivery may result in a loss of revenue.

## 對社區、環境及天然資源的影響

本集團深知可持續發展的重要性，始終將環境保護作為重點工作之一。本集團管理層承擔監察環境影響及天然資源使用的責任。作為一名有社會責任感的公民，我們關心環境質量。在開展業務時，我們努力將對環境的影響降至最低。我們引入的環境政策反映了促進環境福祉的決心。

由於本集團的業務性質主要是分銷資訊科技產品，本集團認為其對環境造成之影響及天然資源用量極小。然而，作為有社會責任感的企業公民，本集團致力保護環境及天然資源。本集團通過日常生活活動將對環境的影響降至最低，例如，使用完電腦、燈及電子設備後及時關閉，自帶杯子喝水而不喝塑料瓶裝水等。我們都通過日常生活的小舉動參與到環境保護當中。

## 氣候變化

氣候變化是困擾全球眾多企業及國家的問題。本集團不可能不受影響，亦不會無所防備。除減少溫室氣體排放外，我們還制定了適應措施。

根據氣候相關財務信息披露工作組的框架，氣候相關風險可分為物理風險及過渡風險。在氣候模式中，物理風險可能是急性的，也可能是慢性的。過渡風險可以從向低碳經濟的過渡演變而來。

由於本集團的業務性質主要是分銷資訊科技產品，供應鏈可能因颱風等極端天氣情況而中斷。及時交付的能力出現任何下降都可能導致損失收入。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT INDEX 環境、社會及管治報告索引

Aspects 層面	Summary 概述	Page Index/Notes 頁面索引／附註
<b>A. Environmental</b> A. 環境		
<b>A1 Emission</b> A1 排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無 害廢棄物的產生等的：	For more details, please refer to “EMISSIONS” 有關更多詳情，請參閱「排放物」
A1.1	The types of emissions and respective emissions data.  排放物種類及相關排放數據。	Not material. Trading ICT's products operation does not have a significant emission. Therefore, we are not disclosing on this figure. 不重大。 買賣資訊通訊科技產品的業務並無產生大量排放物。因此，我們並無披露此項數據。
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍1）及能源間接（範圍2）溫室氣體總排放量（以噸計算）及（如適用）密度（如每個設施每單位產生量）。	For more details, please refer to “EMISSIONS” 有關更多詳情，請參閱「排放物」
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).  所產生有害廢棄物總量（以噸計算）及（如適用）密度（如每個設施每單位產生量）。	Not material. Trading ICT's products operation does not have a significant emission. Therefore, we are not disclosing on this figure. 不重大。 買賣資訊通訊科技產品的業務並無產生大量排放物。因此，我們並無披露此項數據。

Aspects 層面	Summary 概述	Page Index/Notes 頁面索引／附註
A1.4	<p>Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p> <p>所產生無害廢棄物總量（以噸計算）及（如適用）密度（如每個設施每單位產生量）。</p>	<p>Not material.</p> <p>Trading ICT's products operation does not have a significant emission. Therefore, we are not disclosing on this figure.</p> <p>不重大。</p> <p>買賣資訊通訊科技產品的業務並無產生大量排放物。因此，我們並無披露此項數據。</p>
A1.5	<p>Description of emissions target(s) set and steps taken to achieve them.</p> <p>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。</p>	<p>For more details, please refer to "EMISSIONS" and "ESG STRATEGIES"</p> <p>有關更多詳情，請參閱「排放物」及「環境、社會及管治策略」</p>
A1.6	<p>Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.</p> <p>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。</p>	<p>Not material.</p> <p>Trading ICT's products operation does not have a significant emission. Therefore, we are not disclosing on this figure.</p> <p>不重大。</p> <p>買賣資訊通訊科技產品的業務並無產生大量排放物。因此，我們並無披露此項數據。</p>

Environmental, Social and Governance Report (continued)  
環境、社會及管治報告（續）

Aspects 層面	Summary 概述	Page Index/Notes 頁面索引／附註
<b>A2 Use of Resources</b> <b>A2 資源使用</b>		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	For more details, please refer to “USE OF RESOURCES” 有關更多詳情，請參閱「資源使用」
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 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（如每個設施每單位產生量）。	For more details, please refer to “USE OF RESOURCES” 有關更多詳情，請參閱「資源使用」
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).  總耗水量及密度（如每個設施每單位產生量）。	Not material. Trading ICT's products operation does not have a significant emission. Therefore, we are not disclosing on this figure. 不重大。 買賣資訊通訊科技產品業務並無產生大量排放物。因此，我們並無披露此項數據。
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	For more details, please refer to “USE OF RESOURCES” and “ESG STRATEGIES” 有關更多詳情，請參閱「資源使用」及「環境、社會及管治策略」
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.  描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Not material. Trading ICT's products operation does not have a significant emission. Therefore, we are not disclosing on this figure. 不重大。 買賣資訊通訊科技產品業務並無產生大量排放物。因此，我們並無披露此項數據。
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.  製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	Not material. Trading ICT's products operation does not have a significant emission. Therefore, we are not disclosing on this figure. 不重大。 買賣資訊通訊科技產品業務並無產生大量排放物。因此，我們並無披露此項數據。

Aspects 層面	Summary 概述	Page Index/Notes 頁面索引／附註
<b>A3 The Environment and Natural Resources</b> <b>A3 環境及天然資源</b>		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	For more details, please refer to "IMPACT ON COMMUNITIES, ENVIRONMENTAL AND NATURAL RESOURCE" 有關更多詳情，請參閱「對社區、環境及天然資源的影響」
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	For more details, please refer to "IMPACT ON COMMUNITIES, ENVIRONMENTAL AND NATURAL RESOURCE" 有關更多詳情，請參閱「對社區、環境及天然資源的影響」
<b>A4 Climate Change</b> <b>A4 氣候變化</b>		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及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。	For more details, please refer to "CLIMATE CHANGE" 有關更多詳情，請參閱「氣候變化」
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	For more details, please refer to "CLIMATE CHANGE" 有關更多詳情，請參閱「氣候變化」

Environmental, Social and Governance Report (continued)  
環境、社會及管治報告（續）

Aspects 層面	Summary 概述	Page Index/Notes 頁面索引／附註
<b>B. Social</b>		
<b>B. 社會</b>		
<b>B1 Employment and Labour Practices</b>		
<b>B1 僱傭及勞工常規</b>		
General Disclosure 一般披露	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： a) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。	For more details, please refer to “EMPLOYMENT” 有關更多詳情，請參閱「僱傭」
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	For more details, please refer to “EMPLOYMENT” 有關更多詳情，請參閱「僱傭」
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	For more details, please refer to “EMPLOYMENT” 有關更多詳情，請參閱「僱傭」

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<b>B2 Health and Safety</b> <b>B2 健康與安全</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	For more details, please refer to “HEALTH AND SAFETY” 有關更多詳情，請參閱「健康與安全」
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 於過去三年（包括報告年度）每年因工作關係而死亡的人數及比率。	For more details, please refer to “HEALTH AND SAFETY” 有關更多詳情，請參閱「健康與安全」
B2.2	Lost days due to work injury. 因工傷損失工作日數。	For more details, please refer to “HEALTH AND SAFETY” 有關更多詳情，請參閱「健康與安全」
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	For more details, please refer to “HEALTH AND SAFETY” 有關更多詳情，請參閱「健康與安全」

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<b>B3 Development and Training</b> <b>B3 發展及培訓</b>		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	For more details, please refer to "DEVELOPMENT AND TRAINING" 有關更多詳情，請參閱「發展及培訓」
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	For more details, please refer to "DEVELOPMENT AND TRAINING" 有關更多詳情，請參閱「發展及培訓」
B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	For more details, please refer to "DEVELOPMENT AND TRAINING" 有關更多詳情，請參閱「發展及培訓」
<b>B4 Labour Standards</b> <b>B4 勞工準則</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to preventing child and forced labour. 有關防止童工及強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	For more details, please refer to "LABOUR STANDARDS" 有關更多詳情，請參閱「勞工準則」
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	For more details, please refer to "LABOUR STANDARDS" 有關更多詳情，請參閱「勞工準則」
B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	For more details, please refer to "LABOUR STANDARDS" 有關更多詳情，請參閱「勞工準則」



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<b>B5 Supply Chain Management</b> <b>B5 供應鏈管理</b>		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 有關管理供應鏈的環境及社會風險政策。	For more details, please refer to “SUPPLY CHAIN MANAGEMENT” 有關更多詳情，請參閱「供應鏈管理」
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	For more details, please refer to “SUPPLY CHAIN MANAGEMENT” 有關更多詳情，請參閱「供應鏈管理」
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	For more details, please refer to “SUPPLY CHAIN MANAGEMENT” 有關更多詳情，請參閱「供應鏈管理」
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	For more details, please refer to “SUPPLY CHAIN MANAGEMENT” 有關更多詳情，請參閱「供應鏈管理」
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	For more details, please refer to “SUPPLY CHAIN MANAGEMENT” 有關更多詳情，請參閱「供應鏈管理」

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<b>B6 Product Responsibility</b> <b>B6 產品責任</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	For more details, please refer to “PRODUCT RESPONSIBILITY” 有關更多詳情，請參閱「產品責任」
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.  已售或已運送產品總數中因安全與健康理由而需回收的百分比。	For more details, please refer to “PRODUCT RESPONSIBILITY – Product Quality and Safety” 有關更多詳情，請參閱「產品責任－產品質量與安全」
B6.2	Number of products and service related complaints received and how they are dealt with.  接獲關於產品及服務的投訴數目以及應對方法。	For more details, please refer to “PRODUCT RESPONSIBILITY – Customer Opinions and Complaints” 有關更多詳情，請參閱「產品責任－客戶意見與投訴」
B6.3	Description of practices relating to observing and protecting intellectual property rights.  描述與維護及保障知識產權有關的慣例。	For more details, please refer to “PRODUCT RESPONSIBILITY – Intellectual Property Rights” 有關更多詳情，請參閱「產品責任－知識產權」
B6.4	Description of quality assurance process and recall procedures.  描述質量檢定過程及產品回收程序。	For more details, please refer to “PRODUCT RESPONSIBILITY – Product Quality and Safety” 有關更多詳情，請參閱「產品責任－產品質量與安全」
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.  描述消費者資料保障及私隱政策，以及相關執行及監察方法。	For more details, please refer to “PRODUCT RESPONSIBILITY – Privacy and Data Protection” 有關更多詳情，請參閱「產品責任－私隱及資料保護」

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<b>B7 Anti-corruption</b> <b>B7 反貪污</b>		
General Disclosure  一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	For more details, please refer to “ANTI-CORRUPTION”  有關更多詳情，請參閱「反貪污」
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	For more details, please refer to “ANTI-CORRUPTION” 有關更多詳情，請參閱「反貪污」
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	For more details, please refer to “ANTI-CORRUPTION” 有關更多詳情，請參閱「反貪污」
B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	For more details, please refer to “ANTI-CORRUPTION” 有關更多詳情，請參閱「反貪污」
<b>B8 Community Investment</b> <b>B8 社區投資</b>		
General Disclosure  一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。	For more details, please refer to “COMMUNITY INVESTMENT” 有關更多詳情，請參閱「社區投資」
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	For more details, please refer to “COMMUNITY INVESTMENT” 有關更多詳情，請參閱「社區投資」
B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	For more details, please refer to “COMMUNITY INVESTMENT” 有關更多詳情，請參閱「社區投資」