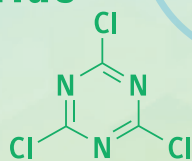




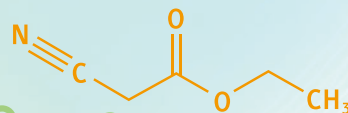
天德化工控股有限公司 TIANDE CHEMICAL HOLDINGS LIMITED

(於開曼群島註冊成立之有限公司) (股份代號：609)
(Incorporated in the Cayman Islands with limited liability) (Stock Code: 609)

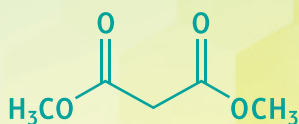
Cyanuric Chloride



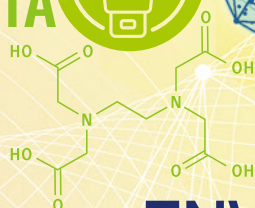
Cyanoacetates



Malonates



EDTA



Sodium Cyanide



環境、社會及管治報告 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024



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關於本報告

天德化工控股有限公司（「**本公司**」，連同其附屬公司統稱為「**本集團**」）之主要業務為研發、生產和銷售精細化工產品。

本集團的環境、社會及管治（「**ESG**」）報告（「**本報告**」）乃根據香港聯合交易所有限公司（「**聯交所**」）證券上市規則附錄C2所載「環境、社會及管治報告守則」（「**ESG 守則**」）而編製，並已遵守 ESG 守則內有關「強制披露」及「不遵守就解釋」條文的最新披露規定。

本集團秉持以下 ESG 指引概述的報告原則編制本報告：

- 重要性原則 - 本集團基於同業評審及持份者參與流程進行重要性審查以釐定對本集團而言重要的 ESG 議題，並作為本報告中關注的重點事項。詳情請參考本報告第 7 至 10 頁之「重要性評估」一節。本公司董事會（「**董事會**」）每年對這些議題進行審查，以確保本報告盡可能反映本集團持份者（「**持份者**」）的意見。
- 量化性原則 - 本集團採用可量化的關鍵績效指標（「**關鍵績效指標**」）以匯報環境及社會方面相關的績效，並確保關鍵績效指標的準確性和可追溯性。

ABOUT THIS REPORT

Tiande Chemical Holdings Limited (the “**Company**” and together with its subsidiaries, collectively the “**Group**”) is principally engaged in research and development, manufacture and sale of fine chemical products.

This Environmental, Social and Governance (the “**ESG**”) Report of the Group (the “**Report**”) is prepared in accordance with the Environmental, Social and Governance Reporting Code (the “**ESG Code**”) as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) and satisfied the latest “mandatory disclosure requirements” and “comply or explain” provisions of the ESG Guide.

The Group adheres to the following reporting principles outlined in the ESG Guide for preparation of this Report.

- Materiality – The Group performed a materiality review based on peer reviews and stakeholder engagements that determined the ESG issues which are material to the Group and these are also the key matters concerned in this Report. For details, please refer to the section headed “Materiality Assessment” on pages 7 to 10 of this Report. The board of directors of the Company (the “**Board**”) reviews these issues annually to ensure that the opinions of the stakeholders of the Group (the “**Stakeholders**”) are reflected as much as possible in this Report.
- Quantitative – The Group adopted measurable key performance indicators (the “**KPIs**”) to report the performance in relation to environmental and social aspects and ensured the accuracy and traceability of these KPIs.



關於本報告 (續)

ABOUT THIS REPORT (Continued)

- 一致性原則 - 本集團採納一致的計量方法，在可行的情況下對 ESG 績效隨時間推移進行公平和有意義的比較。於回顧年度，報告範圍的計量方法並無發生重大變化。
- 平衡性原則 - 本集團努力在本報告中對其 ESG 表現進行公正的概述，並在適用的情況下披露相關的成就和改進領域。
- Consistency - The Group applied a consistent measurement methodology to achieve a fair and meaningful comparison of ESG performance over time whenever practicable. There was no significant change in the measurement methodology of the reporting scope during the year under review.
- Balance - The Group endeavoured to present an unbiased overview of its ESG performance in this Report, disclosing relevant achievements and areas of improvements whenever applicable.

本報告旨在向持份者傳達二零二四年一月一日至二零二四年十二月三十一日期間就本公司全資附屬公司濰坊濱海石油化工有限公司（「**濰坊濱海**」）之重要 ESG 議題的可持續策略、管理方法及績效。本報告需與於二零二五年四月二十二日在聯交所及本公司網站刊載本公司二零二四年年度報告一併閱讀，特別是其中所載的企業管治報告。本報告已獲董事會審議通過。

This Report aims to communicate with the Stakeholders on sustainable strategies, management approach and performance on material ESG issues of Weifang Binhai Petro-Chem Co., Ltd (the “**Weifang Binhai**”), a wholly-owned subsidiary of the Company, for the period from 1 January 2024 to 31 December 2024. This Report is to be read in conjunction with the 2024 annual report of the Company which was published on the websites of the Stock Exchange and the Company on 22 April 2025, in particular the Corporate Governance Report contained therein. This Report has been reviewed and approved by the Board.

任何反饋將幫助本集團改善本報告的整體績效和披露質量。請隨時通過電子郵件將您的意見或建議發送至 info@tdchem.com。

Any feedback will help the Group to improve the overall performance and quality of disclosure in this Report. Please do not hesitate to send your comments or suggestions to us by email at info@tdchem.com.



可持續發展治理及董事會監督

可持續發展乃本集團實現企業成長的骨幹。因此，本集團致力將可持續發展概念融入其日常運營和決策過程中。同時，本集團承諾通過與持份者保持積極溝通，建立健全的 ESG 架構和機制，從而提高可持續業務實踐及為持份者創造最大價值。

董事會全面負責本集團的 ESG 管治、策略及匯報。董事會對 ESG 議題進行監督，以實現本集團長期的業務發展及定位。

董事會認為，良好的 ESG 績效對實現業務可持續性及提升本集團競爭力具有決定性的影響，因此，本集團的 ESG 框架、可持續發展重點目標和關鍵績效指標乃參照其核心業務而制定。由董事會授權成立的 ESG 工作組（「工作組」），以推動由董事會制定的 ESG 策略規劃、管理和實施。工作組乃由本公司於二零零六年成立的安全及環保委員會（「安全及環保委員會」）牽頭，並由本集團各相關職能部門代表組成。董事會通過工作組定期向董事會匯報 ESG 相關議題的實際表現，並與關鍵績效指標進行比較，從而對有關政策作出檢討及修正，以使 ESG 績效與本集團可持續業務發展的目標和指標一致。

SUSTAINABILITY GOVERNANCE AND BOARD'S OVERSIGHT

Sustainability forms the backbone of the Group to achieve corporate growth. Thus, the Group is dedicated to integrating the concept of sustainability into its day-to-day operation and decision-making process. Meanwhile, the Group is committed to establish a sound ESG structure and mechanism via active communications with the Stakeholders so as to enhance sustainable business practices and maximise value to the Stakeholders.

The Board has overall responsibility for ESG management, strategy and reporting of the Group. The Board provides oversight of ESG issues with an aim on the Group's long-term business development and positioning.

The Board believes that sound ESG performance has a decisive influence on achieving business sustainability and enhancing competitiveness of the Group. Hence, the ESG framework, sustainable development goals and KPIs of the Group are set with reference to its core business. Delegated by the Board, the ESG working group (the “**Working Group**”) is set up to drive the planning, management and implementation of ESG strategy mapped out by the Board. Led by the safety and environmental protection committee of the Company (the “**SEPC**”), which has been established since 2006, the Working Group is formed by representatives from relevant functional departments of the Group. Through the regular reporting from the Working Group on the actual performance of the ESG-related issues and comparison with KPIs, the Board re-evaluates and revises the relevant policies accordingly so as to ensure the ESG performance of the Group is consistent with the goals and indexes of sustainable business development of the Group.



可持續發展治理及董事會監督 (續)

工作組負責本集團 ESG 議題的規劃和管理，並定期就 ESG 議題向董事會提供建議及匯報，包括：

1. 監督由董事會制定的 ESG 策略及政策的實施狀況；
2. 評估及釐定 ESG 相關風險及機遇；
3. 確保本集團設有適當和有效的 ESG 風險管理及內部監控系統；
4. 規劃 ESG 管理方針、策略、優次及目標；
5. 識別和評估 ESG 重要議題；
6. 檢討及監督 ESG 相關目標達成情況；
7. 檢討持份者參與渠道，確保本集團與持份者保持有效溝通；
8. 定期向董事會匯報與 ESG 相關議題的工作進度；及
9. 每年編制 ESG 報告以供董事會審批。

安全及環保委員會旨在領導本集團的安全和環保工作，負責評估本集團安全和環保等方面的重要議題，並向董事會提出修正和改進建議。

SUSTAINABILITY GOVERNANCE AND BOARD'S OVERSIGHT (Continued)

The Working Group is responsible for the planning and management of ESG issues of the Group and advises and reports to the Board about ESG issues on a regular basis, which include:

1. overseeing the implementation of ESG strategy and policies set by the Board;
2. evaluating and determining ESG-related risks and opportunities;
3. ensuring the Group's appropriate and effective risk management and internal control systems related to ESG are in place;
4. planning the ESG management approaches, strategies, priorities and objectives;
5. identifying and evaluating material ESG issues;
6. reviewing and monitoring the achievement of ESG-related goals;
7. reviewing the Stakeholders' engagement channels and ensuring that effective communication is maintained between the Group and the Stakeholders;
8. reporting to the Board on the work progress of ESG-related issues at regular intervals; and
9. preparing ESG reports for Board's review and approval annually.

The SEPC aims to lead the safety and environmental protection works of the Group and is responsible for evaluating critical issues relating to safety and environmental protection of the Group and making recommendations to the Board for rectification and improvement.



可持續發展治理及董事會監督 (續)

本集團已成立安全、健康及環境部（「安全、健康及環境部」），該部門主要骨幹成員為工作組，以制定本集團整體的安全、健康及環境政策和指引。安全、健康及環境部主要負責：（i）評估和識別本集團營運是否符合有關中華人民共和國（「中國」）中央政府和地方當局頒佈有關環保法律法規之要求；（ii）檢討及更新安全、健康和環境方案；（iii）參與重大安全、健康和環境措施的制定；（iv）檢查和監督安全、健康和環境措施的實施狀況；（v）識別潛在的環境問題並向安全及環保委員會提供預防方案和補救措施以供採納及實施；及（vi）處理環保工作有關的獎勵和紀律處分。

本集團各職能部門負責組織和實施由工作組設定的各項ESG任務和行動，以及完成相關的指標，並定期向工作組匯報與ESG相關的管理舉措及實際績效。

SUSTAINABILITY GOVERNANCE AND BOARD'S OVERSIGHT (Continued)

The Group has set up the Safety, Health and Environment Department (the “SHE”), of which the key member is the Working Group, to formulate the general policies and guidelines of safety, health and environment. The SHE is mainly responsible for (i) evaluating and determining the Group’s operational compliance with the requirements of relevant laws and regulations on environmental protection promulgated by the central government of People’s Republic of China (the “PRC”) and the relevant local authorities ; (ii) reviewing and updating the safety, health and environment programs; (iii) participating in the formation of major safety, health and environment measures; (iv) inspecting and supervising the implementation of safety, health and environment measures; (v) identifying potential environmental issues and suggesting prevention plans and remedial measures to the SEPC for adoption and implementation; and (vi) handling the rewards and disciplinary actions in relation to the environmental protection works.

Each of the functional departments of the Group is responsible for organising and implementing the various ESG tasks and actions set by the Working Group as well as achieving the related targets. They will regularly report management initiatives and actual performance related to ESG to the Working Group.

重要性評估

持份者參與

本集團高度關注政府機構及監管機構、股東及投資者、客戶、僱員、供應商及業務合作夥伴、社區等持份者的訴求與期望，本集團通過各種渠道積極及持續與持份者保持有效溝通，包括現場巡查、股東大會、公告、公司網站、投資者會議及實地考察、客戶和供應商會議、僱員培訓、文化和體育活動、客戶服務熱線、參與行業會議及/或展覽會，以及慈善和社會貢獻等，在增進持份者對本集團的了解和支持之同時，本集團亦收集他們的看法、意見及期望，以協助工作組識別和評估本集團業務營運中可能出現的風險及機遇，以及與 ESG 相關的重要議題。在收集持份者看法、意見及期望後，本集團歸納主要關注點及回應概括列載如下：

MATERIALITY ASSESSMENT

Engagements with Stakeholders

The Group is highly concerned with the aspirations and expectations of the Stakeholders such as government authorities and regulatory bodies, shareholders and investors, customers, employees, suppliers and business partners, and the community, etc. The Group proactively keeps effective communications with the Stakeholders on an on-going basis through various channels, including on-site inspections, shareholders' meetings, announcements, Company's website, investors' meetings and site visits, customers' and suppliers' meetings, employee training, cultural and sports activities, customer services hotline, attending industry conferences and/or exhibitions, and charities and social contributions, etc. While enhancing the Stakeholders' understanding on and support to the Group, the Group also gathered views, opinions and expectations from them so as to assist the Working Group to identify and evaluate possible emerging risks and opportunities to the business operations of the Group as well as material issues relating to ESG. After collecting the Stakeholders' views, opinions and expectations, the Group consolidated a summary of the key concerns and responses which is set out as follows:

持份者組別 Stakeholder groups	主要訴求與期望 Key aspirations & expectations	本集團的溝通與回應 Communications & responses of the Group
政府機關及法定監管機構 Government authorities and statutory regulatory bodies	<ol style="list-style-type: none">1. 遵守法規要求 Compliance with regulatory requirements2. 安全環保 Safety and environmental protection3. 職業健康 Occupational health4. 促進地方經濟發展 Promoting local economic development5. 就業稅收 Employment and tax income	<ol style="list-style-type: none">1. 遵守法律法規，依時、準確報送企業信息 Maintaining compliance with laws and regulations, and submission of corporate information timely and accurately2. 堅持安全生產及推動綠色發展 Insistence on production safety and promoting green development3. 維護職業健康防護 Upholding protection of occupational health4. 參與地方社區活動，並提供就業機會 Participation in local community activities and providing jobs opportunities5. 依時繳納稅費 Payment of taxes on time



重要性評估 (續)

持份者參與 (續)

MATERIALITY ASSESSMENT (Continued)

Engagements with Stakeholders (Continued)

持份者組別 Stakeholder groups	主要訴求與期望 Key aspirations & expectations	本集團的溝通與回應 Communications & responses of the Group
股東及投資者 Shareholders and investors	<ol style="list-style-type: none"> 企業價值及財務表現 Corporate value and financial performance 企業管治 Corporate governance 可持續發展 Sustainable development 風險管理 Risk management 合規管理 Compliance management 	<ol style="list-style-type: none"> 提升企業經營管理水平、財務業績及資產價值 Enhancing standards of corporate governance, financial results and asset value 維持有效的治理體系及加強與持份者的溝通渠道 Upholding effective governance systems and enhancing communication channels with the Stakeholders 持續倡導環保 Promotion of environmental protection continuously 提升防範及化解重大風險能力 Enhancing the capability of preventing and solving substantial risks 完善合規管理制度 Improving compliance management system
客戶 Customers	<ol style="list-style-type: none"> 產品質量 Product quality 客戶服務 Customer services 客戶權益 Rights and interests of customers 	<ol style="list-style-type: none"> 提高產品和服務質量 Enhancing product and services quality 維護健全的客戶服務體系；及完善客戶意見反饋和投訴處理機制 Upholding sound customer services system, and improving mechanism for customer feedback and complaint handling 維護及保障客戶信息庫安全 Safeguarding and protecting security of customers' database
僱員 Employees	<ol style="list-style-type: none"> 僱員權益 Rights and interests of employees 薪酬福利 Remuneration and benefits 健康安全 Health and safety 職業發展 Career development 僱員關愛 Care for employees 	<ol style="list-style-type: none"> 堅持平等僱傭機會準則及保障僱員合法權益 Adhering to the principle of equal opportunities in employment and protecting the legal rights and interests of employees 提供有競爭力的薪酬福利待遇，完善各項僱員福利待遇 Providing competitive remuneration and benefits, and improving various employee benefits and welfare treatments 關注職業健康和心理健康，改善工作環境及氛圍 Caring for occupational health and mental health, and improving working environment and ambience 加強僱員培訓，完善激勵及晉升機制 Enhancing employee trainings, and improving incentives and promotion mechanism 組織僱員關愛活動，關愛困難僱員 Organising employee engagement activities and caring for employees in need



重要性評估 (續)

持份者參與 (續)

MATERIALITY ASSESSMENT (Continued)

Engagements with Stakeholders (Continued)

持份者組別 Stakeholder groups	主要訴求與期望 Key aspirations & expectations	本集團的溝通與回應 Communications & responses of the Group
供應商及合作夥伴 Suppliers and business partners	<ol style="list-style-type: none"> 1. 及時履約 Punctual performance of agreements 2. 公平競爭 Fair competition 3. 平等互惠 Equality for mutual benefits 4. 合作共贏 Cooperation for mutual benefits 	<ol style="list-style-type: none"> 1. 加強採購管理，遵守合同條款 Strengthening the management of procurement and abiding terms of agreements 2. 定期推進廉潔教育和反貪污培訓 Promoting probity education and anti-corruption training regularly 3. 加強交流與合作、構建有效的合作機制與平台 Strengthening communications and cooperation, and building effective cooperation mechanisms and platforms 4. 定期舉行會議、互訪及信息交流 Conducting meetings and mutual visits and exchanging information regularly
社區 Community	<ol style="list-style-type: none"> 1. 公益活動 Charitable activities 2. 當地就業及經濟發展 Local employment and economic development 3. 社區發展 Community development 	<ol style="list-style-type: none"> 1. 積極參與扶貧、公益慈善活動及社會志願活動 Active participation in poverty alleviation, charitable activities and social volunteer activities 2. 當地社區招聘優先 Prioritising recruitment for employees from local community 3. 積極參與社區共建、支持當地教育事業；及幫扶貧困學生 Participation in mutual community construction, supporting local education and assisting underprivileged students actively

重要性議題識別

Identification of Material Issues

本集團通過分析宏觀政策、行業實務及法規、對標化工行業報告、收集持份者的看法及意見，並參考聯交所刊發的 ESG 指引，共識別 18 項重要的 ESG 相關議題，以使本報告可更全面披露和覆蓋有關本集團業務及持份者關注的重點事項和信息。

The Group identified 18 material ESG-related issues by analysing macroeconomic policies, industry practices and regulations, benchmarking chemical industry reports, collection of views and opinions from the Stakeholders and making reference to ESG guidance issued by the Stock Exchange. The information, regarding the key matters of the Group's business and the Stakeholders' concerns, is thereby fuller disclosed and covered in this Report comprehensively.

重要性評估 (續)

重要性議題優次排序

本集團從「對本集團業務的重要性」和「對持份者的重要性」兩個角度評估重要性議題優次排序，編製重要性議題矩陣。根據董事會、本集團高級管理層及持份者對本集團業務的意見，確定每個已識別議題的重要性優先級別。優次排序的結果以重要性矩陣形式進行分析已列載如下：

MATERIALITY ASSESSMENT (Continued)

Prioritisation of Material Issues

The Group assessed the priority of material issues from the two perspectives of “materiality to the Group’s business” and “materiality to the Stakeholders”, and prepared the materiality assessment matrix. The priority of materiality of each identified issue was concluded from the views on the business of the Group formed by the Board, senior management of the Group and the Stakeholders. The results of prioritisation were analysed in form of materiality matrix which is set out as follows:





環境

本集團將環境保護視作企業責任之一，且致力於節約能源並減少污染物排放，通過（i）充分利用資源；（ii）深化循環經濟生產體系；及（iii）採用先進的節能技術及設備提高效率以減少對環境和自然資源的影響。

本集團所有生產場所均實施清潔生產。本集團所有業務均全面實踐「綠色、清潔、低碳和循環經濟」的理念。本集團各附屬公司承擔安全、健康及環境措施的具體執行，並對合規性負責。

本集團一直通過技術改造積極推動先進的節能技術、工藝和設備，以提高規模生產效益，由此不僅提高本集團的經濟表現，而且亦提升環保效益。

本集團已建立一套高規格的環境管理體系，通過「規劃 - 執行 - 查核 - 行動」不斷改進環境管理體系，盡量減少對環境的損害。自二零一零年起，濰坊濱海已獲得 ISO14001 環境管理體系認證。

環保工作貫穿從產品設計到成品的整個生產週期，同時定期及持續地進行清潔生產審核。年內，據本集團所知，並無任何不遵守有關本報告所述環保層面的適用標準、規定及規管之任何重大事宜。

ENVIRONMENT

The Group undertakes environmental protection as part of its corporate responsibilities and is dedicated to the conservation of energy and minimisation of pollutant emission by (i) fully utilising resources; (ii) intensifying circular economy production system; and (iii) adopting advanced energy-saving technologies and facilities to enhance efficiency while reducing the impact on the environment and natural resources.

The Group implements clean production on all of its production sites. The philosophy of “green, clean, low-carbon and circular economy” has been adopted thoroughly in all operations of the Group. Each subsidiary of the Group is responsible for the practical implementation of safety, health and environment measures and the compliance thereof.

The Group consistently promotes the use of advanced energy-saving technologies, processes and facilities through technological upgrades in order to enhance the efficiency of scale production which not only strengthens the Group’s economic performance but also improves the effectiveness of environmental protection.

The Group has established a high specification of environmental management system and continuously improves the environmental management system through “plan - do - check - act” to minimise damage to the environment. Weifang Binhai has been awarded the ISO14001 Environmental Management System certification since 2010.

Environmental protection works run through the entire production cycle from design to finishing of products, while clean production audit is performed regularly and continuously. During the year, the Group was not aware of any material non-compliance with applicable standards, rules and regulations relating to the environmental protection aspects discussed in this Report.



環境 (續)

為實現更環保的可持續生產，濰坊濱海持續實施各項安全和環保工程以升級和優化生產工藝，以及採用節能環保技術和設施以提升生產效益。年內，濰坊濱海被相關地方當局評定為「二零二四年度生態環境保護工作先進單位」。

排放物

本集團採取全面的環境管理體系，旨在符合或甚至達到低於有關地方當局規定的廢氣、廢水和固體廢物等排放標準。

本集團嚴格遵守稱為「三同時制度」的綠色措施，以確保防治污染設施同步納入項目設計、建設及生產過程。本集團鍋爐煙氣排放及鍋爐安裝均符合當地環保標準。

ENVIRONMENT (Continued)

With a view to achieving a more environmentally sustainable production, Weifang Binhai continued to implement various safety and environmental protection projects to upgrade and optimise the production process, and to use energy-saving and environmental protection technologies and facilities to improve production efficiency. During the year, Weifang Binhai was appraised and recognised by the relevant local authorities as the “Advanced Unit of Ecological Environment Protection Works in 2024” by the local environmental protection authority.

Emission

The Group adopts a comprehensive environmental management system which aims to meet or even achieve the levels below emission standards of exhaust gas, wastewater and solid waste, etc. set by the relevant local authorities.

The Group strictly complies with a green measure of “Three Simultaneous System” to ensure that the facilities for pollution prevention are incorporated into the project design, construction and production process simultaneously. Both the flue gas emission from boilers and the installation of boilers of the Group are in compliance with the relevant local environmental protection standards.



環境 (續)

排放物 (續)

濰坊濱海自二零二零年八月通過審核並取得由濰坊市生態環境局頒發的排污許可證（「**排污許可證**」），並因應自身業務發展及有關當局不時頒佈最新環保要求，適時更新排污許可證。排污許可證所載相關規定主要分別為：（i）一系列污染物排放准則；及（ii）環境管理。年內，由於濰坊濱海已進行：（i）若干新產品的生產線投入生產；（ii）擴大個別產品產能；及（iii）新置或/及升級若干環保設施，濰坊濱海隨後向濰坊市生態環境局申請更新排污許可證以更新相應的排污許可內容。濰坊濱海已遵守最新的排污規定並取得新的排污許可證。此外，濰坊濱海已定期在「全國排污許可證管理信息平台」披露其在排放方面的執行報告，據此，濰坊市生態環境局和公眾可以評估和監測濰坊濱海的污染物排放狀況。

ENVIRONMENT (Continued)

Emission (Continued)

Weifang Binhai has passed the inspection and obtained the Pollutants Emission Permits (the “**PEP**”) issued by the Weifang Bureau of Ecology and Environment since August 2020, and has updated the PEP in a timely manner in accordance with the its business development and the latest requirements on environmental protection promulgated by the relevant authorities from time to time. The relevant requirements set out in the PEP are mainly: (i) a set of criteria for pollutant emissions; and (ii) environmental administration. During the year, as Weifang Binhai has undertaken: (i) the commissioning of the production lines for several new products; (ii) the expansion of production capacity of specific products; and (iii) the newly set up and/or upgrades of several environmental protection facilities, Weifang Binhai then applied to the Weifang Bureau of Ecology and Environment to renew of its PEP, so as to update the substances related to the permitted pollutant emissions. Weifang Binhai has complied with the latest requirements on pollutants emission and granted the new PEP. In addition, Weifang Binhai has regularly disclosed its execution reports regarding emissions on the “National Pollutants Emission Permits Administration Information Platform”, so that the Weifang Bureau of Ecology and Environment and the public are able to evaluate and oversee Weifang Binhai’s pollutant emissions.



環境 (續)

排放物 (續)

年內，濰坊濱海並無任何違反「鍋爐大氣污染物排放標準」(GB13271-2014)、「山東省鍋爐大氣污染物排放標準」(DB37/2374-2018)、「山東省區域性大氣污染物綜合排放標準」(DB37/2376-2019)、「山東省火電廠大氣污染物排放標準」(DB37/664-2019)、「揮發性有機物排放標準第6部分：有機化工行業」(DB37/2801.6-2018)、「揮發性有機物無組織排放控制標準」(GB37822-2019)、危險廢物焚燒污染控制標準(GB18484-2020)及「濰坊濱海經濟技術開發區污水處理廠協議標準」的行為。

廢氣和溫室氣體減排

濰坊濱海採用系統化的廢氣排放監控程式，並定期檢查廢氣排放系統性能，以確保廢氣排放系統正常運作。濰坊濱海已按相關規定的頻次定期對工廠內部的有組織廢氣排放和工廠邊界的無組織廢氣排放進行密切監測和測量，以確保廢氣排放符合相關的環境標準。

ENVIRONMENT (Continued)

Emission (Continued)

During the year, Weifang Binhai was not in breach of the “Boiler Air Pollutant Discharge Standards” (GB13271-2014), the “Boiler Air Pollutant Discharge Standards in Shandong Province” (DB37/2374-2018), the “Regional Air Pollutant Comprehensive Emission Standards in Shandong Province” (DB37/2376-2019), the “Air Pollutant Emission Standards of Thermal Power Plant in Shandong Province” (DB37/664-2019), the “Emission Standards of Volatile Organic Compounds Part VI: Organic Chemical Industry” (DB37/2801.6-2018), the “Control Standards of Unorganised Emission of Volatile Organic Compounds” (GB37822-2019), the “Standards for Pollution Control on Hazardous Waste Incineration” (GB18484-2020), and the “Weifang Binhai Economic and Technological Development Zone Sewage Treatment Plant Agreement Standards”.

Reduction of Exhaust Gas and Greenhouse Gases

Weifang Binhai adopts the systematic exhaust gas emission monitoring program. The performance of exhaust gas emission system is regularly inspected to ensure that it functions normally. Weifang Binhai has followed the frequency stipulated by related regulations to closely monitor and measure its organised exhaust gas emission inside the factories and unorganised exhaust gas emission from the factory boundary at regular intervals, so as to ensure that exhaust gas emissions comply with the relevant environmental standards.



環境 (續)

排放物 (續)

廢氣和溫室氣體減排 (續)

濰坊濱海於以往年度在有機廢棄物焚燒處理設施、燃氣導熱油爐、燃氣蒸汽鍋爐和燃煤蒸汽鍋爐等安裝在線監測系統，以全面跟蹤排放數據。年內，濰坊濱海對上述在線監測系統進行全面更換升級，以提升該系統的性能及改善監測數據的準確性。

在有組織廢氣排放管制方面，濰坊濱海已於多個生產車間配備尾氣吸收處理設施，並對該等設施進行適當的升級和優化，因此，濰坊濱海能有效將揮發性有機物（「**揮發性有機物**」）排放及尾氣排放濃度控制在較低水平。此外，濰坊濱海已對污水處理設施內的放空裝置進行升級改造，可更有效降低污水處理設施運作中產生的揮發性有機物含量及臭氣濃度含量。

在無組織廢氣排放管制方面，濰坊濱海已對醇類儲罐內浮頂密封裝置進行升級改造，並委託合資格的組織定期對廠區內各項生產設備的動靜密封點進行揮發性有機物洩漏檢測及修復，以更有效地管制無組織揮發性有機物的排放。

ENVIRONMENT (Continued)

Emission (Continued)

Reduction of Exhaust Gases and Greenhouse Gases (Continued)

Weifang Binhai has installed online monitoring systems in organic waste incineration treatment facilities, gas-fired heat conduction oil furnaces, gas-fired steam boilers and coal-fired steam boilers, etc., in previous years to keep track of emission data comprehensively. During the year, Weifang Binhai thoroughly replaced and upgraded the aforementioned online monitoring systems to enhance the performance of the systems and improve the accuracy of data monitoring.

In respect of the control of organised exhaust gas emission, Weifang Binhai has installed tail gas absorption and treatment facilities at various production lines, and these facilities are upgraded and optimised appropriately. Hence, Weifang Binhai is able to effectively control the density of volatile organic compounds (“**VOCs**”) and tail gas emissions at relatively low levels. In addition, Weifang Binhai has upgraded the vent devices built inside the wastewater treatment facilities, enabling a more effective reduction in both the amount of VOCs and the density of ozone emissions generated from the operation of the wastewater treatment facilities.

In respect of the control of unorganised exhaust gas emission, Weifang Binhai has upgraded the inner floating roof sealing devices of the alcohol tanks, and commissioned qualified organisations to conduct regular VOCs leakage inspections and repairs on the dynamic and static sealing points of various production equipment within its factory, in order to achieve a more efficient control of unorganised emission of VOCs.



環境 (續)

排放物 (續)

廢氣和溫室氣體減排 (續)

此外，濰坊濱海已安排專責僱員配備可攜式揮發性有機物檢測儀每天不定時於廠區內部和廠區周邊進行巡查監測，以便及時發現及精準偵測污染源位置，快速掌握揮發性有機物的動態空間分佈及其污染特徵。一旦發現任何污染問題，便即時通報負責部門，及馬上採取相應措施以防止及控制污染來源，此舉確保廠區內及廠區周邊存在的無組織揮發性有機物排放符合相關的環保要求。自二零二三年起，當地環保部門採用移動走航監測車不定期就濰坊濱海廠區周邊監測無組織揮發性有機物排放狀況，而所有對無組織揮發性有機物排放的檢測數據均符合相關的環保要求。

ENVIRONMENT (Continued)

Emission (Continued)

Reduction of Exhaust Gases and Greenhouse Gases (Continued)

In addition, Weifang Binhai has arranged dedicated employees equipped with portable VOCs detectors to carry out daily inspections and monitoring inside and around the factory perimeter at irregular intervals, so as to timely identify and precisely detect the locations of the pollution sources as well as rapidly spot the dynamic spatial distribution of VOCs and its pollution characteristics. Once any contamination problem is detected, the responsible departments will be notified instantly and appropriate measures for preventing and controlling the sources of pollution will be implemented immediately. This measure ensured that the unorganised emission of VOCs within the factory and around the factory perimeter will always comply with the relevant environmental protection requirements. Since 2023, the local environmental protection authority has been utilising mobile cruise monitoring vehicles to detect the unorganised emission of **VOCs** around factory perimeter of Weifang Binhai from time to time. All the detections of unorganised VOCs emissions have been complied with the relevant environmental protection requirements.

環境 (續)

排放物 (續)

廢氣和溫室氣體減排 (續)

濰坊濱海主要產生的廢氣有氮氧化物、二氧化硫和煙塵。污染物種類、相關排放資料及排放目標如下：

廢氣排放量 (以噸計)

Amount of exhaust gas emission (in tonnes)

	2023 實際 Actual	2024 實際 Actual	2025 目標* Target*
氮氧化物 Nitrogen oxides	27.4	29.6	39.5
二氧化硫 Sulfur dioxide	12.7	13.7	9.9
廢氣中的煙塵 Smoke and dust in exhaust gas	3.2	2.9	3.9

* 目標乃按二零二一年實際的排放減少 2%。

The exhaust gases produced by Weifang Binhai are mainly nitrogen oxides, sulfur dioxide and smoke and dust. Types of pollutants, relevant emission data and emission targets are shown as follows:

* Targets are set to reduce emissions by 2% from the actual emissions recorded in 2021.

廢氣排放濃度 (以每立方米之毫克計)

Density of exhaust gas emission (in mg/m³)

	2023 實際 Actual	2024 實際 Actual	2025 目標* Target*
氮氧化物 Nitrogen oxides	14.7	15.8	23.5
二氧化硫 Sulfur dioxide	8.3	8.5	6.8
廢氣中的煙塵 Smoke and dust in exhaust gas	1.4	1.3	2.5

* 目標乃按二零二一年實際的排放減少 2%。

* Targets are set to reduce emissions by 2% from the actual emissions recorded in 2021.



環境 (續)

排放物 (續)

廢氣和溫室氣體減排 (續)

自二零一七年年底起，濰坊濱海一直遵守山東省超低排放標準要求。濰坊濱海已在鍋爐上安裝脫硝、脫硫、除塵和超低排放等設施，並不斷改進該等設施及相關工藝，包括配備先進的脫硝設備及採用選擇性催化還原脫硝超低排放技術，因此，濰坊濱海能一直保持良好的脫硝、脫硫、除塵功效，有效將廢氣排放量及排放濃度維持在低水平。

濰坊濱海於二零二三年已對其燃煤蒸汽鍋爐及有機廢棄物焚燒處理設施的脫硝催化劑進行升級改造，年內，濰坊濱海進一步更新氰化鈉生產線尾氣處理裝置的脫硝催化劑，以提升脫硝功能。然而，由於回顧年度內濰坊濱海有若干新產品投產及擴大個別產品產能，動力煤消耗量因而增加以滿足擴張後的生產規模需求，因此氮氧化物及二氧化硫的排放量及排放濃度均隨之上升。未來，濰坊濱海將持續對脫硝及脫硫設施進行升級改進，以滿足日後因生產規模不斷擴大而帶來的處置需求。

ENVIRONMENT (Continued)

Emission (Continued)

Reduction of Exhaust Gases and Greenhouse Gases (Continued)

Weifang Binhai has been complying with the requirements of ultra-low emission standards of Shandong Province since the end of 2017. Weifang Binhai has installed denitrification, desulfurisation, dust removal and ultra-low emission facilities on its boilers, and has been continuously improving such facilities and related processes, including equipping advanced denitrification equipment and adopting selective catalytic reduction denitrification and ultra-low emissions technology. Weifang Binhai therefore has successfully maintained high efficiency in denitrification, desulfurisation and dust removal, and effectively kept the amount and density of exhaust gas emissions at consistently low level.

Weifang Binhai upgraded the denitrification catalysts of its coal-fired steam boilers and organic waste incineration treatment facilities in 2023. During the year, Weifang Binhai has further renewed the denitrification catalysts of tail gas treatment facilities of sodium cyanide production line to enhance the function of denitrification. However, Weifang Binhai launched the production of several new products and expanded the production capacity of specific products during the year under review, its consumption of thermal coal therefore increased in line with enlarged production scale, which led to an increase in the amount and density of emissions of nitrogen oxides and sulfur dioxide. In the future, Weifang Binhai will continuously improve its denitrification and desulfurisation facilities in order to meet the demand for treatment arising from continuous expansion of production scale ahead.



環境 (續)

排放物 (續)

廢氣和溫室氣體減排 (續)

濰坊濱海憑藉以往年度對燃煤蒸汽鍋爐作出技術升級改造及對其內置的靜電除塵裝置所作的優化改造，以及持續適當的維護，使燃煤蒸汽鍋爐一直運作良好和長期維持高水平的除塵效率。年內，儘管濰坊濱海生產規模再進一步擴張，煙塵排放量及其排放濃度均較二零二三年有所下降。此外，濰坊濱海一直貫徹「源頭減排」方針，通過增加高質量的動力煤使用比例，有效降低污染物排放及提高生產效益。

年內，濰坊濱海的氮氧化物、二氧化硫和煙塵排放量及排放濃度均一直保持在低於「山東省鍋爐大氣污染物排放標準」及排污許可證所規定之水平。

ENVIRONMENT (Continued)

Emission (Continued)

Reduction of Exhaust Gases and Greenhouse Gases (Continued)

By leveraging the technical upgrades to the coal-fired steam boilers and the optimisation of the built-in electrostatic precipitator implemented by Weifang Binhai in previous years, along with consistently appropriate maintenance, the coal-fired steam boilers have been operating in good condition and maintaining a high level of effectiveness of dust removal over time. During the year, despite the further expansion in production scale of Weifang Binhai, both the amount and density of dust and smoke emissions were reduced as compared with those of 2023. In addition, Weifang Binhai consistently adheres to its approach of “reducing emission at source” by increasing the utilisation ratio of higher-quality thermal coal thereby effectively reducing the emission of pollutants as well as improving production efficiency.

Weifang Binhai consistently kept both the amounts and density of its nitrogen oxides, sulfur dioxide and soot emissions well below the levels stipulated by the “Boiler Air Pollutant Discharge Standards in Shandong Province” and the PEP throughout the year.

環境 (續)

排放物 (續)

廢氣和溫室氣體減排 (續)

濰坊濱海產生的溫室氣體主要為二氧化碳，主要來自燃燒動力煤的直接排放及使用外購電力的間接排放組成。溫室氣體相關排放資料及排放目標如下：

ENVIRONMENT (Continued)

Emission (Continued)

Reduction of Exhaust Gases and Greenhouse Gases (Continued)

The greenhouse gas generated by Weifang Binhai is mainly carbon dioxide, which principally composes of direct emission from combustion of thermal coal and indirect emission from usage of purchased electricity. Information relating to the emission and target of greenhouse gas is shown as follows:

溫室氣體排放 Emission of greenhouse gas

	2023 實際 [^] Actual [^]	2024 實際 Actual	2025 目標 ^{*^} Target ^{*^}
總排放量 (以噸二氧化碳當量計) Total emission (in tonnes of carbon dioxide equivalent)	369,682	426,320	344,295
- 直接排放 Direct emission	156,623	189,017	143,529
- 間接排放 Indirect emission	213,059	237,303	200,766
噸二氧化碳當量／人民幣百萬元營業額 tonnes of carbon dioxide equivalent per million RMB revenue	204.6	249.4	-

[^] 由於二零二四年十二月中國生態環境部修訂全國電力平均二氧化碳排放因子，據此，二零二三年及二零二五年目標數據的溫室氣體間接排放量及溫室氣體總排放量作出重列。

^{*} 目標乃按二零二一年實際的排放減少5%。

[^] Since the Ministry of Ecology and Environment of the PRC revised the average carbon dioxide emission factor for national electricity in December 2024, the indirect and total emissions of greenhouse gas in 2023 and their targets for 2025 were both restated accordingly.

^{*} Targets are set to reduce emissions by 5% from the actual emissions recorded in 2021.



環境 (續)

排放物 (續)

廢氣和溫室氣體減排 (續)

於回顧年度，溫室氣體總排放量較去年上升，主要原因是年內濰坊濱海有若干新產品投產及擴大個別產品產能，再加上新置氰化鈉尾氣處理及綜合利用裝置投入使用，使動力煤消耗量和電力使用量均有所上升。每人民幣百萬元營業額的噸二氧化碳當量較二零二三年明顯上升，原因是年內受產量增加而引致溫室氣體總排放量增加及產品售價大幅下滑降低營業額所致。

濰坊濱海已在其生產廠區內若干物業屋頂、停車場車棚及空置土地安裝光伏發電設備和系統。於回顧年度，該裝置產生 5,798,000 千瓦時（二零二三年：2,390,000 千瓦時）電力並用於濰坊濱海的生產活動，因此減少外購電力，相當於減少 3,111 噸（二零二三年：1,363 噸）的二氧化碳當量的溫室氣體排放，此外，濰坊濱海持續擴大廠區綠化面積以減少大氣中二氧化碳含量。未來，濰坊濱海將實施更多節能減排及提升資源使用效益的措施，以實現減少溫室氣體排放的目標。

ENVIRONMENT (Continued)

Emission (Continued)

Reduction of Exhaust Gases and Greenhouse Gases (Continued)

During the year under review, the total emission of greenhouse gas increased as compared with that of last year primarily due to the commencement of production of several new products and expansion of production capacity of specific products of Weifang Binhai, as well as the commissioning of the newly installed sodium cyanide tail gas treatment and comprehensive utilisation facilities, which led to increased consumption of thermal coal and usage of electricity. The tonnes of carbon dioxide equivalent per million RMB revenue increased notably as compared with 2023, which was attributable to the increase in total emission of greenhouse gas caused by the increase in production volume, as well as the significant decline in product selling prices driven to a decrease in revenue.

Weifang Binhai has installed photovoltaics facilities and systems in certain property roofs, car park sheds and vacant areas within its production plant. During the year under review, the facilities and systems generated 5,798,000 KWH of electricity (2023: 2,390,000 KWH) which was consumed by Weifang Binhai's production activities. This resulted in saving on purchased electricity, equivalent to a reduction of 3,111 tonnes (2023: 1,363 tonnes) of carbon dioxide equivalent of greenhouse gas emission. Furthermore, Weifang Binhai has been continuously expanding the area of green zones within its factory to reduce atmospheric carbon dioxide. In the future, Weifang Binhai will implement additional measures to conserve energy, reduce emission and enhance the utilisation efficiency of resources, in order to achieve the targets of reducing greenhouse gas emission.



環境 (續)

排放物 (續)

廢水

本集團一直嚴格處理工業廢水。濰坊濱海已採取各種措施回收利用工業廢水，以減少廢水排放量和污染物濃度並遵守地方當局規定的排放許可限值。濰坊濱海亦已根據排污許可證內管理信息相關規定的頻次定期對廢水排放進行密切監測和測量，以確保其廢水排放符合相關環保要求。

濰坊濱海採用生化處理加反滲透膜處理方法回收再利用廢水。通過安裝在管架上的下水道從每個生產設施收集廢水並輸送至污水處理站。此外，濰坊濱海已設立每日 2,900 立方米的廢水處理設施，以應付不斷擴大生產規模而帶來的廢水處置需求及提高污水處理效率。濰坊濱海亦已提升污水處理系統中的好氧處理設備，從而改善廢水處理能力且有效降低廢水中的氨氮濃度。

ENVIRONMENT (Continued)

Emission (Continued)

Wastewater

The Group has always been treating industrial wastewater stringently. Weifang Binhai has already taken various measures to recycle and reuse industrial wastewater in order to reduce the amount and pollutant concentration of wastewater discharge whilst complying with the permitted quotas set by the local authorities. Weifang Binhai has also monitored closely and tested wastewater discharge at regular frequencies as stipulated by the relevant administration requirements of the PEP. This would ensure the wastewater discharge of Weifang Binhai will always comply with the relevant environmental protection requirements.

Weifang Binhai uses biochemical treatment plus reverse osmosis membrane treatment technology to recycle and reuse wastewater. Wastewater is collected from each of the production facilities and channeled to a sewage treatment station by linked sewer pipes installed on pipe racks. In addition, Weifang Binhai has already set up 2,900m³ per day wastewater treatment facilities in order to cope with the demands of wastewater treatment brought about by continuous enlargement of production scale as well as to further enhance the efficiency of wastewater treatment. Weifang Binhai has also upgraded the built-in aerobic treatment facility in wastewater treatment system so as to improve the capability of wastewater treatment and effectively reduce the concentration of ammonia nitrogen in the wastewater.

環境 (續)

排放物 (續)

廢水 (續)

廢水相關排放資料及排放目標如下：

廢水排放 Emission of wastewater

	2023 實際 Actual	2024 實際 Actual	2025 目標* Target*
總排放量 (以噸計) Total emission (in tonnes)	446,125	529,335	433,661
化學需氧量 (「化學需氧量」) 排放量 (以噸計) Chemical oxygen demand ("COD") emission (in tonnes)	6.4	7.5	6.3
化學需氧量濃度 (以每升之毫克計) COD concentration (in mg/L)	14.4	14.2	13.8

* 目標乃按二零二一年實際的排放減少 5%。

ENVIRONMENT (Continued)

Emission (Continued)

Wastewater (Continued)

Information relating to the emission and target of wastewater is shown as follows:

* Targets are set by reducing 5% from the actual emissions recorded in 2021.

年內，由於濰坊濱海有若干新產品投產及擴大個別產品產能，生產用水消耗量、經處理後的廢水排放量及其化學需氧量排放量均較二零二三年因而有所增加。儘管如此，濰坊濱海憑藉於二零二三年對污水處理系統的降溫設施作出升級改造及採用高效新型曝氣器，以提升污水處理效能，因此，化學需氧量濃度排放於年內有所改善。

濰坊濱海已建設一套含鹽廢水焚燒處理設施，通過採用絕熱焚燒技術，能有效處置含鹽廢水。該裝置於二零二四年合共處置 9,832 噸（二零二三年：8,385）的含鹽廢水。

During the year, due to the commencement of production of several new products and expansion of production capacity of specific products of Weifang Binhai, the water consumption in production, the amount of treated wastewater discharged and its COD emission all were increased as compared with those in 2023. Nevertheless, Weifang Binhai upgraded the cooling facilities of its wastewater treatment system and adopted new high-efficiency aerators in 2023 to enhance the efficiency of wastewater treatment. As a result, the emission of COD concentration was improved during the year.

Weifang Binhai has built a new set of saline wastewater incineration treatment facilities, which is capable of effectively treating saline wastewater through the adoption of adiabatic incineration technology. In 2024, the facilities treated a total of 9,832 tonnes (2023: 8,385 tonnes) of saline wastewater.



環境 (續)

排放物 (續)

廢水 (續)

上述廢水排放數據乃遠遠低於「濰坊濱海經濟技術開發區污水處理廠協議標準」及排污許可證之規定。經處理後但未能再使用的廢水將排放至濰坊濱海所在的工業園區內的污水廠並由有關地方當局集中處理。

為達到二零二五年設定目標，濰坊濱海將持續 (i) 深化循環經濟生產體系以減少廢水產生；

(ii) 優化生產過程中的水資源配置和使用效益；(iii) 提升污水處理設備和技術，並對設備進行定期和適當的維護保養；及

(iv) 加強廠區生活用水管理及促進節約用水。上述措施均有助降低廢水排放。

廢棄物處置

本集團非常重視廢棄物的產生和處置，並嚴格遵守有關地方當局之規定。

ENVIRONMENT (Continued)

Emission (Continued)

Wastewater (Continued)

The aforesaid wastewater discharge data was far below the thresholds set by the “Weifang Binhai Economic and Technological Development Zone Sewage Treatment Plant Agreement Standards” and the PEP. Any treated wastewater that cannot be reused is discharged into the sewage treatment plant of the industrial park where Weifang Binhai is located for central treatment by the relevant local authorities.

In order to achieve the targets set for 2025, Weifang Binhai will continue to (i) intensify the circular economy production system to reduce the generation of wastewater; (ii) optimise the allocation and utilisation efficiency of water resources during the production process; (iii) upgrade the sewage treatment facilities and technology, and keep regular and proper maintenance on facilities; and (iv) strengthen the management of domestic water and promote conservation of water at its production plant. The aforementioned measures will help to lower the discharge of wastewater.

Disposal of Wastes

The Group places great emphasis on the generation and disposal of wastes and complies strictly with the requirements imposed by the relevant local authorities.



環境 (續)

排放物 (續)

廢棄物處置 (續)

本集團已制定營運中所產生廢棄物的處理指引及規例。所有廢棄物被分類為可回收、不可回收、有害或無害，它們被儲存於標有明確標籤的容器內。濰坊濱海生產廠區內已劃分有害廢棄物儲存區，並在廠區平面圖上清晰標示。盛載有害廢棄物的容器必須一直處於密封狀態並定期運送到有害廢棄物儲存區及按不同類別存放。該等有害廢棄物將由濰坊濱海的焚燒處理設施處理或委託合資格的組織處置。年內，濰坊濱海為應付不斷擴張的生產規模而增加的危險廢棄物數量，同時提高對該等廢棄物的分類管理效率，擴建了有害廢棄物儲存區。

ENVIRONMENT (Continued)

Emission (Continued)

Disposal of Wastes (Continued)

The Group has established guidelines and regulations for handling wastes which are generated from operations. All wastes are categorised as recyclable, non-recyclable, hazardous or non-hazardous, and are stored in the designated containers with clear labels. There are subdivided areas specifically for the storage of hazardous wastes within the production plant of Weifang Binhai. These areas are clearly marked on the floor plan of the plant. Containers holding hazardous wastes must be fully sealed at all times and delivered to the hazardous waste storage zone regularly and are kept in storage by categories. Such hazardous wastes will be treated by incineration treatment facilities of Weifang Binhai or entrust qualified organisations to dispose of them. During the year, Weifang Binhai expanded its hazardous wastes storage zone to cope with the increasing amount of hazardous wastes caused by its continuously expanding production scale, as well as to simultaneously enhance the efficiency of classification management of such wastes.



環境 (續)

排放物 (續)

廢棄物處置 (續)

為減少對環境的影響，濰坊濱海額外設置一條生產線，將若干廢棄物料加工成為有用產品出售。此外，濰坊濱海已設立有機廢棄物焚燒處理設施，只要廢棄物滿足焚燒處理的要求，即可由有機廢棄物焚燒處理設施處理若干液體或固體廢棄物（不論是有害或無害）。濰坊濱海有機廢棄物焚燒處理設施自二零一八年四月經中國有關地方環保局批准後，可以處理濰坊濱海同系附屬公司（「**同系附屬公司**」）產生的廢棄物。隨著業務發展和生產規模日益擴大，濰坊濱海再增加一套大型有機廢棄物焚燒處理設施，已於二零二零年年底開始運行。於回顧年度，上述兩套有機廢棄物焚燒處理設施共處理約 1,977.8 噸（二零二三年：2,885.5 噸）由濰坊濱海及同系附屬公司產生的廢棄物。年內，濰坊濱海獲得濰坊市生態環境局批准，允許其擴大大型有機廢棄物焚燒處理設施的處置能力，並可取替上述現有過時的有機廢棄物焚燒處理設施，此舉旨在提高經濟效益及環境保護。濰坊濱海計劃在不久將來對其大型有機廢棄物焚燒處理設施進行升級改造。

ENVIRONMENT (Continued)

Emission (Continued)

Disposal of Wastes (Continued)

In order to reduce the environmental impact, Weifang Binhai has built an additional production line to process certain waste materials into useful products that can be sold. In addition, Weifang Binhai has already established an organic waste incineration treatment facility to process certain liquid or solid wastes (either hazardous or non-hazardous) provided that such wastes have fulfilled the processing requirements of incineration. The organic waste incineration treatment facility of Weifang Binhai has been approved by the relevant local environmental authorities in the PRC to process the wastes produced by the fellow subsidiaries of Weifang Binhai (the “**Fellow Subsidiaries**”) since April 2018. In view of the business development and gradual expansion of production scale, Weifang Binhai has installed a set of large-scale organic waste incineration treatment facility which has been operating since the end of 2020. During the year under review, a total of approximately 1,977.8 tonnes (2023: 2,885.5 tonnes) of waste, which was generated by Weifang Binhai and the Fellow Subsidiaries, was processed by the aforementioned two organic waste incineration treatment facilities. During the year, Weifang Binhai obtained approval from the Weifang Bureau of Ecology and Environment, allowing it to expand the disposal capacity of its large-scale organic waste incineration treatment facility and replace the aforesaid existing outdated organic waste incineration treatment facility. This initiative aims to enhance the economic benefits as well as environmental protection. Weifang Binhai plans to upgrade its large-scale organic waste incineration treatment facility in the near future.

環境 (續)

排放物 (續)

廢棄物處置 (續)

濰坊濱海已委託合資格的組織收集、回收和處置其他無法處理的有害廢棄物。濰坊濱海有害廢棄物委外處置量及目標如下：

ENVIRONMENT (Continued)

Emission (Continued)

Disposal of Wastes (Continued)

Weifang Binhai has entrusted qualified organisations to collect, recycle and dispose of other hazardous that it is unable to treat internally. The amount and target of hazardous wastes of Weifang Binhai disposed of by external qualified organisations are shown as follows:

	2023 實際 Actual	2024 實際 Actual	2025 目標* Target*
有害廢棄物委外處置量 (以噸計) Hazardous wastes disposed of by external qualified organisations (in tonnes)	3,880.6	5,542.6	2,102.3
- 噸/人民幣百萬元營業額 tonnes per million RMB revenue	2.1	3.2	-

* 目標乃按二零二一年實際處置量減少 2%。

* Target is set to reduce emission by 2% from the actual disposals recorded in 2021.

年內，有害廢棄物委外處置量較二零二三年大幅增加，主要原因是濰坊濱海有若干新產品投產、擴大個別產品產能以使整體產量有所增加，隨之產生的含鹽廢水量及含鹽廢水焚燒爐處理含鹽廢水而產生的焚燒殘渣量亦因而增加。二零二四年每人民幣百萬元營業額的有害廢棄物委外處置量明顯較去年上升，除有害廢棄物委外處置量增加外，亦受年內產品售價大幅下滑降低營業額所致。

During the year, the amount of hazardous wastes disposed of by external qualified organisations significantly increased as compared with those in of 2023, which was mainly due to Weifang Binhai launched the production of several new products and expanded the production capacity of specific products, resulting in an increase in the overall production volume. Consequently, this led to an increase in the amount of saline wastewater generated and a rise in incineration residues produced during the treatment of saline wastewater by the incinerator. The amount of hazardous wastes disposed of by external qualified organisations per million RMB revenue in 2024 increased notably as compared with that of last year. Apart from the increase in the amount of hazardous wastes disposed of by external qualified organisations, this was also attributable to the decrease in revenue driven by substantial decline in products selling prices during the year.

環境 (續)

排放物 (續)

廢棄物處置 (續)

濰坊濱海的無害廢棄物主要為動力煤燃燒產生的粉煤灰（「粉煤灰」）。濰坊濱海粉煤灰產生量及目標如下：

ENVIRONMENT (Continued)

Emission (Continued)

Disposal of Wastes (Continued)

Non-hazardous wastes of Weifang Binhai are mainly pulverised fuel ashes (the “PFA”) generated from the combustion of thermal coal. The amount of PFA generated by Weifang Binhai and its target are shown as follows:

	2023 實際 Actual	2024 實際 Actual	2025 目標* Target*
粉煤灰（以噸計） PFA (in tonnes)	10,747.5	10,772.4	10,505.5
- 噸/人民幣百萬元營業額 tonnes per million RMB revenue	5.9	6.3	-

* 目標較二零二一年實際粉煤灰產生量減少 5%。

* Target is set to reduce emission by 5% from the actual amount of PFA generated in 2021.

於回顧年度，儘管濰坊濱海有新產品投產及擴大產品產能，使動力煤消耗量有所增加，但受惠於持續提升燃煤鍋爐性能，有效提升動力煤的使用效益，粉煤灰廢棄量僅較二零二三年輕微增加。但受到年內產品售價大幅下跌降低營業額，每人民幣百萬元營業額產生的粉煤灰明顯上升。由於粉煤灰可用於建築物料，濰坊濱海已全數出售該等粉煤灰予建築物料廠商再加使用，減少環境污染。

During the year under review, although the commencement of production of new products and expansion of production capacity of Weifang Binhai led to an increase in thermal coal consumption, the amount of PFA disposed of only increased marginally as compared with that of 2023. This was benefited from the continuous enhancement of the coal-fired boilers performance, effectively improving the efficiency of thermal coal utilisation. However, the decrease in revenue driven by sharp decline in products selling prices resulted in a noticeable increase in the PFA generated per million RMB revenue. As PFA can be used in construction materials, Weifang Binhai has sold all such PFA to construction material manufacturers for reuse, thereby reducing environmental pollution.



環境 (續)

排放物 (續)

廢棄物處置 (續)

濰坊濱海將通過持續 (i) 優化其生產線流程以提升資源利用率; (ii) 深化循環經濟生產體系以減少廢棄物產生; (iii) 提升含鹽廢水焚燒處理設施和廢棄物焚燒處理設施的運作效益; (iv) 增加採購高質量且雜質含量比例較低的動力煤; (v) 定期維護和升級除塵裝置, 使燃煤鍋爐保持良好狀態以提升運作效益; 及 (vi) 積極採用先進技術和設備, 盡可能減少動力煤消耗和提高除塵效益, 從而降低廢棄物處置量及達到二零二五年所設定的目標。

資源使用

本集團致力源頭減廢。本集團實施清潔生產實務及深化其循環經濟生產體系以加強資源循環利用及盡可能減少資源浪費。此外, 本集團資源使用的原則乃嚴格遵守四大環保守則: 一) 減少浪費; 二) 資源回收; 三) 循環再用; 四) 使用環保替代品, 該原則全面覆蓋本集團的所有業務活動。自二零一六年起, 濰坊濱海已獲得 ISO50001 能源管理體系認證。

ENVIRONMENT (Continued)

Emission (Continued)

Disposal of Wastes (Continued)

Weifang Binhai will continuously (i) optimise the processes of its production lines to enhance the efficiency of resources utilisation; (ii) intensify circular economy production system to minimise waste generation; (iii) enhance the operational efficiency of saline wastewater incineration treatment facility and organic waste incineration treatment facilities; (iv) increase the procurement of high quality thermal coal with lower impurities ratio; (v) maintain the coal-fired boilers in good conditions to enhance operating efficiency through regular maintenance and upgrades of their dust removal devices; and (vi) actively adopt advanced technologies and facilities to achieve the highest possible reduction in thermal coal consumption and enhance dust removal efficiency, so as to reduce the disposal amount of wastes and achieve the target set for 2025.

Use of Resources

The Group is committed to reduce waste at source. The Group implements clean production practices and intensifies its circular economy production system to strengthen recycling of resources and minimise resources waste. Besides, the principles for the use of resources of the Group strictly follow the 4Rs (Reduce, Recycle, Reuse and Replace) which cover all the business activities of the Group. Weifang Binhai has obtained ISO50001 Energy Management System certification since 2016.



環境 (續)

資源使用 (續)

本集團非常重視在營運過程中有效利用資源及盡可能減少浪費，資源使用是本集團關鍵績效指標之一。僱員通過本集團工作流程中建立各種指引從而提高資源節約的重要性。這不僅提升本集團的生產效率，也加強僱員對環境保護意識，在社區培養環保文化。

年內，本集團新建立「能源管理系統」及「能耗在線監測系統」，覆蓋範圍包括生產廠區所有配電室和中控室的網絡及表計數據上傳服務器，以使水、電、氣、壓縮風等能源使用的綜合計量及管理。上述系統可通過能耗監測和能效分析，為本集團提供實時能源使用數據和變化趨勢，有助提高本集團整體能源利用效率。同時，「能耗在線監測系統」還會即時上傳本集團能耗數據至當地發展和改革委員會的監控平台以供其監測及評估。此舉充分體現本集團對促進環境保護的決心和承諾。

ENVIRONMENT (Continued)

Use of Resources (Continued)

The Group highly emphasises on the effective use of resources and minimises waste generation throughout its operations. Use of resources is one of KPIs of the Group. Employees are made aware of the importance of resource conservation through various guidelines set up in the workflow of the Group. It not only promotes the production efficiency of the Group but also strengthens employees' environmental awareness and fosters a culture of environmental conservation within the broader society.

During the year, the Group newly established the "Energy Management System" and the "Energy Consumption Online Monitoring System", which cover the network and servers for meter data uploading in all the power distribution rooms and central control rooms of the production plants to achieve the integrated measurement and management of energy utilisation such as water, electricity, gas and compressed air etc. The aforementioned systems can provide the Group with real-time energy utilisation data and changing trends through energy consumption monitoring and energy efficiency analysis, which helps to improve the overall energy utilisation efficiency of the Group. Meanwhile, the Group's energy consumption data will be uploaded to the monitoring platform of the local Development and Reform Committee in real time for their monitoring and evaluation through the "Energy Consumption Online Monitoring System". This measure fully demonstrates the Group's determination and commitment to promoting environmental protection.

環境 (續)

資源使用 (續)

為節省資源，包裝材料可被最大程度地回收和再利用。倘客戶同意，本集團便會使用化工液態罐裝車或回收包裝桶交付產品，以降低包裝物料的使用量。年內，濰坊濱海原應使用約 73,682 個（二零二三年：98,420 個）新塑料或鋼製包裝桶，但經採用回收再用的包裝桶以及化學品灌裝車交付產品後，實際使用約 39,166 個（二零二三年：46,740 個）新塑料或鋼製包裝桶。於回顧年度，濰坊濱海用於成品的所有包裝物料總重量為 1,049.3 噸（二零二三年：1,243.7 噸）。

本集團從當地供水機構供應其工業用水。濰坊濱海的生產並無水源供應的問題。濰坊濱海的工業用水總消耗量及目標如下：

ENVIRONMENT (Continued)

Use of Resources (Continued)

In order to conserve resources, packaging materials can be recycled and reused to the highest extent possible. The Group will use chemical liquid tank trucks or recycled packaging barrels to deliver products in order to reduce the usage of packaging materials subject to the customers' consent. During the year, Weifang Binhai would have used approximately 73,682 pieces (2023: 98,420 pieces) of new plastic or steel packing barrels; however, after using the recycled and reused packing barrels as well as engaging chemical liquid tank trucks to deliver products, it actually consumed approximately 39,166 pieces of new plastic or steel packaging barrels (2023: 46,740 pieces). During the year under review, the total weight of all packaging materials used by Weifang Binhai for the finished products was 1,049.3 tonnes (2023: 1,243.7 tonnes).

The industrial water used by the Group is supplied by the local water supply authorities. Weifang Binhai does not have any issue in sourcing water for its production. The total consumption of industrial water of Weifang Binhai and its target are shown as follows:

	2023 實際 Actual	2024 實際 Actual	2025 目標* Target*
工業用水（以立方米計） Industrial water (in m ³)	492,975	965,005	563,920
- 立方米/人民幣百萬元營業額 m ³ per million RMB revenue	272.9	564.4	-

* 目標乃按二零二一年實際使用量減少 5%。

* Target is set to reduce emission by 5% from the actual usage in 2021.



環境 (續)

資源使用 (續)

於回顧年度，濰坊濱海因有若干新產品投產及擴大個別產品產能而增加生產用水消耗量。此外，因應當地環保部門提升揚塵治理要求，濰坊濱海需增加在施工場地、煤場、道路灑水的頻率及增加綠化灌溉，因此，二零二四年的工業用水總消耗量比二零二三年明顯上升。另因年內產品售價大幅下滑拖低營業額，二零二四年的每人民幣百萬元營業額工業用水亦因而顯著上升。

濰坊濱海已計劃實施更多提升生產用水效益的措施，以實現二零二五年所設定的目標。濰坊濱海將會：(i) 持續改善水資源管理，精簡生產營運流程，以提高水資源的利用效率；(ii) 加強節水技術改造能力；及 (iii) 擴大冷凝水回收和提高加熱過程產生的冷凝水的利用率。

使用能源

濰坊濱海使用的能源主要為動力煤及電力，僅少量天然氣用於燃氣導熱油爐、廢棄物焚燒爐及含鹽廢水焚燒爐的運作。年內，濰坊濱海天然氣總消耗量約398,588 立方米（二零二三年：399,520 立方米）。

ENVIRONMENT (Continued)

Use of Resources (Continued)

During the year under review, the water consumption in production increased due to the commencement of production of several new products and expansion of production capacity of specific products of Weifang Binhai. In addition, in response to the enhanced requirements on dust control stipulated by the local environmental protection authority, Weifang Binhai had to increase the frequency of sprinkling water on construction sites, coal yards and roads as well as increase greening irrigation. As a result, the total consumption of industrial water in 2024 increased significantly as compared with that of 2023. Furthermore, owing to the significant decline in the selling prices of products lowered revenue during the year, the consumption of industrial water per million RMB revenue in 2024 also increased significantly.

Weifang Binhai has planned to implement more measures enhancing the water utilisation efficiency in production in order to achieve the targets set in 2025. Weifang Binhai will (i) continue to improve the management of water resources and streamline the production operations processes in order to enhance the effectiveness of water usage; (ii) strengthen its capability in water conservation technologies; and (iii) expand the condensed water recycling program and improve the utilisation of condensed water generated from heating processes.

Energy Use

Weifang Binhai's primary energy sources are thermal coal and electricity. Only an insignificant amount of natural gas is consumed in the operations of gas-fired heat conduction oil furnaces, waste incinerators and saline wastewater incinerator. During the year, the total amount of natural gas consumed by Weifang Binhai was approximately 398,588m³ (2023: 399,520m³).

環境 (續)

資源使用 (續)

使用能源 (續)

濰坊濱海的直接動力煤總消耗量及目標如下：

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Use (Continued)

The total direct consumption of thermal coal by Weifang Binhai and its target are as follows:

	2023 實際 Actual	2024 實際 Actual	2025 目標* Target*
動力煤 (以噸計) Thermal coal (in tonnes)	80,863	83,210	87,399
- 噸/人民幣百萬元營業額 tonnes per million RMB revenue	44.8	48.7	-

* 目標較二零二一年實際消耗量減少2%。

* Target is set to reduce emission by 2% from the actual consumption recorded in 2021.

年內，由於濰坊濱海有若干新產品投產及擴大個別產品產能，動力煤消耗量因而增加。二零二四年的每人民幣百萬元營業額的直接動力煤消耗量上升，原因是二零二四年整體產量增加使直接動力煤消耗量也有所增加及產品售價大幅下滑拖低營業額所致。

During the year, the consumption of thermal coal increased owing to the commencement of production of several new products and expansion of production capacity of specific products of Weifang Binhai. The increase in the direct consumption of thermal coal per million RMB revenue in 2024 was due to the increase in direct thermal coal consumption caused by overall increase in production volume, and the lower revenue driven by significant decline in products selling prices in 2024.

儘管年內動力煤總消耗量已達二零二五年所設定的目標，濰坊濱海仍將：(i) 持續改善生產流程以減少用煤量；(ii) 通過定期維護和升級，使燃煤鍋爐處於良好狀態以提高動力煤使用效益；及(iii) 採用先進的工藝技術和設施，提高餘熱回收率。

Even though the total consumption of thermal coal during the year has already achieved the set target for 2025, Weifang Binhai will still (i) ceaselessly improve the production processes to reduce the amount of coal consumption; (ii) regularly maintenance and upgrading, keep the coal-fired boilers in a good condition to raise the efficiency of thermal coal usage; and (iii) adopt advanced technology and facilities to enhance the recycling rate of residual heat.

環境 (續)

資源使用 (續)

使用能源 (續)

濰坊濱海的總直接用電量及目標如下：

	2023 實際 Actual	2024 實際 Actual	2025 目標* Target*
電 (千瓦時)			
Electricity (in KWH)	345,867,352	412,105,993	324,449,775
- 千瓦時/人民幣百萬元營業額			
KWH per million RMB revenue	191,444	241,008	-

* 目標乃按二零二一年實際用量減少 2%。

年內，用電量上升主要是由於濰坊濱海有若干新產品投產和擴大個別產品產能，以及新置氰化鈉尾氣處理及綜合利用裝置投入使用所致。二零二四年每人民幣百萬元營業額的直接用電量明顯上升，原因是二零二四年整體產量增加使直接用電量也因而增加及產品售價大幅下滑拖低營業額所致。

節約能源

濰坊濱海將：(i) 不斷精簡營運流程以減少用電量；(ii) 安裝高效能設備，提升用電效益；及(iii) 持續提升電力節能系統，以達到二零二五年所設定節約能源的指標。

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Use (Continued)

The total direct consumption of electricity of Weifang Binhai and its target are as follows:

	2023 Actual	2024 Actual	2025 Target*
Electricity (in KWH)	345,867,352	412,105,993	324,449,775
- KWH per million RMB revenue	191,444	241,008	-

* Target is set to reduce emission by 2% from the actual consumption recorded in 2021.

During the year, the increase in electricity consumption was mainly attributable to the commencement of production of several new products and expansion of production capacity of specific products of Weifang Binhai, as well as the commissioning of the newly installed sodium cyanide tail gas treatment and comprehensive utilisation facilities. The significant increase in direct electricity consumption per million RMB revenue in 2024 was attributable to an increase in direct electricity consumption caused by the overall increase in production volume, and the decrease in revenue driven by substantial decline in products selling prices in 2024.

Energy Conservation

Weifang Binhai will (i) relentlessly streamline the operations processes to reduce the consumption of electricity; (ii) install high efficiency equipment and boost the efficiency of electricity usage; and (iii) continuously enhance the energy conservation of the power system to achieve the target of energy conservation set for 2025.



環境 (續)

資源使用 (續)

節約能源 (續)

本集團一直堅持「維修、再用、充份利用」的原則，以減少生產過程中所產生的廢棄物，並已制定若干管理措施，例如「節能減排管理辦法」及「節能減排監督管理實施細則」等。此外，本集團實施能源消耗定額管理，將節能減排指標納入本集團各部門年度考核其中一環。

此外，本集團不斷為節能減排投放更多資源，例如：(i) 採用或優化高效能源設備；(ii) 採用新型和高效的變壓器；(iii) 充份利用生產產生的餘熱餘壓；(iv) 回收利用排放廢氣所產生的能量；(v) 回收利用加熱過程產生的冷凝水；(vi) 採用節能的電力系統；(vii) 不斷改進生產工藝及技術；及(viii) 精簡營運程序，藉此最大限度地減少動力煤、電、水等的消耗，以及提升營運中的資源使用效益。上述各項均為本集團積極努力成為資源節約型企業的部分措施。此外，以下生產工藝中的改進引證本集團節能工作的成效。

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Conservation (Continued)

The Group always adheres to the principle of “repair, reuse, full utilisation” to reduce wastes generated during production process. Certain management measures are formulated by the Group, such as the “Administrative Measures for Energy Conservation and Emission Reduction”, and the “Implementation Rules for Monitoring of Energy Conservation and Emission Reduction”, etc. Besides, the Group implements energy consumption quota management and the criteria of energy conservation and emission reduction forms part of the annual appraisal of each department of the Group.

Furthermore, the Group continues to invest and provide additional resources in energy conservation and emission reduction, such as (i) adoption or optimisation of high-efficiency energy equipment; (ii) adopting advanced and efficient transformers; (iii) full utilisation of residual heat and pressure generated by productions; (iv) recycling of the energy released from exhaust gas emission; (v) recycling of the condensed water discharged from the heating process; (vi) using energy-saving electrical systems; (vii) continuous improvement in production processes and technologies; and (viii) streamlining the operations processes, thereby minimising the consumption of thermal coal, electricity and water as well as improving the efficiency of use of resources in its operations. All of the above are part of the proactive efforts of the Group to become a resource-conservative enterprise. Besides, the following improvements in production processes have demonstrated the effectiveness of energy conservation efforts made by the Group.



環境 (續)

資源使用 (續)

節約能源 (續)

濰坊濱海已增設凝結水儲罐以收集各主要生產車間產生的帶餘熱凝結水，隨後通過除鐵過濾設施處理後，最終於燃煤蒸汽鍋爐和氰化鈉生產線內尾氣處理裝置回用。冷凝水餘熱回收工藝及設施已安置在所有生產線上，並持續進行升級和優化，於回顧年度，濰坊濱海因此節約用水約 375,835 噸（二零二三年：356,700 噸）。

年內，濰坊濱海在個別生產車間安置蒸汽回收節能設施，因此，生產過程中產生的閃蒸蒸汽得以回收，回收後的蒸汽再併入廠區低壓蒸汽管道網絡，於生產中回用。於回顧年度，約 1,052 噸（二零二三年：無）的蒸汽已經回收回用於濰坊濱海的生產活動中。

以往，濰坊濱海採用綜合利用技術在氰化鈉生產線的尾氣處理裝置回收蒸汽。該尾氣裝置同時處置通過沼氣回收系統回收污水處理設施釋放的沼氣。年內，濰坊濱海於氰化鈉生產線新置尾氣處理及綜合利用裝置專門用來回收及淨化含氫的尾氣，並從中提取氫氣回用於其他生產線。由於部分尾氣用於回收提氫，因此年內回收蒸汽下降至約 137,210 噸（二零二三年：227,192 噸），節省生產成本約人民幣 27,442,000 元（二零二三年：人民幣 47,685,000 元）。

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Conservation (Continued)

Weifang Binhai has installed storage tanks to collect condensed water with residual heat generated from various major production lines, subsequently processed by iron water filtration facilities and then finally reused in coal-fired steam boilers and built-in tail gas treating device in production line of sodium cyanide. The recycling process and facilities of condensed water with residual heat have been installed across all production lines and are continuously upgraded and optimised. During the year under review, the amount of water conservation of Weifang Binhai thereby was approximately 375,835 tonnes (2023: 356,700 tonnes).

During the year, Weifang Binhai installed steam recycling and energy conservation facilities in specific production lines. As a result, the flash distillation steam generated during the production processes could be recycled, and the recycled steam was then conveyed into the low pressure steam pipeline network of the factory for reuse in production. During the year under review, approximately 1,052 tonnes (2023: Nil) of steam was recycled and reused in the production activities of Weifang Binhai.

Weifang Binhai adopted a comprehensive utilisation technique for steam recycling through built-in tail gas treatment device in the production line of sodium cyanide in the past. The tail gas treatment device also processes the biogas emitted from the sewage treatment facilities through biogas recycling system. During the year, Weifang Binhai installed new tail gas treatment and comprehensive utilisation facilities in sodium cyanide production line dedicated to the recycling and purification of hydrogen from tail gas, from which hydrogen is extracted for reuse in other production lines. As part of the tail gas was used for hydrogen recycling, the amount of recycled steam decreased to approximately 137,210 tonnes (2023: 227,192 tonnes) and production cost saved was approximately RMB 27.442 million (2023: RMB47.685 million) during the year.



環境 (續)

資源使用 (續)

節約能源 (續)

濰坊濱海的有機廢棄物焚燒處理設施及含鹽廢棄水焚燒處理設施均已安裝餘熱回收設備，因此可在該等焚燒處理設施運行期間同時產生及回收蒸汽。於回顧年度，濰坊濱海因而合共回收蒸汽約 18,703 噸（二零二三年：16,451 噸），並已全部回用於濰坊濱海的生產活動中。

濰坊濱海已將 4,6-二羥基嘧啶生產裝置的鹽水蒸發工藝改造升級為三效蒸發工藝。該升級可降低廢水處理過程中所消耗的蒸汽量。年內，因濰坊濱海擴大產能所以需要處置的廢水量較去年上升。因此，年內通過三效蒸發工藝可節約蒸汽量上升至 15,200 噸（二零二三年：12,400 噸）。

於二零二三年，濰坊濱海廠區內的循環水池內的循環水泵裝置已更換升級，並維持適當的定期維護，有效提高水泵運行效率及減少電力消耗。

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Conservation (Continued)

Residual heat recovery devices have been installed in both the organic waste incineration treatment facilities and the saline wastewater incineration treatment facility of Weifang Binhai, thus steam can be generated and recycled during the operation of these incineration treatment facilities simultaneously. A total of approximately 18,703 tonnes (2023: 16,451 tonnes) of steam was thereby recycled and reused in the production activities of Weifang Binhai during the year under review.

Weifang Binhai has upgraded the saline water evaporation processes of 4,6-Dihydroxypyrimidine production facilities to triple-effect evaporation. This upgrade can reduce steam consumption in the wastewater treatment process. During the year, with the expansion of production capacity of Weifang Binhai, a larger amount of wastewater was required to be treated as compared with that of last year. Consequently, the steam savings through triple-effect evaporation process increased to 15,200 tonnes during the year (2023: 12,400 tonnes).

During 2023, the circular water pumps installed in the circular pool at the plant had been upgraded and kept proper maintenance regularly, which effectively enhanced the efficiency of the water pumps operation and reduced electricity consumption.



環境 (續)

資源使用 (續)

節約能源 (續)

上述各項目乃貫徹本集團清潔生產及深化循環經濟生產體系之營運方針，濰坊濱海將持續就進一步降低溫室氣體、揮發性有機物及氣味等之排放採用更多綠色改造及設施。

本集團亦在其工作場所推行節能措施，包括安裝節能照明系統、設置空調最佳溫度、以及在辦公時間之後或不使用時，關閉照明、空調、電腦及其他辦公設備，以及鼓勵僱員減少使用紙張。

濰坊濱海已通過中國山東省環境保護廳專家組進行的清潔生產評估。

節約水資源

本集團大力提倡節約用水，積極採取節水措施，並實行多項提升節水技術。年內，濰坊濱海廢棄水處理回用系統已回用約 118,179 噸廢棄水（二零二三年：128,875 噸）。隨著時間的推移，廢水處理和回用系統的性能下降，導致回收廢水量減少。濰坊濱海計劃在成本效益分析證明投資合理時對系統進行升級。

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Conservation (Continued)

The aforementioned projects demonstrated the implementation of the Group's operational approaches of clean production and intensified circular economy production system. Weifang Binhai will continue to adopt additional green transformation and facilities with a view to further reducing the emissions of greenhouse gas, VOCs and odour, etc.

The Group also applies energy saving measures in its workplaces including installation of an energy-saving lighting system, setting optimal temperature for all air-conditioning, and switching off the lights, air-conditioning, computers and other office equipment after office hours or when not in use as well as encouraging employees to reduce paper usage.

Weifang Binhai has passed the clean production assessment conducted by the expert team from the Shandong Provincial Environmental Protection Office in the PRC.

Water Resource Conservation

The Group advocates water conservation and takes a proactive approach in adopting water-saving measures and implementing various water-saving technological upgrades. During the year, the wastewater treatment and reuse system of Weifang Binhai recycled an amount of approximately 118,179 tonnes (2023: 128,875 tonnes) of wastewater. The performance of the wastewater treatment and reuse system has declined over time, leading to the reduction in the amount of recycled wastewater. Weifang Binhai planned to upgrade the system when the investment is justified by cost-benefit analysis.



環境 (續)

環境及天然資源

本集團在營運過程中不可避免排放各種廢氣、廢水和廢物，然而，本集團已實施多項安全及環保措施，定期進行監察及檢查，以確保在妥善處理之前不會釋放有害排放物。本集團將持續採取各種措施以節約和減少天然資源的消耗。

為履行從產品研發、採購、製造至產品交付客戶等的環境責任，本集團將其安全及環境措施與業務緊密結合。從生產工地收集的所有管道、閥門、配件、儀器儀表、電氣元件和設備等都必须進行檢查和修理，以恢復其原有功能。此舉不但有助減少生產中所產生的廢棄物，亦降低本集團營運成本。本集團致力加強綠色營運流程，確保其所有產品可獲業內質量認可，並符合產品的環保規定。

安全及環境措施的有效實施有賴於內部和外部的持份者支持和配合。因此，本集團致力確保其僱員清楚了解安全及環境相關政策和適用於本集團的綠色具體規定，並鼓勵業務合作夥伴與本集團的經營方針一致，以持續方式經營及不斷完善。

本集團將持續加強對潛在環境危害隱患的治理工作，以全面降低環境風險。

ENVIRONMENT (Continued)

Environmental and Natural Resources

The emissions of various exhaust gas, wastewater and wastes produced in the course of the Group's operation are inevitable. However, the Group has implemented various safety and environmental protection measures with regular monitor and inspection to ensure that harmful emissions and discharges are not released before proper treatments. The Group will continuously take various measures to save and reduce its natural resources consumption.

The Group closely integrates its safety and environmental measures with operations in order to fulfil its environmental responsibilities throughout product research and development, procurement, manufacturing and products delivery to customers. All pipes, valves, fittings, instrumentation, electrical components and equipment, etc. collected from production sites must be inspected and repaired to restore their original functionality. This not only helps to reduce wastes from the production, but also lowers the operating costs of the Group. The Group is dedicated to enhancing its green operation flows, ensuring industry quality accreditation of all its products and meeting the products' environmental protection requirements.

Effective implementation of safety and environmental measures relies on the support and cooperation of the internal and the external Stakeholders. Therefore, the Group is committed to ensure that its employees have a clear understanding of the relevant safety and environmental policies and the specific green requirements applicable to the Group and to encourage its business partners to align with the Group's policies to operate in a sustainable manner and achieve continuous improvement.

The Group will consistently enhance its management initiatives for potential environmental hazards in order to minimise the environmental risk exposures in a comprehensive approach.



環境 (續)

氣候變化

氣候變化對經濟和社會發展影響深遠，是全球共同面對的環境挑戰。這項重要的環境議題也成為本集團保護其運營和僱員安全的必要責任。本集團已將對氣候變化風險的考量融入現有風險管理體系，並已制定若干措施，以提高應對洪災或其他極端天氣發生時的能力，以及管理相關風險的能力，從而減少氣候變化對本集團帶來之負面影響。

氣候變化風險

實體風險

對本集團而言，氣候變化引發潛在最大的實體風險包括洪災及極端氣溫。洪災可能造成天然資源的破壞、財產損毀、人命傷亡及中斷供應鏈等負面沖擊。極端氣溫可能導致工作場所和生產廠房溫度過高或過低，影響生產設施及／或電子設備的正常運行及／或造成損毀，並增加僱員在戶外工作的健康安全風險及賠償。

ENVIRONMENT (Continued)

Climate Change

Climate change has a profound influence on economic and social development, and is the common environmental challenge faced by the world. This important environmental issue has also become an essential responsibility for the Group in safeguarding its operation and employees' safety. The Group has taken consideration for climate change risk into the existing risk management system and formulated certain measures to enhance its capacity to handle flooding or other extreme weather if occurring, as well as managing related risks, thereby reducing the negative impact to the Group by climate change.

Climate Change Risks

Physical Risks

From the Group's perspective, the highest physical risks potentially triggered by climate change include flooding and extreme temperature. The negative impact of flooding may include destruction of natural resources, damages to properties, loss of human lives and interruption of supply chain, etc. Extreme temperature may lead to excessively high or low temperature in the workplace and production plants, which will affect the normal operation and/or cause damages to production equipment and/or electronic devices; and will elevate the health and safety risks and compensation for the employees who work outdoors.



環境 (續)

氣候變化 (續)

氣候變化風險 (續)

過渡風險

為減緩氣候變化造成的負面影響，本集團過渡至更低碳經濟分別涉及 (i) 政策和法規；及 (ii) 技術發展兩大範疇。一方面，中國積極應對氣候變化，已將「碳達峰」及「碳中和」目標納入政府工作報告，通過逐步收緊排放指標，並將控排責任落實到企業層面，嚴格的排放政策法規，必定會增加企業的運營和合規成本。另一方面，開發低碳能源及環保節能技術成為全球應對氣候變化主流，本集團亦與時並進，通過不斷採用更有效的節能技術提升效益達至低碳經濟，以符合更嚴格的政策和法規標準要求。然而，升級設備亦將增加本集團營運成本。

應對措施及風險管理

本集團已制定並實施「防洪防汛專項應急預案」，以保障財產和僱員生命安全為前提、提高本集團綜合應急能力及以最大限度地避免或減輕洪災對本集團正常運營可能造成的負面影響。

ENVIRONMENT (Continued)

Climate Change (Continued)

Climate Change Risks (Continued)

Transition Risks

To lessen the negative impact of climate change, the Group's transition to a lower-carbon economy will cover two major areas: (i) policies and regulations; and (ii) technological development. The PRC is actively counteracting climate change and has included "Peak Carbon Dioxide Emissions" and "Carbon Neutrality" targets in the government work report by gradually tightening emission standards and delegating the responsibilities for emission control to enterprises. The stringent policies and regulations regarding emissions would no doubt increase the operational and compliance costs of enterprises. On the other hand, the development of low-carbon energy and environmental protection and energy-saving technologies has become the mainstream globally in response to climate change. The Group also keeps pace with this mainstream by continuously adopting more effective energy-saving technologies to enhance efficiencies and achieve low-carbon economy for compliance of even more stringent policies and regulatory standards. However, equipment upgrades will also increase the operational costs of the Group.

Response Measures and Risk Management

The Group has formulated and implemented the "Specific Contingency Plan for Flooding and Overflow" primarily for safeguarding properties and employees' safety, enhancing the overall capability of the Group in counteracting emergencies and minimising or mitigating the possible adverse impact of flooding during the normal operation of the Group.



環境 (續)

氣候變化 (續)

應對措施及風險管理 (續)

本集團已成立應急指揮領導小組及應急救援小分隊，他們明確區分各成員職責並制定預防及救援措施。當颱風及暴雨天氣預警發佈後，本集團各相應部門便立刻啓動響應，包括但不限於確保有足夠有效的防洪防汛救援物資、廠區防倒灌設施運作良好、通信暢通、足夠備用車輛、清晰連貫的安全通路等。當水位達到不同級別的預警水位線時，救援小組將聯同本集團各相應部門採取適當的應急措施，確保受影響地區即時獲得足夠物資裝備、醫療救急、通信訊息暢通等基本救援保障。

本集團不斷優化防汛裝備，持續提升防洪防汛應急能力。本集團亦定期舉行針對防洪防汛的應急預演，並定期舉辦應急救援知識和普及自救互救常識等宣傳活動，旨在提高僱員的防範意識和應急避險能力。針對負責應急管理的僱員，本集團提供定期專業培訓，確保他們熟悉和掌握應急預案的工作流程。

ENVIRONMENT (Continued)

Climate Change (Continued)

Response Measures and Risk Management (Continued)

The Group has established an emergency command leadership group and an emergency rescue team. They have defined distinct duties and responsibilities for each member and well formulated prevention and rescue measures. Whenever a typhoon or rainstorm warning is hoisted, the corresponding departments of the Group will respond rapidly, including but not limited to, ensuring the adequate supply of effective flooding and overflow preventive and rescue supplies, the anti-backflow facilities in the plant area are in good operating condition, seamless communication is maintained, sufficient standby vehicles are available and emergency paths and roads are safe and clear, etc. When the flooding level reaches the warning water level categorised by different tiers of alert levels, the rescue team will exercise emergency measures appropriately in conjunction with corresponding departments of the Group in order to make sure that immediate and adequate supplies and equipment are allocated to the affected areas including sufficient rescue supplies and equipment, emergency medical supplies and uninterrupted communications channel, etc.

The Group relentlessly upgrades its anti-flow devices to continuously enhance the capabilities of anti-flood and anti-flow. The Group also regularly runs emergency drills relating to flooding and overflow, and promotes activities relating to knowledge in emergency response and general knowledge in helping oneself and others, with a view to raising the awareness of prevention of flooding and overflow as well as the employees' basic skills on emergency preparedness. The Group provides regular professional training for those employees who are responsible for emergency management, so as to make sure that they are familiar with and fully understand the workflows of the contingency plan.



環境 (續)

氣候變化 (續)

應對措施及風險管理 (續)

除此之外，本集團應對洪災影響的措施還包括：(i) 為物業、廠房及各營運單位購買綜合保險；(ii) 經考慮地理分析後，採用施工設計及適當的維護，以強化建築結構及其復元能力；(iii) 保持多元化的供應商以避免地域集中風險；及(iv) 擴大物流渠道，提升業務的靈活性。

面對極端氣溫構成潛在的風險，本集團採取不同的應對措施包括：(i) 於室內場所配備空調及暖氣片調節溫度；(ii) 於生產廠房內額外配備移動式調溫設備；(iii) 於非密封環境放置大型冰塊及安裝自動灑水系統進行降溫；(iv) 採用隔熱保溫材料包裹戶外設施，以保護設施維持適當溫度；(v) 採用蒸汽伴熱方法對戶外設施進行保溫及防凍；(vi) 使用壓縮空氣吹掃輸送管道以防積水、結冰或堵塞；(vii) 對特定的生產設備及場所安裝溫度監測儀即時監控溫度；及(viii) 向僱員提供保暖工裝、防暑降溫物資和應急藥品等。

在極端氣溫預報發佈後，一律減少僱員戶外作業。本集團按照國家規定向相關僱員發放高溫補貼。在暴風寒冷天氣警告發出後，則禁止所有高處等特殊作業。

ENVIRONMENT (Continued)

Climate Change (Continued)

Response Measures and Risk Management (Continued)

Moreover, the measures taken by the Group to mitigate the impact caused by flooding include: (i) maintaining comprehensive insurance coverage for properties, factory and operational units; (ii) strengthening the architecture and resilience of buildings through construction design and proper maintenance after considering geographical analysis; (iii) maintaining a diversified suppliers base to avoid geographical concentration risks; and (iv) expanding logistic network to improve business flexibility.

Faced with the potential risks posed by extreme temperatures, the Group adopts various counter measures include: (i) installing air-conditioners and heating panels at indoor workplace to adjust temperature; (ii) installing additional moveable air-conditioner for temperature adjustment inside production plants; (iii) placing large ice cubes and installing automatic sprinklers to cool down open areas; (iv) wrapping insulation materials for outdoor facilities to maintain appropriate temperatures; (v) keeping outdoor facilities warm and prevent them from freezing by steam tracing; (vi) using compressed air to sweep over conveyor pipes to prevent water accumulation, frosting or blockages; (vii) installing temperature monitors on specific production facilities and premises to keep check temperatures real-time; and (viii) providing employees with thermal uniforms, materials for preventing heat-strokes, emergency medication, etc.

When extreme temperature warnings are issued, the outdoor activities of employees will be reduced across the board. The Group provides high temperature subsidies to relevant employees in accordance with national regulations. When blizzard and cold weather warnings are issued, special activities such as high-altitude work are forbidden.



環境 (續)

氣候變化 (續)

應對措施及風險管理 (續)

本集團一直奉行遵守現行政策和法規，並通過不斷提升環境管理能力以滿足日益嚴格之環保要求。本集團及時改進生產工藝及設施、採用最新節能技術，以實現減少碳排放的目標，及降低因氣候變化對本集團構成的潛在影響。

本集團積極向更低碳的高質量發展模式過渡轉型。年內，本集團聘請合資格審核機構對 12 項產品進行碳足跡核算及評估，從該等產品生命週期中識別碳排放量較高的階段，有助本集團採取精準的減排措施及提高資源利用效率。本集團亦主動向客戶提供上述碳足跡數據，增加客戶對本集團產品的信心。此外，本集團致力透過可持續採購減少碳排放，年內，濰坊濱海在氰乙酸乙酯的生產過程中引入生物基原材料以取代傳統材料。這項轉變大幅降低原材料階段的碳足跡，並顯著提升整個產品生命週期的減碳影響。此舉讓該產品獲得由 SGS Germany GmbH 頒發的「國際可持續發展和碳認證」，提升本集團產品在國際市場的信譽。

ENVIRONMENT (Continued)

Climate Change (Continued)

Response Measures and Risk Management (Continued)

The Group consistently upholds the compliance with prevailing policies and regulations, while persistently enhancing its environmental management capabilities to satisfy increasingly stringent environmental protection requirements. The Group improves production processes and facilities on a timely basis and adopts the latest energy-saving technologies to achieve the target of reducing carbon emission, as well as alleviating the potential impact of climate change on the Group.

The Group is proactively transitioning to a lower-carbon and high-quality development model. During the year, the Group engaged a qualified auditing organisation to carry out carbon footprint accounting and assessment on 12 items of products to identify the stages with higher carbon emissions in the life cycle of these products, enabling the Group to adopt precise emission reduction measures and improve the efficiency of resource utilisation. The Group also took the initiative to provide the aforementioned carbon footprint data to its customers to reinforce their confidence in the Group's products. In addition, the Group endeavoured to reduce carbon emissions through sustainable sourcing. During the year, bio-based raw materials were introduced by Weifang Binhai to replace traditional materials in the production of ethyl cyanoacetate. This transition substantially lowered the carbon footprint at the raw material stage and significantly enhanced the carbon reduction impact across the entire life cycle of the product. This measure resulted in the award of the "International Sustainability and Carbon Certification" by SGS Germany GmbH to the product, which elevates the credibility of the Group's products in the international market.

社會

僱傭及勞工

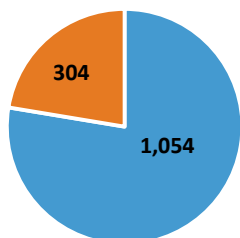
本集團有義務承擔人才招聘和培育的社會責任。本集團的招聘乃透過內部調職、內部晉升和外部招聘進行，並堅持機會均等的原則。優先考慮現有僱員，並只在沒有適合的內部僱員可填補空缺的情況下，方會進行外部招聘。本集團目前及日後均不會基於種族、宗教、性別、懷孕、年齡、婚姻狀況、殘疾等原因而歧視任何合資格的申請人或僱員。本集團提倡多元化的勞動力，包括年齡及性別等。

於二零二四年十二月三十一日，本集團共有 1,358 名（二零二三年：1,536 名）全職僱員，2 名（二零二三年：2 名）兼職僱員。於全職僱員中，有 1,356 名（二零二三年：1,534 名）位於中國內地，2 名（二零二三年：2 名）位於香港。

於二零二四年十二月三十一日

As at 31 December 2024

按性別劃分的全職僱員人數
Total number of full-time
employee by gender



■ 男 Male ■ 女 Female

SOCIETY

Employment and Labour

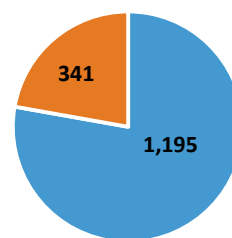
The Group is obligated to assume social responsibilities of talent recruitment and cultivation. The recruitment of the Group is conducted through internal redeployment, internal promotion and external recruitment and it adheres to the principle of equal opportunities. Priorities are given to the existing employees while external recruitment would be conducted only if there is no suitable internal employee to fill the vacancy. The Group does not and will not discriminate against any qualified applicant or employee based on race, religion, gender, pregnancy, age, marital status and disability, etc. The Group promotes the diversity of workforce, including age and gender, etc.

As at 31 December 2024, the Group had 1,358 (2023: 1,536) full-time employees and 2 (2023: 2) part-time employees. Among these full-time employees, 1,356 (2023: 1,534) were located in the PRC and 2 (2023: 2) were located in Hong Kong.

於二零二三年十二月三十一日

As at 31 December 2023

按性別劃分的全職僱員人數
Total number of full-time
employee by gender



■ 男 Male ■ 女 Female

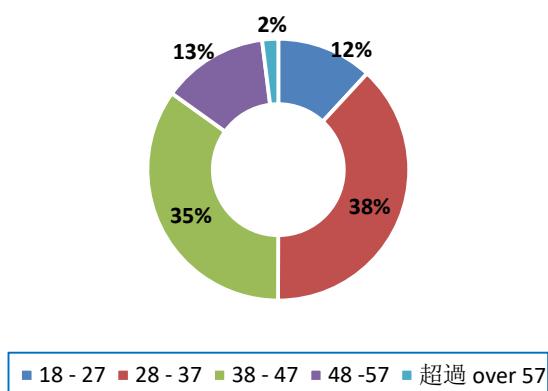
社會 (續)

僱傭及勞工 (續)

於二零二四年十二月三十一日

As at 31 December 2024

按年齡劃分的全職僱員人數
Total number of full-time employee by age



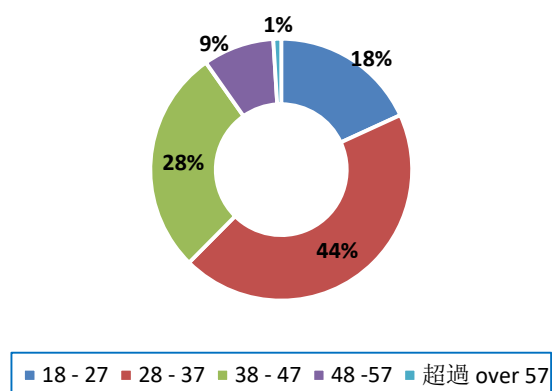
SOCIETY (Continued)

Employment and Labour (Continued)

於二零二三年十二月三十一日

As at 31 December 2023

按年齡劃分的全職僱員人數
Total number of full-time employee by age



於二零二四年十二月三十一日，具有大學或以上學歷全職僱員有 206 名（二零二三年：227 名）。他們都位於中國內地和香港。

As at 31 December 2024, there were 206 (2023: 227) full-time employees with university or higher education. They were all located in the PRC and Hong Kong.

本集團嚴格遵守「中華人民共和國勞動合同法」、「中華人民共和國社會保險法」及「香港僱傭條例（香港法例第 57 章）」有關補償及解僱、招聘及晉升、工時、休息時間、平等機會、多元化、反歧視及其他業務所在地的福利等範疇。於二零二四年和二零二三年，本集團並無違反有關僱用僱員的所有適用法律及法規。

The Group strictly complies with the “Labour Contract Law of the People’s Republic of China”, “Social Insurance Law of the People’s Republic of China” and “Employment Ordinance (Chapter 57 of the laws of Hong Kong)” in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare in the locations where the Group operates. There was no non-compliance case of the Group regarding all applicable employment laws and regulations in both 2024 and 2023.

社會 (續)

僱傭及勞工 (續)

本集團已制定「僱員手冊」、「僱員薪酬管理政策」、「僱員考勤和假期管理政策」、「僱員有薪年假管理政策」、「僱員招聘管理政策」及「僱員操守準則」，以不斷完善和優化其僱員組織結構、職能調整、薪酬水平、表現考核及僱員培訓等，目的是確保保留關鍵人員以維持本集團穩步發展。去年，本集團已對「僱員操守準則」作出修訂，以完善職業道德規範及防止欺詐和腐敗的指引方針，進一步規範僱員的商業道德行為。年內，本集團並無發現任何違規情況。

於回顧年度，本集團共有 203 名（二零二三年：226 名）全職僱員離職，離職率為 14.9%（二零二三年：14.7%）。本集團按性別、地區及年齡組別劃分的全職僱員離職率如下：

按性別劃分的全職僱員離職率(以百分比計)

Full-time employee turnover rate by gender (in %)

	2023	2024
- 男性 Male	15.8	16.8
- 女性 Female	10.9	8.6

按地區劃分的全職僱員離職率(以百分比計)

Full-time employee turnover rate by geographical region (in %)

	2023	2024
- 中國內地 the PRC	14.7	15.0
- 香港 Hong Kong	0.0	0.0

按年齡組別劃分的全職僱員離職率(以百分比計)

Full-time employee turnover rate by age group (in %)

	2023	2024
- 18 至 27 歲 18-27	34.4	54.3
- 28 至 37 歲 28-37	11.5	13.8
- 38 至 47 歲 38-47	7.5	6.9
- 48 至 57 歲 48-57	8.9	3.4
- 超過 57 歲 over 57	53.3	20.0

SOCIETY (Continued)

Employment and Labour (Continued)

The Group has formulated the “Employee Handbook”, “Employee Remuneration Management Policy”, “Employee Attendance and Holiday Management Policy”, “Employee Paid Annual Leave Management Policy”, “Employee Recruitment Management Policy” and “Employee Code of Conduct”, in order to continuously improve and optimise its employee organisational structure, work roles adjustments, remuneration levels, performance appraisals and employee training, etc., with the aim to ensure the retention of key personnel for sustaining the steadfast development of the Group. The Group revised the “Employee Code of Conduct” last year by refining the regulations for professional ethics and the guidelines and principles for the prevention of fraud and corruption, so as to further regulate the ethical business conduct of employees. During the year, the Group did not discover any irregularities.

During the year under review, a total of 203 (2023: 226) full-time employees of the Group resigned, representing a turnover rate of 14.9% (2023: 14.7%). Full-time employee turnover rates of the Group by gender, geographical region and age group are as follows:



社會 (續)

僱傭及勞工 (續)

僱員是本集團賴以成功的最寶貴資產。本集團已制訂人力資源策略以吸引和保留優秀人才。在兼顧市場競爭和內部公平的基礎上，本集團為僱員提供全面並具競爭力的薪酬福利制度，與此同時，僱員享有年假、病假、婚假、產假及其他法定假期。僱員根據職位、技能和知識、表現和能力，並考慮本集團的經營業績而釐定薪酬。本集團的管理層定期檢討及修訂現有的薪酬福利方案，以確保能夠在業內保持競爭力，從而吸引和保留人才。

本集團人力資源管理制度的目標之一是為僱員締造公平、安全、健康和愉快的工作環境，並確保工作場所不受任何騷擾、暴力和歧視。僱員的身心健康是本集團關注的事項之一。本集團已成立僱員福利會，以培養及教育僱員的道德操守，透過組織旅遊、籃球比賽、乒乓球比賽、越野比賽、歌唱比賽等體育文化活動，讓僱員在忙碌工作過後能夠放鬆和緩解壓力。本集團管理層致力為僱員的工餘生活增添活力，建立凝聚力。僱員福利會代表亦會出席僱員家屬的婚禮或葬禮，為貧困職工提供財政援助，並慰問和探訪退休或生病的僱員。

SOCIETY (Continued)

Employment and Labour (Continued)

Employees represent the most valuable asset of the Group and the foundation upon which its success is built. The Group has established human resources strategies to attract and retain competent employees. Taking into account the basis of market competition and internal fairness, the Group provides employees with a comprehensive and competitive remuneration and benefit regime. At the same time, the employees are entitled to annual leave, sick leave, marriage leave, maternity and other statutory leaves. Employees' remunerations are determined according to their positions, skills and knowledge, performance and capabilities while taking the Group's operating results into consideration. The management of the Group regularly reviews and amends the existing remuneration and benefits packages to make sure it is able to attract and retain talents by staying competitive in the industry.

One of the objectives of the human resources management system of the Group is to create a fair, safe, healthy and pleasant working environment for its employees. It also ensures that the workplace is free from harassment, violence and discrimination of any kind. Physical and mental well-being of the employees is one of the concerns of the Group. The Group has set up an employee welfare club to cultivate and educate the ethical conducts of employees and organise sports and cultural activities, such as outings, basketball competition, table tennis competition, cross country competition, singing contest to enable the employees to relax and relieve stress after hectic work. The management of the Group strives to enliven its employees' after-work life and create solidarity. The representatives of the employee welfare club will also attend weddings or funerals of the family members of our employees, provide financial assistance to destitute employees, and pay condolences and home visits to retired or sick employees.



社會 (續)

僱傭及勞工 (續)

年內，本集團僱員福利會已為僱員籌辦郊遊、拔河比賽、籃球比賽、羽毛球比賽等活動，提升僱員的身心健康發展，並提高團隊凝聚力。此外，本集團舉辦「健康與安全知識競賽」，寓教於樂，在豐富僱員工餘時間的同時，亦可提升僱員生產安全 and 健康知識水平。未來，本集團僱員福利會將更積極為僱員籌辦相關的體育文化活動，以改善工作氛圍及提高他們對本集團的歸屬感。

健康與安全

本集團嚴格遵守「中華人民共和國職業病防治法」。本集團以「安全第一」為原則，致力創造舒適安全的工作環境。本集團設有完善的「職業健康安全管理体系」，並已獲 ISO45001 認證。

SOCIETY (Continued)

Employment and Labour (Continued)

During the year, the employee welfare club of the Group organised activities such as outings, tug-of-war competitions, basketball competitions, badminton competitions etc. to promote the development of physical and mental wellbeing of the employees as well as strengthen team solidarity. In addition, the Group organised “Health and Safety Knowledge Competition” to integrate education with entertainment. This initiative aims to enrich employees' leisure time and enhance their understanding of production safety and health. In the future, the employee welfare club of the Group will more actively organise relevant sports and cultural activities for employees to improve the working atmosphere and promote their sense of belonging to the Group.

Health and Safety

The Group strictly complies with the “Law of the People’s Republic of China on Prevention and Treatment of Occupational Diseases”. The Group is dedicated to creating a comfortable and safe workplace based on the “Safety First” principle. The Group has a well-established “Occupational Health and Safety Management System” with ISO45001 certification.



社會 (續)

健康與安全 (續)

本集團致力不斷提升僱員健康與安全管理水平。年內，本集團建立全面的「健康企業管理體系」，目的是減少或消除職業病帶來之危害。該倡議旨在將健康至上理念融入企業管理及營運。為建立健全的「健康企業管理體系」，本集團：(i) 制定並完善與僱員健康相關的各項規章制度，例如完善現有「職業病防治制度」、「職業衛生管理制度」，新制定「健康教育與促進制度」、「病媒生物預防控制制度」等以降低僱員因長期工作而引致職業病的風險；(ii) 持續改善工作環境，例如定期維護廠區安全設施、妥善處置排放污染物、開展病媒生物防治等；(iii) 提升健康管理與應急服務，增設緊急救援站、增加配備急救箱、新增配備職業健康防護器材、完善健身場所設施、新設心理諮詢室等；及(iv) 建立企業健康文化，推廣普及健康知識、倡導健康生活方式、定期組織健康教育活動等。本集團通過採取上述舉措，改善僱員健康權益，使企業建設與僱員健康實現協同發展。本集團於年內獲得山東省衛生健康委員會評選為「健康企業建設優秀案例」。

SOCIETY (Continued)

Health and Safety (Continued)

The Group is committed to continuously improving the levels of health and safety management of its employees. During the year, the Group established a comprehensive “Healthy Enterprise Management System” with the aim of minimising or eliminating the hazards associated with occupational diseases. The initiative seeks to integrate the concept of health prioritisation into the corporate management and operation. In order to achieve a comprehensive “Healthy Enterprise Management System”, the Group: (i) formulated and improved various regulations and policies related to employees’ health, such as improving the existing “Occupational Disease Prevention and Control Policies” and “Occupational Hygiene Management Policies”, and formulated new “Health Education and Promotion Policies”, “Vector Organism Prevention and Control Policies”, etc., so as to minimise the risks of employees suffering from occupational diseases due to working for a long period of time; (ii) continuously improved the working environment, such as regular maintenance of the safety facilities at the factory, proper disposal of discharged pollutants, conducting vector organism prevention and control etc.; (iii) enhanced health management and emergency services by setting up emergency rescue stations, equipping more first-aid kits, adding new occupational health protection equipment, improving fitness facilities, establishing new psychological counselling rooms etc.; and (iv) established a corporate health culture by promoting and disseminating health knowledge, advocating healthy lifestyles, organising regular health education activities etc. After adopting the aforementioned measures, the Group is able to improve the rights of its employees with regard to health and achieve synergistic development between corporate development and employee health. During the year, the Group was awarded the “Excellent Case of Healthy Enterprise Establishment” by the Health Commission of Shandong Province.



社會 (續)

健康與安全 (續)

除此之外，本集團已制定「公共衛生安全應急預案」，以涵蓋突發公共衛生事件的預防和應對措施及應對突發公共衛生事件對本集團僱員、生產和營運帶來之潛在影響。年內，本集團進行了2次突發傳染病和食源性疾病事故預演，從而提高僱員相關意識及應急能力。為持續保障本集團僱員健康與安全，本集團持續推行多項衛生及安全措施，例如定期進行廠區消毒、增設病媒生物防治設施、維護工作環境清潔和提高僱員個人衛生意識。

本集團極為重視安全生產，已制定「安全管理規章制度」，其已涵蓋一系列全面指導方針和操作程序，為本集團的生產廠區維持安全運作提供指引。在本集團廠區工作的僱員必須熟讀該安全管理規章制度，本集團安全、健康及環境部定期對廠區工作僱員進行安全培訓及考試。此外，安全、健康及環境部於回顧年度採取新的措施加強本集團的安全管理，引進獨立稽核員，不定期觀察僱員在生產車間的現場作業行為。對未適當遵守作業程序的僱員發出改善通知。鼓勵本集團僱員培養安全操作行為，作為事故前預防管理的一部分，以降低安全事故的風險。

SOCIETY (Continued)

Health and Safety (Continued)

Moreover, the Group has formulated the “Public Hygiene and Safety Contingency Plan” which encompasses the preventive and response measures for unexpected public health incidents as well as the responses to the potential impacts of unexpected public health incidents on the employees, production and operation of the Group. During the year, the Group conducted 2 times of drills for unexpected infectious diseases and foodborne diseases incidents with an aim to raising the related awareness and response capabilities of the employees. In order to continuously safeguard the health and safety of its employees, the Group continues to implement various hygiene and safety practices, such as conducting regular disinfection in its factory, providing additional vector organism prevention and control facilities, maintaining a clean working environment and promoting employees awareness of personal hygiene.

The Group places utmost importance on production safety and has formulated the “Safety Management Rules and Regulations” which encompasses a set of comprehensive guidelines and operating procedures for the safe operations of the production plants of the Group. All the employees who work at the production plants of the Group must study thoroughly this set of rules and regulations for safety management. The SHE of the Group conducts regular safety training and examinations for the employees who work at the production plants. In addition, the SHE adopted a new measure to strengthen safety management of the Group during the year under review. An independent inspector for irregularly observing employees’ on-site work behaviours at the production lines was introduced. Improvement notices are issued to employees who do not comply with operating procedures properly. Employees of the Group are encouraged to develop safe operating behaviours as part of pre-incident preventive management to mitigate the risk of safety incidents.



社會 (續)

健康與安全 (續)

本集團所有生產廠區的日常營運均採納 6s（整理-整頓-清掃-標準工作流程-持續-安全）的管理系統，以促進和維持高水平的生產力和安全性。此外，本集團廣泛採用自動化生產流程。年內，濰坊濱海進一步擴大各項生產流程的自動化工序，以提升生產效率、及降低發生工業意外或工傷的風險。

濰坊濱海生產廠區均已實施安全風險分級管理和安全隱患排查治理的雙重預防機制，作為嚴密監測和防止主要危害成因的重要措施。年內，濰坊濱海已進行 23 次（二零二三年：20 次）潛在安全隱患深入檢查，並發現若干潛在安全威脅，並予以即時糾正。

為進一步提高生產廠區的安全管理，濰坊濱海已採用人工智能技術設立「危化品安全生產信息化管理平台」。該平台提供六大功能模組，包括：(i)「重大危險源監測預警系統」；(ii)「安全風險分級管控系統」；(iii)「生產全流程管理系統」；(iv)「特殊作業過程管理系統」；(v)「雙重預防機制管控系統」；及(vi)「安全視覺化和智能視頻監控系統」。上述各項系統將不定時更新和優化，對生產活動提供快捷的應急通訊及提升防範風險能力。

SOCIETY (Continued)

Health and Safety (Continued)

All production plants of the Group adopt 6s (sort – set in order – shine – standardise – sustain – safety) management system in their daily operations to promote and sustain high level of productivity and safety. Besides, the Group adopts automation production processes extensively. During the year, Weifang Binhai further expanded the automation across various production processes to elevate production efficiency and minimise the risk of industrial accident or work-related injury.

A dual prevention mechanism consisting of the management of safety risks by grading and the investigation and management of hidden hazards has been implemented in the production site of Weifang Binhai as an important measure of its stringent efforts to monitor and prevent major sources of hazards. During the year, Weifang Binhai carried out 23 (2023: 20) times of in-depth potential safety hidden hazards inspections and identified certain potential safety threats which were rectified immediately.

Weifang Binhai has established a “Safe Production of Hazardous Chemicals Information Management Platform” operated by artificial intelligence technologies with an aim of further enhancing the safety management function of its production plant. This platform provides six function modules, including (i) “Major Hazards Source Monitoring and Alert System”; (ii) “Safety and Risks Tiered Management and Control System”; (iii) “The Whole Production Process Management System”; (iv) “Special Work Process Management System”; (v) “Double Preventive Mechanism Control System”; and (vi) “Safety Visualisation and Intelligent Video Surveillance System”. The various aforementioned systems are updated and optimised from time to time to provide the production activities with rapid emergency communications and elevated risk prevention capabilities.



社會 (續)

健康與安全 (續)

濰坊濱海生產廠區已實施以下與健康與安全相關措施：

- 採用先進的生產技術以減少產生的粉塵；使用高效過濾除塵器；安裝吸塵裝置及通風設施；及定期為僱員更換防塵口罩。
- 如涉及有毒物質，僱員必須使用防護裝備。生產過程將採取封閉式管道的自動運輸設施，而儲存劇毒物質嚴格按照「五雙管理」，即所有關鍵程序均由雙重僱員管理。
- 向僱員提供足夠的教育、培訓和詳細的操作手冊，以保障安全工作，並加強僱員的健康及安全意識和他們處理緊急情況的能力。向專門操作崗位提供在職前額外的實踐培訓。
- 設立相應的應急救援設施，包括緊急淋浴間及4,000 立方米地下自流式事故應急池。並配備智能消防系統、兩台8 噸泡沫消防車及消防車車庫。
- 採用新型數位對講集群調度管理系統以提高生產通訊效率，在緊急事件發生時，發揮集中指揮及集群通信作用。

SOCIETY (Continued)

Health and Safety (Continued)

The following measures in relation to health and safety have been implemented at the production plant of Weifang Binhai:

- Adoption of advanced production technology to reduce the amount of dust generated; use of high- efficiency dust filter; installation of dust removal devices and ventilation facilities; and replacement of dust masks for employees on regular basis.
- If toxic substances are involved, employees must use protective equipment. The production process will use closed pipeline automatic transport facilities, and the storage of highly toxic substances is strictly in accordance with “five pairs of management”, that is, all critical procedures are managed by dual employees.
- Provision of adequate education, training and detailed operations manual for employees to ensure work safety and strengthen employees’ health and safety awareness and their ability to handle emergency situations. Additional practical training will be provided for specific operating roles before commencement of employment.
- Establishment of relevant emergency rescue facilities including emergency shower rooms and a 4,000m³ underground self-flowing accident emergency pool. An intelligent fire protection system, two 8-tonne foam fire engines and fire engine garages were also equipped.
- Adoption of a new digital intercom cluster dispatching management system aiming to improve the efficiency of communication during productions, and facilitate centralised command and cluster communication in case of emergency.



社會 (續)

健康與安全 (續)

- 採用低噪音設備、吸音技術、配備噪音防護裝備，並採用減聲裝置以消除、降低和控制噪音和震動。
- 採用先進的生產技術改進工藝以防止能源外洩引致室溫上升、安裝隔熱處理及通風和冷卻設施、提供冷飲和相應的保護設備，以及備用治療中暑的緊急藥物。
- 對各生產線的控制室的抗爆裝置進行升級改造以提高廠區防範風險能力。
- 在實驗室、操作室、辦公室、更衣室及僱員餐廳等室內環境提供空調。
- 在生產車間設置供暖設施，並在冬季期間加強室內保溫，防止熱量流失。
- 持續改進和提升安全儀表系統，以應對較高風險的生產工藝。
- 定期修繕和維護廠區內的樓宇結構，以改善廠區的安全水平和工作環境。

SOCIETY (Continued)

Health and Safety (Continued)

- Adoption of low-noise equipment and sound absorption technology, equipped with noise protective equipment and adopt noise cancellation equipment to eliminate, reduce and control noise and vibration.
- Adoption of advanced production technology for process upgrades to prevent temperature rise caused by energy leakage, installation of heat insulation treatment and ventilation and cooling facilities, provision of cold drinks and corresponding protective equipment, as well as keeping standby emergency medicine for treating heat stroke.
- Upgrades on anti-explosion devices in the control rooms of various production lines to enhance the risk prevention capability of the plant.
- Provision of air conditioning in indoor environment, such as laboratories, operating rooms, offices, changing rooms and staff canteens.
- Installation of heating facilities in the production lines and enhance indoor insulation to prevent heat loss during winter time.
- Continuously improvement and upgrade of safety instrument systems to address higher risk production process.
- Regular repair and maintenance of the building structures within the plant to improve the safety level and working environment of the plant.



社會 (續)

健康與安全 (續)

年內，濰坊濱海持續提升生產廠區安全管理水平，進行以下改進：(i) 密封液氯的儲罐區、氯化區、罐車裝卸區及泵區，當出現洩漏事件時，可迅速關閉上述區域，發揮隔熱和減緩氯化速度的作用。同時，對上述區域內現有應急設施進行優化整合，整體加強液氯安全管理；(ii) 對液氨儲罐區的消防水噴淋系統進行改造升級，提高應急救援能力；及(iii) 對管廊架進行加固及維護，排除因建築老化帶來的安全隱患。

除此之外，濰坊濱海生產廠區已制定全面的「重大安全環境因素應急預案」，以有效地管理、糾正和防範重大安全環境變化。根據「重大安全環境因素應急預案」，於回顧年度，安全、健康及環境部組織本集團僱員在濰坊濱海的生產廠區進行了 12 次（二零二三年：12 次）預演，從而提高全體僱員的安全環境應急能力和意識。此外，濰坊濱海於回顧年度定期組織僱員進行應急技能操作練習，例如藥物的使用練習，滅火器、消火栓、空氣呼吸器及防毒面具的使用練習等，以提升僱員自防自救能力。

SOCIETY (Continued)

Health and Safety (Continued)

During the year, Weifang Binhai unabatedly strengthened the safety management function of its production plant through the following improvements: (i) the storage tank area, the gasification area, the tanker loading and unloading area and the pump area of liquid chlorine were enclosed, so that in the event of leakage, the aforementioned areas can be quickly closed off to serve as heat insulation and slow down the speed of gasification. Meanwhile, the existing emergency facilities in the aforementioned areas were optimised and integrated to enhance the overall safety management of liquid chlorine; (ii) the fire sprinkler system in the liquid ammonia storage tank area was upgraded to enhance the emergency rescue capability; and (iii) the pipeline corridor racks were strengthened and maintained to eliminate potential safety risks brought about by the ageing of constructions.

Apart from that the aforesaid, the production plants of Weifang Binhai have developed a comprehensive “Significant Safety and Environmental Factors Contingency Plan” to effectively manage, rectify and prevent any significant safety and environmental changes. In accordance with the “Significant Safety and Environmental Factors Contingency Plan”, the SHE organised the employees of the Group to perform drills for 12 times (2023: 12 times) at the production site of Weifang Binhai during the year under review to improve the capacity and awareness of all employees in responding safety and environmental emergency. Furthermore, Weifang Binhai regularly organised practical exercises of emergency skills for the employees during the year under review, for instance practices for drug administration, practices for using fire extinguishers, fire hydrants, respirators and gas masks etc., in order to increase the self-prevention and self-help abilities of the employees.



社會 (續)

健康與安全 (續)

本集團持續給僱員安排安全培訓，加強僱員對承建商的安全管理，從而提高營運管理水平。於建設工程項目開展前，本集團會先與承建商/供應商簽訂安全協議，並要求供應商必須遵守有關安全規則。於施工過程中，安全、健康及環境部負責對承建商進行監督及提供現場安全培訓。此外，特定的採購協議，本集團亦要求載有有關安全管理和環境保護的條文。同時，為確保僱員和訪客的安全，在進入廠區前，安全、健康及環境部將向進廠人士提供安全須知，並規定他們在進入本集團的生產廠區時須佩戴安全帽。

本集團通過制定年度職業衛生培訓計劃，加強職業健康培訓，為不同類別的僱員提供合適所需的培訓。

本集團定期組織僱員進行身體檢查，並運用「職業健康管理系統」填報僱員健康體檢信息，為僱員提供健康狀況監測和加強健康管理，同時提升職業健康的管理水平。濰坊濱海所有僱員每年均通過職業健康檢查，且並無發現職業病或疑似職業病患者。本集團對衛生安全進行定期檢查和管理，為其僱員提供良好的工作環境。

SOCIETY (Continued)

Health and Safety (Continued)

The Group continues to arrange safety training for the employees to strengthen the safety management exerted by the employees on subcontractors so as to improve the level of operational management. Prior to the commencement of construction projects, the Group will enter into safety agreements with contractors/suppliers and request them to comply with relevant safety regulations. In the course of constructions, the SHE is responsible for supervising and providing on-site safety trainings. In addition, the Group requires that specific procurement agreements contain provisions in relation to safety management and environmental protection. Concurrently, to ensure the safety of employees and visitors, the SHE will provide those entering factory areas with safety guide in advance and require them to wear safety helmets when entering the production plants of the Group.

The Group's occupational health training is enhanced by formulating annual occupational hygiene training scheme under which appropriate trainings are provided for different categories of employees.

The Group regularly arranges health checks for its employees and uses the "Occupational Health Management System" to report such information so as to provide to the employees the monitoring of their health status and enhance their health management, as well as raising the management standards for occupational health. All those employees of Weifang Binhai undergo occupational health examinations annually, and no actual or suspected occupational disease has been found. The Group conducts regular inspections and management review of health and safety in order to provide a good working environment for its employees.



社會 (續)

健康與安全 (續)

於二零二四年和二零二三年，本集團均無獲悉有任何不遵守有關健康及安全的相關法律及法規。通過推動和實施安全生產、明確劃分工作職責及定期召開安全審查會議，於二零二四年和二零二三年並無發生重大有害化學品洩漏、火災、爆炸、環境污染事故或直接導致重大損失責任的其他事故。於二零二四年、二零二三年及二零二二年，並無發生與工作有關的死亡事故。年內，因工受傷而導致損失工作天數為 173 日（二零二三年：195 日）。

發展及培訓

本集團堅信人才的可持續發展是企業長青之基石。本集團因而非常重視僱員發展及培訓工作，並滿足僱員各個階段的發展需求。本集團還制定「僱員培訓管理政策」，為僱員建立成長晉升平台，並提供各種培訓，例如在職培訓、勞動力素質培訓、學徒培訓和團隊合作等。本集團並根據僱員自身能力為其提供前瞻性培訓課程及安排行業考察以拓寬技能和視野，從而協助他們實現事業發展和個人成長，使其最終成為本集團的寶貴資產。

SOCIETY (Continued)

Health and Safety (Continued)

In both 2024 and 2023, the Group was not aware of any non-compliance with relevant laws and regulations relating to health and safety. Through promoting and implementing production safety, clearly delineating job responsibilities and holding regular review meetings relating to safety, there was no incidents of material leakage of hazardous chemicals, fire, explosion, environmental pollution or any other types of incident that might have directly incurred a substantial loss or liability during the years of 2024 and 2023. During the years of 2024, 2023 and 2022, there was no occurrence of work-related fatality. The number of lost workdays due to work-related injuries was 173 during the year (2023: 195).

Development and Training

The Group firmly believes that sustainable talent development is the cornerstone for the long-lasting development of an enterprise. Hence, the Group places great emphasis on employees' development and trainings, and caters to the development needs of employees at various stages. The Group has also formulated the "Employee Training Management Policy" whereby a growth and promotion platform has been developed and various kinds of trainings are provided to employees, such as on-the-job training, workforce quality training, apprenticeship and team-building. The Group also provides prospective training courses to employees based on their abilities and arranges industry visitation to broaden their skills and visions thereby assisting them in achieving career development as well as personal growth so that eventually they will become valuable assets to the Group.

社會 (續)

發展及培訓 (續)

新聘僱員獲提供在職培訓，以協助彼等熟悉本集團的文化、業務和營運。此外，就技術職位而言，每位新聘僱員均須接受職前技術培訓，以提高與工作相關的專業技能。本集團亦定期為生產廠區工作的僱員提供環境管理和節能管理相關培訓，這些培訓旨在培養正確的工作場所行為，並提高僱員的環境保護及節約能源的意識。

於二零二四年，本集團向 1,050 名（二零二三年：1,186 名）全職僱員提供內部培訓。本集團按性別和僱員級別劃分的內部受訓全職僱員百分比、以及按性別和僱員級別劃分的每名全職僱員平均培訓時數如下：

SOCIETY (Continued)

Development and Training (Continued)

New employees are provided with on-board trainings to help them familiarise with the culture, business and operations of the Group. In addition, for technical positions, every newly-hired employee must be provided with pre-job technical training to improve job-related professional skills. The Group also conducts regular trainings on environmental management and energy conservation management for employees in the production plants. These trainings aim to foster proper workplace conducts and enhance their awareness of environmental protection and energy-saving practices.

In 2024, the Group provided in-house training to 1,050 (2023: 1,186) full-time employees. The percentage of internally trained full-time employees by gender and employee category, and the average training hours completed per full-time employee by gender and employee category of the Group are as follows:

按性別劃分的內部受訓全職僱員百分比 (以百分比計)

Percentage of internally trained full-time employees by gender (in %)

	2023	2024
- 男性 Male	77.6	78.3
- 女性 Female	76.0	74.0

按僱員級別劃分的內部受訓全職僱員百分比 (以百分比計)

Percentage of internally trained full-time employees by employee category (in %)

	2023	2024
- 管理級別 Managerial grade	93.9	96.9
- 主管級別 Senior grade	97.6	97.5
- 初級僱員 Junior employees	76.3	76.2

按性別劃分的每名全職僱員平均培訓時數 (以小時計)

Average training hours completed per full-time employee by gender (in hour)

	2023	2024
- 男性 Male	62	62
- 女性 Female	62	62

按僱員級別劃分的每名全職僱員平均培訓時數 (以小時計)

Average training hours completed per full-time employee by employee category (in hour)

	2023	2024
- 管理級別 Managerial grade	64	64
- 主管級別 Senior grade	64	64
- 初級僱員 Junior employees	61	62



社會 (續)

發展及培訓 (續)

年內，本集團共有 171 名（二零二三年：187 名）全職僱員，包括 31 名管理級別，37 名主管級別和 103 名初級僱員（二零二三年：31 名管理級別，36 名主管級別和 120 名初級僱員）參加由外部專業人士舉辦的培訓課程，每名全職僱員平均培訓時間超過 62 小時（二零二三年：超過 61 小時）。

勞工準則

本集團致力保護僱員的合法權益，嚴禁聘用童工及強制勞工，並承諾創造尊重人權的工作環境。

本集團嚴格遵守「中華人民共和國勞動法」、「禁止使用童工規定」及中國其他相關法律法規。為了防止童工，招聘過程中需要申請人的身份證件進行年齡驗證。工時、休假及假期均符合當地有關的勞動法規。僱員不得強制超時工作，並根據當地法規有權收取超時工資。年內，本集團並無發生聘用童工及強制勞工等事項（二零二三年：無）。

SOCIETY (Continued)

Development and Training (Continued)

During the year, a total of 171 (2023: 187) full-time employees of the Group including 31 managerial grade, 37 senior grade and 103 junior employees (2023: 31 managerial grade, 36 senior grade and 120 junior employees) attended training courses organised by external professional parties, which represented an average of over 62 hours (2023: over 61 hours) of training per full-time employee.

Labour Standards

The Group is dedicated to protecting the legitimate interests of its employees, strictly prohibiting the employment of children and forced labour, and is committed to creating a working environment which respects human rights.

The Group strictly complies with the “Labour Law of the People’s Republic of China”, “Provisions on the Prohibition of Using Child Labour” and other relevant laws and regulations in the PRC. In order to prevent child labour, the identity documents of the applicants are required for age verification during the recruitment process. The working hours, leaves and holidays are in line with the relevant local labour laws and regulations. Employees are not forced to work beyond working hours and are entitled to overtime pay in accordance with local regulations. There were no occurrences of employing children and forced labour during the year (2023: Nil).



社會 (續)

供應鏈管理

本集團重視與供應商的夥伴關係，並深化與他們的合作關係，以確保有效管理和其產品達質量標準。因此，本集團不斷優化和改善供應商管理制度，與供應商攜手合作，促進彼等所處行業的可持續發展。

與供應商溝通是本集團供應鏈管理的關鍵要素之一。與供應商有效溝通可促進本集團履行日常工作，通過本集團的技術上支持與供應商建立策略合作，建立本集團的行業競爭優勢，及通過加強合作實現雙贏。

SOCIETY (Continued)

Supply Chain Management

The Group values partnership with suppliers and develops deep collaborative relationships with them to ensure effective management and quality standards of its products. Thus, the Group continuously optimises and improves the supplier management system and collaborates with suppliers to promote the sustainable development of their respective industries.

Communication with suppliers is one of key elements for supply chain management of the Group. An effective communication with suppliers facilitates fulfillment of routine works of the Group, forms strategic cooperation with suppliers through technical support provided by the Group, establishes the Group's competitive advantage in the industry, and accomplishes a win-win situation by strengthening the cooperation with each other.

社會 (續)

供應鏈管理 (續)

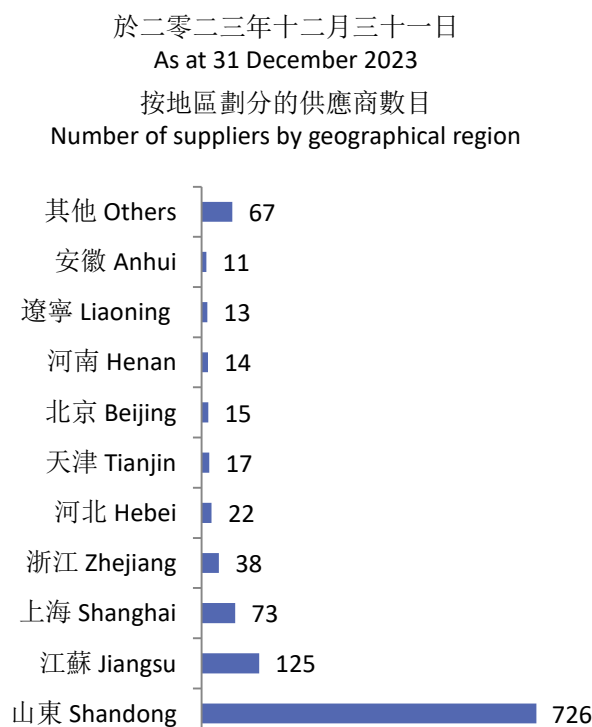
於二零二四年十二月三十一日，本集團共有供應商1,226家（二零二三年十二月三十一日：1,121家），供應商數量較二零二三年有所增加，原因是於回顧年度本集團有若干新產品投產，及本集團採取供應鏈多元化以避免集中採購風險。由於本集團在境內已備有充裕的供應，因此主要的供應業務在中國發生。本集團供應商按地區劃分的數目載列如下：



SOCIETY (Continued)

Supply Chain Management (Continued)

The Group had 1,226 suppliers in total as at 31 December 2024 (31 December 2023: 1,121). The increase in the number of suppliers when compared with 2023 was due to the Group's launch of several new products and the Group's adoption of diversified supply chain to mitigate the risk of procurement concentration. Since the Group already has sufficient supplies domestically, the principal supply activities take place in the PRC. The number of suppliers of the Group by geographical region is set out as follows:





社會 (續)

供應鏈管理 (續)

本集團制定「採購招標控制程序」以規範採購流程，對供應商進行定期監督和考評。本集團已設立跨部門團隊，負責編制資格審查標準、造訪供應商、實地檢查、監督、評估、認定和取消供應商的資格，旨在不斷提高本集團供應鏈管理的專業水平和透明度。為了保持供應商的產品和服務質量，本集團於每年或/及每季均對供應商進行評估，評估主要包括供應商的背景、資歷、產品和服務質素控制、技術、財務狀況、過去相近類型服務的表現、合同履約、項目團隊的專業性、企業誠信及社會責任等。評估結果將確定供應商是否合資格，那些最終未能通過評估的供應商將從本集團合規供應商名單中刪除。此外，本集團與供應商進行深度合作，讓特定的供應商參與源頭質量控制，按照合同要求進行質量跟蹤、調查及反饋，有效降低本集團採購成本，同時可確保原材料的供應質量和穩定性。

SOCIETY (Continued)

Supply Chain Management (Continued)

The Group formulated the “Procurement Bidding Control Procedures” to standardise the procurement process for supervising and evaluating suppliers regularly. A cross-department team has been established and is responsible for compiling qualification vetting standards, visiting suppliers, site-inspection, supervision, evaluation, recognition and disqualification of suppliers, with an aim to continuously improve the professionalism and transparency of supply chain management of the Group. In order to maintain the quality of products and services from the suppliers, an evaluation of suppliers is conducted annually or/and quarterly, which mainly includes evaluation of the background, qualification, quality control of products and services, technologies, financial status, past performance in similar services, fulfillment of contract, professionalism of project team, corporate integrity and social responsibility of the suppliers. The evaluation results will determine whether the supplier is qualified, and those suppliers which fail to meet the requirements ultimately will be removed from the accredited suppliers list of the Group. Furthermore, the Group engages in in-depth cooperation with suppliers, allows specific suppliers to participate in quality control at source and conduct quality tracking, investigation and feedback in accordance with contractual requirements, which effectively lower the procurement cost of the Group while ensure the quality and stable supply of raw materials.



社會 (續)

供應鏈管理 (續)

本集團已把主要供應商按其供應特性分為三大類別，而每個類別均按特定相應的方法進行管理。第一類供應商是對產品生產和產品質素存有關鍵的影響，且涉及較大的交易金額，例如核心原材料供應商。年內，第一類供應商共計 19 家（二零二三年：30 家）。本集團與該類供應商建立長期緊密的合作關係，本集團與其進行頻繁且深入交流並以本集團最高規格進行監督和評估。第二類供應商是向本集團提供定制性或非標準性的供應，所涉及的採購金額一般較第一類供應商低，其供應質量差異性較大且在市場中可選擇的替換性低，例如特定或個別的原材料供應商，年內，第二類供應商共計 14 家（二零二三年：5 家）。本集團對第二類供應商亦須定期進行較頻繁的監督和以本集團較高規格進行評估，該類供應商必須與本集團維持良好穩定的合作關係。本集團對第三類供應商的依賴性較低，原因是其供應在市場中有較大的選擇性和替換性，例如一般性的生產裝置和維修服務、五金設備、包裝輔料等。年內，第三類供應商共計 1,147 家（二零二三年：997 家）。本集團對第三類供應商進行定期監察和評估。除上述第一、二、三類供應商外，本集團還有少數供應商，例如工程施工承包商、排污和環境評價檢測、辦公用品等非直接涉及產品生產和供應。該等供應商將按個別獨特性、重要性及需要性作出管理。

SOCIETY (Continued)

Supply Chain Management (Continued)

The major suppliers of the Group have been divided into three main categories according to their characteristics, each of them is managed in a specific way. Type 1 suppliers are those who are pivotal to the production and quality of the products and are involved in larger value of transactions, for example suppliers of core raw materials. The total number of Type 1 suppliers amounted to 19 during the year (2023: 30). The Group has established a close and long-term cooperative relationship with this type of suppliers. The Group has frequently conducted in-depth interactions with them, and they are supervised and evaluated by the highest standards of the Group. Type 2 suppliers are those who provide specific or non-standardised supplies. The monetary value of procurements of this type of suppliers is generally lower than that of Type 1 suppliers. Their supplies have a wide range of variations in quality but low substitutability in the market. Specific or exceptional raw materials are examples of Type 2 suppliers, which amounted to 14 during the year (2023: 5). The Group also conducts frequent supervision on Type 2 suppliers and evaluates by higher standards of the Group. Basically, these suppliers should have amicable and stable cooperative relationships with the Group. The Group has relatively less reliance upon Type 3 suppliers as their supplies have greater optionality and substitutability in the market, for example general production equipment and repair services, metal tools and equipment, ancillary packaging materials, etc. The total number of Type 3 suppliers amounted to 1,147 during the year (2023: 997). The Group performs regular supervision and evaluation on Type 3 suppliers. Apart from Type 1, 2 and 3 suppliers, the Group also has a small number of other suppliers, such as suppliers in relation to contractors of construction projects, pollutants emission and environment evaluation and examination, office supplies which have no direct connection with product production and supply. These suppliers are managed according to their individual characteristics, importance and necessity.



社會 (續)

供應鏈管理 (續)

本集團僅聘用合資格的運輸公司運送有害化學品。獲聘的運輸公司必須接受定期培訓，以提高運輸從業員的安全意識。運輸公司、駕駛員、裝卸技術人員和押運員均會接受嚴格審查和評估。運輸使用的化學車輛必須定期檢修，確保運送途中不會出現洩漏。

本集團在物色供應商和合作夥伴時，對方是否具備良好的營商手法、環保安全意識、道德標準、與本集團持有相同理念及有志攜手實踐可持續發展等因素作為主要考量之一。本集團亦會加入環境、安全及社會準則在供應商評估考核內。若現有供應商行為對環境及社會造成負面影響或涉及相關負面新聞，本集團必定加以審視判斷是否有終止合作的必要。同時，在選擇供應商時，本集團會優先考慮具有 ISO14001、ISO45001 及 ISO9001 認證的供應商以支持其營商規範的程度。此外，在同等條件下，本集團會優先考慮少數族群和殘疾人經營的供應商以履行企業社會責任。

本集團嚴格要求供應商確保產品的安全包裝和運輸，避免運輸途中有害物質洩漏。

SOCIETY (Continued)

Supply Chain Management (Continued)

The Group only engages qualified logistics companies to deliver hazardous chemical products. The engaged logistics companies must receive regular training to improve the safety awareness of the service providers. Logistics companies, drivers, loading and unloading technicians and escorts are subject to rigorous review and assessment. The chemical trucks used for transportation must be inspected and maintained regularly to ensure that no dripping will happen during transportation.

When the Group is seeking new suppliers or cooperation partners, some factors are important such as whether the other party follows good business practices, possesses environmental protection awareness, upholds ethical standards, shares common values with the Group and aspires to jointly fulfill sustainable development. The Group will also incorporate environmental, safety and social standards in the assessment and evaluation of suppliers. In the event that any existing supplier's conducts have caused negative impact on the environment or society, or if the supplier is involved in the relevant negative news, the Group will definitely examine and decide if it is necessary to terminate the supplier. At the same time, when selecting suppliers, priority preference will be given to those with ISO14001, ISO45001 and ISO9001 certifications which substantiate the extent of their good business practices. Moreover, in fulfilling the corporate social responsibility, the Group prioritises sourcing from suppliers operated by ethnic minorities and persons with disabilities, whenever conditions are equal.

The Group places strict requirements on the suppliers who must ensure that the goods are packaged and transported safely and securely, thereby avoiding the leakage of hazardous substances during transportation.



社會 (續)

產品責任

提供優質的產品和服務是本集團可持續發展的主旨。本集團的目標是其所提供的產品和服務均達到其最高標準。本集團已建立並不斷完善品質管理制度，而濰坊濱海的品質管理制度均已通過 ISO9001 認證。本集團亦已制定若干政策及措施以涵蓋產品或服務質量保證、安全、公平廣告和售後服務，確保政策及措施符合相關法律法規。

本集團非常重視產品和服務的質素和安全，並已確立不同類型產品和服務的相關質素和安全檢查政策。從原材料到成品整個生產流程中均進行各種檢驗、測試和取樣。產品的存儲和交付均符合所有當地及國際相關的安全標準。本集團大部份產品已獲得歐盟監管的「關於化學品註冊、評估、許可和限制」認證及註冊。本集團亦與已合作長久的客戶建立密切聯繫。

本集團採用有效的質量控制體系以不斷提高其產品質量，嚴格執行產品檢驗流程，按照本集團「不合格品控制程序」，對不合格產品進行處理，以確保只有優質的產品才能交付給客戶。於二零二四年和二零二三年，本集團沒有因產品安全或健康問題而回收任何產品。二零二四年和二零二三年的退貨比率均為零。

SOCIETY (Continued)

Product Responsibility

Delivering quality products and services is a main theme of the sustainable development of the Group. The Group aims to achieve its highest standard for its products and services. The Group has established its quality management system and has continuously improved it. In particular, the quality management system of Weifang Binhai has been certified by ISO9001. The Group has also formulated certain policies and measures to cover product or service quality guarantee, safety, fair advertising and after-sale services in order to ensure that such policies and measures comply with the relevant laws and regulations.

The Group pays close attention to the quality and safety of its products and services, and has set out relevant quality and safety inspection policies for different types of products and services. Various types of inspections, testings and samplings are conducted throughout the production process from raw materials to finished goods. Products storage and delivery comply with all the relevant local and international safety standards. Most of the products of the Group have been certified by and are registered under the “Registration, Evaluation, Authorisation and Restriction of Chemicals” (“REACH”) governed by the European Union. The Group has also established a close connection with its customers through long-term cooperation.

The Group adopts an effective quality control system to keep improving its product quality. Strict product inspection process is applied and unqualified products are disposed of in accordance with the “Non-conforming Product Control Procedures” formulated by the Group to ensure that only qualified products are shipped to the customers. In both 2024 and 2023, the Group had not recalled any product due to product safety or health risks. Products return rates of both 2024 and 2023 were nil.



社會 (續)

產品責任 (續)

本集團規定向客戶所提供有關本集團產品的所有資料均準確無誤。客戶可透過電話熱線和電子郵件查詢產品和服務詳情，以提供更好的售前和售後服務。本集團亦定期向客戶進行問卷調查以瞭解他們的滿意程度，調查結果將作分析，以採取相應的改進。

年內，本集團接獲關於產品及服務的投訴三宗（二零二三年：兩宗）。針對投訴情況，本集團依據「客戶投訴及相關滿意度測量控制程序」積極與客戶進行溝通和協商，並記錄客戶回饋的詳細信息。本集團品質管理部門會根據客戶回饋信息進行分析和評審，識別客戶投訴的根源，並編制報告通知相關負責部門制定糾正措施，亦會把跟進個別情況回饋客戶，致力達到客戶滿意。

本集團一直重視知識產權的有效管理。本集團獲得若干生產技術的版權登記證，從而通過法律途徑保障本集團的無形資產。

SOCIETY (Continued)

Product Responsibility (Continued)

The Group stipulates that all information provided to its customers regarding the Group's products should be true and accurate. Telephone hotlines and e-mails are available for customers' enquiries on products and services details in order to provide better pre-sale and after-sale services. The Group also conducts regular surveys to understand the satisfaction level of the customer. Survey results are subject to analysis and corresponding actions will be taken accordingly.

During the year, the Group received 3 products and services related complaints (2023: 2). The Group responded to these complaints in accordance with "Control Procedures for Customer Complaints and Related Satisfaction Measurement" by actively engaging in dialogue and consultation with the customers, as well as keeping a detailed record of their feedback. The quality control department of the Group will analyse and gauge the customers' feedback with a view to identifying the root cause of the customer's complaint, as well as compile a report to notify the relevant departments for them to formulate rectification measures; while the department also uses the best endeavour to procure satisfaction of the customer by keeping the customer informed of the specific follow-up status.

The Group always treasures the effective management of intellectual property. The Group obtained several copyright registration certificates of its production technologies for protection of the legitimate rights of its intangible assets.



社會 (續)

產品責任 (續)

本集團高度重視客戶信息和商業機密保護，嚴格遵守國家關於信息安全與隱私保護的相關規定，並已制定「信息技術和安全管理制度」，明確各部門的保密信息範圍和職責、規範管理辦法及突發或緊急情況處理。本集團已建立穩定高效的信息系統網絡，並對信息設備和機房、ERP系統、網絡信息安全等進行規範化管理。此外，本集團不斷強化信息系統防禦能力，加強數據傳輸和終端數據保護，並提升網絡安全風險識別和應急處置能力，保障營運及客戶數據安全可靠。新入職僱員須簽訂僱員保密協議，承諾將客戶資料保密，嚴禁以任何不正當方式洩露資料。

SOCIETY (Continued)

Product Responsibility (Continued)

The Group prioritises the protection of customers information and business secrets by strictly adhering to the relevant national regulations on information security and privacy protection. The Group has formulated the "Information Technology and Security Management Policies", which specify the scope of confidential information and departmental responsibilities, and management measures for handling unexpected or emergency situations. The Group has established a stable and efficient information system network. The information equipment and server rooms, ERP system and cybersecurity of the Group are all managed according to relevant regulations. In addition, the Group continues to strengthen its information system defense capabilities, enhance data transmission and terminal data protection, and upgrade its cybersecurity risk identification and emergency response capabilities in order to safeguard the security and availability of operational and customer data. New employees are required to sign and adhere to the Employee Confidentiality Agreement, whereby the employees undertake to keep customers information confidential, and divulgence of the information in any wrongful way is strictly forbidden.



社會 (續)

反貪污

本集團於營運中全面提倡誠信行事，防止不道德的行為，對腐敗或賄賂採取零容忍態度。本集團嚴格遵守反貪污、賄賂、勒索、欺詐行為和洗錢的法律法規。本集團全體僱員必須嚴格遵守本公司的反貪污政策，並鼓勵本集團僱員根據本公司的舉報政策舉報任何可疑的商業違規行為。如發現出現涉嫌違反職權、濫用權力、受賄等情況時，本集團僱員應作出舉報，本集團將作出調查及查證，並在有必要時通知相關的監管機構及/或執法機關。於二零二四年和二零二三年，本集團均無獲悉任何與貪污有關的舉報或訴訟，亦無發現有關其僱員參與貪污事件的投訴。

本集團一貫重視董事及僱員誠信和廉潔操守，並持續強化相關教育工作。本集團所有董事及僱員一律須接受本集團定期舉辦的反貪污培訓及相關考試，而本集團「僱員操守守則」已列明該等要求，新入職僱員的迎新培訓亦涵蓋相關內容。

SOCIETY (Continued)

Anti-corruption

The Group fully promotes integrity and prohibits unethical pursuits throughout its operations and adopts a zero-tolerance attitude towards corruption or bribery. The Group strictly complies with laws or regulations relating to anti-corruption, bribery, extortion, fraudulent behaviour and money-laundering. All the employees of the Group must strictly comply with the anti-corruption policy of the Company and are encouraged to follow the whistleblowing policy of the Company to report any suspicious business irregularities. When suspected wrongdoings are identified, such as breach of duty, abuse of power, receiving bribes, etc., employees of the Group should make reports, which will be investigated and verified by the Group. The related regulator and/or to law enforcement authority will be notified as and when necessary. In both 2024 and 2023, the Group was not aware of any report or litigation related to corruption, nor uncovered any complaint about the involvement of its employees in corruption cases.

The Group has always placed strong emphasis on the integrity and probity of the directors and employees, and continuously strengthened the related educational work. All the directors and employees of the Group must attend anti-corruption training and related examinations held by the Group at regular intervals. The “Employee Code of Conduct” of the Group has clearly set out such requirements. Such requirements are also incorporated in the onboarding training for new employees.



社會 (續)

社區

本集團十分關注當地社區運作聯繫，並積極參與各種社區關懷活動，並主動瞭解所在社區的需求。本集團努力確保其業務發展同時促進當地社區利益，並與社區保持良好關係。

本集團一直參與當地社區扶貧、教育、慈善及就業事務，並積極透過不同方式投資社區，包括公益事業、服務社區建設、捐資助學等。本集團旨在建立和諧共融的社區關係，與社群及公眾共享可持續發展的價值。

如出現職位空缺，本集團會優先考慮業務所在社區的合資格人選。通過協助解決當地的就業問題，並與當地社區攜手共同發展。

SOCIETY (Continued)

Community

The Group pays great attention to the bonding of local community operation. The Group actively participates in a variety of community care activities and takes initiatives to understand the needs of the community in which it operates. The Group makes efforts to ensure that its business development simultaneously promotes local community interests and maintains a good relationship with the community.

The Group has always been participating in poverty alleviation, education, charity and employment affairs of the local community. The Group also actively invests in the community through various means, including participating in charitable work, rendering services to community development, making donations and providing aids for students etc. The Group aims to build a harmonious community relationship and share the values of sustainable development with the community and the public.

When there is any job vacancy, the Group would give priority to eligible candidates in the community where it operates. By helping in solving the local employment issues, the Group joins hands with the local community to achieve joint development.



社會 (續)

社區 (續)

於二零二三年，本集團已：(i) 向山東省中國石油大學教育發展基金會捐款人民幣 160,000 元，用於支持中國石油大學（華東）學生開展社會實踐和實習活動；及(ii)向北京中國石油大學教育基金會捐款人民幣 10,000 元，用於推動中國石油大學（北京）足球運動的發展。

年內，本集團並無作出任何金錢上的捐款，唯在濰坊濱海經濟技術開發區央子街道雙廟子村進行社區環境衛生清潔工作，提升該社區環境質素。此外，本集團積極參與該社區關懷活動，包括探訪和慰問年長或生病的村民，贈送營養品和醫療用品等。

SOCIETY (Continued)

Community (Continued)

In 2023, the Group: (i) donated RMB160,000 to the Shangdong Provincial China University of Petroleum Education Development Fund for supporting the students of China University of Petroleum to develop social practice and internship activities; and (ii) donated RMB10,000 to the Beijing China University of Petroleum Education Found for promoting the development of football activities at China University of Petroleum (Beijing).

During the year, the Group did not make any donation in terms of monetary but conducted community environmental hygiene cleaning works in Shuang Miao Zi Village, Yangzi Street, Weifang Binhai Economic and Technological Development Zone to enhance the quality of the environment of the community. In addition, the Group actively participated in caring activities in the community, which included visiting and comforting elderly or sick villagers, and presenting nutrition supplements and medical supplies.



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