



2024

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



水发
SHUIFA

中國水發興業能源集團有限公司
China Shuifa Singyes Energy Holdings Limited

Stock Code 港股代碼：750

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

INTRODUCTION

China Shuifa Singyes Energy Holdings Limited (the “Company”, together with its subsidiaries, “the Group” or “we”) is a professional renewable energy solution provider and building contractor. The Group is principally engaged in the design, construction, operation and maintenance of curtain walls and green construction, wind farm and solar photovoltaic systems, as well as the sale of supporting products and the sale of green electricity. The Group is actively developing its Wind Power EPC business and expanding its asset scale.

We have shown our dedication to the goal of transforming every building into mini power plant, with a will to become a global leading provider of clean energy application system. By utilising the advantage of our existing building curtain wall business and technology, we continuously conduct research and development on enhancing the synergy between the clean-energy technology and energy-saving building knowledge, which support the future development of ecological construction and low-carbon economy. “People oriented, Growth with Technology” is the foundation and motto of the Group. The Group is committed to creating a favorable circumstance for caring the environment, caring the community and caring our employees. With the foundation of scientific and technological capabilities, the Group has continuously upgraded the service qualities of new energy, energy saving and environmental protection with a view to achieving satisfaction among customers. “Harmonious Growth, Joint Development” is the principle and belief of the Group. We are dedicated to achieve harmonious and joint development of our nature, society, human and business and establish the environment for the development of integrity management, law compliance and scientific management. We will keep paying back to society with our pioneering and aggressive spirit, and our effort in industrial development as always. We will also protect the natural environment, share fruitful enterprise growth with employees, and build a more harmonious, civilised and progressive society.

序言

中國水發興業能源集團有限公司(「本公司」，連同其附屬公司，「本集團」或「我們」)是專業的可再生能源解決方案供應商及建築承包商。本集團主要從事幕牆和綠色建築、風電場及太陽能光伏電站系統設計、建設及運維，以及配套產品的銷售和綠色電力銷售。本集團積極發展風能EPC業務並擴大其資產規模。

我們致力把每一棟建築變成微型發電廠，並期望成為世界領先的清潔能源應用系統方案提供商。我們利用已有的建築幕牆業務和技術優勢，持續研發清潔能源技術與建築節能的集成運用，支援未來的生態建築及低碳經濟的發展。「以人為本、科技興業」是本集團的立身之本、發展之源。本集團致力營造關注環境、關懷社會、關愛員工的良好氛圍，以科技實力為根本，不斷提升本集團在新能源、節能環保等產業領域的服務質量，實現顧客滿意的目標。「和諧興業、共同發展」是本集團的凝心之根、聚力之魂。我們致力實現自然、社會、人、企業的和諧及共同發展，構建誠信經營、遵規守法、科學管理的發展環境。我們將一如以往不斷開拓進取、用產業發展回報社會，讓自然環境受到保護，讓員工共用企業成長碩果，讓社會更加和諧、文明、進步。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In recent years, amidst the advancement of urbanisation and industrialisation in the People's Republic of China ("Mainland China"), the conflict between rapid economic development and energy shortage as well as environmental deterioration has become increasingly prominent. We believe that the importance of green building development is to integrate new energy into building, to reduce the cost of green building through technological innovation so that it is accessible to ordinary people. Therefore, we promote the development of energy-saving and environmental industry through green building, wind power, photovoltaic, energy storage and other aspects to make greater contributions to clean energy. The Group's exploration and development in photovoltaic industry have also gained recognitions from authoritative bodies and professional platforms within the industry. During the year ended 31 December 2024 (the "Reporting Period" or "2024"), the Group ranked the 436th amongst Top Global 500 New Energy Enterprises, the 20th amongst Contractors for Photovoltaic Power Stations in China, and the 5th in Construction and Decoration Industry in China; the Group won the 2024 Industry-Academy-Research Collaboration Innovation Advancement Award in Zhuhai, the third prize of Zhuhai Independent Innovation Advancement Award, the third prize of the Science and Technology Award in Engineering Construction Sector issued by the Guangdong Construction Technology and Standardization Association and the third prize of Science and Technology Award issued by the Guangdong High-tech Enterprise Association, with 81 additional patents acquired throughout the year. During the Reporting Period, the Group has obtained the following qualifications and awards:

近年來，隨著中華人民共和國（「中國內地」）城鎮化與工業化的推進，高速發展的經濟與能源緊缺、環境惡化的矛盾日益凸顯，我們認為將新能源融入建築，通過技術創新降低綠色建築的成本，使其能夠進入尋常百姓家，這是綠色建築發展的重要目的。故此，我們從綠色建築、風電、光伏、儲能等方面出發，推動節能環保產業發展，為清潔能源作更大貢獻。本集團於光伏行業領域的探索與發展，亦獲得了行業內權威機構及專業平台的認可。於二零二四年十二月三十一日止年度（「報告期間」或「二零二四年」），本集團在全球新能源企業500強排名中列第436位，在中國光伏電站總包企業中列第20位，在中國建築裝飾行業的排名中列第5位，獲評2024年度珠海市產學研合作創新促進獎、珠海市自主創新促進獎三等獎、廣東省建設科技與標準化協會工程建設領域科學技術獎三等獎、廣東省高新技術企業協會科學技術獎三等獎，全年新增專利81件。報告期間本集團所取得的資格及嘉獎列舉如下：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Award-winning projects

獲獎項目

Awards

所獲獎項

Zhuhai Singyes New Materials Co., Ltd.
珠海興業新材料科技有限公司

2024 Industry-Academy-Research Collaboration Innovation Advancement Award in Zhuhai
2024年珠海市產學研合作創新促進獎

Depth Design and Ordering Technology of Complex Curtain Wall System based on BIM Model
基於BIM模型的複雜幕牆系統深度設計與下單技術

Third Prize of 2024 Independent Innovation Advancement Award in Zhuhai
2024年珠海市自主創新促進獎三等獎

Depth Design and Ordering Technology of Complex Curtain Wall System based on BIM Model
基於BIM模型的複雜幕牆系統深度設計與下單技術

Third Prize of 2024 Science and Technology Award in Engineering Construction Sector issued by the Guangdong Construction Technology and Standardization Association
2024年廣東省建設科技與標準化協會工程建設領域科學技術獎三等獎

Depth Design and Ordering Technology of Complex Curtain Wall System based on BIM Model
基於BIM模型的複雜幕牆系統深度設計與下單技術

Third Prize of 2024 Science and Technology Award issued by the Guangdong High-tech Enterprise Association
2024年廣東省高新技術企業協會科學技術獎三等獎

Distributed Power Regulating System of Photovoltaic Power Station
光伏電站集散式調功系統

Third Prize of 2024 Science and Technology Award issued by the Guangdong High-tech Enterprise Association
2024年廣東省高新技術企業協會科學技術獎三等獎

In addition, the Group is also actively involved in the revision of international, national, industry, local and group (union) standards. During the Reporting Period, the standards we participated or were responsible for preparation were as follows:

此外，本集團亦積極參與製修訂國際、國家、行業、地方及團體(聯盟)標準。於報告期間，我們參與或負責主編的標準如下：

- Frame Curtain Wall System Atlas
- Design Standards for Photovoltaic Curtain Wall and Skylight Roof
- Polymer Dispersed Liquid Crystal Light-adjusting Film for Automobiles
- Regulations on Recycle of Waste Electrical Equipment and Electronic Products
- Design and Installation of Integrated Solar Components for Architecture
- Technical Regulations for Zero Carbon Industrial Parks
- Design Standards for Interior Prefabricated Decoration of Buildings
- Standards for Decoration Engineering Design-Procurement-Construction Management

- 框式幕牆系統圖集
- 光伏幕牆及採光頂設計標準
- 汽車用聚合物分散液晶調光膜
- 廢棄電器電子產品回收規範
- 建築用太陽能構件一體化設計與安裝
- 零碳產業園區技術規程
- 建築室內裝配式裝修設計標準
- 建築裝飾裝修工程設計－採購－施工管理標準

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

- Design Standards for Decoration and Renovation of Existing Residential Buildings
- Technical Regulation for Systematic Doors and Windows Application
- Technical Requirements and Evaluation Criteria for Lithium Iron Phosphate Battery Energy Storage System
- Technical Requirements for Rooftop Grid-Connected Photovoltaic System
- Design Standards for Rooftop Grid-Connected Photovoltaic System
- Construction Specification for Rooftop Grid-Connected Photovoltaic System
- Debugging Specification for Rooftop Grid-Connected Photovoltaic System
- Acceptance Specification for Rooftop Grid-Connected Photovoltaic System
- Construction Specification for Centralised Ground-Mounted Photovoltaic Power Stations
- Construction and Acceptance Specification for Wind Power Generation Projects
- 既有住宅建築裝飾裝修改造設計標準
- 系統門窗應用技術規程
- 磷酸鐵鋰電池儲能系統技術要求及評價準則
- 屋面並網光伏發電系統技術要求
- 屋面並網光伏發電系統設計規範
- 屋面並網光伏發電系統施工規範
- 屋面並網光伏發電系統調試規範
- 屋面並網光伏發電系統驗收規範
- 地面集中式光伏電站施工規範
- 風力發電工程施工與驗收規範

ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICIES

The Group is a company that attaches great importance to environmental protection and sustainable development and is committed to balancing the development and interests of all parties. While building a corporate culture that cares both employees and society, we continue to develop products that are environmentally friendly, energy-saving and sustainable. We strictly comply with laws and regulations, safeguard intellectual property rights, abide by the management philosophy of honesty and integrity, and work with employees and all parties in society to create a harmonious and civilised society with sustainable development. We abide by the management philosophy of honesty and integrity, and we work with employees and all parties in society to create a harmonious and civilised society with sustainable development.

This Environmental, Social and Governance (“ESG”) Report (the “Report”) summarises the ESG initiatives, plans and performance of the Group, and demonstrates its commitments to sustainable development.

環境、社會及管治方針

本集團是一家重視環境保護與可持續發展的企業，致力平衡各方面的發展和利益，在營造關愛員工、關懷社會的企業風氣同時，不斷研發具備環保節能及可持續發展特質的產品。我們嚴格遵守法規，維護知識產權，恪守廉潔奉公的經營理念，與員工和社會各方共同創造和諧、文明及可持續發展的社會。我們恪守廉潔奉公的經營理念，與員工和社會各方共同創造和諧、文明及可持續發展的社會。

本環境、社會及管治（「環境、社會及管治」）報告（「本報告」）總結本集團在環境、社會及管治上的倡議、計劃及績效，並展示其在可持續發展方面的承諾。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The ESG Governance Structure

The Group has established the ESG working group (the “Working Group”). The Working Group comprises core members from different departments of the Group. It has expertise in all aspects of ESG to assist the board of directors (the “Board”) in overseeing ESG issues. The Working Group is responsible for implementing ESG issues, assisting in the identification and assessment of ESG risks of the Group, collecting and analyzing ESG-related data, developing and regularly reviewing the progress of ESG objectives, and ensuring compliance with ESG-related laws and regulations. The Working Group hires external consultants to assist in the materiality assessment and the preparation of the ESG report. The Working Group is required to meet at least once a year to assess the effectiveness of existing policies and procedures and to formulate appropriate solutions to help improve the ESG performance of the Group. The Working Group is required to report its findings, decisions and recommendations to the Board at least once a year.

The Board members have the appropriate skills, experience, knowledge and perspectives required to oversee ESG issues of the Group. They are required to discuss the ESG matters of the Group at least once annually to set the general direction, strategy and objectives of the Group’s ESG strategy and to review and oversee the assessment and management of the materiality of ESG-related issues. The Board also reviews the Group’s business in relation to the progress towards its objectives and adjusts business policies as and when necessary, so as to respond to national vision of carbon neutrality, improve corporate reputation, as well as ensure the effectiveness in the control of ESG risks and internal control mechanisms.

環境、社會及管治治理結構

本集團已成立了環境、社會及管治工作小組（「工作小組」）。工作小組由本集團不同部門的核心成員組成，其在環境、社會及管治的各個方面均有相關專業知識，以協助董事會（「董事會」）監督環境、社會及管治事宜。工作小組需負責環境、社會及管治事宜的具體執行、協助識別和評估本集團的環境、社會及管治風險、收集和分析環境、社會及管治相關數據、制定並定期檢討環境、社會及管治目標進度，確保遵守環境、社會及管治相關法律法規。工作小組會聘請外部顧問協助進行重要範疇評估及編製環境、社會及管治報告。工作小組需至少每年一次舉行會議，評估現行政策和程序的有效性，並製定適當的解決方案，以協助提高本集團環境、社會及管治的表現。工作小組需至少每年一次向董事會匯報其調查結果、決定及建議。

董事會成員具備監督本集團環境、社會及管治事宜所需的適當技能、經驗、知識及觀點。其需至少每年一次討論本集團環境、社會及管治事宜，設定本集團環境、社會及管治戰略上的大方向、策略及目標，以及審視和監督環境、社會及管治相關事宜的重要範疇評估及管理。董事會亦會就其目標的達成進度審視本集團的業務，並於必要時調整業務方針，以響應國家碳中和之願景，提升企業聲譽，確保環境、社會及管治風險控制及內部控制機制的有效性。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Reporting Scope

The Report covers the Group's main business operation. Its reporting scope is consistent with the Group's annual report and is determined according to the Group's importance on the ESG impact. The reporting scope includes the design, construction, operation and maintenance of curtain walls and green construction, wind farm and solar photovoltaic systems, as well as the sale of supporting products and the sale of green electricity. The Group will continue to review our environmental and social performance in the coming year and consider incorporating more businesses in the Report.

Reporting Framework

The Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") as set out Appendix C2 of the Rules Governing the Listing of Securities on the Main Board of the Stock Exchange of Hong Kong Limited ("Hong Kong Stock Exchange").

For details of the corporate governance of the Group, please refer to the Corporate Governance Report of Annual Report 2024.

During the preparation of this Report, the Group adopted the above ESG Reporting Guide's reporting principles as set out below:

Materiality: The Group has conducted materiality assessment to identify the material issues and has placed such identified material issues as the preparation focus of this Report. Materiality of such issues has been reviewed and confirmed by the Board and the Working Group. For further details, please refer to the two sections "Stakeholder Engagement" and "Materiality Assessment".

Quantitative: The standards and methods as well as applicable assumptions used in the calculation of Key Performance Indicators (the "KPIs") data have been supplemented in the notes.

報告範圍

本報告涵蓋本集團的主要業務及營運活動，其報告範圍與本集團年報一致，並根據本集團對環境、社會及管治影響的重要性而釐定。報告範圍包括幕牆和綠色建築、風電場及太陽能光伏電站系統設計、建設及運維業務，以及配套產品的銷售和綠色電力銷售業務。本集團來年將繼續審視我們在環境及社會表現，並考慮將更多業務涵蓋於本報告中。

報告框架

本報告乃根據香港聯合交易所有限公司（「港交所」）主板證券上市規則附錄C2所載《環境、社會及管治報告指引》（「環境、社會及管治報告指引」）編製。

有關本集團的企業管治詳情，請參閱二零二四年年報中的企業管治報告。

在編製本報告時，本集團採用了上述環境、社會及管治報告指引中的匯報原則，如下所示：

重要性：本集團已進行重要性評估以識別重大議題，並將已確認的重大議題作為本報告的編製重點。議題的重要性已由董事會及工作小組審閱及確認。有關進一步詳情，請參閱「持份者參與」及「重要範疇評估」兩節。

量化：計算關鍵績效指標（「關鍵績效指標」）數據所使用的標準和方法以及適用的假設均已於註釋補充。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Consistency: Unless otherwise indicated, the preparation method used for this Report was the same as that of the year ended 31 December 2023 (“2023”) for the purpose of comparison. Any changes in the scope of disclosure and calculation methods may affect the comparison with previous report, and the Group will provide explanation for the corresponding data.

Reporting Period

The Report describes the ESG activities, challenges and measures taken by the Group during 2024.

STAKEHOLDERS INVOLVEMENT

The Group attaches great importance to its stakeholders and their views on our business and ESG issues. In order to understand and respond to stakeholders’ concerns, the Group strives to maintain close communication with various stakeholders, including but not limited to investors and shareholders, employees, customers, suppliers, government and regulatory authorities, communities, non-governmental organisations (“NGOs”) and the media through different communication channels. The communication channels between the Group and its major stakeholders and their respective expectations and concerns are summarised as follows:

一致性：除非另有說明，本報告的編製方法與截至二零二三年十二月三十一日止年度（「二零二三年」）一致，以便進行比較。如披露範圍及計算方法有任何變化，並可能影響與過往報告的比較，本集團將對相應的數據進行解釋。

報告期間

本報告詳述本集團於二零二四年取得的環境、社會及管治方面開展的活動、挑戰和採取的措施。

持份者參與

本集團重視持份者及其對我們業務及環境、社會及管治事宜的意見。為瞭解及回應持份者關注的事項，本集團努力以不同管道溝通與不同持份者保持密切溝通，包括但不限於投資者及股東、員工、客戶、供應商、政府和監管機構、社群、非政府機構（「非政府機構」）及媒體等。本集團與主要持份者的溝通管道及其各自的期望與關注概述如下：

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

| Stakeholders 持份者 | Communication Channels 溝通管道 | Expectations and Concerns 期望與關注 |
|--------------------------------------|--|---|
| Shareholders and investors 股東及投資者 | <ul style="list-style-type: none"> Annual general meetings 股東周年大會 Financial reports 財務報告 Announcements and circulars 公告及通函 Investor conferences 投資者會議 | <ul style="list-style-type: none"> Complying with relevant laws and regulations 遵守相關法例及規例 Disclosing latest corporate information in due course 於適當時間披露企業最新資訊 Financial results 財務業績 Corporate sustainability 企業可持續發展 |
| Employees 員工 | <ul style="list-style-type: none"> Employee opinion surveys 員工意見調查 Channels for employees' feedback (forms, suggestion box, etc.) 員工表達意見的管道(表格、意見箱等) Employee newsletter and broadcasting 員工通訊和廣播 Intranet 內聯網 Office automation ("OA") voting platform 辦公系統("OA")投票平臺 Official WeChat group 官方微信群 | <ul style="list-style-type: none"> Health and safety 健康及安全 Equal opportunities 平等機會 Remuneration and benefits 薪酬及福利 Career development 職業發展 |
| Customers 客戶 | <ul style="list-style-type: none"> Customer satisfaction survey and feedback form 客戶滿意度調查和意見表 Customer service center 客戶服務中心 Customer service manager 客戶經理 | <ul style="list-style-type: none"> Product and service responsibilities 產品及服務責任 Customer information and privacy protection 客戶資料及隱私保護 Integrity operations 誠信經營 Competitive price 實惠價格 |

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

| Stakeholders 持份者 | Communication Channels 溝通管道 | Expectations and Concerns 期望與關注 |
|--|--|---|
| Suppliers 供應商 | <ul style="list-style-type: none"> Supplier management conferences and events 供應商管理會議及活動 Supplier on-site audit management system 供應商現場審計管理制度 Communications between business departments and manager 業務部門及經理溝通 | <ul style="list-style-type: none"> Fair competition 公平競爭 Business ethics and reputation 商業道德及信譽 Cooperation and mutual benefits 合作共贏 |
| Government and Regulatory Authorities 政府和監督機構 | <ul style="list-style-type: none"> Regular conference 定期工作會議 Regular performance report 定期匯報表現 On-site inspections 實地考察 | <ul style="list-style-type: none"> Business ethics 商業道德 Complying with relevant laws and regulations 遵守相關法例及規例 |
| Communities, NGOs and the Media 社群、非政府機構及媒體 | <ul style="list-style-type: none"> ESG reports 環境、社會及管治報告 Public or community activities 公眾或社區工作 Community investment programs 社區投資計劃 | <ul style="list-style-type: none"> Giving back to society 回饋社會 Environmental protection 環境保護 Compliant operations 合規經營 |

In formulating operation strategies and ESG measures, the Group takes into account stakeholders' expectations and strives to improve its performance through mutual cooperation with the stakeholders, resulting in creating greater value for the community.

在制訂營運策略及環境、社會及管治措施時，本集團會考慮持份者的期望，透過彼此合作使本集團不斷改善其表現，為社會締造更大價值。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

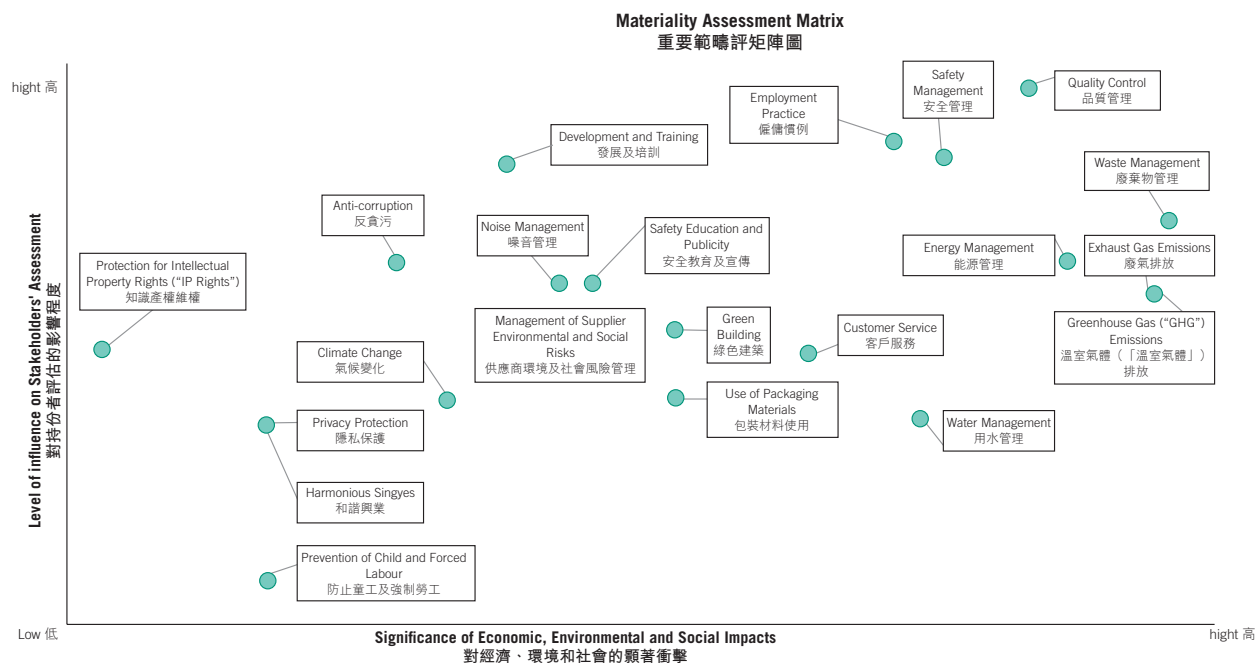
環境、社會及管治報告

MATERIALITY ASSESSMENT

The Group's management and staff in major functions are involved in the preparation of the Report so as to assist the Group in reviewing its operations, identifying relevant ESG issues, and assessing the importance of those relevant matters to our business and stakeholders. We collect feedback from the relevant departments, business units and stakeholders of the Group based on the ESG issues assessed. The Group reviews the material ESG issues annually to ensure that they reflect the Group's business development and industry standards. As there were no significant changes in the Group's business during the Reporting Period, this Report continues to use the results of the previous materiality assessment. The Group's material ESG issues are presented in the following materiality matrix:

重要範疇評估

本集團各主要職能的管理層與員工均有參與編製本報告，以協助本集團檢討其營運情況及識別相關環境、社會及管治事宜，並評估相關事宜對我們的業務以及各持份者的重要性。我們根據經評估的環境、社會及管治重要事項，向本集團相關部門、業務單位及各持份者收集意見。本集團每年審視環境、社會及管治重要事項確保其可反映本集團業務發展及行業標準。於報告期間，由於本集團的業務未有重大的變化，因此本報告繼續沿用過往的重要範疇評估結果。本集團的環境、社會及管治重要事項將於以下矩陣圖所示：



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group confirmed that it has established appropriate and effective management policies and control systems for ESG issues and confirmed that the contents disclosed in the Report are in compliance with the requirements of the ESG Reporting Guide during the Reporting Period.

CONTACT US

We welcome stakeholders to provide their opinions and suggestions. You are welcome to provide valuable feedback on the Report or our sustainability performance.

Tel: (852) 2548 8231

Email: business@zhsye.com

Website: <http://www.sfsyenergy.com>

A. ENVIRONMENTAL

A1. Emissions

As an environmentally friendly enterprise, the Group has shown our dedication to the goal of transforming every building into mini power plant, promoting emission reduction from source and enhancing energy efficiency to improve the environment, cherish the blue sky and lead the low-carbon economic development. Over the years, we have constantly promoted and improved solar technology, grown with the photovoltaic industry, and motivated the development of the photovoltaic industry.

於報告期間，本集團確認已就環境、社會及管治事宜設立合適及有效的管理政策及監控系統，並確認本報告所披露內容符合環境、社會及管治報告指引的要求。

與我們聯絡

我們歡迎持份者提供意見及建議。歡迎閣下透過以下方式向我們提供有關本報告或可持續發展表現方面的寶貴意見。

電話：(852) 2548 8231

電郵：business@zhsye.com

網站：<http://www.sfsyenergy.com>

A. 環境

A1. 排放物

作為一家環保企業，本集團致力把每一棟建築變成微型發電廠，促進源頭減排和提升能源效益，以改善環境、呵護藍天、引領低碳經濟的發展。多年來，我們一直推廣太陽能技術，與光伏行業共同成長，並不斷完善技術，促進光伏行業發展。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group's offices have taken related measures for the environmental impacts in the daily operation process, and formulated relevant environmental management systems and procedures such as "Control Procedures on Environmental and Safety Operation", "Environmental and Safety Monitoring Control Procedures", "Environmental Pollution Control Procedures", "Environmental Management System" and "Waste Management Regulations" to regulate small amount of exhaust gas emissions and non-hazardous waste generated during operations. The Group also obtained the ISO 14001 Environment Management System Certification. All departments strictly carry out safety and environmental management work according to the requirements of the internal procedures and standards, and make corresponding records. Any non-conformity will be handled by respective departments with reference to the "Reporting, Investigating and Processing Control Procedures on Environmental Safety and Accident". Meanwhile, the Quality and Safety Department is responsible for reviewing the implementation status of each department at any time.

本集團位於各地辦公室在日常營運過程中對環境的影響及相關措施，並制定了如《環安運行控制程序》、《環安監測控制程序》、《環境污染控制程序》、《環境管理制度》和《廢棄物管理規範》等相關環保管理制度和規程，規範運營中產生之少量廢氣排放和無害廢棄物等。本集團亦獲得「ISO 14001 環境管理體系認證證書」，各部門嚴格依據內部程序和標準的要求，開展安全環境管理工作，並做好相應記錄。當出現不符合規程的情況時，各部門將參照《環安事故報告調查處理控制程序》處理，同時質安部將負責隨時檢查各部門的執行情況。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group regularly follows the latest national and regional environmental protection laws and regulations, and thus strengthens environmental protection measures of the Group in order to comply with relevant local government laws and regulations and fully implement environmental policies. We strictly comply with relevant laws and regulations, including “Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise”, “Law of the People's Republic of China on the Prevention and Control of Atmosphere Pollution”, “Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes”, “Environmental Protection Law of the People's Republic of China” and “Water Pollution Prevention and Control Law of the People's Republic of China”. During the Reporting Period, the Group was not aware of any situations about material violations of environmental-related laws and regulations which has a significant impact on the Group.

Exhaust Gas Emissions

The Research and Development Building of Shuifa Singyes Energy uses solar energy to generate electricity. The green electricity generated can replace traditional thermal power generation, reduce emissions of nitrogen oxides, sulfur oxides, and other exhaust gas emissions from the thermal power generation process to achieve low-carbon emissions, improve air quality, and mitigate climate change.

本集團定期追蹤最新的國家和地區環境保護法律法規，並以此為依據，加強本集團的環境保護的措施，以遵守當地政府相關的法例法規和貫徹落實環境政策。我們嚴格遵守《中華人民共和國環境噪聲污染防治法》、《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國環境保護法》及《中華人民共和國水污染防治法》等相關法律法規。於報告期間，本集團並未發現任何重大違反環境相關法例法規而對本集團產生重大影響的情況。

廢氣排放

水發興業能源研發樓利用太陽能進行發電，所產生的綠色電力可替代傳統的火力發電，減少火力發電過程產生的氮氧化物、硫氧化物等廢氣，達致低碳減排的目的，改善空氣質素，緩和氣候變化。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

During the Reporting Period, the exhaust gas emissions generated by the Group during its operation are mainly petrol and diesel consumed by vehicles. For emission sources, we have actively adopted the following emission reduction measures to reduce the impact:

- All vehicles must meet the vehicle emissions standard for the exhaust gas emissions implemented by the Zhuhai Municipal Environmental Protection Bureau;
- Prohibit the idling of the engines so as to reduce the energy consumed by vehicles;
- Rent electric commuter vehicles to indirectly reduce air pollution caused by fuel vehicles;
- Regularly repair and maintain the fleet; and
- Actively adopt other emission reduction measures, which are set out in the section headed “GHG Emissions”.

In 2021, the Group set targets with 2021 as the baseline year to gradually reduce the intensity of exhaust gas emissions in the future. As the Group reduced the frequency of public light buses during the Reporting Period, the intensity of vehicular emissions decreased. The Group's nitrogen oxide (“NOx”), sulphur oxide (“SOx”) and particulate matter (“PM”) emission intensity¹ were 1.26g/m², 0.0043g/m² and 0.12g/m² in 2024, respectively, of which nitrogen oxide (“NOx”) and particulate matter (“PM”) emission intensity decreased.

於報告期間，本集團在營運過程中所產生的廢氣排放主要為本集團車輛所消耗的汽油及柴油。針對排放源，我們積極採取下列減排措施以降低影響：

- 所有車輛必須達到珠海市環保局制定的廢氣排放管理標準；
- 禁止汽車引擎空轉，以減少浪費車輛耗用的能源；
- 租用電動通勤車從而間接減少燃油車引致的空氣污染；
- 對所屬車隊進行定期檢修和進行保養；及
- 積極採取其他減排措施，相關措施將在「溫室氣體排放」一節中說明。

本集團於二零二一年設定目標，以二零二一年作基準年，在未來逐步降低廢氣排放密度。本集團報告期間減少了公共小型巴士班次，汽車廢氣排放密度減少，本集團的氮氧化物（「NOx」）、硫氧化物（「SOx」）及顆粒物（「PM」）二零二四年排放量密度¹分別約1.26克／平方米、0.0043克／平方米、0.12克／平方米，氮氧化物（「NOx」）及顆粒物（「PM」）的排放密度有所下降。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

| Exhaust Gas Types ² | 廢氣排放種類 ² | Unit 單位 | 2024 二零二四年 | 2023 二零二三年 |
|--------------------------------|---------------------|------------|---------------|---------------|
| NOx | 氮氧化物 ((NOx) | kg 千克 | 135.99 | 143.09 |
| SOx | 硫氧化物 (SOx) | kg 千克 | 0.46 | 0.34 |
| PM | 顆粒物 (PM) | kg 千克 | 13.14 | 14.02 |

Notes:

備註：

- As at 31 December 2024, the Group had a total gross floor area of approximately 107,604.80 m² in Zhuhai (as compared to 107,604.80 m² in 2023). This data is also used to calculate other intensity data.
- The exhaust gas emissions are calculated based on the “How to Prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental Key Performance Indicators” published by the Stock Exchange.

- 截至二零二四年十二月三十一日，本集團於珠海營運點的總樓面面積約為107,604.80平方米（與二零二三年數據為107,604.80平方米）。此數據亦會用作計算其他密度數據。
- 廢氣排放的計算方法參照聯交所發佈的《如何準備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

GHG Emissions

The Group's GHG emissions mainly resulted from direct GHG emissions generated from the petrol and diesel consumed by the Group's vehicles and refrigerant discharged when using air conditioner (Scope 1), energy indirect GHG emissions from purchased electricity (Scope 2) and other indirect GHG emissions associated with business travel (Scope 3). The Group actively adopts electricity saving and energy conservation measures to reduce GHG emissions and raise employees' awareness of emission reduction, including:

- Encourage employees to replace unnecessary overseas business trips with video conferences;
- Plant trees in our office areas to increase our ability to absorb carbon dioxide and reduce the net increase in GHG;
- Reduce the carbon emissions caused by exhaust gas from vehicles, details of which are set out in the section headed "Exhaust Gas Emissions"; and
- In terms of the offices, actively adopt environmentally friendly and energy-saving measures, which are set out in the section headed "Energy Management".

溫室氣體排放

本集團的主要溫室氣體排放來源為本集團車輛所消耗的汽油和柴油及使用空調時之製冷劑而造成的直接溫室氣體排放(範圍一)、外購電力造成的能源間接溫室氣體排放(範圍二)以及僱員商務差旅造成的其他間接溫室氣體排放(範圍三)。本集團積極採取節電和節能措施，以減少溫室氣體排放及提高員工對減排的意識，包括：

- 鼓勵員工以視頻會議代替非必要的海外公幹；
- 在辦公區域內種植樹木，增加吸收二氧化碳的能力，並減緩溫室氣體的淨增加；
- 減少汽車廢氣導致的碳排放，詳細措施已在「廢氣排放」一節中說明；及
- 在辦公室層面，積極採取環保節能措施，相關措施將在「能源管理」一節中說明。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group set targets to actively respond to the national policy of “achieving peak carbon emissions by 2030 and achieving carbon neutral by 2060”, and strictly implemented and actively responded to the government’s emission reduction plan, striving to complete its emission reduction tasks within the target period. The Group’s total GHG emission intensity in 2024 has fluctuated and increased as compared to that in 2023, mainly due to the increase in purchased electricity consumption. The Group will continue to monitor and take measures to reduce GHG emissions. The Group’s performance of GHG emissions was as follows:

本集團定立目標積極響應「二零三零年碳达峰、二零六零年碳中和」的國家政策，嚴格執行並積極響應配合實現政府的減排計劃，力爭於目標期內完成其減排任務。本集團二零二四年的溫室氣體排放總量密度與二零二三年比波動上升，主要是外購電力的增加，本集團將會持續監察並採取措施減少溫室氣體排放。本集團的溫室氣體排放表現如下：

| Indicator ³ | 指標 ³ | Unit 單位 | 2024 二零二四年 | 2023 二零二三年 |
|--|--------------------------------|---|----------------------|-----------------|
| Direct GHG emissions (Scope 1) | 直接溫室氣體排放 (範圍一) | tCO ₂ e 噸二氧化碳 當量 | 144.65 | 80.52 |
| Energy indirect GHG emissions (Scope 2) | 能源間接溫室氣體排放 (範圍二) | tCO ₂ e 噸二氧化碳 當量 | 3,608.83 | 3,289.22 |
| Other indirect GHG emissions (Scope 3) | 其他間接溫室氣體排放 (範圍三) | tCO ₂ e 噸二氧化碳 當量 | 27.00 | 27.00 |
| Total GHG emissions (Scope 1, 2 and 3) | 溫室氣體排放總量 (範圍一，二及三) | tCO₂e 噸二氧化碳 當量 | 3,780.48 | 3,396.74 |
| Total GHG emissions intensity³ | 溫室氣體排放總量密度³ | tCO₂e/m² 噸二氧化碳 當量／ 平方米 | 0.04 | 0.03 |
| Avoided total GHG emissions through generating electricity by solar power | 透過外購太陽能電避免 溫室氣體排放總量 | tCO₂e 噸二氧化碳 當量 | —⁴ | — |

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Notes:

3. The GHG emissions data are presented in terms of carbon dioxide equivalent and are based on, including but not limited to “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard” issued by the World Resources Institute and the World Business Council for Sustainable Development, the “Baseline Emission Factors for Regional Power Grids in China in 2019” promulgated by the Ministry of Ecology and Environment of the People's Republic of China, the Global Warming Potential from the Sixth Assessment Report issued by the Intergovernmental Panel on Climate Change and “How to Prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental Key Performance Indicators” issued by the Hong Kong Stock Exchange.

4. During the Reporting Period, there was no purchased solar power.

Sewage Discharge

During the production process, the Group does not generate a large volume of sewage, and the domestic sewage will be discharged through the municipal sewage pipe network to the regional water purification plant for treatment, and therefore the water consumed by the Group is the sewage discharged. The Group advocates water conservation and requires that various chemical and oil contaminants shall not be placed and dumped around the mouth of the domestic waste pipe. In addition, we strictly forbid to place pollution sources such as chemicals, oils, solid wastes, etc. at the rainwater pipe network port and implement rainwater and sewage diversion, so that the rainwater can be directly discharged. Water consumption data of the Group and detailed water-saving measures will be set out in the section headed “Water Management”.

備註：

3. 溫室氣體排放數據乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、中華人民共和國生態環保部發佈的《2019年減排項目中國區域電網基準因數》、政府間氣候變化專門委員會所發佈的《第六次評估報告》內的全球升溫潛勢、以及港交所發佈的《如何準備環境、社會及管治報告 – 附錄二：環境關鍵績效指標匯報指引》。

4. 於報告期間，無外購的太陽能電。

污水排放

本集團於生產過程中並無產生大量污水，而生活廢水會經市政污水管網送往區域水質淨化廠處理，因此本集團的耗水量即為廢水排放量。本集團提倡節約用水，並規定不可於生活廢水管口周圍放置及傾倒各類化學品或油品污染物。此外，我們嚴禁於雨水管網口放置化學品、油品、固體廢氣物等污染源及實行雨污分流，使雨水可直接外排。本集團的耗水量數據及更多相關節水措施將於「用水管理」一節中說明。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Waste Management

The Group has established relevant processing procedures and plans and has identified and classified wastes, and designates personnel to handle the wastes in a timely manner and maintain the sanitation around the collection bins. Information about the management of solid and hazardous waste is included in “Control Procedures on Environmental and Safety Operation”, “Solid Waste Management Plans” and “Waste Management Regulations”. For the following types of solid wastes, we adopt specific treatment measures:

Hazardous Waste

The Group's hazardous waste disposed was as follows: During the production process, we will endeavour to minimise or avoid the use of hazardous substances or production techniques that may generate hazardous substances. The Group manages dangerous chemicals in accordance with the “Management and Control Procedures on Dangerous Chemicals”, and ensures the safety and reliability during their usage and storage to prevent the occurrence of safety and environmental incidents caused by the leakage and fire of dangerous chemicals. Various kinds of containers contaminated with toxic and hazardous substances (such as: various plastic bottles, plastic barrels, dangerous chemicals tanks, waste oil, etc.) shall be collected by the processing factory and the Site Project Department to prevent any mixture or leakage. The special production solid waste at each operation site shall not leak or be mixed with general solid waste to avoid adverse impacts on the environment, and shall be delivered to the designated collection point as required. The Group did not produce a significant amount of material hazardous waste during the Reporting Period, therefore, the Group had no relevant data and did not set relevant targets.

廢棄物管理

本集團已制定相關處理程序及方案對廢棄物進行識別分類，指定管理責任人適時處理廢棄物，並保持收集箱周圍的環境衛生。本集團的《環安運行控制程序》、《固體廢棄物管理方案》及《廢棄物管理規範》中亦有提及與固體廢棄物、危險物的管理相關內容。對以下類別的固體廢棄物，我們採取有針對性的處理措施：

有害廢棄物

本集團的有害廢棄物棄置量表現如下：在生產過程中，我們儘量減少或避免使用危險物或會產生有害廢棄物的生產方法。本集團會按《化學危險品管理控制程序》管理化學危險品，並保證化學危險品在使用、貯存中時的安全、可靠，預防因化學危險品洩漏和起火而引起的安全和環境事件發生。曾盛裝有毒和有害品的各類容器（如：各類膠瓶、膠桶、化學危險品罐體、廢油等），會由加工廠及現場專案部負責收集，以防止出現混雜和洩漏的現象。各操作點的特殊生產固體廢物均不得洩漏或與一般固體廢棄物混雜，避免造成對環境的影響，並需按規定送達指定回收點。於報告期間，本集團未產生大量重大的有害廢棄物，因此本集團並沒有相關數據及設定相關目標。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Non-hazardous Waste

Non-hazardous waste generated in business activities of the Group are mainly scrap metal and paper. We request staff to sort and collect the recyclable waste and non-recyclable waste according to the “Solid Waste Management Plan”, of which we will deliver the recyclable waste to recyclers by types, and the non-recyclable waste will be processed by a qualified waste disposal company. In addition, the Group’s operations tend to be paperless. We encourage employees to use email for internal and external communication, and we use the office automation system for notifications, transfer applications, holiday applications and other administrative procedures to achieve a paperless office. Meanwhile, we promote double-sided printed internal documents to fully utilise paper.

The Group has set the target in 2022 to organise activities (such as seminars and item exchange events) in 2023 to enhance the employees’ awareness of sparing usage and reduce the production of non-hazardous wastes. The target has been achieved in 2024. The Group held the “Plate Cleaning Campaign”, called on all employees to sign the letter of commitment for the theme activity, and set an example by practical actions to “eat less, eat what we can, eat healthier”, so that food saving can become a new, popular trend, reducing food waste. The Group will continue to promote energy conservation and emission reduction, expand the influence of community investment to support the mutual development of the community and the enterprise during the year ending 31 December 2025 (“2025”).

無害廢棄物

本集團業務活動所產生的無害廢棄物主要為廢金屬及紙張。我們按《固體廢棄物管理方案》要求員工對可回收利用及不可回收利用的廢棄物進行分類收集，其中可回收廢棄物會交由回收商處理，而不可回收廢棄物則交由合資格的垃圾處理公司處理。此外，本集團的營運趨向無紙化，我們鼓勵員工使用電子郵件進行內部和外部溝通，並使用辦公自動化系統進行通知、調動申請、假期申請等行政程序，以達到無紙化辦公的目標。同時，我們亦提倡內部檔使用雙面列印，提高紙張利用率。

本集團於二零二二年設立目標，於二零二三年開展活動（例如講座及交換物品活動）以提高員工節約使用及減少產生無害廢棄物的良好意識。該目標二零二四年已完成。本集團舉辦「光盤行動」，號召全體職工在主題活動承諾書上鄭重簽名，並以實際行動作出表率，做到「少打一點、量力而行、吃出健康」，讓節約新食尚蔚然成風，減少浪費食物。本集團於截至二零二五年十二月三十一日為止年度（「二零二五年」）本集團將持續推進節能減排工作，並擴大社區投資的影響力，助力社區與企業的共同發展。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The waste of the Group was mainly generated during the production of new material products and some renewable energy products. As the Group reduced costs and increased efficiency, and reduced resource consumption, the total non-hazardous waste intensity of the Group decreased by approximately 9.1% from approximately 0.0022 tonnes/m² in 2023 to approximately 0.0020 tonnes/m² in 2024, mainly reflected in the disposal of a large amount of scrap metal and scrap materials during the Reporting Period. All scrap metals disposed were handed over to qualified companies for recycling and disposal. The performance of the Group on non-hazardous waste disposal was as follows:

本集團的廢物主要是於生產新材料產品及部分可再生能源產品時產生。由於本集團降本增效，減少資源消耗，本集團的無害廢棄物總量密度由二零二三年約0.0022噸／平方米下降約9.1%至二零二四年約0.0020噸／平方米，主要表現在與報告期內處置了大量的廢金屬和邊角料。所有棄置的廢金屬均全部交由合資格公司回收處理。本集團的無害廢棄物棄置表現如下：

| Waste Types | 廢棄物類別 | Unit 單位 | 2024 二零二四年 | 2023 二零二三年 |
|--|------------------|---------------------------------------|---------------|---------------|
| Scrap metal | 廢金屬 | tonnes 噸 | 87.28 | 109.72 |
| Paper | 紙張 | tonnes 噸 | 6.73 | 6.26 |
| Scrap materials | 邊角料 | tonnes 噸 | 125.31 | 120.13 |
| Total non-hazardous waste | 無害廢棄物總量 | tonnes 噸 | 219.33 | 236.10 |
| Total non-hazardous waste intensity | 無害廢棄物總量密度 | tonnes/m² 噸／平方米 | 0.0020 | 0.0022 |

A2. Use of Resources

The Group does not only contribute to improving the environment in our business, but also proactively step towards a low-carbon lifestyle in our operation. The Group has formulated the “Management and Control Procedures on Energy and Resource Conservation” and “Resource Energy Control Procedures” to manage the use of energy and resources including water, electricity and paper. The Logistics Department of the Administrative Center is responsible for the compilation and archiving of inspection records for relevant consumption. In addition, in order to achieve sustainable development, the Group regularly provides environmental protection information and practical advice related to an environmentally friendly lifestyle to staff for circulation.

A2. 資源使用

本集團不但在業務上為環境出一分力，更在營運中全面體現我們積極邁向低碳生活的目標。本集團制訂了《能源、資源節約管理控制程序》及《資源能源控制程序》，對水、電及紙張等能源和資源使用進行管理，由行政中心後勤服務部負責對相關使用記錄進行匯總歸檔。此外，為達成可持續發展，本集團定期向員工傳閱環保訊息及有關環保生活方式的實用建議。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In addition, the Group has incorporated numerous environmental-friendly elements into our property design. One of our office buildings (Research and Development Building of Singyes Solar) has fully considered the application environment of passive technique, and combined active technique to enhance the applicability of the building. The Research and Development Building of Singyes Solar adopts human-induced lighting, air conditioning, and fresh air triple control technology, taking information technology as carrier, positioning through microwave technology, and integrates building intelligent control system, to integrate the control of lighting, air conditioning, and fresh air with people's indoor activity, achieving the situation of "Turn on when people are present, turn off if absent", avoiding unnecessary energy consumption caused by artificial operation and achieving interactions between people and buildings. Apart from using photovoltaic power generation to reduce GHG emissions, the Research and Development Building of Singyes Solar also adopts an evaporative condensing total heat recovery fresh air unit to recover the cooling capacity of exhaust air to save resources. Our Research and Development Building of Zhuhai Singyes Renewable Energy Industrial Park adopts photovoltaic power generation technology and energy comprehensive management technology, and becomes a demonstration project for distributed power plants and smart microgrids. In addition, the staff quarters utilise the building integrated solar thermal technology by combining the solar and thermal system with building construction to provide employees with hot water, heating and air conditioning, etc., in order to reduce our demand for thermal power and lessen the environmental pollution.

另外，本集團在我們的物業設計中揉合多項環保要素。我們的其中一個辦公樓——興業太陽能研發樓充分考慮被動技術的應用環境，結合主動技術提高建築的適用性。興業太陽能研發樓採用了基於人體感應的照明、空調、新風三聯控技術，以資訊化技術為載體，通過微波等技術進行定位，結合樓宇智慧控制系統的集成技術，將照明、空調、新風三者的控制與人在建築內部的活動關聯起來，實現「人來開，人走關」，避免因人為操作而帶來不必要的能源消耗，實現建築與人的互動。興業太陽能研發樓除了利用光伏發電以減少溫室氣體排放，亦採用蒸發式冷凝全熱回收新風機組，回收排風的冷量以節約資源。我們旗下的珠海興業新能源產業園研發樓全面採用了光伏發電技術及能量綜合管理技術，成為分散式電站及智慧微電網的示範項目。另外，我們的員工宿舍運用光熱建築一體化技術，將光熱系統與建築有機結合，為員工提供熱水、暖氣及空調等所需能源，減少我們對火力發電的需求，以減少對環境的污染。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Energy Management

The Group has formulated rules and regulations to achieve the goals of saving electricity and using electricity in an efficient manner. The relevant specific measures are as follows: The major energy consumption of the Group during its daily operation is electricity consumption in operation, petrol and diesel consumed by vehicles. The Group has set the target in 2022 to organise activities (such as seminars) in 2023 to enhance the employees' awareness of energy saving. The target has been achieved in 2024. The Group held party day activities with the theme of conservation, led by the Energy Conservation Party Branch which carried out a party day activity with the theme of "practicing frugality, thrift and conservation and creating a new civilized style". Through platforms such as bulletin boards, public accounts and other platforms, we make full use of the office space, canteens and restaurants to display energy-saving promotional slogans to create a strong atmosphere of frugality, thrift, conservation and anti-waste, and to enhance employees' awareness of energy saving. In 2025, the Group will strive to achieve the target of holding at least one energy-saving activity. In addition to the above electricity consumption management in terms of the property design and organising energy-saving activities, the Group has formulated the "Energy and Resource Conservation Management and Control Procedures" and introduced various measures and methods to achieve the goal of saving electricity and using electricity effectively. The relevant specific measures are as follows:

- The Logistics Department of the Administrative Center is responsible for the management of power supply lines and equipment in the plant;

能源管理

本集團對此制定了規章制度以達到節約用電及有效使用電力的目標，相關具體措施如下：在日常運營中，本集團的主要能源消耗為營運耗電、汽車耗用的汽油和柴油。本集團於二零二二年設立目標，於二零二三年開展活動（例如講座）以提高員工的節能意識。該目標二零二四年已完成。本集團舉辦倡議勤儉節約主題黨日活動，由節能黨支部帶頭，開展「勤儉節約踐於行，共創文明新風尚」主題黨日活動。通過宣傳欄、公眾號等平台，充分利用辦公場所、食堂餐廳空間區域，展示節能宣傳標語，營造濃厚的勤儉節約、反對浪費的氛圍，增強員工節能意識。本集團於二零二五年將努力實現開展至少一次節能活動的目標。除上述從物業設計方面進行用電管理及舉辦節能活動以外，本集團制定《能源、資源節約管理控制程序》及引入多種不同措施及方法，以達到節約用電及有效使用電力的目標，相關具體措施如下：

- 行政中心後勤服務部負責廠房供電線路和及設備的管理；



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

- No person or department shall install or disassemble the power supply equipment without authorisation. Any breakdown of the power supply line and equipment shall be notified to the Logistics Department of the Administrative Center to troubleshoot the power failure and resume the power supply;
- Lightings and electrical equipment used in production and offices shall be turned off at rest and after work, practising the principle of turning off if absent; and
- Adopt accrual basis for office equipment such as air conditioners and computers, and the Logistics Department of the Administrative Center implements the punishment system, and penalises those who have not turned off the air conditioner and computer after work.
- 任何人和部門不得私自安裝和拆卸供電設備，如發現供電線路及設備出現故障時必須及時通知行政中心後勤服務部以排除故障並恢復供電；
- 休息時及下班後關掉照明燈和生產辦公設備等用電設備，做到人走燈滅；以及
- 對辦公設備如空調、電腦實行負責制，由行政中心後勤服務部落實處罰制度，對下班後未關空調、電腦的人員進行處罰。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In addition, the Group permeates the awareness of energy conservation and environmental protection into the work and life of each employee by posting slogans of electricity conservation in offices. As the Group reduced costs and increased efficiency, and reduced resource consumption, the Group's total energy consumption intensity increased by approximately 16% from approximately 0.056 MWh/m² in 2023 to approximately 0.065 MWh/m² in 2024. The performance of the Group on energy consumption was as follows:

另外，本集團通過張貼節電標語等，將節能環保意識滲透到每位員工的工作和生活中。由於本集團降本增效，減少資源消耗，本集團的能源消耗總量密度由二零二三年約0.056兆瓦時／平方米上升約16%至二零二四年約0.065兆瓦時／平方米。本集團的能源使用量表現如下：

| Energy Types ⁵ | 能源種類 ⁵ | Unit 單位 | 2024 二零二四年 | 2023 二零二三年 |
|--|-------------------|--------------------------------------|-----------------|-----------------|
| Direct energy consumption:- | 直接能源消耗:- | | | |
| Unleaded petrol | 無鉛汽油 | MWh 兆瓦時 | 221.84 | 121.32 |
| Diesel | 柴油 | MWh 兆瓦時 | 96.44 | 98.44 |
| Indirect energy consumption:- | 間接能源消耗:- | | | |
| Purchased electricity | 外購電力 | MWh 兆瓦時 | 6,725.36 | 5,767.52 |
| Energy consumption of self-generated electricity | 自行發電的能源耗量 | MWh 兆瓦時 | — ⁶ | — |
| Total energy consumption | 能源消耗總量 | MWh 兆瓦時 | 7,043.64 | 5,987.28 |
| Total energy consumption intensity | 能源消耗總密度 | MWh/m² 兆瓦時/平方米 | 0.065 | 0.056 |

Notes:

- The calculation of unit conversion refers to the Energy Statistics Manual issued by the International Energy Agency.
- During the Reporting Period, there was no consumption of self-generated energy.

備註：

- 單位轉換的計算是參照國際能源署發佈的《能源統計手冊》。
- 於報告期間無自行發電的能源耗量。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Water Management

The water consumption of the Group is mainly domestic water. In order to save water, the Research and Development Building of Shuifa Singyes Energy adopts Class 1 standard water-saving sanitary appliances, which can reduce its water consumption to save water resources under the condition of fulfilling its normal functions. The Group has set the target in 2022 and has participated in water saving activities and promote water saving through various methods (such as: posting posters and releasing internal notices) since 2023. The Group achieved the relevant targets during the Reporting Period. The Group held party day activities with the theme of conservation, led by the Group's Energy Conservation Party Branch which carried out a party day activity with the theme of "practicing frugality, thrift and conservation and creating a new civilized style". We strengthen water conservation publicity, create a strong atmosphere of frugality, thrift, conservation and anti-waste, and enhance employees' awareness of water saving. In 2025, the Group will continue to expand the influence of water conservation propagation, and embed the concept of water saving deeply into the hearts of every employee and community residents. For storing rainwater, the Research and Development Building of Shuifa Singyes Energy is also equipped with wet ponds, which serve as landscapes and relaxation in normal times but play the role of storage in case of rainstorms. During operation, the Group also implements various measures to improve water use efficiency, the details of which are as follows:

- All employees must save water and develop good habits to save every drop of water;
- Turn off faucets when people are absent to prevent the water leakage;
- If the faucet or water pipe is found any leakage, contact the Logistics Department of the Administrative Center for repair; and

用水管理

本集團的用水主要是生活用水。為了節約用水，水發興業能源研發樓採用一級標準的節水型衛生器具，在滿足正常使用功能的情況下減少其用水量，以節約水資源。本集團於二零二二年設立目標，自二零二三年起參與節約用水相關活動，並透過不同方式（例如：張貼海報及內網公告等）推廣節約用水。本集團於報告期間已達成相關目標。本集團舉辦倡議勤儉節約主題黨日活動，由本集團節能黨支部帶頭，開展「勤儉節約踐於行，共創文明新風尚」主題黨日活動。加強節水宣傳，營造濃厚的勤儉節約、反對浪費的氛圍，增強員工節水意識。本集團於二零二五年將繼續擴大節水宣傳的影響力，將節水理念深植於每一位員工和社區居民心中。水發興業能源研發樓亦採用濕塘方式調蓄雨水，在平時發揮景觀及休閒功能，在暴雨發生時發揮調蓄功能。本集團在營運上也實行多種措施以提升用水效益，相關具體措施如下：

- 全體員工必須做到節約用水，養成節約每一滴水的良好習慣；
- 人走關閉水龍頭，杜絕常流水現象；
- 發現水龍頭或水管漏水要及時與行政中心後勤服務部聯繫修理；及

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

- Prohibit the use of drinking water to wash cups or other items.

With continuous commitments to water-saving publicity, the Group posts water-saving reminders in toilets to remind employees to tighten faucets after water consumption and cherish water. The total water consumption intensity of the Group has decreased by approximately 18% from approximately 1.28 m³/m² in 2023 to approximately 1.05 m³/m² in 2024. The Group will continue to strengthen the promotion of water conservation and introduce relevant measures so as to raise employees' awareness of water conservation. The performance of the Group on water consumption was as follows:

- 禁止使用飲用水清洗水杯或其他物品。

本集團亦一直推行節水宣傳，在各衛生間張貼節約用水提醒標貼，提醒員工在用水後關緊水龍頭，珍惜用水。本集團的用水總量密度由二零二三年約1.28立方米／平方米下降約18%至二零二四年約1.05立方米／平方米。本集團會繼續加強節約用水的宣傳及推行相關措施，提高員工對節約用水的意識。本集團的用水量表現如下：

| Indicator | 指標 | Unit 單位 | 2024 二零二四年 | 2023 二零二三年 |
|-----------------------------------|--------|---|---------------|---------------|
| Total water consumption | 用水總量 | m ³ 立方米 | 113,329.69 | 137,245.68 |
| Total water consumption intensity | 用水總量密度 | m ³ /m ² 立方米/ 平方米 | 1.05 | 1.28 |

Based on our production model and the location of our plants and offices, the Group does not experience any difficulties in finding water source that is fit for purpose.

基於我們的生產模式及廠房與辦公室的地理位置，本集團並沒有任何求取適用水源上的問題。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Use of Packaging Materials

The Group strives to streamline the packaging of its products and actively reduces the use of packaging materials, in particular paper, under the principle of simplification. Our packaging materials were mainly used for the new material products and the exported renewable energy products. Due to the renewal of packaging solutions and the increase in the usage of some packaging materials, the Group's total packaging material intensity increased by approximately 30% from approximately 21.02 tonnes/RMB billion revenue in 2023 to approximately 27.39 tonnes/RMB billion revenue in 2024. The performance of the Group on the use of packaging materials was as follows:

包裝材料使用

本集團致力精簡產品的包裝，尤其紙質類，我們都以最簡化為原則，積極減少包裝物料的使用。我們的包裝物主要用於新材料貨品銷售和可再生能源產品出口銷售。由於包裝方案更新，部分包裝材料用量增加，本集團的包裝材料總量密度由二零二三年約21.02噸／十億元人民幣收入上升約30%至二零二四年約27.39噸／十億元人民幣收入。本集團的包裝物料使用量表現如下：

| Packaging Material Types | 包裝材料類別 | Unit 單位 | 2024 二零二四年 | 2023 二零二三年 |
|--|-----------------|---|---------------|---------------|
| Plastic products | 塑膠製品 | tonnes 噸 | 52.61 | 36.34 |
| Others | 其他 | tonnes 噸 | 70.24 | 55.31 |
| Total amount of packaging materials | 包裝材料總量 | tonnes 噸 | 122.85 | 91.64 |
| Total packaging material intensity | 包裝材料總量密度 | tonnes/ billion RMB revenue⁷ 噸／十億元 人民幣 收入⁷ | 27.39 | 21.02 |

Note:

7. During the Reporting Period, the total revenue of the Group was approximately RMB4,484,454,000 (2023: approximately RMB4,360,280,000).

備註：

7. 於報告期間，本集團的總收入約為人民幣4,484,454千元（二零二三年：約人民幣4,360,280千元）。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

A3. The Environment and Natural Resources

The Group pursues best practices for the environment and focuses on the impact of the Group's business on the environment and natural resources. In addition to complying with environmental laws and international standards and appropriate protection of the natural environment, the Group also integrates the concept of environmental protection into its internal management and daily operation activities to achieve the goal of environmental sustainability.

Noise Management

The Group recognises that it may create noise during the course of operation. The noises are mainly from air compressors, production equipment and vehicles. Therefore, our "Control Procedures on Environmental and Safety Operation" has a section headed "Noise Control and Management", and the measures for noise control are as follows:

- Air compressors are equipped with air compressor soundproof rooms to solve noise problems;
- All mufflers and horns of the Group's vehicles must comply with national regulations;
- Strengthening the management and maintenance of the Group's vehicles to maintain good technical performance and prevent environmental noise pollution; and
- The Group's vehicles within the urban area shall use sound devices as required.

A3. 環境及天然資源

本集團追求與環境的最佳實務，著重本集團業務對環境及天然資源的影響。除了遵循環境相關法規及國際準則，適切地保護自然環境外，本集團亦將環境保護的概念融入內部管理及日常營運活動當中，致力達成環境可持續之目標。

噪音管理

本集團意識到在營運過程中有機會製造噪音，主要噪音源為空壓機、生產設備和車輛。因此我們的《環安運行控制程序》設有「噪音的控制和管理」章節，對噪音管制的措施如下：

- 空壓機修建空壓機隔音房解決噪音問題；
- 所有本集團車輛消聲器和喇叭必須符合國家的規定要求；
- 加強對本集團車輛的管理和保養，保持技術性能良好，防止環境的噪音污染；及
- 本集團車輛在城市區範圍內時，必須按照規定使用聲響裝置。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Green Building

Apart from promoting the use of solar technology, we proactively regulate green buildings to ensure a higher specification for the sustainability of buildings. We hope to start from aspects of material and environment, together with the establishment of standard measures, to achieve our final objectives of avoiding squandering resources, reducing the production of raw materials of photovoltaic components, and reducing secondary environmental pollution. Coal, oil and other fossil fuels are not only non-renewable resources, but will also generate carbon dioxide and other GHG and waste during electricity generation through combustion. On the contrary, solar energy is a renewable and inexhaustible resource. Solar energy is also a clean energy form, and its utilisation will not emit GHG which intensify greenhouse effect. Therefore, the Group vigorously promotes the development of solar technology. With the concerns that solar energy may cause visual pollution in cities, we proactively develop BIPV Technology, by using photovoltaic components as building materials. BIPV application has to be incorporated into the overall design of building, rather than only simply combining solar photovoltaic components and buildings. It is necessary to consider various functions and utilisations of building as an attempt to form new architectural design ideas and energy saving building methods. BIPV does not only beautify the building, but also achieve shading insulation, heat preservation, energy saving, environmental protection and the reduction of energy consumption inside the building.

綠色建築

除了宣揚太陽能技術的使用，我們亦積極規管綠色建築，以確保對於建築物的可持續性有更高的規格。我們希望從材料和環境等方面出發，通過標準的編製，實現避免資源浪費、減少光伏組件原材料生產和減少對環境產生二次污染的最終目的。煤炭和石油等化石燃料不但不可再生，更會在燃燒發電過程中產生二氧化碳等溫室氣體和廢棄物。相反，太陽能是可再生能源，取之不盡，用之不竭。太陽能更是一種清潔能源，使用太陽能不會產生導致溫室效應加劇的溫室氣體。故此，本集團大力推動太陽能技術的發展。我們明白在城市中，太陽能可能造成目視污染，因此我們積極發展BIPV技術，將光伏元件作為建築材料。BIPV的應用必須納入到建築的整體設計中，並不是光伏元件與建築的簡單疊加，還需要考慮建築的各種功能和作用，形成全新的建築設計理念和建築節能的方法。BIPV不但有美化建築的作用，還可以達到遮陽保溫，節能環保的效果，減少建築物內部的能源消耗。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In addition, we also advocate green definition of building, i.e. the conservation of land, water, energy and material. Pursuant to the principle of “Passive Priority, Active Optimisation”, with the goal of “Ultra-low Energy Consumption”, aiming to create low-carbon energy saving building with rational planning and design at early stage and effective control and management at later stage, on the basis of high performance maintenance structures (high visible light transmittance, low shading coefficient), and supplemented by applying various types of ventilation technology, considering external shade and ventilation of photovoltaic power generation technology, and combining with building intelligent control system, etc. Zhuhai Singyes Green Building Technology Co., Ltd., a subsidiary of the Group, is the member of the Chinese Enterprise Committee of US-China Clean Energy Research Center — Building Energy Efficiency (CERC-BEE) consortium. The Group actively participates in the activities of the consortium and adheres to active and productive joint technology development, application and promotion with its members on the platform of the consortium.

除此之外，我們亦提倡對於建築賦予綠色的定義，即節地、節水、節能和節材，在「被動優先，主動優化」原則上，以「超低能耗」為目標，旨在通過前期的合理規劃設計以及後期有效控制管理，形成以高性能維護結構（高可見光透射比和低遮陽係數）為基礎，輔以各種形式的通風技術、考慮外遮陽與通風的光伏發電技術和建築智慧控制系統等打造出低碳節能建築。我們旗下珠海興業綠色建築科技有限公司是中美清潔能源聯合研究中心建築節能聯盟（CERC-BEE）中方企業委員會成員單位，本集團一貫積極參與聯盟組織的各項活動，並堅持在聯盟的平台上與成員開展積極的、富有成效的聯合技術研發、應用和推廣工作。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

A4. Climate Change

Climate change has brought escalating risks and challenges to the global economy and may also impose negative impact on the Group's business. Thus, the Group has realised the importance of identifying and mitigating any material impacts of climate change. According to the international advice from the Task Force on Climate-Related Financial Disclosures ("TCFD") established by the Financial Stability Board, the Group's management has assessed and recognised the physical and transition risks which have effects on the Group's business. Based on the assessment results, the Group has included the climate risks in the corporate risk management process and has formulated relevant policies and procedures to manage and review the climate-related risks and to capture relevant opportunities.

Physical Risks

The frequency and severity of extreme weather events (such as extreme cold or heat, storms, rainstorms, and typhoons) have been increasing, whereby may increase the risk of power shortage, interrupt supply chains and damage the Group's assets, resulting in disruption of the Group's operation and decrease in revenue, as well as increasing the costs of repairing and restoring the damaged locations. Such events may also hinder employees from conducting work, and even cause casualties. To tackle the above risks, the Group will identify such risks and prioritise those with severe impact so as to promptly adopt preventive measures. The Group will carry out risk prevention work in accordance with the "Safety Management System for Typhoon, Flood and Flood Crossing Prevention" in the "Production Safety System", and has formulated emergency plans to avoid and reduce casualties and property losses. Meanwhile, the Group will study the possibility of changing its business model to reduce and avoid the severe impact of such risks on the Group's operation.

A4. 氣候變化

氣候變化為全球經濟帶來的風險和挑戰不斷升級，亦可能對本集團的業務帶來負面影響。因此，本集團深明識別和減輕氣候變化帶來的任何重大影響的重要性。根據金融穩定委員會成立的氣候相關財務資訊披露工作組（「TCFD」）的國際建議，本集團管理層已評估並認識到對本集團業務有所影響的實體與轉型風險。本集團已根據評估結果，將氣候風險納入企業風險管理流程，並已制定相關政策及程序以管理和審查氣候相關風險及把握相關機遇。

實體風險

極寒或極熱、風暴、暴雨和颱風等極端天氣事件的頻率及嚴重程度逐漸增加，可能會增加電力短缺的風險、中斷供應鏈以及損害本集團資產，使本集團營運點中斷並導致收入減少，也會使修復或恢復受損地點的成本增加。這些事件亦可能會阻礙員工工作，甚至造成人命傷亡。為應對以上風險，本集團將識別該等風險，並優先考慮具有嚴重影響的風險，以便於第一時間採取預防措施。本集團會按照《安全生產制度》中的《防臺風、防洪、渡汛安全管理制度》進行汛期風險預防工作，並已制定應急預案，以避免及減少人員傷亡及財產損失。同時，本集團將研究改變業務模式的可能性，以減少或避免這些對業務營運的嚴重影響。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Transition Risks

In order to achieve sustainable development, governments from all around the world have successively enacted climate-related laws or tightened regulations to support the vision of global decarbonisation. Tightening measures such as increased taxation may affect business operations, which promote enterprises to move towards green management in different ways. In addition, the Hong Kong Stock Exchange also requires listed companies to strengthen climate-related disclosures in ESG reports, which may increase related compliance costs. Failure to fulfil climate change compliance requirements may expose the Group to the risk of claims and litigation, which could result in a possible damage to corporate reputation. The Group will regularly monitor existing and emerging trends, policies and regulations related to climate change to avoid reputational risk due to slow response. In addition, in order to reduce the Group's impact on the environment and fulfil the requirements of the Hong Kong Stock Exchange, the Group has set targets to reduce GHG emissions and energy consumption. The Group will continue to evaluate the effectiveness of the Group's actions on climate change and enhance its ability to address climate-related issues.

轉型風險

為實現可持續發展，各地政府相繼制訂氣候相關法律或收緊法規，以支持全球脫碳願景。其收緊措施例如加強稅收都可能影響企業營運，以不同方式促進各企業邁向綠色經營。除此之外，港交所亦要求上市公司在環境、社會及管治報告中加強與氣候相關的披露，相關合規成本可能會因而增加。如未能滿足氣候變化的合規要求，本集團可能會面臨索賠和訴訟風險，使企業聲譽可能下降。本集團將會定期監測與氣候變化有關的現有及新興趨勢、政策及法規，以避免因反應遲緩而導致的聲譽風險。此外，為減少本集團對環境的影響及符合港交所的要求，本集團已制定減少溫室氣體排放和能源消耗的目標。本集團將繼續評估本集團應對氣候變化行動的有效性，並增強其應對氣候相關問題的能力。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B. SOCIAL

B1. Employment

Talent is the core of the Group's operations. Recruiting the most suitable talent for each position is one of the Group's important tasks. The Group adheres to the people-oriented principle and standardises labour employment management, based on which, it respects and protects the legal interests of every employee. It is committed to safeguarding employees' occupational health and safety, safeguarding their vital interests, and giving full respect and attention to their enthusiasm, initiative and creativity in order to build a harmonious labour relationship. We have established relevant personnel management policies such as the "Employee Benefits Management Plan", "Total Payroll Management Plan" and "Shuifa Singyes Energy Employee Handbook" to provide employees with a healthy, sunny and positive working atmosphere, and guide employees to actively integrate their personal pursuits into the long-term development of the Group.

The Group strictly complies with relevant laws and regulations, including the "Labour Law of the People's Republic of China" and the "Labour Contract Law of the People's Republic of China". During the Reporting Period, the Group was not aware of any situations about material violations of human resources-related laws and regulations which has a significant impact on the Group.

B. 社會

B1. 僱傭

人才是本集團營運的核心，為每個崗位聘請最適合的人才本集團其中一項重要的工作。本集團堅持以人為本的原則，規範勞動僱傭管理，並以此為基礎，尊重及保障每一位員工的合法權益，致力於保障員工職業健康安全，維護員工切身利益，充分尊重和重視激發員工積極性、能動性和創造力，以構建和諧的勞動關係。我們制定了《員工福利管理方案》、《工資總額管理方案》和《水發興業能源員工手冊》等相關人事管理政策，為員工提供健康、陽光和向上的工作氛圍，引導員工積極將個人追求融入到本集團長遠發展之中。

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》等相關法律法規。於報告期間，本集團並未發現任何重大違反與人力資源相關的法例法規而對本集團產生重大影響的情況。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Employment Practice

Recruitment, Promotion and Dismissal

The Group actively implements the strategy of thriving talents, and plans the human resources and recruitment plan for the following year according to the work needed at the end of each year. The Human Resources Department will recruit through the recruitment website, professional media or other employment agencies according to the schedule. The Human Resources Department will interview the applicants who have passed the initial screening, and conduct interviews and evaluations according to the requirements of the “Recruitment Management Measures”. We will determine the interview team based on the positions and job responsibilities of applicants. For important positions, interviewers are not limited to the department managers. Applicants can be qualified for the employment after being approved by the relevant person in charge or the general manager after the interview. For financial, procurement and medium-to-high level recruitment, we will ensure that the relevant personnel possess good professional ethics.

The Group also conducts exit interviews with resigning employees to further understand their needs, improve the overall working environment, and review the Group's policies and current status. Pursuant to different professions, the Group provides three career development and promotion channels for employees, which are technical channel, management channel and skill channel. Each channel is divided into 5 hierarchies, and each hierarchy is further subdivided into different levels so that all employees are provided with equal opportunities for gradual promotion. Employees who are at the same level will enjoy the corresponding rights, including wage income, welfare and benefits, spiritual honours, etc, regardless of whether they are from the technical channel, the management channel or the skill channel. The promotion decision for each employee is fair and open without any discrimination. When there is a job vacancy, we will consider promoting competent employees internally based on the results of the annual performance appraisal of the employees to affirm their efforts and contributions.

僱傭慣例

人才招聘、晉升及解僱

本集團積極實施人才強企戰略，並在每年年末根據工作需要規劃下一年度的人力資源與招聘計劃表，人力資源部會按照計劃表通過招聘網站、專業媒體或其他職業介紹機構等管道進行招聘。人力資源部會對初步篩選入圍的應聘者進行面試，並根據《招聘錄用管理辦法》的要求對應聘者進行面試考核。我們會根據應聘者的職位及工作職責，確定面試團隊，重要崗位不限於部門經理進行面試，面試合格後獲相關負責人或總經理批准後方可錄用。針對財務、採購和中高層以上的招聘，我們會確保相關人員擁有良好的職業操守。

本集團亦會與離職的僱員進行離職面談，以進一步瞭解僱員的需求，改善整體工作環境，以及檢討本集團政策與現況。根據不同的專業，本集團為員工提供三條職業發展及晉升通道，分別為技術通道，管理通道和技能通道。每條通道都分為五個層級，每層再細分不同級別，讓所有員工都能平等地得到逐步晉升的機會。無論是技術、管理或技能通道，只要在同一階層，員工都會享受相應的權益，包括工資收入、福利待遇和精神榮譽等。員工的晉升決定是公平公開，當中不帶任何歧視成份。當出現職位空缺時，我們會根據員工年度績效考核結果考慮從內部提拔能幹員工以肯定員工的努力及貢獻。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Remuneration and Welfares

The Group has established a relatively reasonable, competitive and legal remuneration system of fairness and integrity to provide remuneration for employees. In order to retain talents and strengthen the initiatives of employees, the Group has established a complete “Salary Management System”, “Employee Remuneration Management Measures” and “Total Payroll Management Plan”. In order to further standardise the Group's salary and welfare system, the senior management of the Group took the lead in setting up a management team. With reference to the salary levels of the same industry, the Group has formulated a competitive and incentive compensation and welfare plan based on the leadership management strategy and objectives, enabling the Group's salary system to have certain competitive advantages in the same industry and same region. The salaries of employees will also be adjusted with factors such as social inflation and promotion. Meanwhile, the Group will also regularly adjust the rank and salary scale according to differences in terms of aspects such as employee performance, length of service, and work attitude.

The Group has also established “Performance Appraisal Management Measures” to enhance regulation and improvement in the Group's performance appraisal management work, which links employees' salaries and positions with their performances, forming an internal talent competition mechanism based on abilities. For employees at different levels, we have developed corresponding assessment content, mainly including task completion indicators, quality of completed work, professional skills, innovative skills, collaboration, responsibility and discipline. Based on the scores from leaders, colleagues and subordinates, the Assessment Department will calculate the appraisal coefficient for each employee. Additional bonuses are given to those who perform outstandingly at work as a boost in morale.

薪酬與福利

本集團建立了一套相對公平、公正、合理、具競爭力且合法的薪酬體系，為員工發放薪酬。為了挽留人才及強化員工工作的積極性，本集團建立了完善的《薪酬管理制度》、《員工薪酬管理辦法》及《工資總額管理方案》。為更加規範本集團薪酬福利制度，本集團高層牽頭成立管理小組，根據領導經營管理戰略及目標，結合同行業的薪酬水準，擬定出符合本集團具競爭性和激勵性的薪酬福利方案，使本集團的薪酬體系在同行業和同區域有一定的競爭優勢。員工的薪金亦會隨著社會通貨膨脹及級別的晉升等因素而調整。同時本集團根據員工績效、服務年限和工作態度等方面的表現不同，定時對職級薪級進行調整。

本集團亦制定了《績效考核管理辦法》加強規範與完善本集團的績效考核管理工作，實現員工表現與薪酬及職位掛鉤，形成能上能下的內部人才競爭機制。針對不同層級的員工，我們定立了相應的考核內容，當中主要包括任務完成指標、工作品質、專業職務技能、創新技能、協作配合性、工作責任心及勞動紀律。根據領導、同事及下屬的評分，考核部門會計算出各員工的考核係數，表現優秀者可獲發額外獎金，提升工作的激勵性。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

With commitment to providing thoughtful and comprehensive employee benefits, the Group treats its employees under the concept of “harmonious Singyes and common development” and provides various benefits that are either statutory or non-statutory to them while safeguarding their basic benefits with a view to boost their sense of belonging, strengthen corporate cohesion and encourage them to provide long-term services.

The Group implements a five-day work week regime with 8 hours of work per day. For overtime work, the Group pays wages in strict accordance with relevant laws. We provide statutory holidays according to national regulations. Employees may also be entitled to paid leaves such as marriage leave, maternity leave, care leave, bereavement leave, sick leave, work-related injury leave and annual leave. The Group also sets up the “Employee Benefits Management Plan” in accordance with the “Social Security Law of the People’s Republic of China” to provide “five insurances and housing provident fund” to employees. In addition to statutory benefits, employees can also enjoy a number of additional benefits such as working meals, wedding cash gift, holiday relief payments, free medical examinations and trainings. We also provide employees with transportation, housing, seniority and high-temperature subsidies. In order to encourage employees to work hard and engage more in research and development, the Group also provides performance bonuses and rewards for patent and paper completion. Rewards are given to those who perform outstandingly at work and have successfully assisted the Group in obtaining invention patents and publishing papers in provincial publications.

Communication with Employees

The Group has established appropriate channels for employees and senior management to communicate, the Human Resources Department will collect employees’ opinions and suggestions, and tackle the problem together with other department heads, improving the relationship between employees.

本集團一直致力於提供周到全面的員工福利，本著「和諧興業、共同發展」的理念對待員工，在保障員工基本待遇的同時提供多項法定內外的福利，旨在加強員工歸屬感，增加企業凝聚力，鼓勵員工長期為企業服務。

本集團實行一週五天工作制，每天工作八小時。對於加班情況，本集團嚴格按照相關法例計算工資。我們根據國家規定執行法定假期，員工亦同時享有帶薪假期如婚假、產假、看護假、喪假、病假、工傷假和年假。本集團亦依照《中華人民共和國社會保障法》設立《員工福利管理方案》為員工提供「五險一金」。除法定福利，員工亦可享有多項額外福利如工作餐、喜嫁禮金、節日慰問金、免費體檢及培訓等。我們也為員工提供交通、住房、工齡及高溫補貼等多種補貼。為鼓勵員工努力工作及多作創新研發，本集團亦設有績效獎金及專利論文獎勵，為工作表現傑出、成功協助本集團取得發明專利和在省級刊物上發表論文的員工發放獎金。

員工溝通

本集團設有適當之管道讓僱員與管理層保持良好溝通，人力資源部會收集員工的意見及建議，與各部門負責人共同解決存在的問題，不斷改善員工關係。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

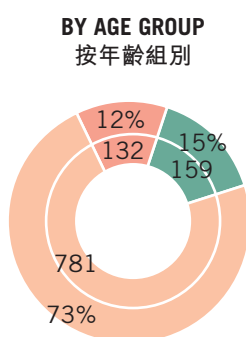
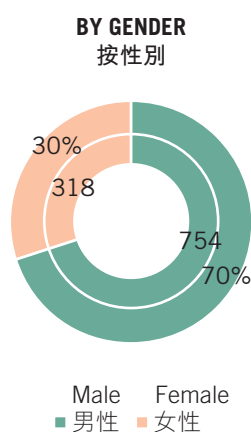
Diversity, Equal Opportunity and Anti-discrimination

The Group strictly complies with national and local government regulations by adopting a fair, equitable and open recruitment process and developing relevant system files to eliminate discrimination in the recruitment process. Employees face no discrimination regardless of race, gender, colour, age, family background, ethnic tradition, religion, physical fitness and nationality and thus allowing them to enjoy fair treatment in every aspect including recruitment, salary, training and promotion. The Group endeavours to attract professionals with diverse backgrounds to join us. As of 31 December 2024, the total number of employees of the Group within the reporting scope was 1,072, all of whom were long-term employees (as of 31 December 2023: 1,243 employees in total, all of whom were long-term employees). The distribution of employees by gender, age group and geographical region was as follows:

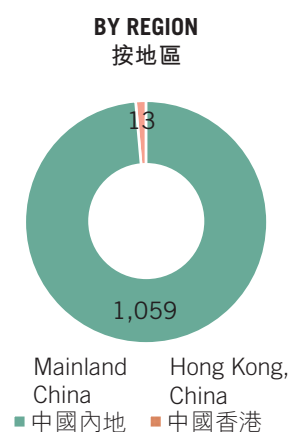
多元化、平等機會及反歧視

本集團嚴格遵守國家及地方政府各項法規，採取公平、公正和公開的招聘流程，制定了相關制度檔以杜絕招聘過程中的歧視現象，不因種族、性別、膚色、年齡、家庭背景、民族傳統、宗教、身體素質和國籍等因素歧視任何一位員工，讓員工在招聘、薪酬、培訓和晉升等各個階段享受公平待遇，以盡力羅致不同背景的專才加入本集團。截至二零二四年十二月三十一日，本集團報告範圍內的總僱員人數為1,072名，其均為長期僱員（截至二零二三年十二月三十一日：共1,243名僱員，均為長期僱員）。按性別、年齡組別及地區劃分的分佈如下：

2024



二零二四年

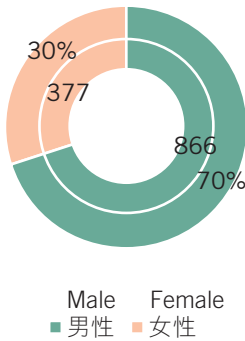


ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

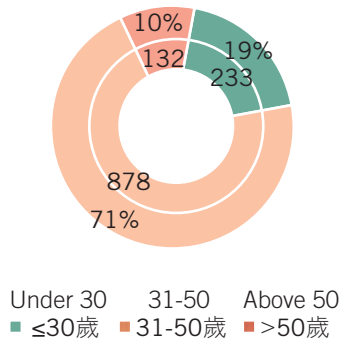
環境、社會及管治報告

2023

BY GENDER
按性別

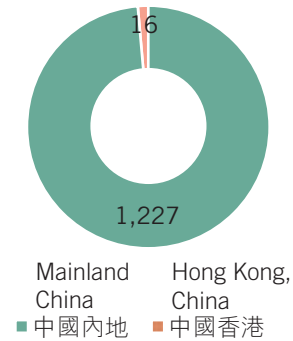


BY AGE GROUP
按年齡組別



二零二三年

BY REGION
按地區



The employee turnover rate⁸ by gender, age group and geographical region is as follows:

按性別、年齡組別及地區劃分的僱員流失比率⁸如下：

| | | 2024 二零二四年 | 2023 二零二三年 |
|---|----------------------------|---------------|---------------|
| Total employee turnover rate ⁸ | 總僱員流失率 ⁸ | 16% | 20% |
| By gender⁹ | 按性別劃分⁹ | | |
| Male | 男性 | 18% | 26% |
| Female | 女性 | 20% | 19% |
| By age group⁹ | 按年齡組別劃分⁹ | | |
| Under 30 | ≤30 歲 | 31% | 40% |
| 31-50 | 31-50 歲 | 17% | 21% |
| Above 50 | >50 歲 | 14% | 17% |
| By geographical region⁹ | 按地區劃分⁹ | | |
| Mainland China | 中國內地 | 19% | 24% |
| Hong Kong, China | 中國香港 | 8% | — |
| Others | 其他 | — | — |

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Notes:

8. Total employee turnover rate = total number of employee left during the Reporting Period/total number of employee as of 31 December 2023 *100%.
9. Turnover rate of employee (from that category) = total number of employee (from that category) left during the year/total number of employee at the end of the year (from that category) *100%.

B2. Health and Safety

Only employees in good health can maximize their effectiveness at work. Therefore, the Group attaches great importance to the health and safety of its employees and gives top priority to safety. We work with our employees to establish a culture of “life first, safety first”, strictly follow relevant national laws and regulations, and provide employees with working places that meet national labor hygiene standards, so as to protect the health and personal safety of employees at work as practicable as possible. The Group highly recognises the importance of health and safety of our employees with a commitment to providing employees with a healthy, safe and comfortable working environment. We have developed the atmosphere of “life and safety first” with our employees, and formulated the “Production Safety System” and a series of safe operating procedures and product operation instructions to ensure that employees effectively control and reasonably operate related equipment and reduce the risk of injury. The Group has also obtained the ISO 45001 Occupational Health and Safety Management System Certification.

備註：

8. 總僱員流失率=於報告期間總流失僱員人數／截至二零二三年十二月三十一日總僱員人數*100%。
9. (該類別)僱員流失率=年內(該類別)總流失僱員人數／年末(該類別)僱員人數*100%。

B2. 健康與安全

只有健康狀況良好的員工能在工作上發揮最大效益，因此本集團高度重視員工的健康與安全，把安全工作放在首要位置。我們與員工共同樹立「生命至上、安全第一」的風氣，嚴格按照國家相關的法律法規，為員工提供符合國家勞動衛生標準的勞動作業場所，切實地保障員工在工作中的健康與人身安全。本集團高度重視員工的健康與安全，致力於為員工提供健康、安全和舒適的工作環境。我們與員工共同樹立「生命至上、安全第一」的風氣，並制定了《安全生產制度》及一系列的安全操作規程及產品作業指導書，以確保員工有效控制及合理操作相關設備，減低受傷的風險。本集團亦已獲取「ISO 45001 職業健康安全管理体系認證」證書。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group strictly complies with relevant laws and regulations, such as the “Labour Law of the People’s Republic of China”, “Production Safety Law of the People’s Republic of China”, “Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases” and the “Fire Prevention Law of the People’s Republic of China”, and provides employees with workplaces that meet the national labour hygiene standards to effectively protect employees’ health and safety at work. During the Reporting Period, the Group was not aware of any situations about material violations of laws and regulations on health and safety which has a significant impact on the Group. In addition, the Group did not record any accidents that resulted in death or serious physical injury and no lost working days (2023: no lost working days) or claims or compensation was paid to its employees due to such accidents in the last four years (including the Reporting Period).

Safety Management

The Group has also formulated relevant emergency measures to minimize the impact of disasters. The Group also regularly reviews relevant measures to ensure their effectiveness. We identify, evaluate and control the hazards in various production activities and the occupational health and safety deficiencies of the Group that may lead to accidents to improve the production condition and working environment. We regularly monitor employees’ exposure to occupational hazards to ensure that they work in a safe environment. In response to the possibility of accidents, we have formulated the “Emergency Plan for Production Safety Accidents” to cope with different accidents such as fire, flood control, food poisoning, electric shock, mechanical injury, chemical leakage, and vehicle injury. In order to improve the ability of emergency personnel to properly handle accidents in emergencies and improve emergency plans, we conduct regular exercises and review relevant results.

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》和《中華人民共和國消防法》等相關法律法規為員工提供符合國家勞動衛生標準的勞動作業場所，切實保障員工在工作中的健康與安全。於報告期間，本集團並未發現任何重大違反與健康與安全相關的法例法規而對本集團產生重大影響的情況。此外，本集團於四年內（包括報告期間）並無錄得任何導致死亡或嚴重肢體受傷的意外事件，亦並無因該等事件而損失工作日數（二零二三年：無損失工作日數），或向其僱員支付索償或補償。

安全管理

本集團也制定了相關的應急措施，務求把災害影響減少至最低程度。本集團亦會定時檢討相關措施，確保措施行之有效。我們對本集團內各類生產活動中的危險源和有可能引致事故發生的職業健康安全缺陷進行識別、評估和控制，以改善生產條件及工作環境。我們定期檢測員工接觸職業病危害因素的情況，以確保員工在安全環境工作。針對事故發生的可能性，我們已制定《生產安全事故應急預案》以應對不同事故，如火災、防洪渡汛、食物中毒、觸電、機械傷害、化學品洩漏、車輛傷害等不同事故。為提高應急人員在緊急情況下妥善處置事故的能力，並完善應急方案，我們進行定期演習，並審視演練結果。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

We understand that equipment safety is closely related to employees' safety. As such, we have developed safety instructions for different equipment to provide relevant operating procedures and safety instructions for different production equipment. In addition, we also provide occupational protective equipment and protective equipment, and remind employees to take safety measures when using the equipment. Moreover, we also clearly point out occupational health and safety control methods, such as requiring employees to check the equipment daily before operation to ensure that the equipment is well maintained at normal working conditions and stable operation capacity.

The Group has also established the Quality and Safety Department and conducted on-site safety inspections when conditions allow, covering equipment or facilities, electrical equipment, chemical warehouses, safety signs, safety education, personal protection, on-site protection, fire equipment, dust noise, canteens and drinking water, disaster measures, etc. The Quality and Safety Department will supervise and inspect the safety, environmental objectives, indicators, management plans, the compliance with laws and regulations in each quarter. Where the above mentioned are found not handled pursuant to the requirements under the "Report, Investigation, Processing and Control Program of Environmental Safety Accidents" during the inspection, the results and related corrective and preventive actions will be submitted to the management for review.

我們明白設備的安全與員工的安全有緊密的關係。為此，我們制定了不同設備的安全操作指導書，為不同生產設備提供相關的操作規程及安全指導。另外，我們亦提供職業防護設施及防護用品，並提醒員工使用設備時需要採取安全措施。除此之外，我們同時明確指出職業健康安全控制方法，如要求員工每天需在操作前對設備進行檢查，以確保設備得到良好維護，保持正常的工作狀態和穩定的運作能力。

本集團亦設立質安部，並在條件允許的情況下對施工現場進行安全檢查，檢查內容包括設備或設施、電氣設備、化學品倉庫、安全標誌、安全教育、個人防護、現場防護、消防器材、粉塵雜訊、食堂及飲用水和災害措施等。質安部會在每一季度對安全、環境目標、指標、各項管理方案及法律法規遵守情況等進行監督檢查，當上述檢查發現不符合情況時按《環安事故報告調查處理控制程序》處理，環安監測結果及相關的糾正預防措施將提交管理審核。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Safety Education and Publicity

The Group also attaches great importance to safety education to enhance employees' safety awareness and reduce safety hazards and accident rates from the source. Employees are required to attend diversity training courses developed by the Group on occupational safety organizations. We have also established emergency and escape procedures in response to any major safety incidents in a timely and orderly manner. The Group also welcomes feedback from employees on improving workplace safety.

The Group actively carries out publicity and safety trainings for employees to enhance their awareness and ability of self-protection. We set up bulletin boards in the plant to publish the rules and regulations on occupational disease prevention and control, the operation procedures, the emergency rescue measures for occupational hazards and the results of detection of occupational hazards. We make sure that all equipment operation and maintenance personnel are well trained, while project managers, construction quality and safety inspectors, special operators, chemical management personnel, etc. also are required to report duties with licenses in accordance with the requirements of national laws and regulations. In order to enhance the safety awareness of employees, we provide trainings for special positions and provide safety tertiary education for new employees and regular trainings on occupational safety education for all employees. We will continue to analyse and improve the safety management of the Group's employees.

安全教育及宣傳

本集團亦非常重視安全教育，藉此提高員工的安全意識，從源頭減低安全隱患及事故意外率。僱員需要出席由本集團就職業安全組織制定之多元化培訓課程。我們亦已定立緊急與逃生程序以及時有序地應對任何重大安全事故。本集團亦歡迎僱員就提升工作場所安全提供反饋意見。

本集團積極對員工進行宣傳及安全培訓，以提高員工的自我保護意識和能力。廠房內設有公告欄，公佈有關職業病危害防治的規章制度、操作規程、職業病危害事故應急救援措施以及職業病危害因素檢測結果。我們確保所有設備的操作和維護人員均得到充分的培訓，並要求項目經理、施工質量、安全檢查人員、特種作業人員和化學品使用管理人員等按照國家法律法規的規定持證上班。為了增強員工的安全意識，我們不但提供針對特殊崗位的培訓，亦會對新員工提供安全三級教育，並定期對全體員工提供職業安全教育培訓。我們將持續對本集團員工的安全管理進行分析及改進。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B3. Development and Training

Training Programme

The Group attaches great emphasis on the establishment of internal management training and development system and adopts a diversified training model such as induction training and pre-work training to meet the different needs of employees at all levels, so as to enhance their skills, help the sustainable development of the Group and personal growth and development of employees.

We have formulated the “Employees Training Management Measures of the Shuifa Singyes Energy Group” and the “Safety Education and Training System” set out in the “Production Safety System”, in order to establish the training management system of the Group, standardise and effectively organise the training for all employees, and tap the potential of employees to support its long-term development. We provide different training opportunities for employees, and will make annual training plans according to the training needs of employees every year. The Group has established an internal lecturer team to provide internal trainings for employees. It also hires professionals to train employees and makes arrangement for employees to participate in training organised by relevant training institutions. We are committed to enhancing production techniques, design methods, management capabilities, and equipment maintenance capabilities of our employees, so that employees can perform better in their professional areas and further enhance the Group’s professional status.

The Human Resources Department of the Group will assess and evaluate the training effect on trainees according to the training needs and training plans. According to the actual situation, the issuance of qualification certificate or work license to some trainees is subject to passing the training examination to ensure that they understand the training content. We will continue to improve the quality of our staff’s trainings through an assessment of the effectiveness of their trainings.

B3. 發展及培訓

培訓計劃

本集團注重企業內部管理培訓與發展體系的建立，通過入職培訓及崗位培訓等多元化培訓模式來滿足各級各類員工的不同需求，提升員工技能，助力本集團可持續發展，同時助力員工個人成長及發展。

為建立本集團的培訓管理體系，規範及有效地組織各類員工培訓，並挖掘員工的潛能以配合本集團的長遠發展，我們建立了《水發興業能源集團員工培訓管理辦法》和載於《安全生產制度》中的《安全教育培訓制度》。我們為員工提供不同培訓機會，並會於每年會根據員工培訓需求制定年度培訓計劃。本集團建立了內部講師團隊為員工提供內部培訓，亦會聘請專業人員培訓員工，也會安排員工參加相關培訓機構舉辦的培訓。我們致力提升員工的生產技術、設計方法、管理能力和設備保養能力等，讓員工能在其專業範疇中表現的更出色，進一步提升本集團的專業地位。

本集團人力資源部會根據培訓需求和培訓計劃對培訓對象進行培訓效果的考核和評估。根據實際情況需要，部份培訓人員須經過培訓考核合格後才發放資格證書或上崗證，以確保員工知悉培訓內容。我們會持續透過員工對培訓效果的評估，改進員工的培訓質素。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

During the Reporting Period, the percentage of the Group's total employee trained¹⁰ is 22.01% (2023: 17.62%), with the average trained hours¹² is 6.8 (2023: 14.8 hours). The percentage and average hours of employee trained by the Group by gender and employment type are as follows:

於報告期間，本集團總僱員受訓百分比¹⁰為22.01%(二零二三年：17.62%)，平均受訓時數¹²為6.8小時(二零二三年：14.8小時)。本集團按性別及僱員類別劃分的受訓僱員百分比及平均時數如下：

| | | Percentage of employee trained ¹¹ 受訓僱員百分比 ¹¹ | | Average trained hours ¹² 平均受訓時數 ¹² | |
|------------------------|---------|--|---------------|--|---------------|
| | | 2024 二零二四年 | 2023 二零二三年 | 2024 二零二四年 | 2023 二零二三年 |
| Employee training rate | 僱員培訓比率 | | | | |
| | | | | | |
| By gender | 按性別劃分 | | | | |
| Male | 男性 | 64.83% | 73.52% | 5.93 | 15.62 |
| Female | 女性 | 35.17% | 26.48% | 8.78 | 12.92 |
| | | | | | |
| By employment category | 按僱員類別劃分 | | | | |
| Senior management | 高級管理層 | 25.85% | 31.05% | 23.29 | 81.60 |
| Mid-level management | 中級管理層 | 27.54% | 46.12% | 31.02 | 84.84 |
| Junior employee | 初級人員 | 46.61% | 22.83% | 4.75 | 3.91 |

Notes:

備註：

- Total percentage of employee trained = total number of trained employee during the year/total number of employee at the end of the year* 100%.
- Percentage of employee trained from that category = total number of trained employee (from that category) during the year/total number of trained employee during the year* 100%.
- Average trained hours from that category = total number of trained hours (from that category) during the year/total number of employee (from that category) at the end of the year.

- 總受訓僱員百分比=年內的受訓總僱員人數／年末的總僱員人數*100%。
- 該類別受訓僱員百分比=年內(該類別)受訓總僱員人數／年內受訓總僱員人數*100%。
- 該類別平均受訓時數=年內(該類別)受訓總時數／年末(該類別)總僱員人數。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

In addition, the Group also strongly encourages employees to participate in different industry conferences and forums. This will not only enable employees to keep abreast of industry knowledge and trends, but also promote the development of the industry. Industry conferences and forums in which the Group participated during the Reporting Period include but not limited to:

- The First Exchange Meeting of the 9th Group of Specialized, Refined, Differentiated and Innovative Demonstration Enterprises
- BIPV Technology and Case Analysis
- 2024 Second Automotive Intelligent Dimming Glass Industry Forum
- Special In-depth Exchange Activity on Automotive Optoelectronic Materials

B4. Labour Standards

Prevention of Child and Forced Labour

The Group strictly complies with relevant laws and regulations including the “Provision on the Prohibition of Using Child Labour” and “Labour Law of the People’s Republic of China”. During the Reporting Period, the Group was not aware of any situations about material violations of laws and regulations in relation to child and forced labour which has a significant impact on the Group.

除此，本集團亦十分鼓勵員工參與不同的行業會議及論壇。此舉不但能令員工緊貼行業知識及趨勢，亦能推動行業發展。於報告期間，本集團所參與的行業會議及論壇包括但不限於：

- 「專精特新示範企業」第九組第一期交流會
- BIPV技術與案例分析
- 2024年第二屆汽車智能調光玻璃產業論壇
- 汽車光電材料專場深度交流活動

B4. 勞工準則

防止童工及強制勞工

本集團嚴格遵守《禁止使用童工規定》、《中華人民共和國勞動法》等相關法律法規。於報告期間，本集團並未發現任何重大違反與童工及強制勞工相關的法例法規而對本集團產生重大影響的情況。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group prohibits the employment of any child and forced labour by its Mainland China operations and has formulated “Helping Child Labour and Underage Labour Protection and Control Procedures” and “Prohibition of Forced Labour Management and Control Procedures”. The Group clearly stipulates that only employees over the age of 16 will be recruited. Before new employees’ enrollment, we will review their identity documents to prevent the employment of child labour. Labour contracts of employees clearly specify the work time, place, tasks, and main responsibilities, ensuring that they are not required to execute work that is not within their terms of reference. If employees need to work overtime, overtime work is consensual and compensated by overtime pay or time-off in lieu according to relevant laws and regulations to prevent forced overtime. The Group also prohibits any punishments, management methods and behaviours involving verbal abuse, physical punishment, physical abuse, oppression, sexual harassment (including inappropriate languages, postures and physical contact), etc. against its employees for any reasons. If any violation is found, the Group will handle it accordingly according to our internal policies and the actual situation.

本集團禁止其中國內地業務僱用任何童工及強制勞工，並已制定《救濟童工及未成年工保護控制程序》及《禁止強迫性勞工管理控制程序》。本集團明確規定只招收16歲以上的員工。在員工入職前，我們會審核員工的身份證明檔，防止聘請童工。而每位員工的勞動合同上都清楚列明其工作時間、地點、任務和主要職責，保障員工免被安排執行不在其職責範圍內的工作。倘員工需要逾時工作、加班工作，須經協商一致，並按相關法例法規以加班費或補假作補償，以防止強制加班的情況發生。本集團亦禁止以任何理由對員工進行辱罵、體罰、暴力、精神壓迫、性騷擾（包括不恰當語言、姿勢和身體的接觸）等懲罰性措施、管理方法和行為。如發現任何違規情況，本集團將按內部政策及實際情況任出相應處理。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B5. Supply Chain Management

The Group understands the importance of green supply chain management to reducing indirect environmental and social risks and has formulated “Sunshine Procurement Management Measures”. With regard to green supply chain management, we require suppliers to regulate their environmental and social practices, and strive to cause suppliers to act in a socially responsible manner.

Management of Supplier Environmental and Social Risks

The Group expects to have long-term cooperation with suppliers to joint sustainable development and take initiative of innovation. The Group has been conducting public bidding procurement in an open, fair and honest manner as competitive principle and has formulated “New Supplier Review Procedures”. During the selection process of suppliers, we will give priority to suppliers who have obtained certifications such as “ISO9001 Quality Management System Certification”, “ISO14001 Environmental Management System Certification”, and “OHSAS18001 Occupational Health and Safety Management System Certification”. The Group will also give priority to suppliers that apply environmentally friendly products and service practices, to ensure that the suppliers have sufficient support for product quality, environmental protection, energy saving, emission reduction, and occupational safety and health.

B5. 供應鏈管理

本集團瞭解到綠色供應鏈管理對降低間接環境及社會風險之重要性，因此已制定《陽光採購管理辦法》。就綠色供應鏈管理而言，我們要求供應商規範其對環境及社會所作出的實踐並努力促使供應商作出對社會負責之行為。

供應商環境及社會風險管理

本集團期望與供應商長期合作，共同持續發展，攜手踏出創新的每一步。本集團一直以公開、公平、公正、競爭擇優原則進行招標採購，並已制定《新供應商評審流程》。在選擇供應商時，我們會優先考慮取得「ISO9001 質量管理體系認證」、「ISO14001 環境管理體系認證」、「OHSAS18001 職業健康與安全管理體系認證」等認證證書的供應商，本集團亦會優先選擇使用環保產品及服務慣例的供應商，以確認供應商於產品質量、環境保護、節能減排、職業安全及健康等範疇有足夠投入。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group has established “Supplier Questionnaire” and will also conduct site visits to some suppliers’ factories and conduct field sampling inspections to ensure that its production equipment is qualified, personnel and facilities are adequate, and the production process and products meet the national quality standards. For qualified suppliers, we will continue to supervise and inspect their products and services. We also regularly update our list of major suppliers, and we will periodically evaluate suppliers’ performance on agreed terms, and take them as a basis for selecting suppliers and improving supplier management. The Group regularly reviews the relevant policies to ensure their effectiveness. During the Reporting Period, the Group has a total of 656 (2023: 560) suppliers from Mainland China, with all have passed the suppliers’ recruitment practices.

本集團亦制定了《供應商調查表》，並會到部份供應商廠房進行實地考察，並進行實地抽樣檢驗，確保其生產設備合格、人員配備齊全、生產過程及產品符合國家質量標準。對於合格的供應商，我們會持續對其產品及服務進行監督檢查。我們亦有定期更新我們主要供應商清單，並會定期就供應商履行約定的情況進行評價，以此評價作為選出供應商及改善供應商管理的依據。本集團定期檢討有關政策，以確保其有效性。於報告期間，本集團共有656個（二零二三年：560個）來自中國內地供應商，全部均已通過供應商聘用慣例。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B6. Product Responsibility

The Group attaches great importance to the quality of its products and its corporate reputation, and actively monitors the quality of its products and services through internal controls with a commitment to producing quality products that meet international industry standards. We also maintain communication with our customers to ensure that we understand and meet their needs and expectations so as to understand their satisfaction and continuously improve the quality of our services. We seriously comply with relevant laws and regulations, such as the “Law of the People’s Republic of China on Protection of Consumer Rights”, the “Advertising Law of the People’s Republic of China” and the “Patent Law of the People’s Republic of China”. During the Reporting Period, the Group was not aware of any situations about material violations of laws and regulations on health and safety, advertising, labelling, privacy matters and methods of redress which has a significant impact on the Group. During the Reporting Period, the Group also did not record any product recalls due to safety and health reasons among all products sold or shipped and had no record of any major complaints regarding any products and services (2023: no recalls and major complaints).

B6. 產品責任

本集團十分重視產量質素及企業信譽，積極透過內部監控確保產品及服務質素，致力生產符合國際行業標準的優質產品。我們亦一直保持與顧客的溝通，確保理解及滿足顧客的需求和期望，並希望瞭解客戶的滿意情況，以對我們的服務品質不斷作出改進。我們積極遵守《中華人民共和國消費者權益保護法》、《中華人民共和國廣告法》、《中華人民共和國專利法》等相關法律法規的規定。於報告期間，本集團並未發現任何重大違反與健康及安全、廣告、標籤及隱私事宜及補救方法的相關法律法規而對本集團產生重大影響的情況。於報告期間，本集團亦沒有錄得任何已售或已運送產品總數中因安全與健康理由而須回收的產品和任何產品及服務的重大投訴（二零二三年：無回收和重大投訴）。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Quality Control

As the Group places considerable value on the quality of its products, we have formulated the “Product Monitoring, Measurement and Control Procedures”, “Construction Process Quality Inspection and Acceptance Management System”, “Construction Quality Management System” and “Quality Management Inspection, Analysis, Evaluation and Improvement Management System” to inspect the quality of raw materials, processed semi-finished products, finished products, on-site construction and engineering completion to ensure that the quality of products and constructions meet the specified requirements. We have also designed detailed incoming quality control, processing inspection and construction site inspection procedures, and employed third-party accredited testing centers to test the physical properties of some products to ensure that the products meet the quality requirements. We also have specifically defined the responsibilities of different departments and related personnel throughout the process to ensure that all procedures are accurately implemented. Unqualified raw materials or products will be dealt with by relevant personnel according to the “Non-conforming Product Control Procedures”.

During the construction process, we inspect the key processes according to the requirements of the construction drawings, and inspect the construction of the project regularly, and conduct regular quality inspections every quarter. We will also conduct inspection after the construction is completed. If the owner discovers any quality problems after using, we will take related measures based on the extent of the substandard impact or the potential impact. We also identify the resources, materials, equipment, spare parts, semi-finished products, finished products and engineering inspection status for the project to trace the quality of the project and the safety quality of the products.

品質管理

本集團重視產品的質量，因此我們制定《產品監視和測量控制程序》、《施工過程質量檢查和驗收管理制度》、《施工質量管理制度》及《質量管理檢查、分析、評價和改進管理制度》，對原材料、加工半成品、成品、現場施工及工程竣工的質量進行檢驗，確保產品及工程質量滿足規定要求。我們亦設計了仔細的進料檢驗、加工過程檢驗及施工現場過程檢驗流程，並聘請協力廠商合資格的檢測試驗中心試驗部份產品的物理性能，確保產品符合質量要求。我們亦清楚劃分不同部門與相關人員在整個流程上的各項職責，確保所有程序得以準確執行。對於不合格的原料或產品，相關人員會按《不合格品控制程序》進行處理。

在工程施工過程中，我們按施工圖紙要求檢驗關鍵工序，定期巡查項目施工情況，每季定期進行質量大檢查。我們在施工完成後亦會進行檢驗。如業主在使用後發現質量問題，我們會根據不合格的影響或潛在影響的程度採取相關措施。我們亦對工程期間所用的物資、材料、設備、零配件、半成品、成品以及工程檢驗狀態進行標識，以便於對工程質量、產品的安全質素進行追溯。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Customer Service

The Group attaches great importance to the importance of customer service, and believes that customer satisfaction plays a critical factor in the production and business sustainability of the Group. Therefore, the Group has established the “Customer Satisfaction Control Procedure” and “Customer Service Control Procedure” to ensure that customers’ complaints are handled properly in a timely manner through customer satisfaction investigation, evaluation and analysis to their satisfaction. The Group has established the Project Dispatching Center which is mainly responsible for the investigation of customer satisfaction, statistical analysis of survey results, receipt, transmitting and summarisation of information and complaints from customers and feedback on the results of processing customers’ complaints. The Project Dispatching Center will conduct a survey on customer satisfaction each year, and submit the “Customer Satisfaction Survey Form” based on the customer’s significance by tranches to investigate the customer’s satisfaction with the quality of project and service.

Privacy Protection

The Group has always respected personal privacy and intellectual property (“IP”) rights and strictly protects personal data of our customers and our IP Rights. To safeguard the Group’s interests, the Group has established and requires all employees to strictly abide by the “Confidential Policy”. We will sign confidentiality agreement and non-competition agreement with our employees, and provide monthly confidential subsidies to some employees to ensure that the information of customers will not be leaked. In addition to irregularly conducting information security education and training, we also set up a mechanism for information management authority auditing and information security management to ensure data security. We signed confidentiality agreements with suppliers and customers to strengthen the protection of business secrets and safeguard the legal rights of both parties. The relevant policy will be regularly reviewed to ensure its effectiveness.

客戶服務

本集團極為重視客戶服務的重要性，深信滿足客戶是本集團生產及業務可持續發展的關鍵因素之一。因此，本集團制定了《顧客滿意度控制程序》及《顧客服務控制程序》，通過對顧客滿意度的調查，評價和分析，及時妥善處理顧客投訴，確保顧客滿意。本集團成立了工程調度中心，其主要職責為負責對顧客滿意度進行調查，對其調查結果進行統計分析，對顧客反饋的資訊及投訴進行接收、傳遞和匯總，以及反饋顧客投訴資訊處理結果。工程調度中心會於每年對顧客滿意情況進行一次調查，按照客戶的重點程度分批發送《顧客滿意度調查表》，調查顧客對工程及服務質量等滿意情況。

隱私保護

本集團一直非常尊重個人私隱權及知識產權（「知識產權」），嚴格保護客戶的個人資料及我們的知識產權。為了維護本集團利益，本集團制定了《保密制度》，並要求全體員工嚴格遵守。我們會與員工簽訂保密、競業限制協議，並每月為部份員工提供保密補貼，確保客戶的資料不會被洩露。我們除了不定期進行資訊安全培訓，亦制定有關資訊管理用戶權限審核及資訊安全管理的機制，以確保數據的安全性。我們與供應商及客戶簽署保密協議，加強對企業商業秘密的保護，維護雙方合法權益。相關政策將會定期檢討，以確保其有效性。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Protection for IP Rights

As the Group has made frequent breakthroughs in the research and development of new products, product patents and IP Rights have become the core market competitiveness of the Group. The comprehensive system ensures that the IP Rights of the Group are not violated, and avoids infringing upon other patents and IP Rights. During the Reporting Period, the Group had 81 new patents for which it applied, such as:

- A Process Data Drift Detection Model Training, Drift Detection Method and Device
- A Photovoltaic Sunroom
- An Adjustable Photovoltaic Skylight System
- A method for Using an Adjustable Photovoltaic Skylight System
- A Photovoltaic Element Fault Detection and Alarm Device
- A Dimming and Haze-adjustable film and Formulation Method
- Photovoltaic Energy Storage Composition Method for Improving Energy Storage Efficiency and Power Inertia of Photovoltaic System
- Processing Equipment for Curtain Walls Aluminum Alloy Profiles
- A Portable Perforated Curb for Sponge Cities
- A Dimming and Color-changing Film

知識產權維權

本集團在新產品研發上屢有突破，因此產品專利和智慧財產權已成為本集團市場競爭力的核心要素。我們以最完善的系統，確保本集團智慧財產權不受侵犯，亦避免侵犯他人之專利與智慧財產權。本集團在報告期間共有81個新申請的專利，舉例如下：

- 一種流程資料漂移檢測模型訓練、漂移檢測方法及裝置
- 一種光伏陽光房
- 一種可調節的光伏採光頂系統
- 一種可調節的光伏採光頂系統的使用方法
- 一種光伏元件故障檢測報警裝置
- 一種調光調霧度薄膜及其製備方法
- 提升儲能效率和光伏系統電源慣性的光伏儲能組成方法
- 幕牆鋁合金型材加工裝置
- 一種用於海綿城市的便捷式開孔路緣石
- 一種調光變色薄膜

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Advertising and Labelling

For the promotion and sales work, the Group complies with relevant laws and regulations such as the “Advertising Law of the People’s Republic of China”, strives to provide accurate information on our marketing material and forbids employees to make any false, misleading or inaccurate statement in any form of marketing activities. The Group strictly complies with relevant laws and regulations such as the “Patent Law of the People’s Republic of China” and the “Trademark Law of the People’s Republic of China”.

B7. Anti-corruption

Anti-corruption

The Group is committed to building a clean and healthy corporate system and vigorously combating corruption and other improper business practices. We strictly abide by laws and regulations concerning the prevention of bribery, extortion, fraud and money laundering, and clearly stipulate that employee should be honest, loyal to their duties, and shall not abuse their official powers to seek any improper benefits. We strictly implement laws and regulations such as the “Criminal Law of People’s Republic of China”, “Company Law of People’s Republic of China” and “Anti-unfair Competition Law of People’s Republic of China”. During the Reporting Period, the Group was not aware of any situations about material violations with laws and regulations related to the prevention of bribery, extortion, fraud and money laundering which has a significant impact on the Group, nor did it have any concluded corruption cases against the Group or its employees (2023: no concluded legal cases).

廣告及標籤

在宣傳和銷售工作時，本集團遵守《中華人民共和國廣告法》等相關法律法規，努力於宣傳物品上提供準確資料，並禁止於僱員在任何形式的營銷活動中作出任何虛假、誤導或不準確的陳述。本集團嚴格遵守《中華人民共和國專利法》和《中華人民共和國商標法》等相關法律法規。

B7. 反貪污

反腐倡廉

本集團致力建設廉潔健康的企業體系，大力打擊貪污和其他不正當的經營手法。我們嚴格遵守有關防止賄賂、勒索、欺詐及洗黑錢的法律法規，明確規定員工必須忠於職守，廉潔奉公，不得利用職權謀取任何不當利益。我們嚴格執行《中華人民共和國刑法》、《中華人民共和國公司法》及《中華人民共和國反不正當競爭法》等法律法規。於報告期間，本集團並未發現任何重大違反與防止賄賂、勒索、欺詐及洗黑錢相關的法律法規而對本集團產生重大影響的情況，亦沒有對本集團或其僱員提出並已審結的貪污訴訟案件（二零二三年：無已審結法律案件）。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The Group has established the “Integrity Communication System” and the “Responsibility Letter for the Construction and supervision of an Integrity CPC”. We have also adopted a clear avoidance system, prohibiting direct leadership relationships among employees who have husband and wife relationships, immediate family relationships, close family relationships and three generation collateral relatives. We sign an “Integrity Agreement” with our customers to enhance their mutual legal awareness of business operations and integrity, improve self-discipline and self-supervision mechanisms, and create a law-abiding, honest, efficient and clean working environment to prevent the occurrence of violations of law and discipline.

Whistleblowing Procedure

The Group has established relevant reporting procedures such as setting up an anonymous reporting box and an OA reporting window to encourage employees to report corruption and bribery through these relevant channels. The Group will also protect the identity of the whistleblower and will handle relevant cases in accordance with the procedures for petition and reporting promulgated by the disciplinary investigation and supervision authority of the country to ensure the corporate culture of the Group is with integrity and honesty. The Group will regularly review its policies and systems to review the work of integrity risk prevention and control management, so as to ensure the effectiveness of the systems. The Group believes that a corporate culture with integrity and honesty is the key to the Group's continued success. Therefore, the Group places great emphasis on its anti-corruption work and system building, and is committed to establishing a clean, open and transparent corporate culture, as well as focusing on employees' professional ethics. The Group distributes anti-corruption related materials and provides anti-corruption training to the directors and employees at least once in every year to maintain a high degree of clean corporate culture in the Group. During the Reporting Period, the Group distributed anti-corruption materials to the directors and employees via email to familiarize them with their relevant roles and responsibilities in the aspects of anti-corruption and business ethics in order to cultivate employees' anti-corruption awareness and good professional conduct.

本集團制定了《廉政談話制度》及《黨風廉政建設監督專責責任書》，我們亦制定明確的回避制度，員工不得與親屬建立直接的上下級領導關係，親屬關係包括夫妻關係、直系血親關係、近姻親關係以及三代以內旁系血親等。我們與客戶簽訂《廉潔協議書》，以增強雙方依法經營、廉潔從業意識，完善自我約束、自我監督機制，營造守法誠信、廉潔高效的工作環境，防止發生違法違紀行為。

舉報程序

本集團設立了匿名舉報箱及OA舉報窗口等相關舉報程序，鼓勵員工通過相關管道檢舉貪污賄賂事宜，本集團亦會保護檢舉者身份，並根據國家的紀檢監察機關信訪舉報工作程序處理相關案件，以確保本集團其廉潔的企業文化。本集團將定期審查其政策及制度檢討廉政風險防控工作，以確保制度之有效性。本集團相信廉潔的企業文化是本集團持續成功的關鍵，因此本集團極為重視反貪污的工作及制度建設，並致力建設廉潔公開透明的企業文化，以及注重僱員的職業道德。本集團至少每年一次向董事及員工傳閱反貪污相關資料及提供反貪污培訓，以保持本集團高度廉潔企業文化。於報告期間，本集團通過電郵向董事及員工傳閱了反貪污資料，讓其熟悉在反貪污及商業道德方面的相應角色及責任，以培養員工的反貪污意識及良好的專業操守。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

B8. Community Investment

Harmonious Singyes

While pursuing business development, the Group has spared no effort in contributing to the community and the industry. As an enterprise with social responsibility, the Group has established relevant policy regarding community investment and actively utilises our scientific and technological achievements to promote public welfare development and help people in need. During the Reporting Period, the Group has participated in 31 volunteering works that support social charities and public welfare. The duration of such activities was up to 46.5 hours, and a total of 100 employees supported the relevant activities without gratuitous payment (2023: 4 activities with a duration of 12 hours and a total of 27 employees participated). The relevant activities are listed as below:

- Snow clearing and ice removal volunteer service activity
- “Patriotic Health” volunteer service activity
- Safety construction patrol volunteer service activity; and
- Volunteer service activity for visiting and caring the elderly in the Double Ninth Festival

The Group wishes to develop employees’ sense of social responsibility, so as to encourage them to participate in charity activities at work and spare time to make greater contributions to the community. We believe that by participating in contributions to the community, we can enhance employees’ civic awareness and cause them to develop right values. The Group will actively consider participating in more community activities in the future, such as environmental and employee protection.

B8. 社區投資

和諧興業

在追求業務發展的同時，本集團不遺餘力地貢獻社區及本行業。作為肩負社會責任的企業，本集團已制定社區投資相關政策，並積極運用我們的科技成果推動公益事業的發展，幫助有需要援助的人。於報告期間，本集團參與了31項支持社會慈善及公益事業的義工活動，活動時長達46.5小時，並有共100名僱員無償支持相關活動（二零二三年：4項活動，時長為12小時，共27名僱員參與）。相關活動列示如下：

- 掃雪除冰志願服務活動
- 「愛國衛生」志願服務活動
- 平安建設巡查志願服務活動；及
- 重陽節走訪慰問老人志願服務活動

本集團希望培育僱員的社會責任感，從而鼓勵他們在工作中參加慈善活動，並抽出空餘時間為社區作更大的貢獻。我們相信通過參與奉獻社區的活動，我們可增強僱員的公民意識，並為僱員樹立正確的價值觀。本集團將在未來積極考慮參與更多社區活動範疇，例如：環保及員工保障等方面。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ESG REPORTING GUIDE CONTENT INDEX OF HONG KONG STOCK EXCHANGE

聯交所環境、社會及管治報告指引內容索引表

Mandatory Disclosure Regulation 強制披露規定

Section/Declaration 章節／聲明

Governance Structure
管治架構

ESG Governance Structure
環境、社會及管治架構

Reporting Principles
匯報原則

Reporting Framework
報告框架

Reporting Scope
匯報範圍

Reporting Scope
報告範圍

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標

Description 描述

Section/Declaration 章節／聲明

Aspect A1: Emissions 層面 A1：排放物

General Disclosure
一般披露

Information on:

Emissions
排放物

(a) the policies; and

(b) compliance with relevant laws and regulations that have a significant impact on the issuer

relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：

(a) 政策；及

(b) 遵守對發行人有重大影響的相關法律及規例的資料。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

| Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標 | Description 描述 | Section/Declaration 章節／聲明 |
|--|---|---|
| Aspect A1: Emissions 層面 A1：排放物 | The types of emissions and respective emissions data. 排放物種類及相關排放數據。 | Emissions — Exhaust Gas Emissions 排放物 — 廢氣排放 |
| KPI A1.2 關鍵績效指標 A1.2 | Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 | Emissions — GHG Emissions 排放物 — 溫室氣體排放 |
| KPI A1.3 關鍵績效指標 A1.3 | Total hazardous waste produced (in tonnes) and intensity. Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及密度。所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 | Not applicable — Explained 不適用 — 已解釋 |
| KPI A1.4 關鍵績效指標 A1.4 | Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 | Emissions — Waste Management 排放物 — 廢棄物管理 |
| KPI A1.5 關鍵績效指標 A1.5 | Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。 | Emissions — Exhaust Gas Emissions, GHG Emissions 排放物 — 廢氣排放、溫室氣體排放 |

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

| Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標 | Description 描述 | Section/Declaration 章節／聲明 |
|--|--|---|
| KPI A1.6 關鍵績效指標 A1.6 | Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 | Emissions — Waste Management 排放物 — 廢棄物管理 |
| Aspect A2: Use of Resources 層面 A2：資源使用 | | |
| General Disclosure 一般披露 | Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。 | Use of Resources 資源使用 |
| KPI A2.1 關鍵績效指標 A2.1 | Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。 | Use of Resources — Energy Management 資源使用 — 能源管理 |
| KPI A2.2 關鍵績效指標 A2.2 | Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。 | Use of Resources — Water Management 資源使用 — 用水管理 |
| KPI A2.3 關鍵績效指標 A2.3 | Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 | Use of Resources — Energy Management 資源使用 — 能源管理 |

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

| Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標 | Description 描述 | Section/Declaration 章節／聲明 |
|---|---|---|
| KPI A2.4 關鍵績效指標 A2.4 | Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 | Use of Resources — Water Management 資源使用 — 用水管理 |
| KPI A2.5 關鍵績效指標 A2.5 | Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位估量。 | Use of Resources — Use of Packaging Materials 資源使用 — 包裝材料使用 |
| Aspect A3: The Environment and Natural Resources 層面 A3：環境及天然資源 | | |
| General Disclosure 一般披露 | Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。 | The Environment and Natural Resources 環境及天然資源 |
| KPI A3.1 關鍵績效指標 A3.1 | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 | The Environment and Natural Resources — Noise Management, Green Building 環境及天然資源 — 噪音管理、綠色建築 |

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

| Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標 | Description 描述 | Section/Declaration 章節／聲明 |
|--|--|---|
| Aspect A4: Climate Change 層面 A4：氣候變化 | | |
| General Disclosure 一般披露 | Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 | Climate Change 氣候變化 |
| KPI A4.1 關鍵績效指標 A4.1 | Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 | Climate Change — Physical Risks, Transition Risks 氣候變化 — 實體風險、轉型風險 |

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

| Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標 | Description 描述 | Section/Declaration 章節／聲明 |
|--|--|---|
| Aspect B1: Employment 層面B1：僱傭 | | |
| General Disclosure 一般披露 | <p>Information on:</p> <p>(a) the policies; and</p> <p>(a) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p> | Employment 僱傭 |
| KPI B1.1 關鍵績效指標 B1.1 | <p>Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。</p> | Employment — Employment Practice 僱傭 — 僱傭慣例 |
| KPI B1.2 關鍵績效指標 B1.2 | <p>Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。</p> | Employment — Employment Practice 僱傭 — 僱傭慣例 |

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

| Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標 | Description 描述 | Section/Declaration 章節／聲明 |
|---|--|------------------------------|
| Aspect B2: Health and Safety 層面 B2：健康與安全 | | |
| General Disclosure 一般披露 | <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to providing a safe working environment and protecting employees from occupational hazards.</p> <p>有關提供安全工作環境及保障僱員避免職業性危害的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p> | Health and Safety 健康與安全 |
| KPI B2.1 關鍵績效指標 B2.1 | <p>Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.</p> <p>過去三年（包括匯報年度）每年因工亡故的人數及比率。</p> | Health and Safety 健康與安全 |
| KPI B2.2 關鍵績效指標 B2.2 | <p>Lost days due to work injury.</p> <p>因工傷損失工作日數</p> | Health and Safety 健康與安全 |

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

| Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標 | Description 描述 | Section/Declaration 章節／聲明 |
|--|--|---|
| KPI B2.3 關鍵績效指標 B2.3 | Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。 | Health and Safety — Safety Management, Safety Education and Publicity 健康與安全 — 安全管理、安全教育及宣傳 |
| Aspect B3: Development and Training 層面 B3：發展及培訓 | | |
| General Disclosure 一般披露 | Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 | Development and Training 發展及培訓 |
| KPI B3.1 關鍵績效指標 B3.1 | The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。 | Development and Training — Training Programme 發展及培訓 — 培訓計劃 |
| KPI B3.2 關鍵績效指標 B3.2 | The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 | Development and Training — Training Programme 發展及培訓 — 培訓計劃 |

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

| Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標 | Description 描述 | Section/Declaration 章節／聲明 |
|--|---|--|
| Aspect B4: Labour Standards 層面 B4：勞工準則 | | |
| General Disclosure 一般披露 | <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to preventing child and forced labour. 有關防止童工或強制勞工的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p> | Labour Standards 勞工準則 |
| KPI B4.1 關鍵績效指標 B4.1 | <p>Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。</p> | Labour Standards — Prevention of Child and Forced Labour 勞工準則 — 防止童工及強制勞工 |

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

| Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標 | Description 描述 | Section/Declaration 章節／聲明 |
|---|---|--|
| KPI B4.2 關鍵績效指標 B4.2 | Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。 | Labour Standards — Prevention of Child and Forced Labour 勞工準則 — 防止童工及強制勞工 |
| Aspect B5: Supply Chain Management 層面 B5：供應鏈管理 | | |
| General Disclosure 一般披露 | Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。 | Supply Chain Management 供應鏈管理 |
| KPI B5.1 關鍵績效指標 B5.1 | Number of suppliers by geographical region. 按地區劃分的供應商數目。 | Supply Chain Management 供應鏈管理 |
| KPI B5.2 關鍵績效指標 B5.2 | Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 | Supply Chain Management 供應鏈管理 |
| KPI B5.3 關鍵績效指標 B5.3 | Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 | Supply Chain Management 供應鏈管理 |

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

| Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標 | Description 描述 | Section/Declaration 章節／聲明 |
|---|--|--|
| KPI B5.4 關鍵績效指標 B5.4 | Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 | Supply Chain Management 供應鏈管理 |
| Aspect B6: Product Responsibility 層面 B6：產品責任 | | |
| General Disclosure 一般披露 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 | Product Responsibility 產品責任 |
| KPI B6.1 關鍵績效指標 B6.1 | Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。 | Product Responsibility — Quality Control 產品責任 — 品質管理 |

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

| Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標 | Description 描述 | Section/Declaration 章節／聲明 |
|--|--|--|
| KPI B6.2 關鍵績效指標 B6.2 | Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。 | Product Responsibility — Customer Service 產品責任 — 客戶服務 |
| KPI B6.3 關鍵績效指標 B6.3 | Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。 | Product Responsibility — Protection for IP Rights 產品責任 — 知識產權維權 |
| KPI B6.4 關鍵績效指標 B6.4 | Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。 | Product Responsibility — Quality Control 產品責任 — 品質管理 |
| KPI B6.5 關鍵績效指標 B6.5 | Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。 | Product Responsibility — Privacy Protection 產品責任 — 隱私保護 |

Aspect B7: Anti-corruption 層面 B7：反貪污

| | | |
|----------------------------|---|------------------------|
| General Disclosure 一般披露 | Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料 | Anti-corruption 反貪污 |
|----------------------------|---|------------------------|

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

| Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標 | Description 描述 | Section/Declaration 章節／聲明 |
|---|---|---|
| KPI B7.1 關鍵績效指標 B7.1 | Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 | Anti-corruption — Anti-corruption 反貪污 — 反腐倡廉 |
| KPI B7.2 關鍵績效指標 B7.2 | Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。 | Anti-corruption — Whistleblowing Procedure 反貪污 — 舉報程序 |
| KPI B7.3 關鍵績效指標 B7.3 | Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓 | Anti-corruption — Whistleblowing Procedure 反貪污 — 舉報程序 |
| Aspect B8: Community Investment 層面 B8：社區投資 | | |
| General Disclosure 一般披露 | Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 | Community Investment 社區投資 |
| KPI B8.1 關鍵績效指標 B8.1 | Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。 | Community Investment — Harmonious Singyes 社區投資 — 和諧興業 |
| KPI B8.2 關鍵績效指標 B8.2 | Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。 | Community Investment — Harmonious Singyes 社區投資 — 和諧興業 |



水发 中國水發興業能源集團有限公司
SHUIFA China Shuifa Singyes Energy Holdings Limited

www.sfsyenergy.com