

Shandong Weigao Group Medical Polymer Company Limited 山東威高集團醫用高分子製品股份有限公司

(a joint stock limited company incorporated in the People's Republic of China with limited liability)
(在中華人民共和國註冊成立的股份有限公司)
(Stock Code 股票號碼: 1066)

* For identification purposes only
僅供識別



ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT 2024

環境、社會及管治報告

WEGO 威高

CONTENTS

目錄

		Page 頁數
I. ABOUT THE REPORT	一、關於本報告	2
II. ESG MANAGEMENT	二、環境、社會及管治的管理	4
III. ENVIRONMENTAL PROTECTION	三、環境保護	19
1. Management of Emissions	1. 排放物的管理	20
2. Management of Resources Utilisation	2. 資源使用的管理	27
3. The Environment and Natural Resources	3. 環境及天然資源	39
4. Climate Change	4. 氣候變化	40
IV. EMPLOYMENT AND LABOUR PRACTICES	四、僱傭及勞工常規	42
1. Employment	1. 僱傭	43
2. Health and Safety	2. 健康與安全	51
3. Development and Training	3. 發展及培訓	59
4. Labour Standards	4. 勞工準則	63
V. OPERATING PRACTICES	五、營運慣例	65
1. Supply Chain Management	1. 供應鏈管理	65
2. Product Responsibility	2. 產品責任	67
3. Anti-corruption	3. 反貪污	75
VI. COMMUNITY INVESTMENT	六、社區投資	77
VII. "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE" BY THE HKEX	七、聯交所《環境、社會及管治報告守則》內容索引	79

I. ABOUT THE REPORT

Overview

The Board of Directors (the “Board”) of Shandong Weigao Group Medical Polymer Company Limited (the “Company”) is pleased to present this Environmental, Social and Governance (hereinafter called “ESG”) Report (the “Report”) of the Company and its subsidiaries (collectively as the “Group”) for the year ended 31 December 2024 (the “Reporting Period”). The Report details the Group's relevant policies, strategies, management approaches, and specific measures in the areas of environmental and social sustainability, and reports on the Group's performance in these regards.

Reporting Scope

The Report covers the Group's manufacturing business of medical consumables, orthopedic products, and equipment in Mainland China and the manufacturing business of interventional products of Argon Medical Devices Holding, Inc. (“Argon Medical”), with its headquarters based in the United States. Such businesses are the core business and major source of revenue of the Group. The sales and R&D operations in overseas regions are not covered in the reporting scope due to their impact on the ESG performance is not significant. During the Reporting Period, there were no significant changes to the scope of reporting.

Reporting Standards and Principles

This Report is prepared in accordance with the Environmental, Social and Governance Reporting Code (the “ESG Reporting Code”) set out in Appendix C2 of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited (the “HKEX”), and fully complies with its mandatory disclosure requirements and the “comply or explain” provisions.

一、關於本報告

概述

山東威高集團醫用高分子製品股份有限公司（「本公司」）董事會（「董事會」）欣然發表本公司及其附屬公司（統稱「本集團」）截至二零二四年十二月三十一日止年度（「報告期內」）之環境、社會及管治（「ESG」）報告（「本報告」）。本報告詳述本集團在環境及社會可持續發展領域的相關政策、策略、管理方針與具體措施，並匯報本集團於這些方面的表現。

報告範圍

本報告涵蓋本集團於中國內地經營醫療耗材、骨科材料及設備的製造業務及總部位於美國的愛琅醫療器械控股有限公司（「愛琅醫療」）的介入產品製造業務。該等業務為本集團的核心業務及主要收入來源。由於海外地區的銷售與研發業務對ESG方面的表現沒有重大影響，因此不納入報告範圍內。報告期內的報告範圍沒有重大改變。

匯報標準及原則

本報告遵循香港聯合交易所有限公司（「聯交所」）主板證券上市規則附錄C2的《環境、社會及管治報告守則》（「ESG報告守則」）編製，完全符合其強制披露規定及「不遵守就解釋」條文。

I. ABOUT THE REPORT (continued)

Reporting Standards and Principles (continued)

Materiality

- Through diverse channels, the Board has collected stakeholders' opinions, and in conjunction with Board discussions and business development analysis, identified the ESG issues that are material to the Group's investors and other stakeholders. These issues are reported on, with detailed information disclosed in the "Stakeholder Engagement" and "Materiality Assessment" sections.

Quantitative

- The Report discloses the Group's quantified environmental and social key performance indicators ("KPIs"), enabling the Group's stakeholders to gain a comprehensive understanding of the Group's performance in ESG. The KPIs are calculated in accordance with the "Appendix 2: Reporting Guidance on Environmental KPIs" and "Appendix 3: Reporting Guidance on Social KPIs" of "How to Prepare an ESG Report" published by the HKEX in March 2020. The information is accompanied by narratives that explain their purpose and impact.

Balance

- This Report fairly reflects the Group's performance in all aspects of ESG and avoids any selection, omission, or reporting format that may inappropriately influence the decisions or judgments of the readers of the Report.

Consistency

- The Group has used consistent disclosure and statistical methods, to the extent reasonably practicable, to enable meaningful comparisons of ESG data over time.

一、關於本報告 (續)

匯報標準及原則 (續)

重要性

- 透過多元化渠道收集持份者意見，並結合董事會討論及業務發展分析，董事會識別出會對本集團的投資者及其他持份者產生重要影響的ESG事宜，並作出匯報，有關詳細內容已於「持份者參與」及「重要性評估」部分披露。

量化

- 本報告中披露經量化的環境及社會關鍵績效指標，讓本集團的持份者全面了解本集團於ESG方面的表現。關鍵績效指標根據香港聯交所於2020年3月發佈的ESG報告指南「如何準備環境、社會及管治報告」中的「附錄二：環境關鍵績效指標匯報指引」及「附錄三：社會關鍵績效指標匯報指引」計算。信息附有敘述，以解釋其目的和影響。

平衡

- 本報告公正地反映本集團於ESG方面的各項工作表現，並避免可能會不恰當地影響本報告讀者的決策或判斷的選擇、遺漏或報告格式。

一致性

- 本集團已在合理可行的情況下使用一致的披露統計方法，使ESG數據日後可作有意義的比較。

II、ESG MANAGEMENT

Board Statement

The Board is fully responsible for integrating ESG issues into the Group's management philosophy and development strategy. It provides guidance and supervision for the implementation of ESG work in all areas and regularly reviews the progress towards achieving ESG goals. For disclosures relating to the Board's oversight of ESG matters, the Board's ESG management approach and strategy, the progress of the Board's review of ESG-related objectives and their relevancy to the business of the Group, please see other disclosures in the "ESG Management" section, which forms part of the Board Statement.

Chairman's Statement

The Group is committed to corporate social responsibility and balancing environmental, social and economic benefits, and hopes to balance its business development with the interests of its key stakeholders and operate its business in a sustainable manner. To achieve this vision, the Group has set a sustainability framework that focuses on environmental protection, resource management, and employee and community well-being and guides the Group's sustainability efforts to ensure that sustainability elements are integrated into our business processes and all business decisions.

二、環境、社會及管治的管理

董事會聲明

董事會全權負責將環境、社會及管治相關議題融入本集團的管理理念及發展策略，指導和監督各領域ESG工作的開展實施，並定期檢討ESG目標的完成情況。有關董事會對ESG事宜的監管、董事會的ESG管理方針及策略、董事會按ESG相關目標檢討進度及其與本集團業務相關之披露，請見本「環境、社會及管治的管理」章節的其他披露，該等披露構成董事會聲明的一部分。

主席報告

本集團一直心繫企業社會責任，矢志兼顧環境、社會和經濟效益，以及希望在業務發展與主要持份者的利益之間取得平衡，並以可持續發展的方式經營業務。為實現這一願景，本集團建立了一個可持續發展框架，重點關注環境保護、資源管理、員工和社會福祉，並指引本集團可持續發展工作，以確保可持續發展要素融入各個營運環節和所有業務決策。

II、ESG MANAGEMENT (continued)

Chairman's Statement (continued)

Global warming is a major concern of governments worldwide. The Chinese government has developed more rigorous environmental laws and regulations. The Group takes the environmental protection policy of the Chinese government as the development blueprint, aligns with the strategy of safe, harmonious, green development and clean production, and instils the concept of environmental management into the core of its operating activities. In 2020, the Company issued a green bond. The Board considers that the Green Bonds will support the Group in implementing resource and energy efficiency measures and to research and development and introduce the first Electron Beam sterilization (E-beam) process in Mainland China to displace toxic gas-based processes along its manufacturing process. The plants in Mainland China began to work on clean production in 2022. At the same time, the Group pays attention to and loves nature, and makes joint efforts with employees to build an environment-friendly and resource-saving enterprise.

The Group has always been concerned about the remuneration and benefits of its employees, their career development opportunities, and the provision of a safe working environment for them to work actively with passion. The Group adheres to its original goal of undertaking corporate social responsibility and actively supports social welfare and charitable affairs. Simultaneously, the Group continues to assess climate risks and studies on adaptation methods to help address potential challenges, so that we will be able to grasp the nettle and seize opportunities in facing crises.

二、環境、社會及管治的管理 (續)

主席報告 (續)

全球暖化是世界各國政府關注的主要問題，中國政府制定更嚴謹的環境法律法規，本集團以中國政府的環保政策作為發展藍圖，堅持安全、和諧、綠色發展及清潔生產的方針，把環境管理思想置入營運活動的核心。於2020年，本公司發行綠色債券，董事會認為，綠色債券將支持本集團實施資源及能源效益措施，以及研究及開發並在製造過程中引進中國首個電子束消毒程序，以取代有毒氣體程序。於2022年，中國內地廠房開展清潔生產工作。同時，本集團關注及愛護大自然，與員工共同努力構建環境友好型與資源節約型的企業。

本集團亦始終關注員工的薪酬福利、職業發展機會，提供安全的工作環境，讓員工積極地和熱情地工作。本集團堅守承擔企業社會責任的最初目標，積極支持社會公益和慈善事務。同時，本集團持續評估氣候風險，研究調適方法，協助應對潛在挑戰，使我們在危機面前仍能迎難而上及捉緊機會。

II、ESG MANAGEMENT (continued)

Chairman's Statement (continued)

The Group's product and market diversification strategies and resource integration measures have demonstrated continuous anti-risk capabilities. Providing high-quality products and services is one of the core values of the Group. Therefore, the Group vigorously improves the innovation system, adheres to scientific management, improves the quality management system, and has passed a series of international accreditations. The Group adheres to product mix optimisation and adjustment strategy focusing on the introduction of foreign advanced production equipment and enhances efforts on technological transformation to improve technological standards, production efficiency and product quality. In addition, the Group integrates marketing resources to improve the efficiency of new product sales through the sharing of internal channel resources. Building an ecosystem with diversified products and a collaborative and efficient organisational system through our platform strategy, the Company will provide an enriched product mix and holistic solutions to medical institutions and patients to improve efficiency and quality of service.

To achieve the above vision, the Group has set a number of environmental and social key performance indicators and taken a top-down approach to disintegrate the KPIs into the functional departments. Not only has the Group improved the well-being of the employees, but it also urged the employees to make changes in different areas, such as reducing greenhouse gas emissions and making good use of resources. ESG matters that the stakeholders of the Group rate as priorities are tracked through the stakeholders' engagement exercise (Please refer to the section "Stakeholders' Engagement" below for details). During the Reporting Period, the Group has made achievements by actively supporting the Group's sustainable development strategies and objectives from the management team and all employees. The relevant scope, progress and achievements relating to the environmental and social KPIs are disclosed in the Report.

二、環境、社會及管治的管理 (續)

主席報告 (續)

本集團產品與市場多元化策略及資源整合措施展現出持續抗風險能力。提供高質量產品與服務是本集團的核心價值之一，因此本集團大力完善創新體系，堅持科學管理，完善品質管理體系，並通過了一系列的國際認證。本集團堅持產品結構優化與調整的策略，重點引進國外先進生產設備，加大技術改造投入，提高工藝水準，提升生產效率，改善產品質量。此外，本集團整合營銷資源，通過內部管道資源共用，提升新產品銷售效率；構建產品多元的生態系統；構建協同、高效的組織體系；通過平台化戰略，向醫療機構和患者提供豐富產品組合與整體解決方案，提升服務效率和質量。

為實現上述願景，本集團已設定了一系列環境和社會關鍵績效指標，並採用自上而下的方法將關鍵績效指標分發到各職能部門。本集團不僅改善了員工的福利，而且還敦促本集團員工在減少溫室氣體排放和善用資源等不同領域作出改變。本集團透過持份者溝通活動，跟進持份者重視的ESG相關議題（詳細資料請參考下文「持份者參與」部分）。於報告期內，在管理層和全體員工對本集團可持續發展戰略和目標的積極支援下，本集團取得了一定的成績。環境和社會關鍵績效指標的範圍、進展和成果將在本報告中披露。

II、ESG MANAGEMENT (continued)

Chairman's Statement (continued)

The Group has always adhered to the policy of "Pioneering and innovating, realistic and consolidating". By adhering to the mission of "creating a healthy future with white angels", establishing the core values of conscience, sincerity and loyalty, and sticking to the development strategy of "one centre and three transformations", the Group is committed to building a global company, a world-class enterprise, entering into the ranks of the strongest enterprises of international medical devices, realising the vision of "being the number 1 in Mainland China, and a world-class and most respected innovative enterprise of medical devices and medicines". The Group hopes that its professional management team can commit to stable operation and prudent financial management policy, dare to rise to continuous challenges, implement sustainable business strategies improve business performance, and create more meaningful long-term value for the Company and our stakeholders.

二、環境、社會及管治的管理 (續)

主席報告 (續)

本集團始終堅持「開拓創新、求實鞏固」的方針，秉承「偕同白衣使者，開創健康未來」的使命，樹立良心、誠心、忠心的核心價值觀，堅持「一個中心、三個轉變」的發展戰略，致力於打造全球化公司，打造國際一流企業，進入國際醫療器械強企行列，實現「中國最強、國際一流、最受人尊敬的醫療器械和醫藥創新型企業」的願景。本集團希望透過本集團的專業管理團隊，堅持穩健營運和審慎理財的方針，勇於迎接不斷的挑戰，實踐本集團的可持續發展策略，提升業務表現，為企業及持份者創造更多更有意義的長遠價值。

II、ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Governance Structure

The Board firmly believes that a robust ESG strategy not only enhances the investment value of the Group but also creates long-term returns for all stakeholders. Therefore, establishing a clear governance structure is crucial for the effective implementation of the ESG sustainability strategy. The Group has specifically built an ESG governance system to clarify the responsibilities and divisions of labour at each level. The Board is responsible for formulating the long-term ESG development policy and specific strategic plans, reviewing the progress of ESG work annually, and overseeing performance. The Board also holds regular special meetings to identify, review, assess, and propose improvements in key areas such as corporate social responsibility, sustainable development practices, and climate change response. The management team reports to the Board regularly to assist the Board in assessing and determining whether the Company has established an appropriate and effective internal control system to contain the ESG risks. At the operational level, functional units are responsible for ensuring the integration of sustainability strategies and practices into the Group's business operations and exploring new action plans or initiatives.

The Board
董事會

- Developing long-term sustainable development policies and strategies
- 制定長遠的可持續發展方針及策略
- Assessing and identifying risks and opportunities associated with ESG
- 評估及釐定有關ESG風險及機遇
- Ensuring appropriate and effective ESG risk management and internal monitoring systems
- 確保合適及有效的ESG風險管理及內部監控系統
- Reviewing and approving policies, objectives and action plans or measures related to ESG
- 檢討及批准ESG相關的政策、目標及行動計劃或措施
- Reviewing and approving the ESG report
- 審批ESG報告書

管治架構

董事會深信完善的ESG策略不僅能提升本集團的投資價值，能為各持份者創造長遠回報。因此，建立明晰的管治架構對於有效實施ESG可持續發展戰略至關重要。本集團特意構建了ESG治理體系，明確各層級的職責分工。董事會負責制定ESG長期發展方針和具體戰略規劃，每年審視ESG工作的執行進展並監督績效表現。董事會還會定期召開專題會議，針對企業社會責任、可持續發展實踐和應對氣候變化等重點領域進行識別、審核、評估和提出改進建議。管理團隊定期向董事會進行匯報，以協助董事會評估及釐定公司的內部監控系統是否合適及有效地控制ESG風險。於營運層面方面，各職能部門負責確保將可持續發展策略和實務融入本集團的業務營運中，同時探討新的行動計劃或措施。

II、ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Governance Structure (continued)

管治架構 (續)

Management Team
管理團隊

- Developing and reviewing ESG-related policies, objectives and action plans or measures
- 制定與檢討ESG相關的政策、目標及行動計劃或措施
- Monitoring and reporting to the Board on the progress and quality of implementation of the action plan or measures
- 監督及向董事會匯報行動計劃或措施的執行進度與質素
- Identifying ESG risks and opportunities
- 識別ESG風險及機遇
- Reviewing the ESG report
- 審閱ESG報告書

Functional Department
職能部門

- Identifying, assessing, formulating and reporting to management on significant ESG issues
- 識別、評估、釐定及向管理層匯報重大ESG議題
- Performing ESG risk management and internal monitoring
- 執行ESG風險管理及內部監控
- Ensuring ESG policies, objectives and action plans or measures are integrating into business operations
- 確保ESG政策、目標及行動計劃或措施融入業務營運中
- Reporting to management on the progress and quality of implementation of the action plan or measures
- 向管理層匯報行動計劃或措施的執行進度與質素

II、ESG MANAGEMENT (continued)

Governance Structure (continued)

The Board has appointed the independent ESG consulting firm Riskory Consultancy Limited to conduct data and information collection and analysis, assist in report preparation, provide recommendations for improving ESG performance, and offer consulting services related to ESG matters. The Group has collected and analysed the views of key stakeholders on ESG matters and conducted a materiality assessment to identify important ESG issues for the Group, details of which are disclosed in the sections “Stakeholders’ Engagement” and “Materiality Assessment” below. To effectively lead the Group’s ESG process, the Board continuously monitors the work of all departments to ensure that they work closely together to achieve the sustainable development goals of operational compliance and social responsibility.

二、環境、社會及管治的管理 (續)

管治架構 (續)

董事會已委聘獨立環境、社會及管治顧問公司Riskory Consultancy Limited為ESG事宜，進行數據和資料收集及分析工作、協助報告編製，就ESG績效表現提供改善建議，並提供與環境、社會及管治相關的顧問服務。本集團已收集和分析主要持份者對ESG事宜的意見，並進行重要性評估以識別本集團的重要ESG議題，有關詳細內容已於下文「持份者參與」及「重要性評估」部份披露。為有效領導本集團的ESG進程，董事會持續監察各部門的工作，確保各部門之間緊密合作，共同達至合規營運和肩負社會責任的可持續發展目標。

II、ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Stakeholders' Engagement

Sustainability is a core value that our Group firmly upholds. We are committed to making every effort in areas such as environmental protection and community engagement. To this end, we place great emphasis on maintaining close communication and connections with stakeholders such as government/regulatory organisations, shareholders/investors, employees, customers, suppliers, and the community. We actively listen to and carefully organise opinions from all sectors. Based on thorough communication and consultation, and weighing of advantages and disadvantages, we strive to find the optimal balance and thus determine the direction of our Group's sustainable development. The Group assesses and determines its environmental, social and governance risks, and ensures that the relevant risk management measures and internal control systems are operating effectively. The following table shows the means of communication with the stakeholders and the management's response to the stakeholders' expectations and concerns:

持份者參與

可持續發展是本集團恪守的核心價值觀，我們矢志在環保和回饋社區等方面不遺餘力。為此，本集團高度重視與政府／監管機構、股東／投資者、員工、客戶、供應商、社區等持份者保持緊密溝通聯繫，廣泛聽取並認真梳理各界的意見，在充分溝通協商、權衡利弊的基礎上，努力尋求最佳平衡點，從而確定本集團的可持續發展方向。本集團評估及釐定環境、社會及管治風險，確保相關風險管理及內部監察系統妥善及有效地運行。有關持份者的期望與要求、溝通渠道及管理層的回應如下表：

Stakeholders 持份者	Expectations and concerns 期望與要求	Means of communication 溝通渠道	Management response 管理層回應
Government/ regulator organisations 政府／ 監管組織	<ul style="list-style-type: none"> Compliance with laws and regulations 遵守法律法規 Fulfill tax obligations 履行稅務責任 Safe production 安全生產 	<ul style="list-style-type: none"> Periodic report/ announcement 定期報告／臨時公告 Correspondence 往來函件 Handle official business through the government affairs website or application 透過政府政務網站或 應用程序辦理公務 	<ul style="list-style-type: none"> Uphold integrity and compliance in operations 於營運中秉持誠信及合規 Pay tax on time to contribute to society 按時繳稅以回饋社會 Establish comprehensive and effective internal control system 建立全面有效的內部控制體系 Implement clean production 推行清潔生產

II、ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Stakeholders' Engagement (continued)

持份者參與 (續)

Stakeholders 持份者	Expectations and concerns 期望與要求	Means of communication 溝通渠道	Management response 管理層回應
Shareholders /investors 股東／投資者	<ul style="list-style-type: none"> Return on investment 投資回報 Information transparency 資訊透明度 Corporate governance system 公司管治制度 Operation of risk management 經營風險管理 	<ul style="list-style-type: none"> Information disclosed on the HKEX website 於聯交所網站披露之信息 The Company's website 本公司網站 General meeting and other shareholders meetings 股東大會及其他股東會議 	<ul style="list-style-type: none"> Management possesses relevant experience and professional knowledge of business sustainability 管理層具有相關經驗和專業知識，確保業務的可持續性 Ensure transparency and efficient communications by publishing information on the websites of HKEX and the Company regularly 透過於聯交所及本公司網站定期發放資訊，確保透明度及有效溝通 Strive to improve internal control and focus on risk management 盡力改善內部監控及風險管理 Actively penetrate the integration and product structure adjustments and other strategic means, continue to promote the product penetration rate of core customers, and seek to bring considerable revenue growth 積極透過渠道整合及產品結構調整等的策略手段，持續推進核心客戶的產品滲透率，尋求帶來可觀的收入增長

II、ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Stakeholders' Engagement (continued)

持份者參與 (續)

Stakeholders 持份者	Expectations and concerns 期望與要求	Means of communication 溝通渠道	Management response 管理層回應
Employees 員工	<ul style="list-style-type: none"> Labour rights 勞工權益 Career development 事業發展 Compensation and welfare 待遇和福利 Health and safety 健康及安全 	<ul style="list-style-type: none"> Staff activities 員工活動 Employee performance assessment 員工績效考核 Induction and on-the-job training 入職與在職培訓 Internal meetings and announcements 內部會議及通告 Contact via email, phone and communication application 通過電子郵件、電話及溝通應用程序聯絡 	<ul style="list-style-type: none"> Set up contractual obligations to protect labour rights 制定合約責任以保護勞工權益 Encourage employees to participate in continuous education and professional training to enhance their skills 鼓勵員工參與持續教育及專業培訓以提高能力 Establish a fair, reasonable and competitive remuneration scheme 建立公平、合理和具競爭力的薪酬體系 Pay attention to occupational health and safety 注重職業健康及安全 Organise employee activities to enhance cohesion 舉辦員工活動以增強凝聚力
Customers 客戶	<ul style="list-style-type: none"> High-quality products and services 優質產品與服務 Reasonable price 價格合理 Timely delivery 及時交貨 	<ul style="list-style-type: none"> Business visit 商務拜訪 Contact via email and phone call 通過電子郵件及電話聯絡 	<ul style="list-style-type: none"> Improve the quality of products and services continuously in order to maintain customer satisfaction 持續提供優質產品與服務以滿足客戶 Ensure proper contractual obligations are in place 確保履行合約責任

II、ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Stakeholders' Engagement (continued)

持份者參與 (續)

Stakeholders 持份者	Expectations and concerns 期望與要求	Means of communication 溝通渠道	Management response 管理層回應
Suppliers 供應商	<ul style="list-style-type: none">Stable demand 需求穩定Good relationship with the Company 與公司保持良好關係Corporate reputation 企業信譽	<ul style="list-style-type: none">Business visit 商務拜訪Contact via email and phone call 通過電子郵件及電話聯絡	<ul style="list-style-type: none">Ensure proper contractual obligations are in place 確保履行合約責任Maintain strong and long-term relationship with suppliers 保持強大與長期的合作關係Select suppliers with due care 嚴謹篩選供應商
Communities 社區	<ul style="list-style-type: none">Environmental protection 環境保護Reduce greenhouse gas emissions 減少溫室氣體的排放Reduce waste generation 減少廢棄物的產生Effective resource utilisation 有效資源利用Community contribution 社區參與Economic development 經濟發展	<ul style="list-style-type: none">The Company's official website and information publicity website of the government department 本公司網站及政府部門信息公示網站Community activities 社區活動	<ul style="list-style-type: none">Pay attention to the problem of climate change and actively take various clean production measures 關注氣候變化並積極採取各項清潔生產措施Encourage employees to actively participate in charitable activities and voluntary services 鼓勵員工積極參與慈善活動和志願服務Maintain good and stable financial performance and business growth 確保良好的財務業績和業務增長

II、ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Materiality Assessment

During the Reporting Period, the Group conducted a materiality assessment through discussions with management and by utilizing various channels. First, a list of key stakeholders and ESG-related issues of concern to the Group was identified. Subsequently, the level of importance attributed to these issues by both parties was assessed to determine the relatively material ESG issues. For materiality assessment, the Group has adopted the following three processes:

重要性評估

報告期內，本集團透過與管理層討論以及運用不同渠道，開展了重要性評估。首先列出了主要持份者及本集團所關注的環境、社會及管治相關項目清單。隨後對雙方對這些項目的重視程度進行評估，從而界定出相對重要的ESG議題。對於重要性評估，本集團已採取以下三個流程：

Identification 識別	<ul style="list-style-type: none"> Through diverse channels and internal discussion 透過多元渠道及內部討論 Examines and adopts the ESG issues of concern in the past stakeholders' engagement 檢視及採納過往持份者參與活動時所關注的ESG議題 Draws attention to emerging ESG issues 注意新興的ESG議題
Prioritisation 訂立優先次序	<ul style="list-style-type: none"> Synthesises, analyses and evaluates the views of all parties to identify and prioritise potential and important issues 綜合、分析及評估各方意見，以辨識潛在重要性議題，並為此等議題訂立優先次序 Develops materiality list based on the importance of the issue to the Group and its key stakeholder 根據議題對本集團及主要持份者的重要程度編製重要性議題清單
Validation 驗證	<ul style="list-style-type: none"> Interacts with the management team to validate the results of materiality assessment and ensure that these issues are aligned with the sustainable development direction sought by the Group 與管理團隊互動，以驗證重要性評估結果，確保這些議題與本集團尋求的可持續發展方向一致 Reports the results of materiality assessment to the Board and makes the required disclosures in the ESG Report 將作出所需的重要性評估結果向董事會匯報，並於ESG報告中作出所需的披露

II、ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Materiality Assessment (continued)

重要性評估 (續)

The materiality assessment will help the Group to ensure that business development meets the expectations and requirements of stakeholders. The Group has identified 27 sustainability issues that are important for our operations. The matters of concern to the Group and stakeholders are set out in the following materiality matrix:

重要性評估有助本集團確保業務發展能夠滿足持份者的期望與要求，本集團已識別27個對我們的運營而言屬重要的可持續發展事宜。議題均列載於以下的重要性議題清單內：

範疇 Subject Area	重要性議題 Materiality Topics	重要性 (最重要／重要／相關) Materiality Level (Most important/Important/Relevant)
環境 Environment		
	1 廢氣排放 Air emission	重要 Important
	2 溫室氣體排放 Greenhouse gas emissions	重要 Important
	3 氣候變化 Climate change	重要 Important
	4 能源使用 Energy consumption	重要 Important
	5 水資源使用 Water resource consumption	重要 Important
	6 廢水排放 Sewage discharge	重要 Important
	7 無害廢棄物排放 Discharge of non-hazardous wastes	重要 Important
	8 有害廢棄物排放 Discharge of hazardous wastes	最重要 Most important
	9 原材料使用 Use of raw materials	最重要 Most important

II、ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Materiality Assessment (continued)

重要性評估 (續)

範疇 Subject Area	重要性議題 Materiality Topics	重要性 (最重要／重要／相關) Materiality Level (Most important/Important/Relevant)
社會－僱傭及勞工常規 Social – Employment and Labour Standard		
	10 多元化與平等 Diversification and equalisation	相關 Relevant
	11 保障勞工權益 Labour rights protection	相關 Relevant
	12 預防童工及強制勞工的措施 Measures to prevent child labour and forced labour	相關 Relevant
	13 人才管理 Talents management	最重要 Most important
	14 員工報酬與福利 Employee compensation and benefits	重要 Important
	15 職業健康與安全 Occupational health and safety	重要 Important
社會－營運慣例 Social – Operating Practices		
	16 反貪污 Anti-corruption	最重要 Most important
	17 知識產權 Intellectual property rights	重要 Important
	18 產品質量與安全 Product quality and safety	最重要 Most important
	19 服務質素 Service quality	最重要 Most important
	20 營運合規 Operational compliance	最重要 Most important
	21 供應商管理 Supplier management	最重要 Most important
	22 信息安全與隱私保護 Information security and privacy protection	重要 Important
	23 客戶滿意度 Customer satisfaction	重要 Important

II、ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Materiality Assessment (continued)

重要性評估 (續)

範疇 Subject Area	重要性議題 Materiality Topics	重要性 (最重要／重要／相關) Materiality Level (Most important/Important/Relevant)
社會－營運慣例 (續) Social – Operating Practices (continued)		
	24 可及性及可負擔性 Access and affordability	最重要 Most important
	25 產品設計及生命週期管理 Product design and lifecycle management	最重要 Most important
社會－社區 Social – Community		
	26 社會參與 Community involvement	相關 Relevant
	27 行業共同發展 Collaborative industry growth	重要 Important

III. ENVIRONMENTAL PROTECTION

三、環境保護

The Group strictly abides by the environmental protection laws and regulations of the People's Republic of China (the "Mainland China"), including "Environmental Protection Law of the People's Republic of China", "Atmospheric Pollution Prevention and Control Law of the People's Republic of China", "Water Pollution Prevention and Control Law of the People's Republic of China", "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes", "Law of the People's Republic of China on Noise Pollution Prevention and Control", "Energy Conservation Law of the People's Republic of China", "National Directory of Hazardous Wastes (2025 Version)", laws and regulations of the local government of the United States and other applicable requirements and standards. The Group strictly complies with environmental protection laws and regulations. Taking into account its own operating environment, structure, production capacity, human resources and other actual conditions, the Group has established a feasible pollutant management system to regulate the generation of waste gas, wastewater, noise and various types of solid waste in the operation and production process. During the Reporting Period, the Mainland China companies actively carried out mandatory clean production audits, put forward a number of feasible clean production plans, effectively reduced pollutant emissions, saved energy consumption, and their overall performance was rated as advanced in domestic clean production. The Group continues to reduce the carbon footprint through various policies, measures and actions to heighten all levels of awareness of the importance of their impact on the environment, thus reducing the adverse effects on the environment caused by the business activities of enterprises and the personal life of employees. The relevant information will be represented in detail in the sections "Management of Emissions" and "Management of Resources Utilisation" below.

本集團嚴格遵守中華人民共和國（「中國內地」）環境保護的法律法規，包括《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》、《中華人民共和國噪聲污染防治法》、《中華人民共和國節約能源法》、《國家危險廢物名錄》（2025版）、美國當地政府的法律法規及其他適用的要求與標準。本集團嚴格遵守環保法律法規，結合自身的經營環境、架構、生產能力及人力資源等實際情況，制定切實可行的污染物管理制度，規範營運及生產過程中產生的廢氣、廢水、噪音及各類固體廢物。報告期內，中國內地公司積極開展強制性清潔生產審核，提出多項切實可行的清潔生產方案，有效減少污染物排放，節約能源消耗，綜合表現獲評為國內清潔生產先進水平。為了讓各個層面更加了解自己對環境影響的重要性，本集團不斷透過各種政策、措施和行動，以減少碳足跡，從而減低企業的營業活動與員工的個人生活對環境造成不良影響，有關資料將於下文「排放物的管理」與「資源使用的管理」部分中詳細描述。

III. ENVIRONMENTAL PROTECTION(continued)

1. Management of Emissions

The Group focuses on the research, development, production and selling of disposable medical supplies and devices for various medicinal uses. The Group understands that the waste gas, wastewater and solid waste, etc. generated in the operation process will have a certain impact on the environment. Therefore, the Group includes environmental factors in our business development strategy, and set up a safety technology department in the production plant to supervise the implementation of the Group's environmental protection policies by each department, and continuously optimise various environmental protection and pollution prevention measures and equipment, and regularly organise seminars to brainstorm aiming at solving major environmental issues. In 2014, the Company invested approximately RMB100 million to establish the first electron beam medical device sterilisation centre in Mainland China, which replaced ethylene oxide sterilisation, reduced environmental pollution and protected the health of medical workers. Currently, the production volume of irradiated sterilisation products accounts for about 10-15% of the total sterilisation volume of Weigao, reducing the annual use of ethylene oxide by over 200 tonnes. In the future, more new products will use the efficient electron irradiation sterilisation method for sterilisation. The future goal is to increase the proportion of irradiated sterilisation products, reducing the use of ethylene oxide by 400 tonnes per year. The Group keeps a close watch on the environmental protection policy and development in Mainland China, and takes appropriate adjustment measures according to the environmental protection requirements in Mainland China while conducting various production activities; the Group also refers to the local environmental laws and regulations and integrates the characteristics of different businesses to establish perfect internal rules and regulations, so that all levels of the Group can better understand their work in environmental protection. The Group continue to invest in the construction of efficient environmental governance facilities and equipment and enhance the enforcement of environmental policies. By reducing pollutant emissions at the source and avoiding the unnecessary waste of resources, we improve the effectiveness of our environmental protection efforts and advance the achievement of the Group's sustainable development strategy goals.

三、環境保護 (續)

1. 排放物的管理

本集團主要研究、開發、生產及銷售用於多種醫療用途的一次性醫療用品及器械。本集團了解到於營運過程中所產生的廢氣、廢水及固體廢物等會為環境帶來一定的影響，因此本集團把環保因素加入業務發展策略中，於生產廠房設立安全技術部門，監督各部門對本集團環保政策的實施情況，持續優化各項環境保護和污染防治措施與設備，以及定期組織研討會集思廣益以解決重大的環保問題。2014年，本公司投資約1億元，建立起中國首座電子束醫療器械滅菌中心，替代環氧乙烷滅菌、減輕環境污染、保護醫護工作者健康。目前輻照滅菌產品產量約佔威高滅菌總量的10-15%，年減少使用環氧乙烷200餘噸。未來會不斷有新產品使用高效的電子輻照滅菌方式來滅菌。未來目標將輻照滅菌產品佔比提升，每年將減少環氧乙烷使用400噸。本集團密切關注中國內地的環保政策與發展，在進行各種生產活動的同時，應中國內地的環保要求採取適當的調整措施。本集團亦參照當地的環保法律法規，綜合不同業務的特點，建立完善的內部規章制度，讓本集團各個層面更加了解自己於環境保護方面的工作，持續投資建設高效的環境治理設施和設備，加大環保政策的執行力度，從源頭上減少污染物排放，避免資源的無謂浪費，以此提升環保工作效能，推進本集團可持續發展策略目標的實現。

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

1. Management of Emissions (continued)

1. 排放物的管理 (續)

Management of Exhaust Gas Emissions

廢氣排放的管理

The exhaust gas generated during the daily operation and production process of the Group mainly derives from the volatile organic compounds ("VOCs") in the injection molding, extrusion and printing and other processes, the dust in the carton production, powder, granulation and grinding processes, and waste gas generated during the electric welding process, oil fume waste gas during cooking in the canteen, and automobile exhaust generated due to the use of vehicles. The Group has established a rigorous management system for air pollution prevention and control, stipulating the responsibilities of each department in the aspect of waste gas prevention and control. The safety technology department is responsible for supervising and inspecting, and provides rewards and punishment opinions and technical guidance, so as to effectively manage various air pollutants. In addition, the Group sets up appropriate waste gas treatment equipment according to different production processes aiming at strictly complying with the applicable laws, regulations, requirements and standards of the State and various operation sites for the prevention and control of air pollution, and maintain waste gas treatment equipment based on the national and industrial emission standards to ensure that the operation of the equipment and facility is normal and the emission of waste gas is able to meet the standard. The Group has also formulated operating procedures for various types of exhaust gas treatment equipment to strictly prohibit employees from operating in violation of regulations, resulting in excessive emission of waste gas, and to ensure the safety and health of employees. The Group regularly repairs and maintains the equipment. If any abnormal situation is found, the employee must immediately report to the management department and take appropriate actions to prevent major environmental pollution accidents caused by waste gas leakage. The Group works from the source and strictly stipulates that the VOCs content of various raw and auxiliary materials used in the production process must meet the national standards and requirements, and it is strictly prohibited to purchase and use materials containing excessive VOCs, so as to ensure the VOCs pollutants in the exhaust gas is at normal level.

本集團在日常營運及生產過程中所產生的廢氣主要來自注塑、擠出及印刷等工序的揮發性有機化合物(「VOCs」)、紙箱生產、粉料、造粒及打磨等工序的粉塵、焊接過程中產生的電焊廢氣、食堂煮食時產生的油煙廢氣及因使用車輛而產生的汽車尾氣。本集團制定了嚴謹的大氣防治管理制度，規定各部門在廢氣防治方面的職責，由安全技術部進行監督檢查，並提出獎懲意見及進行技術指導，以有效地管理各種大氣污染物。此外，為了嚴格遵守國家與各營運地點對大氣污染防治相關的法律法規、要求與標準，本集團因應不同生產工序而設置適合的廢氣處理設備，以國家與行業的排放標準為目標，維護廢氣治理設備，確保設備施能正常運行及廢氣能達標排放。本集團亦制定各類廢氣治理設備的操作規程，嚴禁員工違規操作而導致廢氣超標排放的情況，同時亦能保障員工的安全與健康。本集團定期維修與保養設備，如發現任何異常狀況，員工必須立即向管理部門匯報並採取適當行動，以防止廢氣洩漏而引致重大的環境污染事故。本集團亦從源頭著手，嚴格規定於生產過程中使用的各種含有VOCs的原、輔材料的VOCs含量必須符合國家的標準與要求，嚴禁採購和使用含量超標的材料，從而確保廢氣中污染物的VOCs含量正常。

III. ENVIRONMENTAL PROTECTION(continued)

1. Management of Emissions (continued)

Management of Exhaust Gas Emissions (continued)

In addition to managing the exhaust gas generated during the production process, the Group's pollution prevention and control management system also covers the exhaust gas derived from daily office operations and employee activities. For details of emission reduction measures, please refer to the "Energy Conservation" section of "Management of Resource Utilisation" below.

Management of Wastewater Disposal

The Group has established a management system for wastewater disposal based on the "Water Pollution Prevention and Control Law of the People's Republic of China". The Group assigns employees to be responsible for the treatment of industrial wastewater, monitoring and inspecting the discharge of the production department and grasping and evaluating the environmental quality. The Group sets up a sewage treatment station within the factory. After multiple harmless treatment procedures, the wastewater is discharged to the local sewage treatment plant for further disposal. The Group also regularly cleans up the sediment in the wastewater pool, strictly prohibits dumping waste oil, chemicals or any material that may cause pipe blockage into the sewer, and cooperates in the regular repair and maintenance of sewage disposal facilities and pipes to ensure their normal and effective operation, so as to eliminate the running, emitting, dripping and leakage of sewage pipes and avoid the secondary pollution to the environment. In addition, the Group entrusts the storage and transportation company holding the "Permit for Operation of Dangerous Wastes" to assist in the treatment of hazardous wastewater that cannot be treated temporarily.

三、環境保護 (續)

1. 排放物的管理 (續)

廢氣排放的管理 (續)

除了管理生產過程中所產生的廢氣，本集團的污染防治管理制度亦涵蓋辦公室日常營運及員工活動時所產生的廢氣。有關減排措施的詳情請參考下文「資源使用的管理」中的「節約能源」部分。

廢水處置的管理

本集團以《中華人民共和國水污染防治法》為基礎，制定廢水排放的管理制度。本集團專門委派人員負責工業廢水治理，對生產部門排放情況實施監控和檢查，掌握並評核環境質素狀況。本集團於廠房內建造污水處理設施，透過多道無害化處理程序，將經處理的廢水排放至當地污水處理系統，接受進一步處理。本集團還定期清理廢水池中的沉澱物，嚴禁向下水道傾倒廢油、化學品或任何可能造成管道堵塞的物質，以及配合定期對污水處理設施及管道的維修與保養，能確保它們能正常及有效地運作，以防止污水管道出現跑、冒、滴、漏的狀況，從而避免對環境造成的二次污染。本集團亦改進處理工藝，以達至節約水資源。原來的環氧乙烷廢氣處理工藝是通過噴淋塔吸收後排入污水處理站，需要消耗大量的水資源。公司積極改進廢氣處理工藝，採用7級水噴淋吸附工藝，經汽水分離器分離出的水，以恒壓泵通過管道輸送至車間循環水管作為滅菌器循環水使用，全年可節約用水5萬餘噸。此外，本集團委託持有《危險廢物經營許可證》的儲運公司協助處理暫未能處理的有害廢水。

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

1. Management of Emissions (continued)

1. 排放物的管理 (續)

Management of Wastewater Disposal (continued)

廢水處置的管理 (續)

The Group is committed to reducing the generation of both hazardous and non-hazardous wastewater. During the Reporting Period, the Group's generation of hazardous and non-hazardous wastewater are as follows:

本集團致力降低有害廢水及無害廢水產生量。於報告期內，本集團的有害與無害廢水的產生情況如下表：

	Unit 單位	2024 2024年
Hazardous Wastewater		
有害廢水		
Total	Tonnes	118.00
總量	噸	
Intensity	Tonnes per revenue in RMB'000	0.00001
密度	噸／人民幣千元收入	
Non-Hazardous Wastewater		
無害廢水		
Total	Tonnes	982,084.86
總量 ¹	噸	
Intensity	Tonnes per revenue in RMB'000	0.10
密度	噸／人民幣千元收入	

Note:

附註：

- Some plants of the Group have not kept data on non-hazardous wastewater discharged, so they are calculated based on the actual water consumption.

- 本集團的部分廠房沒有為無害廢水的排放量作出統計，故按照實際用水量計算。

III. ENVIRONMENTAL PROTECTION(continued)

1. Management of Emissions (continued)

Management of Solid Waste Disposal

The solid waste generated by the Group in its daily operation mainly includes recyclable waste, non-recyclable waste and hazardous waste, which mainly derive from part of the production processes, daily life of employees, engineering construction, purchased materials, product development and testing, etc.

In compliance with national and local laws and regulations, requirements, and standards regarding the prevention and control of environmental pollution caused by solid waste, the Group has established a solid waste management system. This system follows the principles of comprehensive utilisation and proper disposal of solid waste and implements supervision over the entire process of collection, classification, storage, and disposal of various types of solid waste. Abandoning the previous collection and treatment model, the Group now carries out detailed classification and centralised disposal of five major categories of waste generated by the Company, including chemical waste, metal waste, other materials, solid waste, and equipment-related waste. Over 5,500 tonnes of waste are collected and utilised through classification each year. Detailed classification has enabled the recycling of some resources. Waste that cannot be utilised is sold through public tender, achieving both resource recycling and economic benefits. In addition, the Group hopes to continuously reduce the generation of solid waste through different source waste reduction measures and training. For instance, the Group purchases and uses recyclable and reusable packaging materials as much as possible, properly store raw and auxiliary materials and take purchase restriction measures to avoid the generation of expired materials; we actively seek and develop green technology, and phase out the production process generating solid waste which will cause serious environmental pollution; strictly regulate the employees to operate the production equipment according to the regulations so as to avoid unnecessary waste; continuously educate employees about waste classification to enhance their awareness of environmental protection, thus effectively improving the effectiveness of waste management measures.

三、環境保護 (續)

1. 排放物的管理 (續)

固體廢物處置的管理

本集團在日常營運中產生的固體廢物主要包括可回收利用廢物、不可回收利用廢物和危險有害廢物，它們主要產生自部分生產工序、員工日常生活、工程建設、採購材料、產品研發與檢測等。

為遵守國家和營運所在地有關固體廢物污染環境防治的法律法規、要求與標準，本集團制定了固體廢物管理制度，遵循綜合利用和合理處置固體廢物的原則，對各類固體廢物從收集、分類、存放至處置的全過程實施監管。摒棄以往的收集處理模式，對公司產生的化工廢料、金屬廢料、其他材料、固體廢物、設備類五大類進行精細分類、集中處置。年分類收集利用5,500餘噸，通過精細分類，實現了部分資源循環利用，不能利用的則對外招標出售，實現資源循環利用和經濟效益。此外，本集團會透過不同的源頭減廢措施及培訓，希望能不斷削減固體廢物的產生，例如本集團會盡量採購與使用可回收及可重複利用的包裝材料，妥善地儲存原、輔材料及採取限購措施，避免過期材料的產生；積極尋求和開發綠色生產工藝，逐步淘汰會產生嚴重污染環境的固體廢物的生產工藝；嚴格規範員工必須按照規程操作生產設備，避免產生不必要的廢物；持續教育員工廢物分類的知識，以加強他們的環保意識，從而有效地提高廢物管理措施的成效。

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

1. Management of Emissions (continued)

1. 排放物的管理 (續)

Management of Solid Waste Disposal (continued)

固體廢物處置的管理 (續)

For the storage of all kinds of waste, the Group implements the principle of class-based storage. Recyclable, non-recyclable and hazardous wastes are classified and stored, and the corresponding temporary storage areas are set for different categories of wastes. At the same time, it is forbidden to mix collection, storage, transportation, and disposal of hazardous wastes that are incompatible in nature but have not been safely disposed of. In addition, it is strictly forbidden to mix hazardous waste with non-hazardous waste for storage, so as to curb any behaviour that may pollute the environment. For the temporary storage area of hazardous waste, the Group have taken measures to prevent scattering, loss, leakage and corrosion in accordance with the "Standard for Pollution Control on Hazardous Waste Storage". The containers of various hazardous waste are also labelled with marks, and the containers must be well sealed and free from spillage, so as to avoid any chance of secondary pollution to the environment.

針對各類廢物的存放，本集團實行分類存放的基本原則，將可回收利用、不可回收利用與危險廢物分類存放，為各類廢物設置相應的暫存區域，同時禁止混合收集、儲存、運輸、處置性質不相容而未經安全性處置的危險廢物，以及嚴禁將危險廢物混入非危險廢物中儲存，以遏止任何可能污染環境的行為。對於危險廢物的暫存區域，本集團均按照《危險廢物儲存污染控制標準》採取了防揚散、防流失、防滲漏、防腐的措施，而各類危險廢物的容器亦貼上危險廢物標籤，而容器必須保持密封良好及無溢散，以避免任何對環境造成二次污染的機會。

The Group has engaged professional consultants to assist in the disposal of various solid waste. The hazardous solid waste must be handled by licensed hazardous waste treatment service providers promulgated by the Central People's Government of China. The Group have signed contracts with hazardous waste treatment factories to report the transfer of hazardous wastes in real-time and establish relevant information management records in accordance with the "Measures for the Transfer of Hazardous Wastes", and it is not allowed to dump randomly and strictly prevent any improper disposal. For the general non-hazardous solid waste, the Group adopts various recycling methods to increase the utilisation rate of waste as much as possible; if disposal is necessary, the Group also entrusts collectors with local environmental certification for recycling.

本集團已委聘專業顧問協助處置各種固體廢物，有害的固態廢料必須由中國中央人民政府所頒佈的持牌有害廢料處理服務供應商負責，本集團與危廢處理廠家簽訂合同，按照《危險廢物轉移管理辦法》實時上報有害危險廢物的轉移情況，建立相關的信息管理記錄，絕不容許胡亂傾倒及嚴防經任何非正當途徑處置。而對於一般無害固體廢物，本集團盡量採取各種回收利用的手段，以增加廢物的利用率；如必須進行處置，本集團亦會委託符合當地環保認證的收集商進行回收處理。

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

1. Management of Emissions (continued)

1. 排放物的管理 (續)

Management of Solid Waste Disposal
(continued)

固體廢物處置的管理 (續)

The Group is committed to reducing the generation of both hazardous and non-hazardous solid waste. During the Reporting Period, the generation of hazardous and non-hazardous solid waste by the Group are as follows:

本集團致力降低有害固體廢物及無害固體廢物產生量。於報告期內，本集團的有害及無害固體廢物的產生情況如下表：

	Unit 單位	2024 2024年
Hazardous Solid Waste 有害固體廢物		
Total 總量	Tonnes 噸	90.19
Intensity 密度	Tonnes per revenue in RMB'000 噸／人民幣千元收入	0.00001
Non-Hazardous Solid Waste 無害固體廢物		
Total 總量	Tonnes 噸	755.46
Intensity 密度	Tonnes per revenue in RMB'000 噸／人民幣千元收入	0.0001

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

1. Management of Emissions (continued)

1. 排放物的管理 (續)

Management of Greenhouse Gas Emission

溫室氣體排放的管理

The greenhouse gas produced by the Group mainly derives from the use of electricity in offices and factories, and the fuel usage in the Company's vehicles. In view of more and more rigorous policy on air pollution control in Mainland China, the Group adopts low-carbon processes in the operation and production process, reduces the use of resources and maximises the effectiveness of resources to eliminate resource waste and decrease the production of greenhouse gas, aiming at implementing "Environmental Protection Law of the People's Republic of China" and related laws and regulations. For details on various measures to effectively utilise resources, please refer to the "Energy Conservation" section of the "Management of Resource Utilisation" below.

本集團造成的溫室氣體主要來自辦公室及工廠的電力使用、公司車輛的燃料使用等。在國家對大氣污染日漸嚴謹的整治方針下，為貫徹執行《中華人民共和國環境保護法》及相關法律法規，本集團於營運與生產過程中採取低碳工序、減少資源使用及發揮資源的最大效能，務求杜絕資源浪費的現象，以及減少溫室氣體的產生。有關各種有效利用資源的措施詳情請參考下文「資源使用的管理」中的「節約能源」部分。

2. Management of Resources Utilisation

2. 資源使用的管理

The Group mainly utilises gasoline, diesel, electricity, tap water, paper and other resources in business operations. With the aim of complying with "Energy Conservation Law of the People's Republic of China", "Provisions for the Administration of Urban Water" and related laws and regulations and policies regarding resource conservation, and building a low-carbon and low-consumption operating environment, the Group has formulated relevant internal rules and regulations in each plant area, and continued to identify and review the implementation of various measures on energy conservation and emission reductions to reduce the impact of business activities on the environment. To help employees fully understand the importance of resource conservation, the Group has implemented a number of measures aimed at maximising the use of resources, optimising their efficiency, and preventing any waste.

本集團於業務營運上主要使用汽油、柴油、電力、自來水及紙張等資源。為了遵守有關《中華人民共和國節約能源法》、《城市節約用水管理規定》及相關節約資源的法律法規與政策，以及建立一個低碳低耗的營運環境，本集團於各廠區制定了相關的內部規章制度，並持續辨識與審視各項節能減排措施的實施情況，以減少經營活動對環境造成的影響。本集團為了讓員工深明節約資源的重要性，因此推行了多項措施，致力於充分利用資源，盡可能發揮資源效能，避免任何浪費情況出現。

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

2. Management of Resources Utilisation
(continued)

2. 資源使用的管理 (續)

Conservation of Energy

節約能源

Conservation of Gasoline, Diesel, Natural Gas and Refrigerants

節約使用汽油、柴油、天然氣及製冷劑

Gasoline and diesel are mainly used for automobiles, trucks and forklifts. The Group has taken a number of conservation measures to reduce the emissions of waste gas and greenhouse gas. For instance, the driver must apply and obtain approval before using the vehicle, and it is also necessary to plan the route in advance. If passengers go to destinations which are the same or near to each other, they will be arranged to use the same vehicle to shorten the driving distance and reduce the consumption of gasoline and diesel; the driver must switch off idling vehicles to reduce energy consumption due to idling of the engine. The Group regularly repairs and maintains vehicles to improve the utilisation of energy and reduce fuel consumption and exhaust gas caused by component failures; we also replace old vehicles as needed to increase energy efficiency; we encourage employees to use public transportation or walk for commute. The Group is also concerned about the carbon emissions caused by business trips and actively implements a number of measures. For instance, make good use of various communication tools to communicate with business partners to reduce the use of vehicles and the number of business trips, thereby reducing the generation of greenhouse gas and exhaust gas. During the Reporting Period, the Group consumed a total of approximately 65,924.72 litres of gasoline and 147,928.18 litres of diesel.

汽油及柴油主要用於汽車、貨車、叉車。本集團設有多項節約措施，從而減少廢氣及溫室氣體的排放，例如使用汽車前司機必須先提出申請，獲得審批後才能使用，並需預先規劃路線，如乘客前往相同或接近的目的地，會安排他們使用同一車輛，以縮短行車路程及減少汽油及柴油的用量；司機必須停車熄匙，減少汽車引擎空轉而消耗能源；本集團定期維修及保養車輛，以提升能源利用效率，以及減少因零件故障而增加消耗燃油和廢氣；亦會因應需要而更換舊車輛，增加能源效益；鼓勵員工多使用公共交通工具或步行上下班等。本集團亦關注差旅帶來的碳排放，並積極推行多項措施，例如善用各種通訊工具與業務夥伴進行溝通，以減少使用車輛及出差次數，藉此減少產生溫室氣體及廢氣。於報告期內，本集團共消耗汽油約65,924.72公升及柴油約147,928.18公升。

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

2. Management of Resources Utilisation
(continued)

2. 資源使用的管理 (續)

Conservation of Energy (continued)

節約能源 (續)

Conservation of Gasoline, Diesel, Natural Gas and Refrigerants (continued)

節約使用汽油、柴油、天然氣及製冷劑 (續)

Natural gas is primarily used in the production processes of the molding workshop, such as glass tube cutting and annealing. Natural gas is only used when necessary, and the gas pipeline valves are closed when not in use. The power department is required to report the monthly usage of natural gas. If the actual usage exceeds the budget, an explanation for the discrepancy is required. The Group will inspect and maintain natural gas transmission lines on a regular basis to avoid unnecessary waste caused by leakage, and leakage of natural gas may also cause safety issues. The Group's use of natural gas during the Reporting Period was a total of approximately 1,148,871 cubic meters.

天然氣主要應用於玻璃管切割及退火等成型車間生產工序。只在需要時方使用天然氣，未使用時會關閉天然氣管道閥門。動力部門每月須匯報天然氣用量，若實際用量超出預算，需作出解釋說明原因。本集團會定期檢查及維修天然氣輸送管道，避免洩漏而造成不必要的浪費，而洩漏天然氣亦會造成安全問題。本集團於報告期內共使用天然氣約1,148,871立方米。

The Group is committed to reducing the use of gasoline, diesel, and natural gas to save energy and reduce greenhouse gas emissions.

本集團致力降低汽油使用量、柴油使用量及天然氣使用量以節省能源使用及減少溫室氣體排放。

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

2. Management of Resources Utilisation (continued)

2. 資源使用的管理 (續)

Conservation of Energy (continued)

節約能源 (續)

Conservation of Electricity and Steam

節約使用電力及蒸氣

The Group implements daily management in office areas to control energy use and improve the efficiency of resource use. The Group promotes the use of energy-efficient lighting and stipulates that lighting fixtures must be turned off when there is sufficient natural light during the day. Moreover, the Group requires employees to check and ensure that electrical appliances, computers and other electrical equipment used by themselves and their departments have been turned off when they are off duty, and that the dust screens of air conditioners are regularly cleaned to save electricity. The LED lighting system is set up in each office to reduce electricity consumption. During the Reporting Period, the Group signed the Energy Saving Charter jointly launched by the Environmental Protection Department and the Electrical and Mechanical Services Department in Hong Kong. This action demonstrates our determination and commitment to sustainable development. We also encourage our employees to actively participate in energy-saving actions and contribute to environmental protection and climate change mitigation.

本集團在辦公室區域實施日常管理，控制能源使用，提高資源使用效益。本集團推廣使用高效能源節約的燈具，並規定在白天光線足夠的情況下，必須關閉照明燈具。本集團要求員工下班時檢查及確保自己及其部門使用的電器、電腦等用電設備已關掉，定期清洗空調機的隔塵網，做到節約用電。於各辦事處，建立LED照明系統以減少耗電量。在報告期間，本集團簽署了由香港環境及生態局以及機電工程署聯合推出的《節能約章》，展現我們對可持續發展的決心與承諾，並鼓勵員工積極參與節能行動，為保護環境及應對氣候變化作出貢獻。



III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

2. Management of Resources Utilisation (continued)

2. 資源使用的管理 (續)

Conservation of Energy (continued)

節約能源 (續)

Conservation of Electricity and Steam (continued)

節約使用電力及蒸氣 (續)

The Engineering Department actively carried out energy-saving reconstruction of various production and electrical equipment in the factory area and implemented corrective measures of energy use based on the load or the equipment usage to control the electricity consumption effectiveness of the plant. The energy-saving reconstruction of high-energy-consuming machine tools was performed for the orthopedics business, and the Group actively checked for leakages in compressed air pipes and various joints and repaired them in time to prevent air compressors from operating under air leaks. The Group replaced some ordinary motors with permanent magnet motors; and installed power-saving transformers; in the off-season of electricity consumption, the transformers that were not in use were reported to be stopped; and the production plan was reasonably arranged to achieve the purpose of energy-saving and consumption reduction. The Group also encourages employees to reduce incorrect use of equipment, thereby reducing unnecessary energy consumption. During the Reporting Period, the Group consumed a total of approximately 154,102.86 MWh of electricity.

工程部於工廠區域積極對各項生產及用電設備進行節能改造，根據設備的負載或使用狀況進行能源使用的改善措施，以控制廠房用電效益。骨科業務對高能耗的機床進行節能改造，而且積極對壓縮空氣管道及各接頭排查漏氣的情況並及時進行維修，以防止空壓機在漏氣的情況下操作。本集團將部分普通電機更換為永磁電機及安裝了節電變壓器。於用電淡季，報停不使用的變壓器，合理安排生產計劃，以達致節能降耗之目的。本集團亦鼓勵員工減少不正確使用設備，從而降低不必要的耗能機會。於報告期內，本集團共消耗電力約154,102.86千個千瓦時。

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

2. Management of Resources Utilisation
(continued)

2. 資源使用的管理 (續)

Conservation of Energy (continued)

節約能源 (續)

Conservation of Electricity and Steam (continued)

節約使用電力及蒸氣 (續)

Steam is primarily used for providing heating, driving air conditioning systems, sterilising pre-filled syringes, and drying semi-finished products and granules. The steam used by the Group is mainly purchased from suppliers. Although the use of steam itself does not directly generate any greenhouse gases, the production of steam through fuel combustion indirectly leads to greenhouse gas and exhaust emissions. Therefore, the Group takes different measures to save the use of steam. For instance, limit the use of air-conditioners and heating according to seasonal and temperature changes, adjust the temperature reasonably, and it is strictly prohibited to turn on the air-conditioners while opening the doors and windows; close the steam pipe valve when not using steam. The power department is required to report the steam usage on a monthly basis and to explain the reason under the circumstance that the actual amount exceeds the budget. During the Reporting Period, the Group consumed a total of approximately 45,865.53 tonnes of steam.

蒸氣主要用於提供暖氣、驅動空調系統、預灌封注射器的滅菌程序、以及烘乾半成品與粒料等。本集團所使用的蒸氣，主要是向供應商購買而來。雖然使用蒸氣本身不會直接產生任何溫室氣體，但由於需要燃燒燃料以產生蒸氣，因此會間接導致溫室氣體及廢氣排放。因此本集團採取不同措施，以節約使用蒸氣，例如按季節及氣溫變化情況限時使用空調機及暖氣，合理地調節溫度，嚴禁打開門窗開空調機；不使用蒸氣時，會關掉蒸氣管道閥門。動力部門需每月需匯報蒸氣的使用量；如實際用量超出預算，需解釋原因。於報告期內，本集團共使用蒸氣約45,865.53噸。

The Group is committed to reducing the use of electricity and steam to save energy and reduce greenhouse gas emissions.

本集團致力減少電力及蒸氣使用量以節省能源使用及減少溫室氣體排放。

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

2. Management of Resources Utilisation (continued)

2. 資源使用的管理 (續)

Conservation of Energy (continued)

節約能源 (續)

Conservation of Electricity and Steam (continued)

節約使用電力及蒸氣 (續)

During the Reporting Period, the Group's energy consumption data is as follows:

於報告期內，本集團的能源消耗數據如下表：

	Unit 單位	2024 2024年
Direct energy consumption (gasoline)	MWh	600.32
直接能源消耗 (汽油)	千個千瓦時	
Direct energy consumption (diesel)	MWh	1,749.65
直接能源消耗 (柴油)	千個千瓦時	
Direct energy consumption (natural gas)	MWh	12,424.08
直接能源消耗 (天然氣)	千個千瓦時	
Direct energy consumption (solar power)	MWh	2119.64
直接能源消耗 (太陽能)	千個千瓦時	
Direct energy consumption (LPG)	MWh	0.03
直接能源消耗 (液化石油氣)	千個千瓦時	
Indirect energy consumption (purchased electricity)	MWh	154,102.86
間接能源消耗 (外購電力)	千個千瓦時	
Indirect energy consumption (purchased steam)	MWh	104,281.40
間接能源消耗 (外購蒸氣)	千個千瓦時	
Total energy consumption	MWh	275,277.98
能源消耗總量	千個千瓦時	
Intensity	MWh per revenue in RMB'000	27.72
密度	千個千瓦時／人民幣千元收入	

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

2. Management of Resources Utilisation
(continued)

2. 資源使用的管理 (續)

Conservation of Energy (continued)

節約能源 (續)

Conservation of Electricity and Steam (continued)

節約使用電力及蒸氣 (續)

During the Reporting Period, the Group's Scope 1 and 2 greenhouse gas ("GHG") emissions data are as follows:

於報告期內，本集團的範圍一及範圍二溫室氣體排放數據如下表：

	Unit 單位	2024 2024年
Direct greenhouse gas emissions (Scope 1)¹ 直接溫室氣體排放 (範圍一)¹		
• Gasoline consumption	Tonnes of CO ₂ equivalent 噸二氧化碳當量	155.67
• 汽油消耗		
• Diesel consumption	Tonnes of CO ₂ equivalent 噸二氧化碳當量	456.62
• 柴油消耗		
• Natural gas consumption	Tonnes of CO ₂ equivalent 噸二氧化碳當量	2,484.08
• 天然氣消耗		
• LPG consumption	Tonnes of CO ₂ equivalent 噸二氧化碳當量	0.007
• 液化石油氣消耗		
Energy indirect greenhouse gas emissions (Scope 2)¹ 能源間接溫室氣體排放 (範圍二)¹		
• Purchased electricity	Tonnes of CO ₂ equivalent 噸二氧化碳當量	81,747.34
• 外購電力		
• Purchased steam ²	Tonnes of CO ₂ equivalent 噸二氧化碳當量	41,295.43
• 外購蒸氣 ²		
Total greenhouse gas emissions (Scope 1 and 2)	Tonnes of CO ₂ equivalent	126,139.02
總溫室氣體排放量 (範圍一及範圍二)	噸二氧化碳當量	
Intensity	Tonnes of CO ₂ equivalent per revenue in RMB'000	0.01
密度	噸二氧化碳當量／ 人民幣千元收入	

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

2. Management of Resources Utilisation (continued)

2. 資源使用的管理 (續)

Conservation of Energy (continued)

節約能源 (續)

Conservation of Electricity and Steam (continued)

節約使用電力及蒸氣 (續)

Note:

附註：

1. GHG emission data is presented in terms of carbon dioxide equivalent and is based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs" issued by HKEX, and "Global Warming Potential Values" from the IPCC Sixth Assessment Report, 2021 (AR6).
2. Steam is produced by burning wood, plant, biomass fuel or other energy sources in a boiler to provide heat energy, and the exhaust gas (such as sulfur dioxide, nitrogen oxide, dust, etc.) and greenhouse gas will be formed during the process of burning fuel. The Group purchases steam from suppliers. However, the suppliers fail to provide the type and composition of fuel used for steam production, and such information will affect the calculation of the emission coefficient of exhaust gas and greenhouse gas, resulting in the Group not having reliable information on the emission coefficient to calculate the emission of greenhouse gas and exhaust gas. Therefore, the Group has not disclosed the relevant data in this Report.

1. 溫室氣體排放資料乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、香港交易所發佈的《附錄二：環境關鍵績效指標匯報指引》及政府間氣候變化專門委員會發佈的《第六次評估報告》的全球升溫潛能值。
2. 蒸氣是於鍋爐中燃燒木材、植物、生物質燃料或其他能源提供熱能而產生的，而燃燒燃料過程中會產生廢氣（如二氧化硫、氮氧化物、粉塵等）及溫室氣體。本集團向供應商購買蒸氣，由於供應商未能提供其生產蒸氣所使用的燃料種類及組成，此等信息會影響計算廢氣及溫室氣體的排放系數，導致本集團暫未有可靠的排放系數資料用於計算溫室氣體及廢氣的排放量，因此本集團沒有於此報告中披露相關數據。

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

2. Management of Resources Utilisation
(continued)

2. 資源使用的管理 (續)

Conservation of Water

節約用水

The Group primarily utilises water sources provided by the government, which currently meet the daily operational requirements. Although no issues were encountered in obtaining suitable water sources during the Reporting Period, the Group is fully aware of the importance of water resources for production, construction, and daily living needs. Therefore, the Group has intensified environmental education for employees, cultivated good water usage habits, and enhanced awareness of water conservation, with the aim of implementing basic environmental protection concepts from the source. Moreover, the Group actively implements different water use measures, attempts to develop water recycling technology, increases the reuse rate of water resources, improves the method of using water in operation and reduces the discharge of wastewater, aiming at reducing the Group's needs of water resources. All production departments and offices regularly check the water facilities, pipes, faucets, etc. within their area to prevent waste of water. Once any employee finds that the pipeline and valve are damaged and leaking, he should immediately inform the Maintenance Department for repair. About 50% of the wastewater will be recycled to reduce the generation of various cleaning wastewater in the factory area. The condensed water produced by the chiller and heat exchanger in the Group's machine room is pumped to the cooling pool and the water treatment pool of the needle-making workshop, and the actual water saving is calculated by two separate water meters equipped with a water delivery pipeline, so as to save the water cost. After treatment in the sewage treatment centre, the domestic sewage will be recycled and used in the landscape lake in the park as its supplementary water source, so as to save water.

本集團主要使用政府供應的水源，目前水源供應能滿足日常營運所需。雖然在本報告期內未就求取適用水源上遇到任何問題，但本集團清楚意識到水資源對生產建設及生活需求的重要性。因此，本集團加強員工的環保教育，培養良好的用水習慣，提高節約用水的意識，希望從源頭做起落實基本的環保理念。此外，本集團積極實施不同的用水措施，為了減少本集團對水資源的需求，努力開發水循環利用技術，提高水資源的重複利用率，改善營運中用水的方法及減少廢水的排放。各生產部門及辦公室須定期檢查其範圍內的用水設施、管道、水龍頭等，以防止浪費用水。如發現管道、閥門有損壞漏水的情況，應立即通知維修部門進行維修。為減少於工廠區域產生的各類清洗廢水，約50%的廢水會循環使用。本集團的機房製冷機和換熱器產生的冷凝水通過水泵輸送到冷卻水池和製針車間水處理水池，通過輸水管道上兩塊單獨的水錶，計算實際的省水量，從而節省用水成本。生活污水經污水處理中心處理後，回用於園區內的景觀湖作為湖景的補充水源，以節約用水。

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

2. Management of Resources Utilisation (continued)

2. 資源使用的管理 (續)

Conservation of Water (continued)

節約用水 (續)

The Group is committed to reducing water usage. During the Reporting Period, the Group's use of water resources is as follows:

本集團致力減少用水量。於報告期內，本集團水資源的使用情況如下表：

	Unit 單位	2024 2024年
Water Resources 水資源		
Total 總量	Tonnes 噸	1,079,594.91
Intensity 密度	Tonnes per revenue in RMB'000 噸／人民幣千元收入	0.11

Packaging Material Used for Finished Products

製成品所用包裝材料

During the Reporting Period, the Group's packaging material consumption data is as follows:

於報告期內，本集團的包裝材料消耗數據如下：

	Unit 單位	2024 2024年
Packaging Material Used 包裝材料使用		
Paper 紙類	Tonnes 噸	26,264.49
Plastic 塑膠類	Tonnes 噸	3,347.41
Metal 金屬類	Tonnes 噸	44.77
Others 其他	Tonnes 噸	474.33
Total 總量	Tonnes 噸	30,131.01
Intensity 密度	Tonnes per revenue in RMB'000 噸／人民幣千元收入	0.003

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

2. Management of Resources Utilisation
(continued)

2. 資源使用的管理 (續)

Conservation of Paper

節約用紙

The Group actively promotes the “paperless office” and encourages employees to distribute information and documents in electronic format via the online office system so as to reduce photocopying and printing; encourages employees to implement the principle of “think clearly before print”, carefully choose the documents needs to be printed to reduce the use of paper. Employees are required to use double-sided printing and reuse paper as much as possible and put the double-sided wasted paper into the recycled paper collection box. Moreover, the Group has established paper procurement and requisition procedures to effectively regulate and improve the paper-using habits of each department. During the Reporting Period, the Group consumed a total of approximately 33.91 tonnes of paper.

本集團積極推廣「無紙化辦公室」，主張充分利用網上辦公系統，鼓勵員工以電子檔案形式傳遞信息及文件，以減少影印及列印。並鼓勵員工貫徹「列印前想清楚」的原則，謹慎選擇所需要列印的文件，以減少使用紙張。在影印或打印文件時，員工須盡量雙面列印，循環使用單面列印的紙張，並將兩面都已使用過的廢紙放入再造紙收集箱。本集團亦透過建立紙張採購及領用程序，有效地規範及改善各部門的用紙習慣。於報告期內，本集團共消耗紙張約33.91噸。

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

3. The Environment and Natural Resources

As a socially responsible enterprise, the Group considers the protection of nature and the environment as an essential element of its corporate culture. The Group maintains close communication with all stakeholders, understands the issues they care about, sets corresponding environmental goals and policies, and regularly evaluates the appropriateness of these goals and policies. The Group continuously identifies, evaluates, manages and reviews the implementation and effectiveness of the environmental management system to enable all levels of the Group to better understand the negative impact of resource use habits and business activities on the environment. We have rooted environmental awareness in all levels of the Group through various policies, measures and actions, and we require employees to pay attention to their own behaviours and be responsible for the environment, improve resource use habits, and strive to eliminate the Group's potential adverse effects on the environment (please refer to the "Management of Emissions" and "Management of Resource Utilisation" sections above for details.). With a group of dedicated and diligent staff, the Group relies on their active collaboration and feasible suggestions to accelerate the Group's pace in moving towards green operation while formulating sustainable operation strategies. In the future, the Group will continue to invest resources in appropriate environmental protection projects, and re-identify the source of waste generated in the operation process and the impact on the environment when using resources so as to establish an environmental management system in line with national standards. Moreover, the Group will also increase and improve various environmental protection facilities and ancillary equipment, hoping to fulfil social responsibilities and obligations during business development so as to realise the coordinated growth of enterprise, society and environment, and meanwhile meeting the customers' increasing concern for environmental protection and contributing to environmental protection.

3. 環境及天然資源

本集團作為一家對社會負責任的企業，視保護大自然與環境為企業文化中重要的一環。本集團與各持份者保持緊密溝通，了解他們關注的事宜，制定相應的環保目標與政策，並定期評估這些目標與政策的適切性。為了讓本集團的各個層面更加了解各人使用資源的習慣及營業活動對環境所造成的負面影響，本集團持續辨識、評估、管理及審視環境管理制度的實施情況與成效，不斷透過各種政策、措施和行動，將環保意識紮根於本集團的各個層面，提高員工的環保意識，要求員工注意自身的行為並對環境負責，改善員工使用資源的習慣，努力消除本集團對環境的潛在不利影響（詳細資料請參考上文「排放物的管理」與「資源使用的管理」部分），本集團擁有一群敬業、勤奮的好員工，在訂定可持續發展的營運策略時，有賴各員工的積極配合並提出可行的建議，加快本集團邁向綠色經營的步伐。本集團今後將不斷投放資源於合適的環保項目，並重新辨識作業流程中產生廢物的源頭及使用資源時對環境的影響，以建立符合國家標準的環境管理制度。此外，本集團還會增加及改善各項環保設施與配套設備，希望在經營發展過程中履行社會職責和義務，實現企業、社會及環境的協調發展，亦希望能夠同時滿足客戶對環保日益關注的要求及為保護環境出一分力。

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

4. Climate Change

The risks associated with climate change are imminent. By understanding the trends and their relevance to our business, the Group is better prepared to analyze potential risks and opportunities, identify physical and transition risks, and ultimately seize the potential benefits of opportunities and build the Group's adaptive capacity in the long run. Climate change leads to more frequent and severe extreme weather events, often causing catastrophic losses. It also alters the seasonality and annual patterns of weather phenomena such as temperature and precipitation, increasing the risk of heavy rainfall, rising sea levels, and flooding, which can cause serious damage to assets such as buildings, warehouses, and goods, resulting in economic losses. In the long term, climate change may lead to rising sea levels and long-term changes in climate patterns, such as chronic heatwaves and persistently higher temperatures.

4. 氣候變化

氣候變化的風險迫在眉睫，通過了解這些趨勢與自身業務的關連，有助本集團作好準備，分析可能出現的風險和機遇，識別當中的物理風險及轉型風險，長遠而言有助把握機遇的潛在得益及建立本集團的應對能力。氣候變化導致極端天氣事件頻發且情況惡劣，經常引發災難性損失。氣候變化亦改變了溫度、降水等天氣現象的季節性和年度模式，增加了暴雨、潮位上升和洪水災害的風險，可能對建築物、倉庫、貨物等資產造成嚴重破壞，進而產生經濟損失。長遠而言，氣候變化可能導致海平面上升、慢性熱浪的氣候模式的長期變化（如持續較高的溫度等）。

III. ENVIRONMENTAL PROTECTION(continued)

三、環境保護 (續)

4. Climate Change (continued)

Climate change is a major concern of governments around the world. Governments may change relevant policies, laws and regulations to deal with climate change. Therefore, the Group needs to change internal policies and measures, increasing the risk of facing relevant laws and regulations, which may increase operating costs and affect product demand. Both enterprises and society focus on energy conservation and emission reduction, so the Group is committed to reducing carbon emissions and waste generated by each production plant and office. The Group reduces the consumption of electricity, water, paper and gasoline used by vehicles from the source and follows the principles of Use Less, Fully Exploit, Seek Alternatives, Fix and Reuse, Rethink, through daily management and strengthening education and publicity, and actively takes technically feasible and economically reasonable measures, so as to reduce operating costs, reduce carbon emissions and waste, and actively explore new models of low carbon development. At the same time, the Group has formulated scientific reasonable and realistic goals, indicating that the Company has a directional and purposeful plan for reducing greenhouse gas emissions, and is prepared in advance to respond to national-level regulatory policies of climate change. In addition, the Group has established ESG targets for the annual assessment of progress in greenhouse gas emission reductions and energy transition. This enables the Group to formulate corresponding development strategies for the future and encourages the adoption of more robust actions to address the challenges posed by climate change.

4. 氣候變化 (續)

氣候變化是世界各國政府關注的主要問題，各國政府可能改變相關政策、法律法規以應對氣候變化，本集團因而需改變內部政策及措施，增加面對相關法律法規的風險，這可能增加營運成本及影響產品需求。企業與社會皆著重節能減排，因此本集團致力減少各生產廠房及辦公室的碳排放及廢物的產生。本集團從源頭著手，降低電力、水、紙張及公司車用燃料的消耗，並遵循減少使用、物盡其用、替代使用、修復再用、重新思考的原則，透過日常管理及加強教育與宣傳，強化能源節約與能效提升理念，積極採取技術上可行與經濟上合理的措施，於降低營運成本之餘，減少碳排放及廢物的產生，積極探索低碳發展新模式。同時，本集團制定科學合理與現實可行的目標，說明企業有方向性和目的性地規劃溫室氣體減排路徑，提前做好應對國家層面的氣候變化監管政策的準備。另外，本集團制定了ESG目標，用於年度評估溫室氣體減排及能源轉型的進展情況，從而為未來制定相應的發展策略，同時鼓勵採取更有力的行動應對氣候變化所帶來的挑戰。

IV. EMPLOYMENT AND LABOUR PRACTICES

四、僱傭及勞工常規

Employees are the Group's most valuable asset. The Group is committed to creating a work environment that is free from discrimination, offers equal opportunities, and is harmonious, inclusive, and safe. The human resources strategies are formulated for the long-term benefit of the Group and take into account the sustainability strategies in setting commensurate salary and benefits, providing staff training for personal and career development, establishing an equal and competitive mechanism to regulate the process for employees' promotion and advancement, so as to create incentives to attract, develop, retain and reward talents. The Group's human resources policies vary by location to comply with the local labour laws and regulations.

The Group has strictly complied with the relevant laws and regulations on employment and labour of Mainland China and the US, including the "Constitution of the People's Republic of China", the "Labor Law of the People's Republic of China", the "Law of the People's Republic of China on the Protection of Minors", the "Provisions on the Prohibition of Using Child Labor", the "Law of the People's Republic of China on Safeguarding the Rights and Interests of Women", the "Insurance Law of the People's Republic of China", the "Labor Contract Law of the People's Republic of China", the "Social Insurance Law of the People's Republic of China", the "Regulations on Work Related Injury Insurance", the "Trade Union Law of the People's Republic of China", the "Employment Promotion Law of the People's Republic of China", the "Labour Dispute Mediation and Arbitration Law of the People's Republic of China", the "Law of the People's Republic of China on the Protection of Disabled Persons", the "Individual Income Tax Law of the People's Republic of China", the "Regulation on the Implementation of the Employment Contract Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control of Occupational Diseases" and the "Work Safety Law of the People's Republic of China" of Mainland China, laws and regulations of the local government of the United States and other applicable requirements and standards. Relevant information will be described in detail in the sections headed "Employment", "Health and Safety" and "Labour Standards" below.

員工是本集團最寶貴的資產，本集團致力於為員工營造一個無歧視、平等機會、和諧共融且安全的工作環境。人力資源政策以本集團的整體長遠利益為依歸，並配合可持續發展策略，本集團訂定相稱的薪酬與福利、提供個人與職業發展培訓，於內部建立平等的競爭機制，規範員工晉升與晉級的流程，以創造有利條件吸引、發展、挽留和獎勵人才。本集團因應各地不同的勞工法律、法規而調整和制定適合當地企業的政策。

本集團嚴格遵守中國內地及美國有關僱傭及勞工的法規，包括中國內地的《中華人民共和國憲法》、《中華人民共和國勞動法》、《中華人民共和國未成年人保護法》、《禁止使用童工規定》、《中華人民共和國婦女權益保障法》、《中華人民共和國保險法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》、《工傷保險條例》、《中華人民共和國工會法》、《中華人民共和國就業促進法》、《中華人民共和國勞動爭議調解仲裁法》、《中華人民共和國殘疾人保障法》、《中華人民共和國個人所得稅法》、《中華人民共和國勞動合同法實施條例》、《中華人民共和國職業病防治法》、《中華人民共和國安全生產法》，以及美國當地政府的法律法規及其他適用的要求與標準。有關資料將於下文「僱傭」、「健康與安全」及「勞工準則」部分中詳細描述。

IV. EMPLOYMENT AND LABOUR PRACTICES (continued)

四、僱傭及勞工常規 (續)

1. Employment

To safeguard the rights and interests of employees, the Group has established a comprehensive internal management system that clearly regulates matters such as recruitment, promotion, dismissal, working hours, leave, remuneration, benefits, and other terms of employment.

Recruitment, promotion, dismissal, equal opportunity, diversity and anti-discrimination

The Group values anti-discrimination, equal opportunity, and workforce diversity, and has implemented corresponding human resources measures. In the recruitment process, the Group adheres to the principle of “talented-oriented”, has established management systems that regulate employee hiring procedures, and widely attracts outstanding talent through various channels in accordance with applicable laws and regulations in different regions. These laws and regulations make clear requirements for employees’ remuneration, dismissal, recruitment, vacation, diversity, anti-discrimination, benefits and other benefit. The department head defines the job responsibilities and requirements of each position, and the human resources department will screen applicants according to the requirements. The appropriate candidates would be selected based on their work experience, professional knowledge, academic background, communication skills to provide equal job opportunities, and regardless of their race, gender, age, nationality, religion or marital status. The policy applies to all phases of the employment relationship, including but not limited to hiring, promotion, performance appraisal, training, personal development and termination. The Group handles the dismissal of employees and compensates them in accordance with the local laws and regulations.

1. 僱傭

為維護員工權益，本集團制定了完善的內部管理制度，對招聘、晉升、解僱、工作時數、假期、薪酬、福利以及其他待遇等事項作出明確規範。

招聘、晉升、解僱、平等機會、多元化及反歧視

本集團重視反歧視、平等機會及人力多元化，並已實施相應的人力資源措施。在招聘環節，本集團堅持「擇優錄用」的原則，制定了規範員工聘用流程的管理制度，同時根據各地適用法律法規，通過多種渠道廣泛吸納優秀人才。該等法律法規對員工的薪酬、解僱、招聘、假期、多元化、反歧視、福利及其他待遇作出明確要求。部門主管為各個職位確定工作責任與要求，人力資源部門會按照要求篩選合適的應聘者。各個職位均以工作經驗、專業知識、學歷、溝通技巧及表達能力等因素作為僱傭標準，為不同種族、性別、年齡、國籍、宗教信仰或婚姻狀況的人士提供平等的工作機會。此等政策適用於不同階段的僱傭關係，包括但不限於招聘、晉升、績效考核、培訓、個人發展及終止聘用。如因解僱員工而須作出賠償，本集團均按照當地的法律法規執行。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

1. Employment (continued)

***Recruitment, promotion, dismissal,
equal opportunity, diversity and anti-
discrimination*** (continued)

In order to enhance employees' work quality and efficiencies, the Group conducts periodic and systematic performance appraisals and fairly assesses the level of awards, salary increments and/or promotion recommendations based on a number of criteria, including working experience, seniority, knowledge and skills, performance, contributions, etc. During the performance appraisal process, the department head communicates and discusses with the employees and sets up work goals and self-development plans for the coming year, and arranges appropriate training programs for employees to develop their potential.

On the basis of equality, the Group hopes to identify talents who are committed and dedicated to work. The Group has confidence and high hopes for those employees who are willing to take responsibility, keep learning, continuously improve their abilities and willing to move forward with the Group.

1. 僱傭 (續)

***招聘、晉升、解僱、平等機會、
多元化及反歧視*** (續)

為了提升員工的工作質素與辦事效率，本集團定期進行系統化的績效考核並按照多項標準作出評估，包括工作經驗、年資、知識技能、表現及貢獻等，以使公平地發放員工獎金、調整薪酬及／或考慮晉升建議。於績效考核的過程中，部門主管與下屬員工溝通與討論，為員工制訂來年的工作目標及發展計劃，安排適當的培訓活動，引發員工潛能。

在工作平等的基礎上，本集團期望發掘能投入工作、敬業及勇於承擔責任的人才，並且對不斷學習、持續改善自身能力及願意與本集團一同向前發展的員工寄予信心和厚望。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

1. Employment (continued)

Recruitment, promotion, dismissal, equal opportunity, diversity and anti-discrimination (continued)

At the end of the Reporting Period, the number of the Group's employees was 13,714 (2023: 12,183) and its distribution is as follows:

1. 僱傭 (續)

招聘、晉升、解僱、平等機會、多元化及反歧視 (續)

於報告期末，本集團的僱員人數為13,714名（2023年：12,183名），其分佈情況如下表：

	Unit 單位	2024 ¹ 2024年 ¹
By Gender 按性別劃分		
Male 男性	Person 人	8,142
Female 女性	Person 人	5,572
By Employment Type 按僱傭類型劃分		
Full-time 全職	Person 人	13,702
Part-time 兼職	Person 人	12
By Age Group 按年齡劃分		
18-30	Person 人	4,653
31-45	Person 人	7,111
46-60	Person 人	1,768
>60	Person 人	182
By Geographical Region 按地區劃分		
Mainland China 中國內地	Person 人	11,430
The United States and Europe 美國及歐洲地區	Person 人	2,234
Hong Kong and others 香港及其他	Person 人	50

Notes:

1. Starting from this fiscal year, the number of employees will be presented as the actual number of employees instead of percentages.

附註：

1. 於本年度開始，僱員人數數據將會以僱員人數代替百分比呈現。

IV. EMPLOYMENT AND LABOUR PRACTICES 四、僱傭及勞工常規 (續)
(continued)

1. Employment (continued)

Recruitment, promotion, dismissal, equal opportunity, diversity and anti-discrimination (continued)

During the Reporting Period, the employee turnover rate of this Group is as follows:

1. 僱傭 (續)

招聘、晉升、解僱、平等機會、多元化及反歧視 (續)

於報告期內，本集團僱員流失率如下表：

	Unit 單位	2024 2024年
By Gender 按性別劃分		
Male 男性	Percentage 百分比	14.9
Female 女性	Percentage 百分比	12.6
By Age Group 按年齡劃分		
18-30	Percentage 百分比	23.3
31-45	Percentage 百分比	8.8
46-60	Percentage 百分比	9.6
>60	Percentage 百分比	20.3
By Geographical Region 按地區劃分		
Mainland China 中國內地	Percentage 百分比	15.0
The United States and Europe 美國及歐洲地區	Percentage 百分比	9.0
Hong Kong and others 香港及其他	Percentage 百分比	12.0

IV. EMPLOYMENT AND LABOUR PRACTICES (continued)

四、僱傭及勞工常規 (續)

1. Employment (continued)

Remuneration, welfare and other Compensation

This Group places great emphasis on establishing a fair, reasonable, and market-competitive remuneration system. We regularly conduct internal assessments of employee salary levels and refer to the latest industry salary data to comprehensively review the remuneration mechanism. Employee remuneration is directly linked to the knowledge, skills, experience, and educational qualifications required for their positions. At the same time, the remuneration system is flexible, allowing production plants and offices to adjust employee remuneration levels moderately according to local conditions. In some regions, production plants and offices have implemented a remuneration model that combines position-based wages with performance bonuses, effectively linking employee income to their job performance.

The basic remuneration of employees includes salaries, overtime pay, various allowances and bonuses. The employees in Mainland China also enjoy other benefits, including employee dormitories, canteens, employee shuttle service, festive welfare and gifts, Women's Day gifts, hospitalisation medicare, physical examination, student grants for children of employees, etc. In addition to providing basic medical insurance and life insurance for American employees, Argon Medical also provides educational assistance and employee assistance programs to subsidise employees' continuous learning and provide problem assessment and professional consulting services for them and their immediate family members.

1. 僱傭 (續)

薪酬、福利及其他待遇

本集團十分重視建立公平合理且具市場競爭力的薪酬體系。我們定期開展內部員工薪酬水平評估，並參考行業最新薪資數據，全面審視薪酬機制。員工薪酬與其所任職位所需的知識、技能、經驗和教育程度等因素直接掛鉤。同時，薪酬制度具有一定彈性，各生產廠房和辦公室可根據當地實際情況適度調整員工待遇水平。部分地區的生產廠房和辦公室更推行崗位工資與績效獎金相結合的薪酬模式，有效將員工收入與工作表現掛鉤。

員工的基本待遇包括工資、加班費、各類津貼及獎金等。中國內地員工還享有其他福利，包括員工宿舍、食堂、員工廠車接送服務、節日福利與禮品、三八婦女節禮品、住院醫療保險、身體檢查、員工子女助學金等。愛琅醫療除了為美國員工提供基本醫療保險及人壽保險外，還提供教育援助及員工援助計劃，資助員工不斷學習及為他們和其直系親屬提供問題評估和專業諮詢服務。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

1. Employment (continued)

***Remuneration, welfare and other
Compensation*** (continued)

In accordance with the local labour laws and social security laws and regulations, the Group provides social security benefits for all employees. For example, the Group contributes to various social insurances (including endowment insurance, medical insurance, unemployment insurance, employment injury insurance and maternity insurance) and housing accumulation fund for the employees in Mainland China and contributes to the Mandatory Provident Fund Scheme for Hong Kong employees.

The Group attaches importance to employees' health and encourages work-life balance, and protects their rights of rest days and holidays in accordance with the local labour laws. In order to strengthen the cohesion among employees, enhance their sense of belonging and reduce their work stress, the Group organises various types of leisure activities, including basketball, badminton, football, speech and talent competitions, sports day, outreach activities, book sharing sessions and learning and education activities on different themes, and activities under the theme of "Forever Young" on Women's Day.

1. 僱傭 (續)

薪酬、福利及其他待遇 (續)

本集團按照當地的勞動法及社會保障的法律法規，為員工提供社會保險福利項目，例如為內地業務員工繳納各項社會保險費（包括養老保險、醫療保險、失業保險、工傷保險及生育保險）和住房公積金，以及為香港員工繳納強積金計劃供款。

本集團重視員工的健康，提倡工作與生活平衡的概念，並依照當地的勞動法訂立員工工作時數及保障員工休息日及休假的權利。為了增強員工之間的凝聚力、提升歸屬感及減輕工作壓力，本集團組織不同類型的工餘活動，如籃球、羽毛球、足球、演講、才藝等比賽，運動會、拓展活動、不同主題的讀書分享會與學習教育活動、以女神節「芳華且駐」為主題的活動。

IV. EMPLOYMENT AND LABOUR PRACTICES (continued)

四、僱傭及勞工常規 (續)

1. Employment (continued)

Remuneration, welfare and other Compensation (continued)



IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

1. Employment (continued)

Working Hours and Holiday

The Group attaches importance to employees' health and work-life balance and protects the employees' entitlement to rest days and holidays. Employees' work hours are set in compliance with local labour laws. All employees are entitled to rest days and holidays, for example, annual leaves, marriage leaves, maternity leaves, funeral leaves and work injury leaves.

Compliance

During the Reporting Period, the Group did not identify any material violations of employment laws and regulations related to remuneration and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare that had a significant impact on the Group.

1. 僱傭 (續)

工作時數及假期

本集團重視員工的健康，鼓勵大家維持工作與生活平衡，並依照當地的勞動法訂立員工工作時數及保障員工休息休假的權利，所有員工均享有休息日及法定假日（如年假、婚假、產假、喪假、工傷假等）。

合規性

於報告期內，本集團並未發現任何因違反有關薪酬和解聘、招聘和晉升、工時、休息時間、平等機會、多元化、反歧視以及其他福利待遇，而對本集團具有重大影響的僱傭法例法規。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

2. Health and Safety

Employee health and workplace safety have always been core issues of great concern to the Group. As the main body responsible for safe production, we adhere to the philosophy of “people-oriented and safety first,” regarding the prevention and avoidance of occupational hazards for employees as our duty. The Group strictly complies with the laws and regulations in Mainland China and the United States that have a significant impact on the Group’s business regarding the provision of a safe working environment and the protection of employees from occupational hazards, including but not limited to the “Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases” and the “Work Safety Law of the People’s Republic of China”. To comply with the relevant local safety production laws and regulations, the Group has formulated relevant safety management policies and contingency plans with reference to the production environment of each plant, and provided effective safety management mechanisms and incident handling guidelines to prevent, control, and eliminate the loss caused by the emergency incidents and ensure the safety of the employees. Employees at all levels will sign the safety responsibility statements, and follow strictly the requirement as stated thereon.

2. 健康與安全

員工健康與工作環境安全一直是本集團重點關注的核心議題。作為安全生產工作的責任主體，我們堅持「以人為本、安全第一」的理念，將預防和避免員工遭受職業性危害視為應盡之責。本集團嚴格遵從於中國內地及美國有關提供安全工作環境及保障僱員避免職業性危害方面且對本集團的業務有重大影響的法律法規，包括但不限於《中華人民共和國職業病防治法》及《中華人民共和國安全生產法》。為了符合當地有關安全生產的法律法規，本集團就各廠房的生產環境制定了相關的安全管理制度及緊急事故應急預案，提供有效的安全管理機制及事故處理指引，以預防、控制及消除突發事件所造成的損失及保障員工的安全，逐級簽訂安全責任書，並嚴格按安全責任書履行安全職責。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

2. Health and Safety (continued)

2. 健康與安全 (續)

Safety Production Structure

安全生產架構

To comply with the “Work Safety Law of the People’s Republic of China” and relevant local laws and regulations and to manage production safety more effectively, the companies in Mainland China formulated management systems with respect to work safety, including a management system for work safety target, accountability system for work safety, management system for identification and evaluation of hazard sources, management system for occupational health, management system for fire safety, and established safety management departments. The safety management departments are responsible for organising the formulation and assessment of annual safety production targets of all functional departments and companies and organising training to ensure that all employees clearly understand their own safety responsibilities.

為了符合《中華人民共和國安全生產法》及當地相關法律法規，以及更有效地管理安全生產工作，中國內地公司制定了安全生產方面的管理制度，包括安全生產目標管理制度、安全生產責任制度、危險源辨識與評價管理制度、職業健康管理制度、消防安全管理制度等，並建立安全管理部門。安全管理部門負責組織各職能部門和下轄各公司年度安全生產目標制定和考核工作，並組織培訓，確保所有員工清楚了解自身的安全職責。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

2. Health and Safety (continued)

2. 健康與安全 (續)

Safety training

安全培訓

The Group is well aware that training is closely related to a safe working environment and occupational health. Therefore, we develop comprehensive annual safety training plans each year, tailored to the actual conditions of each department. Through systematic safety training and the promotion of the Company's safety policy, we aim to enhance the occupational health and safety awareness of all employees, increase their proactivity, and improve their professional skills, especially for those working in positions with significant safety risks, enabling them to perform their duties in a safe and reliable environment. Employees have to report to the management immediately when an incident occurs or be aware of any potential hazards. Employees are required to undergo various types of machine operation training, understand the production process and guidelines of the production department, and the operation technology of each facility, and complete safety education from the production department and team. In order to strengthen employees' occupational safety awareness, the Group regularly organises job technical training to ensure that employees can meet the safety standards in terms of thinking, knowledge and technology. During the Reporting Period, the companies in Mainland China organised a number of safety training

本集團深知培訓工作與安全工作環境、職業健康息息相關。因此，我們會結合各部門實際情況，每年制定全面的安全培訓計劃。通過系統的安全培訓及宣貫企業安全方針，我們旨在提升全體員工的職業健康與安全意識，增強員工的主動性，並提高其專業技能水平，尤其是那些從事重大安全風險崗位的員工，使他們能夠在安全可靠的環境中履職盡責。如發現事故及安全隱患，需立即向管理層報告。員工需接受各類型的機器操作訓練，了解生產部門的工作流程和指引、各項設施的操作技術，並完成生產部門及班組的安全教育。為了加強員工的職業安全意識，本集團定期組織崗位技術培訓，確保員工於思想上、知識上和技術上均能達到安全標準履行其職責。於報告期內，中國內地公司組織了多項安全培訓課程，包括危險化學品從業人員安全培訓、安全知識培訓、職業衛生健康培訓、醫療器械不良事件培訓

IIV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

2. Health and Safety (continued)

2. 健康與安全 (續)

Safety training (continued)

安全培訓 (續)

courses, including safety training for workers handling hazardous chemical, safety knowledge training, occupational health and hygiene training, training on adverse events of medical devices, operation and safety procedures for various production processes and positions, and emergency drills for various types of safety incidents. Staff of special work types (e.g. electricians, welders, etc.), must receive relevant professional safety training and possess valid licenses from the government authority before they are put to work. The Group will continue to provide training to minimise occupational health and safety risks during the production process.

各個生產工序與崗位的操作及安全規程、各類安全事故應急演練等。特殊工種員工(如電工、焊工等)必須接受相關的專業安全知識培訓及獲得由政府部門發出的資格證,才能擔任此等職務。本集團將繼續提供各種培訓,以減低生產過程中對職業健康與安全構成風險。



IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

2. Health and Safety (continued)

2. 健康與安全 (續)

Safe Working Environment

安全工作環境

To implement the safety production direction of “safety-foremost with prevention-oriented and comprehensive treatment,” the safety technology department organises regular safety meetings to continuously discuss issues related to safety production and employees’ occupational health with relevant departments. In addition, the safety technology department is responsible for monitoring and managing hazards to ensure that safety hazards in the production workshop can be identified in a timely manner, take appropriate measures to eliminate or control risks, and post occupational hazard notification cards in the production plants to remind and warn employees of various sources of hazards and related preventive measures, so as to ensure that the employees are working in a safe environment. The engineering department is responsible for the maintenance of production machines. In case of fault, it is necessary to report for repair immediately to ensure that the employees work in a safe environment. In order to ensure that the machinery and equipment are in good condition to reduce the risk of safety accidents, the engineering department regularly inspects the production machinery and equipment and fire-fighting facilities (including fire extinguishers, fire hoses, etc.). If abnormal conditions are found, immediate repairs must be arranged.

為了貫徹「安全第一、預防為主、綜合治理」的安全生產方針，安全技術部定期組織安全會議，與相關部門持續討論安全生產與員工職業健康相關事宜。此外，安全技術部負責危害因素的監督管理工作，確保能及時辨識生產廠房內的安全隱患，採取適當的措施消除或控制風險，以及於生產廠房張貼職業病危害告知卡，時刻提醒及警告員工各類危害源及相關的防範措施，務求讓員工能在安全的環境下工作。工程部負責生產機器的維護，如果有故障，需馬上上報維修，確保員工在安全的環境下工作。為確保機器設備處於良好的狀態，以減少發生安全事故的風險，工程部定期檢查生產機器設備及消防設備（包括滅火筒、滅火喉等），如發現異常情況，須立即進行檢修。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

2. Health and Safety (continued)

2. 健康與安全 (續)

Occupational health of employees

員工職業健康

In accordance with the applicable local laws and regulations related to safety production and prevention and control of occupational diseases, the Group established management policies related to occupational health, labour protective supplies, etc., and constantly improved them to protect the health and rights of workers. The Group provides employees with personal protective equipment (such as masks, protective gloves, protective clothing, goggles, earmuffs, safety shoes, etc.) that meet national standards, supervises and educates employees to wear and use the same according to regulations, and sets up strict safety work and fire safety guidelines. Since the production process involves chemical substances and noise that can affect the employee's health, some companies in Mainland China engage qualified agencies to inspect the occupational hazards of each job position periodically. The inspection covers dust, carbon monoxide, nitrogen oxides, styrene, temperature noise, etc. A small number of positions, due to the high number of noisy equipment and the dense layout of the equipment, are prone to noise superposition effects, and the noise detection results do not meet the occupational exposure limit requirements. To address this, the Company organizes occupational health check-ups for workers and provides noise-exposed workers with hearing protection items such as earplugs and earmuffs. The Company also optimises the layout of the equipment to reduce noise superposition.

按照當地安全生產、職業病防治的相關法律法規，本集團建立職業健康、勞動防護用品等管理制度，並不斷加以完善，以保護勞動者健康及其權益。本集團為員工提供符合國家標準的個人防護裝備（如口罩、防護手套、防護衣、眼罩、耳罩、安全鞋等），監督及教育員工按照規定佩戴及使用，並且設立嚴謹的安全工作及消防指引。由於生產過程涉及影響員工健康的化學物質及噪音，部分中國內地公司定期委託持證資質單位檢測各個工作崗位的職業病危害因素，檢測內容包括粉塵、一氧化碳、氮氧化物、苯乙烯、溫度、噪音等。少部分崗位因高噪音設備較多，且設備佈局緊密，易產生噪音疊加影響，噪音檢測結果未符合職業接觸限值要求。為此，公司組織工人進行職業健康檢查，為噪音作業崗位工人配備耳塞、護耳器等職業病防護用品，合理佈局設備，減少噪音疊加。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

2. Health and Safety (continued)

Argon Medical

Argon Medical places a high priority on the emergency prevention of sudden accidents. In response to potential environmental accidents, fires, natural gas leakages, and other types of emergencies, the company has established comprehensive emergency plans that clearly define the responsibilities and specific response measures of each department in such sudden accidents. The purpose of these plans is to ensure efficient and rapid response and handling when sudden accidents occur, thereby maximising the safety of employees at the accident site. Argon Medical sets up the accident reporting mechanism. In the case that accidents occur on employees during work, relevant employees are required to complete the medical authorization form, and the employees will be sent to medical institutions for treatment immediately. The employees' supervisors and those who witness the accidents are required to complete the relevant forms to record the process of the accident and to provide relevant measures to prevent similar accidents from happening in the future, so as to ensure the safety of employees. Besides, in order to provide their employees with a drug-free, alcohol-free, smoke-free and anti-violent working environment, Argon Medical sets out in the employee handbook about the work rules policies and disciplinary actions for violations of the rules.

2. 健康與安全 (續)

愛琅醫療

愛琅醫療高度重視突發事故的應急防範。針對可能發生的環境事故、火災、天然氣外洩等各類型突發情況，公司已制定完善的應急預案，明確規定各部門在此類突發事故中的職責分工和具體應對措施。制定這些預案的目的，是為了在突發事故發生時，能夠高效快速地應對處理，從而最大程度確保事故現場員工的安全。愛琅醫療設有意外報告機制，如員工於工作期間發生意外，相關員工需要填寫醫療授權書，並會立刻送去認可的醫療機構接受治療，而主管及目擊意外的員工需要填寫相關表格記錄意外發生過程及日後防範同類型意外再發生的相關措施，以保障員工安全。此外，為了讓員工於無毒品、無酒精、無煙及反暴力的環境工作，愛琅醫療於員工手冊列明工作守則及違反守則的紀律處分。

IV. EMPLOYMENT AND LABOUR PRACTICES 四、僱傭及勞工常規 (續)
(continued)

2. Health and Safety (continued)

Argon Medical

During the Reporting Period, the number of lost days due to work injury is as follows:

	Unit 單位	2024 2024年
Number of work-related injury cases 工傷人數	Person 人	42
Lost days due to work injury 因工傷損失工作日數	Day 天	2,886

In the past three years including the reporting year, the number and rate of work-related fatalities are as follows:

	Unit 單位	2024 2024年	2023 2023年	2022 2022年
Number of work-related fatalities 因工亡故的人數	Person 人	1	1	1
Rate of work-related fatalities 因工亡故的比率	Percentage 百分比	0.01	0.01	0.01

Compliance

During the Reporting Period, the Group was not aware of any reported cases of non-compliance with laws and regulations regarding employees' health and safety.

2. 健康與安全 (續)

愛琅醫療 (續)

於報告期內，本集團僱員因工傷損失工作日數如下表：

於過去三年(包括匯報年度)，本集團因工亡故的人數及比率如下表：

合規性

於報告期內，本集團並不知悉任何不遵守員工健康及安全相關法例及法規的情況。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

3. Development and Training

The Group is well aware that an excellent corporate team is the key to achieving sustainable and long-term business development. To this end, we have established a rigorous talent selection mechanism. Through standardised recruitment systems, criteria, and procedures, and by introducing a competitive mechanism, we strive to attract and cultivate top-tier industry professionals. At the same time, we encourage and support our existing employees in continuous education and lifelong learning. In addition to meeting the needs of business development, the Group also improves the quality, professional skills, and knowledge of its employees through continuous training.

3. 發展及培訓

本集團深知優秀的企業團隊是實現可持續長遠業務發展的關鍵所在。為此，我們建立了嚴格的人才甄選機制，通過規範的聘任制度、標準和程序，引入競爭機制，努力吸納和培育行業頂尖的專業人才。同時，我們鼓勵並支持現有員工持續進修及終身學習。除配合業務發展需要外，本集團還通過持續培訓提升員工的質素、職業技能和知識。

IV. EMPLOYMENT AND LABOUR PRACTICES (continued)

3. Development and Training

Newly recruited employees in Mainland China must participate in induction training. The training aims to introduce the Group's background and business, corporate culture and operation model, industry knowledge, organisational structure, employee handbook, rules and regulations, and operational safety, etc. They must pass an assessment before they can be put to work. In addition to basic training, the Group also provides employees with skills training, professional training and management training according to the requirements of different positions. Senior management personnel are provided with training covering legal knowledge and management skills. Middle management personnel are provided with training in the fields of engineering technology and quality control. General salespersons are provided with training on product knowledge, sales knowledge and legal training related to work risks. For production employees, the main focus of the training content is production operation skills and safety training. The training is mainly in the form of lectures and online self-study. In addition, employees must also participate in three-level safety training to enable employees to understand the relevant production safety laws and regulations of the state, learn safety knowledge, acquaint themselves with the key safety production work of each position (please refer to the "Health and Safety" section below for details of workplace safety training). The Group hopes to lay a solid foundation for the long-term development of employees by enabling employees to master professional theories and possess professional knowledge and new knowledge for overcoming challenges ahead. Argon Medical provides training to employees on project management procedures and guidelines, environmental control of facilities, OEM processes, patent/trademark evaluation, human resource selection and development, etc. During the Reporting Period, the companies in Mainland China provided employees with orientation training for new recruits, training on the Environmental Protection Law of the People's Republic of China, product and corporate culture training, personal leadership, risk management control procedures, cross-departmental communication skills, marketing systemic training and quality management training. (please refer to the "Product Responsibility" section below for details), training on the management of work safety and employees' occupational health (please refer to the "Health and Safety" section below for details), etc.

四、僱傭及勞工常規 (續)

3. 發展及培訓 (續)

中國內地新入職員工必須參加入職培訓，該培訓旨在介紹集團背景與業務、企業文化與運作模式、行業知識、組織架構、員工手冊、規章制度、營運安全等，他們須通過考核才能上任。除了基礎培訓，本集團還針對不同崗位，為員工提供技能培訓、專業培訓及管理培訓。高級管理人員獲提供涵蓋法律領域、管理技能的培訓，中層管理人員參加工程技術及質量控制領域的培訓，一般銷售員工獲提供產品知識、銷售知識及與工作風險相關的法律培訓。對於生產員工，培訓內容的主要重點在於生產操作技能及安全培訓。培訓以課堂講授及網上平台自學方式為主。此外，員工還須參加三級安全培訓，讓員工了解國家安全生產的相關法律法規、學習安全知識、熟習各崗位的安全生產工作及掌握安全生產重點(有關安全工作培訓的詳情，請參閱下文「健康與安全」一節)。本集團希望透過使員工掌握專業理論，具備專業知識和迎接挑戰所需的新知識，為員工及本集團的長遠發展打好基礎。愛琅醫療為員工提供培訓，內容包括專案管理程序與指南、設施的環境控制、OEM流程、專利／商標評估、人力資源選拔與發展等。於報告期內，中國內地公司為員工提供新入職員工培訓、中華人民共和國環境保護法培訓、產品及企業文化培訓、個人領導能力、風險管理控制程序、跨部門溝通技巧、行銷系統培訓、品質管理培訓(詳情請參閱下文「產品責任」一節)、安全生產與員工職業健康管理培訓(詳情請參閱下文「健康與安全」一節)等。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

3. Development and Training (continued)

During the Reporting Period, the percentage of the Group's employees trained is as follows:

3. 發展及培訓 (續)

於報告期內，本集團的受訓僱員百分比如下表：

	Unit 單位	2024 ¹ 2024年 ¹
By Gender 按性別劃分		
Male 男性	Percentage 百分比	63.6
Female 女性	Percentage 百分比	49.3
By Employee Category 按僱員類別劃分		
Senior management 高級管理層	Percentage 百分比	45.8
Middle management 中級管理層	Percentage 百分比	104.7
Ordinary staff 普通員工	Percentage 百分比	56.3

Note:

- The "percentage of trained employees" refers to the number of employees trained within the Group during the Reporting Period divided by the total number of employees of the specific category at the end of the year.

附註：

- 「受訓員工百分比」是指本集團於報告期內受訓僱員人數除以該類別的年底僱員人數。

IV. EMPLOYMENT AND LABOUR PRACTICES (continued) 四、僱傭及勞工常規 (續)

3. Development and Training (continued)

During the Reporting Period, the percentage of the Group's employees trained is as follows:

	Unit 單位	2024 ¹ 2024年 ¹
By Gender 按性別劃分		
Male 男性	Hours 小時	23.4
Female 女性	Hours 小時	11.1
By Employee Category 按僱員類別劃分		
Senior management 高級管理層	Hours 小時	9.1
Middle management 中級管理層	Hours 小時	28.8
Ordinary staff 普通員工	Hours 小時	18.2

Note:

1. "Average training hours" refers to the total number of training hours provided to employees by the Group during the Reporting Period divided by the total number of employees of the specific category at the end of the year.

3. 發展及培訓 (續)

於報告期內，本集團僱員的平均受訓時數如下表：

Unit 單位	2024 ¹ 2024年 ¹
By Gender 按性別劃分	
Male 男性	23.4
Female 女性	11.1
By Employee Category 按僱員類別劃分	
Senior management 高級管理層	9.1
Middle management 中級管理層	28.8
Ordinary staff 普通員工	18.2

附註：

1. 「平均受訓時數」是指本集團於報告期內為僱員提供培訓的總時數除以該類別的年底僱員人數。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

4. Labour Standards

Protecting workers' rights, eliminating child labour, and prohibiting forced labour are principles that our Group highly values. Our Group strictly complies with the relevant laws and regulations on employment, child labour, and forced labour in Mainland China and the United States, including but not limited to the "Labor Law of the People's Republic of China", "Law of the People's Republic of China on the Protection of Minors", "Provisions on the Prohibition of Using Child Labor", and "Law of the People's Republic of China on Safeguarding the Rights and Interests of Women". During the recruitment process, we rigorously verify the identity documents of applicants to ensure they have reached the legal working age, preventing the employment of child labour. The Group also strictly implements various measures to prevent any form of forced labour; for example, a labour contract is signed by the employee on a fair and voluntary basis, ensure employees do not need to bear any onboarding costs, never deduct wages, benefits or property of employees, detention of employee's identity card or other identification documents is strictly prohibited, any form of physical abuse, assault, body search or insult, or forcing an employee to work by means of violence, threat or unlawful restriction of personal freedom are all forbidden. Employees' consent for working overtime is required to avoid involuntary overtime work, and the employees are compensated as appropriate in accordance with the applicable labour laws and regulations. In addition, the legal affairs department regularly reviews employment regulations to ensure that the Group's human resources management policies comply with the relevant labour laws and regulations. If any possible non-compliance is identified, the Group will take immediate remedial measures to eliminate the noncompliance as soon as possible to ensure compliant operation. Our Group's labour union has also been recognized as a "Home of National Model Workers", which is an acknowledgement of the Company's long-standing commitment to enhancing employee well-being and fostering harmonious labour relations.

4. 勞工準則

保護勞工權益、杜絕僱用童工和強制勞工，是本集團高度重視的原則。本集團嚴格遵守中國內地及美國有關僱傭、童工及強制勞工常規之相關的適用法律及法規，包括但不限於《中華人民共和國勞動法》、《中華人民共和國未成年人保護法》、《禁止使用童工規定》、《中華人民共和國婦女權益保障法》。在招聘環節，我們會嚴格核查應聘者身份證明文件，確保達到法定就業年齡，防範聘用童工。本集團還嚴格執行各種措施，以防止任何形式的強制勞工，例如在平等自願的基礎上與員工簽訂勞動合同；確保員工入職時不需承擔任何僱傭費用；絕不剋扣員工的工資、福利或財產；絕不扣留身份證或其他身份證明文件；嚴禁暴力、威脅或非法限制人身自由等手段強迫員工勞動。為了避免非自願性加班，任何加班安排必須獲得員工同意，並按照適用法律法規給予員工補償。此外，法律事務部定期審核僱傭條例，確保本集團的人事管理制度符合相關勞動法律法規。如發現任何可能的違規情況，本集團將迅速採取應對措施進行整改，盡快消除違規情況，確保合規經營。本集團工會亦榮獲「全國模範職工之家」榮譽稱號，是對企業長期以來致力於提升員工幸福感、構建和諧勞動關係做法的認可。

IV. EMPLOYMENT AND LABOUR PRACTICES

(continued)

四、僱傭及勞工常規 (續)

4. Labour Standards

Compliance

During the Reporting Period, Our Group is not aware of any serious violations concerning the prevention of child labour or forced labour, nor have there been any strikes, wage disputes, lawsuits, claims, administrative actions, or arbitrations filed against our Group.

4. 勞工準則 (續)

合規性

於報告期內，本集團並不知悉任何嚴重違反有關防止童工或強制勞工的法律法規，亦沒有發生停工、勞資糾紛，以及向本集團提起的訴訟、申索、行政行動或仲裁。

VI、OPERATING PRACTICES

1. Supply Chain Management

Our Group aspires to establish long-term and stable strategic cooperative relationships with capable suppliers. In such partnerships, both parties will adhere to the principles of equality and mutual benefit, working together to achieve mutual development. Before the Group concludes contracts with our major business partners, the Group insists on performing an assessment of the quality and ethical standards of our business partners based on different criteria. The Group has developed strict internal rules and regulations, an evaluation system for new supplier selection, alternative supplier selection and relationship continuity; and a “list of qualified suppliers” has been established. When selecting new suppliers, the Group needs to assess the suppliers’ qualifications, management systems, production equipment, etc. After the trial use of the new raw materials is found acceptable, the Group will select the best suppliers to continue the relationship; and we will require the suppliers to have accredited qualifications and a good internal management system, stable quality, punctual delivery, legal compliance, possess the required professional technical competence/quality, etc. This is to ensure that suppliers are competitive and that the products and services provided by them are of good quality. We enter into annual contracts and long-term quality standard agreements with critical suppliers in order to ensure the stable quality of materials.

In the process of selecting suppliers, our Group takes into account environmental and social risks. Our assessment of suppliers includes their environmental compliance, environmental certifications, and the use of eco-friendly materials. We will give priority to suppliers with environmental certifications or those using eco-friendly raw materials. We will also establish clear environmental procurement standards and guidelines.

五、營運慣例

1. 供應鏈管理

本集團期望與實力雄厚的供應商建立長期且穩定的戰略合作關係。在這種合作關係中，雙方將堅持平等、互利的原則，共同努力實現雙贏發展。本集團堅持與主要業務夥伴訂立合約之前，本集團會根據不同方面的標準評估業務夥伴的質素及道德標準，本集團制訂了嚴謹的內部規章制度，對供應商的初選、備選和續用設有評審制度，並編製了合格供應商名單。於挑選新供應商時，本集團需考核供應商的資質、管理系統、生產設備等方面；當新原材料經過試用合格後，本集團會選擇與最優質的供應商合作，要求供應商具認可資格、有良好的內部管理制度、品質穩定、準時交貨、合法合規、具應有專業技術／質素等，確保供應商具競爭性和其提供的產品和服務具高質素。為確保材料質量的穩定性，對主要供應商簽訂年度合同及長期的質量協議。

本集團在選擇供應商的過程中會考慮環境和社會風險。我們評估供應商的依據包括其環境合規性、環境相關認證、環保材料的使用等。我們會優先考慮具有環保認證或使用環保原材料的供應商。我們亦會制定明確的環保採購標準和指引。

VI、OPERATING PRACTICES (continued)

1. Supply Chain Management (continued)

Argon Medical also maintains a list of qualified suppliers and a policy on supplier qualifications and selection. The list of qualified suppliers is reviewed and assessed at least once every year to decide whether to keep the supplier on the list. The assessment criteria included the quality of products, and the punctuality of supplies delivery, etc. Besides, Argon Medical conducts onsite vendor visits and inspects the raw materials and products. The number of onsite visits will be increased if the supplier is new to the company. The Group implements relevant employment practices for all major suppliers in strict compliance with internal requirements.

During the Reporting Period, the number and geographical location of the suppliers that have business with the Group are as follows and we have assessed 1,375 of our key suppliers:

	Unit 單位	2024 2024年
Mainland China 中國內地	Supplier 家	2,568
The United States 美國	Supplier 家	1,105
Other countries 其他	Supplier 家	130

五、營運慣例 (續)

1. 供應鏈管理 (續)

愛琅醫療亦設有合格供應商名單和供應商資格及採納政策，每年最少一次審視該名單上的供應商是否仍然符合資格，並根據供應商的產品質量及能否按時交貨等準則來評分。此外，愛琅醫療還需實地考察供應商的原材料及產品，如是新供應商的話，實地考察的次數會相應增加。本集團嚴格按照內部規定對全部主要供應商執行相關聘用慣例。

於報告期內，與本集團有業務往來的供應商數量及按地理位置劃分的分佈如下表，我們亦已對1,375家主要的供應商進行評估：

VI、OPERATING PRACTICES (continued)

2. Product Responsibility

"Self-improvement, Innovation and Development, Keep Improving, and Pursuit of Excellence" are the corporate spirit of the Group. The Group adheres to the quality policy of "Meeting and Striving to Exceed the Greatest Needs of Customers", and by monitoring the process of product quality and customer service, it maintains a good relationship with customers, communicates to ensure that customer needs and expectations are understood and met, and hopefully to customer satisfaction, and to make continuous improvements to its products and services. We strictly adhere to the legal and regulatory requirements in Mainland China and the United States, ensuring compliance with regulations related to health and safety, advertising, trademark, privacy, and more. This includes, but is not limited to, important laws such as the "Law of the People's Republic of China on the Protection of Consumer Rights and Interests", "Patent Law of the People's Republic of China", "Trademark Law of the People's Republic of China", "Product Quality Law of the People's Republic of China", and "Civil Code of the People's Republic of China". During the Reporting Period, we have not identified any violations of laws and regulations that significantly affect our Group, as well as issues related to the health and safety, advertising, trademark, privacy matters, and remedial measures of the products and services we provide.

五、營運慣例 (續)

2. 產品責任

「自強不息、創新發展，精益求精、追求卓越」是本集團的企業精神，本集團本著「滿足並努力超越顧客的最大需求」的品質方針，通過監察產品質量與顧客服務的過程，保持與顧客的溝通，確保理解和滿足顧客的需求和期望，並希望了解客戶的滿意情況，對我們的產品和服務不斷作出改進。我們謹守中國內地及美國的各项法律法規要求，確實遵從有關健康安全、廣告與隱私等各個範疇的規定，其中涵蓋但不限於《中華人民共和國消費者權益保護法》、《中華人民共和國專利法》、《中華人民共和國商標法》、《中華人民共和國產品質量法》及《中華人民共和國民法典》等重要法規。於報告期間，我們並無發現任何違反對本集團有重大影響的法例及規例，而與所提供產品及服務的健康及安全、廣告、標籤、私隱事宜以及其補救措施相關。

VI、OPERATING PRACTICES (continued)

2. Product Responsibility (continued)

Product Responsibility

The Group is committed to satisfying customers with quality products. With technological advancement and improved living standards, customers are increasingly demanding for product quality. Therefore, the Group implements effective quality control and keeps improving product quality. Employees themselves are experts in their jobs, and their wisdom, valuable experience, and advice on quality improvement play a significant role in products. The companies in Mainland China hold monthly quality meetings attended by middle and senior management personnel to review and study the problems the Group encountered during the production and operation process. Through the internal review or invitation of external review for departments of production, research and development, quality, sales and other departments, the Group will develop relevant improvement measures for the problems found. The Group does not conduct animal testing for its products.

五、營運慣例 (續)

2. 產品責任 (續)

產品質量管理

本集團承諾以優質的產品滿足客戶。隨著科技水平與生活水準的不斷提高，客戶對產品的品質要求日益嚴謹，因此本集團實施有效的品質管理和持續的品質改善。員工本身是工作崗位上的專家，他們的智慧、寶貴經驗、以及對品質改良所提出來的意見，對產品起著極大的作用。中國內地公司每月會召開中層管理人員以上參加的質量會議，檢討和研究本集團在生產與經營過程中遇到的問題，通過本集團內部審查或邀請外部審查部門對生產、研發、質量、銷售等多部門進行定期審核，發現問題後會制定相關改善措施。

VI、OPERATING PRACTICES (continued)

2. Product Responsibility (continued)

Product Responsibility (continued)

The Group does conduct animal testing for its products. It adheres to the standard use of laboratory animals and has established committees for the management and use of laboratory animals as well as for the ethical review of laboratory animal use. These committees are responsible for the protection of laboratory animal welfare and for conducting ethical reviews. The ethical review committee for laboratory animals examines and approves the necessity, rationality, and standardisation of the use of laboratory animals in accordance with the principles and standards of laboratory animal welfare ethics, combined with the 3R principles (Reduction, Refinement, and Replacement). The committee for the management and use of laboratory animals ensures animal welfare, including the following freedoms: freedom from hunger and thirst; freedom from discomfort; freedom from pain, injury, and disease; freedom from fear and distress; and freedom to express normal behaviour. The design and implementation of the trials are carried out in accordance with the requirements of ISO 10993-2:2022, Part 2: "Animal Welfare" for the biological evaluation of medical devices. Personnel involved in the trials have all received training in animal management and have passed the necessary assessments to be qualified for their positions. The cages and the implementation of the trials meet the requirements for animal management, and the feed and bedding used are all procured from qualified suppliers and comply with legal and regulatory requirements.

五、營運慣例 (續)

2. 產品責任 (續)

產品質量管理 (續)

本集團有為產品進行動物測試。堅持規範使用實驗動物，設立實驗動物管理與使用委員會和實驗動物倫理委員會，分別負責實驗動物福利保護和倫理審查。實驗動物倫理委員會按照實驗動物福利倫理的原則和標準，結合3R原則對使用實驗動物的必要性、合理性和規範性進行的專門檢查和審定。實驗動物管理與使用委員會在保障動物福利，包括享有不受饑渴的自由；享有生活舒適的自由；享有不受痛苦傷害和疾病的自由；享有生活無恐懼和悲傷感的自由；享有表達天性的自由。試驗的設計和執行均按照ISO10993-2:2022醫療器械生物學評價第2部分：「動物福利」要求執行。參與試驗的人員均接收動物管理培訓並考核合格上崗；所用籠具和試驗實施均符合動物管理要求；所用飼料墊料均採購自合格供應方並滿足法律法規要求。

VI、OPERATING PRACTICES (continued)

2. Product Responsibility (continued)

Product Responsibility (continued)

Argon Medical has a quality management system, prepares the relevant quality control manual and index for the product production processes and different stages in accordance with the requirements under ISO13485 and the standards of the U.S. Food and Drug Administration and the Public Health Agency of Canada to design, develop and manufacture products in compliance with the requirements of such standards, so as to ensure that the quality of products is in line with the international standards. The corporate management team of Argon Medical sets out the quality policy for the company and communicates with employees at all levels on a regular basis. The quality policy emphasises how employees collaborate closely with their customers and understand the customers' requirements for products, so as to provide better products and deliver and fulfill the orders punctually. Customer satisfaction stems from each employee's persistence in product quality.

五、營運慣例 (續)

2. 產品責任 (續)

產品質量管理 (續)

愛琅醫療設有品質管理系統，在產品的生產過程和各範疇根據ISO13485、美國食品藥品監督管理局和加拿大衛生部標準對這些程序的索引來訂立相關的品質控制手冊，根據其規定的標準進行設計、開發和生產，以確保產品的品質符合國際標準。愛琅醫療的企業管理團隊為公司制定了質量政策，並定期與各級員工進行溝通，此質量政策強調了員工如何與客戶努力緊密合作，了解客戶對產品要求，從而提供更優質的產品，並按時交付訂單，客戶的滿意度源於每位員工對產品質量的堅持。

VI、OPERATING PRACTICES (continued)

2. Product Responsibility (continued)

Product Responsibility (continued)

The Group believes that employee quality has a positive impact on product quality, thereby regularly providing training on product quality management. During the Year, the training organised by domestic companies in Mainland China includes sampling management procedures, defective product control training, ISO 13485 medical device quality management system standard training, post-operation management procedures of quality personnel, Good Pharmacovigilance Practice, the Measures for the Reporting and Monitoring of Adverse Drug Reactions, the Measures for the Supervision and Administration of Drug Distribution, and others. The training organized by Argon Medical during the year included quality plan, quality process audit inspection procedures, quality assurance audit procedures, quality system manual, quality records and sample retention, etc., to ensure that the employees for quality control are equipped with up-to-date skills and knowledge. The Group hopes that employees will not only achieve a sense of accomplishment and satisfaction in their work but also be willing to seize every opportunity to improve product quality together with the Company and move towards higher quality goals.

五、營運慣例 (續)

2. 產品責任 (續)

產品質量管理 (續)

本集團相信員工質素會對產品質量產生正面的影響，因此本集團定期為員工提供有關產品品質管理的培訓，中國內地公司於本年度組織的培訓內容包括取樣管理規程、不合格品控制培訓、ISO13485醫療器材品質管理系統標準培訓、品質人員崗位操作管理規程、藥物警戒品質管制規範、藥品不良反應報告和監測管理辦法、藥品流通監督管理辦法等。而愛琅醫療於本年度組織的培訓內容包括質量計劃、質量流程審核檢驗程序、質量保證審核程序、質量體系手冊、質量記錄和樣品保留等，以確保品質管理員擁有最新的技術和知識。本集團希望員工不僅能在工作中獲得成就感和滿足感，更願意與公司一起把握每一次提升產品品質的機遇，共同邁向更高的品質目標。

VI、OPERATING PRACTICES (continued)

2. Product Responsibility (continued)

Management of Customer Service

If a customer finds that there is a problem with the quality of the product or the product does not meet its needs, the customer can process their request through our after-sales service mechanism and the problematic product could be returned to us according to the Product Returns Process. Besides, when we receive customer complaints about our products, we will follow the Feedback and Compliant Processing Procedures to improve the quality of our products.

The Company will receive complaints and feedback from internal employees, external customers, and third parties from other countries through its official website, hotline, and email. The received complaints will be organised into work order forms and categorised according to their level of importance. We will try our best to reply to the complainant within 24 hours of the complaint being made, to confirm receipt of the complaint and to conduct an investigation and handle it. After the complaint has been dealt with, the person handling the work order must fill in the results of the work order handling and submit it. After submission, the work order will be pushed back to the Company's customer service centre, which will conduct a customer satisfaction follow-up based on the results of the work order handling. For any dissatisfaction, we will continue to follow up and inform the senior management of our group to ensure that all relevant personnel are fully informed. The Group will ensure that all complaints are handled in a timely and appropriate manner, and the complaint cases and detailed information will be retained in written form to reduce the possibility of recurrence in the future.

五、營運慣例 (續)

2. 產品責任 (續)

客戶服務管理

如果客戶發現產品質量出現問題或產品不符合其需求，客戶可透過本集團的售後服務機制處理，根據所制定的程序回收有問題的產品。另外，如接獲客戶投訴本集團的產品，本集團會根據所制定的反饋及投訴程序，改善產品的質量。

公司會通過官網熱線電話及郵箱，接收內部員工、外部客戶以及其他第三方的投訴及意見回饋。接到的投訴信息會整理成工單形式，按重要程度進行分級，我們會盡可能在投訴發生的24小時內回復投訴人，確認收到投訴並對其進行調查處置。投訴業務處置完畢後，工單處置人需填寫工單處置結果進行提交，提交後工單會重新推送回公司客服中心，客服中心會根據工單處置結果做客戶滿意度回訪。對於不滿意的情況會持續跟進，知會本集團高層領導，確保相關人員應知盡知。本集團會確保所有投訴將得到及時和適當的處理，而且投訴案例和詳細資訊會以書面形式保留，以減少未來再次發生的可能性。

VI、OPERATING PRACTICES (continued)

2. Product Responsibility (continued)

Management of Customer Service
(continued)

During the Reporting Period, the number of products and service-related complaints received by the Group is as follows:

	Unit 單位	2024 2024年
Received complaints regarding products and services 接獲關於產品及服務的投訴	Number of cases 宗	159

Recall of Products

During the Reporting Period, the Group did not have goods sold or shipped by the Group that needed to be recalled for safety and health reasons.

五、營運慣例 (續)

2. 產品責任 (續)

客戶服務管理 (續)

於報告期內，本集團接獲關於產品及服務的投訴數目如下表：

	Unit 單位	2024 2024年
Received complaints regarding products and services 接獲關於產品及服務的投訴	Number of cases 宗	159

回收產品

於報告期內，本集團沒有已售或已運送產品中因安全與健康理由而須回收的產品。

VI、OPERATING PRACTICES (continued)

2. Product Responsibility (continued)

Customer Data Protection and Privacy Policies

Privacy and confidentiality is one of the core values of the Group. Customer information will be handled with due care and confidentially. As far as any confidential information obtained through business relationships is concerned unless required by law or professional authority or duty, employees cannot disclose any information to third parties without prior appropriate authorisation. During the Reporting Period, the Group did not experience any incidents of customer information leakage, nor did it receive any complaints regarding the improper use of customer information that had a significant impact on the Group.

Maintenance and Protection of Intellectual Property Rights

The Group respects intellectual property rights, and employees are not allowed to own or use copyrighted materials without the permission of the copyright owner. During the Reporting Period, the Group did not experience any significant intellectual property infringement incidents.

Compliance

During the Reporting Period, there were no identified violations related to goods and services with a significant impact on the Group, and we have not received any complaints about violations of customer privacy, loss of customer information and breach of intellectual property rights.

五、營運慣例 (續)

2. 產品責任 (續)

客戶資料保障及私隱政策

私隱保密是本集團的核心價值之一，客戶資料會嚴謹及機密處理，就透過業務關係獲取的任何機密資料而言，除非擁有法律或專業權限或職責需要，在未獲適當授權下，員工不會向第三方披露任何資料。報告期內，本集團未發生過任何客戶信息外洩事件，也未曾接獲任何有關客戶信息不當使用並對本集團有重大影響的投訴。

維護及保障知識產權

本集團尊重知識產權，未經版權擁有者的允許，員工不得擁有或使用受版權保護的材料。報告期內，本集團並無發生任何重大侵犯知識產權事件。

合規性

於報告期內，本集團沒有涉及與商品及服務責任相關並對本集團有重大影響之已確認違法、違規事件，亦沒有收到關於違反顧客私隱、遺失顧客資料、知識產權的投訴。

VI、OPERATING PRACTICES (continued)

五、營運慣例 (續)

3. Anti-corruption

Maintaining high ethical standards is one of the core values of the Group. The Group adopts a zero-tolerance attitude towards all kinds of corruption, bribery and extortion. In order to comply with the relevant laws and regulations of each operating location, the Group has formulated an employee handbook or related rules and regulations to strictly regulate the behaviour of employees, and stipulate the improper solicitation, acceptance of bribes or other illegal benefits (such as property, banquet activities), etc., and stated clearly the severe penalties in case of violations. We strictly comply with the laws and regulations concerning corruption and bribery in Mainland China and the United States that have a significant impact on the Group's business, including but not limited to the "Company Law of the People's Republic of China", the "Anti-Unfair Competition Law of the People's Republic of China", and the "Anti-Money Laundering Law of the People's Republic of China." The Group demands that all employees build a habit of strictly abiding by the rules and regulations and eliminate all bribery and/or corruption offences. During the Reporting Period, the companies in Mainland China organised anti-commercial bribery and corruption training for their staff. We also provide all employees with compliance training courses that combine both online and offline methods.

3. 反貪污

維持高道德標準是本集團核心價值之一，本集團對各種貪污、賄賂及勒索情況採取零容忍態度。為了符合各營運所在地相關的法律法規，本集團制定員工手冊或相關的規章制度，對員工的行為作出嚴格規範，對於不當索取、收受賄賂或其他非法利益（如財物、宴請活動）等，訂明嚴厲的罰則。我們嚴格遵守中國內地及美國於貪污及賄賂方面有關且對本集團業務有重大影響的法律法規，包括但不限於《中華人民共和國公司法》、《中華人民共和國反不正當競爭法》及《中華人民共和國反洗錢法》。本集團要求所有員工養成嚴格遵守規章制度的習慣，杜絕一切行賄及／或受賄行為，對於違反公司守則的員工，公司會作出紀律處分或辭退作為懲罰。於報告期內，中國內地公司為員工組織反商業賄賂貪污培訓，亦為全體員工提供線上線下相結合的合規課程培訓。



VI、OPERATING PRACTICES (continued)

3. Anti-corruption (continued)

To implement the political, ideological and work spirit of “Reshaping Responsibility Missions and Practicing the Three Hearted Culture”, strengthen corporate governance, regulate staff behaviour and avoid various risks, the Group has put in place the “WEGO Ten Articles”, which includes anti-bribery, preventing illegal transactions and other violations; and the Group requires employees to sign the “WEGO Ten Articles” commitment letter. These measures show the Group’s determination to combat corruption and uphold integrity. We hope to contribute to building a clean and honest social environment.

The Group places great emphasis on ethical conduct and has established a comprehensive anonymous reporting mechanism and provided reporting channels. For reports involving corruption, misconduct, and illegal or unethical activities, strict confidentiality is maintained, and they are treated and handled seriously. If it is found that employees are engaged in illegal activities, the relevant law enforcement departments will be notified immediately, and full cooperation will be provided in the investigation to safeguard the Group’s compliant operations and ethical standards.

Compliance

During the Reporting Period, we did not identify any concluded corruption litigation cases brought against the Group and its employees, nor were there any litigation or complaints involving violations of laws and regulations concerning anti-corruption, bribery, extortion, fraud, and money laundering.

五、營運慣例 (續)

3. 反貪污 (續)

本集團貫徹「重塑責任使命、踐行三心文化」政治思想工作精神，加強企業治理，規範員工行為，規避各類風險，本集團設定《威高十條》，其中的內容有反行賄受賄行為、杜絕不正當交易等違規行為；而且本集團要求員工簽署《威高十條》承諾書，此等舉措證明本集團反腐倡廉的決心，希望為構建清廉的社會環境盡一分力。

本集團高度重視道德操守，設立完善的匿名舉報機制及提供舉報渠道，對於涉及貪污、不當行為、非法或不道德活動的舉報，均嚴格保密並認真對待及處理。如發現員工從事非法活動，將立即通知相關執法部門並全力配合調查工作，以維護本集團的合規經營和道德標準。

合規性

於報告期間，我們沒有發現對本集團及其僱員提出並已審結的貪污訴訟案件，以及任何涉及違反有關反腐敗、賄賂、敲詐勒索、欺詐及洗錢的法律法規的訴訟或投訴。

VI、COMMUNITY INVESTMENT

As a good corporate citizen, the Group proactively participates in social welfare and donation activities, such as the companies in Mainland China organised their employees to participate in blood donation activities to promote the spirit of “dedication, fraternity, mutual help and progress” and relieve the pressure of using blood; During the Reporting Period, the Group was also honoured with the title of “Outstanding Enterprise in Caring for the Next Generation in Weihai City”, and “National Model Worker Family”, which affirms our efforts in caring for the younger generation. Argon Medical also sponsored or supported activities such as fire safety education, sports competitions, and nature conservation within the year. During the Reporting Period, we contributed over RMB 15 million to charitable purposes.

The Group regularly visits and provides assistance to employees in difficulty, offering both heartfelt care and material support. We actively promote the cause of disability support, having cumulatively invested tens of millions in this area, and have provided over a thousand job positions for disabled employees, continuously enhancing the sense of gain and happiness for people with disabilities. The Group also actively organizes a variety of activities to enrich employees' lives, such as outings, photography, ball games, singing, summer evening parties, employee social events, and sports meets. The Group has always operated and paid taxes in accordance with the law and spared no effort to help resolve local employment pressures. The Group prepares employees to plan well after retirement and provides social insurance benefits for all employees. The Group has always maintained a good operating environment and development order and has made certain contributions to maintaining social stability and building a harmonious community.

六、社區投資

作為良好的企業公民，本集團積極參與社會公益及捐款活動，例如中國內地公司組織員工參與捐血活動，以弘揚「奉獻、友愛、互助、進步」的精神，緩解用血壓力；於報告期內，本集團亦榮獲「威海市關心下一代工作優秀企業」及「全國模範職工之家」稱號，讓我們關心下一代的努力得到肯定。愛琅醫療於年內亦贊助或支援消防安全教育活動、運動比賽及自然環境保育等活動。本集團每年會定期走訪慰問困難職工，送去殷切關懷及物質幫助。於報告期間，我們投入超過1500萬元人民幣作為慈善用途。

本集團積極推進助殘事業，已在助殘事業上累計投入千萬元，提供在崗殘疾職工崗位千餘個，不斷提升殘障群體的獲得感和幸福感。本集團積極開展郊遊、攝影、球類運動、唱歌、納涼晚會、職工交友、運動會等活動，豐富職工生活。本集團向來依法經營納稅，不遺餘力地協助解決當地的就業壓力。本集團為員工好好計劃退休生活後的生活作準備，為所有員工提供社會保險福利項目。本集團一直保持良好的營運環境及發展秩序，在保持社會穩定及建設和諧社區方面，有一定的貢獻。

VI、COMMUNITY INVESTMENT (continued)

六、社區投資 (續)



VII、"ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE" BY THE HKEX

七、聯交所《環境、社會及管治報告指引》內容索引

Subject Areas, Aspects and KPIs 範疇、層面及關鍵績效指標	Section/ Statement 章節／聲明
Mandatory Disclosure Requirements 強制披露規定	
Governance Structure 管治架構	<p data-bbox="491 659 1445 756">A statement from the board containing the following ESG Management elements: 由董事會發出的聲明，當中載有下列內容：</p> <p data-bbox="491 797 1214 1345">(i) a disclosure of the board's oversight of ESG issues; (i) 披露董事會對環境、社會及管治事宜的監管；</p> <p data-bbox="491 901 1214 1037">(ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及</p> <p data-bbox="491 1177 1214 1274">(iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. (iii) 董事會如何按環境、社會及管治相關目標檢討進度、並解釋它們如何與發行人業務有關連。</p>

VII、"ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE" BY THE HKEX (continued)

七、聯交所《環境、社會及管治報告指引》內容索引 (續)

Subject Areas, Aspects and KPIs
範疇、層面及關鍵績效指標

**Section/
Statement**
章節／聲明

Mandatory Disclosure Requirements (continued)
強制披露規定 (續)

Reporting Principles 匯報原則	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: 描述或解釋在編備環境、社會及管治報告時如何應用匯報原則：</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. 重要性：環境、社會及管治報告應披露：(i)識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii)如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed. 量化：有關匯報排放量／能源耗用 (如適用) 所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison. 一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更 (如有) 或任何其他影響有意義比較的相關因素。</p>	About the Report 關於本報告
Reporting Boundary 匯報範圍	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。</p>	About the report 關於本報告

VII、"ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE" BY THE HKEX (continued)

七、聯交所《環境、社會及管治報告指引》內容索引 (續)

Subject Areas, Aspects and KPIs 範疇、層面及關鍵績效指標		Section/ Statement 章節／聲明
"Comply or explain" Provisions 「不遵守就解釋」條文		
A. Environmental A. 環境		
Aspect A1: 層面A1：	Emissions 排放物	
General Disclosure 一般披露	Information on: 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無 害廢棄物的產生等的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Protection 環境保護
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Management of Emissions 排放物的管理
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where applicable, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計 算)及(如適用)密度(如以每產量單位、每項設施計算)。	Management of Emissions 排放物的管理
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以 每產量單位、每項設施計算)。	Management of Emissions 排放物的管理

VII、 “ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE” BY THE HKEX (continued)

七、聯交所《環境、社會及管治報告指引》內容索引 (續)

Subject Areas, Aspects and KPIs 範疇、層面及關鍵績效指標		Section/ Statement 章節／聲明
“Comply or explain” Provisions (continued) 「不遵守就解釋」條文 (續)		
A. Environmental (continued) A. 環境 (續)		
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量 (以噸計算) 及 (如適用) 密度 (如以每產量單位、每項設施計算)。	Management of Emissions 排放物的管理
KPI A1.5 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Management of Emissions 排放物的管理
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Management of Emissions 排放物的管理
Aspect A2: 層面A2：	Use of Resources 資源使用	
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源 (包括能源、水及其他原材料) 的政策。	Management of Resource Utilisation 資源使用的管理
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (MWh) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源總耗量 (以千個千瓦時計算) 及密度 (如以每產量單位、每項設施計算)。	Management of Resource Utilisation 資源使用的管理

VII、"ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE" BY THE HKEX (continued)

七、聯交所《環境、社會及管治報告指引》內容索引 (續)

Subject Areas, Aspects and KPIs 範疇、層面及關鍵績效指標	Section/ Statement 章節／聲明
"Comply or explain" Provisions (continued) 「不遵守就解釋」條文 (續)	
A. Environmental (continued) A. 環境 (續)	
KPI A2.2 關鍵績效指標A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度 (如以每產量單位、每項設施計算)。	Management of Resource Utilisation 資源使用的管理
KPI A2.3 關鍵績效指標A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Management of Resource Utilisation 資源使用的管理
KPI A2.4 關鍵績效指標A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Management of Resource Utilisation 資源使用的管理
KPI A2.5 關鍵績效指標A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量 (以噸計算) 及 (如適用) 每生產單位佔量。	Management of Resource Utilisation 資源使用的管理

VII、 “ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE” BY THE HKEX (continued)

七、聯交所《環境、社會及管治報告指引》內容索引 (續)

Subject Areas, Aspects and KPIs 範疇、層面及關鍵績效指標		Section/ Statement 章節／聲明
“Comply or explain” Provisions (continued) 「不遵守就解釋」條文 (續)		
A. Environmental (continued) A. 環境 (續)		
Aspect A3: 層面A3：	The Environment and Natural Resources 環境及天然資源	
General Disclosure 一般披露	Policies on minimizing the issuer’s significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 環境及天然資源
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	The Environment and Natural Resources 環境及天然資源
Aspect A4: 層面A4：	Climate Change 氣候變化	
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change 氣候變化

VII、"ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE" BY THE HKEX (continued)

七、聯交所《環境、社會及管治報告指引》內容索引 (續)

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

VII、 “ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE” BY THE HKEX (continued)

七、聯交所《環境、社會及管治報告指引》內容索引 (續)

Subject Areas, Aspects and KPIs 範疇、層面及關鍵績效指標		Section/ Statement 章節／聲明
“Comply or explain” Provisions (continued) 「不遵守就解釋」條文 (續)		
B. Social (continued) B. 社會 (續)		
Aspect B2: 層面B2：	Health and Safety 健康與安全	
General Disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to providing a safe working environment and protecting employees from occupational hazards.	Health and Safety 健康與安全
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年 (包括匯報年度) 每年因工亡故的人數及比率。	Health and Safety 健康與安全
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury 因工傷損失工作日數。	Health and Safety 健康與安全
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行的監察方法。	Health and Safety 健康與安全

VII、"ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE" BY THE HKEX (continued)

七、聯交所《環境、社會及管治報告指引》內容索引 (續)

Subject Areas, Aspects and KPIs 範疇、層面及關鍵績效指標		Section/ Statement 章節／聲明
"Comply or explain" Provisions (continued) 「不遵守就解釋」條文 (續)		
B. Social (continued) B. 社會 (續)		
Aspect B3: 層面B3：	Development and Training 發展及培訓	
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training 發展及培訓
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別 (如高級管理層、中級管理層) 劃分的受訓僱員百分比。	Development and Training 發展及培訓
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展及培訓

VII、 “ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE” BY THE HKEX (continued)

七、聯交所《環境、社會及管治報告指引》內容索引 (續)

Subject Areas, Aspects and KPIs 範疇、層面及關鍵績效指標		Section/ Statement 章節／聲明
“Comply or explain” Provisions (continued) 「不遵守就解釋」條文 (續)		
B. Social (continued) B. 社會 (續)		
Aspect B4: 層面B4：	Labour Standards 勞工準則	
General Disclosure 一般披露	Information on: 有關防止童工或強制勞工的：	Labour Standards 勞工準則
	(a) the policies; and (a) 政策；及	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。	
	relating to preventing child and forced labour.	
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour Standards 勞工準則
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Labour Standards 勞工準則

VII、"ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE" BY THE HKEX (continued)

七、聯交所《環境、社會及管治報告指引》內容索引 (續)

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

VII、 “ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE” BY THE HKEX (continued)

七、聯交所《環境、社會及管治報告指引》內容索引 (續)

Subject Areas, Aspects and KPIs 範疇、層面及關鍵績效指標	Section/ Statement 章節／聲明
“Comply or explain” Provisions (continued) 「不遵守就解釋」條文 (續)	
B. Social (continued) B. 社會 (續)	
Aspect B6: 層面B6：	Product Responsibility 產品責任
General Disclosure 一般披露	<p>Information on: 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：</p> <p>(a) the policies; and (a) 政策；及</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p> <p>Product Responsibility 產品責任</p>
KPI B6.1 關鍵績效指標B6.1	<p>Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。</p> <p>Product Responsibility 產品責任</p>
KPI B6.2 關鍵績效指標B6.2	<p>Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。</p> <p>Product Responsibility 產品責任</p>
KPI B6.3 關鍵績效指標B6.3	<p>Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。</p> <p>Product Responsibility 產品責任</p>
KPI B6.4 關鍵績效指標B6.4	<p>Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。</p> <p>Product Responsibility 產品責任</p>
KPI B6.5 關鍵績效指標B6.5	<p>Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。</p> <p>Product Responsibility 產品責任</p>

VII、 “ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE” BY THE HKEX (continued)

七、聯交所《環境、社會及管治報告指引》內容索引 (續)

Subject Areas, Aspects and KPIs 範疇、層面及關鍵績效指標		Section/ Statement 章節／聲明
“Comply or explain” Provisions (continued) 「不遵守就解釋」條文 (續)		
B. Social (continued) B. 社會 (續)		
Aspect B7: 層面B7：	Anti-corruption 反貪污	
General Disclosure 一般披露	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to bribery, extortion, fraud and money laundering.	Anti-corruption 反貪污
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-corruption 反貪污
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption 反貪污
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反貪污

VII、 “ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE” BY THE HKEX (continued)

七、聯交所《環境、社會及管治報告指引》內容索引 (續)

Subject Areas, Aspects and KPIs 範疇、層面及關鍵績效指標		Section/ Statement 章節／聲明
“Comply or explain” Provisions (continued) 「不遵守就解釋」條文 (續)		
B. Social (continued) B. 社會 (續)		
Aspect B8: B8層面：	Community Investment 社區投資	
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來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。	Community Investment 社區投資
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Investment 社區投資
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源 (如金錢或時間)。	Community Investment 社區投資

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