



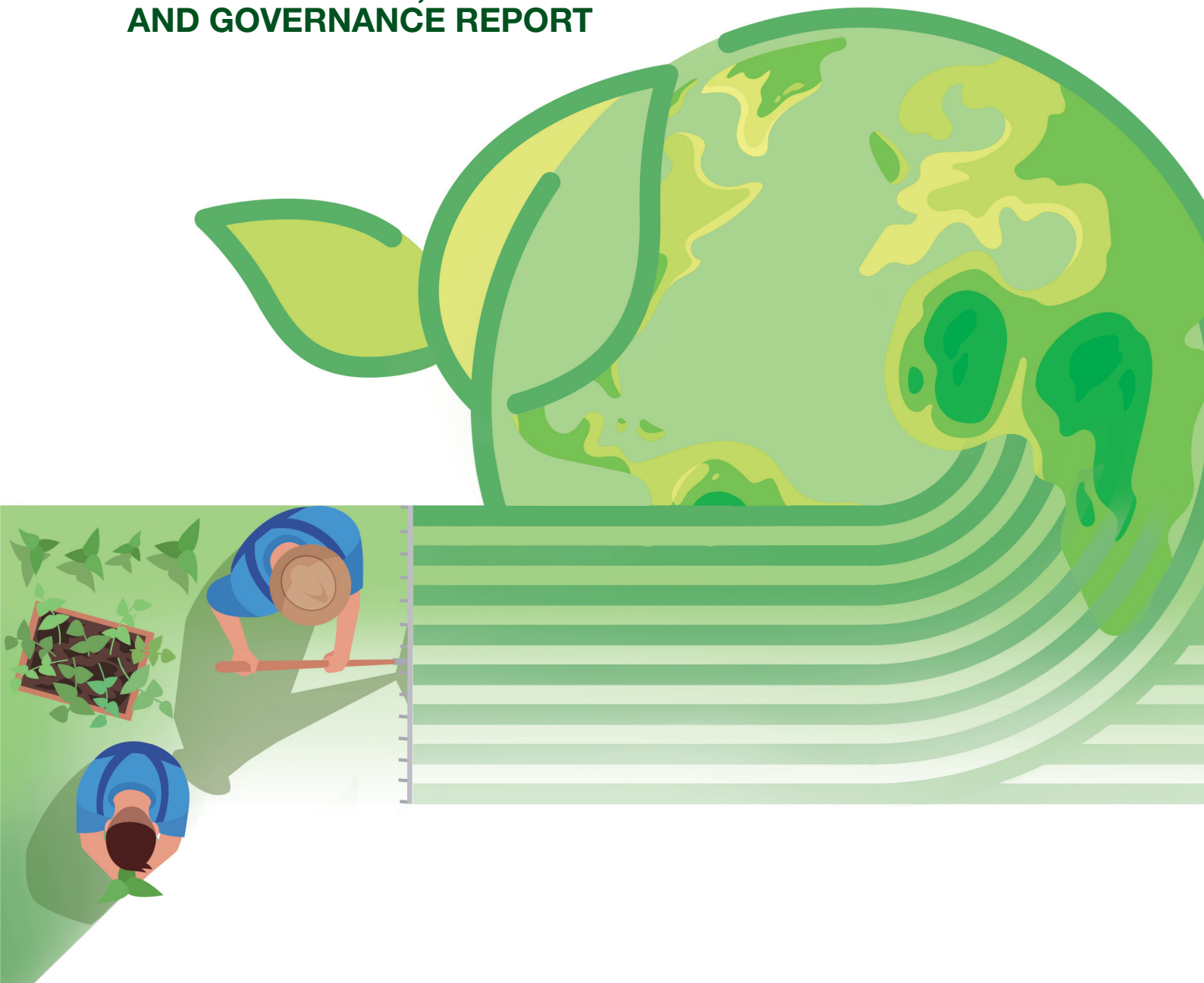
# MIGAO GROUP HOLDINGS LIMITED 米高集團控股有限公司

(於開曼群島註冊成立的有限公司)  
(incorporated in the Cayman Islands with limited liability)

股份代號 **Stock Code : 9879**

## 2024/2025

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



# 目錄 CONTENTS

關於米高集團 About MIGAO	2	環境篇 Environmental	23
關於本報告 About This Report	8	環境管理 Environmental Management	24
可持續發展管理 Sustainable Development Management	11	資源使用 Use of Resources	30
可持續發展體系 Sustainable Development System	11	應對氣候變化 Addressing Climate Change	41
董事會聲明 Statement of the Board	11	排放物管理 Emissions Management	46
ESG管治 ESG Governance	12		
利益相關方參與 Stakeholder Engagement	16		
議題重要性評估 Materiality Assessment of Issues	18		



## 社會篇 Social

### 以人為本 People Oriented

- 員工權益與福利  
Employee Rights and Benefits
- 多元與包容  
Diversity and Inclusion
- 員工培訓與發展  
Employee Training and Development
- 職業健康與安全  
Occupational Health and Safety
- 僱傭績效  
Employment Performance

### 產品責任 Product Responsibility

- 研發與創新  
R&D and Innovation
- 產品質量與安全  
Product Quality and Safety
- 客戶服務與體驗  
Customer Service and Experience
- 信息安全與隱私保障  
Information Security and Privacy Protection

55

56

56

59

62

66

76

80

80

87

91

91

可持續供應鏈  
Sustainable Supply Chain

社會責任  
Social Responsibility

## 管治篇 Governance

公司治理  
Corporate Governance

商業道德  
Business Ethics

知識產權及商標保護  
Intellectual Property Rights and  
Trademark Protection

## 附錄 Appendix

內容索引  
Content Index

93

95

97

97

98

100

102

102



# 關於米高集團 About MIGAO

## 集團介紹 Group Introduction



自兩千年初至今的二十餘載，本集團始終堅守「為客戶提供優質產品」的核心經營宗旨，不斷持續推動農肥技術革新，持續提升本集團鉀肥產品的核心競爭優勢，紮實推進綠色可持續發展進程。目前，本集團已發展成為集採購、生產、銷售於一體的大型綜合性鉀肥企業。2024年3月21日，本公司於香港聯合交易所主板成功掛牌上市，這是本集團發展歷程中的重要里程碑，也標誌着我們向國際市場邁出了關鍵一步。

Over the past two decades since the beginning of the year 2000, the Group has adhered to its core business philosophy of “providing customers with high-quality products” to continuously promote innovation in agricultural fertiliser technology, constantly enhance the core competitiveness of the Group's potash fertiliser products, and steadily advance the green and sustainable development. Nowadays, the Group has developed itself into a large-scale comprehensive potash fertiliser enterprise integrating procurement, production and sales. The successful listing of the Company on the Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) on 21 March 2024 is an important milestone in the development of the Group and also marks a key step towards the international market.

我們是中國大型的鉀肥公司之一，銷售各類鉀肥產品，主要產品包括氯化鉀、硫酸鉀、硝酸鉀以及複合肥，產品廣泛應用於農業領域，主要用於增加農作物產量並提高質量。我們在中國的黑龍江省、吉林省、貴州省以及廣東省擁有五個主要的生產設施，其中包括3條氯化鉀造粒線、40條硫酸鉀生產線及3條複合肥生產線。氯化鉀、硫酸鉀及複合肥產品的總估計產能分別為390,000噸、363,000噸及172,000噸。此外，本集團還可根據客戶的需求提供定制化服務，生產配比不同的適用於煙草、辣椒、水果、茶葉、蔬菜等各類作物的專用複合肥。

We are one of the largest potash fertiliser companies in China, selling various potash fertiliser products. Our major products include potassium chloride (“KCl”), potassium sulphate (“SOP”), potassium nitrate (“NOP”) and compound fertilisers. Our products are essential nutrition for improving crop quality and yield. We have five key production facilities in Heilongjiang Province, Jilin Province, Guizhou Province and Guangdong Province in the PRC (the “PRC”), including 3 KCl granulating lines, 40 SOP production lines and 3 compound fertiliser production lines. The total estimated production capacity of KCl, SOP and compound fertiliser products is 390,000 tonnes, 363,000 tonnes and 172,000 tonnes, respectively. In addition, the Group also provides customised services according to customers' needs, with different ratios of special compound fertilisers suitable for tobacco, pepper, fruit, tea, vegetables and other crops.



作為一家專注於鉀肥的企業，我們深感責任重大，我們將堅定不移地秉持以國家糧食安全為己任的理念，致力於成為世界一流的高質量鉀肥生產企業，為千家萬戶的食物多樣性給予保障，同時為整體種植產業的產出質量保駕護航，為千家萬戶帶來安全可靠的糧食。

As an enterprise specialising in potash fertilisers, we deeply feel that we have a heavy responsibility. We will unswervingly uphold the concept of taking national food security as our own responsibility and be committed to becoming a world-leading high-quality potash fertiliser producer, providing the diversity of food for thousands of households, escorting the output quality of the whole planting industry and bringing safe and reliable food to thousands of households.



股份代號**09879.HK**  
Stock code  
**09879.HK**



2024/2025財年  
營業收入  
**4,966**百萬元人民幣  
Revenue for  
FY2024/2025  
**RMB4,966 million**



**5**個主要生產設施  
**5 Main Production  
Facilities**



**70**餘人專家研發團隊  
Research and  
Development (R&D)  
Teams of More Than  
**70 Experts**



運營鉀肥業務**20**餘年  
Operating Potash  
Fertiliser Business  
for More Than  
**20 Years**



**140**餘個研發項目  
**Over 140 R&D  
Projects**

## 公司榮譽 Corporate Honours

報告期內(定義如下)·公司所獲榮譽如下：

The honours received by the Company during the Reporting Period (as defined below) were as follows:



米高集團控股有限公司－2024中國化肥企業100強  
中國化工情報信息協會、中國化工信息中心

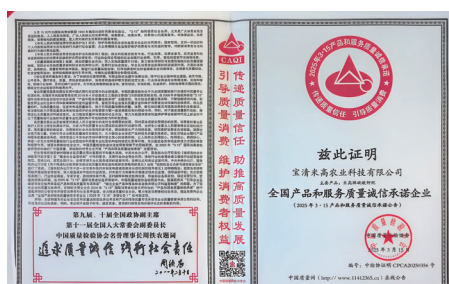
**Migao Group Holdings Limited – 2024 Top 100**  
Chemical Fertiliser Companies in China  
China Chemical Industry Information Association  
and China National Chemical Information Center



米高集團控股有限公司－中國無機鹽工業協會鉀  
鹽鉀肥行業分會副會長單位  
中國無機鹽工業協會鉀鹽鉀肥行業分會

**Migao Group Holdings Limited – Vice President**  
**Unit of the potash salt and potash fertilisers**  
**branch of the China National Inorganic Salts**  
**Industry Association**

The potash salt and potash fertilisers branch of the  
China National Inorganic Salts Industry Association



寶清米高農業科技有限公司－全國產品和服務質  
量誠信承諾企業  
中國質量檢驗協會

**Baoqing Migao Agricultural Technology**  
**Co., Ltd. – National Enterprise for Integrity**  
**Commitment in Product and Service Quality**  
China Association for Quality Inspection



寶清米高農業科技有限公司－高新技術企業  
黑龍江省科學技術廳、黑龍江省財政廳、國家稅  
務總局黑龍江省稅務局

**Baoqing Migao Agricultural Technology Co.,**  
**Ltd. – High-tech Enterprise**

Heilongjiang Provincial Department of Science  
and Technology, Heilongjiang Provincial  
Department of Finance, Heilongjiang Provincial  
Tax Service of State Taxation Administration



四川米高化肥有限公司 – 全國產品和服務質量誠  
信承諾企業  
中國質量檢驗協會

**Sichuan Migao Chemical Fertiliser Co.,  
Ltd. – National Enterprise for Integrity  
Commitment in Product and Service Quality**  
China Association for Quality Inspection



遵義大興複肥有限責任公司 – 2024年度最佳奉獻獎  
遵義市播州區三合鎮

**Zunyi Daxing Compound Fertiliser Co., Ltd.**  
– 2024 Best Contribution Award  
Sanhe, Bozhou District, Zunyi



遵義大興複肥有限責任公司 – 市級守合同重信用單位  
遵義市工商行政管理局

**Zunyi Daxing Compound Fertiliser Co.,  
Ltd. – Municipal Contract-abiding and  
Trustworthy Enterprise**  
Zunyi Administration for Industry and  
Commerce

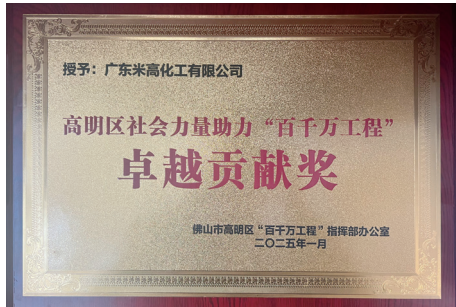


廣東米高化工有限公司 – 2024年佛山製造業100  
強(NO. 86)  
佛山市企業聯合會、佛山市企業家協會

**Guangdong Migao Chemical Co., Ltd. –  
2024 Top 100 Manufacturing Enterprises in  
Foshan (No. 86)**  
Foshan Enterprise Federation and Foshan  
Entrepreneur Association



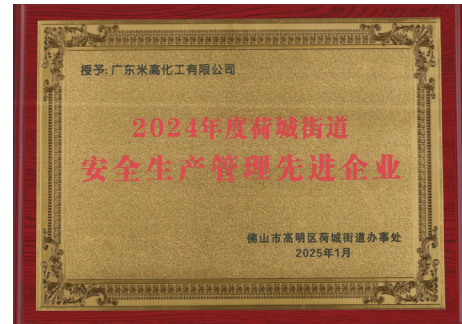
## 關於米高集團 About MIGAO



廣東米高化工有限公司－高明區社會力量助力「百千萬工程」卓越貢獻獎  
佛山市高明區「百千萬工程」指揮部辦公室

**Guangdong Migao Chemical Co., Ltd.**  
– Outstanding Contribution Award for  
Assisting “Billion Projects” in Gaoming  
District

Headquarters Office of “Billion Projects” in  
Gaoming District, Foshan



廣東米高化工有限公司－2024年度荷城街道安全生產管理先進企業  
佛山市高明區荷城街道辦事處

**Guangdong Migao Chemical Co., Ltd. – 2024  
Advanced Enterprise in Safety Production  
and Management in Hecheng Street**

Office of Hecheng Street, Gaoming District,  
Foshan



廣東米高化工有限公司－荷城街道2024年度經濟貢獻優秀企業  
佛山市高明區荷城街道辦事處

**Guangdong Migao Chemical Co., Ltd. –  
2024 Outstanding Enterprise in Economic  
Contribution in Hecheng Street**

Office of Hecheng Street, Gaoming District,  
Foshan



廣東米高化工有限公司－全國產品和服務質量誠信承諾企業  
中國質量檢驗協會

**Guangdong Migao Chemical Co., Ltd.**  
– National Enterprise for Integrity  
Commitment in Product and Service Quality

China Association for Quality Inspection

環境  
Environmental

榮獲「全國產品和服務質量誠信承諾企業」等榮譽，是企業踐行綠色發展理念、推動ESG建設的有力證明。這些榮譽不僅彰顯了企業在資源高效利用和節能減排等環境成效上的積極作為，還體現了企業在環境保護方面的堅定承諾。這一認可有助於提升企業的行業聲譽和影響力，促進企業在環境保護方面的持續改進，有助於促進企業的可持續發展。

The Company has been awarded honours such as “National Enterprise for Integrity Commitment in Product and Service Quality”, firmly proving the implementation of green development concepts and promotion of ESG development by the Company. These honours not only reflect that the Company vigorously acts on effective resource utilisation, energy saving and emission reduction and other environmental outcomes, but also reflect its strong commitment in environmental protection. Such recognition helps enhance the industry reputation and influence of the Company, and facilitate the continuous improvement in environmental protection, and contributes to the promotion of the sustainable development of the Company.

社會  
Social

榮獲「全國產品和服務質量誠信承諾企業」等稱號，是對企業在產品質量與服務水平上卓越表現的高度認可，更彰顯了企業在踐行社會責任、贏得消費者信任方面的堅定承諾。這一榮譽有助於提升企業在行業內的聲譽和影響力，還可以進一步增強企業與社區的緊密聯繫，推動企業在可持續發展道路上邁出堅實步伐。

The Company has been awarded honours such as “National Enterprise for Integrity Commitment in Product and Service Quality”, showing high recognition of the outstanding performance of the Company in product quality and service standard. These honours also reflect the strong commitment of the Company in performing social responsibilities and gaining consumers’ trust. Such recognition helps improve the industry reputation and influence of the Company, further enhance the close connection between the Company and society, and encourage the Company to step forward towards the path to sustainable development.

管治  
Governance

榮獲「中國無機鹽工業協會鉀鹽鉀肥行業分會第五屆理事會－副會長單位」「2024年中國化肥企業100強」「經濟貢獻優秀企業」「高新技術企業」「市級守合同重信用單位」以及「2024年佛山製造業100強」等榮譽稱號，充分彰顯了企業在公司治理、運營透明度以及合規管理等關鍵領域的卓越表現。這些榮譽不僅體現了企業在經濟領域的傑出貢獻，也展示了企業在技術創新、知識產權保護、誠信經營以及合同履行等方面的優秀實踐，有助於增強市場競爭力，同時也為投資者和其他利益相關者提供了強有力的信任背書。

The Company has been awarded honours such as “Fifth Session of Council Committee of Potassium Industry Sub-council of China Inorganic Salts Industry Association – Vice President Unit”, “2024 Top 100 Chemical Fertiliser Companies in China”, “Outstanding Enterprise in Economic Contribution”, “High-tech Enterprise”, “Municipal Contract-abiding and Trustworthy Enterprise” and “2024 Top 100 Manufacturing Enterprises in Foshan”, fully reflecting the outstanding performance of the Company in corporate governance, operational transparency, compliance management and other key aspects. These honours not only reflect the outstanding economic contributions by the Company but also exhibit its excellent performance in technology innovation, intellectual property protection, operation with integrity and contract fulfillment, which helps enhance market competitiveness and offer strong endorsement of trust for investors and other stakeholders.

# 關於本報告

## About This Report

### 報告介紹

本報告為米高集團控股有限公司（「本公司」、「我們」或連同其附屬公司統稱「本集團」）發佈的第二份獨立的《環境、社會及管治報告》（「ESG」）。

### 報告範圍

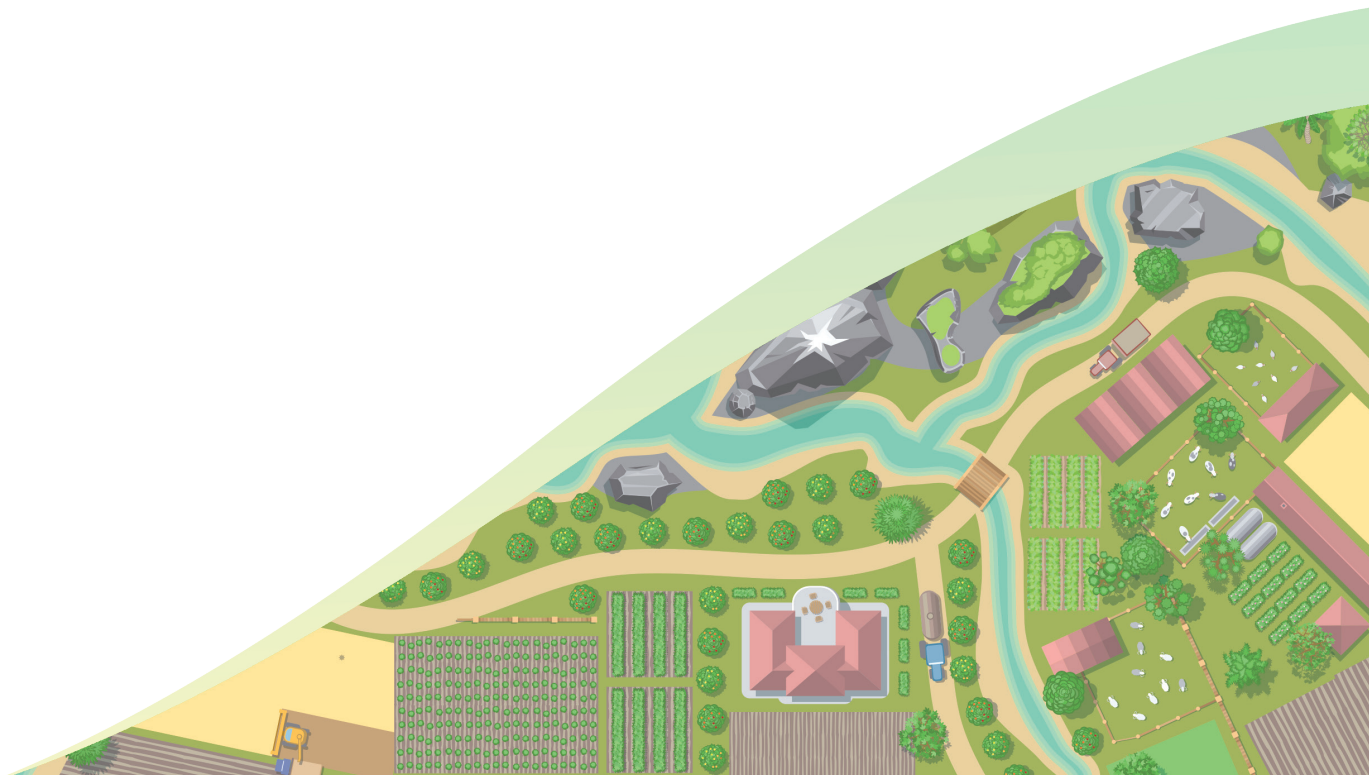
本報告披露本集團從2024年4月1日至2025年3月31日（「報告期」或「本年度」）呈報本環境、社會及管治報告。該報告涵蓋了本集團的可持續發展方向、策略及表現，概述本集團實施的策略及總結本年度的表現，以闡述本集團所堅持的努力及為利益相關者創造的長遠價值。本ESG報告涵蓋全集團，關鍵績效指標披露範圍為我們的主要經營地點，包括廣東米高化工有限公司（簡稱「廣東米高」）、遵義大興複肥有限責任公司（簡稱「大興米高」）、米高化工（長春）有限公司（簡稱「長春米高」）、安達北大荒米高農業科技有限公司（簡稱「安達米高」）、寶清米高農業科技有限公司（簡稱「寶清米高」）、米高農業科技（同江）有限公司（簡稱「同江米高」）、四川米高化肥有限公司（簡稱「四川米高」）、米高世紀工程技術（成都）有限公司（簡稱「米高世紀成都」）、香港米高實業有限公司（簡稱「香港米高」）以及 Migao International (Singapore) Pte.Ltd（簡稱「新加坡米高」）。

### Reporting Introduction

This report is the second independent Environmental, Social and Governance (“ESG”) Report published and issued by Migao Group Holdings Limited (the “Company”, “we” or together with its subsidiaries, the “Group”).

### Reporting Scope

This report discloses the environmental, social and governance report for the period from 1 April 2024 to 31 March 2025 (the “Reporting Period”). The report covers the Group’s sustainable development direction, strategies and performance, outlines the strategies implemented by the Group and summarises the performance for the year to illustrate the Group’s sustained efforts and the long-term value created for stakeholders. This ESG report covers the entire Group, with key performance indicators disclosed covering our principal places of operation, including Guangdong Migao Chemical Co., Ltd. (廣東米高化工有限公司) (“Guangdong Migao”), Zunyi Daxing Compound Fertiliser Co., Ltd. (遵義大興複肥有限責任公司) (“Daxing Migao”), Migao Chemical (Changchun) Co., Ltd. (米高化工(長春)有限公司) (“Changchun Migao”), Anda Beidahuang Migao Agricultural Technology Co., Ltd. (安達北大荒米高農業科技有限公司) (“Anda Migao”), Baoqing Migao Agricultural Technology Co., Ltd. (寶清米高農業科技有限公司) (“Baoqing Migao”), Migao Agricultural Technology (Tongjiang) Co. Ltd. (米高農業科技(同江)有限公司) (“Tongjiang Migao”), Sichuan Migao Chemical Fertiliser Co., Ltd. (四川米高化肥有限公司) (“Sichuan Migao”), Migao Century Engineering Technology (Chengdu) Co., Ltd. (米高世紀工程技術(成都)有限公司) (“Migao Century (Chengdu)”), H.K. Migao Industry Limited (香港米高實業有限公司) (“HK Migao”) and Migao International (Singapore) Pte. Ltd. (“Singapore Migao”).





## 編製依據

本報告根據《香港聯合交易所有限公司證券上市規則》(「上市規則」)附錄C2《環境、社會及管治報告守則》(「環境、社會及管治報告守則」)編製。

## 報告原則

報告本着重要性、定量性、平衡性、一致性四項原則，確定了內容的呈現方式，確保報告準確、真實。這些原則闡述如下：

## Reporting Basis

This report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) outlined in Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”).

## Reporting Principles

Based on the four principles of materiality, quantitative, balance and consistency, this report determines the presentation method of the content to ensure that the report is accurate and true. These principles are described below:

### 重要性 Materiality

通過利益相關者重要性評估識別與ESG議題有關的重要信息，並在本報告中披露。

Identifies important information related to ESG issues through materiality assessment of all stakeholders, and discloses them in this report.

### 定量 Quantitative

在適當的情況下，提供和討論帶有比較數據的定量信息，增強集團ESG表現的可評估性。

Where appropriate, provides and discusses quantitative information with comparative data to enhance the accessibility of the Group's ESG performance.

### 平衡 Balance

本集團的ESG表現以公平及客觀的方式匯報，確保利益相關方全面了解米高集團ESG實踐的全貌。

The ESG performance of the Group is reported in a fair and objective manner, so as to ensure stakeholders fully understand the overall landscape of the Group's ESG practice.

### 一致性 Consistency

除特別說明，本報告採用與往年報告相一致的披露統計方法，確保本年度的ESG數據與歷史數據及未來數據具有可比性。

Unless otherwise specified, this report adopts consistent disclosure and calculation methodology as the previous report, so as to ensure ESG data for the year can be comparable to historical and future data.

## 關於本報告 About This Report

### 報告批准

本報告經管理層確認後，於2025年06月26日獲董事會通過。

### 報告獲取

本報告通過電子版形式發佈繁體中文及英文兩種版本，發佈平臺包括證券交易所指定的信息披露平臺及本公司官方網站。若本報告的中英文版本有歧義或不相符之處，概以繁體中文版為準。

### 意見反饋

本集團衷心期望聽取利益相關方的寶貴意見，以推動ESG績效的持續提升。若您對本報告內容存在任何疑問，歡迎通過公司郵箱 [ir@migaogroup.com](mailto:ir@migaogroup.com) 與我們取得聯繫。

### Approval of the Report

This report was approved by the Board on 26 June 2025 after being confirmed by the management.

### Access to the Report

This report is released in a bilingual (in Traditional Chinese and English) electronic format. Publication platforms include information disclosure platforms designated by the Stock Exchange and the official website of the Company. Should there be any discrepancy or inconsistency between the Chinese and English versions of this report, the Traditional Chinese version shall prevail.

### Feedback

The Group earnestly looks forward to the valuable opinions from stakeholders in order to drive continuous improvement in ESG performance. If you have any inquiry about the contents of this report, please feel free to contact us by emailing to [ir@migaogroup.com](mailto:ir@migaogroup.com).

# 可持續發展管理

## Sustainable Development Management

我們始終秉承可持續發展理念，將ESG表現納入企業核心管理範疇。依託科學且專業的ESG管治架構，持續優化ESG管理體系及實踐成效，確保公司的長期可持續發展，推動可持續發展理念與企業發展的深度融合。

Adhering to the sustainable development concepts, we have incorporated ESG performance into core management remit of the Company. Leveraging the scientific and professional ESG governance structure, we continue to optimise ESG management system and practice efficiency, ensure the long-term sustainable development of the Company, and facilitate the in-depth integration of sustainable development concept and corporate development.

### 可持續發展體系

## Sustainable Development System



#### 董事會聲明

董事會高度重視可持續發展管理，已構建多層級、高效且具实操性的ESG管理體系。通過持續優化ESG管治架構，充分發揮董事會在集團ESG事務中的統籌引領作用。

董事會全面負責監督ESG戰略、政策及報告的整體方向與質量，確保ESG策略與集團的長期發展目標深度契合。集團深刻認知ESG相關風險，尤其是氣候變化可能帶來的潛在影響，因此每年開展ESG風險評估，並結合利益相關方的反饋動態完善ESG政策。

為推進ESG事務的高效開展，本集團成立ESG委員會，成員由兩名執行董事劉國才先生和孫平福先生，以及一名高級管理層劉學彬先生組成。委員會成員具備豐富的行業經驗與ESG領域專業洞見。在董事會的領導下，ESG委員會將負責審視和評估各項ESG相關事務，確保集團的ESG戰略、政策和行動計劃充分響應利益相關方的期望和訴求。通過董事會和ESG委員會之間的緊密協作，本集團持續推動ESG治理有效落地，不斷提升ESG表現。

#### Statement of the Board

The Board attaches great importance to sustainable development management, and has established a multi-level, effective and practicable ESG management system. By continuously optimising ESG governance structure, the Board fully plays its leading role in managing ESG issues of the Group.

The Board is fully responsible for overseeing the overall direction and quality of the ESG strategies, policies and reports to ensure that the ESG strategies are deeply aligned with the long-term development objectives of the Group. The Group fully acknowledges ESG-related risks, especially the potential impacts that may be caused by climate change. Hence, the Group conducts ESG risk assessment every year, and dynamically improves ESG policies based on the feedback from stakeholders.

In order to facilitate the efficient execution of ESG initiatives, the Group has established the ESG Committee, which consists of two executive Directors, Mr. Liu Guocai and Mr. Sun Pingfu, and one senior management member, Mr. Liu Xuebin. Members of the ESG Committee have extensive industry experience and professional insights of the ESG field. Under the leadership of the Board, the ESG Committee will be responsible for reviewing and evaluating various ESG-related matters to ensure that the Group's ESG strategies, policies and action plans fully reflect the expectations and needs of stakeholders. Through close co-operation between the Board and the ESG Committee, the Group continues to promote the effective implementation of ESG governance and improve ESG performance.

## 可持續發展管理 Sustainable Development Management

報告期內，本集團於2024年6月和2024年12月分別召開兩次ESG委員會會議，重點檢討了ESG政策及風險，評估ESG實踐成效與進展，同時審視溫室氣體排放、資源消耗情況及減排計劃的實施進度，以確保可持續發展工作的改進和增強。

董事會堅信，系統化的ESG管理不僅能增強公司可持續發展韌性，更能夠為利益相關方創造長期價值。我們承諾將持續致力於ESG領域的創新和改進，為實現集團的長遠可持續發展願景不懈努力。

### ESG管治

#### ESG管治架構

本集團致力於將ESG理念融入企業運營的各個環節。為此，我們構建了以董事會為核心的三級ESG管治架構，形成了「戰略決策－統籌管理－執行落地」的閉環機制，保障ESG事務的高效協同與精準實施。這一架構既體現了我們對可持續發展的堅定承諾，也彰顯了我們積極履行社會責任的價值導向。

董事會作為ESG事務的最高決策和審核機構，全面負責制定和審批集團的ESG管理方針、戰略規劃及未來目標，確保ESG理念貫穿於集團的各業務板塊及管理環節。其職責範疇不僅涵蓋年度ESG工作計劃的審議，還包括對重大ESG事項的風險評估、機遇識別及優先級排序。此外，董事會負責審核並批准年度ESG報告的對外披露，確保報告內容的準確性和透明度，向利益相關方傳遞集團在可持續發展方面的努力與成果。作為整個ESG管治架構的核心，董事會致力於完善ESG監管體系，重點覆蓋氣候變化等全球性議題，並負責建立ESG風險管理與內部控制體系，尤其強化對氣候相關風險的管控，以確保集團在應對全球性挑戰時具備堅實的制度保障和應對能力。

During the Reporting Period, the Group convened two meetings of the ESG Committee in June 2024 and December 2024, respectively. During the meetings, the Group primarily reviewed its ESG policies and risks, evaluated the effectiveness and progress of ESG practices, and reviewed its greenhouse gas emission, resource consumption and implementation of emission reduction plan, so as to ensure the improvement and optimisation of its sustainable development works.

The Board firmly believes that systematic ESG management can not only enhance the resilience of sustainable development, but also create long-term value for stakeholders. We are committed to continuously innovating and improving our works in ESG fields, and make every effort to achieve the long-term sustainable development missions of the Group.

### ESG Governance

#### ESG governance structure

The Group strives to incorporate ESG principles into every link of its operations. As such, we have established a three-tier ESG governance structure with the Board as its core, forming a closed-loop mechanism of “strategic decision-making – coordination and management – execution and implementation” to ensure effective collaboration and accurate implementation of ESG issues. This structure reflects our strong commitment in sustainable development, as well as our value orientation of active fulfillment of social responsibilities.

As the highest decision-making and review body for ESG matters, the Board is fully responsible for formulating and approving the Group's ESG management policies, strategic plans and future objectives, so as to ensure ESG concepts are incorporated into all business segments and management links of the Group. The responsibilities of the Board include not only the review of annual ESG work plan, but also the risk assessment, opportunity identification and prioritisation of major ESG issues. In addition, the Board is responsible for the review and approval of the public disclosure of the annual ESG report in order to ensure the accuracy and transparency of the report, thereby delivering the Group's efforts and achievements in sustainable development to stakeholders. As the core of the whole ESG governance structure, the Board strives to optimise an ESG monitoring system focusing on global issues such as climate change, and is responsible for the establishment of an ESG risk management and internal control system, especially for enhancing the control over climate-related risks, so as to ensure the Group is equipped with strong systematic safeguards and adaptability in facing global challenges.



ESG委員會是公司專門設立的、專注於ESG事務的管理與監督機構。其核心職能包括對ESG相關風險和機遇的識別與分析，基於此制定明確的工作目標和具體實施措施。委員會還負責協調與利益相關方的溝通，並開展重大性議題評估分析，以確定ESG議題的優先級和重要性。此外，ESG委員會承擔着對ESG表現和目標進度的持續跟蹤與審查工作，確保各項ESG事務得到妥善管理並有效推進。委員會定期將相關情況和進展向董事會匯報，為董事會決策提供數據支持，從而保障集團ESG戰略的順利實施和持續優化。

The ESG Committee, a special committee established by the Company, focuses on the management and supervision of ESG matters. Its core responsibilities include identification and analysis of ESG-related risks and opportunities, as well as formulating specific work objectives and implementing specific measures. The committee is also responsible for coordinating the communication with stakeholders and conducting materiality assessments and analyses of issues, so as to determine the priority and materiality of ESG issues. In addition, the ESG Committee is responsible for tracking and reviewing ESG performance and progress against targets on an ongoing basis to ensure that various ESG matters are properly managed and effectively implemented. The committee reports relevant situation and progress to the Board on a regular basis and provides data in supporting the decision-making by the Board, thereby ensuring smooth implementation and continuous optimisation of the ESG strategies of the Group.

支援執行層由人力資源部、行政部、財務部、安環部等跨部門團隊組成，承擔着ESG管理的終端執行職能。各部門主要負責收集、整理並上報與ESG相關的內部政策、制度文件以及績效指標，並定期反饋工作進展。通過一系列具體行動和措施，執行層積極推動ESG管理工作的落實，確保ESG戰略從規劃層向操作層的有效傳導，形成「上下聯動、協同推進」的實施格局。

The supporting executive layer comprises cross-departmental teams, including the Human Resources Department, the Administration Department, the Finance Department and the Safety and Environmental Protection Department, and is responsible for executing ESG management. These departments are mainly responsible for collecting, organising and reporting ESG-related internal policies, system documents and performance indicators, and reporting progress regularly. By implementing a series of specific actions and measures, the executive level actively facilitates the implementation of ESG management to ensure effective transmission of ESG strategies from planning level to operational level, thus forming an implementation framework of “multi-level interaction and coordinated promotion”.

## 可持續發展管理 Sustainable Development Management

### 董事會 Board

作為集團ESG事務的最高決策和審核機構，董事會負責全面監督和指導集團的ESG策略和實踐：

- 制定和審批ESG管理方針、戰略規劃及未來目標等
- 評估重大ESG風險與機遇
- 審核年度ESG報告
- 參與重大性議題評估

As the highest decision-making and review body for ESG matters of the Group, the Board is responsible for supervising and guiding the Group's ESG strategies and practices comprehensively:

- Formulating and approving ESG management policies, strategic plans and future objectives, etc.
- Assessing major ESG risks and opportunities
- Reviewing annual ESG reports
- Participating in material issue assessments

### ESG委員會 ESG Committee

作為專門負責監管和管理公司ESG事務的機構，ESG委員會直接向董事會報告，確保ESG政策的有效實施：

- 識別ESG風險和機遇
- 制定工作目標和措施
- 參與並開展重大性議題評估分析
- 定期向董事會提供報告

As an organisation specifically responsible for overseeing and managing the ESG matters of the Company, the ESG Committee reports directly to the Board to ensure the effective implementation of ESG policies:

- Identifying ESG risks and opportunities
- Formulating work objectives and measures
- Participating in and conducting materiality assessments and analyses
- Providing reports to the Board on a regular basis

### 支援執行層 Supporting executive level

涵蓋人力資源部、行政部、財務部、安環部等多個部門，承擔ESG執行和監督支持的職能：

- 收集和上報ESG相關信息
- 落實ESG策略實施和過程監控
- 保障ESG管理工作的執行效率

Covering the Human Resources Department, the Administration Department, the Finance Department and the Safety and Environmental Protection Department, it is responsible for ESG implementation and supervision support:

- Collecting and reporting ESG-related information
- Implementing ESG strategies and monitoring the implementation process
- Ensuring effective implementation of ESG management



### ESG 風險管理

我們重視ESG相關風險和機遇所帶來的潛在影響，積極開展ESG風險管理相關工作，並主動將ESG風險管理逐步納入本集團風險管理體系。我們將持續提升ESG表現，增強業務在複雜的商業環境中的可持續韌性，實現風險防控與價值創造的雙向提升。

### ESG 目標

董事會將ESG目標設定納入戰略管理流程並通過定期董事會會議對ESG目標進行審閱及討論。目前，董事會已審閱並批准設定ESG目標，覆蓋環境、社會及管治的核心領域，為集團可持續發展提供明確指引。

### ESG risk management

We attach great importance to potential impacts of ESG-related risks and opportunities, vigorously conduct works on ESG risk management, and have been proactively integrating ESG risk management into risk management system of the Group. We will continue to improve our ESG performance, and enhance the resilience of our operations in the complicated business environment, thereby realising improvement in both risk control and value creation.

### ESG objectives

The Board incorporates ESG objectives into its strategy management procedures, and reviews and discusses ESG objectives at Board meetings on a regular basis. At present, the Board has reviewed and approved the formulation of ESG objectives, covering core aspects of environmental, social and governance, thus providing clear guidance for sustainable development of the Group.

## 利益相關方參與 Stakeholder Engagement



本集團高度重視利益相關方的聲音，深刻認識到全面了解各方期望、利益及信息需求，是實現長期價值創造的必要前提。為此，我們建立了常態化、多樣性和針對性的溝通機制，通過聆聽各利益相關方的意見，檢視他們關注的ESG議題及表現。這些意見和關注點被作為集團ESG工作不斷改進和提升的重要依據，以加強企業的可持續發展能力。

The Group attaches great importance to opinions of stakeholders, and acknowledges that thorough understanding of the expectations, interests and information needs of different parties is crucial for realising long-term value creation. As such, we have established regular, diversified and targeted communication channels. By listening to opinions of different stakeholders, we review their concerned ESG issues and performance. These opinions and concerns are important basis for the Group to continuously optimise and improve its ESG work, thereby strengthening its capability in achieving sustainable development.

我們堅持積極向市場傳達公司價值，通過「線上+線下」相結合的方式，與各利益相關方開展各項溝通交流活動，確保溝通的深度與實效性，並同步向市場傳遞公司在可持續發展領域的實踐成果與價值主張。

We strive to actively deliver our corporate value to the market. Through "online + offline" modes, we conduct various communication and exchange activities with stakeholders to ensure in-depth and effective communication. At the same time, we also deliver the Company's performance and value proposition in sustainable development to the market.

利益相關方 Stakeholders	參與方式 Methods of engagement
員工 Employees	內部電子郵件和出版物 Internal emails and publications 會議和簡報會 Conferences and briefings 培訓 Training 員工活動 Staff activities 企業網站 Corporate websites
客戶 Customers	企業網站 Corporate websites 電子郵件、傳真和聯絡人電話 Email, fax and contact phone numbers 會議 Conferences
投資者和股東 Investors and shareholders	企業網站 Corporate websites 股東周年大會 Annual general meeting 年報及中期報告 Annual reports and interim reports 新聞稿及公告 Press releases and announcements 電子郵件、傳真和聯絡人電話 Email, fax and contact phone numbers

利益相關方 Stakeholders	參與方式 Methods of engagement
供應商和業務合作夥伴 Suppliers and business partners	企業網站 Corporate websites 電子郵件、傳真和聯絡人電話 Email, fax and contact phone numbers 會議 Conferences 實地考察 Site visits
政府和監管機構 Government and regulatory agencies	企業網站 Corporate websites 新聞稿及公告 Press releases and announcements 電子郵件、傳真和聯絡人電話 Email, fax and contact phone numbers 配合政府及監管機構進行合規檢查 Cooperation with government and regulatory agencies in conducting compliance inspection
社會團體和公眾 Social groups and the public	企業網站 Corporate websites 新聞稿及公告 Press releases and announcements 電子郵件、傳真和聯絡人電話 Email, fax and contact phone numbers
媒體 Media	新聞發佈會 Press conferences 媒體採訪 Media interviews 新聞稿及公告 Press releases and announcements 企業網站 Corporate websites 定期溝通 Regular communications 輿情反饋 Public sentiment feedback 電子郵件、傳真和聯絡人電話 Email, fax and contact phone numbers

## 議題重要性評估 Materiality Assessment of Issues



鑒於利益相關方關注的議題會隨着市場動態和環境變化而持續更新，本集團已通過完善的利益相關方參與機制，系統性地完成了重要性評估工作。這一評估流程旨在深入洞察利益相關方的期望與訴求，並據此量身定制契合市場需求的業務策略。本集團已採用並實施以下四步重要性評估程序：

As stakeholder concerns are constantly evolving in response to market dynamics and environmental changes, the Group has systematically completed the materiality assessment through a comprehensive stakeholder engagement process. This assessment process aims to understand the expectations and needs of stakeholders and to develop tailored business strategies in line with market needs. The Group has adopted and implemented the following four-step materiality assessment process:

步驟 Step	內容 Contents
<b>重要性議題識別</b> <b>Material issue identification</b>	綜合業務模式、政策導向、資本市場要求、披露標準及行業對標五個方面，同時吸納各利益相關方的反饋，構建覆蓋多維視角的ESG議題清單。 Considering five aspects of business modes, policy directions, capital market requirements, disclosure standards and industry benchmarks, as well as feedback from stakeholders, the Group formulates a list of ESG issues from multi-dimensional perspectives.
<b>利益相關方參與</b> <b>Stakeholder engagement</b>	通過問卷調查、既定溝通渠道等方式，邀請內外部核心利益相關方對各議題進行重要性評級並提供意見，系統收集各方對集團ESG議題的關注重點與優先級反饋。 Through questionnaires and established engagement channels, the Group invites internal and external core stakeholders to rate and comment on the materiality of each issue, and systematically collects major concerns and prioritised feedback on the Group's ESG issues from different parties.
<b>重要性議題分析</b> <b>Material issue analysis</b>	基於利益相關方調研結果，本集團從「對企業發展的影響程度」及「對利益相關方的關切度」兩個維度對ESG議題進行量化分析及重要性排序，形成可視化的重大性議題矩陣，明確核心議題優先級。 Based on the results of stakeholder survey, the Group conducts quantitative analysis and materiality prioritisation on ESG issues from the aspects of "impacts on corporate development" and "level of concern by stakeholders", thus forming a visualized materiality matrix and confirming priorities of core issues.
<b>審閱驗證</b> <b>Review and validation</b>	對識別出的重大ESG議題進行系統性驗證，以及確認彼等與環境、社會及管治報告守則的披露要求和關鍵績效指標的關聯性及匹配度。 The Group conducts systematic validation on identified material ESG issues, and determines their relevance and correspondence to the disclosure requirements and key performance indicators under the Environmental, Social and Governance Reporting Code.

在報告期內，本集團密切關注政策趨勢、行業動態以及利益相關方的關注焦點，對重大性議題進行了重新審視與調整。經過多維分析，我們將重大性議題的數量從13項增加至17項，以更全面精準地覆蓋本集團ESG領域的核心管理議題。

During the Reporting Period, the Group closely monitored policy trends, industry dynamics and major concerns of stakeholders, and re-reviewed and adjusted material issues. Upon multi-aspect analysis, we increased the number of material issues from 13 to 17 to more comprehensively and accurately cover core ESG management issues of the Group.

維度 Aspect	2023/2024財年重要性議題 Material issues for FY2023/2024	2024/2025財年重要性議題 Material issues for FY2024/2025
環境 Environmental	資源節約 <sup>1</sup> Resources conservation <sup>1</sup>	資源節約 Resources conservation
	氣候變化 Climate change	氣候變化 Climate change
	/	能源管理 Energy management
	環境及天然資源 Environment and natural resources	環境及天然資源 Environment and natural resources
	排放物管理 Emissions management	排放物管理 Emissions management
	/	環境管理 Environmental management
社會 Social	產品責任 Product responsibility	產品責任 Product responsibility
	健康與安全 <sup>1</sup> Health and safety <sup>1</sup>	員工健康與安全 Employee health and safety
	僱傭制度 Employment system	員工權益與福利 Employee rights and benefits
	勞工準則 Labour standards	
	社會貢獻 Social contribution	社會貢獻 Social contribution
	/	產品研發與創新 Product R&D and innovation
	/	信息安全與隱私保護 Information security and privacy protection
	發展與培訓 Development and training	員工發展及培訓 Employee development and training
	供應鏈環境及社會風險管理 Supply chain environmental and social risk management	供應鏈管理及社會風險管理 Supply chain management and social risk management
管治 Governance	/	公司治理 Corporate governance
	合規 Compliance	合規運營 Compliance operation
	反貪污 Anti-corruption	商業道德與反貪污 Business ethics and anti-corruption

1 本年度，為改進議題的準確性，本集團調整了議題的分類維度。

During the year, in order to improve the accuracy of the issues, the Group adjusted the classification dimension of the issues.

## 可持續發展管理 Sustainable Development Management

為確保議題識別的科學性和全面性，我們編製了針對各利益相關者的重大ESG議題調查問卷。該問卷涵蓋了環境、社會及公司管治三大核心維度，廣泛收集了來自各方的意見與建議。基於調查結果，我們確定了多個主要的可持續發展議題，以指導集團未來的可持續發展方向，並在本ESG報告中進行了重點介紹。

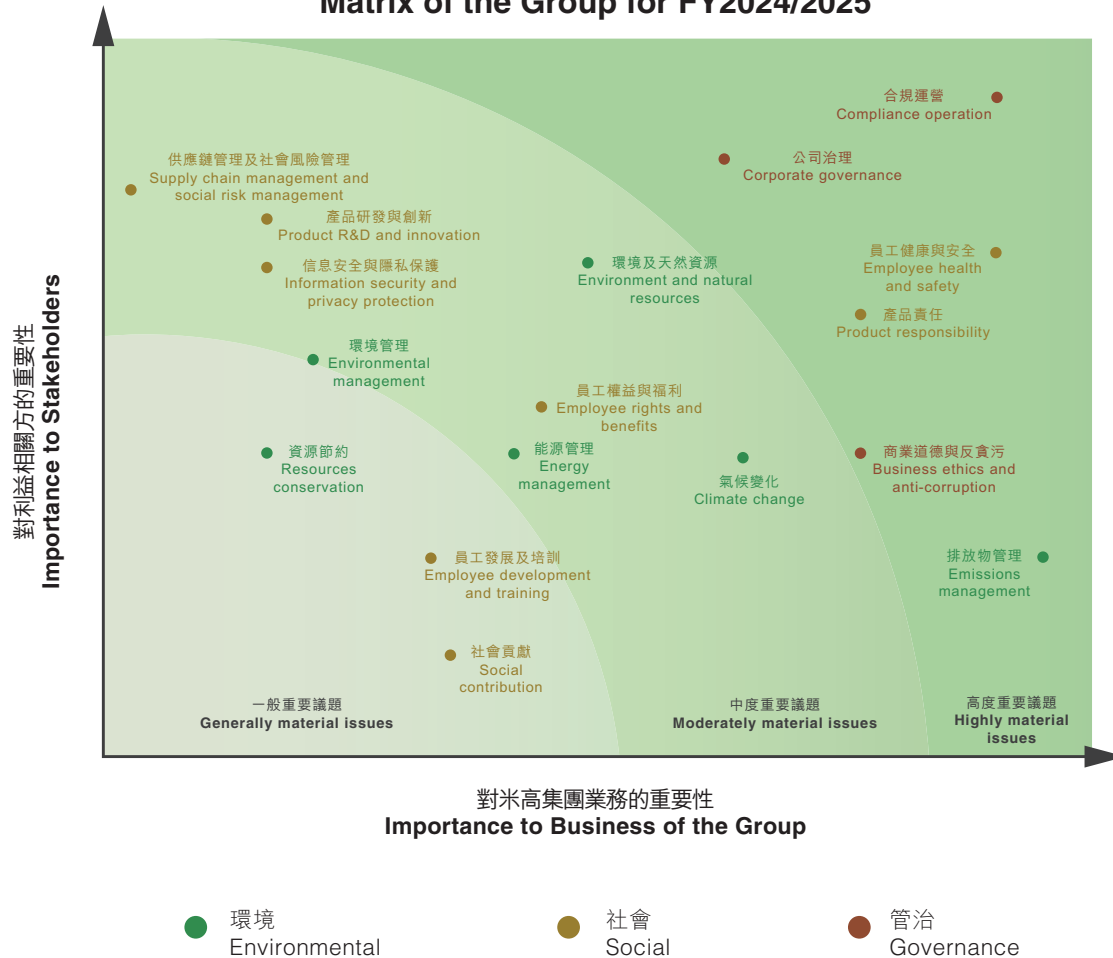
本集團根據收集的反饋意見對17項ESG議題進行了優先級排序，其中6項為高度重要議題、8項為中度重要議題，3項為一般重要議題。根據議題調研結果，相比2023/2024財年報告期，產品責任、排放物管理以及商業道德三個議題的重要性有所提升，其中產品責任、排放物管理由中度重要議題提升為高度重要議題，商業道德議題由低度重要議題上升為高度重要議題，反映出利益相關方對這些議題的日益關注。這些議題與企業的長期發展、品牌聲譽以及合規性密切相關，本集團更重視產品責任，有助於保障消費者安全，提升品牌信任度，並降低法律和聲譽風險；更重視排放物管理能夠減少環境污染，推動綠色生產，為企業積累長期的環境效益和社會聲譽；更重視商業道德有助於樹立企業良好形象，增強社會信任，並推動企業合規運營，助力可持續發展。

To ensure scientific and comprehensive issue identification, we compiled the survey on material ESG issues for stakeholders. The survey covered three major aspects of environmental, social and governance, and widely collected opinions and recommendations from different parties. Based on the survey results, we identified several key sustainability issues to guide the future sustainable development direction of the Group, and highlighted them in this ESG report.

Based on the feedback collected, the Group prioritised 17 ESG issues, among which 6 highly material issues, 8 moderately material issues and 3 generally material issues. Based on the issue survey results, as compared to the reporting period in FY2023/2024, three issues, namely product responsibility, emissions management and business ethics, became more important. In particular, product responsibility and emissions management changed from moderately material issues to highly material issues, while business ethics changed from a less material issue to a highly material issue, reflecting the increasing level of concern by stakeholders on these issues. These issues are closely related to the long-term development, brand reputation and compliance of the Company. The Group places greater emphasis on product responsibility, which can be beneficial to consumer protection, brand credibility enhancement and legal and reputation risk mitigation. Greater emphasis on emissions management can reduce environmental pollution and promote green production, thus accumulating long-term environmental benefits and public reputation of the Company. Greater emphasis on business ethics can be beneficial to establishing a good corporate image, enhancing social credibility and promoting corporate compliance operation, thus facilitating sustainable development.



2024/2025財年米高集團環境、社會及管治重要性矩陣  
Environmental, Social and Governance Materiality  
Matrix of the Group for FY2024/2025



# 可持續發展管理

## Sustainable Development Management

排序 Priority	維度 Aspect	議題 Issue
高度重要議題 Highly material issues	管治 Governance	合規運營 Compliance operation
	社會 Social	員工健康與安全 Employee health and safety
	管治 Governance	公司治理 Corporate governance
	社會 Social	產品責任 Product responsibility
	環境 Environmental	排放物管理 Emissions management
	管治 Governance	商業道德與反貪污 Business ethics and anti-corruption
中度重要議題 Moderately material issues	環境 Environmental	環境及天然資源 Environment and natural resources
	環境 Environmental	氣候變化 Climate change
	社會 Social	員工權益與福利 Employee rights and benefits
	環境 Environmental	能源管理 Energy management
	社會 Social	產品研發與創新 Product R&D and innovation
	社會 Social	信息安全與隱私保護 Information security and privacy protection
	環境 Environmental	環境管理 Environmental management
一般重要議題 Generally material issues	社會 Social	社會貢獻 Social contribution
	環境 Environmental	資源節約 Resources conservation
	社會 Social	員工發展及培訓 Employee development and training

# 環境篇 Environmental

我們堅信可持續發展是企業長遠發展的基石。我們致力於通過科學的環境管理，減少運營對環境的影響，推動綠色生產，實現經濟效益與環境保護的和諧共生。

We believe that sustainable development is the cornerstone for the long-term development of the Company. We strive to minimise the impacts of our operations on the environment, promote green production, and achieve harmonious symbiosis of economic benefits and environmental protection.

## 關鍵議題 Key issues

- |                                  |  |
|----------------------------------|--|
| • 資源節約<br>Resources conservation | • 環境及天然資源<br>Environment and natural resources |
| • 能源管理<br>Energy management      | • 環境管理<br>Environmental management             |
| • 排放物管理<br>Emissions management  | • 氣候變化<br>Climate change                       |

## 環境管理 Environmental Management



米高集團始終致力於綠色低碳發展，將環保理念深度融入企業運營與產品製造中。我們嚴格遵守《中華人民共和國環境保護法》《中華人民共和國水法》《中華人民共和國大氣污染防治法》等法律法規及相關規定，針對危險化學品及環境保護管理，制定了《危險化學品管理程序》《環境保護管理規定》《環保管理制度》及《環境保護管理制度匯編》等精細化管理規範，持續完善內部環境管理體系架構。在此基礎上，我們不斷提升環境管理能力，提高資源利用效率，減少污染物排放，保護生態環境，努力構建人與自然和諧共生的可持續發展格局。

為貫徹落實國家環境保護方針、政策和法律法規，進一步加強集團環境保護工作，建立健全環境管理機制，全面提高公司自主環境管理水平，集團工廠成立環境保護管理委員會（以下簡稱「環委會」），環委會成員主要由工廠領導、各部門負責人組成，負責統籌協調公司環境管理方面的相關事務。

The Group always strives to achieve green and low-carbon development, and deeply incorporates environmental protection concepts into corporate operation and production. We strictly abide by laws and regulations such as the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》), the Water Law of the PRC (《中華人民共和國水法》), the Law of the PRC on Prevention and Control of Atmospheric Pollution (《中華人民共和國大氣污染防治法》) and relevant rules. We have formulated the refined management standards for hazardous chemicals and environmental protection management, including the Hazardous Chemical Management Procedures (《危險化學品管理程序》), the Regulations on Environmental Protection Management (《環境保護管理規定》), the Environmental Protection Management System (《環保管理制度》) and the Compilation of Environmental Protection Management System (《環境保護管理制度匯編》), so as to continuously optimise internal environmental management system and structure. On such basis, we continue to strengthen our environmental management capability, improve resource utilisation efficiency, reduce pollution emissions, protect natural environment, and strive to create a harmonious symbiosis between humans and environment for sustainable development.

In order to diligently implement national guidelines, policies, laws and regulations on environmental protection, we have further enhanced the works on environmental protection of the Group, established comprehensive environmental management system, and fully improved the independent environmental management capabilities of the Company. Factories of the Group have established the Environmental Protection and Management Committee (the "Environmental Committee"), which comprises factory heads and responsible officer from different departments, and is responsible for organising and coordinating matters in relation to environmental management.

環委會管理架構 Management structure of the Environmental Committee	環委會人員組成 Composition of the Environmental Committee
主任 Director	總經理 General manager
副主任 Deputy director	行政班長、生產部長、銷售部長、財務部長、安環部部長 Administrative head officer, production director, sales director, financial director and safety and environmental protection director
委員 Member	其餘各部門部長及班組長 Directors and head officers of remaining departments
下設辦公室 Subordinate office	辦公室設在工廠安環部，主要負責處理公司環境保護委員會的日常工作 Office is established under the safety and environmental protection department of the factory, and is primarily responsible for daily operations of the Environmental Committee
環委會的主要職責 Major duties of the Environmental Committee	
<ul style="list-style-type: none"> <li>認真貫徹執行國家環境保護的方針、政策、法律法規和本集團有關環境管理的各項要求。 Diligently implements national guidelines, policies, laws and regulations on environmental protection, as well as various requirements of the Group on environmental management.</li> <li>組織制訂和審議公司的環境保護和污染物減排的規章制度，督促制度執行及落實情況。 Formulates and reviews the rules and regulations on environmental protection and pollution reduction of the Company, and supervises the execution and implementation of such measures.</li> <li>組織編製公司環境保護及污染物減排規劃、計劃。 Prepares environmental protection and pollution reduction proposals and plans of the Company.</li> <li>建立健全公司的環境保護管理的組織架構，優化人員配備。 Establishes effective environmental protection and management organisational structure, and improves staffing.</li> </ul>	

環委會的主要職責

Major duties of the Environmental Committee

- 建立健全環保責任制和崗位責任制，完善環境保護考核制度，審定考核結果，並定期審核獎勵方案。  
Establishes comprehensive accountability system and position responsibility system for environmental protection, optimises environmental protection assessment system, reviews assessment results, and approves incentive plans on a regular basis.
- 組織編製公司的環境保護和污染物減排技術措施計劃，合理安排使用環保技術措施經費，並推進落實。  
Prepares environmental protection and pollution reduction technology measures and plans, reasonably allocates funds for environmental protection technology measures, and facilitates the implementation of such plans.
- 組織制定並實施綜合環境應急預案和有關專項預案，確保各項應急措施落地見效。  
Formulates and implements comprehensive environmental emergency plans and relevant special plans to ensure effective implementation of various emergency measures.
- 針對生產中存在的重大環境污染事故隱患，制定整改措施和方案，並組織實施。  
Formulates rectification measures and plans on potential major environmental pollution accidents in production, and arranges for the implementation thereof.
- 組織開展事故調查、分析和處理工作，制定針對性的防範措施，防止同類事故的再次發生。  
Conducts accident inspection, analysis and handling, and formulates specific preventive measures in order to prevent recurrence of similar accidents.
- 定期組織全環保專項檢查，並監督隱患的整改工作。  
Arranges regular special inspections on environmental protection, and supervises rectification of potential hazards.
- 各環委會定期向ESG治理架構的支援執行層匯報，支援執行層總結後向ESG委員會及董事會匯報。  
Each Environmental Committee regularly reports to the supporting execution level of the ESG governance structure, which then summarizes and reports to the ESG Committee and the Board.



報告期內，共5家公司獲得ISO 14001環境管理體系認證證書，並定期接受相關認證機構的審查。該認證標誌着我們依照既定環境保護標準及法規要求，對環境管理流程進行系統性規劃、實施及持續改進，確保產品或服務全生命週期符合環保規範。這不僅展現了我們在環境保護中的主動作為，更以標準化管理響應公眾對生態環境的關切，切實守護了公共環境利益。

During the Reporting Period, a total of five companies obtained ISO 14001 environmental management system certification, and were regularly audited by relevant auditing organisations. Such certification proves that we have systematically planned, implemented and continuously improved our environmental management procedures in accordance with existing environmental protection standards and laws, so as to ensure that the full lifecycle of our products or services complies with environmental protection regulations. This reflects not only our active engagement in environmental protection but also our response to public concerns on ecological environment with standardised management, thus diligently protecting interests of public environment.



四川米高化肥有限公司－環境管理體系認證證書  
Sichuan Migao Chemical Fertiliser Co., Ltd. – Environmental Management System Certification



遵義大興複肥有限責任公司－環境管理體系認證證書  
Zunyi Daxing Compound Fertiliser Co., Ltd. – Environmental Management System Certification



廣東米高化工有限公司－環境管理體系認證證書  
Guangdong Migao Chemical Co., Ltd. – Environmental Management System Certification



安達北大荒米高農業科技有限公司－環境管理體系認證證書  
Anda Beidahuang Migao Agricultural Technology Co., Ltd. – Environmental Management System Certification



寶清米高農業科技有限公司－環境管理體系認證證書  
Baoqing Migao Agricultural Technology Co., Ltd. – Environmental Management System Certification

亮點績效

Performance Highlights

報告期內，本集團在環境合規方面的表現如下：

The Group's performance in respect of environmental compliance during the Reporting Period is as follows:

- 嚴格遵守廢氣及溫室氣體排放、水污染物排放、有害及無害廢棄物管理等相關法律法規，未出現任何違規情形；  
The Group strictly complied with laws and regulations in relation to exhaust gas and greenhouse gas emissions, wastewater discharge, and management of hazardous and non-hazardous wastes, and there was no violation.
- 未發生可能對環境及自然資源造成影響的重大事故；  
There was no major incident that could affect the environment and natural resources.
- 未收到任何與環境相關的罰款通知或訴訟文書。  
The Group did not receive any notices of environmental fines or legal proceedings.

伴隨着鉀肥行業需求持續擴張，能源消耗、廢棄物排放等指標呈現波動，生產規模擴大帶來的資源環境壓力成為可持續發展的核心挑戰。基於行業綠色轉型趨勢、國家「雙碳」戰略導向，以及企業高質量發展需求，本集團以構建環境效益與經濟效益協同增長模式為目標，設定了嚴於國家及地方標準的定量環境目標。未來，我們將持續監控關鍵環境指標，確保綠色低碳發展目標穩步落地。

With the increasing demand in potash fertiliser industry, as well as the fluctuation in energy consumption, waste disposal and other indicators, the pressure on resources and environment arising from expansion in production scale becomes the major challenge for sustainable development. In view of the industry trend towards green transformation, the national "dual-carbon" strategic direction and the enterprise demand in high-quality development, the Group has formulated quantitative environmental goals with stricter standards as compare to national and local standards, aiming to build up a mode of synergistic growth in environmental benefits and economic benefits. Looking forward, we will continue to monitor key environmental indicators to ensure steady implementation of green and low-carbon development goals.

環境目標 Environmental Goals	
排放物 Emissions	<p>100%合規排放 100% compliance emission</p> <p>未來三個財年內，能源消耗密度、水資源消耗密度、廢棄物產生密度及溫室氣體排放密度持平 In the next three financial years, intensity of energy consumption, water consumption, waste generation and greenhouse gas emission will remain stable</p>
廢氣 Exhaust gas	<p>氮氧化物排放濃度<math>\leq 200\text{mg/m}^3</math> Concentration of nitrogen oxide emission <math>\leq 200\text{mg/m}^3</math></p> <p>硫氧化物排放濃度<math>\leq 100\text{mg/m}^3</math> Concentration of sulfur oxide emission <math>\leq 100\text{mg/m}^3</math></p> <p>顆粒物排放濃度<math>\leq 80\text{mg/m}^3</math> Concentration of particulate matter emission <math>\leq 80\text{mg/m}^3</math></p>
廢水 Waste water	<p>懸浮物濃度<math>\leq 50\text{mg/L}</math> Concentration of suspended solids <math>\leq 50\text{mg/L}</math></p> <p>化學需氧量濃度<math>\leq 100\text{mg/L}</math> Concentration of chemical oxygen demand (COD) <math>\leq 100\text{mg/L}</math></p>
有害廢棄物 Hazardous wastes	<p>100%合規處理 100% compliance treatment</p>

## 資源使用 Use of Resources



在可持續發展成為全球共識的背景下，本集團積極踐行綠色發展理念，將資源管理納入戰略核心。聚焦能源、水、包裝材料等關鍵領域，以創新技術和科學管理為驅動，構建起全方位、多層次的資源管理體系，持續探索企業與生態和諧共生的可持續路徑。

Amid the global consensus on sustainable development, the Group proactively implements green development concept, and incorporate resource management into the core of its strategies. Focusing on key aspects such as energy, water and packaging materials, as driven by innovative technologies and scientific management, the Group has established all-rounded, multi-level resource management system, and continued to explore the sustainable path for harmonious coexistence of enterprises and ecosystem.

### 能源使用

本集團嚴格遵守《中華人民共和國節約能源法》《中華人民共和國清潔生產促進法》《工業節能管理辦法》等法律法規，通過完善內部管理制度與技術創新雙軌並行，推動資源優化配置與綠色生產模式落地。

### Use of Energy

The Group has strictly complied with laws and regulations including the Law of the PRC on Energy Conservation (《中華人民共和國節約能源法》), the Law of the PRC on Promotion of Clean Production (《中華人民共和國清潔生產促進法》) and the Administrative Measures on Industrial Energy Conservation (《工業節能管理辦法》), and facilitated the implementation of optimised resources allocation and green production mode by dual improvement of internal management system and technological innovation.

**能源結構轉型：**我們通過能源結構優化，大力推動能源結構轉型，將生物燃料等清潔能源應用於生產過程中，以綠色能源替代傳統化石燃料，切實降低運營環節碳足跡，踐行可持續生產理念。

**Energy structure transformation:** Through energy structure optimisation, we greatly promote energy structure transformation, use clean energy such as biofuels during production, and replace traditional fossil fuel with green energy, thus practically reducing carbon footprint in operations and implementing the concept of sustainable production.

**能源效率提升：**我們建立動態能源管理體系，通過定期記錄、分析能源使用數據，靈活調整管理策略，確保能源利用效率最大化。同時，我們整合跨部門技術資源，協同開展資源綜合利用項目，進一步提高資源循環利用率，降低能源消耗，全方位推進綠色低碳發展目標的實現。

**Energy efficiency enhancement:** We have established a dynamic energy management system, and flexibly adjust management strategies through regular recording and analysis of energy consumption data, so as to maximise energy utilisation efficiency. At the same time, we integrate technological resources of different departments, and jointly conduct comprehensive resource utilisation projects, so as to further improve resource recycling rate, reduce energy consumption and facilitate the achievement of green and low-carbon development goals in all aspects.

我們積極踐行綠色發展理念，多措並舉優化能源使用。報告期內，我們通過一系列精細化管理措施，顯著提升了能源利用效率，直接能源消耗密度和間接能源消耗密度同比大幅降低，為集團實現可持續發展的環境目標築牢根基。

We actively implement green development concept, and optimise energy consumption through various measures. During the Reporting Period, we significantly enhanced energy utilisation efficiency through a series of lean management measures, with direct energy consumption intensity and indirect energy consumption intensity greatly reduced as compared to corresponding period of last year, thus solidifying the foundation for achieving environmental goals for sustainable development of the Group.

在生產環節，我們對生產流程進行了全面優化，部分工廠實現了集中化生產模式，不僅顯著縮短了物料的傳輸距離和頻次，還有效減少了設備的空轉時間，使得生產能效大幅提升，進而實現了報告期內集團柴油消耗量密度同比下降17.29%，電力消耗密度同比下降23.51%。同時，受車間供暖數量需求下降、生產線停產檢查以及環保設備升級改造等因素的綜合影響，本財年集團的天然氣消耗量（噸）及總消耗密度也實現了同比下降，分別下降了23.03%和39.15%。為彌補生產線停產檢查帶來的產能缺口，我們靈活調整生產佈局，將部分硫酸鉀生產任務轉移至寶清工廠，該工廠主要使用液化石油氣，因此導致本報告期內液化石油氣使用量的增加，進而使得液化石油氣總消耗密度有所上升。

In respect of production, we conducted comprehensive optimisation on production procedures. Some of our factories adopted centralised production mode, which not only significantly shortened the distance and frequency of material transportation, but also effectively reduced the idle time of equipment. Hence, our production efficiency improved significantly, and diesel consumption intensity and electricity consumption intensity during the Reporting Period decreased by 17.29% and 23.51% year on year, respectively. At the same time, as affected by the combined effects of decline in heating demand in workshops, suspension of operation of production lines for maintenance and equipment upgrade for environmental protection, the consumption (tonnes) and total consumption intensity of natural gas during the financial year decreased by 23.03% and 39.15% year on year, respectively. In order to fill the capacity gap arising from suspension of operation of production lines for maintenance, we dynamically adjusted production layout and transferred part of the SOP production to Baoqing Factory, which mainly consumed liquefied petroleum gas. Hence, the consumption of liquefied petroleum gas increased during the Reporting Period, resulting in corresponding increase in total consumption intensity of liquefied petroleum gas.

我們通過上述一系列精準的能源管控措施，顯著提升能源利用效率，盡可能避免能源浪費，為公司的可持續發展提供了有力支持，推動我們邁向更加綠色、高效、可持續的未來。

Through the above mentioned series of precise energy control measures, we significantly enhanced energy utilisation efficiency and minimised energy waste, thus providing strong support to the sustainable development of the Company, and facilitating our development towards a green, efficient and sustainable future.

## 環境篇 Environmental

報告期內，本集團的能源使用量如下：

The Group's energy consumption during the Reporting Period is as follows:

能源類別 Energy category	單位 Unit	總消耗量 (噸) Total consumption (tonnes)		能源消耗量 – 以千瓦時計算 Energy consumption – calculated in kWh		總消耗量密度 (千瓦時 / 每人民幣千元收益) Total consumption intensity (kWh/revenue per RMB1,000)	
		2024/2025	2023/2024	2024/2025 <sup>2</sup>	2023/2024	2024/2025	2023/2024
柴油 Diesel	升 Litres	143,472.36	129,828.98	1,411,834.56	1,389,591.18	4.16	5.03
汽油 Gasoline	升 Litres	36,699.31	30,401.76	328,214.20	294,634.58	0.97	1.07
天然氣 Natural gas	立方米 m <sup>3</sup>	9,065,832.20	11,778,778.37	98,108,680.44	131,182,080.42	288.99	474.96
煤 Coal	噸 Tonnes	288.32	277.00	2,211,782.72	1,919,333.00	6.52	6.95
液化石油氣 Liquefied petroleum gas	噸 Tonnes	2,403.77	1,704.47	33,529,559.89	23,363,956.12	98.77	84.59
生物燃料 Biofuels	噸 Tonnes	1,934.94	1,591.45	8,058,153.10	6,504,172.94	23.74	23.55
電力 Electricity	千瓦時 kWh	19,185,385.00	20,405,995.85	19,185,385.00	20,405,995.85	56.51	73.88

- 2 能源消耗量計算方法參照《綜合能耗計算通則》(GB/T 2589-2020)及《工業和信息化部系統公共機構能源資源消費統計制度》。Energy consumption is calculated with reference to the General Rules for Calculation of the Comprehensive Energy Consumption (《綜合能耗計算通則》) (GB/T 2589-2020) and the Statistical System on Energy and Resources Consumption by Public Institutions of Ministry of Industry and Information Technology (《工業和信息化部系統公共機構能源資源消費統計制度》)。

能源消耗量 Energy consumption	單位 Unit	總消耗量 Total consumption		總消耗量密度 (千瓦時／每人民幣千元收益) Total consumption intensity (kWh/revenue per RMB1,000)	
		2024/2025	2023/2024	2024/2025	2023/2024
直接能源消耗量 <sup>3</sup> Direct energy consumption <sup>3</sup>	千瓦時 kWh	143,648,224.92	164,653,768.23	423.14	596.15
間接能源消耗量 <sup>4</sup> Indirect energy consumption <sup>4</sup>	千瓦時 kWh	19,185,385.00	20,405,995.85	56.51	73.88

3 直接能源消耗總量由汽油、柴油、天然氣、煤、液化石油氣、生物燃料消耗用量折算得出，計算方法參照《綜合能耗計算通則》(GB/T 2589-2020)及《工業和信息化部系統公共機構能源資源消費統計制度》。  
Direct energy consumption is converted based on the consumption of diesel, gasoline, natural gas, coal, liquefied petroleum gas and biofuels. The calculation is made with reference to the General Rules for Calculation of the Comprehensive Energy Consumption 《綜合能耗計算通則》 (GB/T 2589-2020) and the Statistical System on Energy and Resources Consumption by Public Institutions of Ministry of Industry and Information Technology 《工業和信息化部系統公共機構能源資源消費統計制度》。

4 間接能源消耗量由電力消耗量折算得出。  
Indirect energy consumption is converted based on the consumption of electricity.



## 水資源使用

作為一家負責任的企業，本集團將水資源管理納入可持續發展戰略的重要組成部分，以系統化、精細化管理為導向，全面提升水資源利用效能，全力構建節水型企業。

## Use of Water Resources

As a responsible enterprise, the Group treats water resource management as an important component of its sustainable development strategy. Centring on systematic and lean management, the Group comprehensively improves water utilisation efficiency, and develops itself into a water conservation enterprise.

<p>水資源評估與規劃 <b>Water resource assessment and planning</b></p>	<p>集團開展全流程水資源評估，精準識別生產環節水資源需求。基於評估結果，制定覆蓋水源保護、資源利用、廢水處理的全鏈條管理計劃，通過科學規劃實現水資源的合理配置與高效利用。</p> <p>The Group conducts whole-process water resource assessment to precisely identify water demand in production. Based on the assessment results, the Group has formulated whole-chain management plan covering water conservation at source, use of resources and wastewater treatment, realising rational allocation and effective utilisation of water resources through scientific planning.</p>
<p>水資源利用效率 <b>Water utilisation efficiency</b></p>	<p>持續探索節水技術革新與工藝優化，致力於提升水資源循環利用率，降低生產環節的水資源消耗。通過引入高效冷卻系統、節水型生產設備等硬件升級，結合生產流程優化減少冗餘用水環節，實現水資源利用效率的系統性提升。</p> <p>The Group continues to explore water-saving technology reform and upgrade, and strives to improve recycling rate of water resources and reduce water consumption in production. Through the introduction of effective cooling system, water-saving production equipment and other hardware upgrades, coupled with production process optimisation, the Group reduced unnecessary use of water, thus realising systematic improvement in water utilisation efficiency.</p>
<p>設施維護與管理 <b>Facility maintenance and management</b></p>	<p>建立健全用水設施維護機制，組建專業維修團隊，對水龍頭、管道等設施實施定期巡檢與動態維護。通過定期巡檢，及時發現並修復滲漏問題，最大限度減少水資源的隱性浪費。</p> <p>The Group has established a comprehensive water facility maintenance system. A professional maintenance team has been formed to regularly inspect and dynamically maintain taps, pipelines and other water facilities. Through regular inspection, the Group can timely discover and resolve water leakage, so as to minimise potential water waste.</p>
<p>節水培訓與意識提升 <b>Water conservation education and awareness raising</b></p>	<p>將節水教育納入員工培訓體系，通過定期開展專題培訓、知識競賽等活動，將節水理念融入企業文化。在辦公區與生產車間的洗手間、用水點等關鍵區域，設置醒目提示標識，形成常態化視覺引導，提醒員工節約用水。</p> <p>The Group incorporates water conservation into its employee training system. By conducting special themed training sessions, quizzes and other activities on a regular basis, the Group incorporates water conservation concepts into its corporate culture. The Group has set up conspicuous reminders at key locations such as restrooms and water consumption spots in office and production workshops, thus creating a regular visual guide to remind employees to save water.</p>

我們高度重視水資源管理，採取一系列精細化措施實現節水目標，通過引入先進節水技術和設備，加強用水設備的維護與管理，定期巡檢各類數據，精確調整用水策略，進而提高水資源的循環利用率。本報告期內總耗水量密度相對上一財政年降低19%。

我們的自來水來自合格的供水服務商，確保自來水水源的合規性與安全性，從源頭踐行水資源管理的環保責任。報告期內，本集團的水資源使用量如下：

We attach great importance to water resources management, and adopt a series of detailed measures to achieve our water-saving goals. Through the introduction of advanced water-saving technologies and facilities, we enhance the maintenance and management of water facilities, review various data regularly and precisely adjust water consumption strategies, thereby improving the recycling rate of water resources. During the Reporting Period, the intensity of total water consumption was reduced by 19% compared to the prior financial year.

Our tap water is sourced from qualified suppliers to ensure the compliance and safety of tap water source, and fulfil our environmental protection responsibilities on water resources management at source. The Group's water consumption during the Reporting Period is as follows:

總耗水量 (噸) Total water consumption (tonnes)		總耗水量密度 (噸／每人民幣千元收益) Intensity of total water consumption (tonnes/ revenue per RMB1,000)	
2024/2025	2023/2024	2024/2025	2023/2024
274,566.06	277,233.70	0.81	1.00

化學品管理

為切實保障危險化學品全生命周期安全，有效預防洩漏、火災等環境事故，我們制定了全面的化學品管理程序。採購部作為源頭管控核心，定期編製和更新《危險化學品清單》和《物料安全技術資料》，並及時向相關部門傳遞安全信息。倉庫保管員嚴格落實日常巡檢制度，對庫存化學品實施動態監測與記錄。使用人員必須嚴格按照《物料安全技術資料》的規範操作，安全使用危險化學品。

Chemical Management

In order to diligently safeguard the entire lifecycle of hazardous chemicals and effectively prevent environmental incidents such as leakage and fire, we have formulated comprehensive chemical management procedures. As the core of management at source, the Procurement Department formulates and updates the List of Hazardous Chemicals and the Material Safety Technical Data Sheet on a regular basis, and timely delivers safety information to relevant departments. Warehouse keepers strictly implement the daily inspection system, and dynamically monitor and record chemicals in stock. Users must use hazardous chemicals safely and strictly in accordance with the regulated operations outlined in the Material Safety Technical Data Sheet.

## 環境篇

### Environmental

在管理流程層面，集團建立了覆蓋採購、貯存、使用、檢查的全鏈條管控機制。危險化學品統一存放於符合國家標準的專用倉庫或儲存櫃，由經專業培訓的人員進行管理，倉庫保持良好通風，並安裝避雷設備和消防設施。同時，嚴格執行分類存儲原則，嚴禁將性質相抵觸的化學品混合存放。針對分析用危險化學品，採用專櫃存放並規範懸掛安全標籤；生產用硫酸、鹽酸罐區顯著位置設置安全標識牌與操作規程。倉庫管理人員每日開展全方位巡查，重點檢查消防設施運行、化學品狀態、洩漏隱患、標識完整性、廢棄物合規堆放以及溫濕度與通風情況，一旦發現異常即刻啟動應急處置程序。此外，安環部門每月組織專項檢查，確保化學品管理嚴格符合環境安全標準。

通過上述系統性管控措施，集團不僅築牢危險化學品安全防線，切實保障員工職業健康與生態環境安全，更實現了化學品使用效率與安全水平的雙重提升。

In terms of management procedures, the Group has established a whole chain management mechanism covering procurement, storage, use and inspection. Hazardous chemicals are collectively stored in special warehouses or storage cabinets that are in compliance with national standards and managed by trained professionals. Good ventilation should be kept in warehouses, which shall be equipped with lightning protection equipment and fire-fighting facilities. Meanwhile, the Group strictly implements the classified storage principle, and strictly prohibits storing incompatible chemicals together. In respect of hazardous chemical for analysis, the Group stores them in special cabinets and standardises the posting of safety tags. Safety signs and operational procedures are posted in prominent places in tank area of sulphuric acid and hydrochloric acid for production. Warehouse managers conduct all-rounded inspection on a daily basis, focusing on checking the operation of fire-fighting facilities, chemicals status, potential leakage, integrity of labels, compliance waste stacking, as well as temperature, humidity and ventilation. In case of an abnormal condition, emergency procedures are initiated immediately. In addition, the Safety and Environmental Protection Department conducts monthly specialised inspection to ensure chemical management is strictly in compliance with environment safety standards.

Through the above mentioned systematic management measures, the Group not only strengthens its defence line for hazardous chemical safety, but also duly protect the occupational health of employees and ecological environment, thus realising improvement in both efficiency and safety level of chemical use.

## 包裝物料

本集團積極踐行綠色發展理念，將可持續思維貫穿生產與包裝全流程。我們致力於通過優化包裝結構以及採用環保工藝，減少包裝對環境的影響，同時提升包裝的可回收性和可降解性，力求在滿足產品保護和運輸需求的同時，最大限度地降低資源消耗和廢棄物的產生。

**包裝規劃與選材：**從源頭把控資源利用，通過科學制定生產計劃、優化採購流程，有效避免過度生產與盲目採購帶來的資源浪費。集團建立了健康安全與環境友好的包材選用標準，優先採用無毒無害、可降解或循環利用的環保材料，從原料端減少包裝材料對環境的負面影響。

**包裝材料使用與回收：**為實現包裝材料全生命周期的精細化管控，我們構建了系統化的管理體系。在使用環節，制定覆蓋採購、倉儲、裝配全流程的包裝材料使用規範，明確各環節操作標準與責任分工，針對不同產品特性設計差異化包裝方案，避免過度包裝。例如，根據產品尺寸、重量及運輸要求，精準匹配包裝材料規格，減少材料冗餘浪費。在回收管理方面，建立標準化回收流程，設置專門的包裝廢棄物回收點，對紙箱、編織袋等進行分類收集，確保廢棄包裝材料的合規處置與循環利用。

## Packaging Materials

The Group actively pursues green development and incorporates sustainable thinking throughout the entire production and packaging processes. We are committed to reducing the environmental impact of packaging by optimising packaging structures and adopting environmentally friendly processes, while improving the recyclability and biodegradability of packaging. Our goal is to meet product protection and transportation requirements while minimising resource consumption and waste generation.

**Packaging planning and material selection:** We control resource utilisation at the source by formulating production plans scientifically and optimising procurement processes to effectively avoid resource waste caused by overproduction and blind purchasing. The Group has established health, safety and environmentally friendly packaging material selection standards, giving priority to non-toxic, biodegradable or recyclable environmentally friendly materials to reduce the negative impact of packaging materials on the environment from the raw material stage.

**Use and recycling of packaging materials:** To achieve precise control over the entire life cycle of packaging materials, we have established a systematic management system. During the use phase, we have formulated the regulations on the use of packaging materials covering the entire process from procurement to warehousing and assembly, clearly defining operational standards and responsibilities for each phase. We design differentiated packaging solutions tailored to the characteristics of different products to avoid over-packaging. For example, based on product dimensions, weight, and transportation requirements, we precisely match packaging material specifications to reduce material redundancy and waste. In terms of recycling management, we have established standardised recycling processes and dedicated collection points for packaging waste. We sort and collect items such as cardboard boxes and woven bags to ensure the compliant disposal and recycling of waste packaging materials.

環境篇  
Environmental

通過一系列系統性舉措，本集團推動產品包裝向低碳化、循環化加速轉型，不僅可以增強自身可持續發展競爭力，並致力於為行業綠色變革提供可複製的實踐樣本。為減輕傳統包裝對環境的負擔，我們大力探索新型包裝材料，有效降低包裝廢棄物對土壤和水體的污染。在保證包裝功能的前提下，我們盡可能減少包裝材料用量，並努力降低包裝生產與運輸過程中的各類消耗。

Through a series of systematic initiatives, the Group is accelerating the transition of product packaging towards low-carbon and circular models. This not only enhances our own sustainable development competitiveness, but also commits us to providing replicable practical examples for the industry's green transformation. To reduce the environmental impact of traditional packaging, we are actively exploring new packaging materials to effectively reduce packaging waste pollution to soil and water bodies. While ensuring packaging functionality, we strive to minimise the use of packaging materials and reduce various forms of consumption during packaging production and transportation.

報告期內，本集團的包裝材料消耗量如下：

The Group's packaging materials consumption during the Reporting Period is as follows:

類別 Type	消耗量 (噸) Consumption (tonnes)	消耗量密度 (噸／每人民幣百萬元收益) Consumption intensity (tonnes/ revenue per RMB1,000,000)
塑料 Plastics	108.9	0.321
膠帶 Adhesive tapes	0.1	0.0003
聚酯線 Polyester threads	5.8	0.017
編織袋 <sup>5</sup> Woven bags <sup>5</sup>	1,045.2	3.079

5 本年度，我們對編織袋的消耗量統計方式進行優化，並對上一年度數據進行重述，2023/2024財年編織袋消耗量為1,860.4噸。  
The method for calculating the consumption of woven bags for the year was optimised and the data for the previous year was restated. The consumption of woven bags for the FY2023/2024 was 1,860.4 tonnes.

## 原材料使用

在追求可持續發展的道路上，本集團始終致力於優化原材料的使用，減少環境影響，並提高資源利用效率。我們通過實施一系列創新措施和改進策略，顯著提升了原材料的可持續性和使用效率。減少了對環境的負面影響，為公司的長期發展奠定了堅實的基礎。

## Use of raw materials

In pursuit of sustainable development, the Group has always been committed to optimising the use of raw materials, reducing environmental impact, and improving resource utilisation efficiency. Through the implementation of a series of innovative measures and improvement strategies, we have significantly enhanced the sustainability and efficiency of the use of raw materials, minimised negative environmental impacts, and laid a solid foundation for the Company's long-term development.

### 全流程評估與 精準管控

#### Full-process assessment and precise control

- 進行全面的原材料評估，對生產各環節的原材料需求進行精細化測算，同時全面評估可用原材料的種類、質量及供應穩定性，從源頭規避因原材料質量問題導致的生產損耗和產品缺陷，確保生產流程的高效與穩定。

We conduct comprehensive raw material assessments, perform detailed calculations of raw material requirements for each stage of production, and comprehensively evaluate the types, quality, and supply stability of available raw materials. This enables us to avoid production losses and product defects caused by raw material quality issues at the source, ensuring efficient and stable production processes.

### 技術驅動與工 藝革新

#### Technology- driven and process innovation

- 通過引入自動化控制系統精準調控原材料配比與反應條件，實現生產過程的精細化管理，有效降低原材料浪費，推動資源利用效率的顯著提升。

By introducing an automated control system to precisely regulate raw material ratios and reaction conditions, we achieve refined management of the production process, effectively reducing raw material waste and significantly improving resource utilisation efficiency.

### 循環利用與價 值再生

#### Recycling and value regeneration

- 開展資源綜合利用，對生產過程中的廢渣、廢氣、廢液等進行回收和再利用，從中提取有價值的成分作為原材料或輔助材料重新投入生產，實現廢棄物的「變廢為寶」，既減少環境污染，又創造額外經濟價值。

We implement comprehensive resource utilisation by recycling and reusing waste residue, exhaust gas, and waste liquid generated during the production process. Valuable components are extracted from these materials and reused as raw materials or auxiliary materials in production, thereby “transforming waste into valuable resources”. This approach not only reduces environmental pollution but also creates additional economic value.



### 綠色辦公

米高集團積極踐行綠色辦公理念，全力響應節能減排的號召，通過一系列創新舉措和系統性管理，引導全體員工將環保意識融入到日常工作的每一個細節。

### Green Office

The Group actively practices green office concepts and fully responds to the call for energy conservation and emission reduction. Through a series of innovative measures and systematic management, the Group guides all employees to incorporate environmental awareness into every detail of their daily work.

#### 無紙化辦公 Paperless office

- 持續優化各系統平台功能，打通不同平台使各個系統信息按需互相推送和接受，實現辦公流程無紙化，在提升信息傳遞效率的同時，大幅減少紙張浪費。  
Continuously optimises the functionality of various system platforms, integrates different platforms to enable information to be pushed and received between systems as needed, and achieves paperless office processes, thus improving information transmission efficiency and significantly reducing paper waste.
- 設定雙面打印為默認設定，減少辦公用紙的消耗。  
Sets double-sided printing as the default setting to reduce office paper consumption.

#### 節能化辦公 Energy-efficient office

- 定期開展辦公設備維護工作，定期對電腦、打印機等設備進行檢修保養，有效延長設備的使用壽命，減少電子廢棄物的產生。  
Regularly conducts maintenance work on office equipment, regularly inspects and maintains equipment such as computers and printers, effectively extends the service life of equipment, and reduces the generation of electronic waste.
- 優化設備運行管理，通過系統設置使辦公設備在閒置時自動進入休眠狀態，並要求員工在下班時關閉所有非必要用電設備。  
Optimises equipment operation management by configuring the system to automatically put office equipment into sleep mode when idle, and requires employees to turn off all non-essential electrical equipment when leaving work.
- 開展辦公設備節能改造，例如使用節能燈替換傳統照明燈具，並安裝運動傳感器控制照明時長。  
Implements energy-saving upgrades for office equipment, such as replacing traditional lighting fixtures with LED lighting and installing motion sensors to control lighting duration.
- 在空調、燈控開關處張貼環保標語，培養員工的節能意識。  
Posts energy-saving reminders at air conditioning and lighting control switches to cultivate energy conservation awareness among employees.
- 在設備採購環節，優先選用高能效標籤的電器，如節能冰箱、節能燈等，全方位提升能源利用效益。  
In the equipment procurement phase, prioritises the selection of appliances with high energy efficiency labels, such as energy-saving refrigerators and energy-saving lights, to comprehensively improve energy utilisation efficiency.

## 應對氣候變化 Addressing Climate Change



近年來，隨著極端天氣事件頻發，全球氣候風險不斷加劇，應對氣候變化已成為全球共識。米高集團積極應對氣候變化帶來的風險與影響，開展氣候風險和機遇識別與評估工作，並制定應對氣候變化的行動策略。

In recent years, with the frequent occurrence of extreme weather events, global climate risks have continued to intensify, and addressing climate change has become a global consensus. The Group actively addresses the risks and impacts of climate change, conducts climate risk and opportunity identification and assessment work, and develops action strategies to address climate change.

### 治理架構

依託我們的ESG管理架構，董事會每年審議氣候相關議題及氣候相關風險和機遇，把關減緩氣候風險的戰略決策。本集團ESG委員會負責識別氣候風險與機遇，制定氣候變化相關行動，實時監控相關工作的管理進度並定期向董事會匯報。支援執行層全面落實各項應對措施，確保氣候戰略高效落地。三級架構協同運作，形成從決策到執行的閉環管理體系。

### Governance Framework

Through our ESG management framework, the Board reviews climate-related issues, risks, and opportunities annually, and oversees strategic decisions to mitigate climate risks. The Group's ESG Committee is responsible for identifying climate risks and opportunities, developing climate change-related actions, monitoring the progress of related work in real time, and reporting regularly to the Board. The supporting executive level fully implements various addressing measures to ensure the efficient implementation of climate strategies. The three-tier structure operates in a coordinated manner to form a closed-loop management system from decision-making to execution.

### 策略規劃

氣候變化引發的極端天氣、資源短缺及環境退化等問題，對全球經濟格局和企業運營模式造成深遠影響。米高集團積極開展氣候風險及機遇的識別與評估工作，並基於結果制定針對性應對措施，以更好的應對氣候變化相關的風險與機遇。

### Strategic Planning

Climate change-induced extreme weather events, resource shortages, and environmental degradation have profound impacts on the global economic landscape and business operations. The Group actively identifies and assesses climate-related risks and opportunities, and develops targeted addressing measures based on the results to better address climate-related risks and opportunities.

類型 Type	具體描述 Specific description
物理風險 Physical risks	<p><b>急性風險</b> <b>Immediate risks</b></p> <ul style="list-style-type: none"> <li>受極端天氣(如暴雨、颱風、暴雪等)影響，運營地點可能需要暫時關閉 Places of operation may need to be temporarily closed due to extreme weather conditions (such as heavy rain, typhoons, blizzards, etc.)</li> <li>在極端天氣下，遇到政府應急指令時，工廠在考慮可能導致員工傷亡的情況下需緊急停工，打亂生產和交付計劃 In extreme weather conditions, when faced with government emergency orders, factories must take account of the possibility of employee injury or death and shut down operations immediately, disrupting production and delivery schedules</li> <li>自然災害、事故或其他意外事件可能對工廠、製造設施及設備造成直接的財務損失，同時引發生產線停滯與運營中斷 Natural disasters, accidents, or other unexpected events may cause direct financial losses to factories, manufacturing facilities, and equipment, while also causing production line stoppages and operational disruptions</li> <li>極端天氣引發的交通管制(如高速公路、鐵路、航道封閉)可能切斷供應鏈物流 Traffic restrictions caused by extreme weather (such as highway, railway, and waterway closures) may disrupt supply chain logistics</li> </ul>
	<p><b>慢性風險</b> <b>Chronic risks</b></p> <ul style="list-style-type: none"> <li>高溫可能導致設備故障率增加，員工安全風險升高，整體工作效率下降，設備更新維護成本增加 High temperatures can lead to higher equipment failure rates, heightened employee safety risks, lower overall work efficiency, and increased equipment replacement and maintenance costs</li> </ul>

類型 Type	具體描述 Specific description
轉型風險 Transition risks	<p><b>政策和法律風險</b> <b>Policy and legal risks</b></p> <ul style="list-style-type: none"> <li>環保法規趨嚴，將對企業合規管理形成更高要求，增加運營成本與違規風險 Stricter environmental regulations will impose higher compliance management requirements on enterprises, increasing operating costs and the risk of non-compliance</li> </ul>
	<p><b>技術風險</b> <b>Technical risks</b></p> <ul style="list-style-type: none"> <li>隨着低碳綠色技術的發展，米高集團需要在清潔技術的研發及投入上逐步提升，以提高能效和減少污染，符合環保要求 With the development of low-carbon green technologies, the Group needs to gradually increase its research and development in clean technologies to improve energy efficiency and reduce pollution, thereby complying with environmental protection requirements</li> </ul>
	<p><b>市場風險</b> <b>Market risks</b></p> <ul style="list-style-type: none"> <li>消費者對可持續產品需求激增，促使企業需升級生產技術以降低能耗與排放 A surge in consumer demand for sustainable products is driving companies to upgrade their production technology to reduce energy consumption and emissions</li> <li>氣候變化可能對農業生產造成影響（如乾旱、洪澇等），可能導致對化肥需求出現波動，威脅銷售穩定性 Climate change may impact agricultural production (e.g., droughts, floods, etc.), potentially leading to fluctuations in demand for fertilisers and threatening sales stability</li> </ul>
	<p><b>聲譽風險</b> <b>Reputational risks</b></p> <ul style="list-style-type: none"> <li>各利益相關方日益關注公司在應對氣候變化方面的表現，若應對不力可能引發信任危機，損害品牌形象和市場公信力 Stakeholders are increasingly concerned about the Company's performance in addressing climate change. Failure to address climate change adequately may trigger a crisis of trust, damaging brand image and market credibility</li> </ul>

類型 Type	具體描述 Specific description
機遇 Opportunities	<ul style="list-style-type: none"> <li> <b>技術創新驅動：</b>綠色技術轉型將推動技術創新，能效提升、資源循環利用與污染減排，形成技術迭代與成本優化的良性循環  <b>Driver for technology innovation:</b> Green technology transformation will drive technological innovation, energy efficiency improvement, resource recycling, and pollution reduction, forming a virtuous cycle of technological iteration and cost optimisation </li> <li> <b>運營效率優化：</b>通過運輸結構調整、包裝輕量化設計等舉措，可降低物流環節能耗，提升供應鏈可持續性  <b>Operational efficiency optimisation:</b> Through measures such as transport structure adjustment and lightweight packaging design, energy consumption in the logistics sector can be reduced with improved supply chain sustainability </li> <li> <b>品牌價值提升：</b>積極踐行氣候戰略有助於塑造負責任的企業形象，增強利益相關方認同感與忠誠度  <b>Enhancing brand value:</b> An active implementation of climate strategies helps shape a responsible corporate image, strengthening stakeholder recognition and loyalty </li> <li> <b>成本管控優勢：</b>憑藉清潔能源更低的單位價格與穩定的供應，可降低長期運營成本  <b>Cost control advantages:</b> The lower unit prices and stable supply of clean energy can reduce long-term operational costs </li> </ul>



應對措施

Addressing Measures

物理風險防控：

Physical risk prevention and control:

- 加固工廠和倉儲等基礎設施，以極端天氣的抵禦能力；建立完善的災害預警和應急響應計劃，加強對自然災害的應急措施及演練  
Reinforces infrastructure such as factories and warehouses to enhance their resilience against extreme weather; establishes comprehensive disaster warning and emergency response plans, and strengthens emergency measures and drills for natural disasters
- 依託氣象數據動態調整物流計劃，減少運輸中斷風險  
Dynamically adjusts logistics plans based on meteorological data to reduce the risk of transportation disruptions
- 高溫季節為員工提供防暑保障（如降溫物資、補貼福利），嚴格落實工傷保障制度  
Provides heatstroke prevention measures for employees during high-temperature seasons (e.g., cooling supplies and subsidies), and strictly implements work injury insurance systems

轉型風險應對：

Addressing transition risks:

- 持續優化能源結構，提高可再生能源使用佔比  
Continuously optimises the energy structure and increases the proportion of the use of renewable energy
- 加強綠色低碳投資，提升碳管理能力  
Increases green and low-carbon investments and enhances carbon management capabilities
- 積極適應和預測相關的政策變化  
Actively adapts to and predicts relevant policy changes

機遇把握舉措：

Opportunity seizing measures:

- 在新型農肥的開發與改進工作中，致力於優化土壤養分結構、提升肥料利用效率，並降低肥料在生產與施用環節對環境造成的影響，推動低碳化、綠色化、高效化鉀肥產品的研發與應用。  
In the development and improvement of new agricultural fertilisers, we are committed to optimising soil nutrient structure, enhancing fertiliser utilisation efficiency, and reducing the environmental impact of fertilisers during production and application. This will drive the research, development, and application of low-carbon, green, and high-efficiency potassium fertiliser products.

展望未來，我們將持續關注氣候變化帶來的風險與機遇，並致力於通過不斷優化管理策略和提升資源利用效率，減少企業運營過程中的碳排放。此外，我們也將緊密監控業務活動對氣候的潛在影響，努力減輕這些活動對氣候變化的負面影響，積極履行應對氣候變化的責任，助力全球碳中和目標達成。

Looking ahead, we will continue to monitor the risks and opportunities presented by climate change and strive to reduce carbon emissions in our operations by continuously optimising our management strategies and improving resource efficiency. In addition, we will closely monitor the potential impact of our business activities on the climate and strive to mitigate their negative effects on climate change, actively fulfilling our responsibility to address climate change and contributing to the achievement of global carbon neutrality goals.



## 排放物管理 Emissions Management



本集團以「零重大環境事故」為底線，構建「法規遵循+循環利用+智能監管」三位一體的排放物管理體系，嚴格遵守《中華人民共和國環境保護法》《中華人民共和國大氣污染防治法》《中華人民共和國水污染防治法》《中華人民共和國固體廢物污染環境防治法》《危險廢物轉移管理辦法》等相關法律法規，並落實內部制度，以規範公司排放物管理。我們積極推進資源綜合利用，對生產過程中產生的廢渣、廢氣、廢液進行回收處理，提取有價值成分並二次投入生產，全方位實現原材料利用率的提升。報告期內，本集團未發生違反相關法律法規及對環境和自然資源產生重大影響的事件。

The Group adheres to the principle of “zero major environmental incidents” as its bottom line, establishing an integrated emissions management system comprising “compliance with regulations, recycling, and intelligent monitoring”. We strictly comply with relevant laws and regulations, including the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》), the Law of the PRC on Prevention and Control of Atmospheric Pollution (《中華人民共和國大氣污染防治法》), the Law of the PRC on Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》), the Law of the PRC on Prevention and Control of Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》), and the Hazardous Waste Transfer Management Measures (《危險廢物轉移管理辦法》), while implementing internal systems to standardise the management of emissions. We actively promote comprehensive resource utilisation, recycling and treating waste residue, exhaust gas, and waste liquid generated during the production process to extract valuable components and reuse them for production. This approach achieves a comprehensive improvement in raw material utilisation rates. During the Reporting Period, the Group did not incur any violations of relevant laws and regulations or incidents that had a significant impact on the environment or natural resources.

### 廢水管理

我們嚴格遵守各項污水管理規定，確保達標排放，全方位構建廢水管理污染防控體系，以系統化措施守護水生生態環境：

- **分類處理機制：**針對生產、化驗、施工等不同場景產生的污水實施差異化管控：
  - a) 生產污水：經隔油池預處理後，通過專用處理設施去除COD、氨氮等污染物，確保達標排放

### Management of Waste Water Discharge

We strictly comply with all waste water management regulations to ensure compliance with discharge standards. We have established a comprehensive waste water management and pollution prevention system to protect the water ecosystem through systematic measures.

- **Classification and treatment mechanism:** Differentiated management is implemented for waste water generated in different scenarios such as production, testing, and construction:
  - a) Production waste water: After preliminary treatment in an oil separator, pollutants such as COD and ammonia-nitrogen are removed through dedicated treatment facilities to ensure compliance with discharge standards.

- b) 化驗廢液：採用中和反應等工藝處理有毒有害物質，達標後接入市政管網
- c) 施工污水：按雜質屬性分別進行沉砂、除油等預處理，防止泥沙及化學品污染水體
- d) 生活污水：經隔油池攔截油污後，納入城市統一污水處理系統
- **清污分流與循環管理：**推行清污分流制度，將初期污染雨水（含地面揚塵、油污）納入生產污水管網處理，避免直接排放；同時通過預沉降、中和等技術實現水資源循環利用，減少新鮮水取用量；
- **應急防控體系：**建立水體污染二級預防與控制體系，有效應對暴雨洩洪及事故排水場景，確保突發狀況下污染不外溢；
- **全過程監管：**在主要廢水排放口安裝流量和質量監控設備，實現對污水排放全程的實時監控和管理，定期委託第三方檢測機構進行現場採樣分析及獨立檢測。制定污水排放控制指標，由質檢中心定期監測污染物，各部門每月上報處理數據，並通過安環部與生產部聯合檢查強化執行力度，違規行為納入經濟責任制考核。
- b) Waste liquid from chemical testing: Toxic and hazardous substances are treated using neutralisation reactions and other processes to meet standards before being discharged into the municipal sewer system.
- c) Construction waste water: Pre-treatment is carried out according to the nature of the impurities, including sedimentation and oil removal, to prevent sand and chemicals from polluting the water.
- d) Domestic waste water: After oil and grease are intercepted by grease traps, the waste water is discharged into the city's unified waste water treatment system.
- **Waste water segregation and recycling management:** We implement a waste water segregation system to divert first-flush polluted rainwater (including ground dust and oil contamination) into the production waste water pipeline network for treatment, preventing direct discharge. At the same time, we utilise technologies such as pre-sedimentation and neutralisation to achieve water resource recycling, thereby reducing the consumption of fresh water.
- **Emergency prevention and control system:** We have established a two-tier prevention and control system for water pollution to effectively respond to heavy rainfall, flood discharge, and accident drainage scenarios, ensuring that pollution does not spread during emergencies.
- **Full-process supervision:** We have installed the flow and quality monitoring equipment at major waste water discharge outlets to achieve real-time monitoring and management of waste water discharge throughout the entire process. We regularly commission third-party testing agencies to conduct on-site sampling analysis and independent testing. We have formulated waste water discharge control indicators, and the Quality Inspection Centre regularly monitors pollutants. All departments report treatment data on a monthly basis, and the Safety and Environmental Protection Department and the Production Department conduct joint inspections to strengthen enforcement. Violations are included in the economic responsibility assessment.

廢水排放 Waste water discharge	排放量 (噸) Discharges (tonnes)	
	2024/2025	2023/2024
懸浮物(SS) Suspended solids (SS)	0.09	0.15
化學需氧量(COD) Chemical oxygen demand (COD)	0.28	0.35
氨氮(NH <sub>3</sub> -N) Ammonia-nitrogen (NH <sub>3</sub> -N)	0.02	0.04

廢氣管理

我們嚴格遵守各項廢氣排放法律法規，制定《廢氣管理規定》，建立全方位、多維度的廢氣治理體系，確保廢氣達標排放：

- **生產全鏈條控污：**採用先進脫硫、脫硝裝置及除塵系統，精準控制二氧化硫、氮氧化物及顆粒物等排放；我們推進可再生能源替代傳統的化石燃料，從源頭降低碳排放。同時，規範排放口管理，實現無組織廢氣排放達標。針對物料儲運及施工環節，採取圍擋噴淋、密閉作業等措施，有效遏制粉塵逸散；針對尾氣處理，安達米高對高空排放尾氣處理系統進行改造，優化兩級環保吸收塔工藝，將原有的4個尾氣排氣筒升級整合為1個排放口，有效降低尾氣中污染物排放量。

Exhaust Gas Management

We strictly comply with all applicable laws and regulations on exhaust gas emission, have established the Exhaust Gas Management Regulations (《廢氣管理規定》), and have implemented a comprehensive, multi-dimensional exhaust gas treatment system to ensure that exhaust gas emissions meet all applicable standards:

- **Production chain-wide pollution control:** We employ advanced desulphurisation, denitrification, and dust removal systems to precisely control emissions of sulphur dioxide, nitrogen oxides, and particulate matter. We promote the use of renewable energy to replace traditional fossil fuels, thereby reducing carbon emissions at source. At the same time, we standardise emission outlet management to ensure compliance with standards for unorganised exhaust gas emissions. For material storage, transportation, and construction processes, measures such as fencing with spray systems and enclosed operations are implemented to effectively prevent dust dispersion. For exhaust gas treatment, Anda Migao has upgraded the high-altitude exhaust gas treatment system, optimising the two-stage environmental absorption tower process. The original four exhaust stacks have been consolidated into a single emission point, effectively reducing pollutant emissions in the exhaust gas.

- **交通領域低碳化：**通過激勵機制推廣公共交通、騎行等低碳通勤方式，長途出行優先選擇火車的方式。在車輛選購環節，建立低排放車輛採購標準，降低移動源污染。
- **Low-carbon transportation:** We promote low-carbon commuting methods such as public transportation and cycling through incentive mechanisms, and prioritise trains for long-distance travel. We have established low-emission vehicle procurement standards in the vehicle procurement process to reduce mobile source pollution.
- **監測與應急管理：**定期檢測廢氣及空氣質量，確保排放符合相關標準。集團制定突發廢氣污染應急預案，覆蓋洩漏等場景。通過多部門聯合進行日常化檢查及考核機制，保障治理措施落地見效。
- **Monitoring and emergency management:** We regularly test exhaust gas and air quality to ensure that emissions comply with relevant standards. The Group has formulated emergency response plans for sudden exhaust gas pollution, covering scenarios such as leaks. Through daily inspections and assessment mechanisms involving multiple departments, the Group ensures that governance measures are effectively implemented.
- **資源循環利用升級：**通過安裝高效粉塵收集系統，對生產過程產生的粉塵進行全量回收，經專業處理後作為原料重新投入生產，實現廢棄物資源化利用。這一舉措不僅有效降低原材料消耗，提升生產效益，更通過「減量化、再利用」的實踐，切實推動綠色循環經濟發展，為行業低碳轉型提供示範樣本。
- **Upgrading resource recycling:** Through the installation of an efficient dust collection system, dust generated during the production process is recovered and professionally treated before being reused as raw materials in production, thereby realising the waste resource recycling. This measure not only effectively reduces raw material consumption and improves production efficiency, but also promotes the development of a green circular economy through the practice of “reduction and reuse”, providing a model for low-carbon transformation in the industry.

廢氣排放 Exhaust gas emissions	排放量 (噸) Emissions (tonnes)	
	2024/2025	2023/2024
氮氧化物(NO <sub>x</sub> ) Nitrogen oxide (NO <sub>x</sub> )	36.55	43.28
硫氧化物(SO <sub>x</sub> ) Sulfur oxide (SO <sub>x</sub> )	7.63	8.37
顆粒物(PM) Particulate matter (PM)	10.35	10.49
揮發性有機化合物(VOCs) Volatile organic compounds (VOCs)	0.04	0.03
氨(NH <sub>3</sub> ) Ammonia (NH <sub>3</sub> )	0.36	0.45

## 廢棄物管理

米高集團嚴格遵守《中華人民共和國固體廢物污染環境防治法》《廢棄危險化學品污染環境防治辦法》《一般工業固體廢物貯存處置場污染控制標準》《危險廢物貯存污染控制標準》等法律法規和標準要求，制定並執行《固體廢物管理規定》落實廢棄物規範管理工作，確保危險廢棄物100%安全合規處置，推動無害廢棄物高效循環利用。

## Waste Management

The Group strictly complies with the relevant laws, regulations, and standards, including the Law of the PRC on Prevention and Control of Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》), the Measures for the Prevention and Control of Pollution by Hazardous Chemical Waste (《廢棄危險化學品污染環境防治辦法》), the Standards for Pollution Control at Storage and Disposal Sites for General Industrial Solid Waste (《一般工業固體廢物貯存處置場污染控制標準》), and the Standards for Pollution Control at Hazardous Waste Storage Sites (《危險廢物貯存污染控制標準》). We have established and implemented the Solid Waste Management Regulations (《固體廢物管理規定》) to ensure the proper management of waste and 100% safe and compliant disposal of hazardous waste, and to promote the efficient recycling of non-hazardous waste.

### 無害廢棄物管理 Non-hazardous waste management

- **工業固廢 Industrial solid waste :**  
一般工業固體廢棄物交由安環部統一歸集、分類，通過規範化流程實現資源回收或無害化處理  
General industrial solid waste is collected and sorted by the Safety and Environmental Protection Department, and then recycled or disposed of in accordance with standardised procedures
- **建築垃圾 Construction waste :**  
嚴格執行政府管理要求，將施工產生的建築垃圾運送至指定場地進行填埋或回填，確保處置過程符合環保標準  
The Group strictly adheres to government management requirements by transporting construction waste generated during construction to designated sites for landfill or backfilling, ensuring that the disposal processes comply with environmental protection standards
- **生活廢棄物 Domestic waste :**  
對於生活垃圾和廚餘廢棄物，集團採用環保的處理方式，減少對環境的影響  
For domestic waste and food waste, the Group adopts environmentally friendly disposal methods to minimise environmental impact

危險廢棄物管理  
Hazardous  
waste  
management

- **風險防控 Risk prevention and control :**  
制定危險廢物污染環境應急預案，每年至少開展一次多部門聯合應急演練，強化突發環境事件的快速響應與處置能力  
The Group has developed an emergency response plan for hazardous waste pollution. It conducts at least one multi-departmental joint emergency drill annually, and enhances its capability to respond quickly and effectively to sudden environmental incidents
- **存儲規範 Storage standards :**  
按規存放於危廢倉庫並黏貼響應的標籤，對相關負責人員定期開展規範化管理培訓，確保操作流程符合標準  
The Group stores hazardous waste in designated hazardous waste warehouses and affixes corresponding labels. It conducts regular standardised management training for relevant personnel to ensure that the operational procedures comply with standards
- **處置閉環 Closed-loop disposal management :**  
建立危險廢棄物管理台賬，詳細記錄產生、存儲、轉移等環節信息，實現全過程可追溯；所有危廢均委託具備資質的第三方專業機構進行無害化處理，確保合規安全  
The Group has established a hazardous waste management ledger to document information on all stages including generation, storage, and transfer, ensuring full traceability throughout the process. Hazardous waste is entrusted to qualified third-party professional institutions for harmless treatment to ensure compliance and safety



廢棄物排放 Waste emissions	排放量 (噸) Emissions (tonnes)		排放量密度 (噸／每人民幣十萬元收益) Emissions intensity (tonnes/ revenue per RMB100,000)	
	2024/2025	2023/2024	2024/2025	2023/2024
無害廢棄物 Non-hazardous waste	190.92	247.07	0.056	0.089
有害廢棄物 Hazardous waste	3.06	3.52	0.001	0.001

碳排放管理

為積極響應國家2060年碳中和戰略目標，本集團將碳管理納入全鏈條運營體系，通過「數據精準管控－核心環節減排－透明化披露」三位一體模式，系統性推進低碳轉型。

全流程碳數據管理

本集團全面貫徹落實國家及地方氣候變化政策，對生產經營各環節碳排放數據實施追蹤採集，並與第三方權威機構合作，確保數據的精準性與可追溯性，為制定差異化減碳路徑提供量化依據。

核心環節低碳轉型實踐

在低碳轉型實踐中，本集團將碳管理嵌入原材料採購、生產製造、能源消耗等核心環節，通過生產流程優化、推進高效節能技術迭代、盡可能使用清潔能源等多元舉措，推動碳管理水平持續躍升。這一系列創新實踐不僅重塑了集團綠色競爭力，更成為驅動高質量發展的核心動能。

Carbon Emissions Management

In order to actively respond to the national strategic goal of achieving carbon neutrality by 2060, the Group has incorporated carbon management into its entire operational system. Through a three-pronged approach of “accurate data control, core emission reduction, and transparent disclosure”, the Group is systematically promoting low-carbon transformation.

Full-process carbon data management

The Group fully implements national and local climate change policies, tracking and collecting carbon emissions data across all production and operational processes. We collaborate with third-party authoritative institutions to ensure the accuracy and traceability of data, providing quantitative basis for developing differentiated carbon reduction strategies.

Low-carbon transition in core processes

In our low-carbon transition practices, the Group has integrated carbon management into core processes such as raw material procurement, production manufacturing, and energy consumption. Through measures including production process optimisation, promoting the adoption of efficient and energy-saving technologies, and prioritising the use of clean energy, we are driving continuous improvement in carbon management standards. These innovative practices not only redefine the Group's green competitiveness but also serve as a core driver for high-quality development.



透明化碳排放披露

在環境治理透明度建設方面，本集團對標 GHG Protocol、《工業其他行業企業溫室氣體排放核算方法與報告指南（試行）》等國際標準及國內指南，建立規範化溫室氣體披露機制。在年度ESG報告中，直觀呈現直接排放（範圍一）及間接排放（範圍二）的核算結果，計算過程遵循相關國內及國際準則及行業技術規範，採用標準化的數據採集口徑、邊界界定及科學化的計量方法。

Transparent carbon emissions disclosure

In terms of environmental governance transparency, the Group aligns with international standards such as the GHG Protocol and the Guidelines for Calculation Methods and Reporting of Greenhouse Gas Emissions from Enterprises in Other Industries (Trial) (《工業其他行業企業溫室氣體排放核算方法與報告指南（試行）》), as well as domestic guidelines, to establish a standardised greenhouse gas disclosure mechanism. In its annual ESG report, the Group clearly presents the calculation results of direct emissions (Scope 1) and indirect emissions (Scope 2). The calculation process complies with relevant domestic and international standards and industry technical specifications, using standardised data collection criteria, boundary definitions, and scientific measurement methods.

溫室氣體排放 Greenhouse gas emissions	排放量（噸二氧化碳當量） Emissions (tonnes of carbon dioxide equivalent)		排放量密度（噸二氧化碳當量／每人 人民幣千元收益） Emissions intensity (tonnes of carbon dioxide equivalent/ revenue per RMB1,000)	
	2024/2025 <sup>6</sup>	2023/2024	2024/2025	2023/2024
直接溫室氣體排放（範圍1） Direct greenhouse gas emissions (Scope 1)	27,830.05	30,349.02	0.082	0.110
間接溫室氣體排放（範圍2） Indirect greenhouse gas emissions (Scope 2)	10,294.88	11,637.01	0.030	0.042
總排放量（範圍1及2） Total emissions (Scope 1 and 2)	38,124.93	41,986.03	0.112	0.152

6 溫室氣體排放（範圍一）主要來自汽油、柴油、天然氣、煤、液化石油氣使用；溫室氣體排放（範圍二）主要來自於外購電力使用。其中，化石能源的溫室氣體排放系數參考《工業其他行業企業溫室氣體排放核算方法與報告指南（試行）》，外購電力的溫室氣體排放系數參考國家生態環境部發佈的《關於發佈2022年電力二氧化碳排放因子的公告》中的電網排放因子0.5366tCO<sub>2</sub>/MWh。Greenhouse gas emissions (Scope 1) primarily resulted from the use of gasoline, diesel, natural gas, coal, and liquefied petroleum gas; greenhouse gas emissions (Scope 2) primarily resulted from the use of purchased electricity. The greenhouse gas emission factors for fossil fuels are referenced from the Guidelines for Calculation Methods and Reporting of Greenhouse Gas Emissions from Enterprises in Other Industries (Trial) (《工業其他行業企業溫室氣體排放核算方法與報告指南（試行）》), while the greenhouse gas emission factors for purchased electricity were referenced from the Announcement on the Release of CO<sub>2</sub> Emission Factor for Electricity in 2022 (《關於發佈 2022 年電力二氧化碳排放因子的公告》) issued by the Ministry of Ecology and Environment of the PRC, with the grid emission factor set at 0.5366 tCO<sub>2</sub>/MWh.

噪聲管理

我們嚴格遵循《工業企業廠界環境噪音排放標準》《建築施工場界環境噪聲排放標準》《聲環境質量標準》等法律法規和標準，制定並實施《環境噪聲管理規定》，構建「源頭控制－傳播阻斷－行為規範－監測保障」全流程噪聲管控體系，確保噪聲污染防治合規高效。

Noise Management

We strictly adhere to relevant laws, regulations, and standards such as the Emission Standard for Industrial Enterprises Noise at Boundary 《工業企業廠界環境噪音排放標準》 the Emission Standard of Environment Noise for Boundary of Construction Site 《建築施工場界環境噪聲排放標準》, and the Environmental Quality Standard for Noise 《聲環境質量標準》. We have established and implemented the Environmental Noise Management Regulations 《環境噪聲管理規定》 to create a comprehensive noise control system encompassing “source control, transmission prevention, behavioural standards, and monitoring and assurance”, ensuring compliant and efficient noise pollution prevention and control.

噪聲源頭控制 Noise Source Control	<ul style="list-style-type: none"><li>施工管控：在噪聲敏感區域內，除應急搶修、搶險作業外，不得在夜間進行產生噪聲污染的施工作業 Construction management: Except for emergency repairs and rescue operations, no construction work that generates noise pollution shall be carried out at night in noise-sensitive areas</li><li>設備升級：對老舊設備實施定期評估，優先淘汰噪聲超標且能效低下的機型，逐步替換為低噪聲、低振動的節能設備，從源頭降低噪聲強度 Equipment upgrades: Regular assessments shall be conducted on obsolete equipment, with priority given to phasing out models that exceed noise standards and have low energy efficiency, and gradually replacing them with low-noise, low-vibration energy-efficient equipment to reduce noise intensity at the source</li></ul>
傳播路徑阻斷 Interception of Propagation Path	<ul style="list-style-type: none"><li>降噪設施配置：對生產車間內高噪聲設備（如風機、壓縮機等）加裝隔音罩、消聲器；為員工配備合格的勞保用品並指導員工合理佩戴 Noise reduction facility configuration: We install soundproof enclosures and silencers on high-noise equipment (such as fans, compressors, etc.) in production workshops; provide employees with qualified personal protective equipment, and instruct them on proper use</li><li>設備運行維護：產生噪聲的車間（部門），其噪聲污染防治設施必須正常投用，不得擅自拆除或者停用噪聲污染防治設施 Equipment operation and maintenance: Noise pollution prevention facilities in workshops (departments) that generate noise must be in normal operation; noise pollution prevention facilities must not be removed or shut down without authorisation</li></ul>
噪聲監測與標準執行 Noise Monitoring and Standards Implementation	<ul style="list-style-type: none"><li>向廠界外環境排放的工業噪聲應滿足《工業企業廠界環境噪聲排放標準》要求 Industrial noise emitted to the environment outside the factory boundary shall comply with the requirements of the Emission Standard for Industrial Enterprises Noise at Boundary 《工業企業廠界環境噪聲排放標準》</li><li>在廠界外建築施工排放的噪聲應滿足《建築施工場界環境噪聲排放標準》要求 Noise emitted from construction activities outside the factory boundary shall comply with the Emission Standard of Environment Noise for Boundary of Construction Site 《建築施工場界環境噪聲排放標準》</li><li>夜間頻發的廠界噪聲（如排氣噪聲），其峰值不准超過標準值10分貝，夜間偶發噪聲（如短促鳴笛聲），其峰值不准超過標準值15分貝 Frequent factory boundary noise at night (such as exhaust noise) shall not exceed the standard value by more than 10 decibels at its peak. Occasional noise at night (such as short horn blasts) shall not exceed the standard value by more than 15 decibels at its peak</li></ul>



米高集團深信，企業可持續發展的核心在於構建「員工成長－夥伴共贏－社區共生」的價值共同體。我們以人本理念為根基，以客戶需求為導向，以社會責任為紐帶，打造互信互助、共生共榮的生態體系，實現經濟效益與社會價值的雙向提升。

The Group believes that the core of the corporate sustainable development lies in building a value community based on “employee growth, win-win partnership, and community coexistence”. We take a people-oriented approach as our foundation, focus on customer needs, and use social responsibility as a link to create an ecosystem of mutual trust and mutual aid, symbiosis and common prosperity, thereby realising a dual improvement in economic benefits and social value.

### 關鍵議題 Key issues

- |  |  |
|--|--|
| • 產品責任<br>Product responsibility                           | • 員工健康與安全<br>Employee health and safety                              |
| • 信息安全與隱私保護<br>Information security and privacy protection | • 員工發展及培訓<br>Employee development and training                       |
| • 產品研發與創新<br>Product R&D and innovation                    | • 供應鏈管理及社會風險管理<br>Supply chain management and social risk management |
| • 員工權益與福利<br>Employee rights and benefits                  | • 社會貢獻<br>Social contribution  |

## 以人為本 People Oriented



米高集團秉持以人為本的理念，致力於打造公平、多元、創新的工作環境，通過權益保障、職業發展、健康安全三大維度，激發人才活力，實現企業與員工的共同成長。

The Group adheres to a people-oriented approach and is committed to creating a fair, diverse, and innovative work environment. It stimulates talent vitality through rights protection, career development, and health and safety, and achieves mutual growth between the enterprise and its employees.

### 員工權益與福利

米高集團嚴格遵守《中華人民共和國勞動法》《中華人民共和國社會保險法》《中華人民共和國就業促進法》《中華人民共和國勞動合同法》等法律法規的要求，制定並實施了《人力資源管理控制程式》和《員工手冊》，對集團內部招聘及解僱、薪酬及晉升、工作時數、假期及其他待遇和福利等做出規定，以充分保障員工的合法權益。報告期內，我們未發生違反國家僱傭相關的法律法規的事件。

### Employee Rights and Benefits

The Group strictly abides by the Labour Law of the PRC (《中華人民共和國勞動法》), the Social Insurance Law of the PRC (《中華人民共和國社會保險法》), the Employment Promotion Law of the PRC (《中華人民共和國就業促進法》), the Labour Contract Law of the PRC (《中華人民共和國勞動合同法》) and other laws and regulations. It has formulated and implemented the Human Resources Management Control Procedures (《人力資源管理控制程式》) and the Employee Handbook. Regulations governing internal recruitment and dismissal, remuneration and promotion, working hours, holidays, and other benefits and welfare within the Group are established to fully protect the legitimate rights and interests of employees. During the Reporting Period, there were no cases of non-compliance with national employment-related laws and regulations.

### 合法僱傭

米高集團積極倡導公平就業，堅持通過規範透明的招聘流程保障就業公平與人才價值。根據《人力資源控制程序》和《員工手冊》等內部制度，集團的招聘流程嚴格遵循層級審核機制，由用人部門提出需求並開展專業面試，行政部覆核資質，管理層綜合評估後擇優錄用，全過程確保崗位要求與人才能力的精準匹配。

### Legal employment

The Group actively promotes fair employment and insists on ensuring fair employment and talent value through a standardised and transparent recruitment process. The Group's recruitment process strictly follows a hierarchical review mechanism in accordance with internal systems such as the Human Resources Control Procedures (《人力資源控制程序》) and the Employee Handbook. The hiring department proposes the needs and conducts professional interviews, the Administration Department reviews the qualifications, and the management conducts a comprehensive assessment to select the best candidates. The entire process ensures that job requirements and talent capabilities are precisely matched.

在招聘過程中，我們堅決抵制以種族、性別、年齡、宗教、殘疾或其他社會及個人因素導致的歧視行為，給予所有候選人平等的工作權利。同時，為保障勞動者權益，我們在面試環節主動向應聘者闡釋工作條件、工作時間、薪酬標準等關鍵信息，尊重應聘者按其意願自行選擇簽訂勞動合同的權利。

During the recruitment process, we oppose discrimination arising from race, gender, age, religion, disability or other social and personal factors, and offer all candidates equal employment rights. At the same time, we proactively explain key information such as working conditions, working hours, and salary standards to applicants during the interview process to protect the rights and interests of workers, and respect their right to choose whether to sign an employment contract according to their own wishes.



### 招聘需求 Recruitment needs

- 各部門提出崗位需求並填寫《人員招聘申請表》，申請表依序經過人力資源主管、總經理及公司總部的核准後，由相關部門開展人員招聘。
- Each department submits its staffing requirements and fills out the Employee Recruitment Application Form (《人員招募申請表》). The relevant department proceeds with the recruitment process after the application form is approved by the human resources supervisor, the general manager, and the Company headquarters in sequence.

### 面試環節 Interview

- 從電話篩選到現場面試，嚴格遵循公司的標準化招聘程序；
- 由部門主管及高層管理人員進行多維度能力評估；
- 注重候選人的專業能力和潛力，杜絕任何形式的歧視。
- Every step, from phone screening to on-site interviews, strictly adheres to the standardised recruitment procedures of the Company.
- Department heads and senior management conduct a multi-dimensional competency assessment.
- We focus on the competence and potential of candidates and eliminate any form of discrimination.

### 錄用與轉正環節 Hired and permanently appointed

- 對候選人背景進行全面審查，包括其犯罪記錄、職業背景信息、證件資料等，以確保每位新聘員工都具備必要的資格和高度的可靠性；
- 新入職員工在試用期結束後由部門主管填寫《員工試用評定表》，評定試用合格與否，部門評定該員工能勝任本職工作的，報行政部和總經理批准後辦理轉正手續並調資，如試用期評定不合格的給予辭退。
- We have a thorough review of candidates' backgrounds, including their criminal records, career background information and identification documents, to ensure that all new recruits have the necessary qualifications and a high degree of reliability.
- The department heads fill out the Employee Probationary Evaluation Form (《員工試用評定表》) after the end of the probationary period of a new employee to evaluate whether the employee has passed the probationary period. If the department evaluates that the employee is competent for the job, the Administration Department and the general manager will approve the employee's permanent appointment and salary adjustment. The employee who fails the probationary period evaluation will be dismissed.

我們重視集團內部的和諧與穩定，在《員工手冊》中明確規定不同類型的違紀行為以及相應的處罰方式，致力為員工建立公平有序的工作環境。我們以「部門提報－管理層審核－工會監督」的審議流程，確保每項重大違紀處理均符合法律規範與程序正義。對觸及安全生產紅線、職業道德底線等重大行為失範，我們嚴格履行民主決策，經由管理層審核與工會討論通過後，以解除勞動合同的方式維護團隊整體利益。

We attach importance to stability and harmony within the Group. Various types of disciplinary violations and the corresponding penalties are clearly set out in the Employee Handbook with the aim of creating a fair and orderly work environment for our employees. We follow a review process of “departmental submission – management review – union supervision” to ensure that every major disciplinary violation is dealt with in compliance with legal standards and procedural justice. For serious violations such as breaching safety production red lines or business ethics bottom lines, we terminate the employment contract after the management review and union discussion and approval by strictly adhering to democratic decision-making, so as to protect the overall interests of the team.



## 社會篇 Social

### 禁止童工及強制勞工

我們嚴格遵守所有適用的國家和地區的勞工法律和規定，在集團業務中支持並保護國際公認的各項人權，堅決杜絕僱傭童工和強制勞工等問題的出現。我們的招聘慣例中明確規定，只招聘符合法定工作年齡的合法工作者，並通過核實所有候選人的年齡和身份文件，以確保他們符合合法的就業資格。

此外，我們也鼓勵員工和利益相關者向我們匿名舉報任何涉及童工或強制勞工的情況，我們將對舉報進行調查並採取適當的行動。報告期內，我們未發現任何嚴重違反童工及強制勞工相關法律法規的情況。

### 員工薪酬與福利

#### 員工薪酬與績效管理

米高集團不斷完善用工管理制度，建立健全員工薪酬福利體系，為員工提供具有市場競爭力的薪酬待遇。我們尊重員工貢獻，將員工薪酬與績效相掛鉤，讓員工憑藉辛勤工作能夠切實影響收入增長，增強他們的獲得感和成就感。依據市場變化、經營狀況及工作表現，我們定期檢視、調整及優化員工薪資水平，以確保集團的薪酬競爭力與內部公平性雙軌並行。我們堅持薪酬與責任相一致的基本原則，以崗定薪，員工調整崗位時薪酬也相應進行變更。高級管理層的薪酬由集團直接核定和實施，確保與公司目標和責任相匹配。

### Prohibition of child labour and forced labour

We strictly abide by all applicable national and regional labour laws and regulations. We support and protect internationally recognised human rights in the operations of the Group and strictly prohibit the use of child labour and forced labour. Our hiring practices clearly state that we will only hire legal workers who are of legal working age. The age and identity documents of all candidates are verified to ensure that they are legally eligible for employment.

In addition, we also encourage our employees and stakeholders to anonymously report any situation involving child or forced labour to us, and we will investigate the report and take appropriate action. During the Reporting Period, we were not aware of any serious violations of laws and regulations related to child labour and forced labour.

### Employee remuneration and benefits

#### Employee remuneration and performance management

The Group continuously improves its employment management system and establishes a sound employee remuneration and benefit system to provide employees with competitive remuneration packages. We value employee contributions. Employee remuneration is performance-based, enabling employees to effectively increase their income through their hard work and enhance their sense of fulfilment and achievement. Based on market changes, business performance, and work performance, we regularly review, adjust, and optimise employee remuneration levels to ensure that the remuneration of the Group is externally competitive and internally fair. We adhere to the principle that remuneration aligns with responsibility. Remuneration is based on position, and remuneration is adjusted accordingly when employees change positions. The remuneration of the senior management is directly approved and implemented by the Group to ensure that it is commensurate with the Company's objectives and responsibilities.



米高集團將員工績效管理作為組織效能提升與可持續發展的重要載體，持續完善員工績效激勵機制。由各部門依據戰略目標制定差異化的績效考核方案，員工在達成崗位績效考核目標後可享受相應的績效獎金。當發生崗位變動時，人力資源部門將協同業務部門啟動績效方案適配性調整，確保激勵措施與崗位價值相契合。此外，財務總監和管理層會定期審核各部門的績效評估和獎金分配，保證獎金分配的公正性與透明性。我們相信，通過將員工個人表現與集團整體目標緊密結合，能夠激發員工的積極性與創造力，推動企業與員工共同發展。

#### 員工福利管理

米高集團不斷優化內部福利體系，在法定福利的基礎上，還提供包括婚假、生育假、餐食補貼及員工宿舍等其他福利。同時，本集團所有員工均依法享有申請休假的權利，我們已在《員工手冊》中有明確的政策關於工作時間、休息日和假期安排，確保員工能夠在工作與生活之間取得平衡。我們希望通過明確福利制度，尊重並支持員工的個人生活需求，進一步提升員工歸屬感和工作滿意度。

此外，我們關懷員工的身心健康，定期組織員工參與職業健康體檢，其中，生產崗位的員工每年體檢一次，一般員工每兩年體檢一次。針對接觸職業危害崗位的員工，安環部將嚴格落實上崗前、在崗期間及離崗時的健康體檢，全方位保障員工的職業健康。

#### 多元與包容

米高集團擁抱多元共融的文化，注重吸納來自不同背景的專業人士，反對任何形式的歧視行為。我們秉持平等機會和多元化原則，鼓勵員工之間的相互尊重、合作和平等對待，致力於創建一個包容多元的工作環境，確保所有員工都能夠在公平和公正的環境中發展和實現自己的潛力與價值。

The Group regards employee performance management as a key driver for enhancing organisational efficiency and achieving sustainable development, and continuously improves its employee performance incentive mechanism. Each department develops its customised performance assessment scheme based on strategic objectives. Employees who achieve their job performance assessment targets are eligible for corresponding performance bonuses. When job changes occur, the Human Resources Department collaborates with business departments to initiate adaptive adjustments to performance schemes to ensure that incentive measures align with job value. In addition, the chief financial officer and the management regularly review the performance evaluation and bonus distribution of each department to ensure the fairness and transparency. We believe that by closely aligning individual performance of employees with the Group's overall objectives, we can incentivise employees' motivation and creativity, thereby promoting the common development of the Company and its employees.

#### Employee benefit management

The Group continuously optimises its internal welfare system. In addition to statutory benefits, it also provides other benefits such as marriage leave, maternity leave, meal subsidies, and employee dormitories. At the same time, all employees of the Group are entitled to apply for leave in accordance with the law, and we have clear policies regarding working hours, rest days and holiday arrangements in the Employee Handbook, thereby ensuring the work-life balance of employees. We hope to further enhance employees' sense of belonging and work satisfaction through a clear welfare system and our respect and support for the personal life needs of employees.

In addition, we care about the physical and mental health of our employees and regularly organise them to participate in occupational health checkups. Employees in production positions have a checkup once a year, while general employees have a checkup once every two years. For employees in positions exposed to occupational hazards, the Safety and Environmental Protection Department will strictly organise pre-employment, on-the-job, and off-the-job checkups to comprehensively protect the occupational health of employees.

#### Diversity and Inclusion

The Group embraces a culture of diversity and inclusion, focusing on attracting professionals from different backgrounds and opposing any form of discrimination. By upholding the principles of equal opportunity and diversity, we encourage mutual respect, cooperation and equal treatment among employees, and are committed to creating an inclusive and diverse working environment, thus ensuring that all employees are able to develop and realise their potential and value in a fair and equitable environment.

### 員工晉升渠道

米高集團注重人才梯隊建設，通過公正的績效評估和晉升決策，發掘並培養具有發展潛力的人才。我們打造科學合理的員工晉升機制，由各部門直屬主管向管理層推薦表現優異的員工，通過評估員工過往績效考核結果、工作能力與發展潛質，以及公司業務變化需求，最終確定合格晉升的員工。我們亦承諾為所有員工提供均等的職業晉升機會，確保不因個人身份而有所歧視或偏頗。同時，人力資源部每月跟蹤崗位的人員變動情況，通過持續監控和管理人員動態，及時識別出人才缺口，助力搭建後備人才庫，實現現有人才資源的效用最大化。

通過創造一個公平、公正和透明的晉升機制，我們推動每位員工都按照其實際表現和貢獻獲得相應的職業發展機會，進而提升員工的職業滿意度及公司整體的績效。

### 員工溝通與關懷

米高集團高度重視員工的意見和建議，持續落實員工溝通與申訴渠道，聆聽員工心聲。我們已設立意見箱作為員工溝通與申訴渠道，並推行單項獎勵計劃，旨在鼓勵員工對工作流程、技術創新或管理方法等提出建設性建議。員工亦可向直屬上級或行政部門反映其任何意見或建議。此外，我們也已建立一套回應和處理員工意見的流程，確保員工的意見和建議得到妥善處理和回應，有效提升員工與集團高層之間的交流互動。更多關於員工意見處理相關的內容，請詳見本報告「管治篇-商業道德」小節。

### Employee promotion channels

The Group focuses on talent echelon construction, and identifies and nurtures talents with growth potential through fair performance assessment and promotion decisions. We have established a scientific and reasonable employee promotion mechanism. Outstanding employees are recommended by the direct supervisors in various departments to the management. The employees who are eligible for promotion are ultimately determined through assessing employees' past performance assessment results, work capabilities, and development potential, as well as the needs arising from the business changes of the Company. We are also committed to providing equal career advancement opportunities for all employees, and ensure no discrimination or bias based on personal status. At the same time, the Human Resources Department tracks personnel changes in positions on a monthly basis. It identifies talent gaps in a timely manner through continuous monitoring and management of personnel dynamics, and helps build a reserve talent pool, and maximises the effectiveness of existing talent resources.

By creating a fair, just and transparent promotion mechanism, we promote that each employee can obtain corresponding career development opportunities based on his or her actual performance and contribution, thereby enhancing his or her career satisfaction and the overall performance of the Company.

### Employee communication and care

The Group attaches great importance to the opinions and suggestions of its employees. It continuously implements employee communication and grievance channels, and listens to its employees. We have set up suggestion boxes as an employee communication and grievance channel, and launched a reward programme to encourage employees to make constructive suggestions on work processes, technological innovation or management methods. Employees who have any opinions or suggestions can reflect them to their immediate supervisors or the Administration Department. In addition, we have established a process for responding to and handling employees' opinions to ensure that employees' opinions and suggestions are properly handled and responded, and effectively enhance communication and interaction between employees and the senior management of the Group. For details of the handling of employees' opinions, please the sub-section "Governance-Business Ethics" of this report.





為構建更加和諧共融的工作環境，米高集團定期開展多樣化的員工團建活動，如主題郊遊、知識競賽等，以促進員工之間的相互了解和信任，提升團隊凝聚力。同時，通過開展這些團建活動，能夠激發員工的積極心態，幫助他們緩解工作壓力。我們相信，一個充滿正能量的團隊能夠為集團的發展注入強大的動力。未來，我們亦將持續深化人才發展與員工關懷舉措，讓每位米高成員都能在共生共長中實現個人價值與企業目標的同頻共振。

To build a more harmonious and inclusive work environment, the Group regularly organises diverse team-building activities for employees, such as themed outings and knowledge competitions, to promote mutual understanding and trust among employees and enhance team cohesion. At the same time, these team-building activities help inspire a positive mindset among employees and alleviate work-related stress. We believe that a team brimming with positive energy can inject powerful momentum into the Group's development. Moving forward, we will continue to deepen our talent development and employee care initiatives, enabling every member of the Group to achieve personal value and corporate goals in a spirit of mutual growth and harmony.

案例  
Case

員工團建活動  
Employee Team Building Activity

2024年7月20日，安達米高組織了一場主題為「快樂工作，樂享生活，綻放精彩」的員工團建活動，旨在增強團隊凝聚力和提升合作能力。活動內容包括才藝展示、抽獎和遊戲互動等環節，員工們積極參與，現場氣氛熱烈。  
On 20 July 2024, Anda Migao organised an employee team-building activity with the theme "Work Happily, Enjoy Life, and Shine Brightly (快樂工作，樂享生活，綻放精彩)" to enhance team cohesion and improve cooperation skills. The event included talent shows, lucky draws, and interactive games, with enthusiastic participation from employees and a lively atmosphere on site.



案例  
Case

安全知識競賽  
Safety Knowledge Competition

為提升員工安全意識與團隊協作能力，2024年8月24日，寶清米高在團建活動中開展安全知識競賽。活動以小組搶答形式開展，圍繞公司安全知識設置題目，通過獎金激勵激發員工參與熱情。此次競賽有效提升了員工的安全素養，為公司安全文化建設注入新動力。

To enhance employees' safety awareness and teamwork skills, Baoqing Migao organised a safety knowledge competition as part of its team-building activities on 24 August 2024. The competition was conducted in a group quiz format, with questions centring on safety knowledge within the Company. Cash prizes were offered to motivate employee participation. This competition effectively improved employees' safety literacy and injected new momentum into the Company's safety culture development.



員工培訓與發展

米高集團注重員工的發展需求，構建覆蓋全職業周期的培訓體系，通過多元化學習場景與資源投入，賦能員工能力升級，推動個人成長與組織發展深度融合。我們的員工發展計劃包括崗前培訓、專業培訓、內部和外部學習活動等多個方面，涵蓋產品質量、環境保護、職業健康與安全等多個主題。

- **崗前培訓：**所有新入職員工均須按要求接受崗前培訓和安全、環境保護、崗位技術操作培訓，以快速了解集團戰略文化、培養工作習慣及適應工作環境。

Employee Training and Development

The Group attaches great emphasis on the development needs of its employees and has established a comprehensive training system covering the entire career cycle. Through diverse learning environments and resource investment, we empower employees to upgrade their capabilities, driving the deep integration of personal growth and organisational development. Our employee development programme includes pre-employment training, professional training, internal and external learning activities, and other aspects, covering topics such as product quality, environmental protection, occupational health and safety.

- **Pre-employment Training:** All new employees must undergo pre-employment training and safety, environmental protection, and job-specific technical operation training as required to quickly understand the Group's strategic culture, develop work habits, and adapt to the work environment.



- **專業培訓：**定期組織不同崗位的專業培訓，並通過持續升級崗位專業學習資源體系，有效滿足本集團員工崗位專業課程學習需求，實現知識技能與時俱進。
- **內部學習活動：**充分調動內部講師資源，以培訓計劃、工作坊及研討會等方式開展內部學習活動，營造全員分享學習的氛圍。
- **外部學習活動：**為員工提供教育資助，鼓勵員工參加額外的專業和職業發展培訓，並支持員工參與行業會議等其他多種形式的外部學習交流活動。

米高集團積極投放資源協助員工成就自我價值，設立費用報銷機制，對員工參加外部專業培訓、進修課程或職業資格認證等相關費用給予全額報銷。我們相信，集團對員工成長的大力支持與投資，是履行僱主責任的關鍵實踐，也是為利益相關方創造長期價值的戰略支點。通過人才梯隊建設，我們能夠實現人力資本價值與可持續發展的正向循環，夯實企業在行業變革中的核心競爭力，為組織韌性注入可持續發展動能。

我們重視管理層在人才發展戰略中的示範引領作用。報告期內，我們針對集團高管投入大量培訓資源，顯著提升集團高管的參訓率及平均受訓時長，集團高管的平均受訓時長同比增長28.7%。同時，我們關注區域管理人才發展機制的完善，新增對附屬公司高管參訓率及平均受訓時長數據的披露。此外，為強化生產管理梯隊建設，報告期內，我們對工廠負責人的培訓投入增加到平均21.6小時。我們相信，培訓體系的升級不僅能夠強化核心崗位的專業素養，更為企業戰略目標達成提供人才支撐。我們希望通過拓寬培訓覆蓋度及深度，激活米高全員能力升級的內生動力，推動員工成長與企業高質量發展同頻共振。

- **Professional Training:** The Group regularly organises professional training for different positions and continuously upgrades the professional learning resource system to effectively meet the professional course learning needs of the Group's employees, ensuring that their knowledge and skills remain up-to-date.
- **Internal Learning Activities:** The Group fully leverages internal instructor resources to conduct internal learning activities through training programmes, workshops, and seminars, fostering a culture of knowledge sharing and continuous learning among all employees.
- **External Learning Activities:** The Group provides educational assistance to employees to encourage participation in additional professional and career development training, and supports employees in attending industry conferences and other forms of external learning and exchange activities.

The Group actively invests resources to help employees achieve their full potential, establishing a reimbursement mechanism to cover all expenses related to employees participating in external professional training, further education courses, or professional certification programmes. We believe that the Group's strong support and investment in employee development are key practices in fulfilling our employer responsibilities and strategic pillars for creating long-term value for stakeholders. Through talent development, we can achieve a positive cycle of human capital value and sustainable development, strengthen the Company's core competitiveness in industry transformation, and inject sustainable development momentum into organisational resilience.

We place emphasis on the exemplary and leading role of the management in talent development strategies. During the Reporting Period, we invested significant training resources in the senior management of the Group, significantly increasing their training participation rate and average training duration. The average training duration for the senior management increased by 28.7% year on year. At the same time, we focused on improving regional talent development mechanisms and added disclosure of data on the training participation rate and average training duration for the Senior management of our subsidiaries. In addition, to strengthen the production management team, we increased the average training hours for factory managers to 21.6 hours during the Reporting Period. We believe that upgrading the training system not only strengthens the professional skills of core positions, but also provides talent support for the achievement of the Company's strategic goals. We hope that by broadening the coverage and depth of training, we will activate the internal motivation of all employees to upgrade their capabilities, and promote the synchronised growth of employees and the high-quality development of the Company.



截至2025年3月31日，本集團員工進行個人發展與培訓的詳情如下： The details of personal development and training undertaken by the Group's employees as of 31 March 2025 are set out below:

類別 Type		單位 Unit	2024/2025	2023/2024
受訓員工百分比 <sup>7</sup> Percentage of trained staff <sup>7</sup>		%	56.5	48.5
性別 Gender	男性 Male	%	69.8	68.7
	女性 Female	%	30.2	31.3
職級類型 Position type	集團高管 Senior management of the Group	%	2.1	0.5
	附屬公司高管 Senior management of our subsidiaries	%	0.8	—
	工廠負責人 Factory managers	%	3.3	1.4
	一般員工 General staffs	%	74.8	69.6
	工人 Workers	%	19.0	28.5

7 受訓員工百分比的計算公式為：  
The formula for calculating the percentage of trained staff is:  
$$\frac{\text{於報告期間接受培訓的員工人數}}{\text{截至報告期末員工總人數}} \times 100\%$$
  
Number of staffs who completed training during the Reporting Period  
Total number of staffs by the end of the Reporting Period

類別 Type		單位 Unit	2024/2025	2023/2024
員工完成受訓的平均時數 <sup>8</sup> The average number of training hours completed by staffs <sup>8</sup>		小時 hours	10.8	10.1
性別 Gender	男性 Male	小時 hours	10.7	9.0
	女性 Female	小時 hours	11.0	12.4
職級類型 Position type	集團高管 Senior management of the Group	小時 hours	26.6	0.9
	附屬公司高管 Senior management of our subsidiaries	小時 hours	14.0	／
	工廠負責人 Factory managers	小時 hours	21.6	7.2
	一般員工 General staffs	小時 hours	9.9	9.0
	工人 Workers	小時 hours	11.7	17.3

8 員工完成受訓的平均時數的計算公式為：

The formula for calculating the average number of training hours completed by staffs is:

特定類別員工於報告期間接受培訓的總時數

$$\frac{\text{Total number of training hours completed by staffs in specific types during the Reporting Period}}{\text{截至報告期末特定類別受訓員工總人數}} \times 100\%$$

Number of trained staffs in specific types by the end of the Reporting Period

## 職業健康與安全

米高集團重視員工的健康與安全，嚴格遵守《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》《中華人民共和國消防法》《中華人民共和國社會保險法》等相關法律法規，制定了一系列職業健康與安全的制度和指引，明確各層級安全管理相關人員職責，積極預防和消除生產過程中的安全隱患，為集團防範職業病風險、管理消防安全與生產安全提供了制度保障。同時設定了「無較大及以上安全生產事故」，以及「新入職員工安全培訓覆蓋率100%」的職業健康與安全相關目標。

我們通過定期開展風險評估、隱患排查與治理，以及積極的安全文化建設等行動，持續改善集團的職業健康與安全表現。在本報告期內，集團的因工傷而損失工作日數較前兩年顯著下降，表明集團在職業健康安全體系建設取得了實質成效，充分展現集團將員工福祉深度融入可持續發展戰略的堅定承諾。我們將持續深化健康安全治理與核心業務的戰略協同，構築更具韌性的職業保障生態。

## Occupational Health and Safety

The Group attaches great importance on the health and safety of its employees and strictly adheres to relevant laws and regulations including the Production Safety Law of the PRC (《中華人民共和國安全生產法》), the Law on the Prevention and Treatment of Occupational Diseases of the PRC (《中華人民共和國職業病防治法》), the Fire Protection Law of the PRC (《中華人民共和國消防法》), and the Social Insurance Law of the PRC (《中華人民共和國社會保險法》). The Group has established a series of occupational health and safety systems and guidelines, clearly defining the responsibilities of safety management personnel at all levels. These measures aim to actively prevent and eliminate safety hazards in the production process, providing an institutional framework for the Group to mitigate occupational disease risks and manage fire safety and production safety. At the same time, the Group has set specific occupational health and safety objectives, including “zero major or above-level workplace safety accidents” and “100% coverage of safety training for new employees”.

We continuously improve the occupational health and safety performance of the Group through regular risk assessments, hazard identification and rectification, and proactive safety culture initiatives. During the Reporting Period, the number of workdays lost due to work-related injuries decreased significantly compared to the previous two years, indicating that the Group has achieved tangible results in the construction of its occupational health and safety system. This fully demonstrated the Group's firm commitment to deeply integrating employee well-being into its sustainable development strategy. We will continue to deepen the strategic synergy between health and safety governance and the core business operations to build a more resilient occupational safety and health ecosystem.

報告期內的因工受傷人數及損失工作日數，分佈如下：

The number of work-related injuries/working days lost during the Reporting Period is distributed as follows:

員工工傷及亡故 Work-related injuries and fatalities of employees	單位 Unit	2024/2025	2023/2024	2022/2023
因工亡故人數 Number of work-related fatalities	人 person	0	0	0
因工亡故比率 Rate of work-related fatalities	百分比 percentage	0	0	0
因工受傷人數 Number of work-related injuries	人 person	4	3	6
因工傷而損失工作日數 Number of working days lost due to work-related injuries	工作日 working days	209	286	390

職業健康與安全制度和指引  
Occupational health and safety systems and guidelines

廣東米高  
Guangdong Migao

《風險和機遇措施管理程式》  
Risk and Opportunity Measures Management Procedures (《風險和機遇措施管理程式》)  
《合規義務管理程式》  
Compliance Obligation Management Procedures (《合規義務管理程式》)  
《相關方環境職業健康安全影響控制程式》  
Environmental and Occupational Health and Safety Impact Control Procedures of Stakeholders (《相關方環境職業健康安全影響控制程式》)  
《職業健康安全運行控制程式》  
Occupational Health and Safety Operation Control Procedures (《職業健康安全運行控制程式》)  
《目標及實現方案管理程式》  
Target and Achievement Programme Management Procedures (《目標及實現方案管理程式》)  
《危險源識別與風險評估管理程式》  
Hazard Source Identification and Risk Assessment Management Procedures (《危險源辨識與風險評估管理程式》)  
《消防安全管理程式》  
Fire Safety Management Procedures (《消防安全管理程式》)  
《環境與職業健康安全不符合控制程式》  
Environmental and Occupational Health and Safety Non-conformity Control Procedures (《環境與職業健康安全不符合控制程式》)  
《安全風險隱患排查治理制度》  
Safety Risks and Hidden Hazards Investigation and Management System (《安全風險隱患排查治理制度》)  
《安全風險研判和承諾管理規定》  
Regulations on the Management of Safety Risk Analysis and Commitment (《安全風險研判和承諾管理規定》)

長春米高  
Changchun Migao

《職業衛生管理制度》  
Occupational Health Management System (《職業衛生管理制度》)  
《安全生產管理制度》  
Production Safety Management System (《安全生產管理制度》)  
《事故(事件)報告、調查及處理常式》  
Accident (Incident) Reporting, Investigation and Handling Procedures (《事故(事件)報告、調查及處理常式》)  
《安全風險研判和承諾管理規定》  
Regulations on the Management of Safety Risk Analysis and Commitment (《安全風險研判和承諾管理規定》)  
《安全風險隱患排查治理制度》  
Safety Risks and Hidden Hazards Investigation and Management System (《安全風險隱患排查治理制度》)

職業健康與安全制度和指引  
Occupational health and safety systems and guidelines

四川米高  
Sichuan Migao  
寶清米高  
Baoqing Migao  
大興米高  
Daxing Migao

《安全生產管理制度》  
Production Safety Management System (《安全生產管理制度》)  
《安全生產操作規程》  
Operating Procedures for Production Safety (《安全生產操作規程》)  
《勞動防護用品和保健品管理制度》  
Management System for Labour Protection Supplies and Health Products (《勞動防護用品和保健品管理制度》)  
《應急救援管理制度》  
Emergency Rescue Management System (《應急救援管理制度》)  
《安全風險研判和承諾管理規定》  
Regulations on the Management of Safety Risk Analysis and Commitment (《安全風險研判和承諾管理規定》)  
《安全風險隱患排查治理制度》  
Safety Risks and Hidden Hazards Investigation and Management System (《安全風險隱患排查治理制度》)

安達米高  
Anda Migao

《職業衛生管理規定》  
Regulations on Occupational Health Management (《職業衛生管理規定》)  
《安全風險隱患排查治理制度》  
Safety Risks and Hidden Hazards Investigation and Management System (《安全風險隱患排查治理制度》)  
《安全風險研判和承諾管理規定》  
Regulations on the Management of Safety Risk Analysis and Commitment (《安全風險研判和承諾管理規定》)  
《勞動防護用品發放制度》  
Labour Protection Supplies Distribution System (《勞動防護用品發放制度》)  
《消防安全管理規定》  
Regulations on Fire Safety Management (《消防安全管理規定》)



### 安全生產管理體系

米高集團認真貫徹落實《中華人民共和國安全生產法》《中華人民共和國突發事件應對法》等與安全生產相關的法律法規，致力於構建高標準生產安全管理體系，制定《安全生產管理制度》，加強安全生產管理，明確各級領導和有關職能部門及崗位人員的安全生產職責，從制度層面築牢風險防控底線。集團成立安全生產委員會，以安全生產第一責任人或行政首長為核心，堅持「安全第一，預防為主，綜合治理」的基本原則，推動安全和健康相關管理方法的落實。同時，集團安全工作實行各級行政首長負責制，做到「誰主管，誰負責」，由各部門主要負責人對本部門的安全生產工作全面負責。

我們致力於營造安全健康的工作環境，建立常態化巡查機制，嚴格執行各類安全檢查，包括綜合性、日常性、季節性、專業性和節假日安全檢查，以督促各項安全生產規章制度的貫徹落實，排除事故隱患，防止從業人員傷亡事故和職業病的發生。同時，我們要求員工及時上報各類安全隱患，並通過全員參與、群策群力的方式共同築牢安全防線。一旦發生事故，我們堅持按照「四不放過」的原則進行嚴肅處理。

### Safety production management system

The Group strictly implements the Production Safety Law of the PRC (《中華人民共和國安全生產法》), the Emergency Response Law of the PRC (《中華人民共和國突發事件應對法》) and other laws and regulations related to work safety, and is committed to building a high-standard production safety management system, formulating the Production Safety Management System (《安全生產管理制度》), strengthening production safety management, and clearly defining the responsibilities for production safety of the leaders at all levels and the relevant functional departments and personnel, so as to firmly establish the bottom line of risk prevention and control at a systemic level. The Group has set up a production safety committee, with the primary person responsible for production safety or the chief executive as its core, which adheres to the basic principle of "safety first, prevention-oriented and comprehensive management (安全第一，預防為主，綜合治理)" to promote the implementation of safety and health-related management methods. At the same time, the Group's safety work implements the responsibility system of administrative heads at all levels, ensuring that "whoever is in charge is responsible". The heads of each department are fully responsible for production safety within their respective departments.

We strive to create a safe, healthy work environment. We have established a regular inspection system, and strictly implemented various safety checks such as comprehensive safety check, daily safety check, seasonal safety check, professional safety check and holiday safety check, so as to supervise implementation of different safety production rules and systems, eliminate potential hazards, and prevent the occurrence of casualty accidents and occupational diseases. At the same time, we require our employees to promptly report different potential safety hazards, and jointly safeguard the line of defence through full participation and joint efforts. In case of occurrence of accident, we seriously handle such matters based on the principle of "Four Imperative Elements".



「四不放過」的原則  
Principle of “Four Imperative Elements”

- 事故原因未查清不放過；  
Keep imperative until the causes of the accident have been thoroughly investigated.
- 事故責任人未受到處理不放過；  
Keep imperative until those responsible for the accident have been held accountable.
- 事故責任人和周圍群眾未受到教育不放過；  
Keep imperative until those responsible for the accident and crowds have received proper education.
- 事故責任整改措施未落實不放過。  
Keep imperative until rectification measures for the accident have been fully implemented.



報告期內，共5家公司獲得ISO 45001職業健康安全管理体系認證證書，並定期接受相關認證機構的審查。該認證要求企業構建覆蓋全流程的職業健康風險防控體系，系統識別、評估及管控工作場所危害，確保員工職業健康安全貫穿全生命周期。此次認證的取得不僅標誌着集團在職業健康管理領域達到國際標準，更直接體現了對員工生命健康權的堅定承諾——以科學化、規範化的安全管理實踐回應社會對安全勞動環境的深切期待，推動企業從「效益導向」向「員工健康與權益優先」轉型，彰顯了企業與員工、社會共生的可持續發展理念。

During the Reporting Period, a total of five companies obtained ISO 45001 occupational health and safety management system certification, and they were regularly audited by relevant auditing organisations. Such certification requires enterprise to establish whole-process occupational health risk control system, and systematically identify, evaluate and control potential hazards in workplace, so as to secure occupation health and safety of employees throughout the lifecycle. Such certification not only shows that the Group achieves international standards in terms of occupational health management, but also directly reflects our firm commitment on safeguarding life and health of employees. The Group responds to the huge expectations from the society on safe working environment by implementing scientific, standardised safety management practices, and facilitates the transformation from “result-orientated operations” towards “operations with prioritisation to employee health and interest”, reflecting the sustainable development concept of symbiosis of enterprise, employees and society.



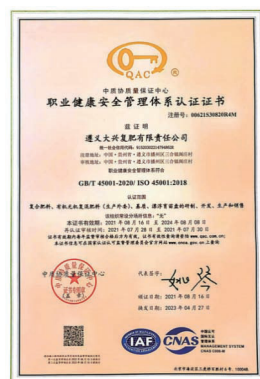
寶清米高農業科技有限公司－  
職業健康安全管理體系認證證書  
Baoqing Migao Agricultural  
Technology Co., Ltd. – Occupational  
Health and Safety Management  
System Certification



安達北大荒米高農業科技有限公司－  
職業健康安全管理體系認證證書  
Anda Beidahuang Migao Agricultural  
Technology Co., Ltd. – Occupational  
Health and Safety Management  
System Certification



廣東米高化工有限公司－職業健  
康安全管理體系認證證書  
Guangdong Migao Chemical  
Co., Ltd. – Occupational Health  
and Safety Management System  
Certification



遵義大興複肥有限責任公司－職  
業健康安全管理體系認證證書  
Zunyi Daxing Compound  
Fertiliser Co., Ltd. –  
Occupational Health and  
Safety Management System  
Certification



四川米高化肥有限公司－職業健  
康安全管理體系認證證書  
Sichuan Migao Chemical  
Fertiliser Co., Ltd. –  
Occupational Health and  
Safety Management System  
Certification

## 安全隱患排查與治理

米高集團已明確安環部為隱患排查和防控工作的監督管理部門，由公司總經理全面統籌隱患排查、治理和防控工作。為降低安全事故風險發生的概率，米高集團通過三級安全檢查體系「班組級－車間級－公司級」全面開展集團的安全隱患排查與治理行動。隱患排查和識別主要以日常性檢查、專項安全檢查、季節性檢查、節假日前後檢查的形式進行。對於安全檢查發現的問題，本集團建立隱患管理台賬，以便集團對隱患進行動態跟蹤和閉環管理，確保安全隱患得到及時、有效的整改，提升整體安全管理效能。

本集團對隱患治理實施分級管理機制，按照隱患的嚴重程度劃分為「車間級」與「公司級」兩級隱患：

- **車間級隱患：**指危害程度較低和整改難度較小，發現後可立即組織整改的隱患。
- **公司級隱患：**指危害較高和整改難度較大，需採取全部或局部停產措施，並經過一定周期整改治理方能排出的隱患，或者因外部環境制約導致生產車間無法自行解決的隱患。

此外，本集團遵循「分級管理，下不推上」的隱患管理原則，明晰各級責任邊界：班組層面能夠解決的隱患不移交車間，車間層面能夠處理的隱患不上報公司層面。通過這種層層落實、分級管控的管理機制，確保隱患在第一時間得到響應和治理，切實提升隱患治理的精準性和時效性，築牢安全生產的防線。

## Investigation and control of safety hazards

The Group has designated the Safety and Environmental Protection Department as the supervisory and management department for hazard identification and prevention, with the general manager of the Company overseeing the comprehensive coordination of hazard identification, remediation and prevention initiatives. To mitigate potential safety incidents, the Group implements a three-tier safety inspection system at team, workshop and corporate levels to conduct thorough hazard identification and remediation initiatives across all its operations. The hazard identification process primarily incorporates routine inspections, specialised safety checks, seasonal examinations and pre/post-holiday verifications. For the issues identified in safety checks, the Group has established a hazard management ledger to enable the Group to conduct dynamic monitoring and closed-loop management of hidden hazards, ensure that safety hazards are rectified in a timely and effective manner, and improve the overall safety management efficiency.

The Group employs a hierarchical hazard management mechanism, which classifies hidden hazards into two levels, i.e., workshop level and corporate-level, based on their severity:

- **Workshop-level hazards:** refer to hazards with lower hazard level and relatively simple remediation requirements that can be addressed immediately upon identification.
- **Corporate-level hazards:** refer to hazards with higher hazard level and relatively difficult remediation requirements that require partial or complete production suspension, extended remediation periods, or those beyond workshop-level resolution capabilities due to external constraints.

In addition, the Group adheres to the “hierarchical management with no upward delegation” principle for hazard management, and clearly delineates responsibility boundaries at each level: potential hazards resolvable at team level shall not be escalated to workshop level, while those addressable at workshop level shall not be reported to corporate level. This multi-tiered and hierarchical management mechanism ensures immediate response and remediation of identified hazards, thereby enhancing the precision and timeliness of hazard management and strengthening our production safety safeguards.

### 消防安全

米高集團將消防安全視為守護員工健康安全與保障生產運營穩健性的核心支柱，制定了《消防安全管理制度》，明確以「預防為主、防消結合」的方針，構建全員參與、全流程覆蓋、全場景防控的消防安全管理體系。我們實行「統一領導、分級負責」的消防安全責任制，明確各工廠總經理為消防安全第一責任人，各車間及部門負責人為屬地消防安全直接責任人。通過簽署責任書、納入考核機制，推動管理層與員工共同履行消防職責。安環部作為專職管理部門，統籌消防規劃、培訓與隱患整改，形成縱向貫通至基層、橫向覆蓋各部門的責任網絡。

同時，集團實施常態化火災風險分級管控，通過每日防火巡查、月度專項檢查及節前重點排查，覆蓋消防設施運行、電氣線路安全、危險作業規範等關鍵環節。嚴格執行動火作業審批制度，強化用火用電安全管理，禁止私拉電線、違規充電等行為。針對天然氣裝置、熱風爐等重點防火部位，實施封閉管理、防爆技術升級及防雷防靜電檢測，實現風險源頭管控。

### 應急管理

在應急管理方面，本集團至少每三年編製一次《生產安全事故應急預案》。該預案涵蓋應急事件的預防準備、應急處置及報告流程，包含應急聯絡渠道、人員通訊錄及疏散路線圖等重要信息。同時，我們按突發事件級別實行三級響應機制，組建常設應急搶險隊及臨時現場救援隊，由各部門45歲以下身體素質達標員工組成，確保24小時待命能力。

### Fire safety

The Group regards fire safety as a fundamental pillar for safeguarding employees' health and ensuring its operational stability, and has formulated the Fire Safety Management System (《消防安全管理制度》), which adopts a "prevention-first, integrated prevention-response" approach to build a fire safety management system featuring full-staff participation, full-process coverage and full-scenario prevention and control. We implement a fire safety accountability system under the principle of "centralised leadership with decentralised responsibilities". The general managers of our factories serve as the primary responsible persons for fire safety, while workshop and department heads act as the direct responsible persons for their respective areas. Through signed responsibility agreements and performance evaluation mechanisms, both management and employees are motivated to fulfil their fire safety obligations. The Safety and Environmental Protection Department, as the dedicated management department, oversees fire safety planning, training and hazard rectification to establish a responsibility network that vertically penetrates to frontline operations and horizontally spans all departments.

At the same time, the Group adopts regular fire risk classification and control measures. Daily fire patrols, monthly specialised inspections and pre-holiday targeted checks cover key aspects including functionality of firefighting equipment, safety of electrical circuit and compliance of hazardous operations. A strict hot work permit system is enforced to enhance fire and electrical safety management, and unauthorised wiring and improper charging practices are prohibited. For key fire-prone areas such as natural gas installations and hot air furnaces, we implement enclosed management, explosion-proof technology upgrades and lightning/static electricity protection testing to achieve risk control at source.

### Emergency management

For emergency management, the Group prepares Emergency Plans for Production Safety Accidents (《生產安全事故應急預案》) at least every three years. This plan covers the preventive measures, emergency handling and reporting procedures for emergency incidents, and includes important information such as emergency contact channels, personnel directories and evacuation route maps. We also implement a three-tier response mechanism based on the severity level of emergency incidents, and maintains both a standing emergency rescue team and provisional on-site rescue teams, comprising employees under 45 years old from various departments who meet physical fitness requirements, ensuring 24/7 readiness.



此外，為確保員工掌握最新的應急安全知識，提升突發事件應對能力，安環部門依據應急預案，每年至少開展一次綜合應急演練或專項演練，演練的方式包括現場實操演練、功能模擬演練、桌面推演等多元形式，深化員工對應急救援處理流程的熟悉度。報告期內，我們已組織開展23場應急演練，切實提升團隊對突發事件的協同響應效率。

### 健康安全責任及培訓

米高集團構建多層次健康安全培訓體系，報告期內累計開展52場安全培訓，旨在提升員工安全意識與應急能力，強化風險識別和控制水平。

#### • 新員工培訓

每位新入職員工必須完成班組、車間和公司三級安全教育培訓，並需要通過考核才能正式入職。所有新入職員工的初級安全培訓由安環部負責組織與歸檔管理，新入職員工安全培訓覆蓋率達100%。

#### • 定期培訓

為鞏固員工的安全意識，安環部每年組織定期的安全教育培訓，每季度對產線員工進行專項安全教育。此外，生產部會定期通過產前早會常態化強調安全生產的重要性，確保員工在日常工作中時刻保持安全警覺。

#### • 領導層與安全團隊培訓

定期邀請第三方專業機構對領導班子及安全管理團隊開展專項培訓，經認證的管理人員需承擔內部安全教學職責，推動安全知識傳導。

Besides, in order to ensure that employees are familiarised with the latest emergency safety knowledge and enhance their response capabilities to emergency incidents, the Safety and Environmental Protection Department organises a comprehensive emergency drill or a special drill at least once a year based on the emergency plan, which may employ diverse formats including on-site practical drills, functional simulation drills and table-top drills, to reinforce employees' familiarity with emergency rescue procedures. During the Reporting Period, we conducted 23 emergency drills, effectively improving our team's coordinated response efficiency to emergencies.

### Health and safety responsibility and training

The Group has established a multi-level health and safety training system. During the Reporting Period, a total of 52 safety training sessions were conducted to enhance employees' safety awareness and emergency response capabilities, as well as to strengthen risk identification and control.

#### • Training for New Employees

Every new employee must complete a three-tier safety education and training programme at the team, workshop and Company levels, and must pass an assessment before formal onboarding. The initial safety training for all new employees is organised and documented by the Safety and Environmental Protection Department, with a 100% coverage rate of safety training for new employees.

#### • Regular Training

To reinforce the safety awareness among employees, the Safety and Environmental Protection Department organises regular safety education and training sessions every year, and conducts specialised safety education sessions for production line employees on a quarterly basis. In addition, the Production Department holds regular pre-production morning meetings to emphasise the importance of production safety to ensure that employees remain vigilant in their daily operations.

#### • Leadership and Safety Team Training

Third-party professional agencies are regularly invited to provide specialised training for our leadership and safety management team. Certified managers are required to assume internal safety education responsibilities to facilitate the dissemination of knowledge about safety.



• 應急救援培訓

本集團定期組織化學事故應急救援培訓和實戰演練，確保員工熟練掌握急性職業中毒等突發場景的現場處置流程。

• 消防安全培訓

將消防安全納入三級安全教育體系，定期開展消防安全教育和培訓及滅火應急預案演練，確保所有員工掌握安全操作、火災報警、滅火器使用及發生火災時疏散逃生等消防基本知識。

• Emergency Rescue Training

The Group organises regular chemical accident emergency rescue training and practical drills to ensure employees are proficient in handling acute occupational poisoning and other emergency scenarios.

• Fire Safety Training

Fire safety is integrated into the three-tier safety education system. Regular fire safety training and emergency drills are conducted to ensure that all employees acquire fundamental knowledge about fire safety, including safe operations, fire alarm procedures, fire extinguisher usage and evacuation protocols in case of fire.

僱傭績效

截至2025年3月31日，本集團共有428名全職員工，員工分佈如下：

Employment Performance

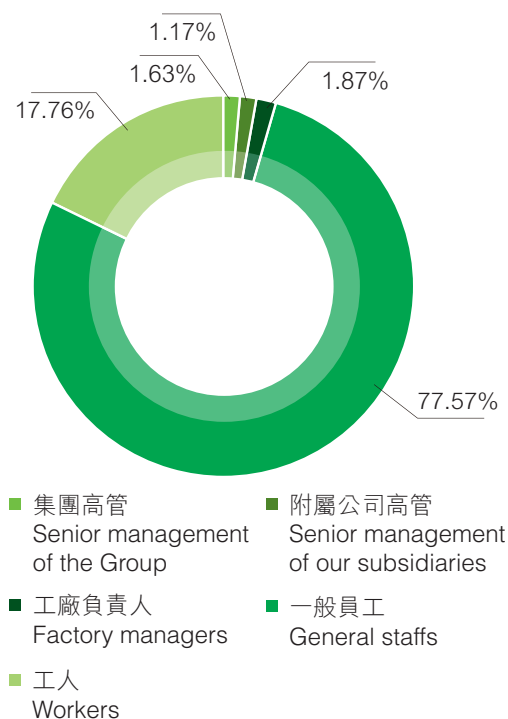
As of 31 March 2025, the Group had a total of 428 full-time employees, the distribution of which is as follows:

類別 Category		人數 Number	比例 Percentage
按職級類型劃分的員工人數 Number of employees by position type	集團高管 Senior management of the Group	7	1.63%
	附屬公司高管 Senior management of our subsidiaries	5	1.17%
	工廠負責人 Factory managers	8	1.87%
	一般員工 General staffs	332	77.57%
	工人 Workers	76	17.76%
按性別劃分的員工人數 Number of employees by gender	男性 Male	283	66.12%
	女性 Female	145	33.88%

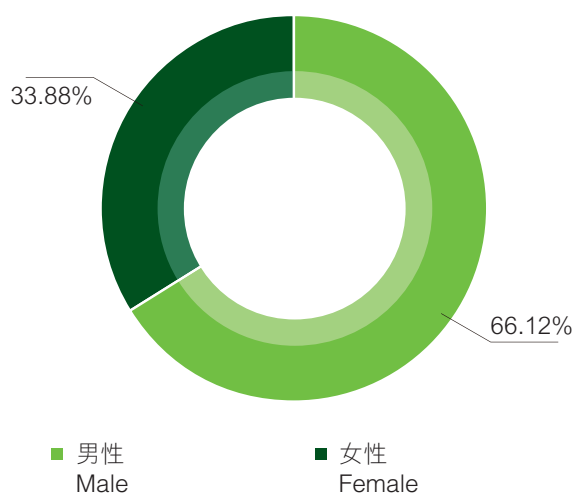


類別 Category		人數 Number	比例 Percentage
按年齡劃分的員工人數 Number of employees by age	30周歲以下 Aged below 30	44	10.28%
	30-39周歲 Aged 30-39	135	31.54%
	40-49周歲 Aged 40-49	140	32.71%
	50周歲或以上 Aged 50 or above	109	25.47%
按地區劃分員工人數 Number of employees by region	香港 Hong Kong	14	3.27%
	中國大陸 Mainland China	409	95.56%
	新加坡 Singapore	5	1.17%
勞動合同覆蓋率 Coverage of labour contract	/	/	100%
社會保險覆蓋率 Coverage of social insurance	/	/	100%

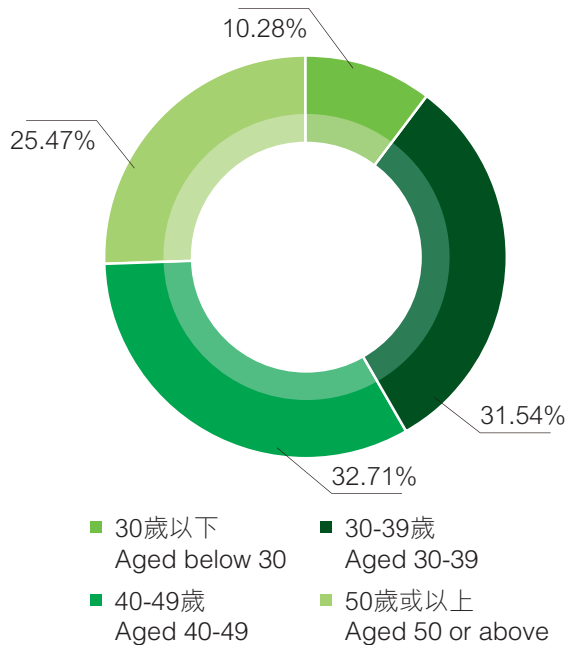
按職級類型劃分的員工人數  
Number of employees by position type



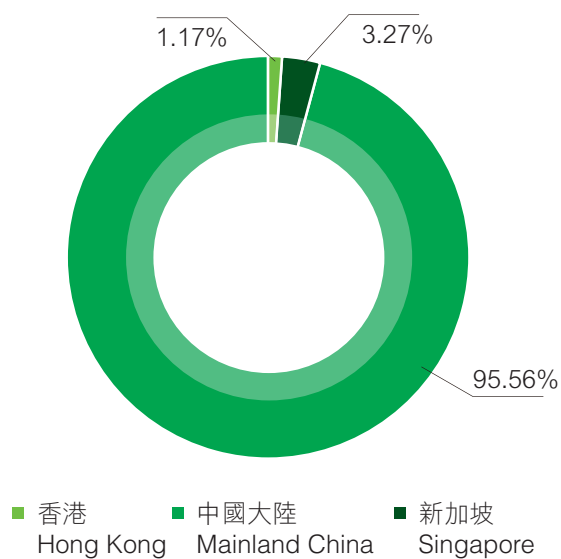
按性別劃分的員工人數  
Number of employees by gender



按年齡劃分的員工人數  
Number of employees by age



按地區劃分員工人數  
Number of employees by region



報告期內，本集團的員工流失人數為46人，員工流失率<sup>9</sup>為10.75%，分佈如下

During the Reporting Period, the Group recorded a staff turnover of 46 employees, representing an employee turnover rate<sup>9</sup> of 10.75%, the distribution of which is as follows:

類別 Category		流失率(%) Turnover rate (%)
按性別劃分流失率 Turnover rate by gender	男性 Male	13.8
	女性 Female	4.8
按職級類型劃分流失率 Turnover rate by position type	集團高管 Senior management of the Group	0
	附屬公司高管 Senior management of our subsidiaries	0
	工廠負責人 Factory managers	12.5
	一般員工 General staffs	8.4
	工人 Workers	22.4
按年齡劃分流失率 Turnover rate by age	30周歲以下 Aged below 30	20.5
	30-39周歲 Aged 30-39	11.9
	40-49周歲 Aged 40-49	6.4
	50周歲或以上 Aged 50 or above	11.0
按地區劃分流失率 Turnover rate by region	香港 Hong Kong	7.1
	中國大陸 Mainland China	10.8
	新加坡 Singapore	20.0

9 僱員流失比率計算方法：Calculation of employee turnover rate:  

$$\frac{\text{於報告期間該類別離職的僱員人數} \quad \text{Number of employees in this category who resigned during the Reporting Period}}{\text{報告期末該類別的僱員總人數} \quad \text{Total number of employees in this category at the end of the Reporting Period}} \times 100\%$$

## 產品責任 Product Responsibility



米高集團致力於負責任生產，從原料採購到成品出廠，嚴格遵循產品安全生產標準，並通過先進的生產技術和完善的質量管理體系，在確保產品與服務合規性的同時打造高品質產品，從而贏得市場信賴並推動行業可持續發展。

The Group is committed to responsible production, and strictly adheres to the production safety standards for its products from procurement of raw materials to delivery of finished products. Besides, through advanced production technologies and a comprehensive quality management system, we ensure compliance in both products and services while delivering high-quality products, which has earned us market trust and contributes to the sustainable development of the industry.

### 研發與創新

#### 研發平台與管理架構

米高集團始終堅持創新與品質並舉，將技術創新作為高質量發展的核心驅動力。我們堅信，通過持續的技術創新，可以不斷優化產品，滿足市場和客戶的需求，推動農業可持續發展。為了提高集團研發項目管理水平及核心競爭力，本集團制定《研究開發管理制度》，該制度適用於所有產品研發項目管理（從項目可行性研究階段開始到產品上市發佈為止的期間），以促進產品研發管理的規範化、科學化和法制化。

### R&D and Innovation

#### R&D platform and management structure

The Group upholds a dual commitment to innovation and quality, with technological innovation serving as a key impetus for high-quality development. We firmly believe that continuous technological advancement enables us to enhance our products, meet market and customer demands, and promote sustainable agriculture. To strengthen its R&D project management and enhance its core competitiveness, the Group has formulated the Research and Development Management System (《研究開發管理制度》) which applies to the management of all product R&D projects (from feasibility studies to product launch) to standardise, systematise and institutionalise its product R&D management.

米高集團自2016年成立「研發中心」以來，秉持「創新、綠色、卓越」理念，實施科技創新發展戰略，圍繞服務「三農」大局和貴州特色產業的發展規劃，成立專家團隊構成的農化技術服務專家工作站；與省茶科所成立貴州省茶葉專用肥研究中心；與貴州大學建立產學研合作基地；與省煙科院、遵義市煙草公司技術中心、省市土肥站開展專項研究，成立專用肥和微生物研究中心，將公司建成「椒、茶、煙專用肥生產基地」和「科研成果轉化平台」，以新工藝、新產品、新配方研發應用為導向的技術創新，實現公司「傳統技術產品」向「核心技術產品」產品轉型，從「單一煙肥業務」向「多元化業務」轉型的既定方針。我們累計承擔省市級研發項目9項，獲評「全國百家農化服務掛牌企業」、「國家高新技術企業」、「貴州省專精特新企業」等榮譽，形成以技術創新驅動ESG實踐的核心競爭力。

研發中心全面負責產品的研發工作，涵蓋新產品研究、技術管理以及技術發展戰略的總體把控。研發中心負責跟蹤產品技術的發展軌跡，確保研發項目按計劃推進，同時嚴格控制研發成本，以實現資源的高效配置和利用。通過持續的研發投入，研發中心致力於開發出具有市場競爭力的新產品、新技術、新工藝和新材料，為企業的高質量發展提供有力支撐。在技術引進與創新方面，研發中心積極引入前沿技術，通過深入的消化吸收和再創新，將其轉化為企業自身的創新成果。這一過程不僅提升了企業的技術水平，還可以形成具有集團自主知識產權的主導產品和核心技術，為企業的長期發展築牢了技術根基。

Since establishing its R&D Centre in 2016, the Group has implemented a technology-driven innovation strategy aligned with national agricultural priorities and Guizhou's characteristic industries while adhering to the principles of "Innovation, Green Development and Excellence". We have established an agrochemical technical service expert workstation staffed by industry specialists, founded the Guizhou Tea-Specific Fertiliser Research Centre in collaboration with the tea research institute of the province, set up an industry-university-research collaboration base with Guizhou University, conducted special studies in collaboration with the tobacco research institute of the province, the technology centre of Zunyi Tobacco Company and the provincial/municipal soil and fertiliser stations, and established a research centre for specialty fertilisers and microbial research, positioning the Group as a production base for specialty fertilisers (pepper, tea and tobacco) and a platform for commercialising research achievements. With technological innovation guided by R&D and application of cutting-edge processes, products and formulas, the Group has transitioned from products adopting traditional technologies to products adopting core technologies, and diversified from tobacco-focused fertilisers into broader agricultural solutions. We have undertaken a total of 9 provincial/municipal R&D projects, and have been awarded honours such as "National Top 100 Agrochemical Service Enterprises", "National High-tech Enterprise" and "Guizhou Technologically Advanced Enterprise", underscoring core competitiveness driven by technological innovation in ESG practices.

The R&D Centre assumes full responsibility for product R&D, encompassing new product research, technology management and the strategic oversight of technological development. The R&D Centre monitors the development trends of product technologies to ensure that R&D projects proceed as planned while maintaining strict control on R&D costs to achieve efficient allocation and utilisation of resources. Through sustained R&D investment, the R&D Centre is committed to developing new products, technologies, processes and materials with market competitiveness to provide strong support for our high-quality development. In terms of technology introduction and innovation, the R&D Centre proactively integrates cutting-edge technological advancements, and transforms them into our proprietary achievements through thorough assimilation and re-innovation, which not only elevates our technical capabilities but also cultivates our leading products and core technologies with proprietary intellectual property rights, laying a robust technical foundation for our long-term development.



產品：經濟作物專用促生功能菌劑

Product: Specialty Growth-Promoting Microbial Inoculant for Economic Crops

環境維度

Environmental

生物防控替代化學農藥：產品含短芽孢桿菌、多黏芽孢桿菌等功能菌群，通過生物促生和病害防控作用，可推遲煙草根莖病害發病時間7-10天，減少化學農藥使用頻率，降低農藥對土壤、水體的污染風險。

Biocontrol as an Alternative to Chemical Pesticides: This product contains functional microbial strains such as *Brevibacillus brevis* and *Paenibacillus polymyxa*, which postpone the onset of tobacco root-stem diseases by 7 to 10 days through bio-stimulation and disease suppression. This reduces the frequency of using chemical pesticides, and thus mitigates the risks of soil and water contamination.

生物升級工藝並降低碳排：該產品屬於我們與遵義市煙草公司、中國農業科學院煙草研究所等共同承擔的「煙用生物有機肥複合發酵菌劑開發」重大專項項目成果。針對傳統有機肥腐熟工藝落後問題，引入微生物強化與分子膜覆蓋技術，升級生產工藝的同時降低碳排，符合綠色低碳農業政策導向。

Low-Carbon Bio-Upgraded Production Process: This product is an outcome of our major special project "Development of Composite Fermentation Microbial Inoculants for Tobacco Bio-Organic Fertilisers" in collaboration with Zunyi Tobacco Company and the Tobacco Research Institute of Chinese Academy of Agricultural Sciences. Addressing inefficiencies in traditional organic fertiliser composting, microbial enhancement and molecular membrane coverage technologies are introduced to upgrade the production process while reducing carbon emissions, which is in line with green agricultural policies.

社會維度

Social

提升農戶生產效益：通過促根壯苗和病害防控，減少煙農苗期補苗成本及大田期農藥投入，簡化施用流程（苗期直接倒入育苗池攪拌、大田期稀釋灌根），降低操作門檻，尤其適合小農戶應用，助力煙農實現穩定收益。

Enhancing Farmer Productivity: This product strengthens root systems and seedlings while controlling diseases, thereby reducing seedling replacement costs in the seedling stage and pesticide inputs in the field stage for tobacco farmers. Its simple application (direct mixing in seedling pools in the seedling stage and diluted root irrigation in the field stage) lowers operational barriers, particularly suitable for smallholder farmers, helping tobacco farmers to stabilise their income.

保障農產品安全：生物防治模式減少化學農藥殘留，助力煙草作物符合綠色生產標準，推動產業鏈向安全、健康方向升級，滿足消費者對低風險農產品的需求。

Ensuring Agricultural Product Safety: The biocontrol model minimises pesticide residues, helping tobacco meet green production standards and advancing the industry chain toward safer and healthier practices that align with consumer demand for low-risk agricultural products.



產品：經濟作物專用促生功能菌劑

Product: Specialty Growth-Promoting Microbial Inoculant for Economic Crops

#### 治理維度

##### Governance

標準化生產與合規性：執行GB20287-2006《微生物菌劑》國家標準，對菌群活性、雜菌率等關鍵指標實施嚴格檢測，確保產品安全環保。生產過程中明確禁止與殺菌劑混合施用、忌與高濃度肥料（濃度1%以上）混用等操作規範，體現對農業生產安全的責任管控。

Standardised Production & Compliance: In compliance with the GB20287-2006 Microbial Inoculant (《微生物菌劑》) national standard, this product undergoes strict testing for microbial activity and impurity rates to ensure product safety and environmental protection. The production process explicitly prohibits operations such as mixing with fungicides or high-concentration fertilisers (>1%), which reflects our responsible management and control of agricultural production safety.

技術透明度與農戶教育：在產品說明中詳細標注成分、功能、使用方法及注意事項，以標準化指引幫助農戶科學施用，避免因操作不當導致的環境或生產風險，提升農業技術應用的規範性。

Technical Transparency & Farmer Education: The ingredients, functions, usage and precautions are clearly stated in the product description to help farmers use the product scientifically with standardised guidelines, thereby avoiding environmental or production risks caused by improper operation, and improving the standardisation of agricultural technology application.

產品：漂浮育苗營養基質

Product: Floating Seedling Growth Substrate

#### 環境維度

##### Environmental

可持續原料與循環經濟：以草炭、珍珠岩、生物發酵谷殼為主要原料，其中生物發酵谷殼來自農業廢棄物（谷殼）的資源化利用，減少焚燒帶來的大氣污染，實現「農業廢棄物－基質原料－生態產品」的循環鏈條。

Circular Economy with Sustainable Raw Materials: The major raw materials are peat, perlite and bio-fermented rice husks, among which the bio-fermented rice husks come from repurposed agricultural waste (rice husks) for the purpose of resource utilisation, which reduces the air pollution caused by husk burning and achieves the circular chain of "agricultural waste-substrate raw materials-ecological products".

草炭替代配方：針對國家濕地保護政策導致的草炭採購難題，我們開展「煙草漂浮育苗基質配方優化」項目，通過拓展進口草炭替代配比及對於覆核基質科學配比的研究，確保基質穩定性。2024/2025財年，新型漂浮育苗基質累計銷售超23,000噸，銷售收入達人民幣1,800萬元以上。我們通過實現高新技術創新，優化育苗環境，助力實現「省地、省水、壯苗、減污」以及實現減少對不可再生資源的依賴。

Peat-Alternative Formula: In response to peat procurement constraints arising from the national policies on wetland conservation, we have initiated the "Tobacco Floating Seedling Substrate Formula Optimisation" project. By expanding the ratio of using imported peat as an alternative and conducting scientific research on composite substrate formulas, we have ensured substrate stability. For the FY 2024/2025, cumulative sales of the new floating seedling substrate exceeded 23,000 tonnes, generating sales revenue of over RMB18 million. Leveraging advanced technological innovations, we optimised seedling cultivation conditions, contributing to land and water conservation, stronger seedling development and reduced pollution, as well as decreased reliance on non-renewable resources.

產品：漂浮育苗營養基質  
Product: Floating Seedling Growth Substrate

社會維度  
Social

多作物適配與糧食安全：作為「煙草、辣椒、玉米、高粱和蔬菜等作物的漂浮育苗優質人造土壤」，產品支持多元化農業生產，提升各類作物出苗率（每孔播種1-2粒，通過標準化蓋種工藝確保種子覆蓋合理），保障糧食和經濟作物穩定供應，增強農業抗風險能力。  
Multi-Crop Adaptability & Food Security: As a high-quality artificial soil for floating seedling of crops such as tobacco, pepper, corn, sorghum and vegetables, this product supports diversified agricultural production and improves germination rates of various crops (1 to 2 seeds are sown in each hole, and the standardised seed covering process is used to ensure reasonable seed coverage, thereby ensuring a stable supply of food and economic crops, and enhancing the risk resistance of agriculture).

育苗裝備協同創新成果產出：配套研發的「新型漂浮育苗盤」，提高了育苗素質，論文在核心期刊《作物雜誌》上發表，「一種漂浮育苗盤」、「一種增強透氣漂浮育苗盤」獲得了2項實用新型專利，並在全省9地州市煙草育苗工場試驗示範。  
Collaborative Innovation Achievements in Seedling Equipment: The co-developed "New Floating Seedling Tray" significantly enhances seedling quality. Related research findings were published in a core journal Crops magazine, while two utility model patents ("A Floating Seedling Tray" and "A Ventilation-Enhanced Floating Seedling Tray") were granted. These innovations have been successfully tested and demonstrated across tobacco seedling nurseries in nine prefecture-level regions of the province.

治理維度  
Governance

行業標準引領與質量管控：執行YC/T310-2024《煙草漂浮育苗基質》行業標準，從原料篩選（草炭、珍珠岩等）到成品檢測（孔隙度、持水率等指標）建立全流程質控體系，確保產品性能穩定，符合煙草育苗及多作物種植需求。  
Industry-Standard Leadership & Quality Control: In compliance with the YC/T310-2024 Tobacco Floating Seedling Substrate (《煙草漂浮育苗基質》) industry standard, this product undergoes a comprehensive quality control system spanning from screening of raw materials (including peat and perlite) to testing of finished products (indicators such as porosity and water retention capacity), which ensures consistent product performance and meets the requirements of tobacco seedling cultivation and diverse crop planting applications.

供應鏈責任管理：原料採購遵循可持續原則，生物發酵谷殼與定點農業廢棄物處理企業合作，草炭來源符合林業資源保護規範，避免對生態環境造成破壞，體現供應鏈治理的規範性和環境責任。  
Responsible Supply Chain Management: Our procurement of raw materials follows sustainable principles through collaboration with designated agricultural waste processors for bio-fermented rice husk sourcing and peat procurement that complies with forestry resource conservation regulations to prevent ecological damage and demonstrate our commitment to standardised supply chain governance and environmental responsibility.

2種產品的ESG核心成效對比

Comparison of the two products in terms of ESG core performance

產品 Product	經濟作物專用促生功能菌劑 Specialty Growth-Promoting Microbial Inoculant for Economic Crops	漂浮育苗營養基質 Floating Seedling Growth Substrate
環境亮點 Environmental benefits	減少化學農藥使用，提升養分吸收效率 Reduces the usage of chemical pesticide and enhances the efficiency of nutrient absorption	農業廢棄物循環利用，減少焚燒帶來的大氣污染 Recycles agricultural waste and minimises air pollution from burning
社會價值 Social values	降低農戶成本，保障農產品安全 Lowers production costs for farmers and ensures agricultural product safety	支持多作物生產（適配6類作物），出苗率≥95% Supports multiple crop types (6 crop types) and achieves ≥95% germination rate
治理實踐 Governance practices	執行GB20287-2006國家標準，操作規範透明 Complies with the GB20287-2006 national standard with regulated and transparent operations	執行YC/T310-2024行業標準，供應鏈100%合規 Complies with the YC/T310-2024 industry standard with 100% supply chain compliance
銷量及經濟成效 Sales & economic performance	2024/2025財年銷售53噸，收入約人民幣44萬元 For FY2024/2025, achieved sales of 53 tonnes, with revenue of approximately RMB440,000	2024/2025財年銷售超2.3萬噸，銷售收入達人民幣1,800萬元以上 For FY2024/2025, achieved sales of more than 23,000 tonnes, with sales revenue of more than RMB18 million

未來的研發展望

1) 深化產學研用協同創新體系

本集團將以貴州「椒、茶、煙」等特色經濟作物為核心，依託與貴州省煙草科學院、貴州省農業科學院茶葉研究所、遵義市辣椒種質研究院、貴州大學煙草學院及遵義市煙草公司共建的研發平台，整合科研資源，精準挖掘市場潛力項目。通過細分專用肥市場，聚焦工藝革新與配方優化，開發兼具技術壁壘與市場競爭力的優質專利產品，強化「科研成果轉化平台」功能，推動技術創新與產業需求深度融合。

2) 推進微生物領域研發平台建設

依託中國科技大學、遵義市煙草公司、貴州大學煙草學院等合作方，本集團積極申報市級「微生物研究中心」，構建專業化研發載體。重點開展煙用生物有機肥複合發酵菌種開發，圍繞微生物菌劑的功能菌群篩選、工藝路線優化及應用效果提升，深化基礎研究與應用創新，形成具有自主知識產權的生物發酵技術體系，為有機肥智能化生產提供技術支撐。

3) 強化科研管理規範化與專業化

本集團建立全流程標準化科研管理機制。定期邀請遵義市科技、稅務部門開展研發費用歸集、科研項目管理等專題培訓，提升團隊合規意識與專業能力，確保研發投入高效使用、科研項目有序推進，夯實創新發展的制度基礎。

Future R&D outlook

1) Deepening the Industry-University-Research-Application Collaborative Innovation System

The Group will focus on Guizhou's characteristic cash crops such as pepper, tea and tobacco while leveraging the R&D platform jointly established with Guizhou Tobacco Science Academy, Tea Research Institute of Guizhou Academy of Agricultural Sciences, Zunyi Pepper Germplasm Research Institute, College of Tobacco Science of Guizhou University and Zunyi Tobacco Company to pool research resources and identify projects with market potential. By segmenting the specialty fertiliser market, we will focus on process innovation and formula optimisation to develop quality patented products with technical barriers and market competitiveness. We will also enhance the functions of our platform for commercialising research achievements to facilitate deep integration of technological innovation and industrial needs.

2) Advancing the Establishment of a Microbial R&D Platform

In partnership with the University of Science and Technology of China, Zunyi Tobacco Company and College of Tobacco Science of Guizhou University and other parties, the Group is actively pursuing a municipal-level Microbial Research Centre as a specialised R&D platform. We will primarily focus on developing composite microbial strains for tobacco bio-organic fertilisers and reinforce fundamental research and application innovation while centring on functional microbial community screening, process optimisation and application enhancement of microbial agents, in order to build a bio-fermentation technology system with proprietary intellectual property rights, and thus provide technical support for the intelligent production of organic fertilisers.

3) Strengthening Standardised and Specialised Research Management

The Group has established an end-to-end standardised research management mechanism. We will organise specialised training sessions on R&D cost allocation and research project management in collaboration with the science and technology authorities and tax departments in Zunyi on a regular basis, so as to enhance the compliance awareness and professional capabilities of our team members and ensure efficient utilisation of R&D investments and systematic advancement of research projects, thereby strengthening the institutional foundation for our innovation-driven development.



#### 4) 實施人才強企戰略

本集團以提升自主創新能力為目標，加大科研人才梯隊建設力度。計劃2-4年內培養及申報高級職稱1人、中級職稱2-3人、初級職稱6人以上，通過內部培養與外部引進相結合的方式，壯大專業化技術隊伍。強化人才激勵機制，提升企業技術含金量，逐步形成以核心技術團隊為支撐的研發體系，為產品特色化、差異化發展提供智力保障。

#### 5) 戰略願景與責任使命

秉持「科學技術是第一生產力」理念，本集團堅守「向科研要技術，向技術要產品，向產品要市場」的發展路徑，持續深化「專精特新」企業建設。通過集聚人才、技術、項目等創新要素，推動企業向專業化、精細化、特色化、新穎化方向升級，力爭成為複合肥行業技術引領者與標準制定者，以科技創新驅動農業綠色高質量發展，助力鄉村振興與產業升級。

### 產品質量與安全

米高集團注重產品質量，嚴格遵循《中華人民共和國產品質量法》《中華人民共和國專利法》等所有使用的產品責任相關法規和條例，持續完善內部產品管理與品質控制體系，全方位落實質量監管流程和安全保障措施。報告期內，我們沒有因安全與健康理由而須回收的產品，接獲1例關於產品及服務的投訴，投訴處理率為100%。

#### 4) Implementing Talent-Driven Strategy

Aiming at enhancing its independent innovation capabilities, the Group is stepping up its efforts to build a research talent pool. With a combination of internal cultivation and external recruitment, we plan to develop and certify one employee with senior title, two to three employees with mid-level titles and over six employees with junior titles in the coming two to four years, thereby expanding our specialised technical workforce. By strengthening our talent incentive mechanism and elevating our technological sophistication, we will establish an R&D system anchored by our core technical teams on a systematic basis, which will provide intellectual support for creating distinctive and differentiated products.

#### 5) Strategic Vision, Responsibilities and Mission

Guided by the principle that “science and technology constitute the primary productive force”, the Group adheres to its development pathway of “deriving technologies from research, developing products from technologies, and capturing markets through products”, while continuously strengthening its position as a specialised and sophisticated enterprise that produces new and unique products. By converging innovation elements including talent, technology and projects, we will facilitate our development towards specialisation, refinement, differentiation and novelty, and aim at becoming both a technological forerunner and standard-setter in the compound fertiliser industry. This innovation-driven approach will empower the green and high-quality development of agriculture, and will contribute to rural revitalisation and industrial upgrading.

### Product Quality and Safety

The Group places paramount importance on product quality. We strictly comply with all applicable regulations and provisions relating to product responsibility, such as the Product Quality Law of the PRC 《中華人民共和國產品質量法》 and the Patent Law of the PRC 《中華人民共和國專利法》 to continuously enhance our internal product management and quality control systems and implement comprehensive quality supervision processes and safety assurance measures. During the Reporting Period, we had no products that had to be recalled for safety and health reasons, and received one complaint about our products and services with a 100% complaint resolution rate.



我們致力於為客戶提供高質量的產品和服務。通過實施有效的質量管理實踐，我們努力不斷改進業務運營和產品質量，提高客戶滿意度。截至報告期末，共5家公司已獲得ISO 9001質量管理體系認證，並定期接受相關認證機構的審查。該認證體現了我們滿足客戶要求的能力，具備持續提供符合法規標準的產品和服務。

We are committed to providing customers with high-quality products and services. By implementing effective quality control practices, we strive to continuously improve our business operations and product quality, and enhance customer satisfaction. As of the end of the Reporting Period, we had a total of five companies with ISO 9001 Quality Management System Certification, which are regularly audited by relevant auditing organisations. This certification demonstrates our ability to meet customer requirements and continue to provide products and services that meet regulatory standards.



寶清米高農業科技有限公司 —  
質量管理體系認證證書

Baoqing Migao Agricultural  
Technology Co., Ltd. – Quality  
Management System Certification



安達北大荒米高農業科技有限公司 —  
質量管理體系認證證書

Anda Beidahuang Migao Agricultural  
Technology Co., Ltd. – Quality  
Management System Certification



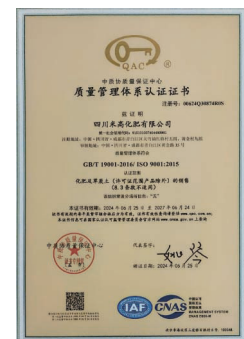
廣東米高化工有限公司 —  
質量管理體系認證證書

Guangdong Migao  
Chemical Co., Ltd. – Quality  
Management System  
Certification



遵義大興複肥有限責任公司 —  
質量管理體系認證證書

Zunyi Daxing Compound  
Fertiliser Co., Ltd. – Quality  
Management System  
Certification



四川米高化肥有限公司 —  
質量管理體系認證證書

Sichuan Migao Chemical  
Fertiliser Co., Ltd. – Quality  
Management System  
Certification

## 品質控制

本集團堅持質量創造價值，制定《成品檢驗控制程序》，從制度層面規範成品檢驗標準、流程和責任分配，確保產品質量的穩定性和可靠性。通過在產品出廠前進行嚴格的質量把控，滿足客戶需求並維護企業聲譽。

## Quality control

The Group insists on deriving value from quality. We have formulated the Finished Product Inspection and Control Procedures (《成品檢驗控制程序》) to standardise the inspection criteria, processes and responsibility allocation for finished products at the institutional level, thereby ensuring the stability and reliability of product quality. By implementing stringent quality control measures before products leave the factory, the Group meets customer needs and safeguards reputation.

檢驗環節 Inspection stage	檢驗程序 Inspection procedure
來料檢 Inspection on incoming materials	<p>對原材料和輔料的嚴格檢查是管理產品品質的關鍵步驟。由質檢部執行系統性檢驗程序並出具檢驗報告，確保其符合質量標準。</p> <p>The stringent inspection of raw materials and auxiliary materials is a critical step in managing product quality. The Quality Assurance Department conducts systematic inspection procedures and issues inspection reports to ensure compliance with quality standards.</p>
過程檢 Inspection on processes	<p>在日常生產中，生產班長定期進行各項生產指標的檢查，質檢部則負責每兩小時對生產線產品進行日常抽樣檢測。若發現任何異常情況，將增加檢測頻次。如果檢測過程中發現指標不符合標準，相應的生產活動將暫停，直到問題得到解決後才會恢復生產。</p> <p>During the daily production process, the supervisor of the Production Department conducts regular inspections on various production indicators, while the Quality Assurance Department is responsible for the daily sampling and testing of products on the production line every two hours. If any abnormality is found, the frequency of testing will be increased. If an indicator is found to be non-compliant during the testing process, the corresponding production activities will be suspended until the problem is solved.</p>
成品檢 Inspection on finished products	<p>每批成品經倉庫包裝人員包裝後，由質檢部進行成品取樣。質檢分析員依據國家或行業相關標注進行檢驗，及時出具化驗質檢單，其中包括產品批號和各項檢測指標。檢測完畢後，經質檢班長覆核後，質檢分析員需將檢測報告及時通知生產相關人員，並向倉庫和生產部提供檢驗結果備案。</p> <p>After each batch of finished products is packaged by our packaging personnel in warehouses, the Quality Assurance Department conducts sampling for finished products. Our quality assurance inspectors test the products in accordance with relevant national or industry standards and promptly issue quality inspection reports, which contain the lot number and various test indicators. Upon inspection, the inspection reports are reviewed by the head of the quality control team. Our quality assurance inspectors will then promptly notify relevant production personnel and provide the inspection results to our warehouse and the Production Department for record-keeping.</p>

對於不合格品管控機制如下：

**內部處理：**對於檢驗不合格的成品，質檢分析員將開具《不合格品處理表》，會同相關部門討論提出糾正和預防措施，由責任部門組織整改，質檢部長進行監督驗證，以杜絕不合格品流入市場。例如，不合格的農用硫酸鉀會在內部進行返工處理；若鹽酸產品檢驗不合格，則會通知生產部進行調整，確保產品合格後才進行出貨。

**庫存與市場響應：**我們及時記錄並提報由於儲存或運輸原因造成的不合格庫存品，經公司總部評審處理後，需返工的相關產品必須進入生產車間重新檢測，確保合格後才能進入下一工序。若在市場上發現任何不合格產品，我們將立即啟動質量風險評估程序，以確定是否需要對產品進行召回。如需召回則遵循既定的召回操作流程，確保所有召回活動均有詳細記錄並符合相關法規要求。

**The management mechanism for non-compliant products is as follows:**

**Internal disposal:** For finished products that fail inspection, our quality assurance inspectors will issue a Non-Compliant Product Disposal Form and coordinate with relevant departments to discuss corrective and preventive measures. The responsible department will then implement the necessary rectifications under the supervision and verification of the quality inspection director to prevent non-compliant products from entering the market. For example, unqualified agricultural potassium sulphate will be reworked internally; if the hydrochloric acid product fails the inspection, the Production Department will be notified to make adjustments to ensure that the product is qualified before shipment.

**Inventory and response to the market:** We maintain timely recording and reporting of non-conforming inventory due to storage or transportation issues. Upon review and action by the corporate headquarters, a reworked product must be re-tested in the production workshop to ensure it can pass the testing before moving on to the next process. If any substandard products are found on the market, we will immediately initiate a quality risk assessment process to determine whether a product recall is required. If a recall is required, we will follow the established recall operation procedures to ensure that all recall activities are recorded in detail and comply with relevant regulatory requirements.

## 客戶服務與體驗

米高集團始終將客戶服務與體驗置於企業發展的核心位置，堅信卓越的客戶體驗是贏得市場、實現可持續發展的關鍵所在。我們深知，每一位客戶都是我們成長道路上的夥伴，他們的需求與期望是我們不斷前行的動力源泉。因此，米高集團致力於通過全方位、高質量的服務，為客戶提供超越期望的價值與體驗。

我們高度重視客戶的反饋，將其視為推動企業不斷進步與完善的重要力量。我們鼓勵客戶就產品相關的技術難題、質量疑問或服務流程建議等，通過集團《舉報／投訴政策》進行反饋、投訴和舉報。接到反饋後，我們會立即開展調查，全力協助客戶有效解決問題。在整個處理過程中，我們將保持與客戶溝通，及時向客戶反饋調查進展和解決方案。我們深知，客戶的滿意度是我們工作的重要目標，因此我們將努力確保問題得到妥善解決，讓客戶感受到我們的誠意與責任感。

## 信息安全與隱私保障

米高集團嚴格遵守《中華人民共和國數據安全法》《中華人民共和國網絡安全法》等相關法律法規，制定《信息系統管理制度》與《信息保密管理制度》，構建全流程信息安全及隱私保護體系，明確信息處理各環節管理規範。

米高集團在《信息系統管理制度》中亦規範了信息系統的安裝、管理與備份控制流程，針對密碼安全、用戶權限管理及辦公設備操作等內容做出具體要求。

## Customer Service and Experience

The Group has always placed customer service and experience at the core of its corporate development, firmly believing that exceptional customer experience is the key to winning the market and achieving sustainable growth. We understand that every customer is a partner on our journey of growth, and their needs and expectations are the driving force behind our continuous progress. Therefore, the Group is committed to delivering value and experiences that exceed expectations through comprehensive, high-quality services.

We place great importance on customer feedback as a vital driving force for our continuous corporate improvement and refinement. We encourage customers to provide feedback, submit complaints, or report issues related to product-related technical challenges, quality concerns, or service process suggestions through the Group's "Whistleblowing/Complaints Policy." Upon receiving feedback, we will immediately initiate an investigation and endeavour to assist customers in resolving issues effectively. Throughout the entire process, we will maintain open communication with our clients, providing timely updates on the progress of the investigation and possible solutions. We understand that client satisfaction is a key objective of our work, and we will strive to ensure that issues are properly resolved, as a way to demonstrate to the customers our sincerity and sense of responsibility.

## Information Security and Privacy Protection

The Group strictly complies with the relevant laws and regulations such as the Data Security Law of the PRC (《中華人民共和國數據安全法》) and the Cybersecurity Law of the PRC (《中華人民共和國網絡安全法》). We have established the Information System Management System (《信息系統管理制度》) and the Information Confidentiality Management System (《信息保密管理制度》) to build a comprehensive information security and privacy protection system, which clearly defines the management standards for each stage of information processing.

The Group has also formulated the installation, management, and backup control processes for information systems in its Information System Management System (《信息系統管理制度》), setting out specific requirements for password security, user access rights management, and office equipment operation.

此外，集團還制定了災難恢復計劃，並定期進行災難測試，以及定期審閱和更新該計劃。災難恢復計劃內容包括但不限於：災難預警及啟動條件、建立領導小組、災難處理流程圖，以確保在突發事件發生時能夠迅速、有效地恢復信息系統正常運行，保障公司業務的連續性。

In addition, the Group has developed a Disaster Recovery Plan and conducts regular disaster tests, as well as regularly reviewing and updating the plan. The Disaster Recovery Plan includes, but is not limited to, disaster alerts and triggering conditions, establishment of a leadership team, and a disaster handling protocol to ensure that the normal operation of the information system can be resumed swiftly and efficiently in the event of an unforeseen incident, and hence ensuring the continuity of the Company's business.

#### 員工保密責任

#### Employee confidentiality responsibility

維護商業秘密和個人資料的保護是員工的基本責任。員工需簽署保密承諾書，熟悉並遵守行為規範中關於保護公司機密的具體條款，明確不得未經授權外洩或帶走任何公司資料。此外，非生產線的員工需要簽署更嚴格的保密協議，明確禁止未經授權洩露或攜帶公司資料。重要崗位員工（如研發、財務）的辦公設備上的重要數據需要做文件備份。

The protection of business secrets and personal information is the basic responsibility of employees. Employees must sign a confidentiality agreement to familiarise themselves with and comply with the specific provisions of the Code of Conduct regarding the Company's secrets, which explicitly prohibits the unauthorised disclosure or removal any of the Company's information. In addition, non-production line employees must sign more stringent confidentiality agreements explicitly prohibiting the unauthorised disclosure or removal of the Company's information. Important data on the office equipment of key position employees (such as R&D and finance) must be backed up.

#### 信息技術保護

#### Information technology protection

集團為所有工作站均配備了最新的防病毒軟件和防火牆，以防止未經授權的訪問和數據洩漏。當涉及外部技術支持，必須與外部信息科技公司簽訂保密協議，以保障數據安全。

The Group has equipped all workstations with the latest anti-virus software and firewalls to prevent unauthorised access and data leakage. When external technical support is required, a confidentiality agreement must be signed with the external IT company to ensure data security.

通過這些綜合性的策略和嚴格的執行監督，我們致力於確保集團運營的安全、產品和服務的可靠性，以及保護客戶和集團的隱私和知識產權，以安全可靠的運營基礎贏得公眾信任，築牢可持續發展的數字安全防線。

Through these comprehensive strategies and stringent execution supervision, we are committed to ensuring the security of the Group's operations, the reliability of our products and services, as well as the protection of the privacy and intellectual property rights of our customers and the Group, in order to win the public's trust with a secure and reliable operational foundation, and to build a strong defence of digital security for sustainable development.



## 可持續供應鏈 Sustainable Supply Chain



米高集團高度重視與供應商的合作夥伴關係，致力於構建一個合作共贏的供應鏈生態系統。為強化供應鏈可持續性，降低環境和社會風險，我們對供應商和合作夥伴的選擇進行嚴格的審查，評估他們的合規性、道德操守、以及社會責任表現，並要求提供相應的合規文件和證明。

我們致力於全面管控供應鏈風險，秉持使用環保產品和服務的原則，優先選擇積極採取環保措施、具備環保認證或符合環保標準的供應商建立合作夥伴關係。在供應商選擇階段，我們會進行嚴格審查，確保供應鏈中不會出現僱傭童工或強迫勞動的情況。同時，我們對合格供應商進行定期監察和審核，一旦發現違規行為，將立即採取措施要求整改，嚴重者將終止合作關係。通過制定並執行這些政策和監督措施，我們努力實現供應鏈的可持續發展，並最大限度地減少對環境和社會的不良影響。

本集團已制定《採購和費用管理制度》《供應商評估管理制度》《外部供方評估管理程式》《外部提供過程管理程式》《外部提供產品服務管理程式》等內部管理政策，規範在供應商准入與評估階段的精細化管理。

The Group places great importance on its partnership with suppliers and is committed to building a cooperative and mutually beneficial supply chain ecosystem. To strengthen supply chain sustainability and reduce environmental and social risks, we conduct rigorous reviews of our suppliers and partners, assessing their compliance, ethical conduct, and social responsibility performance, and require them to provide relevant compliance documents and certifications.

We are committed to comprehensive risk management in our supply chain and uphold the principle of using environmentally friendly products and services, and prioritising suppliers who actively implement environmental measures, hold environmental certifications, or comply with environmental standards when establishing partnerships with them. During the supplier selection stage, we conduct rigorous reviews to ensure that there is no child labour or forced labour in the supply chain. In addition, we conduct regular monitoring and auditing of qualified suppliers. If any non-compliance is identified, we will take immediate action to require rectification and, in serious cases, terminate the partnership. By implementing these policies and oversight measures, we strive to achieve sustainable development in our supply chain and minimise negative impacts on the environment and society.

The Group has established internal management policies, including the Procurement and Expense Management System (《採購和費用管理制度》), the Supplier Evaluation Management System (《供應商評估管理制度》), the External Supplier Evaluation Management Procedures (《外部供方評估管理程式》), the Management Procedures for External Provision of Processes (《外部提供過程管理程式》) and the Management Procedures for External Provision of Products and Services (《外部提供產品服務管理程式》) to standardise and refine management during the Supplier Pre-admission and Evaluation Stages.



- **供應商准入階段：**本集團通過樣品檢測、實地考察與基本資料審核等方式，嚴格篩選供應商，確保其具備合法資質、良好信譽與穩定供貨能力。我們將了解到的情況計入《供應商基本資料表》或《供應商調查評價表》，並由部門部長，質檢部長和行銷副總經理審批。各附屬公司採購部需要針對供應商執行背景審查。
- **Supplier Pre-admission Stage:** The Group strictly selects suppliers through sample testing, on-site inspections and basic data audits to ensure they have the necessary legal qualifications, a good reputation and stable supply capabilities. We record the information we have in the Supplier Basic Information Form (《供應商基本資料表》) or the Supplier Investigation and Evaluation Form (《供應商調查評價表》) for the review and approval by the department director, quality inspection director and the marketing vice president. The Procurement Department of each subsidiary is required to conduct background checks on suppliers.
- **供應商評估階段：**本集團對供應商的年度表現開展評估，圍繞產品質量、交貨期、協調性及環保安全狀況四大項進行綜合打分。只有考核分數高於既定分數，才能被繼續列為合格供應商。其中，對於出現過重大環境污染事故、生產現場存在污染現象、生產現場存在安全隱患、含有害物質指標等的供應商，將進行嚴厲的扣分處理，以示警戒。
- **Supplier Evaluation Stage:** The Group conducts an annual performance evaluation of suppliers, focusing on four key areas: product quality, delivery timeliness, coordination and environmental and safety compliance. Only suppliers with scores above the predetermined threshold will be retained as qualified suppliers. Suppliers that have experienced major environmental pollution incidents, pollution issues or safety hazards at production sites, or contain harmful substances will be subject to severe score deductions as a deterrent.

報告期內，本集團完成對110家主要的供應商的審批工作，其選聘均嚴格按照本集團供應商管理流程進行評估和任命。

During the Reporting Period, the Group completed the approval procedures for 110 major suppliers, all of which were selected and appointed in strict accordance with the Group's supplier management procedures.

#### 主要供應商數量（按地區劃分） Number of major suppliers (by region)

中國內地 Mainland China	106
海外地區 Overseas regions	4

## 社會責任 Social Responsibility



米高集團將參與社會公益事業作為集團的核心價值體系的重要組成部分。多年來，我們嚴格遵守《中華人民共和國公益事業捐贈法》《中華人民共和國慈善法》等相關法律法規，在推進企業生產經營的同時，堅定地將社會責任融入企業經營的各個環節，以實現企業發展與社會價值的正向聯動。

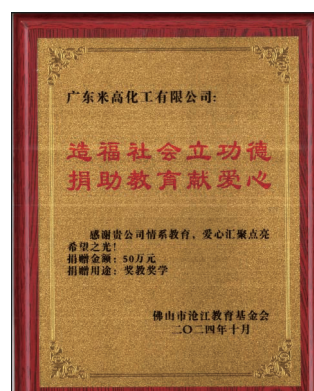
我們積極參與各種社區活動，與當地居民和社區組織建立緊密的合作夥伴關係。通過常態化溝通機制傾聽需求與建議，將其納入業務決策，確保經營活動與社區發展需求深度契合，為社區創造實質性福祉。

在公益捐贈領域，我們通過捐贈資源和資金，支持當地的教育及公益項目。於報告期內，本集團合計捐款金額達到人民幣1,787,288元。其中，向西藏自治區紅十字會捐贈100萬元用於抗震救災，向滄江教育基金會捐贈50萬元用於教學設施建設，以實際行動踐行企業公民責任。

The Group considers participation in social welfare undertakings as an integral part of its core value system. Over the years, we have strictly complied with the relevant laws and regulations such as the Law of the PRC on Donations for Public Welfare (《中華人民共和國公益事業捐贈法》), and the Charity Law of the PRC (《中華人民共和國慈善法》). While advancing our business operations, we have firmly integrated social responsibility into every aspect of our operations to achieve positive synergy between corporate development and social value.

We actively participate in various community activities and have established close partnerships with local residents and community organisations. Through regular communication channels, we listen to their needs and suggestions, incorporating them into our business decisions to ensure that our operations closely align with community development needs and create tangible benefits for the community.

In the field of charitable donations, we contribute resources and funds to support local education and public welfare projects. During the Reporting Period, the Group's total donations amounted to RMB1,787,288, among which, RMB1,000,000 was donated to the Tibet Autonomous Region Red Cross (西藏自治區紅十字會) for earthquake relief efforts, and RMB500,000 was donated to the Cangjiang Education Foundation (滄江教育基金會) for the construction of teaching facilities, demonstrating our commitment to corporate citizenship through concrete actions.



案例  
Case

寶清全縣馬拉松活動贊助  
Sponsoring the Baoqing county-wide marathon event

2024年5月18日，寶清縣組織舉辦了全縣馬拉松活動，寶清米高積極響應政府號召，向活動贊助了人民幣20萬元，用於籌備、獎品採購和宣傳推廣。此次贊助不僅深化了寶清米高與社區的互動聯結，更通過履行社會責任進一步增強了企業在當地的影響力及美譽度。

On 18 May 2024, Baoqing County organised a county-wide marathon event. Baoqing Migao actively responded to the government's call, providing the event with sponsorship amounting to RMB200,000 for event preparation, prize procurement, and promotional activities. The sponsorship enabled Baoqing Migao to deepen its interaction and connection with the community, and also enhanced the Company's local influence and reputation through the fulfilment of its social responsibilities.

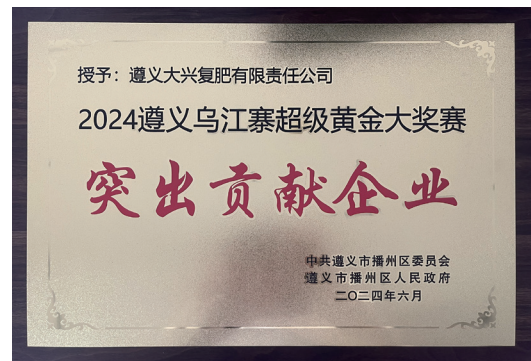


案例  
Case

遵義烏江寨超級黃金大獎賽贊助  
Sponsoring the Zunyi Wujiangzhai Super Golden Grand Prix

大興米高積極履行社會責任，於2024年5月18日對遵義烏江寨超級長跑黃金大獎賽提供資金支持，贊助金額為人民幣3萬元。該舉措旨在助力地方體育文化事業發展，通過支持全民健身賽事活動，推動體育公益事業與社區健康生態的協同發展，踐行企業在社會公益維度的責任擔當。

Daxing Migao actively fulfilled its social responsibilities by providing financial support for the Zunyi Wujiangzhai Super Long Run Golden Grand Prix on 18 May 2024 amounting to RMB30,000. This initiative aimed to support the development of local sports and cultural undertakings, and promote the coordinated development of sports public welfare and the community health ecosystem through supporting the nationwide fitness events and activities, thereby fulfilling the Company's responsibilities in the realm of social public welfare.



展望未來，米高集團將繼續秉持回饋社會的公益精神，積極履行企業社會責任，加大在教育、環保、社區發展等領域的資源投入，優化社會公益項目佈局。米高集團以實際行動為當地社區創造更多的福祉，同時實現企業與社區的共同繁榮。

Looking ahead, the Group will continue to uphold its spirit of giving back to society, actively fulfil its corporate social responsibilities, increase resource investment in areas such as education, environmental protection and community development, and optimise the layout of its social welfare projects. By implementing concrete actions, the Group aims to elevate the well-being of local communities while achieving mutual prosperity for both the Company and the community.

## 管治篇 Governance

米高集團始終秉持合規經營理念，嚴格遵守運營所在地法律法規，全面強化財務、稅務及運營管理，確保各項業務符合監管要求。通過穩健的治理體系與高效的執行機制，推動企業實現長期可持續發展。

The Group persistently adheres to the concept of compliant operation, strictly complies with the laws and regulations of the places in which it operates, and comprehensively strengthens its financial, tax and operational management to ensure that its businesses comply with the regulatory requirements. Through a sound governance system and a highly-efficient execution mechanism, we seek to achieve the long-term sustainable development.

### 關鍵議題 Key issues

- 合規運營  
Compliance Operation
- 商業道德與反貪污  
Business Ethics and Anti-Corruption
- 公司治理  
Corporate Governance

## 公司治理 Corporate Governance

良好的公司治理是米高集團實現長遠發展的基石，我們構建完善的企業治理體系，以確保決策的高效性和透明度。我們注重長期價值的創造，實現可持續治理。我們積極推動董事會多元化，吸納不同背景和專長的成員，確保多元化的視角和均衡的決策。關於公司治理內容，詳情參考「年度報告－企業管治報告」。

Good corporate governance is the cornerstone of the Group's long-term development. We have established a comprehensive corporate governance system to ensure the efficiency and transparency of decision-making. We focus on long-term value creation and sustainable governance. We actively promote board diversity by selecting members with different backgrounds and expertise to ensure diversified perspectives and balanced decision-making. For details of corporate governance, please refer to “Annual Report – Corporate Governance Report”.

米高集團嚴格遵守《中華人民共和國公司法》《香港聯合交易所證券上市規則》等法律、法規和規範性文件的規定，切實履行信息披露義務。我們高度重視信息合規披露，確保信息的真實、完整，杜絕虛假記載、誤導性陳述和重大遺漏，增強企業的透明度。為此，我們設定了重大事項的信息披露率達到100%的目標。

The Group strictly abides by the laws, regulations and regulatory documents such as the Company Law of the PRC and the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, and fulfils its information disclosure obligations in good faith. We attach great importance to the disclosure of information in compliance with the regulations to ensure the truthfulness and completeness of information, and eliminate false entries, misleading statements and material omissions, thus enhancing the transparency of the enterprise. To this end, we have set a target of 100% disclosure of information on material matters.



## 商業道德 Business Ethics



我們重視自身及商業夥伴的商業道德建設與管理，遵守廉潔規範，強化反貪污、反商業賄賂的監察和舉報管理，抵制不正當競爭，營造公平正直的商業環境。我們嚴格遵守《中華人民共和國反洗錢法》《中華人民共和國公司法》《中華人民共和國反不正當競爭法》等多項法律法規，制定並實施《腐敗、賄賂、舞弊及洗錢政策》等規定，要求全體員工遵守本集團行為準則、道德規範及國家與行業相關的法律法規。在本報告期間，我們沒有發現任何重大的反腐敗相關法律法規違規行為，亦無任何有關本集團或本集團員工的貪污行為的法律案件結案。

完善的舉報及投訴政策是企業良好治理的關鍵。米高集團秉承公開、正直和負責的準則，制定《舉報投訴政策》，建立了完善的舉報流程，包括接收、保存及處理有關內部控制、反對舞弊及違反規章的投訴等。本集團的審核委員會對該政策整體責任，負責監督政策執行、審視投訴及建議落實。管理層確保所有僱員以及供應商、客戶可在無報復威脅的情況下提出舉報或投訴，鼓勵各利益相關方揭露不當行為，維護企業運營的透明度和合規性。

舉報者可以通過口述或填寫標準表格的方式發起舉報。我們將在14個工作日內確認收到舉報，並告知舉報者已收到舉報並將進行調查。調查完成後，我們將提供書面結果。若舉報者對結果不滿意，可再次向人事行政中心申請重新評估。本集團充分保護舉報人的合法權利，鼓勵各利益相關方舉報不當行為，並承諾對舉報人身份信息進行嚴格保密，避免侵害舉報人合法權益的行為發生。

We attach importance to the construction and management of business ethics of ourselves and our business partners, comply with integrity standards, strengthen the monitoring and whistleblowing management of anti-corruption and anti-commercial bribery, resist unfair competition, and create a fair business environment. We strictly comply with various laws and regulations such as the Anti-Money Laundering Law of the PRC, the Company Law of the PRC and the Anti-unfair Competition Law of the PRC. We have formulated and implemented regulations such as the Corruption, Bribery, Fraud, and Money Laundering Policy (《腐敗、賄賂、舞弊及洗錢政策》), and required all employees to comply with the Group's code of conduct and ethical norms, and the relevant national and industry laws and regulations. During the Reporting Period, we were not aware of any significant violations of anti-corruption related laws and regulations, nor did we close any legal cases relating to corrupt practices by the Group or its employees.

A sound whistleblowing and complaint policy is the key to good corporate governance. Adhering to the principles of publicity, integrity and accountability, the Group has formulated the Whistleblowing and Complaint Policy and established a comprehensive whistleblowing process, including the receipt, retention and handling of complaints concerning internal control, anti-fraud and non-compliance with rules and regulations. The Audit Committee of the Group has overall responsibility for the policy and is responsible for overseeing the implementation of the policy, reviewing complaints and implementing recommendations. The management ensures that all employees, as well as suppliers and customers, can whistleblow or complaint without the threat of retaliation, and encourages all stakeholders to expose misconduct and maintain the transparency and compliance of the business operations.

A whistleblower can initiate a report through oral communication or by filling out a standard form. We will acknowledge receipt of the report within 14 working days and inform the whistleblower that the report has been received and an investigation is about to be conducted. Upon completion of the investigation, we will provide the results in writing. If the whistleblowers are not satisfied with the results, they may apply to the Personnel Administration Centre again for re-assessment. The Group fully protects the legitimate rights of whistleblowers and encourages all stakeholders to report misconduct. The Group undertakes to keep the identity of any whistleblower strictly confidential and to avoid any infringement of any whistleblower's legitimate rights and interests.

我們深知反貪污是維護企業誠信和聲譽的重要環節。因此，我們組織針對集團董事及員工的培訓課程，旨在提高他們對貪污行為的認識，加強道德和職業操守的意識，確保其了解和遵守相關的法律法規和企業政策。

We are fully aware that anti-corruption is an important part of safeguarding corporate integrity and reputation. Therefore, we organise training courses for the Group's directors and employees, aiming to raise their understanding of corruption, strengthen their sense of ethics and professional conduct, and ensure their understanding of and compliance with relevant laws, regulations and corporate policies.

亮點績效：  
Performance Highlights:

2024/2025財年，我們共開展防腐敗、賄賂、舞弊及洗錢政策培訓4次，覆蓋人數64人。  
In FY2024/2025, we conducted 4 training sessions on anti-corruption, anti-bribery, anti-fraud and anti-money laundering with an attendance of 64 people.



防腐敗、賄賂、舞弊及洗錢政策培訓

Training on anti-corruption, anti-bribery, anti-fraud and anti-money laundering policy

報告期內，本集團的商業道德及反貪污培訓數據如下：

The statistics on the business ethics and anti-corruption training of the Group during the Reporting Period are as follows:



董事培訓  
Training for directors 6 人次  
Person Times

員工培訓  
Training for employees 69 人次  
Person Times



董事培訓小時數  
Training hours for directors 6 小時  
Hours

員工培訓小時數  
Training hours for employees 73 小時  
Hours



## 知識產權及商標保護 Intellectual Property Rights and Trademark Protection



米高集團嚴格遵守《中華人民共和國商標法》《中華人民共和國專利法》《中華人民共和國著作權法》等法律法規，制定並實施《商標管理制度》，旨在防範侵權行為，確保尊重他人的知識產權，避免相關的法律風險。我們高度重視知識產權與商標保護，採取多項措施確保商標權益保障。

**制度建設與專業管理：**建立規範化商標管理制度，由行政部負責統籌商標註冊、使用及保護等事務，確保管理工作的系統性和專業性。通過明確職責分工與操作流程，形成覆蓋商標全生命周期的管理體系。

**註冊管理與風險規避：**業務部門結合市場佈局提前規劃商標註冊，行政部委託商標代理機構開展檢索評估，重點核查商標合法性、獨特性及近似性，規避侵權風險，保障註冊流程高效推進。

**使用監督與合規管控：**嚴格規範商標使用範圍與表現形式，對內監督各部門合規使用商標，對外監督被許可方按合同約定使用，嚴禁擅自更改商標或超範圍使用，確保商標使用的一致性及規範性。

The Group strictly complies with the laws and regulations such as the Trademark Law of the PRC, the Patent Law of the PRC, and the Copyright Law of the PRC, and has formulated and implemented the Trademark Management System, which is designed to prevent infringement, ensure the respect for others' intellectual property rights, and avoid related legal risks. We attach great importance to the protection of intellectual property rights and trademarks and have implemented various measures to ensure the protection of our trademark rights.

**System Development and Professional Management:** The Group has established a standardised trademark management system. The Administration Department is responsible for coordinating trademark registration, use, and protection to ensure a systematic and professional management. A management system covering the full life cycle of trademarks is formed through the well-defined division of responsibilities and operation procedures.

**Registration Management and Risk Aversion:** The business departments plan early for trademark registration based on the market layout, while the Administration Department commissions a trademark agency to conduct searches and assessments, focusing on verifying the legality, uniqueness, and similarity of trademarks to avoid infringement risks and ensure an efficient progress of the registration process.

**Monitoring of Use and Compliance Control:** The Group strictly regulates the scope of use and expression of trademarks. It internally monitors the use of trademarks by various departments in compliance with regulations, externally monitors the use of trademarks by licensees in accordance with contractual agreements, and prohibits unauthorised alteration of the trademarks or the use beyond the scope of the trademarks, so as to ensure the consistent and regulatory use of the trademarks.

**侵權監測與主動維權：**主動監測市場動態，對商標仿冒、惡意註冊等侵權行為及時採取法律手段，通過異議申請、投訴舉報等途徑維護商標專用權，遏制侵權行為。

**品牌增值與價值提升：**通過品牌建設與市場推廣，持續增強商標知名度與美譽度，實現商標無形資產保值增值，以品牌影響力賦能企業市場競爭力提升。

集團通過「制度保障+註冊預審+使用監管+侵權維權+品牌增值」的立體化管理模式，構建完善的商標保護體系，為品牌長遠發展提供堅實保障，護航企業穩健經營。

**Infringement Monitoring and Proactive Defence:** The Group proactively monitors market dynamics, takes timely legal actions against trademark counterfeiting, malicious trademark registration and other infringements, and defends trademark exclusivity through objection applications, complaints and reports, thereby curbing infringement.

**Brand Value Enhancement and Value Creation:** By virtue of brand building and market promotion, the Group continuously enhances its trademark awareness and reputation, maintaining and further increasing the value of its trademarks, an intangible asset, thus empowering the Company's market competitiveness through brand influence.

The Group has established a comprehensive trademark protection system through a multi-dimensional management model comprising "institutionalised safeguard, pre-registration approval, supervised use, infringement protection, and brand value enhancement", which provides a solid foundation for the long-term development of our brand and ensures the stable operation of the Company.

# 附錄

## Appendix

### 內容索引

### Content Index

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs		章節 Section
主要範疇A.環境 Subject Area A. Environmental		
層面A1：排放物 Aspect A1: Emissions		
A1	<p>一般披露 General Disclosure</p> <p>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： Information on:</p> <p>(a) 政策；及 (a) the policies; and</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。 (b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p>	排放物管理 Emissions Management
A1.1	<p>排放物種類及相關排放數據。 The types of emissions and respective emissions data.</p>	排放物管理 Emissions Management
A1.2	<p>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）。</p> <p>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).</p>	排放物管理 Emissions Management
A1.3	<p>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）。</p> <p>Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p>	排放物管理 Emissions Management

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs		章節 Section
<b>主要範疇A.環境</b> <b>Subject Area A. Environmental</b>		
A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	排放物管理 Emissions Management
A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of emission target(s) set and steps taken to achieve them.	環境管理 Environmental Management
A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	環境管理 Environmental Management
<b>層面A2：資源使用</b> <b>Aspect A2: Use of Resources</b>		
A2	一般披露 General Disclosure  有效使用資源（包括能源、水及其他原材料）的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	資源使用 Use of Resources
A2.1	按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。 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).	能源使用 Use of Energy
A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	水資源使用 Use of Water Resources
A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy use efficiency target(s) set and steps taken to achieve them.	環境管理 Environmental Management

## 附錄 Appendix

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs		章節 Section
<b>主要範疇A.環境</b> <b>Subject Area A. Environmental</b>		
A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	水資源使用 Use of Water Resources
A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	包裝物料 Packaging Materials
<b>層面A3：環境及天然資源</b> <b>Aspect A3: The Environment and Natural Resources</b>		
A3	一般披露 General Disclosure  減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimising the issuer's significant impacts on the environment and natural resources.	環境管理 Environmental Management 資源使用 Use of Resources
A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	環境管理 Environmental Management 資源使用 Use of Resources
<b>層面A4：氣候變化</b> <b>Aspect A4: Climate Change</b>		
A4	一般披露 General Disclosure  識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	應對氣候變化 Addressing Climate Change
A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	應對氣候變化 Addressing Climate Change

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs		章節 Section
主要範疇B.社會 Subject Area B. Social		
僱傭及勞工常規 Employment and Labour Practices		
層面B1：僱傭 Aspect B1: Employment		
B1	<p>一般披露 General Disclosure</p> <p>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： Information on:</p> <p>(a) 政策；及 (a) the policies; and</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。 (b) 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.</p>	員工權益與福利 Employee Rights and Benefits
B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	僱傭績效 Employment Performance
B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	僱傭績效 Employment Performance



主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs		章節 Section
<b>主要範疇B.社會</b> <b>Subject Area B. Social</b>		
<b>層面B2：健康與安全</b> <b>Aspect B2: Health and Safety</b>		
B2	<p>一般披露 General Disclosure</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： Information on:</p> <p>(a) 政策；及 (a) the policies; and</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。 (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>	職業健康與安全 Occupational Health and Safety
B2.1	<p>過去三年（包括匯報年度）每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.</p>	職業健康與安全 Occupational Health and Safety
B2.2	<p>因工傷損失工作日數。 Lost days due to work injury.</p>	職業健康與安全 Occupational Health and Safety
B2.3	<p>描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.</p>	職業健康與安全 Occupational Health and Safety

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs		章節 Section
主要範疇B.社會 Subject Area B. Social		
僱傭及勞工常規 Employment and Labour Practices		
層面B3：發展及培訓 Aspect B3: Development and Training		
B3	一般披露 General Disclosure  有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	員工培訓與發展 Employee Training and Development
B3.1	按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	員工培訓與發展 Employee Training and Development
B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	員工培訓與發展 Employee Training and Development

## 附錄 Appendix

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs		章節 Section
<b>主要範疇B.社會</b> <b>Subject Area B. Social</b>		
<b>層面B4：勞工準則</b> <b>Aspect B4: Labour Standards</b>		
B4	<p>一般披露 General Disclosure</p> <p>有關防止童工或強制勞工的： Information on:</p> <p>(a) 政策；及 (a) the policies; and</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。 (b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to preventing child and forced labour.</p>	員工權益與福利 Employee Rights and Benefits
B4.1	<p>描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labour.</p>	員工權益與福利 Employee Rights and Benefits
B4.2	<p>描述在發現違規情況時消除有關情況所採取的步驟。 Description of steps taken to eliminate such practices when discovered.</p>	員工權益與福利 Employee Rights and Benefits

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs		章節 Section
主要範疇B.社會 Subject Area B. Social		
營運慣例 Operating Practices		
層面B5：供應鏈管理 Aspect B5: Supply Chain Management		
B5	一般披露 General Disclosure  管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	可持續供應鏈 Sustainable Supply Chain
B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	可持續供應鏈 Sustainable Supply Chain
B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及相關執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	可持續供應鏈 Sustainable Supply Chain
B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	可持續供應鏈 Sustainable Supply Chain
B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	可持續供應鏈 Sustainable Supply Chain

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs		章節 Section
<b>主要範疇B.社會</b> <b>Subject Area B. Social</b>		
<b>層面B6：產品責任</b> <b>Aspect B6: Product Responsibility</b>		
B6	<p>一般披露 General Disclosure</p> <p>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： Information on:</p> <p>(a) 政策；及 (a) the policies; and</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。 (b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p>	產品質量與安全 Product Quality and Safety
B6.1	<p>已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.</p>	產品質量與安全 Product Quality and Safety
B6.2	<p>接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service-related complaints received and how they are dealt with.</p>	產品質量與安全 Product Quality and Safety
B6.3	<p>描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.</p>	知識產權及商標保護 Intellectual Property Rights and Trademark Protection
B6.4	<p>描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.</p>	產品質量與安全 Product Quality and Safety
B6.5	<p>描述消費者資料保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.</p>	信息安全與隱私保障 Information Security and Privacy Protection

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs		章節 Section
<b>主要範疇B.社會</b> <b>Subject Area B. Social</b>		
<b>層面B7：反貪污</b> <b>Aspect B7: Anti-corruption</b>		
B7	<p>一般披露 General Disclosure</p> <p>有關防止賄賂、勒索、欺詐及洗黑錢的： Information on:</p> <p>(a) 政策；及 (a) the policies; and</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。 (b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to bribery, extortion, fraud and money laundering.</p>	商業道德 Business Ethics
B7.1	<p>於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.</p>	商業道德 Business Ethics
B7.2	<p>描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.</p>	商業道德 Business Ethics
B7.3	<p>描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and staff.</p>	商業道德 Business Ethics



## 附錄 Appendix

主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs		章節 Section
<b>主要範疇B.社會</b> <b>Subject Area B. Social</b>		
<b>社區</b> <b>Community</b>		
<b>層面B8：社區投資</b> <b>Aspect B8: Community Investment</b>		
B8	<p>一般披露 General Disclosure</p> <p>有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.</p>	社會責任 Social Responsibility
B8.1	<p>專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).</p>	社會責任 Social Responsibility
B8.2	<p>在專注範疇所動用資源（如金錢或時間）。 Resources contributed (e.g. money or time) to the focus area.</p>	社會責任 Social Responsibility



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