



Allan International Holdings Limited

(亞倫國際集團有限公司)

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

(Stock Code 股份代號 : 684)



2024/25

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

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ABOUT THE REPORT

This Environmental, Social and Governance Report (the “Report”) describes the system set up and performance of Allan International Holdings Limited (the “Company”) and its subsidiaries (the “Group”, “we” or “us”), listed on the main board of The Stock Exchange of Hong Kong Limited: (stock code: 0684), for the financial year from 1 April 2024 to 31 March 2025 (the “Year”). The Report is also available on the website of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (www.hkexnews.hk) and the Company’s website (www.allan.com.hk).

REPORTING SCOPE

The environment, social and governance (“ESG”) policy and management measures contained in the Report are applicable to the Group and all wholly-owned subsidiaries. Unless otherwise specified, the information set out in the Report covers the operation of the Group’s plant in Lilin Town, Zhongkai Hi-tech Industrial Development Zone, Huizhou City, Guangdong Province, China (the “Lilin Plant”). The Lilin Plant represents the core business of the Group — household electrical appliances business. Therefore, the content of the Report focuses on the ESG operational performance of the above-mentioned Lilin Plant and its related information.

The Report has not yet covered the Group’s operations of other places (such as the operation in Hong Kong office). Looking ahead, the Group will review the scope of our report regularly and gradually expand the scope of disclosure based on the principle of materiality to provide more comprehensive information to stakeholders.

REPORTING STANDARDS

The Report has been prepared in accordance with the mandatory and the comply or explain provisions as set out in the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) under Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “HKEx”) (the “Listing Rules”). A complete index is appended to the last chapter hereof for easy reference in accordance with the Guide.

關於本報告

本環境、社會及管治報告(「本報告」)在闡述亞倫國際集團有限公司(「本公司」)及其附屬公司(「本集團」或「我們」)，於香港聯合交易所有限公司上市的主板股份代號：(股份代號0684)於二零二四年四月一日至二零二五年三月三十一日之財政年度內(「本年度」)所履行的環境、社會及管治方面的制度建設和績效表現。並同時刊載於香港聯合交易所有限公司(「聯交所」)網站(www.hkexnews.hk)及本公司網站(www.allan.com.hk)。

匯報範圍

本報告內所載之環境、社會及管治(「ESG」)政策及管理舉措適用於本集團及所有全資擁有之子公司。除非特別說明，本報告所列資料涵蓋本集團於中國廣東省惠州市仲愷高新技術產業開發區瀝林鎮的廠房(簡稱「瀝林廠房」)的相關營運。瀝林廠房為本集團的核心業務-家庭電器業務。因此，本報告的內容重點涵蓋上述瀝林廠房的ESG的營運表現及其關聯資料。

本報告目前未有覆蓋本集團其他營運點之營運(包括位於香港辦公室的營運)。展望未來，本集團將定期檢視報告範圍，並根據重要性的原則，逐步擴大披露範圍，為持份者提供更全面的資訊。

報告準則

本報告乃根據香港聯合交易所有限公司(「香港聯交所」)證券上市規則(「上市規則」)附錄C2《環境、社會及管治報告指引》(「ESG報告指引」)載列的強制性及不遵守就解釋級別的條文要求編制。本報告最後一章附有完整索引，以便讀者按《指引》閱讀本報告。



REPORTING PRINCIPLES

The Report follows the ESG Reporting Guide and applies the following principles:

Materiality: To identify and assess the material concerns of our stakeholders, we also conducted materiality assessment surveys through a number of stakeholder engagement activities to determine the factors that have a material impact on our sustainable growth. For more information, please refer to the section "Materiality Assessment".

Quantitative: The Report uses quantitative data to present key performance indicators ("Key Performance Indicators") at the environmental and social level. The measurement standards, methods, assumptions and/or calculation tools for the Key Performance Indicators in the Report, as well as the sources of conversion coefficients used have been explained in corresponding sections.

Balance: The information and cases in the Report are mainly derived from the statistical reports, relevant documents and internal communication documents of the Group during the year 2024/25. The Group undertakes that there are no false statements or misleading representations in the Report, and is responsible for the truthfulness, accuracy and completeness of the contents contained herein.

Consistency: The Group uses consistent reporting and calculation methods, as far as practicable, to facilitate the comparability of ESG performance between years. If there are any changes that may affect the comparison with previous reports in the future, the Group will make explanatory notes to the corresponding section hereof.

FEEDBACK

The Group welcomes all stakeholders to provide feedback on our ESG approach and performance. Please share your opinions with us through the following channels.

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匯報原則

本報告依循ESG報告指引，應用以下原則：

重要性：為識別及評估對業務有關人士有影響的重大事宜，我們還透過多項與業務有關人士的溝通活動，進行重要性評估調查，以釐定對本集團可持續發展有重大影響的因素。如欲了解更多資料，請參閱「重要性評估」的章節。

量化：本報告採用量化資料的方式展現環境與社會層面的關鍵績效指標（「關鍵績效指標」），有關本報告中關鍵績效指標的計量標準、方法、假設及／或計算工具、以及使用的轉換系數來源，均已在相應章節進行了說明。

平衡性：本報告的資料和案例主要來源於本集團二零二四／二五年度的統計報告、相關文檔及內部溝通文件。本集團承諾本報告不存在任何虛假記載及誤導性陳述，並對內容真實性、準確性和完整性負責。

一致性：本報告為保持ESG表現的年度可比性，本集團在合理可行的情況下儘量採用一致的匯報及計算方法。未來若有任何可能影響與過往報告作比較的變更，本集團會於報告相應內容加入註解。

意見反饋

本集團歡迎各持份者就我們的環境、社會及管治方法及表現提供意見，請以以下的聯絡方式與我們分享您的意見。

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ABOUT ALLAN INTERNATIONAL

關於亞倫國際

Our Policy 我們的方針			
Pursuing Excellence to delight Customer 顧客滿意憑優質	Practising “Green” & “Lean” throughout the Company 節能降耗求精益	Persisting Social Responsibility for the Community 遵紀守法重安健	Perpetuating Improvement as world-class Corporation 持續改進助發展

Allan International is a Hong Kong-based company with over 60 years of experience in manufacturing high-quality household electrical appliances. We ARE mainly engaged in design, manufacturing and trading of household electrical appliances and providing OEM and ODM services for various household electrical appliances brands.

The Company is committed to providing customers with the best quality products and services. Our business scope includes research and development, product design, electronics and MCU development, plastic mould manufacturing, plastic injection moulding and semi-automated assembly lines. By integrating these different areas of expertise, we are able to ensure that our products meet the highest standards of quality, reliability and safety. We understand that our customers rely on us to provide products that meet their specific needs, and we take this responsibility seriously. With full control over our vertically integrated business, we are able to ensure that our products are of the highest quality and meet the strictest safety standards.

亞倫國際是一家以香港為基地的公司，擁有超過六十年製造優質家電的經驗。我們主要從事家庭電器的設計、製造及銷售業務，為家庭電器品牌提供貼牌生產(OEM)與設計代工製造服務(ODM)。

本公司致力於為客戶提供最優質的產品和服務。我們的業務範圍包括研究開發、產品設計、電子和微控制器開發、塑料模具製造、塑料注塑和半自動化裝配線。通過整合這些不同的專業領域，我們能夠確保產品達到最高的質量、可靠性和安全標準。我們了解客戶依賴我們提供符合他們特定需求的產品，我們認真對待這一責任。通過對垂直整合業務的全面控制，我們能夠確保產品具有最高的質量並符合最嚴格的安全標準。

ESG STATEMENT OF THE BOARD

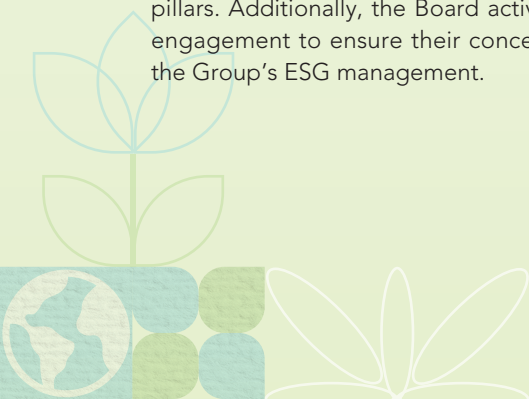
董事會的環境、社會及管治聲明

Allan International Holdings Limited (the “Group”) firmly believes that strong environmental, social, and governance (ESG) performance is the cornerstone of corporate sustainability. As the highest governance body for ESG, the Board of Directors fully engages in and oversees the Group’s ESG strategies, target setting, risk management, and performance evaluation, ensuring ESG principles are integrated into daily operations and long-term development plans.

亞倫國際集團有限公司(「本集團」)深信良好的環境、社會及管治(ESG)表現是企業可持續發展的基石。作為ESG的最高管治機構，董事會全面參與並監督本集團的ESG策略、目標設定、風險管理及績效評估，確保ESG理念融入日常營運及長遠發展規劃。

The Board annually reviews and approves the Group’s ESG objectives, budgets, and progress, providing guidance and final decisions on ESG strategies, core principles, and operational pillars. Additionally, the Board actively participates in stakeholder engagement to ensure their concerns are effectively reflected in the Group’s ESG management.

董事會每年審閱並批准本集團的ESG目標、預算及進度，並就ESG策略、核心理念及營運支柱提供意見與最終決策。此外，董事會亦積極參與持份者溝通，確保其關注能有效反映於本集團的ESG管理之中。



To address complex external challenges, the Group has fully integrated ESG risks into its enterprise risk management and internal control systems. The Board regularly reviews ESG-related risks, including long-term health risks from climate change, compliance pressures from policy and regulatory changes, and potential operational impacts from supply chain disruptions. To mitigate these risks, the Group has implemented several control measures, such as:

- Environmental: Promoting energy-saving and emission-reduction initiatives (e.g., optimising air compressors and injection moulding processes) and expanding greenhouse gas disclosures to Scope 3 to enhance environmental transparency;
- Social: Strengthening occupational safety and health training, improving environmental facilities at operational sites, and ensuring a fair and diverse workplace through the Employee Handbook and the Anti-Discrimination Management Procedures;
- Governance: Organize anti-corruption training,, enhancing supply chain transparency monitoring, and identifying stakeholder concerns through materiality assessments.

Furthermore, the Board reviews ESG strategies and targets every year and makes adjustment based on macroeconomic, environmental and social trends. In 2024/25, the Group paid particular attention to the impacts of extreme weather, geopolitical changes, and labor market dynamics on its operations, planning to enhance resource efficiency and operational resilience through technological upgrades and process optimization. The Board also prioritizes the transparency and accuracy of ESG information, personally reviewing ESG report content to ensure compliance with the latest HKEX requirements and to accurately reflect the Group's performance in environmental protection, social responsibility, and corporate governance.

為應對複雜的外部挑戰，集團已將ESG風險全面納入企業風險管理及內部監控系統。董事會定期檢視ESG相關風險，包括氣候變化導致的長期健康風險、政策法規變動帶來的合規壓力，以及供應鏈中斷對營運的潛在影響。針對這些風險，集團已實施多項控制措施，例如：

- 環境：推動節能減排項目（如空壓機及注塑工序優化），並擴展溫室氣體披露至範疇三，提升環境透明度；
- 社會：強化職業安全與健康培訓，改善營運地點的環境配套，並通過《員工手冊》及《反歧視管理程序》確保公平、多元的職場環境；
- 管治：舉辦反貪污培訓，加強供應鏈透明度監控，並通過重要性評估識別利益相關者關注的議題。

此外，董事會每年檢討ESG策略與目標，並根據宏觀經濟、環境變化及社會趨勢進行調整。2024/25年度，集團特別關注極端天氣、地緣政治與勞動力市場變化對業務的影響，並計劃透過技術升級與流程優化，提升資源使用效率與營運韌性。董事會亦重視ESG資訊的透明度與準確性，親自審閱ESG報告內容，確保披露符合香港交易所的最新規定，並反映集團在環境保護、社會責任及企業管治方面的真實表現。



GOVERNANCE STRUCTURE

管治架構

SUSTAINABILITY GOVERNANCE STRUCTURE OF THE GROUP

本集團的可持續發展管治架構



Allan International ensures the full implementation and continuous optimization of its sustainability strategy through a Board-centric ESG governance framework. The Board-established ESG Working Group, composed of senior managers from different departments, is responsible for coordinating the ESG actions across departments, monitoring performance and identifying potential risks and opportunities.

亞倫國際通過以董事會為核心的ESG管治架構，確保可持續發展策略的全面實施與持續優化。董事會設立的ESG工作小組，由跨部門高級管理人員組成，負責統籌各部門的ESG行動，監測表現並識別潛在風險與機遇。

- The Board: As the highest decision-making body for ESG, the Board leads ESG direction, approves ESG strategies, targets, budgets, and reports, and regularly reviews ESG plans and their effectiveness.
- ESG Working Group: A dedicated team comprising members from different departments, responsible for implementing ESG policies and coordinating cross-departmental efforts in environmental management, social responsibility, and corporate governance. The Task Force reports ESG progress to the Board annually, ensuring alignment between strategy and execution while addressing stakeholder expectations and regulatory requirements.
- All-Department Participation: All departments are involved in ESG execution, ensuring ESG objectives are seamlessly integrated into daily operations.
- 董事會：作為ESG的最高決策機構，負責領導ESG方向、審批ESG策略、目標、預算及報告，並定期檢討ESG計劃與成效。
- ESG工作小組：由不同部門組成的專責團隊，負責ESG政策的落實與跨部門協調，涵蓋環境管理、社會責任及企業管治等範疇。本集團每年由ESG工作小組向董事會匯報一次ESG進展，確保策略與實踐保持一致，並回應持份者的期望與監管要求。
- 全體部門參與：所有部門均參與ESG執行，確保ESG目標與日常營運緊密結合。



The Group has established a systematic risk management and internal control system, covering risk identification, control, monitoring, and continuous improvement to enhance resilience and transparency. Specific measures include:

- Institutionalized Risk Assessment: All business processes (e.g., equipment control, environmental management, and traceability) are subject to risk and opportunity assessments, with risks graded (high, medium, low) based on severity and frequency.
- Prevention-Oriented Control Strategies: For fire risks, measures include work permit approvals for hot work, fire drills, and electric vehicle charging regulations; for equipment risks, automation upgrades (e.g., "unmanned pad printing" and "3D printing fixtures") are implemented to reduce human error risks.
- Continuous Improvement and Innovation: Promoting Total Productive Maintenance (TPM) projects and phasing out or upgrading outdated equipment, reflecting the Group's commitment to sustainable operations.
- Clear Departmental Responsibilities: Each risk is assigned to a responsible department with a clear deadline to ensure implementation and accountability.

Additionally, the Group has compiled a Risk and Opportunity Assessment Analysis Table to document identified ESG risks and corresponding measures, effectively communicating information to responsible employees. This year, the highest-priority ESG issues identified are occupational safety, supply chain, and product responsibility. Detailed response measures are outlined in the relevant sections of this Report.

集團已建立一套系統性風險管理及內部監控系統，涵蓋風險識別、控制、監督與持續改善，提升應對能力與透明度。具體措施包括：

- 風險評估制度化：所有業務流程（如設備控制、環境管理、標識追溯）均納入風險與機遇評估，並依據嚴重度與頻度進行風險分級（高、中、低）。
- 預防為主的控制策略：如針對火災風險，實施動火作業審批、消防演習、電動車充電規範等措施；對於設備風險，推動自動化升級（如「無人移印」、「3D打印夾具」）以降低人為操作風險。
- 持續改善與創新：推動TPM（全面生產維護）項目，並對老舊設備進行淘汰或升級，體現公司對可持續營運的承諾。
- 部門責任明確：每項風險均指定主責部門與完成期限，確保落實與問責。

另外，本集團編制了《風險和機遇評估分析表》綜合及整理好已識別的ESG風險及其應對措施，以有效傳達信息給負責的員工。本年度我們確認了最高風險的ESG議題為，職業安全、供應鏈及產品責任。詳細的應對措施，請參閱本報告中的相關章節。



STAKEHOLDER ENGAGEMENT

持份者參與

Allan International Holdings Limited is committed to building transparent and trust-based relationships with stakeholders, viewing this as a core driver for advancing sustainable development. Through diverse engagement methods, we proactively understand their expectations and concerns regarding environmental, social, and governance (ESG) issues. The Group’s key stakeholders include directors, customers, employees, shareholders and investors, regulatory authorities, suppliers, and local communities. Communication channels are as follows

亞倫國際集團有限公司致力於建立具透明度與互信的持份者關係，並視其為推動可持續發展的核心動力。我們透過多元化的互動方式，主動了解其對環境、社會及管治(ESG)議題的期望與關注。本集團的主要持份者包括董事、客戶、僱員、股東及投資者、監管機構、供應商及當地社區。溝通渠道載列如下：

Major stakeholders 主要持份者	Communication Methods 溝通方式
Shareholders and investors 股東及投資者	Reporting Group performance through general meetings, performance reports, and annual reports 透過股東大會、業績報告及年報向股東及投資者匯報本集團的表現
Customers 客戶	Conducting customer satisfaction surveys 進行客戶滿意度調查 Handling customer feedback and complaints in accordance with established procedures 按照客戶溝通既定程序，處理客戶的意見和投訴
Employees 員工	Conducting employee opinion surveys through internal communication procedures 透過內部溝通程序進行員工意見調查 Providing training and employee activities 為員工提供培訓及員工活動
Suppliers 供應商	Conducting supplier audits and risk assessments 進行供應商審核及風險評級 Periodically reviewing supplier performance 定期對供應商的表現進行檢討
Community 社區	Regularly organizing volunteer visits, implementing community investment projects, making donations and establishing scholarships 定期舉辦義工探訪活動、開展社區投資項目、捐獻及設立獎學金
Regulators 監管機構	Engaging and communicating with government departments 與政府部門聯繫及溝通 Participating in public consultations hosted by the government 參與政府舉辦的公眾諮詢



MATERIALITY ASSESSMENT

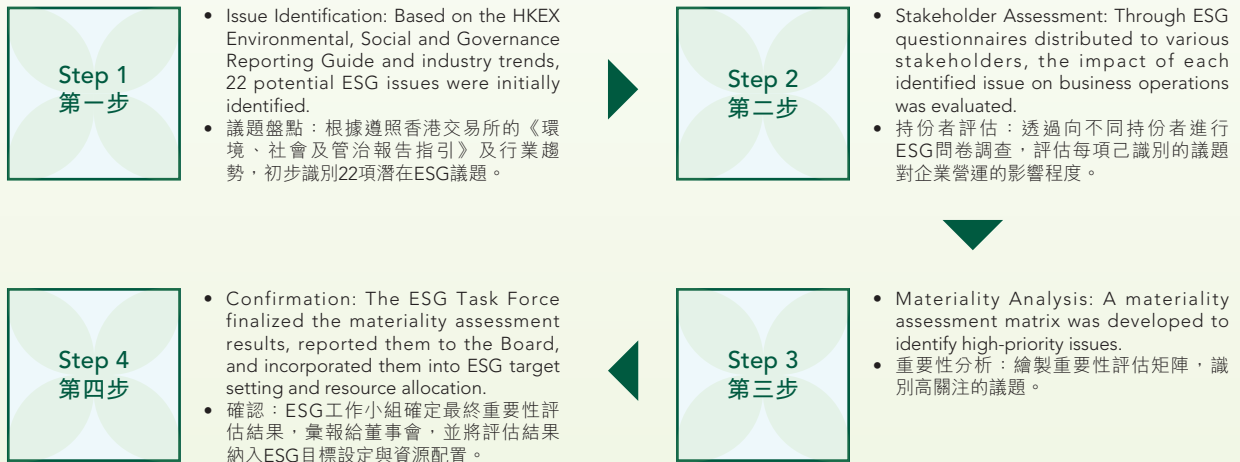
To ensure the ESG strategy focuses on the most impactful issues, the Group conducted a materiality assessment in 2024/25 to identify and prioritize topics related to environmental protection, employment and labor practices, operational practices, and community investment.

重要性評估

為確保ESG策略聚焦於最具影響力的議題，本集團在2024/25年度進行重要性評估，以識別相關的環境保護、僱傭和勞工常規、營運慣例、社區投資等議題及其重要性。

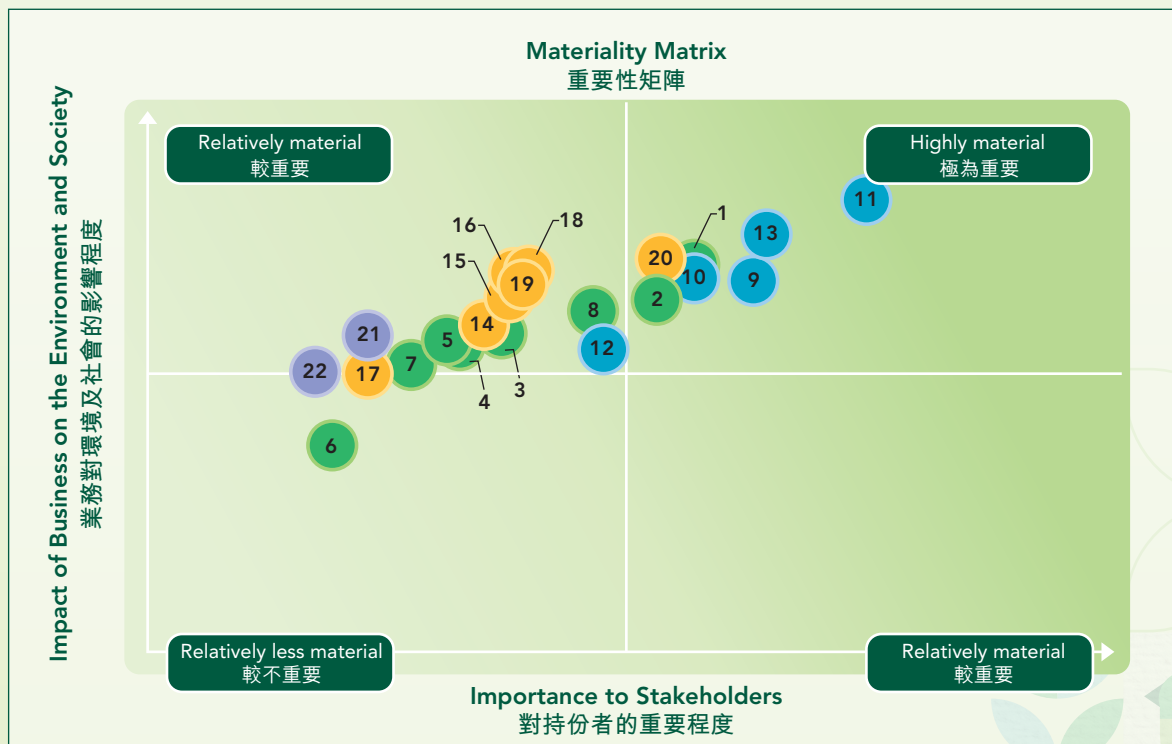
ASSESSMENT PROCESS

評估流程



Based on the questionnaire results, a materiality analysis was conducted to identify key ESG issues. The figure below presents the Group's materiality matrix.

我們根據問卷調查結果進行了重要性分析，識別重要的ESG議題。下圖為本集團的重要性矩陣。



Regarding the key issues identified in the materiality assessment, the Group has implemented corresponding measures, which are elaborated in detail in subsequent sections. As always, the Group remains committed to establishing diversified, transparent, honest and accurate communication channels, providing a critical foundation for its ESG strategy.

就評估所識別出的重要議題，本集團已採取相應措施，並在後續章節中作出詳細闡述。一如既往，本集團將繼續致力建立多元化、透明、誠信及準確的溝通渠道，為本集團的ESG策略提供重要依據。

ESG category ESG類別	No. 編號	ESG issue ESG議題	ESG category ESG類別	No. 編號	ESG issue ESG議題
Green production 綠色生產	1	Management of air pollutants/greenhouse gas emissions 空氣污染物／溫室氣體排放管理	Responsible operation 盡責營運	14	Environmental and social risks of the supply chain 供應鏈的環境及社會風險
	2	Management of wastewater discharge 廢水排放管理		15	Quality control of production materials 生產材料的質量控制
	3	Waste management 廢棄物管理		16	Optimisation of responsibility management of product quality and sales service to protect customers' health and safety 完善產品質量及銷售服務責任管理，保障客戶的健康與安全
	4	Energy conservation 節約能源		17	Implementation of product recall mechanism for delivered household electrical appliances due to quality issue 執行因產品質量而回收已配送家庭電器產品的制度
	5	Water conservation 節約用水		18	Establishment of a customer complaint handling and response mechanism 建立客戶投訴處理及應對機制
	6	Utilisation efficiency of other resources 其他資源的使用效益		19	Protection of customers' and business partners' interests 保障客戶及業務合作夥伴的利益
	7	Impact of management operation on the environment and natural resources 管理營運對環境及天然資源造成的影響		20	Prevention of bribery, extortion, fraud and money laundering 防止賄賂、勒索、欺詐及洗黑錢
	8	Enhancement of ability at coping with climate change 強化氣候變化應變能力	Community investment 社區投資	21	Ensuring of incorporation of the needs and interests of the community into business activities 確保業務活動考慮社區的需要和利益
Employee care 員工關懷	9	Employment system 僱傭制度		22	Investment of resources such as money, materials or time to promote community development 投入金錢、物資或時間等資源，推動社區發展
	10	Elimination of discrimination in the workplace 消除工作場所的歧視			
	11	Occupational safety and health 職業安全及健康			
	12	Training and development 培訓與發展			
	13	Labour standards 勞工準則			

A. GREEN PRODUCTION

1. ENVIRONMENTAL PROTECTION OBJECTIVES

Allan International regards environmental protection as a core pillar of sustainable development, committed to achieving continuous improvement in environmental performance through technological innovation, management optimization, and institutionalized measures. In 2024/25, the Group established clear environmental targets based on the ISO 14001 Environmental Management System and ISO 14064 Greenhouse Gas Verification Standards, covering greenhouse gas emissions reduction, energy efficiency improvement, and water consumption management, ensuring compliance with the HKEX ESG Reporting Guidelines and national environmental regulations. The following are the main environmental targets for 2024/25, an analysis of the downward trend over the past three years, and confidence in achieving current and more ambitious future targets.

Environmental targets 環境目標	Environmental indicators 環境指標	Achievement of the objective 完成狀況	2024/25 result 2024/25年度成果
Water Conservation 節省用水	Reduce water consumption per unit of output value by 10% compared to 2022/23 單位產值的用水量比2022/23年降低10% ** Annual reduction of 3.5% to achieve the target ** 逐年下降3.5%，最終達成目標值	In progress 進行中	Cumulative reduction of approximately 0.6% 累計下降約 0.6%
Energy Conservation 節能降耗	Reduce electricity cost per unit of output value by 5% compared to 2022/23 單位產值的用電費用比2022/23年年降低5% ** Annual reduction of 1.7% to achieve the target ** 逐年下降1.7%，最終達成目標值	Achieved 已達標	Cumulative reduction of approximately 10% 累計下降約 10%
Greenhouse Gas Emission Reduction 減少溫室氣體排放	Reduce carbon dioxide emissions per unit of output value by more than 5% compared to 2021/22 單位產總值二氧化碳排放將比2021/22年財年下降5%以上。	Achieved 已達標	Cumulative reduction of approximately 24% 累計下降約 24%
Improve Environmental Monitoring Compliance Rate 提高環境監測達標率	Achieve 100% compliance rate for wastewater, waste gas, and noise monitoring 廢水、廢氣、噪聲監測達標率100%	Achieved 已達標	100% monitoring 100% 監測
Improve Hazardous Waste Disposal Rate 提高危廢處理率	Ensure 100% legal disposal of hazardous waste 危險廢棄物100%合法處理	Achieved 已達標	100% legal disposal 100% 合法處理
Control Chemical Spill Incidents 控制化學品泄漏發生	Maintain zero chemical spill incidents 化學品泄漏事故發生控制在0次	Achieved 已達標	No chemical spill incidents 沒有化學品泄漏事故

A. 綠色生產

1. 環境保護的目標方向

亞倫國際將環境保護作為可持續發展的核心支柱，致力於通過技術創新、管理優化及制度化措施，實現環境績效的持續改善。2024/25年度，集團依據ISO14001環境管理體系及ISO14064溫室氣體核查標準，設定明確的環境目標，涵蓋溫室氣體減排、能源效率提升及用水量管理，確保符合香港交易所ESG報告指引及國家環境法規。以下為2024/25年度的主要環境目標、近三年下降趨勢分析，以及對未來達標和更進取目標的信心。

In 2024/25, water consumption intensity decreased slightly by 0.6% compared to 2022/23, falling short of the 10% reduction target. After a 3.5% decline in water consumption intensity in 2023/24, it rebounded by 3.0% in 2024/25, potentially influenced by operational adjustments, climatic conditions, or fluctuations in equipment efficiency. The Group continues to promote water reuse and intelligent monitoring measures, and strives to optimize water resource management, which demonstrating its efforts in environmental sustainability.

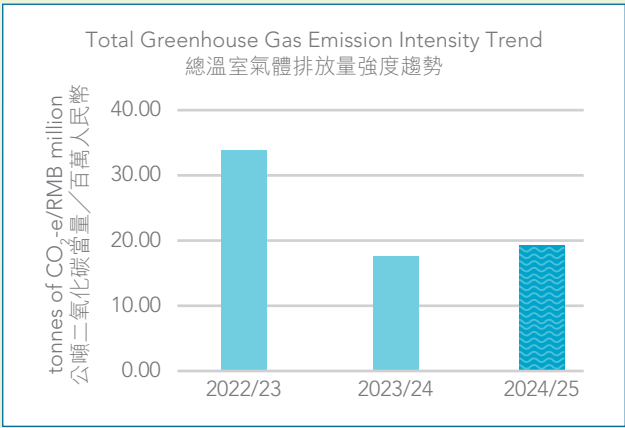
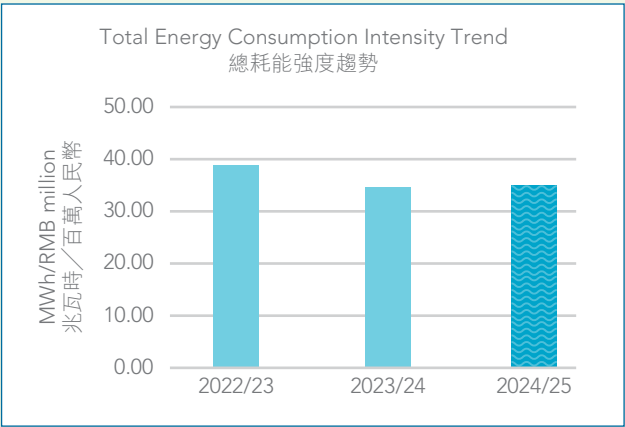
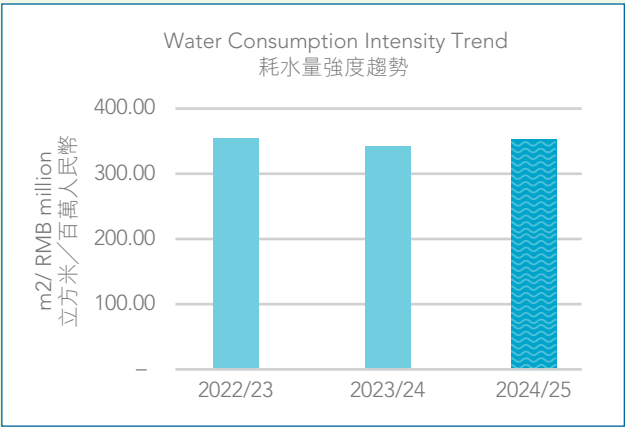
In 2024/25, total energy consumption intensity decreased by 9.6% compared to 2022/23, exceeding the 5% reduction target. The Group has performed steadily in improving energy efficiency, demonstrating a significant downward trend in the past three years and the effectiveness of energy-saving measures.

In 2024/25, total greenhouse gas emission intensity decreased by 23.8% compared to 2021/22, far surpassing the 5% reduction target. Although emission intensity slightly increased in 2024/25, it still achieved a significant reduction compared to 2021, demonstrating the Group's long-term progress in greenhouse gas.

2024/25年度耗水量強度較2022/23年度微降0.6%，未達10%的減量目標。耗水量強度於2023/24年度下降3.5%後，2024/25年度回升3.0%，可能受運營調整、氣候條件或設備效率波動影響。集團持續推進中水回用及智能監控措施，致力於優化水資源管理，展現環境可持續發展的努力。

2024/25年度總耗能強度較2022/23年度下降9.6%，已超額達成5%減量目標。集團在能源效率提升方面表現穩健，近三年呈現顯著下降趨勢，顯示節能措施的有效性。

2024/25年度總溫室氣體排放強度較2021/22年度下降23.8%，遠超5%的減排目標。儘管2024/25年度排放強度略有回升，但相較2021財年仍實現顯著下降，顯示集團在溫室氣體管理上的長期進步。



The Group is confident in achieving future environmental targets, particularly in the continued progress of greenhouse gas emissions reduction and energy efficiency. Regarding water management, the Group believes that through technological innovation, cross-departmental collaboration, and close cooperation with stakeholders, performance will also improve. Allan International will continue to advance its environmental goals, ensuring greater contributions to environmental protection and sustainable development while achieving business growth.

The Group complied with all applicable environmental laws and regulations, including but not limited to the Environmental Protection Law of People's Republic of China (《中華人民共和國環境保護法》), the Cleaner Production Promotion Law of the People's Republic of China (《中華人民共和國清潔生產促進法》), the Solid Waste Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國固體廢物污染環境防治法》), the Water Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國水污染防治法》) and the Air Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國大氣污染防治法》). There was no violation during the reporting period.

集團對未來環境目標的實現充滿信心，特別是在溫室氣體減排及能源效率方面的持續進步。而用水管理方理，相信通過技術創新、跨部門協作及與利益相關者的緊密合作，相關的表現亦會有所改善。亞倫國際將持續推進環境目標，確保在實現業務增長的同時，為環境保護及可持續發展作出更大貢獻。

本集團遵守所有適用的環保法例和法規，包括但不限於《中華人民共和國環境保護法》、《中華人民共和國清潔生產促進法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國水污染防治法》及《中華人民共和國大氣污染防治法》，報告期內並未有違規的情況。



2. EMISSION MANAGEMENT

Allan International is firmly committed to reducing its operational environmental footprint, comprehensively managing greenhouse gas (GHG) emissions, air pollutants, waste, and wastewater through innovative technologies, stringent policy enforcement, and data-driven management. In 2024/25, the Group further strengthened its emissions management, adhering to ISO 14064-1 and national environmental regulations. Through technological upgrades and process optimization, it significantly enhanced environmental performance while ensuring compliance with the HKEX ESG Reporting Guidelines. The following is the data analysis and reduction measures for emissions management in 2024/25.

Air pollutant management

Allan International effectively reduced air pollutant emissions through multidimensional strategies, improving air quality around the Lilin Facility and mitigating impacts on ecosystems and health. Key measures for 2024/25 include:

- **Reducing Fossil Fuel Dependence:** Significantly reducing the frequency of diesel generator use and transitioning to cleaner energy alternatives, substantially lowering nitrogen oxides (NO_x) and respirable suspended particulates (RSP) emissions.
- **Upgrading Emission Control Technologies:** Deploying high-efficiency fume purification and dust removal equipment in production facilities to strictly control toxic gas and dust emissions.
- **Standardizing Operational Procedures:** Implementing the Wastewater, Waste Gas, and Noise Management Procedures (《廢水、廢氣、噪音管理程序》) and Industrial Waste Gas Emission Operation Guidelines (《工業廢氣排放操作指引》) to guide employees in using low-emission equipment and methods, with regular maintenance and inspections to ensure compliance with the Air Pollution Prevention and Control Law (《大氣污染防治法》).

2. 排放物管理

亞倫國際堅定承諾減少營運中的環境足跡，通過創新技術、嚴格的政策執行及數據驅動的管理，全面控制溫室氣體(GHG)、大氣污染物、廢棄物及廢水排放。2024/25年度，本集團進一步強化排放物管理，遵循ISO14064-1及國家環境法規，通過技術升級與流程優化，顯著提升環境表現，同時確保符合香港交易所ESG報告指引。以下為2024/25年度排放物管理的數據分析與減排措施。

大氣污染物管理

亞倫國際通過多維度策略有效降低大氣污染物排放，改善瀝林廠房周邊空氣質量，減輕對生態與健康的影響。2024/25年度的關鍵措施包括：

- **減少化石燃料依賴：**大幅降低柴油發電機使用頻率，改用清潔能源替代，顯著減少氮氧化物(NO_x)及可吸入懸浮粒子(RSP)排放；
- **升級排放控制技術：**在生產設施中部署高效油煙淨化裝置及除塵設備，嚴控有毒氣體與粉塵排放；
- **規範操作流程：**實施《廢水、廢氣、噪音管理程序》和《工業廢氣排放操作指引》，指導員工採用低排放設備及操作方式，並通過定期維護與檢測確保設施符合《大氣污染防治法》標準。



In 2024/25, the Group significantly reduced the use of diesel generators, successfully lowering emissions of harmful pollutants such as nitrogen oxides (NOx) and particulate matter (PM) in exhaust gases. This measure effectively improved air quality in the surrounding environment, mitigating potential impacts on human health and ecosystems. As a result, the Group’s exhaust emissions in 2024/25 saw a substantial decrease compared to 2023/24, making it the primary driver of emission reductions for the year. The Group’s gaseous fuel and vehicle exhaust emission data for this reporting period are as follows:

在2024/25年度，本集團顯著減少柴油發電機的使用，成功降低廢氣中氮氧化物(NOx)和顆粒物(PM)等有害污染物的排放。此舉有效改善周邊環境的空氣質量，減輕對人體健康及生態系統的潛在影響。得益於這一措施，本集團2024/25年度的廢氣排放量較2023/24年度大幅下降，成為本年度排放減量的主要驅動因素。本報告期內的本集團的氣體燃料及車輛廢氣排放數據如下：

Pollutants 污染物	Unit 單位	Air Pollutant Emissions 廢氣污染物排放量	
		2024/25	2023/24
Nitrogen oxides (NOx) 氮氧化物(NOx)	kg 千克	324.38	735.02
Sulfur oxides (SOx) 硫氧化物(SOx)	kg 千克	13.66	33.54
Respirable suspended particulates (RSP) 可吸入懸浮粒子(RSP)	kg 千克	11.59	24.33

Note: The calculation was based on the Technical Guide for Preparation of Air Pollutant Emission Inventory for Road Vehicles (《道路機動車大氣污染物排放清單編制技術指南》) and the Technical Guide for Preparation of Primary Source Emission Inventory for Respirable Particulate Matter (《大氣可吸入顆粒物一次源排放清單編制技術指南》) issued by the Ministry of Ecology and Environment of the People’s Republic of China and the EMISSION FACTORS FOR UNCONTROLLED GASOLINE AND DIESEL INDUSTRIAL ENGINES issued by the United States Environmental Protection Agency

附註：計算乃基於中華人民共和國生態環境部發佈的《道路機動車大氣污染物排放清單編制技術指南》、《大氣可吸入顆粒物一次源排放清單編制技術指南》及美國國家環境保護局發佈的《EMISSION FACTORS FOR UNCONTROLLED GASOLINE AND DIESEL INDUSTRIAL ENGINES》



Greenhouse gas management

The Group adheres to the ISO 14064-1 standard, establishing a comprehensive greenhouse gas inventory and reporting system covering Scope 1 (direct emissions), Scope 2 (energy indirect emissions), and Scope 3 (other indirect emissions). The emission reduction measures for 2024/25 include:

- **New Energy Vehicles:** Introducing electric buses to replace fuel-powered vehicles, reducing Scope 1 emissions.
- **Energy Structure Optimization:** Planning to commission solar power facilities in 2025 to reduce reliance on purchased electricity.
- **Logistics Efficiency Improvement:** Reducing transport-related emissions through route optimization and intelligent scheduling.
- **Enhanced Data Transparency:** Expanding Scope 3 emission disclosures to include upstream and downstream transportation, employee commuting, and product use phase emissions.

溫室氣體管理

本集團遵循ISO14064-1標準，建立了全面的溫室氣體盤查與報告制度，涵蓋範圍一（直接排放）、範圍二（能源間接排放）及範圍三（其他間接排放）。2024/25年度的減排措施包括：

- **新能源交通工具：**新增電動巴士替代燃油車輛，降低範圍一排放；
- **能源結構優化：**規劃2025年啟用太陽能發電設施，減少對外購電力的依賴；
- **物流效率提升：**通過路線優化及智能調度，減少運輸相關排放；
- **數據透明度提升：**擴展範圍三排放披露，涵蓋上下游運輸、員工通勤及產品使用階段的排放。



In 2024/25, the Group’s GHG emission data experienced slight changes due to updated emission factors. Scope 2 (indirect energy) emissions were calculated using the 2021 Guangdong Province electricity carbon dioxide emission factor (0.4715 kgCO₂/kWh), replacing the 2021 emission reduction project’s China regional grid baseline emission factor (0.4326 kgCO₂/kWh). Due to the higher new emission factor, Scope 2 emission data saw a slight increase, contributing to a marginal rise in overall GHG emissions. Meanwhile, higher upstream and downstream transportation activities contributed to a corresponding rise in Scope 3 (other indirect) emissions. The Group will continue to optimize transportation efficiency and energy management to mitigate the impact of emission growth. Looking ahead, the Group will actively pursue decarbonization strategies, including accelerating the deployment of solar power facilities. The Group’s GHG emissions for this reporting period are as follows:

在2024/25年度，本集團溫室氣體排放數據因排放因子更新而略有變化。範圍二（間接能源）排放計算採用2021年廣東省電力二氧化碳排放因子（0.4715 kgCO₂/kWh），取代2021年度減排項目中國區域電網基準線排放因子（0.4326 kgCO₂/kWh）。由於新排放因子較高，範圍二排放數據相應輕微上升，推動整體溫室氣體排放小幅增加。同時，上下游運輸活動增加，導致範圍三（其他間接）排放上升。本集團將持續優化運輸效率及能源管理，以減緩排放增長的影響。展望未來，本集團將積極推進減碳策略，包括加速部署太陽能發電設施。本報告期內的本集團的溫室氣體排放量如下：

Category of greenhouse gas emission 溫室氣體排放類別	Unit 單位	Greenhouse gas emissions 溫室氣體排放量	
		2024/25	2023/24
Total greenhouse gas emissions 總溫室氣體排放量	tonnes of CO ₂ -e 公噸二氧化碳當量	8,017.82	7,265.02
Total greenhouse gas emissions intensity (by finished product output value) 總溫室氣體排放量強度（以製成品產值計算）	tonnes of CO ₂ -e 公噸二氧化碳當量／百萬人民幣	19.19	17.47
Direct emissions (Scope 1) 直接排放（範圍一）	tonnes of CO ₂ -e 公噸二氧化碳當量	568.89	601.61
Energy indirect emissions (Scope 2) 能源間接排放（範圍二）	tonnes of CO ₂ -e 公噸二氧化碳當量	6,833.39	6,111.80
Other indirect emissions (Scope 3) 其他間接排放（範圍三）	tonnes of CO ₂ -e 公噸二氧化碳當量	615.54	551.61

Notes:

- The calculation was based on the Specification with guidance at the ISO14064-1 organisation level for quantification and reporting of greenhouse gas emissions and removals, the IPCC Guidelines for National Greenhouse Gas Inventories (2019 Refinement), GB/T2589-2020 in the General Principles of Comprehensive Energy Consumption Calculation (《綜合能耗計算通則》), the IPCC Sixth Assessment Report, the Electricity CO₂ Emission Factors in Guangdong Province 2021 (《2021年廣東省電力二氧化碳排放因子》) (0.4715 kgCO₂/kWh), the 2021 Emission Reduction Project China Regional Grid Baseline Emission Factor (《2021年度減排項目中國區域電網基準線排放因子》) (0.4326 kgCO₂/kWh), and the China Products Carbon Footprint Factors Database (2022) (《中國產品全生命周期溫室氣體排放係數集(2022)》);

附註：

- 計算乃基於ISO14064-1組織層次上對溫室氣體排放和清除的量化和報告的規範及指南、IPCC國家溫室氣體清單指南（2019修訂版）、《綜合能耗計算通則》GB/T2589-2020、IPCC第六次評估報告、《2021年廣東省電力二氧化碳排放因子》（0.4715 kgCO₂/kWh）、《2021年度減排項目中國區域電網基準線排放因子》（0.4326 kgCO₂/kWh）、《中國產品全生命周期溫室氣體排放係數集（2022）》；



Scope 1 includes direct emissions such as oil for power generation, gas for kitchens, oil for vehicles, gas for workshops, refrigerants for refrigeration equipment, septic tanks, sewage treatment tanks, etc.

Scope 2 includes indirect energy emissions such as purchased electricity, heat, steam, etc.

Scope 3 includes indirect emissions, such as indirect greenhouse gas emissions from the Company's upstream/downstream product transportation, employee travel and employee commuting, indirect greenhouse gas emissions from the use of the Company's products and other indirect greenhouse gas emissions, and indirect greenhouse gas emissions from the use of products/services used in the production/management of plantation plants.

Waste management

The Group adheres to the principles of "reduction, reuse, recycling, and substitution," improving waste management efficiency and resource recycling rates through institutionalized management and employee engagement. Measures for 2024/25 include:

- **Hazardous Waste:** Implementing the Hazardous Substance Supervision Flowchart, refining classification and labeling, and collaborating with qualified recyclers to ensure 100% compliant disposal in accordance with the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste. (《中華人民共和國固體廢棄物環境污染防治法》)
- **Non-Hazardous Waste:** Formulating the Solid Waste Classification and Disposal Guidelines (《固體廢物分類棄置作業指導》) to promote categorized recycling and enhancing resource reuse awareness through employee training.

範圍1包括直接排放，例如發電用油、廚房用煤氣、車輛用油、車間用煤氣、制冷設備使用的制冷劑、化糞池、污水處理池等。

範圍2包括能源間接排放，例如外購電力、熱、蒸汽等。

範圍3包括間接排放，例如公司在上／下游產品運輸、員工差旅及員工通勤產生的間接GHG排放、公司生產的產品在使用時所引起的間接GHG排放及其他間接GHG排放，以及利用植林廠房在生產／管理過程中所使用的產品／服務所引起的間接GHG排放。

廢棄物管理

本集團秉持「減量、重用、回收、替代」原則，通過制度化管理與員工參與，提升廢棄物處理效率與資源循環利用率。2024/25年度措施包括：

- **危險廢棄物：**實施「有害物質監管總流程圖」，細化分類與標識，與合資格回收商合作，確保100%合規處理，符合《中華人民共和國固體廢棄物環境污染防治法》。
- **無害廢棄物：**已制定《固體廢物分類棄置作業指導》，推廣分類回收，通過員工培訓提升資源再利用意識。



In 2024/25, hazardous waste and its intensity approximately doubled due to increased cleaning frequency of large-scale purification equipment as required by the government, leading to higher amounts of waste activated carbon, sticky chemical waste, waste office supplies, and waste sludge. The Group will continue to strengthen waste management strategies, further promoting source reduction and resource recycling, and exploring the use of more environmentally friendly alternative materials and processes to minimize the potential environmental impact of operations, fulfilling its commitment to sustainable development. The Group’s hazardous and non-hazardous waste generation for this reporting period is as follows:

2024/25年度有害廢棄物及強度分別增加約一倍，因按政府要求增加大型淨化設備清理頻率導致廢活性炭、黏化學品廢棄物、廢辦公用品及廢污泥有害廢棄物等上升。本集團將持續加強廢棄物管理策略，進一步推動源頭減廢及資源回收利用，並探索使用更環保的替代材料與工藝，致力降低營運對環境的潛在影響，實踐可持續發展承諾。本報告期內的本集團的的有害及無害廢棄物產生量如下：

Category of waste 廢棄物類別	Unit 單位	Waste generated 廢棄物生產量	
		2024/25	2023/24
Hazardous waste 有害廢棄物	tonnes 公噸	12.71	6.62
Hazardous waste intensity (calculated by the value of finished products) 有害廢棄物強度(以製成品產值計算)	tonnes/RMB million 公噸／百萬人民幣	0.03	0.02
Hazardous waste 無害廢棄物	tonnes 公噸	155.38	204.46
Non-hazardous waste intensity (calculated by the value of finished products) 無害廢棄物強度(以製成品產值計算)	tonnes/RMB million 公噸／百萬人民幣	0.37	0.49



Wastewater management

The Group ensures minimal environmental impact from wastewater discharge through advanced technology and stringent management, complying with the Integrated Wastewater Discharge Standard (《污水綜合排放標準》). Measures for 2024/25 include:

- **Production Wastewater:** Wastewater from processes such as mold cleaning and grinding is treated by advanced systems, achieving 100% compliant discharge.
- **Domestic Sewage:** After preliminary treatment, it is discharged into municipal pipelines for further processing by government facilities.
- **Monitoring and Maintenance:** In accordance with the Wastewater, Waste Gas, and Noise Management Procedures (《廢水、廢氣、噪音管理程序》) and Sewage Treatment Operation Regulations (《污水處理操作規程》), qualified third-party institutions are engaged for regular monitoring to ensure efficient facility operation.
- **Emission Compliance:** All wastewater discharges meet national and local standards, with no instances of non-compliance recorded.

3. USE OF RESOURCES

Allan International regards efficient resource utilisation as a cornerstone of sustainable development. It continues optimising the efficiency of electricity, water, and packaging material use through technological innovation, intelligent management, and cross-departmental collaboration. In 2024/25, the Group, guided by the Energy and Resource Management Procedures (《能源資源管理程序》) and ISO 14001 standards, combined with regular oversight by the energy-saving team and innovative projects, significantly reduced resource consumption intensity, ensuring compliance with the HKEX ESG Reporting Guidelines and national environmental regulations.

廢水管理

本集團通過先進技術與嚴格管理，確保廢水排放對環境影響最小化，符合《污水綜合排放標準》。2024/25年度措施包括：

- **生產廢水：**模具清洗、磨床等工序產生的廢水經先進處理系統處理，100%達標排放。
- **生活污水：**經初步處理後排入市政管道，由政府設施進一步處理。
- **監測與維護：**依據《廢水、廢氣、噪音管理程序》及《污水處理操作規程》，委託有資質檢測機構定期監測，確保設施高效運行。
- **排放合規性：**所有廢水排放符合國家及地方標準，無超標記錄。

3. 資源使用

亞倫國際將資源高效利用視為可持續發展的基石，通過技術創新、智慧化管理及跨部門協作，持續優化用電、用水及包裝材料的使用效率。2024/25年度，本集團依據《能源資源管理程序》及ISO14001標準，結合節能小組的定期監督與創新項目，顯著降低資源消耗強度，確保符合香港交易所ESG報告指引及國家環境法規。



Electricity management

The Group, through systematic oversight by the energy-saving team and the application of advanced technologies, continues to enhance energy efficiency and reduce its environmental footprint. The energy-saving team holds periodic meetings to review electricity consumption data, promote energy-saving projects, and oversee their implementation. Key measures for 2024/25 include:

- **Smart Meter Monitoring:** Installation of independent electricity meters to enable precise monitoring of electricity usage, ensuring data transparency.
- **Injection Molding Machine Optimization:** Reducing pressure-holding time through mold optimization, setting reasonable injection cycles, and minimizing unnecessary idle time; gradually replacing machine-side ovens with energy-saving models, with trials showing energy savings of up to 50%.
- **Spark Machine Energy-Saving Retrofit:** Adopting high-efficiency pulse power supplies, dynamically adjusting pulse width and frequency to reduce no-load losses; introducing adaptive machining modes and timed sleep technology to lower standby energy consumption.
- **CNC Energy-Saving Solutions:** Implementing minimum quantity lubrication to reduce cutting fluid usage, optimizing cutting parameters with high-speed cutting, and reducing clamping frequency to improve equipment utilization.
- **Office and Lighting Upgrades:** Promoting LED lighting (replacing 150 lamps monthly), enhancing workshop insulation to reduce heat loss; optimizing air conditioning settings (26-28°C in summer, pre-starting 10-15 minutes early, sealing doors and windows), and exploring fresh air system applications.

用電管理

本集團通過節能小組的系統性監督與先進技術應用，持續提升能源效率，降低環境足跡。節能小組定期召開會議，審查用電數據、推進節能項目並監督實施。2024/25年度的關鍵措施包括：

- **智慧電錶監控：**新增獨立電錶，實現精細化用電監控，確保數據透明。
- **注塑機節能優化：**通過模具優化減少保壓時間、合理設置注塑周期，縮短非必要等待時間；逐步更換機邊烤爐為節能型，廠試驗顯示節能效果達50%。
- **火花機節能改造：**採用高效脈沖電源，動態調整脈寬與頻率，減少空載損耗；引入自適應加工模式與分時休眠技術，降低待機能耗。
- **CNC節能方案：**實施微量潤滑技術減少切削液用量，優化切削參數採用高速切削，減少裝夾次數以提升設備利用率。
- **辦公與照明升級：**推廣LED照明（每月更換150支燈具），加強車間保溫減少散熱損失；優化空調設定（夏季26-28℃，提前10-15分鐘預開，密封門窗），並探索新風系統應用。



- **Unmanned Pad Printing 2.0:** Building on the successful 2024 project, extending its application to other products, upgrading robotic arm precision in 2025, introducing plasma surface treatment and modular design to reduce energy consumption in the screen-printing workshop.
- **Air Compressor Project:** Implementing an energy-saving project for air compressors, conducting comprehensive monitoring and analysis of their operation, usage, and conditions across production departments to identify energy-saving opportunities.
- **Energy Storage System Exploration:** The energy-saving team is evaluating the feasibility of energy storage systems to store electricity during low-rate periods to reduce peak-hour electricity costs.
- **Energy-Saving Awareness:** Continuously promoting energy conservation through the Allan World (《亞倫天地》) platform, with active contributions from energy-saving team members to enhance employee awareness.
- **無人移印 2.0:** 延續 2024 年成功項目，申延應用於其他產品，2025 年升級機械手精度、引入等離子表面處理及模組化設計，降低絲印車間能耗。
- **空壓機項目:** 開展空壓機節能項目，對空壓機的運行、使用和各生產部門的情況進行整體運行監控及分析，尋找節能改善點。
- **儲能系統探索:** 節能小組正評估儲能系統可行性，利用低電費時段儲電以降低高峰用電成本。
- **節能宣傳:** 通過《亞倫天地》平台持續宣傳，節能小組成員積極投稿，提升員工節能意識。

During this reporting period, the Group continued to optimise its energy management strategy, gradually phasing out high-emission diesel vehicles to reduce greenhouse gas emissions and energy consumption. In 2024/25, the Group further advanced its fleet's green transition by adding an electric large bus and introducing a low-fuel-consumption, low-emission gasoline vehicle compliant with China VI standards (國六標準), replacing some outdated diesel vehicles. Benefiting from these measures, diesel consumption in 2024/25 significantly decreased, while gasoline consumption increased due to the introduction of new vehicles. However, through fleet upgrades and energy efficiency improvements, the Group's total direct energy consumption decreased substantially from 255.89 MWh in 2023/24 to 173.86 MWh in 2024/25, a reduction of 32%. This reflects the Group's ongoing progress in energy management and emission reduction.

本報告期內，我們持續優化能源管理策略，逐步淘汰高排放的柴油車輛，以降低溫室氣體排放及能源消耗。在 2024/25 年度，本集團進一步推進車隊綠色轉型，新增電動大型巴士並引入一輛符合國六標準的低油耗、低排放汽油車輛，取代部分老舊柴油車輛。受惠於上述措施，2024/25 年度的柴油消耗量顯著減少，汽油消耗量則因新車輛引入而有所增加。然而，透過車隊更新及能源效率提升，本集團整體直接能源消耗從 2023/24 年度的 255.89 MWh 大幅下降至 2024/25 年度的 173.86 MWh，降幅達 32%。這反映了本集團在能源管理和減排方面的持續進展。



In 2024/25, the Group had a slight rise in total energy consumption and energy intensity (energy consumption per unit of turnover). To address this increase, the Group continues to promote energy efficiency measures, including optimizing operational processes and adopting low-energy technologies, to ensure the sustainability of energy use and mitigate future energy consumption growth. The Group's total energy consumption for this reporting period is as follows:

在2024/25年度，本集團總能源消耗及能源強度（每單位營業額的能耗）輕微增加。為應對能耗上升，本集團持續推進能源效率提升措施，包括優化運營流程及推廣低能耗技術，以確保能源使用的可持續性並減緩未來能耗增長。本報告期內的本集團總耗能如下：

Category of energy 能源種類	Unit 單位	Energy consumption 能源耗量	
		2024/25	2023/24
Total energy consumption 總能源耗量	MWh 兆瓦時	14,666.73	14,383.58
Intensity of total energy consumption (by output value of finished products) 總耗能密度（以製成品產值計算）	MWh/RMB million 兆瓦時／百萬人民幣	35.10	34.58
Direct energy consumption 直接能源耗量			
Gasoline consumption 汽油耗量	MWh 兆瓦時	95.03	67.31
Diesel consumption 柴油耗量	MWh 兆瓦時	77.91	187.58
LPG consumption 液化石油氣耗量	MWh 兆瓦時	0.63	0.63
Butane consumption 丁烷耗量	MWh 兆瓦時	0.29	0.37
Indirect energy consumption 間接能源耗量			
Electricity consumption 電力耗量	MWh 兆瓦時	14,492.88	14,128.06

Note:

- The energy data of the Year is converted into MWh according to the calorific value of GB/T2589-2020 in the General Principles of Comprehensive Energy Consumption Calculation (《綜合能耗計算通則》);
- Direct energy consumption includes gasoline and diesel consumption, and indirect energy consumption includes electricity consumption

附註：

- 本年度能源數據按照《綜合能耗計算通則》GB/T2589-2020的熱值換算為兆瓦時，
- 直接能源耗量包括汽油及柴油耗量及間接能源耗量包括電力耗量



Water utilisation management

The Group maximizes water resource efficiency and reduces reliance on natural water through water conservation technologies and recycling. Key measures for 2024/25 include:

- **Reclaimed Water Expansion:** Utilizing treated reclaimed water for fire reserves, toilet flushing and plants watering to reduce the use of fresh water;
- **Pipeline maintenance:** The Energy Saving Team coordinates regular inspections of water pipelines and promptly repairs leaking faucets and valves;
- **Water-saving technology:** Upgrade high-efficiency water savers to optimize water efficiency in mold cleaning and grinding processes;
- **Employee participation:** The administration and Human Resources departments promote water-saving awareness through the Allan World (《亞倫天地》) platform, with the active involvement from the energy-saving team to enhance employee water conservation consciousness.

In 2024/25, water consumption intensity increased slightly by 3% compared to 2023/24. Despite a slight rise in water demand due to operational adjustments, climatic conditions, or fluctuations in equipment usage, the Group maintained stable water resource efficiency through ongoing water-saving measures, including optimizing water use processes and promoting water recycling. The Group’s total water consumption for this reporting period is as follows:

用水管理

本集團通過節水技術與循環利用，最大化水資源效率，減少自然水源依賴。2024/25年度的關鍵措施包括：

- **中水回用擴展：**將處理後的中水用於消防儲備、沖廁及綠化澆灌，減少新水使用；
- **管道維護：**節能小組協調定期巡查輸水管道，及時修復水龍頭、水閥滴漏；
- **節水技術：**升級高效節水器，優化模具清洗及磨床工序用水效率；
- **員工參與：**行政及人事部通過《亞倫天地》宣傳節水理念，節能小組成員積極參與，提升員工節水意識。

在 2024/25 年度，耗水量強度與 2023/24 年度略升 3%。儘管受運營調整、氣候條件或設備使用波動影響，用水需求略有增加，集團通過持續實施節水措施，包括優化用水流程及推廣水循環利用，確保水資源使用效率保持穩定。本報告期內本集團總耗水量如下：

		Water consumption 水資源耗量	
	Unit 單位	2024/25	2023/24
Water consumption 耗水量	m ³ 立方米	147,361.00	142,345.00
Intensity of water consumption (by output value of finished products) 耗水量密度(以製成品產值計算)	m ³ /RMB million 立方米／百萬人民幣	352.61	342.23

Note:

The Group’s use of water mainly comes from municipal pipelines, and there is no issue in sourcing water

附註：

— 本集團的用水主要來自市政管道，並沒有取水的困難

Packaging materials management

The Group aims for sustainable packaging by prioritizing recyclable and eco-friendly materials to reduce resource consumption. Key measures for 2024/25 include:

- **Sustainable Material Procurement:** Collaborating with suppliers to increase the proportion of recyclable and biodegradable packaging materials.
- **Packaging Design Optimization:** Streamlining cutting specifications to reduce unnecessary material use.
- **Energy-Saving Team Oversight:** Regularly reviewing packaging material data and encouraging employees to propose reduction suggestions, ensuring compliance with the Energy and Resource Management Procedures (《能源資源管理程序》).

In 2024/25, total packaging material consumption decreased by 3.7% to 2,748.88 metric tons, reversing the upward trend in 2023/24 driven by increased production capacity, demonstrating the effectiveness of sustainable packaging measures. The Group's total packaging material consumption for this reporting period is as follows:

包裝材料管理

本集團以可持續包裝為目標，優先使用可回收及環保材料，減少資源消耗。2024/25年度的關鍵措施包括：

- **可持續材料採購：**與供應商合作，增加可回收及生物降解包裝材料比例。
- **包裝設計優化：**精簡分切規格，減少不必要材料。
- **節能小組監督：**定期審查包裝材料數據，鼓勵員工提出減量建議，確保符合《能源資源管理程序》。

2024/25 年度包裝材料總量下降 3.7% 至 2,748.88 公噸，扭轉 2023/24 年度因產能提升的增長趨勢，顯示可持續包裝措施成效。本報告期內的本集團的包裝物料總耗量如下：

		Packaging materials consumption 包裝物料耗量	
	Unit 單位	2024/25	2023/24
Total consumption of packaging materials 包裝物料總量	tonnes 公噸	2,748.88	2,855.37



4. ENVIRONMENT AND NATURAL RESOURCES

Allan International regards environmental protection and sustainable development as its core mission, integrating environmental responsibility into product design, production processes, and supply chain management through technological innovation, systematic management, and collaboration among all employees.

Significant Environmental Impacts of Business Activities

The Group's plastic product manufacturing and processing (including injection molding, screen printing, laser marking, etc.) involve the following significant environmental impacts:

- **Energy and Greenhouse Gas Emissions:** High energy consumption of production equipment contributes to Scope 2 (energy indirect) greenhouse gas emissions.
- **Water Resource Consumption:** Mold cleaning and grinding processes generate significant production wastewater, placing pressure on water resources.
- **Hazardous Waste:** Hazardous waste (e.g., waste mineral oil) poses potential risks to ecosystems and human health.
- **Air Emissions:** Pollutants such as nitrogen oxides (NOx) and sulfur oxides (SOx) impact air quality.

The Group accurately assesses these impacts through the Environmental Factor Identification and Evaluation Form (《環境因素識別及評價表》), prioritizing hazardous substance control, optimization of high-energy equipment, and wastewater recycling, while formulating comprehensive emission reduction and resource management strategies.

4. 環境及天然資源

亞倫國際以環境保護與可持續發展為核心使命，通過技術創新、系統化管理及全體員工的協作，將環境責任融入產品設計、生產流程及供應鏈管理。

業務活動對環境的重大影響

亞倫國際的塑膠製品製造與加工（包括注塑、絲印、激光打標等工序）涉及以下對環境的重大影響：

- **能源與溫室氣體排放：**生產設備的高耗能導致範圍二（能源間接）溫室氣體排放。
- **水資源消耗：**模具清洗及磨床工序產生大量生產廢水，對水資源造成壓力。
- **有害廢棄物：**危險廢棄物（如廢礦物油）對生態與人體健康有潛在影響。
- **廢氣排放：**氮氧化物（NOx）與硫氧化物（SOx）等污染物影響空氣質量。

本集團通過《環境因素識別及評價表》精準評估上述影響，優先聚焦有害物質控制、高耗能設備優化及廢水循環利用，制定全面減排與資源管理策略。



Environmental management measures

The Group has implemented environmental protection measures across multiple areas, integrating environmental principles into operational decisions and daily activities.

Hazardous substance management

- **Systematic control:** Obtained QC 080000 certification and established a Hazardous substance process management system (HSPM) to control hazardous substances throughout the entire process from raw material procurement to product production, ensuring compliance with RoHS, REACH and customer requirements. To prevent chemical leaks, spill containment barriers and secondary containment systems are added, and Material Safety Data Sheets (MSDS) lists are maintained with proper documentation.

Employee Engagement and Zero Carbon Culture

- **Training:** In 2024/25, the Group participated in the "Zero-Carbon Factory Training" (零碳工廠培訓) organized by the China Quality Certification Center (CQC) to achieve corporate sustainability goals and support China's national strategy of "carbon peak by 2030 and carbon neutrality by 2060." The training covered key areas, including:
 - **Carbon Footprint Management:** Systematically explaining carbon footprint calculation methods and emission reduction strategies for products and operational processes, enhancing employees' understanding and management capabilities for greenhouse gas emissions.
 - **Zero-Carbon Strategy Implementation:** Guiding enterprises to adopt energy-saving technologies, use clean energy, and promote circular resource management to facilitate low-carbon manufacturing processes.

環境管理措施

本集團已經在多個方面實施了環保措施，並將環保理念融入到經營決策和日常營運中。

有害物質管理

- **系統化控制：**獲得QC080000認證，建立有害物質過程管理系統(HSPM)，從原材料採購到產品實現全流程控制有害物質，確保符合RoHS、REACH及客戶要求。而為控制化學品洩漏發生，我們會增加防洩漏圍堰，防洩漏二次容器；以及建立MSDS清單，保留MSDS文件。

員工參與與零碳文化

- **培訓：**2024/25年度參與由中國質量認證中心(CQC)主辦的「零碳工廠培訓」，以實現企業可持續發展目標，並響應中國「2030年碳達峰、2060年碳中和」的國家戰略。該培訓涵蓋多個關鍵領域，包括：
 - **碳足跡管理，**系統講解產品與營運過程中的碳足跡計算方法及減排策略，提升員工對溫室氣體排放的認知與管理能力。
 - **以及零碳策略實踐，**引導企業導入節能技術、使用清潔能源及推動循環資源管理，促進低碳製造流程。



- **Environmental voluntary campaigns:** Encouraging employees to participate in environmental campaigns, such as joining environmental protection volunteer activities and promoting energy conservation and emission reduction measures, enabling employees to actively contribute to environmental improvement.
- **Paperless Office 3.0:** In March 2025, Allan International officially launched the "Paperless Office 3.0" digital transformation project to further reduce paper usage, enhance operational efficiency, and support the company's zero-carbon strategy. Key measures include fully implementing controlled document digitisation, converting environmental management, quality control, and administrative documents into electronic formats managed and tracked through an internal platform; and adopting electronic signatures and cloud storage technologies to optimise document approval and archiving processes, improving operational efficiency and data security.

ISO14001 and Policy Framework

- **ISO 14001 Environmental Management System:** The Group has implemented an ISO 14001-certified environmental management system, which ensures the fulfilment of environmental protection requirements and continuous improvement of environmental performance. This certification recognises the Group's outstanding performance in sustainable development.

5. CLIMATE CHANGE

As the global climate crisis intensifies, the impact of climate change on business operations is increasingly significant. Allan International actively responds to climate challenges, building a climate risk management framework with reference to international standards (e.g., IFRS recommendations) and HKEX Appendix C2 requirements, progressively identifying and addressing significant climate-related matters.

- **環保志願行動：**鼓勵員工參與環保行動，如參加環境保護志願活動和推廣節能減排措施。藉此，員工能夠成為環保行動的主動參與者，共同為改善環境作出貢獻。
- **無紙化辦公3.0：**亞倫國際於2025年3月正式啟動「無紙化辦公3.0」數位轉型項目，旨在進一步減少紙張使用、提升營運效率，並作為公司零碳策略的重要一環。該項目涵蓋多項關鍵措施，包括全面推行受控文件電子化，將環境管理、品質控制及行政文件轉為電子格式，並透過內部平台進行集中管理與追蹤；同時，導入電子簽名與雲端儲存技術，優化文件審批與存檔流程，提升作業效率與資料安全性。

ISO14001與政策框架

- **ISO 14001環境管理體系：**本集團已經實施了通過ISO 14001認證的環境管理體系，這個體系能夠幫助確保環境保護要求得到落實，同時持續改善環境績效。這是對本集團在可持續發展方面的卓越表現的認可。

5. 氣候變化

隨著全球氣候危機加劇，氣候變化對企業運營的影響日益顯著。亞倫國際積極回應氣候挑戰，構建氣候風險管理框架，參考國際標準（如國際財務報導準則IFRS建議）及HKEX附錄C2的要求，逐步識別與應對重大氣候相關事宜。



Type of risk and response measures

Long-term risks

Climate change increases the frequency and severity of natural disasters, including super typhoons, floods and heatwaves. The Lilin plant, located in Huizhou, Guangdong Province, is geographically vulnerable to typhoons and floods, which may lead to production interruptions, facility damage or supply chain instability. The Group formulated the following countermeasures:

- **Development of Typhoon, Flood and Earthquake Emergency Plan (《颱風、洪水、地震應急預案》):** Including but not limited to managing flood risks near production and warehouse facilities, ensuring waterproof performance and protective measures to minimize potential disaster risks.
- **Establishment of an emergency response unit:** Defining the responsibilities of team members and formulating procedures for disaster prevention, response, recovery, and reconstruction. To enhance employees' disaster preparedness awareness, regular training and knowledge-sharing sessions are provided.

Policy and legal risks

Climate-related regulations are becoming increasingly stringent, particularly with the updated HKEX Environmental, Social and Governance Reporting Guide (Appendix C2) (《環境、社會及管治報告守則》(附錄C2)) taking effect in the 2025/26 financial year, aligned with the ISSB IFRS S2 framework, covering climate risk management, mitigation measures, and scenario analysis. Additionally, tightened mainland carbon emission quotas and product environmental standards increase operational costs.

The Group is preparing an implementation plan for climate-related disclosures, expecting to complete its first climate risk scenario analysis in 2025, covering physical risks (e.g., impacts of extreme weather events on production facilities) and transition risks (e.g., cost increases due to policy changes). Currently, the Group is actively collecting relevant data and establishing internal processes to ensure future disclosures comply with the requirements of Appendix C2 of the HKEX Main Board Listing Rules.

風險類型及應對措施

長期性風險

氣候變化加劇自然災害頻率與強度，包括超強颱風、洪水及熱浪。瀝林廠房位於廣東省惠州，地理位置使其易受颱風及洪水影響，可能導致生產中斷、設施損壞或供應鏈不穩定。本集團制定了以下的應對措施：

- **制定《颱風、洪水、地震應急預案》：**包括但不限於管控生產和倉庫設施附近的水浸風險，確保設施的防水性能和防護措施，以最大限度地降低可能出現的災害風險。
- **建立了應急小組：**確定了各成員的職責，並制定了災害的預防、應對、恢復和重建程序。為了提高員工的防災意識，我們定期向員工提供相關的預案防災知識和培訓。

政策及法律風險

氣候相關法規日趨嚴格，特別是香港交易所《環境、社會及管治報告守則》(附錄C2)於2025/26財年生效的更新，並遵循ISSB IFRS S2框架，涵蓋氣候風險管理、減緩措施及情景分析。而內地碳排放限額及產品環境標準的收緊亦推高運營成本。

故此，本集團正準備氣候相關披露的實施計劃，預計於2025年完成首次氣候風險情景分析，涵蓋物理風險(如極端天氣事件對生產設施的影響)及轉型風險(如政策變化導致的成本增加)。目前，本集團正積極收集相關數據並建立內部流程，以確保未來披露符合香港交易所《主板上市規則》附錄C2《環境、社會及管治報告守則》的要求。

B. EMPLOYEE CARE

1. EMPLOYMENT SYSTEM

At Allan International, employees are our most valuable asset. We are committed to creating a fair, open, and vibrant workplace where every employee feels respected, supported, and empowered to achieve personal and professional growth. The following are our core actions in promoting employee well-being and development:

Fair and diverse workplace culture

Based on the Employee Code of Conduct (《員工守則》) and Anti-Discrimination Guidelines (《反歧視準則》) to, we ensure fairness and transparency in recruitment, compensation, leave, and work arrangements. We actively promote diversity, eliminating all forms of workplace discrimination to enable employees to thrive in an inclusive environment.

Open communication channel

We offer competitive compensation, ensuring compliance with local minimum wage standards, and provide comprehensive social insurance and benefits. Through clear career development pathways and training programs, we support employees in enhancing their skills and achieving career goals.

Opportunities for growth

We offer competitive compensation, ensuring compliance with local minimum wage standards, and provide comprehensive social insurance and benefits. Through clear career development pathways and training programs, we support employees in enhancing their skills and achieving career goals.

Compliance and responsibility

We strictly adhere to relevant regulations, including the Labour Law of the People's Republic of China (《中華人民共和國勞動法》) and the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), ensuring compliance in compensation, equal opportunity, and anti-discrimination policies. Regular internal reviews further safeguard employee rights, creating a reliable and safe workplace.

Our vision

We believe that a workplace supporting employee growth and well-being is the foundation of corporate success. Allan International will continue to strive to create a fair and opportunity-filled environment, partnering with employees to build a sustainable future.

B. 員工關懷

1. 僱傭制度

在亞倫國際，員工是我們最珍貴的資產。我們致力於營造一個公平、開放且充滿活力的工作環境，讓每位員工都能感受到尊重與支持，並實現個人與職業的成長。以下是我們在員工福祉與發展方面的核心行動：

公平與多元的職場文化

我們以《員工守則》與《反歧視準則》為基礎，確保招聘、薪酬、休假與工作安排等流程公平透明。我們積極推動多元化，消除職場中的任何歧視，讓每位員工都能在包容的環境中發揮所長。

開放的溝通橋樑

我們重視員工的聲音，透過定期的意見調查與對話平台，讓員工能輕鬆表達想法並參與職場政策的制定。清晰的資訊傳遞確保員工充分了解工資、工作時數及相關權益，促進信任與協作。

激勵成長的機會

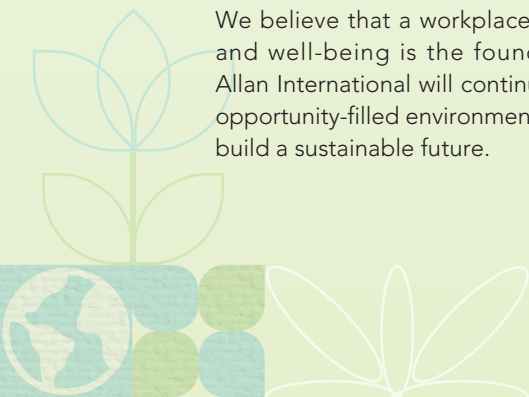
我們提供具市場競爭力的薪酬，確保不低於當地最低工資標準，並為員工配備完善的社會保險與福利。透過明確的職業發展路徑與培訓計劃，我們幫助員工提升技能，實現職涯目標。

堅守法規與責任

我們嚴格遵守《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等相關法規，確保薪酬、平等機會及反歧視等政策符合標準。定期的內部審查進一步保障員工權益，讓職場更加可靠與安全。

我們的願景

我們相信，一個支持員工成長與幸福的職場，是企業成功的基石。亞倫國際將持續努力，為員工創造一個公平、充滿機會的環境，與他們攜手共創可持續的未來。



As of 31 March 2025, the number of employees of the Group by category is as follows:

截至2025年3月31日，本集團按不同類別劃分的僱員人數如下：

Classification	分類	Total number of employee (person) 僱員總數(人)
By gender	按性別劃分	
Male	男性	542
Female	女性	943
By employment type	按僱傭類型劃分	
Full time	全職	1485
Part time	兼職	0
By age group	按年齡組別劃分	
Under 30	30歲以下	103
30 to 40	30至40歲	297
41 to 50	41至50歲	607
50 and above	50歲或以上	478
By geographical region	按地區劃分	
China	中國	1485

Note:

- The calculation was based on the Reporting Guide for Social Key Performance Indicators issued by the Stock Exchange

As of 31 March 2025, the Group's monthly average employee turnover rates by category are as follows:

附註：

- 計算乃基於聯交所發佈的社會關鍵績效指標匯報指引

截至2025年3月31日，本集團按不同類別劃分的僱員流失比率如下：

Classification	分類	Monthly average employee turnover rate (%) 每月平均僱員流失比率(%)
By gender	按性別劃分	
Male	男性	2.16%
Female	女性	1.80%
By age group	按年齡組別劃分	
Under 30	30歲以下	5.64%
30 to 40	30至40歲	0.84%
41 to 50	41至50歲	1.05%
50 and above	50歲以上	1.81%
By geographical region	按地區劃分	
China	中國	1.93%

Note:

Monthly average turnover rate of employees in a specific category = the full-year number of resigned employees in a specific category / (number of employees in a specific category at the beginning of the year + number of employees in a specific category) x 100% / 12 months

附註：

特定類別僱員的每月平均流失率 = 特定類別僱員的全年離職人數 / (特定類別僱員的年初人數 + 特定類別的入職人數) x 100% / 12個月

2. HEALTH AND SAFETY

Allan International prioritizes employee health and safety, striving to create a safe, comfortable, and supportive workplace that promotes physical and mental well-being. Through innovative and practical initiatives, we ensure employees are fully protected at work while enhancing their overall well-being.

Health and Safety Target 健康與安全目標	Health and Safety Indicator 健康與安全指標	Achievement of the objective 完成狀況
Improve fire safety level 提高消防安全水平	Zero occurrence of potential fire 潛在火災發生控制在0次	Completed 已完成

Leadership-Driven, Safety First

Our leadership team actively assumes responsibility for occupational health and safety, leading the development and implementation of related policies. They ensure sufficient resources and training, regularly participate in safety reviews and employee dialogues, and strengthen the safety culture, laying a solid foundation for a healthy workplace.

Comprehensive safety management framework

We have established a comprehensive safety management system covering fire safety, area safety, occupational health, equipment management, and hazardous chemical handling. Core policies include the Workplace Safety Guidelines (《職場安全指引》) and Fire Emergency Plan (《消防應急計劃》), ensuring the work environment meets stringent safety standards and protects employees from potential risks.

Proactive risk identification and prevention

We conduct regular risk assessments, thoroughly inspecting workplaces for potential hazards, including equipment maintenance, environmental checks, and safety audits. Employees receive regular safety awareness training and actively participate in risk prevention, fostering a safe workplace environment.

2. 健康與安全

亞倫國際將員工的健康與安全視為首要任務，致力於打造一個安全、舒適且支持身心健康的職場環境。我們通過一系列創新且務實的舉措，確保員工在工作中得到充分保護，同時提升其整體福祉。

高層引領，安全優先

我們的領導團隊積極承擔職業健康與安全的責任，帶頭制定並推動相關政策的執行。他們不僅確保資源與培訓的充足供應，還定期參與安全審查與員工對話，強化安全文化，奠定健康職場的堅實基礎。

全面的安全管理框架

我們建立了涵蓋消防、區域安全、職業衛生、設備管理及危險化學品處理的綜合安全管理體系。核心政策包括《職場安全指引》與《消防應急計劃》，這些規範確保工作環境符合嚴格的安全標準，保障員工免受潛在風險侵害。

主動風險識別與防控

我們定期開展風險評估，針對工作場所的潛在危險進行全面檢查，包括設備維護、環境巡檢及安全審計。員工接受定期的安全意識培訓，積極參與風險防控，共同打造安全的職場環境。



Safety facilities and emergency preparedness

We ensure workplaces are equipped with adequate personal protective equipment and regularly maintain machinery to ensure safe operation. Clear safety signs and indicators are displayed throughout the workplace to keep employees vigilant. Regular fire drills and emergency evacuation training enhance the workforce's emergency response capabilities.

Focus on employee well-being

We provide annual health check-ups, health seminars, and physical activity programs to encourage employees to maintain good health. For work-related health risks, we promote proper posture and habits and offer mental health counseling services to help employees manage stress and emotional challenges effectively.

Case learning and continuous improvement

We encourage employees to report any safety incidents or potential risks immediately. Each incident is thoroughly investigated to analyze causes and develop preventive measures. We view every report as an opportunity for improvement, continuously optimizing our safety management processes.

Compliance and results

Allan International strictly abides by relevant laws and regulations, including the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》), the Fire Protection Law of the People's Republic of China (《中華人民共和國消防法》), and the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》), to ensure that all safety measures meet legal requirements. During the Year, there was no work-related fatal case or any case of violation related to safety at Lilin Plant, which demonstrating the results of our commitment to safety. Through these efforts, we not only ensure the safety and health of our employees, but also create a supportive and vibrant working environment for them, and facilitate the development of both the Company and employees.

安全設施與應急準備

我們確保工作場所配備完善的個人防護裝備，並定期維護機械設備以確保其安全運行。清晰的安全標誌與指示牌遍布職場，提醒員工保持警惕。我們還定期舉行消防演習與應急疏散訓練，提升全員的應急響應能力。

關注員工身心健康

我們提供年度健康檢查、健康講座及運動促進活動，鼓勵員工保持良好的身體狀態。針對工作相關的健康風險，我們推廣正確的姿勢與習慣，並提供心理健康諮詢服務，幫助員工有效應對壓力與情緒挑戰。

事故學習與持續改進

我們鼓勵員工第一時間報告任何安全事件或潛在風險，並對每起事件進行深入調查，分析原因並制定預防措施。我們將每一次報告視為改進的機會，持續優化安全管理流程。

合規與成果

亞倫國際嚴格遵循《中華人民共和國安全生產法》、《中華人民共和國消防法》及《中華人民共和國職業病防治法》等相關法規，確保所有安全措施符合法律要求。本年度，瀝林廠房未發生任何因工受傷致死事件或違反健康與安全法規的案例，展現了我們對安全承諾的成果。通過這些努力，我們不僅保障員工的安全與健康，更為其創造一個充滿支持與活力的工作環境，助力企業與員工共同成長。



3. EMPLOYEE TRAINING

Allan International firmly believes that continuous learning is key to employee growth and corporate success. We are committed to fostering a learning culture that encourages exploration and progress, empowering employees to enhance their skills and achieve career goals through diverse training methods and innovative tools.

Understanding employee needs

We conduct annual training needs surveys to gain insights into employees' learning expectations and align them with business development requirements. Through data analysis and employee dialogues, we design targeted training programs to ensure content aligns closely with employees' career development needs.

Diverse learning pathways

In accordance with the Human Resources Management Procedures (《人力資源管理程序》) and the Employee Training Plan (《員工培訓計劃》), we offer diverse training formats, including onboarding courses for new employees, role-specific training, on-the-job skill enhancement, advanced professional courses, and external collaborative training. These programs aim to comprehensively enhance employees' capabilities, enabling them to deliver greater value at work.

Digital learning platform

We launched a new online learning center, providing a convenient and flexible learning experience. The platform covers a wide range of courses, including leadership, financial management, innovative thinking, and quality control, allowing employees to choose content based on personal interests and career goals. The platform employs a dynamic update mechanism to ensure resources remain current and aligned with industry trends.

Knowledge sharing and culture development

We encourage employees to share learning experiences in internal publications and team meetings, promoting knowledge exchange and experience transfer. This open sharing culture not only sparks employees' enthusiasm for learning but also strengthens collaboration and innovation within teams.

Our Commitments

Through flexible training models and innovative learning platforms, Allan International is dedicated to providing employees with continuous growth opportunities. We believe that investing in employee development not only enhances individual capabilities but also drives the company's long-term success.

3. 員工培訓

亞倫國際深信，持續學習是員工成長與企業成功的關鍵。我們致力於營造一個鼓勵探索與進步的學習文化，通過多樣化的培訓方式與創新工具，助力員工提升技能並實現職涯目標。

精準洞察員工需求

我們每年開展培訓需求調查，深入了解員工的學習期望與業務發展的實際需要。通過數據分析與員工對話，我們設計出針對性強的培訓計劃，確保課程內容與員工的職業發展需求緊密契合。

多元化學習路徑

依據《人力資源管理程序》與《員工培訓計劃》，我們提供多樣化的培訓形式，包括新員工入職課程、崗位適應培訓、在職技能提升、專業進階課程及外部合作培訓。這些課程旨在全面提升員工的能力，幫助他們在工作中展現更大價值。

智能學習平台

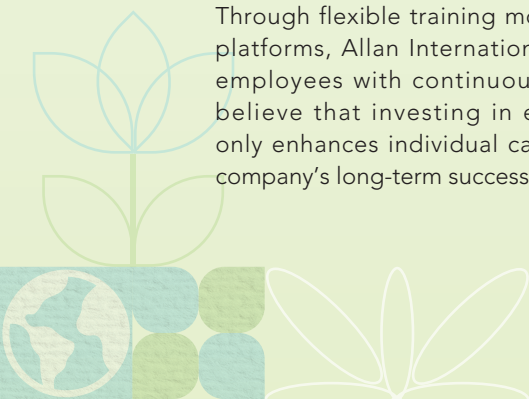
我們推出全新的線上學習中心，提供便捷且靈活的學習體驗。平台涵蓋領導力、財務管理、創新思維、品質控制等豐富課程，員工可根據個人興趣與職業目標自由選擇學習內容。平台採用動態更新機制，確保資源新穎且與行業趨勢同步。

知識分享與文化共建

我們鼓勵員工在內部刊物與團隊會議中分享學習心得，促進知識交流與經驗傳遞。這種開放的分享文化不僅激發員工的學習熱情，還增強了團隊間的協作與創新氛圍。

我們的承諾

亞倫國際通過靈活的培訓模式與創新的學習平台，致力於為員工提供持續成長的機會。我們相信，投資於員工的發展不僅能提升個人能力，更能推動企業的長期成功。



During the reporting period, the percentage of trained employees and average training hours completed per employee of the Group by category are as follows:

本報告期內，本集團按不同類別劃分的受訓僱員百分比及每名僱員完成受訓的平均時數如下：

		Percentage of trained employees (%) 佔受訓僱員百分比 (%)	Average training hours completed per employee (hour) 每名僱員完成受訓的 平均時數(小時)
Classification	分類		
By gender	按性別劃分		
Male	男性	36.50%	25.43
Female	女性	63.50%	27.35
By employee category	按僱員類別劃分		
Chief management	首席管理人員	1.89%	12.00
Senior management	高級管理人員	14.14%	16.00
Middle management	中級管理人員	17.17%	24.00
General employees	一般員工	66.80%	30.00

Note:

- The calculation was based on the Reporting Guide for Social Key Performance Indicators issued by the Stock Exchange

4. LABOUR STANDARDS

Allan International regards labour standards as a core component of corporate responsibility, going beyond legal requirements to provide a fair, safe, and respectful workplace for employees. Through the following actions, we ensure robust protection of employee rights and promote a healthy work culture.

Avoiding child labour and forced labour

We are firmly against any form of child labour and forced labour, and strictly abide by the Labour Law of the People’s Republic of China (《中華人民共和國勞動法》) and the Employment Ordinance (《僱傭條例》) in Hong Kong. The HR team rigorously verifies the identities of all job applicants to ensure no underage or illegal labour is employed, safeguarding employees’ legal rights.

Respect the freedom of choice of employee

We ensure all employees work voluntarily, with no instances of forced or bonded labour. Labour contracts clearly specify reasonable notice periods for resignation, protecting employees’ rights to freely choose their work and fostering fair labour relations.

附註：

- 計算乃基於聯交所發佈的社會關鍵績效指標匯報指引

4. 勞工準則

亞倫國際將勞工準則視為企業責任的核心，超越法律要求，致力於為員工提供公平、安全且尊重的工作環境。我們通過以下行動，確保員工權益得到充分保障，並促進健康的工作文化。

杜絕童工與強制勞動

我們堅決反對任何形式的童工及強制勞動，嚴格遵守《中華人民共和國勞動法》及香港《僱傭條例》等法規。人力資源團隊對所有求職者的身份進行嚴格核查，確保無未成年或非法勞工，並保護員工的合法權益。

尊重員工自主選擇

我們確保所有員工自願參與工作，無任何強制或債務勞動情況。勞動合同明確規定合理的離職通知期，保障員工自由選擇工作的權利，促進公平的勞動關係。



Balancing working hours and reasonable compensation

We are committed to providing reasonable working hours, eliminating involuntary overtime. In manufacturing facilities, we regularly review attendance records to ensure compliance with statutory working hour requirements. Any overtime is subject to employee consent and fairly compensated to maintain employees' physical and mental health and work-life balance.

Transparent labor contracts

Every employee signs a clear labor contract that details wages, working hours, rest periods, social insurance, and benefits. These contracts not only protect employee rights but also ensure the compliance and transparency of our operations.

Strengthened labour protection mechanism

To prevent the risk of child labour or forced labour, we have established the Special Protection Procedures for Minor Workers (《未成年工特殊保護程序》) and the Labour Rights Remediation Plan (《勞動權益補救計劃》). In case of any non-compliance, we promptly address issues in accordance with the law and implement improvements to prevent recurrence.

Our Commitments

Allan International strictly adheres to relevant labour regulations, including the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), ensuring no incidents of child or forced labour. This year, we maintained a zero non-compliance record, demonstrating our firm commitment to labour standards. Through these measures, we create a fair, respectful, and safe workplace, enabling employees and the company to grow together.

平衡工時與合理補償

我們致力於提供合理的工時安排，杜絕非自願加班。在製造工廠中，我們定期審查出勤記錄，確保符合法定工時要求。任何加班均需員工同意，並提供公平的加班補償，以維護員工的身心健康及工作與生活平衡。

透明的勞動合同

每位員工均簽署清晰的勞動合同，詳細列明工資、工作時數、休息時間、社會保險及福利等內容。這些合同不僅保障員工權益，也確保企業運營的合規性與透明度。

強化的勞工保護機制

為防範童工或強制勞動風險，我們建立了《未成年勞工防範措施》及《勞動權益補救計劃》。若發現任何違規行為，我們將依法迅速處理，並採取改進措施以防止問題重複發生。

我們的承諾

亞倫國際嚴格遵循相關勞工法規，包括《中華人民共和國勞動法》，確保無任何童工或強制勞動事件。本年度，我們繼續保持零違規記錄，展現對勞工準則的堅定承諾。通過這些措施，我們為員工創造了一個公平、尊重且安全的工作環境，助力他們與企業共同成長。



C. RESPONSIBLE OPERATION

1. SUPPLY CHAIN MANAGEMENT

Allan International is committed to building a responsible, sustainable, and efficient supply chain to support high-quality product delivery and achieve environmental and social responsibility goals. Through robust policies, transparent processes, and continuous monitoring, we ensure the supply chain meets high environmental and social standards.

Solid policy framework

We have formulated the Procurement Control Procedures (《採購控制程序》), the Supplier/Subcontractor Management Control Procedures (《供應商／分包商管理控制程序》) and the Suppliers' Code of Conduct (《供應行為商準則》), explicitly requiring suppliers to meet standards in environmental protection, labour rights, and compliant operations. These policies are integrated into tender and contract terms, covering pollution prevention, occupational health and safety, and anti-corruption requirements, ensuring transparent and responsible supply chain operations.

Stringent supplier selection and monitoring

We adopt a fair and transparent tendering process, screening suppliers through evaluation procedures that assess their environmental performance, social responsibility, and business ethics. Regular audits and on-site inspections ensure suppliers continuously meet standards, with termination of cooperation for non-compliance to mitigate risks. We provide professional training to procurement teams to ensure efficient and consistent process execution..

Environmental and social risk management

We regularly identify environmental and social risks in the supply chain, including emissions, labour conditions and compliance, etc. The internal management team conducts annual on-site audits to ensure supplier adherence to the code of conduct and develops improvement plans for high-risk areas, promoting continuous supply chain optimization.

C. 盡責營運

1. 供應鏈管理

亞倫國際致力於打造一個負責任、可持續且高效的供應鏈，以支持優質產品交付並實現環境與社會責任目標。我們通過完善的政策、透明的流程及持續的監察，確保供應鏈符合高標準的環境與社會要求。

堅實的政策框架

我們制定了《採購控制程序》、《供應商／分包商管理控制程序》及《供應商行為準則》，明確要求供應商在環境保護、勞工權益及合規經營方面達到標準。這些政策融入招標與合約條款，涵蓋防止污染、職業健康與安全及反腐敗等要求，確保供應鏈運作透明且負責任。

嚴格的供應商甄選與監察

我們採用公平、公開的招標流程，通過供應商評估程序篩選供應商，審查其環境表現、社會責任及商業道德。定期審核與現場檢查確保供應商持續符合標準，若發現違規行為，將終止合作以降低風險。我們為採購團隊提供專業培訓，確保流程執行高效且一致。

環境與社會風險管理

我們定期識別供應鏈中的環境與社會風險，包括排放、勞工條件及合規性等。內部管理團隊每年進行現場審核，確保供應商遵守守則，並針對高風險環節制定改進計劃，促進供應鏈的持續優化。



Promoting green products and services

We have established a green product procurement list, prioritizing suppliers with ISO 14001 certification or those providing hazardous substance test reports, ensuring materials comply with RoHS, REACH, and other standards. We periodically evaluate green product performance and encourage suppliers to demonstrate corporate social responsibility in community and environmental aspects, advancing sustainable development.

Data confidentiality and declaration of interests

We strictly protect supplier and bidder data through confidentiality agreements, ensuring the security of sensitive information. Suppliers are required to declare potential conflicts of interest to prevent improper benefit transfers, maintaining a fair cooperation environment.

The Outcome and Commitment

Our goal is to receive hazardous substance test reports from all suppliers in a timely manner. We will continue to deepen green supply chain management, collaborating with suppliers to achieve environmentally friendly and socially responsible goals, creating greater value for customers and society. As of 31 March 2025, the Group engaged 242 suppliers, with 178 located in Guangdong Province, 24 in other Chinese provinces, and 40 in other countries or regions. All suppliers underwent the Group’s evaluation process prior to procurement, and current suppliers have passed annual assessments.

The number of suppliers of the Group by region is as follows:

推動綠色產品與服務

我們建立了綠色產品採購清單，優先考慮聘用獲得ISO 14001認證或提交有害物質檢測報告的綠色機構，確保物料符合RoHS、REACH等標準。我們定期評估綠色產品表現，並鼓勵供應商在社區及環境層面體現企業社會責任，推動可持續發展。

資料保密與利益申報

我們嚴格保護供應商與投標者的資料，通過簽署保密協議，確保敏感資訊安全。同時，要求供應商申報潛在利益衝突，杜絕不當利益輸送，維護公平合作環境。

我們的成果與承諾

我們的目標是及時收到所有供應商的有害物質測試報告。。為此我們將繼續深化綠色供應鏈管理，與供應商攜手實現環境友好與社會責任的目標，為客戶與社會創造更大價值。截至2025年3月31日，本集團共聘用242家供應商，當中178家位於廣東省，24家位於中國其他省份，其餘40家都位於其他國外或地區；上述的所有供應商在採購前已通過本集團的相關評估過程，而現正合作的供應商也通過年度評估。

本集團按不同地區劃分的供應商數目如下：

Region	地區	Number of suppliers 供應商數目
Guangdong Province	廣東省	178
Other provinces in China	中國其他省份	24
Other countries and regions	其他國外或地區	40



2. QUALITY CONTROL

Allan International is committed to providing safe, high-quality, and environmentally compliant products and services, ensuring customer satisfaction and protecting their rights. Through rigorous management systems and transparent processes, we continuously enhance product quality while safeguarding customer privacy and intellectual property

Internationally recognized quality management

We have obtained ISO 9001 Quality Management System certification, ensuring every stage from product design to delivery meets international standards. The Production Control Procedures (《生產控制程序》) strictly regulate production processes to ensure stable and reliable product quality, meeting customer expectations.

Comprehensive quality monitoring

We implement the Monitoring and Measurement Procedures (《監測和測量程序》), conducting multi-stage inspections from raw material procurement to finished product delivery, including sampling tests and third-party inspections, to ensure products meet safety and quality requirements. Non-conforming items are isolated and addressed, with root cause analysis conducted through the Improvement Management Procedures Procedure (《改進管理程序》) to prevent recurrence.

Hazardous substances and environmental protection

We follow the IECQ QC080000 Hazardous Substance Management System Certification and regularly assess material risks, to ensure that our products comply with standards such as RoHS and REACH and protect the health of environment and customers. The Monitoring and Measurement Procedure (《監測和測量程序》) ensures the effective management of hazardous substances and reduces the impact on the environment.

2. 質量管理

亞倫國際以提供安全、優質且符合環境標準的產品與服務為核心使命，確保客戶滿意並維護其權益。我們通過嚴謹的管理體系與透明的流程，持續提升產品品質，保障客戶隱私與知識產權。

國際認可的品質管理

我們已取得 ISO 9001 品質管理體系認證，確保從產品設計到交付的每個環節均符合國際標準。我們通過《生產控制程序》對生產流程進行嚴格管控，確保產品品質穩定且可靠，滿足客戶的期望。

全流程品質監控

我們實施《監測和測量程序》，從原材料採購到成品出貨進行多階段檢驗，包括抽樣測試與第三方檢測，確保產品符合安全與品質要求。任何不合格品項均被隔離並處理，同時通過《改進管理程序》分析問題根源，防止問題重複發生。

有害物質與環境保護

我們遵循 IECQ QC080000 有害物質管理體系認證，通過定期評估物料風險，確保產品符合 RoHS、REACH 等標準，保護環境與客戶健康。《監測和測量程序》確保有害物質的有效管理，降低對環境的影響。



Product traceability and logistics protection

We have established a comprehensive product traceability mechanism through the Identification and Traceability Procedure (《標識和可追溯程序》), ensuring clear records from raw materials to finished products. This enhances supply chain transparency and enables rapid product recall or issue tracking when necessary, safeguarding customer rights

Prompt response to customer feedback

We value customer opinions and address each case through a robust complaint handling mechanism. Every complaint is thoroughly investigated, with solutions developed based on the Customer Feedback Handling Procedures (《顧客信息反饋處理》), continuously improving product and service quality to ensure customer satisfaction.

Protecting customer privacy and intellectual property

We strictly adhere to the Customer/External Supplier Property Management Procedures (《顧客／外部供方財產管理程序》), securely protecting customer-provided data, designs, and intellectual property. All collaborations involving sensitive information require confidentiality agreements, prohibiting unauthorized duplication or disclosure to ensure customer privacy and commercial secrets.

Our Commitments

Allan International strictly complies with relevant regulations, including the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》), covering product safety, advertising, labeling, and privacy protection. No non-compliance incidents were recorded this year, and we continue to uphold high standards of product responsibility, creating sustainable value for customers and society.

產品追溯與物流保護

我們通過《標識和可追溯程序》建立完善的產品追溯機制，確保從原材料到成品的每個階段均有清晰記錄。這不僅提升供應鏈透明度，還能在必要時快速執行產品回收或問題追蹤，保障客戶權益。

快速響應客戶反饋

我們重視客戶意見，通過完善的投訴處理機制處理每項反饋。每項投訴均經過詳細調查，結合《顧客信息反饋處理》制定解決方案，持續提升產品與服務品質，確保客戶滿意。

保護客戶隱私與知識產權

我們嚴格遵循《顧客／外部供方財產管理程序》，妥善保護客戶提供的資料、設計與知識產權。所有涉及敏感資訊的合作均需簽署保密協議，禁止未經授權的複製或洩露，確保客戶隱私與商業秘密安全。

我們的承諾

亞倫國際嚴格遵守《中華人民共和國產品質量法》等相關法規，涵蓋產品安全、廣告、標籤及隱私保護。本年度無任何違規事件，我們持續以高標準的產品責任實踐，為客戶與社會創造可持續價值。



3. ANTI-CORRUPTION

Allan International regards integrity as the cornerstone of corporate operations and strives to ensure that business activities meet the highest ethical standards through strict anti-corruption measures and comprehensive training. We prevent any misconduct and promote sustainable development through a transparent and fair corporate culture.

Proper corporate governance

The Board is responsible for formulating and overseeing corporate governance policies, ensuring compliance with regulations such as the Anti-unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》). We are firmly against any form of bribery, fraud, or corruption, and implement clear policies to ensure operational transparency and compliance.

Stringent conflict of interest management

We prohibit employees from soliciting or accepting improper benefits, such as gifts or kickbacks, from business partners. This requirement is integrated into tender and contract terms, ensuring fair and impartial business decisions and maintaining an ethical cooperation environment.

Transparent reporting and investigation mechanism

We have established anonymous reporting channels, encouraging employees to report suspected corruption or conflicts of interest. A robust investigation process ensures prompt and fair handling of each case, with strict confidentiality measures to protect whistleblowers' privacy and safety.

Integrity Commitment from Suppliers and Partners

We require all suppliers and business partners to sign integrity declarations, committing to comply with anti-corruption regulations, with regular audits to ensure adherence. Employees are prohibited from soliciting benefits from suppliers, ensuring transparent and open transaction processes.

Comprehensive Anti-Corruption Training

We provide anti-corruption and conflict-of-interest training to directors and employees every six months, covering regulatory requirements, risk identification, and ethical decision-making. This year, 493 employees participated in training, totaling 1,972 hours, strengthening the Group's integrity awareness.

3. 反貪污

亞倫國際將誠信視為企業運營的基石，致力於通過嚴格的反貪污措施與全面的培訓，確保業務活動符合最高道德標準。我們以透明、公平的企業文化，防範任何不當行為，促進可持續發展。

完善的企業管治

董事會負責制定與監督企業管治政策，確保符合《中華人民共和國反不正當競爭法》等法規要求。我們堅決反對任何形式的賄賂、欺詐或腐敗行為，通過明確的政策確保營運透明與合規。

嚴格的利益衝突管理

我們禁止員工向商業夥伴索取或接受任何不當利益，如禮物或回扣。此要求融入招標與合約條款，確保所有業務決策公平公正，維護廉潔的合作環境。

透明的舉報與調查機制

我們設立匿名舉報渠道，鼓勵員工報告任何涉嫌貪污或利益衝突的行為。完善的調查程序確保每宗舉報得到快速、公正的處理，同時通過嚴格的保密機制保護舉報者的隱私與安全。

供應商與合作夥伴的廉潔承諾

我們要求所有供應商與業務夥伴簽署廉潔聲明書，承諾遵守反貪污法規，並通過定期審計確保其合規性。我們嚴禁員工向供應商索取任何利益，確保交易過程公開透明。

全面的反貪污培訓

我們每半年為董事與員工提供反貪污及利益衝突培訓，內容涵蓋法規要求、風險識別及道德決策。本年度，493名員工參與培訓，總培訓時數達1,972小時，強化了本集團的廉潔意識。



Our Commitment

Allan International strictly complies with anti-corruption regulations, with no non-compliance incidents recorded this year. We will continue to enhance systems and promote training to foster a transparent and ethical corporate culture, creating long-term value for customers and society.

4. COMMUNITY INVESTMENT

Allan International recognises its responsibility as a corporate citizen, committed to creating long-term social value for Lilin Town, Huizhou City, with our proactive participation in community activities. We focus on educational support and care for vulnerable groups, and promote sustainable development of the community by taking specific initiatives.

Specific community engagement strategy

We have developed the Community Investment, Sponsorship and Donation Policies (《社區投資、贊助及捐贈政策》), focusing on “youth education” and “community well-being,” collaborating with local organizations to foster community prosperity. Our goal is to be a socially impactful enterprise, delivering tangible improvements to residents’ well-being.

Substantial community action

This year, we organized 15 employees to participate in volunteer activities, contributing a total of 120 hours, including regular visits to the Lilin Village Elderly Care Home (瀝林村護老院) to provide care and gifts for the elderly. We also established scholarships at Huizhou Pingling Primary School (惠州平陵小學) and Lilin Zhong Xin Central Primary School (瀝林中心小學), with a total donation of approximately RMB 50,000 to support students in pursuing their educational dreams and promote youth development.

Dynamic review and optimisation

We regularly evaluate the effectiveness of community investment projects and adjust strategies based on social needs and residents’ feedback, to ensure the realistic needs of the activities. This flexible review mechanism makes our investments more specific and continues to have a positive impact on the community.

Our Commitments

Allan International will continue to invest in the community development of Lilin Town, Huizhou City, creating more opportunities for young people and disadvantaged groups through volunteer services, educational support and donation activities. We are committed to working with the community to move towards a sustainable future.

我們的承諾

亞倫國際嚴格遵守反貪污相關法規，本年度無任何違規事件。我們將持續通過制度完善與培訓推廣，打造透明、誠信的企業文化，為客戶與社會創造長期價值。

4. 社區投資

亞倫國際深知企業公民的責任，致力於通過積極的社區參與，為惠州市瀝林鎮創造長遠的社會價值。我們以教育支持和弱勢群體關懷為重點，通過具體行動促進社區的可持續發展。

清晰的社區參與策略

我們建立了《社區投資、贊助及捐贈政策》，聚焦「青少年教育」與「社區福祉」兩大領域，與當地組織合作，推動社區繁榮。我們的目標是成為一家深具社會影響力的企業，為居民帶來實質的福祉提升。

實質的社區行動

本年度，我們組織15名員工參與義工活動，累計貢獻120小時，定期探訪瀝林村護老院，為長者送上關懷與禮物。我們還在惠州平陵小學及瀝林中心小學設立獎學金，捐款總額約5萬人民幣，支持學生追求教育夢想，促進青少年發展。

動態檢討與優化

我們定期評估社區投資項目的成效，根據社會需求與居民反饋調整策略，確保活動貼合實際需要。這種靈活的檢討機制使我們的投資更具針對性，持續為社區帶來正面影響。

我們的承諾

亞倫國際將繼續投入惠州市瀝林鎮的社區發展，通過義工服務、教育支持及捐贈活動，為青少年與弱勢群體創造更多機會。我們致力於與社區攜手，共同邁向可持續的未來。



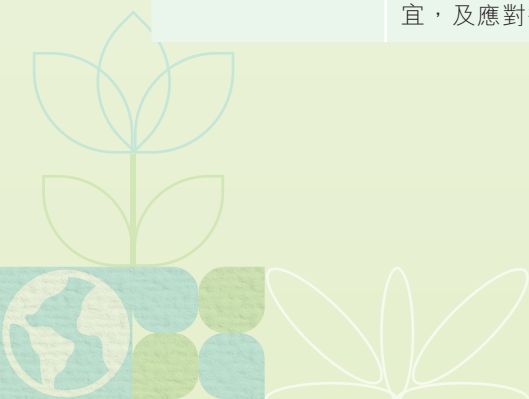
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聯交所《環境、社會及管治報告指引》索引

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A	The Environment 環境	Chapter Indicator 章節
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B	Social 社會	Chapter Indicator 章節
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Indicator B.6.2 指標B.6.2	Number of products and services 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。	There were no complaints about quality during the period 期內未有因品質問題的投訴
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B	Social 社會	Chapter Indicator 章節
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