



環球戰略集團有限公司

# GLOBAL STRATEGIC GROUP LIMITED 環球戰略集團有限公司

*(Incorporated in the Cayman Islands with limited liability)*  
(於開曼群島註冊成立之有限公司)

(Stock Code 股份代號: 8007)

Annual Report 年報  
2025



# 環境、社會及管治報告

## Environmental, Social and Governance Report

### I. PREAMBLE

Global Strategic Group Limited (the “Company”), an investment holding company, together with its subsidiaries (collectively, “the Group”) operate a wide range of businesses, including the natural gas supply and pipeline installation, and provision of leasing business of the steel support axial force servo system in the People’s Republic of China (the “PRC”).

In the past, humans extracted natural resources for daily consumption without considering their detrimental impacts on the environment. In recent years, more people have realised the environmental impacts of each of their daily activities, and hence issues such as environmental conservation and sustainability are being discussed. Under global crises, including climate change, environmental degradation, resource scarcity, and associated economic instability, the Group has proactively addressed global issues by moving towards a clean energy system.

In response, the national government has launched a series of approach and strategies on accelerating energy transition and minimising carbon emissions, which include the Energy in China’s New Era (《新時代的中國能源發展》), Energy Production and Consumption Transition Strategy (《能源生產和消費革命戰略》), and the 14th Five-Year Plan (「十四五」規劃). To support national measures, the Group is committed to maintaining safe and reliable natural gas supply services and leasing services of robust steel support axial force servo system, while aligning with national regulations and environmental targets, thereby lowering its environmental impacts with industry best practices.

### I. 前言

環球戰略集團有限公司(「本公司」)是一家投資控股公司，本公司及其子公司(統稱「本集團」)在中華人民共和國(「中國」)經營廣泛業務，包括天然氣供應及管道安裝，以及提供鋼支撐軸力伺服系統的租賃業務。

過去，人類開採天然資源以滿足日常需求，但並無理會對環境所造成的破壞性影響。近年，越來越多人意識到其日常活動對環境所造成的影響，環境保育與可持續發展等議題的討論因此逐漸興起。面對氣候變化、環境退化、資源短缺及相關經濟動盪等全球危機，本集團已積極推動向潔淨能源系統的轉型，以應對各項全球議題。

為此，國家已推出一系列加快能源轉型與減少碳排放的方針及策略，當中包括《新時代的中國能源發展》、《能源生產和消費革命戰略》以及「十四五」規劃。為配合國家政策，本集團致力維持安全可靠天然氣供應服務及穩健的鋼支撐軸力伺服系統租賃服務，同時堅守國家法規及達成環境目標，藉此透過行業最佳實踐降低其環境影響。

# 環境、社會及管治報告

## Environmental, Social and Governance Report

### I. PREAMBLE *(Continued)*

In November 2024, the national government introduced the Energy Law of the People's Republic of China (《中華人民共和國能源法》), which come into effect on 1 January 2025. The new regulation drives an orderly transition from fossil fuels to non-fossil alternatives, promoting the development of renewable energy. Apart from the emphasis on new power system and carbon control system, there will be a green electricity certification system to encourage the use of energy-saving products and services. The Group will continuously pay attention to the latest environmental laws and regulations and establish relevant strategies in alignment with such standards, jointly building a greener world.

Since establishment, the Group has been committed to the core mission of generating positive societal impacts, enhancing sustainable practices, and creating shared values for all stakeholders. To strengthen its sustainability performance and meet its environmental and social responsibilities, the Group has systematically integrated sustainability principles into its corporate strategies and daily operations. Targeted initiatives have also been implemented to foster greater environmental awareness among its employees.

### II. ABOUT THIS REPORT

In compliance with the requirement under Appendix C2 – Environmental, Social and Governance Reporting Code (“ESG Code”) of the GEM Listing Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“Stock Exchange”), the Group is pleased to present its Environmental, Social and Governance (“ESG”) Report for the financial year from 1 October 2024 to 30 September 2025 (“FY2025” or “the year under review”), which demonstrates the Group’s performance and strategies of ESG management and corporate sustainable development for FY2025 under “Comply or Explain” provision.

### I. 前言 (續)

於二零二四年十一月，國家政府頒布《中華人民共和國能源法》，並於二零二五年一月一日起生效。新法規推動有序轉型，從化石燃料轉向非化石替代能源，以促進可再生能源的發展。除了著重新型能源體系與碳排放管控體系外，政府亦將會推行綠色電力證書制度，以鼓勵使用節能產品及服務。本集團將持續關注最新的環境法規，並制定符合有關標準的相應策略，攜手共創更綠色的世界。

本集團一直履行其核心使命，旨在創造正面社會影響、強化可持續實踐並為所有利益相關者創造共享價值。為提升可持續發展的表現並履行其環境及社會責任，本集團已將可持續發展原則有系統地融入企業策略及日常營運中，亦落實針對性措施，致力提升員工的環保意識。

### II. 關於本報告

本集團遵守香港聯合交易所有限公司（「聯交所」）創業板上市規則附錄C2—《環境、社會及管治報告守則（「ESG守則」）及「不遵守或解釋」條文，欣然提呈其自二零二四年十月一日至二零二五年九月三十日止（「二零二五財年」或「回顧年度」）的環境、社會及管治（「ESG」）報告，以展示本集團於二零二五財年在ESG管理及企業可持續發展方面的表現及策略。

## 環境、社會及管治報告

## Environmental, Social and Governance Report

### II. ABOUT THIS REPORT *(Continued)*

#### Boundary Setting

With the adoption of the operational control approach, the Group defines the scope of this ESG Report based on a discrete analysis of its business operations in FY2025. The reporting boundary of the Group covers the headquarter office in Hong Kong, its sales and leasing business in Shanghai and its natural gas operations in Yichang, the PRC, which account for the majority of the Group's annual revenue. These operating segments are regarded as relatively significant with an in-depth analysis of its business impacts in terms of economic, environmental, and social perspectives. In alignment with the Materiality principle, the Group's operations of independent financial advisory are not included.

For corporate governance-related information, please refer to the Corporate Governance Report of the Group's 2025 Annual Report.

#### Reporting Principles

This ESG Report has been prepared with reference to the Reporting Principles outlined in the ESG Code of the Stock Exchange. In accordance with the reporting principles that underpin the preparation of the ESG Report, the main ESG performance of the Group in FY2025 has been evaluated and presented by following the principles of Materiality, Quantitative, Balance, and Consistency.

### II. 關於本報告 *(續)*

#### 邊界設定

本集團採用營運控制法，根據對二零二五財年業務營運的審慎分析，界定ESG報告的範圍。因此，本集團的報告範圍涵蓋位於香港的總部辦事處、位於中國上海的銷售和租賃業務及位於中國宜昌的天然氣業務（佔本集團年度收入的大部分）。本集團從經濟、環境及社會角度深入分析其業務影響，從而視該三處營運相對重要。根據重要性原則，本集團的獨立財務顧問業務並不包括在本報告內。

對於企業管治的相關信息，請參閱本集團二零二五年年報中的企業管治報告。

#### 報告原則

本ESG報告按聯交所於ESG守則中概述的報告原則編製。根據編製ESG報告的報告原則，本集團已遵循重要性、量化、平衡及一致性的原則，評估和展示本集團於二零二五財年的主要ESG績效。

### II. ABOUT THIS REPORT (Continued)

#### Reporting Principles (Continued)

##### **Materiality:**

Applying the principle of Materiality allows the Group to identify ESG issues that are most significant and most relevant to its operations. In FY2025, an annual materiality assessment was conducted through online questionnaires and communication with its selected stakeholder representatives to gather their expectations and feedback on ESG issues. The results of the assessment were reviewed by the board of directors (the “Board”) and subsequently approved and validated by the Group’s leadership. The final results form the foundation of this ESG Report and guide the Group’s future sustainability strategy and actions. For more details, please refer to the section Materiality Assessment.

##### **Quantitative:**

To allow a clear understanding of its ESG performance for stakeholders, the Group organises and discloses its environmental and social performance in terms of various Key Performance Indicators (“KPIs”), including emissions, consumption of natural resources, and employment information based on the principle of Quantitative. The relevant sources of the assumptions and conversion factors used are listed clearly in the footnotes of the corresponding performance tables.

##### **Balance:**

In adherence to the principle of Balance, the Group presents its sustainability performance in a comprehensive and unbiased manner, with transparent disclosure of both outstanding achievements and room for improvement during the year under review.

### II. 關於本報告 (續)

#### 報告原則 (續)

##### **重要性：**

本集團應用重要性原則能識別對其營運影響最重大、最相關的ESG議題。於二零二五財年，本集團透過線上問卷以及與選定的利益相關者代表溝通，收集各方對ESG議題的期望與反饋意見，以此展開年度重要性評估。評估結果經董事會（「董事會」）審閱，隨後由本集團領導批准及核實。最終結果成為本ESG報告的基礎內容，並引領本集團未來的可持續發展策略及行動。詳情請參閱重要性評估部分。

##### **量化：**

為讓利益相關者能清晰了解本集團的ESG表現，本集團根據量化原則，透過各項關鍵績效指標（「關鍵績效指標」）整理及披露其環境和社會績效，其中關鍵績效指標包括排放、天然資源消耗、僱傭資訊等。計算中所使用的假設和換算系數的相關來源已在相應的績效表註腳中明確列出。

##### **平衡：**

本集團遵循平衡原則，透明地披露於回顧年度內所取得的出色成就及改進空間，以全面、不偏不倚的方式呈現其可持續發展表現。

## 環境、社會及管治報告

# Environmental, Social and Governance Report

## II. ABOUT THIS REPORT *(Continued)*

### Reporting Principles *(Continued)*

#### **Consistency:**

The Group maintains consistent disclosure framework and methodology of data calculation over the years, allowing peer benchmarking and meaningful year-on-year comparison. To facilitate the understanding of the Group's stakeholders and general readers, clear explanations will be provided in the corresponding sections in case of any significant changes in the reporting framework or other key reporting elements.

#### **Information Disclosure**

The information presented in the ESG Report was gathered from various channels, including official documents, statistics, and internal policies within subsidiaries of the Group. It also includes verifiable evidence of the implementation of ESG practices in the Group, feedback from staff collected via online surveys that consisted of both quantitative and qualitative questions based on the reporting framework and verified data of the Group's annual performance in business operations and sustainable development. A complete index table is available at the end of the ESG Report for reader's convenience to check its integrity.

The Group will publish the ESG Report in respect of the financial year ended 30 September 2025 on the websites of the Stock Exchange ([www.hkexnews.hk](http://www.hkexnews.hk)) and the Company's website ([www.globalstrategicgroup.com.hk](http://www.globalstrategicgroup.com.hk)) at the same time as its Annual Report is published. The ESG Report will be accessible under the "Investor Relations" section of the Company's website.

This Report is prepared in both English and Chinese. In case of any conflict or inconsistency, the English version shall prevail.

## II. 關於本報告 *(續)*

### 報告原則 *(續)*

#### **一致性：**

本集團多年來維持一致的披露框架及數據計算方法，以便與同行比較及進行有意義的跨年度比較。為方便本集團的利益相關者及讀者理解，若報告框架或其他關鍵報告要素有任何重大變化，本集團將在相應章節中作出明確解釋。

#### **信息披露**

本ESG報告中的信息透過多種渠道收集，包括本集團不同子公司的正式文件、統計數據和內部政策。同時包括本集團實施ESG措施方面的事實證據、員工透過基於報告框架設定的線上調查（包括定量和定性問題）提供的反饋意見，以及本集團在業務營運和可持續發展方面經過驗證的年度績效數據。本ESG報告末提供了完整的報告披露索引，以方便讀者檢查其完整性。

本集團將於發布其年報的同時，在香港交易所網站([www.hkexnews.hk](http://www.hkexnews.hk))及公司網站([www.globalstrategicgroup.com.hk](http://www.globalstrategicgroup.com.hk))刊發其截至二零二五年九月三十日之財年的ESG報告。本ESG報告可在公司網站的「投資者資訊」欄目下查閱。

本報告以英文和中文編寫。若有任何衝突或不一致之處，皆以英文版本為準。

### III. APPROACH TO SUSTAINABILITY

Over the years, the Company has maintained and strived to uphold a robust corporate governance and management system. Under the Board's oversight and monitoring, the Group periodically enhances its practices and measures to ensure the creation of long-term sustainable values for all stakeholders. The Group's business operations and activities are guided by core values of care, integrity, respect, collaboration, transparency, and commitment. The sustainability-focused approach, supported by regular stakeholder engagement, steers the Group's risk management and opportunity identification process, driving continuous improvement.

As the highest governing body with ultimate responsibility for ESG-related issues, policies and reporting, the Board holds the overall accountability for overseeing the Group's implementation of its sustainability strategies in a top-to-bottom manner. Drawing on years of experiences and insights, the Board recognises the importance of identifying and managing ESG-related risks and opportunities, particularly those related to climate change. In the meantime, the Board conducts regular reviews on the Group's internal policies, including the Code of Conduct and Operation Manual, ensuring that relevant policies remain aligned with evolving ESG objectives and standards.

Furthermore, the Board closely monitors the overall governance processes and delegates specific areas of responsibility to the Standing Committees to support the efficient discharge of its duties. The Management, which comprises leaderships across the Company, is tasked with managing and integrating sustainable initiatives into daily operations and reporting the updates on the Group's material ESG issues to the Board.

### III. 可持續發展方向

多年來，本公司一直致力於維持穩健的企業治理及管理體系。在董事會的監督及監察下，本集團定期優化其實踐和措施，確保為所有利益相關者創造長遠的可持續價值。本集團的業務營運及活動以關懷、誠信、尊重、協作、透明和承諾的核心價值為指引。以可持續發展為重點的方針，配合定期的利益相關者參與，定能引領本集團的風險管理及機遇識別流程，推動持續改進。

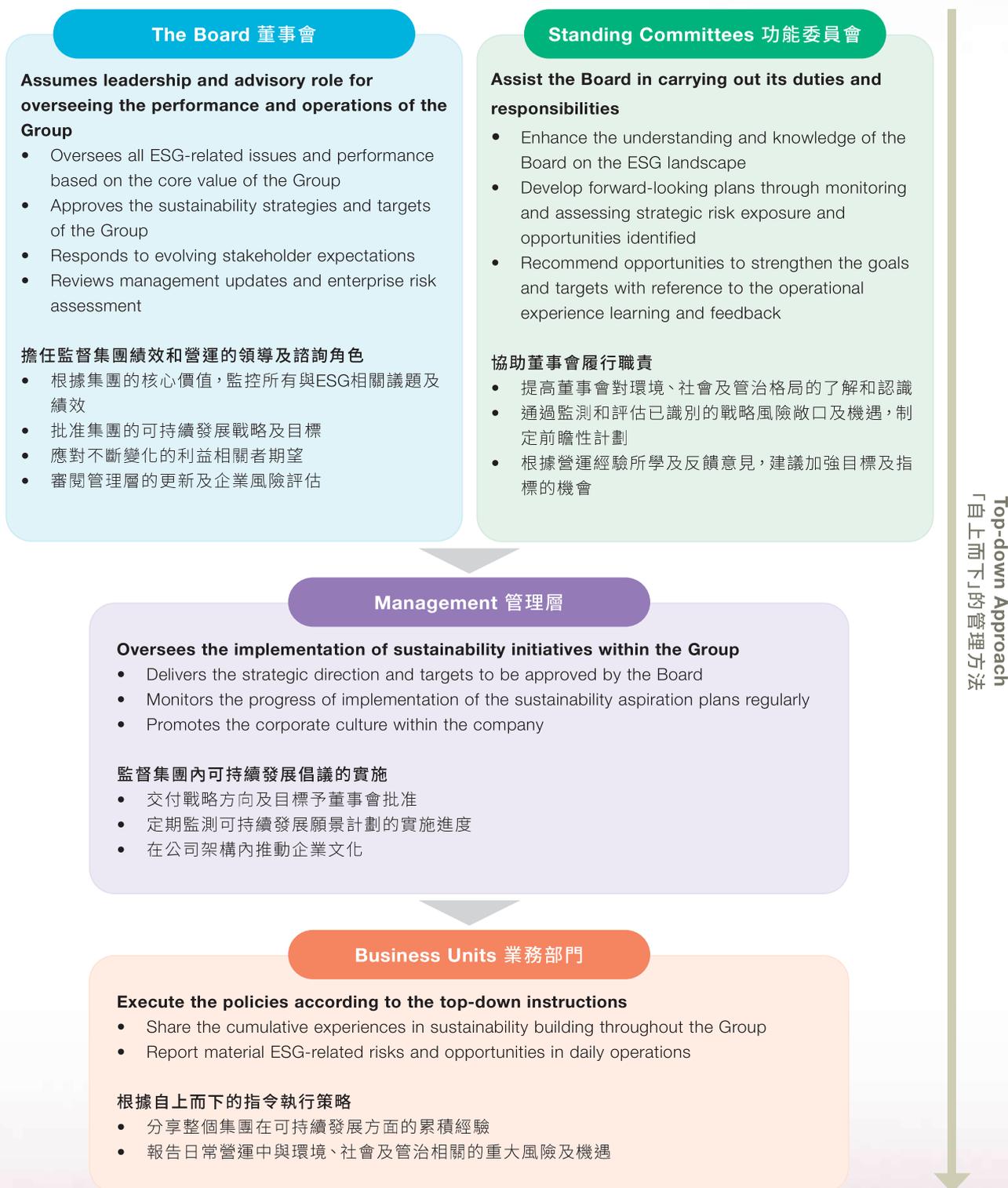
作為對ESG相關議題、政策和報告負有最終責任的最高治理機構，董事會以自上而下的方式，對監督本集團可持續發展策略的落實負有整體問責責任。憑藉多年的經驗及洞察力，董事會明白識別和管理ESG相關風險及機遇的重要性，尤其針對氣候變化的相關風險及機遇。同時，董事會定期審閱本集團的內部政策，包括「行為守則」及「操作手冊」，以確保相關政策持續符合不斷變化的ESG目標及標準。

此外，董事會密切監督整個治理流程，並將特定領域的職責委託予功能委員會，以支持董事會有效履行職責。而管理層由本公司的領導組成，負責管理可持續發展倡議並將其融入日常營運當中，以及向董事會匯報本集團重大ESG議題的最新情況。

III. APPROACH TO SUSTAINABILITY (Continued)

III. 可持續發展方向 (續)

ESG Management Structure  
ESG管治結構



### III. APPROACH TO SUSTAINABILITY *(Continued)*

The Group understands that strong corporate governance and responsible business practices are crucial in building a more sustainable future. Through the top-down management approach, the Group strengthens the accountability of the Board and the management, thereby fostering the delivery of long-term values for its stakeholders and supporting the effective achievement of strategic objectives.

Over the years, the Group has strived to minimise its negative environmental and social impacts during its operations. The Group's Finance Department is responsible for conducting regular reviews, while external consultants are engaged to inform the Board with the latest industry best practices. This not only allows the Group's sustainable strategies and practices to stay aligned with the latest ESG-related policies, but also helps the Group's leaders remain informed of evolving sustainability trends for timely handling of potential ESG risks.

Recognising that clear goals drive concrete actions, the Group has formulated a set of ESG-related targets to track progress and monitor performance of its key ESG-related issues. Given its business nature focusing on the operations of natural gas intermediate services, a series of environmental targets have been set, which can be found in later sections of this ESG Report. The Board is responsible for overseeing the progress and achievement of these targets, using well-defined KPIs, to ensure the alignment with the Group's overall mission and to prompt any necessary strategic adjustments. Guided by the Board, the management regularly reviews the Group's governance framework to ensure that sustainable practices meet legal requirements and stakeholder expectations. More details on the Group's management approaches in the environmental and social aspects are illustrated in relevant sections of this ESG Report.

### III. 可持續發展方向 *(續)*

本集團明白穩健的企業治理和負責任的業務實踐對構建更可持續的未來至關重要。透過自上而下的管理方式，本集團加強董事會及管理層的問責制，從而為利益相關者創造長遠價值，並推動策略目標的有效實現。

多年來，本集團致力於減少其營運過程中對環境及社會所產生的負面影響。本集團的財務部負責進行定期審查，而本集團聘請的外部顧問會向董事會提供最新的行業最佳實踐，此舉不僅能讓本集團的可持續發展策略及實踐符合最新的ESG相關政策，亦能協助本集團領導層掌握不斷變化的可持續發展趨勢，及時應對潛在的ESG風險。

本集團明白，明確的目標能推動具體行動，因此已制定一系列ESG相關目標，以追蹤重大ESG相關議題的進度及監察其表現。鑒於本集團的業務性質以天然氣中游服務業務為主，因此本集團已訂立一系列環境目標，詳情載於本ESG報告的後續章節。董事會負責透過明確的關鍵績效指標，監督這些目標的進度及完成情況，以確保所訂立的目標符合本集團的整體使命，並及時作出必要的策略性調整。在董事會的引領下，管理層定期審查本集團的治理架構，確保可持續發展實踐符合法律要求及利益相關者的期望。本集團在環境及社會方面的管理方針詳述於本ESG報告的相關章節。

### III. APPROACH TO SUSTAINABILITY *(Continued)*

#### Board Statement

Dear valued stakeholders,

At Global Strategic, we have dedicated to exploring and implementing sustainable business models while embedding our ESG leadership throughout our strategies and daily operations. On behalf of the Board, I am pleased to present the Group's ESG Report for the financial year ended 30 September 2025, which details our ESG performance, tracks our progress towards ESG objectives, and reaffirms our commitment to sustainable practices.

#### *Our Approach and Strategy*

As the leading domestic gas supplier in Yichang, the Group is committed to delivering a safe and reliable gas supply while making positive societal impacts. Recognising that responsible business practices are essential for the well-being of the community and our long-term success, we have integrated sustainability across our entire value chain, from supply chain management to operational efficiency. Strong governance measures are in place to ensure accountability, regulatory compliance, and ethical conduct in every facet of our operations.

### III. 可持續發展方向 *(續)*

#### 董事會聲明

尊敬的利益相關者，

在環球戰略集團有限公司，我們一直致力於探索和落實可持續的商業模式，同時將我們的ESG領先思維融入各項策略及日常營運。我謹代表董事會欣然提呈本集團截至二零二五年九月三十日之財年的ESG報告。本報告詳述我們的ESG表現、追蹤ESG目標的進展，並重申我們對可持續發展實踐的承諾。

#### *我們的方針與策略*

作為宜昌領先的天然氣供應商，本集團致力於提供安全可靠天然氣供應，同時創造正面的社會影響。我們明白負責任的商業實踐對社區福祉和企業的長遠成功至關重要，因此已將可持續發展理念貫穿於整個價值鏈，當中涵蓋供應鏈管理以至營運效率。我們落實有效的治理措施，確保營運的各個方面均符合問責制、合規性及道德要求。

### III. APPROACH TO SUSTAINABILITY *(Continued)*

#### Board Statement *(Continued)*

#### **Our Approach and Strategy** *(Continued)*

Our ESG approach is built on proactive stakeholder engagement. We actively seek and value stakeholder feedback, believing that those engagements foster transparent communication and collaboration. Under the Board's supervision, the Group identifies and prioritises ESG-related risks that could significantly affect our business operations. This is achieved through annual stakeholder engagement and a structured materiality assessment. A particular focus is placed on climate-related risks, which pose gradual but substantial impacts to both the Group and the communities we serve. By incorporating insights from stakeholder engagement and materiality assessments, the Board ensures that identified ESG risks align with stakeholder concerns and expectations while reinforcing our dedication to sustainable and responsible business practices. For a comprehensive view of our ESG landscape and detailed processes of risk identification and prioritisation, please refer to the sections STAKEHOLDER ENGAGEMENT and Materiality Assessment.

Meanwhile, our overall strategy is rooted in three core pillars, namely innovation, resilience, and responsible resource management. To advance towards a more sustainable future, we have dedicated significant resources to exploring investments in clean energy transition and developing technology-driven initiatives, while upholding operational safety as our prime priority. We further strengthen our impacts by collaborating with local communities, governments, and industry partners to deliver comprehensive and meaningful ESG outcomes.

To ensure effective progress, the Group has clearly defined responsibilities for managing material ESG issues to foster collaborative efforts of all employees to integrate sustainability into environmental, social, and governance practices. For instance, the Standing Committee is responsible for conducting audits on the implementation of ESG measures when necessary, and the Board reviews the outcomes to make informed strategic decisions.

### III. 可持續發展方向 *(續)*

#### 董事會聲明 *(續)*

#### **我們的方針與策略** *(續)*

我們的ESG方針建立於積極的利益相關者參與之基礎上，因此我們積極尋求並重視各方的反饋意見，深信相關的互動能促進透明的溝通與協作。在董事會的監督下，本集團透過年度利益相關者參與及有系統的重要性評估，就可能對業務營運產生重大影響的ESG相關風險進行識別及排序。我們尤其關注氣候相關風險，這些風險對本集團及所服務的社區逐漸造成深遠影響。透過整合利益相關者參與及重要性評估的見解，董事會確保已識別的ESG風險符合利益相關者的關注及期望，同時加強我們對可持續發展及負責任業務實踐的承諾。為全面了解我們的ESG治理情況、風險識別及優先排序的詳細流程，請參閱利益相關者參與章節及重要性評估部分。

同時，我們的整體策略建基於三大核心支柱，即創新、韌性及負責任的資源管理。為邁向更可持續的未來，我們已投放大量資源於探索潔淨能源轉型的投資及開發技術驅動倡議，同時將營運安全列為首要事項。透過與當地社區、政府及商業夥伴合作，我們實現全面且具意義的ESG成果，進一步加強影響力。

為確保具成效的進展，本集團已明確界定管理重大ESG議題的職責，以促進全體員工協同合作，攜手將可持續發展理念融入環境、社會及管治的實踐。具體而言，功能委員會負責在必要時對ESG措施的執行情況進行審查，而董事會則審核結果，以制定知情的策略性決策。

### III. APPROACH TO SUSTAINABILITY (Continued)

#### Board Statement (Continued)

##### ***Our Aspirations***

In addition to the Group's economic growth, we are committed to channelling our success into creating positive impacts for local communities and the environment. As we deliver safe and reliable natural gas to our customers, we actively pursue initiatives that contribute to broader societal and environmental well-being. During the year under review, we reviewed our ESG targets to confirm their alignment with international and national sustainability goals, as well as the Group's corporate mission. Along with group-level targets, each subsidiary has a designated responsible personnel who formulates specific annual targets, which are subsequently reviewed and approved by the Board.

In FY2025, the Board and its Standing Committee prioritised the ongoing monitoring of ESG target progress and the implementation of relevant practices. The Board also exercises oversight by reviewing the performance disclosures presented in the annual ESG Report, ensuring that the Group remains accountable and on track to achieve sustainability aspirations.

##### ***Our Climate Resilience***

In view of escalating global climate crises, the urgency to combat climate change and reach carbon neutrality grows. As a company primarily focused on supplying natural gas, we recognise that climate change poses significant potential impacts to our business operations. Consequently, we have established environmental targets according to scientific principles and the national "30.60" decarbonisation pledge. These targets are reviewed regularly to ensure our efforts remain aligned with the national goal of leading in climate action. Furthermore, the Board is dedicated to a proactive and adaptive approach to secure the Group's long-term sustainability.

### III. 可持續發展方向 (續)

#### 董事會聲明 (續)

##### ***我們的抱負***

除了本集團的經濟增長外，我們亦致力於將我們的成功轉化為對當地社區及環境的正面影響。在向客戶提供安全可靠天然氣的同時，我們積極推行有助促進更廣泛的社會及環境福祉之倡議。於回顧年度內，我們審視了我們的ESG目標，以確保其符合國際及國家的可持續發展目標，以及本集團的企業使命。除了集團層面的目標外，各子公司均已設有專責人員負責制定具體的年度目標，及後由董事會審核及批准。

於二零二五財年，董事會及其功能委員會優先持續監控ESG目標的進度及相關實踐的落實情況。董事會亦會行使監督職責，審閱年度ESG報告中的績效披露，以確保本集團持續履行有關責任，並朝可持續發展的願景穩步邁進。

##### ***我們的氣候韌性***

鑒於全球氣候危機日益加劇，人們應對氣候變化並實現碳中和的迫切性與日俱增。作為一家主要從事天然氣供應業務的公司，我們明白氣候變化對我們的業務營運產生潛在的重大影響。因此，我們根據科學原則以及國家的「30.60」減碳承諾來制定環境目標，並定期檢視這些目標，以確保我們的行動持續符合國家引領氣候行動的目標。此外，董事會致力採取積極主動及適應性的方針，以確保本集團長遠的可持續發展。

### III. APPROACH TO SUSTAINABILITY *(Continued)*

#### Board Statement *(Continued)*

#### **Our Climate Resilience** *(Continued)*

Our commitment is to actively mitigate climate change and build climate resilience through continuous improvement. We are investing in renewable energy and enhancing energy efficiency to minimise the environmental footprints of our operations. Alongside these mitigation actions, we proactively implement adaptive measures by employing risk assessments and strategies to bolster our resilience against climate change. We are also dedicated to collaborating with stakeholders, including governments, NGOs, and local communities, to develop more comprehensive strategies to jointly address climate challenges.

Looking ahead, the Group will inevitably encounter new and unforeseen challenges in its future operations. However, drawing on years of accumulated experiences, we are dedicated to maximising our capability to overcome these obstacles and steadfastly implement our ESG strategies to create a more sustainable future. Through continued collaboration, we are confident that our joint efforts will drive ongoing improvement, positioning the Group to positively contribute to the global energy transition and its impacts on communities and the environment.

Last but not least, I would like to take this opportunity to express my sincere gratitude towards our dedicated staff, loyal business partners, understanding shareholders, valuable customers and other stakeholders for their unwavering support throughout our ongoing journey towards becoming a more sustainable corporate.

**Wu Chunyao**

*Executive Director*

30 December 2025

### III. 可持續發展方向 *(續)*

#### 董事會聲明 *(續)*

#### **我們的氣候韌性** *(續)*

我們承諾透過持續改進，積極減緩氣候變化並建立氣候韌性。我們正投資可再生能源並提高能源效益，以降低我們營運對環境的影響。除了這些減緩措施外，我們亦透過風險評估及策略積極落實適應性措施，以增強我們抵禦氣候變化的韌性。我們亦致力與政府、非政府組織和當地社區等利益相關者合作，制定更全面的策略以共同應對氣候挑戰。

展望將來，本集團在未來的營運中將面臨嶄新且未預見的挑戰。然而，憑藉多年來累積的經驗，我們致力提高本集團的能力以跨越障礙，並堅定落實我們的ESG策略，開創更可持續的未來。透過持續協作，我們有信心，大家的共同努力將推動持續進步，讓本集團積極為全球能源轉型、社區及環境帶來正面影響。

最後，我謹藉此機會向我們敬業的員工、忠誠的商業夥伴、理解支持的股東、寶貴的客戶和其他利益相關者表達由衷的感謝，感謝他們在我們邁向更可持續發展企業的持續過程中所給予的堅定支持。

**武春耀**

*執行董事*

二零二五年十二月三十日

# 環境、社會及管治報告

## Environmental, Social and Governance Report

### IV. STAKEHOLDER ENGAGEMENT

As part of its commitment to responsible and sustainable corporate governance, the Group places a strong emphasis on stakeholder engagement. The Group actively communicates with its key stakeholders to ensure that there are opportunities of transparent information-sharing on sustainability-related issues, as well as open and informed dialogues. Recognising that each stakeholder group has distinct concerns, expectations, and a unique role in sustainable development, the Group highly values their inputs and seeks to respond to issues raised.

To keep stakeholders informed of its latest ESG objectives and performance, the Group maintains regular communication with its key stakeholder groups. Feedback and expectations gathered through these interactions help refine and strengthen the Group's sustainability strategies. The results presented in this section reflect valuable insights provided by key stakeholders, such as shareholders, employees, customers, suppliers, government, and the general public. The Group also proactively stays connected with these stakeholders through their preferred communication channels as shown below.

### IV. 利益相關者的參與

作為履行負責任且可持續企業治理承諾的一部分，本集團十分著重利益相關者的參與。本集團積極與主要利益相關者溝通，以確保透明地分享可持續發展相關議題的資訊，並促進開放和知情的對話。本集團明白各利益相關者均在可持續發展上擁有不同的關注點、期望及獨特角色，因此本集團十分重視利益相關者的反饋意見，並致力回應所提出的議題。

為讓利益相關者了解本集團最新的ESG目標及績效，本集團定期與其主要利益相關者溝通，從互動過程收集的反饋意見與期望有助完善和加強本集團的可持續發展策略。本章節展示的結果反映了包括股東、僱員、客戶、供應商、政府和公眾在內的主要利益相關者所提供的寶貴見解，本集團亦透過以下的首選溝通渠道積極與利益相關者保持聯繫。

Stakeholder group 利益相關者	Engagement channels 溝通渠道	Topics of interest/concern 感興趣／關注的議題
Shareholders 股東	<ul style="list-style-type: none"><li>Annual report 年報</li><li>Annual general meetings 股東週年大會</li><li>Corporate website 公司網站</li><li>Direct communication 直接溝通</li><li>Questionnaires or online engagement 問卷調查或在綫參與</li></ul>	<ul style="list-style-type: none"><li>Business strategies and financial performance 業務策略及財務表現</li><li>Corporate governance 企業管治</li><li>Business sustainability 業務可持續性</li><li>Human resource allocation 人力資源配置</li></ul>

## 環境、社會及管治報告

## Environmental, Social and Governance Report

### IV. STAKEHOLDER ENGAGEMENT (Continued)

### IV. 利益相關者的參與 (續)

Stakeholder group 利益相關者	Engagement channels 溝通渠道	Topics of interest/concern 感興趣／關注的議題
Employees 僱員	<ul style="list-style-type: none"> <li>• Interviews</li> <li>• 面談</li> <li>• Training sessions</li> <li>• 培訓課程</li> <li>• Internal memos</li> <li>• 內部備忘錄</li> <li>• Questionnaires or online engagement</li> <li>• 問卷調查或在綫參與</li> <li>• Focus groups</li> <li>• 討論小組</li> </ul>	<ul style="list-style-type: none"> <li>• Rights and benefits</li> <li>• 權利及福利</li> <li>• Employee compensation</li> <li>• 僱員酬金</li> <li>• Training and development</li> <li>• 培訓及發展</li> <li>• Working hours</li> <li>• 工作時數</li> <li>• Occupational health and safety</li> <li>• 職業健康與安全</li> <li>• Communication effectiveness</li> <li>• 溝通有效性</li> <li>• Environmental protection</li> <li>• 環境保護</li> </ul>
Customers 客戶	<ul style="list-style-type: none"> <li>• Direct communication and emails</li> <li>• 直接溝通及電郵</li> <li>• Complaint hotlines</li> <li>• 投訴熱線</li> <li>• Opinion boxes</li> <li>• 意見箱</li> <li>• Customer surveys</li> <li>• 客戶調查</li> </ul>	<ul style="list-style-type: none"> <li>• Products and service quality</li> <li>• 產品及服務質量</li> <li>• Service safety and stability</li> <li>• 服務安全性及穩定性</li> <li>• Protection of privacy</li> <li>• 私隱保障</li> </ul>
Suppliers 供應商	<ul style="list-style-type: none"> <li>• Business meetings</li> <li>• 業務會議</li> <li>• Tenders</li> <li>• 投標</li> <li>• Telephone discussions</li> <li>• 電話討論</li> <li>• Written comments or responses</li> <li>• 書面意見或回覆</li> <li>• Questionnaires or online engagement</li> <li>• 問卷調查或在綫參與</li> </ul>	<ul style="list-style-type: none"> <li>• Fulfilment of promises</li> <li>• 履行承諾</li> <li>• Payment schedule</li> <li>• 付款時間表</li> <li>• Regular updates on business and product requirements</li> <li>• 定期更新業務及產品需求</li> <li>• Transparency on ESG issues</li> <li>• ESG議題的透明度</li> <li>• Quality ESG management</li> <li>• 良好的ESG管理</li> </ul>

# 環境、社會及管治報告

## Environmental, Social and Governance Report

### IV. STAKEHOLDER ENGAGEMENT (Continued)

### IV. 利益相關者的參與 (續)

Stakeholder group 利益相關者	Engagement channels 溝通渠道	Topics of interest/concern 感興趣／關注的議題
Government 政府	<ul style="list-style-type: none"><li>Statutory filings and notification</li><li>法規文件存檔及通知</li><li>Regulatory or voluntary disclosures</li><li>監管或自願披露</li><li>Tax return</li><li>納稅申報單</li></ul>	<ul style="list-style-type: none"><li>Compliance with law and regulations</li><li>遵守法律法規</li><li>Fulfilment of tax obligation</li><li>履行稅務責任</li><li>Environmental protection</li><li>環境保護</li></ul>
General public 公眾	<ul style="list-style-type: none"><li>Community activities</li><li>社區活動</li><li>Corporate donations</li><li>企業捐贈</li></ul>	<ul style="list-style-type: none"><li>Fair employment opportunities</li><li>公平就業機會</li><li>Environmental awareness</li><li>環境保護意識</li></ul>

#### Materiality Assessment

The Group understands that each stakeholder has different backgrounds and concerns. Hence, the Group identifies ESG risks and opportunities with reference to their feedback. Materiality assessment is a crucial process for collecting, evaluating, and incorporating the views of stakeholders into the Group's strategies. By conducting regular materiality assessments, the Group ensures that stakeholder expectations are continuously considered through ongoing engagement.

#### 重要性評估

本集團明白各利益相關者擁有不同的背景及關注點，因此本集團在識別ESG風險及機遇時會參考他們的反饋意見。重要性評估是收集和評估利益相關者的意見，並將這些見解融入本集團策略的關鍵流程。本集團透過定期進行重要性評估，確保持續與利益相關者溝通，以考慮他們的期望。

### IV. STAKEHOLDER ENGAGEMENT *(Continued)*

#### Materiality Assessment *(Continued)*

In FY2025, carefully selected stakeholder representatives were invited to take part in a materiality assessment survey conducted by an external consultancy. The questionnaire was designed with reference to the Group's overarching mission and business development, and responses gathered were subsequently used to develop a materiality matrix. This matrix represents the ESG issues of the greatest concern to the Group's key stakeholders and allows the Group to develop more effective ESG management strategies and plans.

The Group followed a stepwise process for topic identification, prioritisation, and validation to ensure that all relevant sustainability topics are managed and reported according to their level of materiality.

#### **(1) Identification**

With reference to the internationally-recognised reporting frameworks, a list of 28 fundamental sustainability topics that reflects the latest sustainability landscape was identified. The following topics were regarded to have potential environmental and social impacts across the Group's operations.

### IV. 利益相關者的參與 *(續)*

#### 重要性評估 *(續)*

於二零二五財年，本集團邀請經過精心挑選的利益相關者代表參與由外部顧問進行的重要性評估調查。問卷調查乃參考本集團的整體使命和業務發展所設計，而所收集的回覆隨後用於繪製重要性分析矩陣。該矩陣展示了本集團主要利益相關者最關注的ESG議題，讓本集團能制定更有效的ESG管理策略及計劃。

本集團遵循逐步識別、重要性排序和驗證的流程，確保本集團能以重要性的程度為依據，管理和報告所有相關的可持續發展議題。

#### **(1) 識別**

參考國際認可的報告框架，本集團識別了一份涵蓋28項主要的可持續發展議題清單，當中反映最新的可持續發展形勢，以下議題被認為對本集團營運構成潛在環境及社會影響：

# 環境、社會及管治報告

## Environmental, Social and Governance Report

### IV. STAKEHOLDER ENGAGEMENT (Continued)

#### Materiality Assessment (Continued)

##### (1) Identification (Continued)

- 1 Greenhouse Gas (“GHG”) Emissions  
溫室氣體 (「GHG」) 排放
- 2 Energy Management  
能源管理
- 3 Water and Wastewater Management  
水資源和廢水管理
- 4 Solid Waste Stewardship  
固體廢棄物管理
- 5 Climate Change Mitigation and Adaptation  
氣候變化緩解和適應
- 6 Renewable and Clean Energy  
可再生和清潔能源
- 7 Labour Practices  
勞工權益
- 8 Employee Remuneration and Benefits  
僱員薪酬條件和福利政策
- 9 Occupational Health and Safety  
職業健康與安全
- 10 Employee Development and Training  
僱員發展及培訓
- 11 Green Procurement  
綠色採購
- 12 Engagement with Suppliers  
與供應商的良好溝通
- 13 Environmental and Social Risk Management of Supply Chain  
供應鏈的環境社會風險管理
- 14 Supply Chain Resilience  
供應鏈的適應性

### IV. 利益相關者的參與 (續)

#### 重要性評估 (續)

##### (1) 識別 (續)

- 15 Product/Service Quality and Safety  
產品／服務質量與安全
- 16 Customer Privacy and Data Security  
客戶私隱保護和數據安全
- 17 Marketing and Promotion  
營銷和推廣
- 18 Intellectual Property Rights  
保護知識產權
- 19 Labelling Relating to Products/Services  
與產品／服務相關的標籤問題
- 20 Business Ethics and Anti-corruption  
商業道德和反貪污
- 21 Internal Grievance Mechanism  
內部申訴機制
- 22 Participation in Philanthropy  
公益慈善活動的參與
- 23 Cultivation of Local Employment  
促進當地就業
- 24 Support of Local Economic Development  
支持本地經濟發展
- 25 Business Model Adaptation and Resilience to Environmental, Social, Political and Economic Risks and Opportunities  
商業模型對環境、社會、政治和經濟風險和機遇的適應性和恢復力
- 26 Management of the Legal and Regulatory Environment (regulation-compliance management)  
法律監管環境變化的應對和管理 (法律合規管理)
- 27 Critical Incident Risk Responsiveness  
突發事件應急風險應對能力
- 28 Systemic Risk Management (e.g., Financial Crisis)  
系統化風險管理 (例如，金融危機)

IV. STAKEHOLDER ENGAGEMENT (Continued)

Materiality Assessment (Continued)

(2) Prioritisation

To assess the materiality of these ESG topics, carefully selected stakeholder representatives, including general staff, middle management, directors, business partners, and professional organisations, were invited to complete an online survey, rating each ESG issue on the list. Based on these weighted ratings, material issues were prioritised, identified and mapped on the materiality matrix, as illustrated below, to present their relative levels of importance.

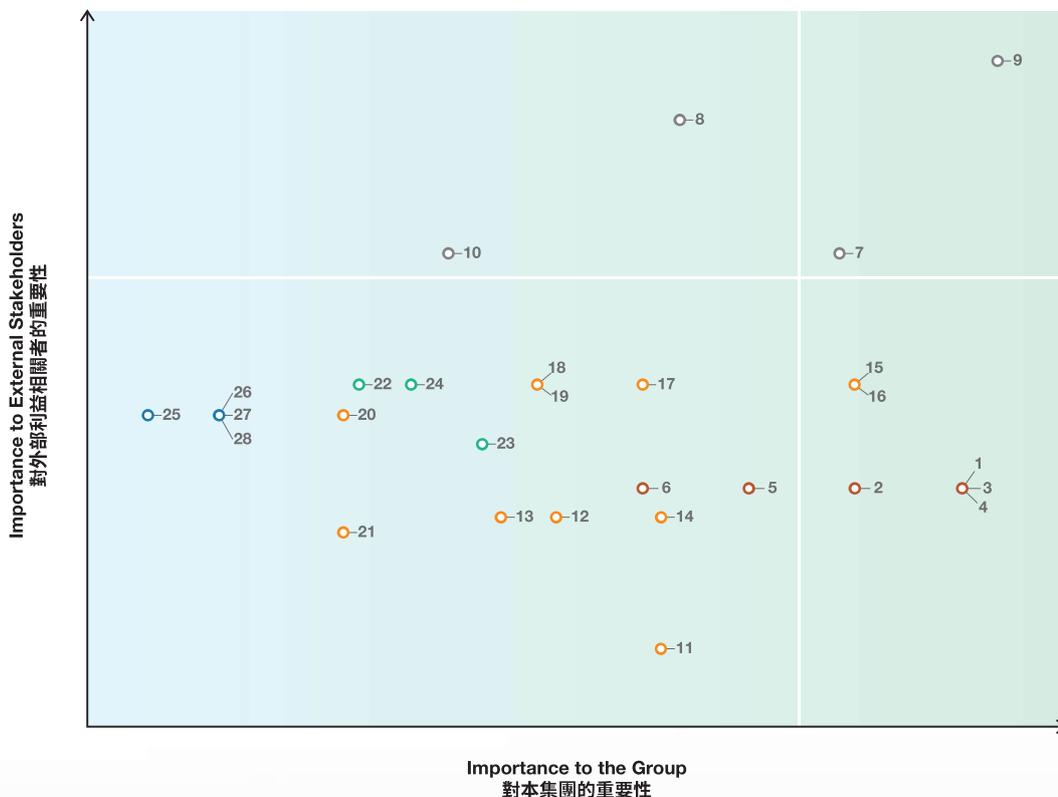
IV. 利益相關者的參與 (續)

重要性評估 (續)

(2) 排序

為評估這些ESG議題的重要性，本集團邀請經過精心挑選的利益相關者代表完成綫上問卷，當中包括一般員工、中級管理人員、董事、業務合作夥伴和專業組織，並對清單上的每項ESG議題進行評分。根據加權評分的結果，本集團優先排序和識別重要議題，並於以下重要性分析矩陣中列出，以展示其相對重要性。

Stakeholder Engagement Materiality Matrix  
利益相關者的參與重要性分析矩陣



- Environmental Impacts 環境影響
- Operating Practices 營運慣例
- Leadership & Governance 領導力和管治
- Employment and Labour Practices 僱傭及勞工常規
- Community Investment 社區投資

### IV. STAKEHOLDER ENGAGEMENT *(Continued)*

#### Materiality Assessment *(Continued)*

##### (2) **Prioritisation** *(Continued)*

Based on the outcome of the materiality matrix, two ESG issues were identified to have great significance to both the Group and its stakeholders, namely “Labour Practices” and “Occupational Health and Safety”.

##### (3) **Validation**

The Board subsequently reviewed and validated the results of the materiality assessment. This process allows the Group to objectively identify and prioritise the most relevant and significant sustainability issues, thereby implementing appropriate and effective management policies and internal control systems against ESG-related issues.

### IV. 利益相關者的參與 *(續)*

#### 重要性評估 *(續)*

##### (2) **排序** *(續)*

根據重要性分析矩陣的結果，本集團識別了兩個對本集團及其利益相關者均具有重大意義的ESG議題，即「勞工權益」及「職業健康與安全」。

##### (3) **驗證**

董事會隨後審閱並驗證重要性評估的結果。這流程讓本集團能客觀識別並優先考慮最相關及重要的可持續發展議題，從而針對ESG相關議題落實適切有效的管理政策及內部監控系統。

IV. STAKEHOLDER ENGAGEMENT (Continued)

Supporting the Sustainable Development Goals (“SDGs”)

Launched by the United Nations in 2015, the 17 SDGs set out global goals, targets, and indicators to guide countries and organisations towards building a sustainable world by 2030. In addition to focusing on its most material ESG issues, the Group is committed to ensuring that its sustainability efforts support and move towards this international initiative. In FY2025, the Group identified seven SDGs that are materially aligned with its business activities and ESG strategies.

IV. 利益相關者的參與 (續)

支持可持續發展目標

聯合國於二零一五年推出17項可持續發展目標，該目標訂下全球目的、目標和指標，引領各國和組織於二零三零年之前創建可持續發展的世界。除了著重最重大的ESG議題外，本集團亦致力確保其可持續發展的行動能支持並推動這項國際倡議。於二零二五財年，本集團識別了七個與其業務活動及ESG策略密切相關的可持續發展目標。



### IV. STAKEHOLDER ENGAGEMENT (Continued)

#### Supporting the Sustainable Development Goals (“SDGs”) (Continued)

With reference to the results of the stakeholder engagement exercise, “Target 2: Zero Hunger”, “Target 3: Good Health and Well-being”, “Target 4: Quality Education”, “Target 8: Decent Work and Economic Growth”, “Target 9: Industry, Innovation, and Infrastructure”, “Target 10: Reduced Inequalities” and “Target 11: Sustainable Cities and Communities” were identified as the most concerned goals for the Group’s sustainability development. Taking consideration of the feedback from its stakeholders, the Group strives to placing more emphasis and resources on these goals.

### IV. 利益相關者的參與 (續)

#### 支持可持續發展目標 (續)

根據利益相關者參與的結果，「目標2：零飢餓」、「目標3：良好健康與福祉」、「目標4：優質教育」、「目標8：體面工作和經濟增長」、「目標9：產業、創新和基礎設施」、「目標10：減少不平等」以及「目標11：可持續城市和社區」被確定為本集團可持續發展最為關注的目標。考量到各利益相關者的意見，本集團致力於加強對這些目標的關注及資源投入。



#### Goal 2: Zero Hunger

目標二：零飢餓

**The Group targets to ensure sustainable food production systems by maintaining ecosystems and strengthening the adaptive capacity for climate change.**

本集團旨在透過維護生態系統和加強適應氣候變化的能力來確保可持續的食品生產系統。

- Proactively implement policies to minimise GHG emissions
- Conduct risk assessments on extreme weather events and design corresponding risk management to identify and reduce its environmental impacts
- Reduce and conserve the use of natural resources
- Enhance the efficiency of the resource consumption
- 積極落實政策以盡量降低溫室氣體排放
- 對極端天氣事件進行風險評估，並設計相應的風險管理，以識別和減少其對環境的影響
- 盡量減少和節省天然資源的使用
- 提高資源使用的效益

IV. STAKEHOLDER ENGAGEMENT (Continued)

IV. 利益相關者的參與 (續)

Supporting the Sustainable Development Goals (“SDGs”)  
(Continued)

支持可持續發展目標 (續)



Goal 3: Good Health and Well-being

目標三：良好健康與福祉

The Group targets to be the safest natural gas-related company with zero accident rate.

本集團旨在成為最安全、事故為零的天然氣相關企業。

- Adopt strict occupational health and safety protocols
- Provide training on occupational health and safety to all staff
- Promote the safe use of gas among the public
- Increase the frequency of pipeline safety inspection
- Collaborate with local healthcare organisations
- 採用嚴格的職業健康及安全協議
- 為全體員工提供職業健康及安全培訓
- 向公眾宣傳燃氣安全使用
- 增加管道安全檢查頻率
- 與當地醫療機構合作



Goal 4: Quality Education

目標四：優質教育

The Group targets to ensure equal access to quality education for all men, women, and persons with disabilities.

本集團旨在確保所有男性、女性及殘疾人士均能平等地獲得優質教育。

- Provide vocation training and occupation health and safety training to employees regardless of their gender, disabilities and other non-job related conditions
- Support and promote the equal right of men, women, and persons with disabilities to access to quality education
- 不論員工的性別、殘疾及其他與工作無關的情況，一律為員工提供職業培訓及職業健康與安全培訓
- 支持和促進男性、女性及殘疾人士獲得優質教育的平等權利

IV. STAKEHOLDER ENGAGEMENT (Continued)

IV. 利益相關者的參與 (續)

Supporting the Sustainable Development Goals (“SDGs”)

支持可持續發展目標 (續)

(Continued)

8 DECENT WORK AND ECONOMIC GROWTH



8 体面工作和经济增长



Goal 8: Decent Work and Economic Growth

目標八：體面工作和經濟增長

The Group targets to promote inclusive economic growth and provide decent work for all.

本集團旨在促進包容性經濟增長，為所有人提供體面工作。

- Ensure the work of equal value offers equal pay
- Provide decent job opportunities for all women, men, young people and disabled people
- Periodically review and adjust compensation structures
- Increase the number of employees from communities of concern in the workforce
- 確保同工同酬
- 為所有男女、年輕人及殘疾人士提供體面的工作機會
- 定期審查並調整薪酬結構
- 增加工作中特殊群體的員工人數

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



9 产业、创新和基础设施



Goal 9: Industry, Innovation and Infrastructure

目標九：產業、創新和基礎設施

The Group targets to support the local development with a focus on affordable and equitable access to energy in view of increasing energy demand.

鑑於日益增長的能源需求，本集團旨在支持當地發展，重點關注可負擔及公平的能源獲取。

- Develop reliable, sustainable and resilient infrastructure
- Allocate resources to explore on innovative technologies
- Invest in upgrading current infrastructures
- Collaborate with suppliers to carry out circular economy practices throughout the process of raw materials sourcing
- 開發可靠、可持續及有韌性的基礎設施
- 分配資源探索創新技術
- 投資升級現有基礎設施
- 與供應商合作，在原材料採購的整個過程中實踐循環經濟

IV. STAKEHOLDER ENGAGEMENT (Continued)

IV. 利益相關者的參與 (續)

Supporting the Sustainable Development Goals (“SDGs”)  
(Continued)

支持可持續發展目標 (續)



Goal 10: Reduced Inequalities

目標十：減少不平等

The Group targets to reduce inequalities and creates a workplace that values diversity and inclusion.

本集團旨在減少不平等，營造重視多樣化包容性的工作場所。

- Formulate and implement comprehensive diversity and inclusion programmes
- Ensure transparency in processes of hiring and promotion
- Provide training programmes on issue of addressing unconscious bias and other diversity-related topics
- Periodically review and update compensation structures to ensure equal pay for equal work
- 制定並實施全面的多元化及包容性計劃
- 確保僱傭及晉升流程的透明度
- 提供解決無意識偏見及其他與多元化相關的主題培訓
- 定期審查及更新薪資結構，確保同工同酬



Goal 11: Sustainable Cities and Communities

目標11：可持續城市和社區

The Group targets to create positive legacy and sustainable futures for the communities where it operates.

本集團旨在為其經營所在的社區創造積極的正面效益和可持續的未來。

- Provide local job opportunities and pay taxes on time
- Develop safe, resilient and sustainable human settlements
- Promote the use of high-efficient energy and improve service quality for increasing urban population
- Support initiatives for the preservation of cultural heritage and historical landmarks within urban areas
- 提供本地就業機會並按時納稅
- 發展安全、有韌性及可持續的人類居住地
- 促進高效能源的使用，為日漸增加的城市人口提高服務質量
- 支持保護城市地區文化遺產及歷史地標的舉措

## 環境、社會及管治報告

## Environmental, Social and Governance Report

### IV. STAKEHOLDER ENGAGEMENT *(Continued)*

#### Stakeholders' Feedback

As the Group strives for excellence, we value all feedback from stakeholders, particularly on topics listed as the most significant in the materiality assessment and its ESG approach and performance. Readers can share their views with the Group at [info@globalstgr.com.hk](mailto:info@globalstgr.com.hk).

### V. ENVIRONMENTAL RESPONSIBILITY

In light of increasing concerns over climate change and environmental degradation, the Group has integrated environmental responsibility into its sustainable strategies and business operations. This commitment demonstrates the Group's dedication to reducing its carbon footprints, lessening its environmental impacts, and actively contributing to a more sustainable future. In recognition of the importance of long-term sustainability, the Group has formulated comprehensive framework of internal policies, procedures, and guidelines, aiming to standardise environmental practices across operations and ensure strict regulation of emissions and energy use.

This section primarily discloses the Group's policies, practices and performance on emissions, use of resources, the environment and natural resources, as well as climate change in FY2025. For detailed quantitative data regarding different categories of emissions and the use of resources, please refer to Table E1 and Table E2 in the section APPENDIX – PERFORMANCE TABLE.

### IV. 利益相關者的參與 *(續)*

#### 利益相關者反饋意見

本集團致力追求卓越，因此重視利益相關者的反饋意見，尤其是針對在重要性評估中被列為非常重要的議題，以及本集團的ESG方針與表現。讀者可透過本集團的電郵地址[info@globalstgr.com.hk](mailto:info@globalstgr.com.hk)分享他們的觀點。

### V. 環境責任

鑒於人們日益關注氣候變化與環境退化，本集團已將環境責任融入其可持續發展策略及業務營運。這承諾體現於本集團致力減少碳足跡、減輕環境影響，並積極為更可持續的未來作出貢獻。本集團明白長遠可持續發展的重要性，因此已制定涵蓋內部政策、程序及指引的全面框架，旨在規範各營運層面的環保慣例，並確保嚴格管控排放量及能源消耗。

本章節主要披露本集團於二零二五財年在排放物、資源使用、環境及天然資源以及氣候變化方面的政策、實踐和績效。有關本集團不同類別排放物和資源使用的詳細數據，請參閱附錄一績效表章節內的表E1及表E2。

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.1 Emissions

##### **Law Compliance**

In FY2025, the Group complied with relevant laws and regulations that have a significant impact on the Group regarding environmental protection, which are the national or local influential laws relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, including but not limited to:

- Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》);
- Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (《中華人民共和國大氣污染防治法》);
- Law of the People's Republic of China on Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》);
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes (《中華人民共和國固體廢物污染環境防治法》); and

### V. 環境責任 (續)

#### A.1 排放物

##### **法律合規**

於二零二五財年，本集團遵守對其環境保護有重大影響的相關法律及規例，即與廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物產生相關的國家或本地法律，包括但不限於：

- 《中華人民共和國環境保護法》；
- 《中華人民共和國大氣污染防治法》；
- 《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》；以及

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.1 Emissions (Continued)

##### Law Compliance (Continued)

- Law of the People's Republic of China on Conserving Energy (《中華人民共和國節約能源法》).

In FY2025, air pollutants emitted from the Group, including sulphur oxides ("SO<sub>x</sub>"), nitrogen oxides ("NO<sub>x</sub>") and particulate matter ("PM"), were attributed to its transportation. Meanwhile, the GHG emissions were primarily sourced from the combustion of fossil fuels and electricity consumption during the Group's business operations. The Group's disposal of paper waste, processing of freshwater and sewage, and business air travel also generated GHG emissions. During the year under review, non-hazardous wastewater discharged by the Group was mainly domestic and industrial wastewater, while no significant amount of non-hazardous solid waste or hazardous waste was recorded. The Group's total emissions in FY2025 are summarised in Table E1 in the section APPENDIX – PERFORMANCE TABLE.

##### Air and GHG Emissions

In FY2025, the Group's air emissions, which were primarily generated from transportation vehicles, emitted per employee generally decreased when compared with that of the financial year ended 30 September 2024 ("FY2024"). The drop in air emissions was mainly attributed to the reduction of gasoline consumption in vehicles due to the gradual replacement of gasoline-powered vehicles with electric vehicles during the year under review.

### V. 環境責任 (續)

#### A.1 排放物 (續)

##### 法律合規 (續)

- 《中華人民共和國節約能源法》。

於二零二五財年，本集團的空氣污染物，即硫氧化物（「SO<sub>x</sub>」）、氮氧化物（「NO<sub>x</sub>」）及顆粒物（「PM」），主要歸因於其運輸。同時，本集團的溫室氣體排放主要源自化石燃料的燃燒以及其業務營運中的電力消耗，而本集團的紙張廢物棄置、淡水和污水處理以及商務航空差旅亦產生溫室氣體排放。於回顧年度內，本集團排放的無害廢水為生活及工業廢水，而本集團並無錄得大量無害固體廢棄物或有害廢棄物。本集團於二零二五財年的排放量總覽總結於附錄一績效表章節內的表E1。

##### 廢氣及溫室氣體排放

於二零二五財年，本集團的廢氣排放主要來自運輸車輛，而每員工廢氣排放量與截至二零二四年九月三十日的財政年度（「二零二四財年」）相比則大致下降，這下降主要歸因於回顧年度內因逐步以電動車取代以汽油驅動的車輛而導致的車輛汽油消耗量減少。

V. ENVIRONMENTAL RESPONSIBILITY

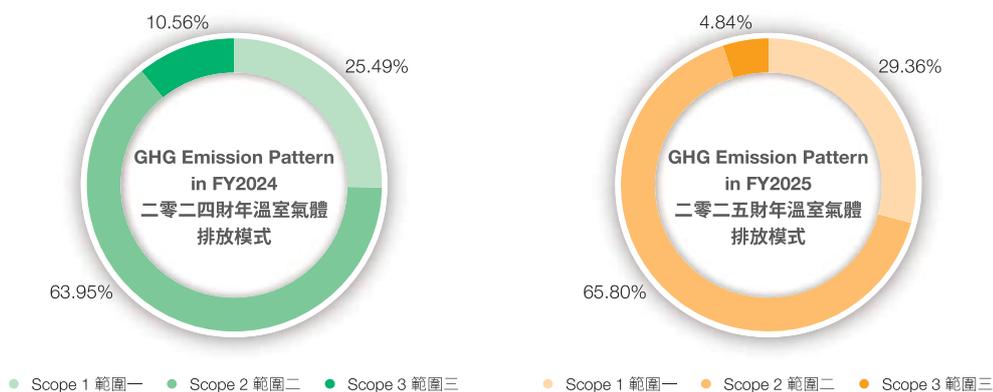
(Continued)

A.1 Emissions (Continued)

**Air and GHG Emissions (Continued)**

During the year under review, the main source of direct emissions (Scope 1) was the consumption of gasoline for transportation and the use of diesel for operations. For indirect emissions, electricity consumption primarily generated Scope 2 emissions, while paper consumption, water consumption, and business air travel during daily operations led to Scope 3 emissions.

In FY2025, the GHG emission pattern remained similar, with Scope 2 emissions from electricity consumption being the relative dominator (65.80%). The total GHG emissions in FY2025 decreased by 11.40% compared to FY2024, with the largest decrease in Scope 3 emissions due to the reduction of business air travel.



V. 環境責任 (續)

A.1 排放物 (續)

**廢氣及溫室氣體排放 (續)**

於回顧年度內，本集團直接排放（範圍一）的主要來源是運輸所使用的汽油消耗及營運所使用的柴油消耗。間接排放方面，電力消耗主要導致範圍二的排放，而日常營運中的紙張消耗、水資源消耗以及商務航空差旅則導致範圍三的排放。

於二零二五財年，溫室氣體排放模式大致維持不變，其中電力消耗所產生的範圍二排放量佔相對主導地位(65.80%)。與二零二四財年相比，二零二五財年的溫室氣體總排放量下降了11.40%，其中由於商務航空差旅減少而導致範圍三的排放量跌幅最大。

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.1 Emissions (Continued)

##### **Air and GHG Emissions (Continued)**

To minimise direct emissions from vehicle transportation, the Group closely monitors and regulates its vehicle use for transportation through the following measures:

- Replace energy-intensive fleet vehicles with more environment-friendly models progressively to improve energy efficiency;
- Enforce strict fleet maintenance schedules to ensure vehicles are working in optimal conditions and minimise emissions from poorly maintained engines;
- Promote fuel-efficient driving practices among drivers, including the prohibition of idling engines, maintenance of steady vehicle speeds, and proper tire inflation;
- Explore opportunities to adopt more efficient energy source alternatives;
- Adopt remote work and telecommuting to avoid unnecessary transportation or travel;
- Develop scientific and standardised tracking and reporting systems to monitor and record emissions data for better decision-making and benchmarking; and
- Cooperate with suppliers and logistic partners to reduce transportation emissions throughout the supply chain.

### V. 環境責任 (續)

#### A.1 排放物 (續)

##### **廢氣及溫室氣體排放 (續)**

為減少運輸車輛所產生的直接排放，本集團透過以下措施密切監測和管控其運輸車輛的使用：

- 逐步以更環保的車型取代高耗能的車隊車輛，以提高能源效益；
- 執行嚴格的車隊維護計劃，確保車輛在最佳狀態下運作，並降低因發動機維護不善而導致的額外排放；
- 提倡節約燃油的駕駛習慣，包括禁止引擎空轉、保持穩定車速及正確為輪胎充氣；
- 探索採用更高效替代能源的機會；
- 採用遠距辦公，避免不必要的商務出行及差旅；
- 建立科學和標準化的追蹤及報告系統，監測和記錄排放數據，以便更好地進行決策和制定基準；以及
- 與供應商和物流夥伴合作，減少整個供應鏈的運輸排放。

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.1 Emissions (Continued)

##### **Air and GHG Emissions (Continued)**

Concerning indirect emissions, detailed measures to minimise the Group's GHG emissions through electricity conservation are outlined in the section A.2 Use of Resources.

##### **Solid Waste and Wastewater**

###### *Non-hazardous Waste*

In FY2025, the Group did not generate significant amount of non-hazardous solid waste. The non-hazardous waste generated by the Group was primarily domestic and industrial wastewater from daily operations. The amount of wastewater generated by the Group during the year under review increased significantly compared to FY2024.

Although there was no non-hazardous solid waste generated in FY2025, the Group continuously strives to manage its waste generation and implement enhanced waste disposal measures.

Following the concept of circular economy and the national waste classification regulation, the Group promotes the "3R Principle – Reduce, Reuse and Recycle". To reduce the amount of solid waste at source, the Group has implemented the following waste reduction policies and practices:

- Encourage employees to carry out proper waste management practices;

### V. 環境責任 (續)

#### A.1 排放物 (續)

##### **廢氣及溫室氣體排放 (續)**

有關間接排放方面，本報告A.2資源使用部分進一步概述本集團透過節電降低其溫室氣體排放量的具體措施。

##### **固體廢棄物及廢水**

###### *無害廢棄物*

於二零二五財年，本集團並無產生大量無害固體廢棄物，而本集團所產生的無害廢棄物主要為日常營運產生的生活及工業廢水。與二零二四財年相比，本集團於回顧年度內所產生的廢水量顯著上升。

雖然本集團並未於二零二五財年產生無害固體廢棄物，但本集團仍持續致力於管理其廢棄物的產生，並落實優化的廢棄物處置措施。

遵循循環經濟理念及國家廢棄物分類法規，本集團推廣「3R原則—減少、重用和回收」，為從源頭減少固體廢物量，本集團已落實以下減廢政策及慣例：

- 鼓勵員工實踐適當的廢棄物管理慣例；

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.1 Emissions (Continued)

##### **Solid Waste and Wastewater (Continued)**

###### *Non-hazardous Waste (Continued)*

- Promote the importance of waste reduction and recycling among employees;
- Provide reusable cups and cutleries in the offices to minimise the use of disposable items;
- Establish a comprehensive recycling scheme for recyclable materials, such as paper, cardboard, plastics, glass and metals;
- Prepare separate bins for the collection of recyclable and non-recyclable solid wastes; and
- Collaborate with professional third parties for the collection, rinsing, processing, and recycling of the sorted solid waste.

Over the years, several “Waste Less” measures have been implemented to further promote the Group’s solid waste management practices and encourage environmentally responsible disposal methods within the Group. These measures not only save the Group’s operating costs but also contribute to enhanced corporate sustainability performance.

### V. 環境責任 (續)

#### A.1 排放物 (續)

##### **固體廢棄物及廢水 (續)**

###### *無害廢棄物 (續)*

- 向員工推廣減廢及回收的重要性；
- 在辦公室提供可重複使用的杯子和餐具，以盡量減少一次性物品的使用；
- 為可回收材料（包括紙張、紙板、塑膠、玻璃和金屬）建立全面的回收計劃；
- 準備獨立的垃圾箱，用於收集可回收和不可回收的固體廢棄物；以及
- 與專業的第三方合作，對分類後的固體廢棄物進行收集、沖洗、處理及回收。

多年來，本集團已落實多項「減廢」措施，以進一步推動其固體廢棄物管理慣例，並鼓勵於本集團內採用對環境負責的廢棄物處置方法。這些措施不僅節省本集團的營運成本，亦促進本集團改善企業可持續發展表現。

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.1 Emissions (Continued)

##### **Solid Waste and Wastewater (Continued)**

###### *Non-hazardous Waste (Continued)*

In FY2025, the wastewater generated by the Group was mainly domestic wastewater from offices and industrial wastewater from daily operations. Complying with local laws and regulations relating to wastewater discharge, the Group has established a wastewater discharge management approach aimed at reducing its environmental impact on water bodies. Domestic wastewater from offices is directly discharged into the municipal sewer system, while industrial wastewater underwent scientific treatment processes. Before discharge, treated water is rigorously tested to ensure it meets statutory standards, particularly in terms of suspended solids, Chemical Oxygen Demand (COD), Biological Oxygen Demand (BOD), and other parameters.

Recognising that wastewater discharge is closely linked to freshwater consumption, the Group has implemented a series of water-saving measures to reduce the overall consumption in its daily operations. More details on these water efficiency initiatives can be found in the section A.2 Use of Resources.

###### *Hazardous Wastes*

The hazardous wastes generated by the Group are primarily iron oxide and waste mineral oil resulting from gas pipe installation. To ensure proper management, the Group adheres to strict protocols and conducts regular inspections to closely monitor the handling of hazardous waste throughout every stage. Once collected, all hazardous wastes will be transferred to certified professional agencies for appropriate treatment, processing, and disposal in compliance with regulatory standards.

### V. 環境責任 (續)

#### A.1 排放物 (續)

##### **固體廢棄物及廢水 (續)**

###### *無害廢棄物 (續)*

於二零二五財年，本集團所產生的廢水主要來自辦公室的生活廢水及日常營運的工業廢水。本集團遵守當地有關廢水排放的法律法規，因此已建立廢水排放管理方法，旨在降低對水體的環境影響。辦公室的生活廢水直接排入市政污水系統，而工業廢水則經由科學程序處理，經處理的廢水會在排放前接受嚴格檢測，以確保水質符合法定標準，當中尤其針對懸浮固體、化學需氧量(COD)、生物需氧量(BOD)及其他參數。

鑒於廢水排放與淡水消耗有著密切關係，因此本集團已落實一系列節水措施，以降低日常營運中的整體用水量。有關這些節水措施的詳情，請參閱A.2資源使用部分。

###### *有害廢棄物*

本集團所產生的有害廢棄物主要是天然氣管道安裝活動中產生的氧化鐵及廢礦物油。為確保妥善管理，本集團遵循嚴格規程並進行定期檢查，密切監控有害廢棄物的各階段處理流程。所有有害廢棄物經收集後，將移交至獲認可的專業機構，依照法定標準進行適當處理、加工及處置。

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.1 Emissions (Continued)

##### **Solid Waste and Wastewater (Continued)**

###### *Hazardous Wastes (Continued)*

In FY2025, the Group did not generate or record any significant amount of hazardous waste.

###### **Noise**

The noise produced by the Group is primarily attributed to the operations of construction equipment, such as bulldozers, during pipe installation activities.

In accordance with the Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise (《中華人民共和國環境噪聲污染防治法》) and other applicable regulations, the Group has implemented various noise control measures to minimise noise generated during daily operations. Dedicated personnel are assigned to carry out routine inspections of equipment, promptly detecting and addressing any malfunctions to prevent excessive noise levels. Additionally, the Group has established noise-insulated equipment rooms as a proactive step to reduce and prevent noise pollution.

In FY2025, the Group did not receive any substantial complaints or fines related to noise emissions from its neighbourhood nor the authorities.

### V. 環境責任 (續)

#### A.1 排放物 (續)

##### **固體廢棄物及廢水 (續)**

###### *有害廢棄物 (續)*

於二零二五財年，本集團並無產生或記錄任何大量有害廢棄物。

###### **噪音**

本集團所產生的噪音主要來自管道安裝活動期間推土機等施工設備的運作。

根據《中華人民共和國環境噪聲污染防治法》及其他適用法規，本集團已落實多項噪音管制措施，降低日常營運過程中產生的噪音。本集團亦指派專責人員進行例行設備檢查，及早發現並處理故障，防止噪音超標。此外，本集團已設立隔音設備室，作為預防和減少噪音污染的積極措施。

於二零二五財年，本集團並未接獲任何來自其周邊地區或相關部門有關噪音排放的重大投訴或罰款。

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.2 Use of Resources

In FY2025, the Group consumed resources of electricity, gasoline, diesel, water, paper, and metal. Given the business nature of the Group, the use of packaging materials is not applicable nor material to the Group's operations, and hence no related information is disclosed. The Group's total resource consumption in FY2025 is outlined in Table E2 in the section APPENDIX – PERFORMANCE TABLE.

#### **Electricity**

In FY2025, the Group's total electricity consumption was 230.67 kWh'000 with an intensity of 3.39 kWh'000/employee. The Group consumes electricity mainly on daily operations in the offices and working sites. During the year under review, there was an 8.82% decrease in total electricity consumption.

To effectively manage its electricity consumption, the Group has launched the following initiatives to conserve electricity across all subsidiaries and departments within the Group:

- Switch off all idling electrical appliances, including air-conditioners and multimedia systems, before leaving;
- Adopt temperature control for air-conditioners and maintain a constant indoor air temperature of 25-26°C;

### V. 環境責任 (續)

#### A.2 資源使用

於二零二五財年，本集團消耗了電力、汽油、柴油、水、紙張及金屬等資源。基於本集團的業務性質，包裝材料的使用並不適用且對其營運並不重要，因此並無披露相關信息。本集團於二零二五財年的總資源消耗量概述於附錄－績效表章節內的表E2。

#### **電力**

於二零二五財年，本集團的總用電量為230.67千個千瓦時，密度為3.39千個千瓦時／員工。本集團主要消耗電力於辦公室及工作場地的日常運作。於回顧年度內，本集團的總用電量下降了8.82%。

為有效管理其用電量，本集團已於各子公司及部門推行以下節電措施：

- 離開時關掉所有閒置電器，包括空調及多媒體系統；
- 採用空調溫度控制，保持室內空氣溫度在25-26°C之間；

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.2 Use of Resources (Continued)

##### Electricity (Continued)

- Replace high electricity consumption equipment with energy-saving ones, such as LED lights;
- Adjust the lighting and ventilation system according to the working area during night work;
- Maintain and inspect electrical appliances regularly to ensure their operations are in optimal conditions; and
- Place “Saving Electricity” posters in prominent places in the workplace to encourage electricity conservation.

##### Other Energy Resources

In FY2025, the Group’s consumption of other energy resources primarily included gasoline for transportation purposes and diesel for operations. In FY2025, 17,024.00 litres of gasoline and 6,679.00 litres of diesel was consumed by the Group. There was no natural gas consumption during the year under review, attributed by the Group’s initiatives of electrifying its corresponding operations.

Acknowledging the harmful environmental impacts of fossil fuel consumption, the Group has committed to reducing its reliance on fossil fuels by exploring cleaner and more sustainable alternatives. During the year under review, the Group intensified its focus on environment-friendly practices by enhancing the energy efficiency of its vehicle fleet and actively seeking opportunities to advance the transition towards greener energy sources.

### V. 環境責任 (續)

#### A.2 資源使用 (續)

##### 電力 (續)

- 以LED燈等節能設備取代高耗電設備；
- 夜間工作時，根據工作區域調整照明及通風系統；
- 定期保養和檢查電器，以確保其運作處於最佳狀態；以及
- 在工作場所當眼位置張貼「節約用電」海報，鼓勵節約電力。

##### 其他能源

於二零二五財年，本集團消耗的其他能源主要包括運輸所使用的汽油及營運所使用的柴油。於二零二五財年，本集團消耗了17,024.00升汽油及6,679.00升柴油。於回顧年度內，本集團在其營運電氣化的推行下並無消耗任何天然氣。

本集團明白化石燃料的消耗對環境造成的危害，因此，本集團已致力透過探索更潔淨、更可持續的替代能源來減少對化石燃料的依賴。於回顧年度內，本集團透過提高車隊的能源效益，並積極尋求轉型至綠色能源的機會，深化推動環保慣例。

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.2 Use of Resources (Continued)

##### Water

The Group mainly consumes freshwater for filter cleansing and facility inspection during its natural gas business operations. The water consumed by the Group are sourced from municipal supplies, and hence the Group did not face any issue in sourcing water that is fit for purposes in FY2025. During the year under review, the Group consumed around 2,422.00 m<sup>3</sup> of water, which was a significant rise in water consumption when compared with FY2024, potentially caused by the delay charge on water consumption in the past few years.

Striving to minimise its water consumption, the Group focuses on enhancing its water consumption efficiency in offices and working stations via the following water-saving measures:

- Enhance the awareness of employees on water conservation by providing regular training on water-saving practices;
- Implement technical applications to improve the utilisation efficiency of water resources, including flow controllers, low-flow flushing and rainwater harvesting systems;
- Establish water consumption benchmarks and set reduction targets for progress-tracking and motivation-boosting for continued improvements;
- Conduct routine leakage inspection on water taps, joint rings and other defect in the water supply system to monitor and identify areas of high-water consumption and opportunities for reduction;

### V. 環境責任 (續)

#### A.2 資源使用 (續)

##### 水

於其天然氣業務營運期間，本集團主要消耗淡水於過濾器清潔及設施檢查。本集團的水資源來自市政供水，因此本集團於二零二五財年在求取適用水源上並無遇到任何問題。於回顧年度內，本集團消耗約2,422.00立方米的水資源，與二零二四財年相比顯著上升，潛在原因為過往數年用水量的收費延遲。

本集團致力降低其用水量，因此透過以下節水措施，主力提高辦公室及工作站的用水效益：

- 透過定期展開節水實踐培訓，加強員工的節水意識；
- 落實提高水資源使用效益的技術應用，包括流量控制器、低流量沖水及雨水收集系統；
- 建立用水基準並設立節水目標，以追蹤節水進度並提高持續改進的動力；
- 對供水系統的水龍頭、連接環及其他缺陷進行例行洩漏檢查，以監測和確定耗水量高的區域，識別節水機會；

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.2 Use of Resources (Continued)

##### Water (Continued)

- Fix dripping taps immediately;
- Adjust water supply with reference to seasonal temperature change; and
- Establish systems to recycle and reuse wastewater generated within the Group for purposes such as irrigation of surrounding farms.

##### Paper

The Group primarily consumes paper for its administrative work. In FY2025, the Group's paper consumption was 497.96 kg, with a significant increase of paper consumption compared to FY2024. With joint efforts of all staff in conserving paper and paper-made products, the Group strives to reduce its paper consumption.

Promoting the concept of "Paperless Office" and "Office Automation", the Group has encouraged its employees to minimise the use of paper and other paper-made products through the following internal practices:

- Promote the use of digital means for file storage, communication and sharing of information;
- Publish information through email or electronic bulletin boards;

### V. 環境責任 (續)

#### A.2 資源使用 (續)

##### 水 (續)

- 立即修復滴水的水龍頭；
- 因應季節性氣溫變化調節供水；以及
- 建立系統以回收及再利用本集團內部產生的廢水，用於灌溉周邊農場等用途。

##### 紙張

本集團主要於行政工作中消耗紙張。於二零二五財年，本集團紙張消耗量為497.96千克，與二零二四財年的紙張消耗量相比顯著上升。憑藉全體員工節約紙張及紙製品的共同努力，本集團致力於減少其紙張消耗量。

本集團推廣「無紙化辦公室」及「辦公自動化」的理念，因此透過以下內部措施鼓勵員工降低紙張及其他紙製品的消耗：

- 推廣使用電子方式進行文件儲存、通訊及資訊分享；
- 透過電子郵件或電子公告板發布資訊；

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.2 Use of Resources (Continued)

##### **Paper** (Continued)

- Promote a culture of sustainability in the office and educate employees about paper-saving practices;
- Set duplex printing as the default mode for most network printers to minimise paper consumption;
- Place posters and stickers nearby printers as a reminder to avoid unnecessary printing;
- Prioritise the use of recycled material-made paper;
- Place trays beside copy machines to collect used single-sided paper for recycling; and
- Designate responsible personnel for the collection and recycling of wastepaper.

##### **Metal**

During the year under review, 416,759.00 kg of metal was consumed by the Group for the purpose of gas pipe installation. The Group recognises that increased resource consumption can result in greater environmental impacts, and therefore is committed to closely monitoring its metal consumption while actively improving the efficiency of metal consumption.

### V. 環境責任 (續)

#### A.2 資源使用 (續)

##### **紙張** (續)

- 在辦公室內推廣可持續發展文化，並教育員工有關節約紙張的做法；
- 將雙面列印設定為多數網絡打印機的預設模式，以降低紙張消耗；
- 在打印機附近張貼海報及貼紙以作提醒，避免不必要的列印；
- 優先使用以回收物料製成的紙張；
- 在打印機旁邊放置托盤，以收集使用過的單面紙以供回收；以及
- 指定專責人員負責廢紙收集及回收。

##### **金屬**

於回顧年度內，本集團消耗了416,759.00千克金屬於天然氣管道安裝。本集團明白更多的資源消耗可能導致更嚴重的環境影響，因此致力於密切監控其金屬消耗量，同時積極提高金屬消耗的效益。

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.3 The Environment and Natural Resources

As a prominent player in the natural gas industry, the Group operates with a strong commitment to environmental stewardship in compliance with applicable environmental laws and regulations. Although its operations did not cause significant impacts on the environment and natural resources during the year under review, the Group identified GHG emissions, primarily from electricity consumption, as a relatively more material impacts caused by its operations. In response, the Group has introduced proactive measures aimed at reducing its resource consumption and lessening its environmental impacts, underscoring its dedication to sustainability and responsible environmental practices.

##### **Biodiversity**

Biodiversity conservation remains a core focus of the Group's long-term sustainability strategy. Hence, the Group has integrated biodiversity considerations into its decision-making processes and daily operations. In compliance with relevant environmental laws, the Group has made efforts in avoiding operations in ecologically sensitive zones to safeguard wildlife and plant species. By adopting the mitigation hierarchy, the Group prioritises avoidance, while also considering minimisation, restoration, and offsetting whenever avoidance cannot be the approach. In FY2025, the Group implemented various guidelines and actions, aiming to address operational challenges with nature-based solutions. Looking ahead, the Group will adopt industry best practices, such as vegetation management during pipeline installation, to further reduce its ecological impacts.

### V. 環境責任 (續)

#### A.3 環境及天然資源

作為天然氣產業的領先企業，本集團堅決以履行環境責任的方式展開業務，並遵守適用的環境法律法規。儘管在回顧年度內，本集團的營運並無對環境及天然資源造成重大影響，但本集團認為，溫室氣體排放（主要來自電力消耗）是其營運造成的相對更實質的影響。為此，本集團已推行積極措施，旨在減少資源消耗並減輕環境影響，以體現本集團對可持續發展和負責任環保實踐的堅定承諾。

##### **生物多樣性**

保育生物多樣性一直是本集團長遠可持續發展策略的核心重點，因此，本集團已將生物多樣性的考量融入其決策過程及日常營運當中。遵循相關環境法規，本集團致力避免在生態敏感區域展開業務，以保護野生動植物物種。透過採用緩解等級，本集團優先考慮避免影響，而當無法避免影響時，則考慮抑減、恢復及補償等方法。於二零二五財年，本集團落實多項指導方針及行動，旨在以自然為本的解決方案應對營運挑戰。展望將來，本集團將採用行業最佳實踐，例如在管道安裝過程應用植被管理，以進一步減少生態影響。

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.3 The Environment and Natural Resources (Continued)

##### **Employee Engagement**

Meanwhile, the Group recognises that the success of its environmental initiatives depends on the active participation of its workforce. To foster a culture of environmental awareness in the workplace, regular reminders about resource conservation are shared with employees. Furthermore, the Group promotes eco-friendly commuting options, including public transport and carpooling, to encourage employees to adopt sustainable habits and lifestyles in their daily lives.

In alignment with its commitment to “Green Lifestyle” and “Green Workplace”, the Group has continued to launch environmental initiatives across all subsidiaries and departments. In FY2025, sustainability updates on performance and achievement were regularly communicated to employees to reinforce the Group’s environmental mission and instil a sense of pride and belonging.

To further encourage employees to take part in green initiatives, a pilot paper recycling programme has been launched in the Hong Kong office. Wastepaper, including used envelopes, will be collected, stored and recycled at the Wan Chai Recycling Station at the end of the working week. In addition, packaging paper boxes and other plastics are collected and delivered to the same facility, demonstrating the Group’s dedication to waste reduction and management.

### V. 環境責任 (續)

#### A.3 環境及天然資源 (續)

##### **僱員參與**

同時，本集團明白環保行動的成功取決於員工的積極參與。為促進職場的環保意識文化，本集團定期向員工傳達有關資源節約的提醒。此外，本集團亦推廣環保的通勤方式，包括使用公共交通及拼車通勤，鼓勵員工在日常生活中養成可持續的習慣及生活方式。

為配合「綠色生活方式」及「綠色工作場所」的承諾，本集團持續於各子公司和部門推行環保行動。於二零二五財年，本集團定期向員工分享可持續發展方面的表現及成就，以強化本集團的環保使命，並培養員工的自豪感及歸屬感。

為進一步鼓勵員工參與環保活動，香港辦事處已推行廢紙回收先導計劃，收集和儲存使用過的信封等廢紙，並於每個工作周結束時將廢紙回收至灣仔回收站（綠在灣仔），此外，香港辦事處亦會收集和運送包裝紙箱及其他塑膠至同一設施，以體現本集團對減少和管理廢棄物的堅定承諾。

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.3 The Environment and Natural Resources (Continued)

**Employee Engagement (Continued)**

In FY2025, employees also participated in two environment-friendly workshops organised by the Green@community. During the workshops, employees handmade anti-mosquito decorations with dried leaves and flowers, as well as natural skincare products with beeswax and oil from coconut, ginger, and lemongrass. These workshops promoting useful natural products strengthen the connectivity between humans and nature, further enhancing employee awareness on environmental conservation.

V. 環境責任 (續)

A.3 環境及天然資源 (續)

**僱員參與 (續)**

於二零二五財年，員工亦參與了由「綠在區區」舉辦的兩場環保工作坊，員工在工作坊中運用乾燥葉材及花材親手製作防蚊裝飾品，並以蜂蠟、椰子油、薑精油及香茅精油調製成天然的護膚品，這類推廣實用天然產品的工作坊加強了人與大自然的連結，進一步提升員工對環境保育的意識。



V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.3 The Environment and Natural Resources (Continued)

**Targets and Actions**

To advance its journey towards a more environment-friendly operating model, the Group set a range of short-term environmental targets in FY2024. Based on its environmental performance and progress, the Group concludes that setting short-term targets on a yearly basis for improving efficiency is currently the most effective approach. In FY2025, the Group carefully reviewed its past and current environmental performance and updated specific targets across various areas, encouraging further actions in environmental sustainability.

**Areas  
層面**

**Targets  
目標**

**Progress & Actions  
進展與行動**

Air Emissions  
廢氣排放

The amount of air pollutants emitted per employee in FY2026 should be lower than the corresponding intensity in FY2025. 二零二六財年的每員工空氣污染物排放量應低於二零二五財年之相應密度。

In FY2025, the intensities of the Group's air emissions (SOx, NOx, and PM) decreased by 15.54%, 1.31% and 9.47% respectively when compared to the previous year, due to the reduction of gasoline consumption. 於二零二五財年，由於汽油消耗量的減少，本集團的廢氣排放 (SOx、NOx和PM) 密度與往年相比分別下降15.54%、1.31%和9.47%。

To meet the targets on air emissions, the Group will focus on reducing unnecessary business travel while prioritising more energy efficient vehicles with alternative energy sources, including electric vehicles.

為達到廢氣排放的目標，本集團將著重減少不必要的商務差旅，同時優先考慮更節能或使用替代能源的車輛，包括電動車。

V. 環境責任 (續)

A.3 環境及天然資源 (續)

**目標及行動**

為推動邁向更環保的營運模式，本集團於二零二四財年訂立多項短期環境目標。基於其環境表現及進展，本集團認為當前最有效的方式是制定年度短期目標以提升效能。於二零二五財年，本集團已認真審視其過往及當前的環境表現，並更新不同方面的具體目標，以鼓勵在環境可持續發展方面採取進一步行動。

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.3 The Environment and Natural Resources (Continued)

Targets and Actions (Continued)

Areas  
層面

Targets  
目標

Progress & Actions  
進展與行動

GHG Emissions  
溫室氣體排放

The amount of GHG emitted per employee in FY2026 should be lower than the corresponding intensity in FY2025.  
二零二六財年的每員工溫室氣體排放量應低於二零二五財年之相應密度。

In FY2025, a 23.13% decrease was found in the intensity of the Group's total GHG emissions as compared to the previous year.

於二零二五財年，本集團的溫室氣體總排放密度與往年相比下降23.13%。

To achieve the target on GHG emissions, the Group will closely monitor its business practices. Moreover, the Group will adopt cleaner technologies to reduce its carbon emissions through minimal use of fossil fuels, enhanced production efficiency and the promotion of resource conservation during its operations.

為實現溫室氣體排放的目標，本集團將密切監控其業務營運。此外，本集團將採用更潔淨的技術，透過減少化石燃料的使用、提高生產效率及促進營運過程中的資源節約，以減少其碳排放量。

V. 環境責任 (續)

A.3 環境及天然資源 (續)

目標及行動 (續)

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.3 The Environment and Natural Resources (Continued)

Targets and Actions (Continued)

Areas  
層面

Targets  
目標

Progress & Actions  
進展與行動

Water and  
wastewater  
水及廢水

The amount of water consumed, and wastewater discharged per employee in FY2026 should be lower than the corresponding intensities in FY2025.  
二零二六財年的每員工用水量 and 廢水排放量應低於二零二五財年之相應密度。

In FY2025, the intensity of water consumed, and wastewater discharged by the Group increased as compared to the previous year.  
於二零二五財年，本集團的用水密度和廢水排放密度與往年相比有所上升。  
To meet the target on water consumption and discharge, the Group will continuously promote the “3R Principle – Reduce, Reuse and Recycle”. Meanwhile, the Group will enhance its water-saving management by strengthening its education work on water conservation and conducting routine leakage test.  
為達到用水量和廢水排放量的目標，本集團將持續推廣「3R原則—減少、重用和回收」。同時，本集團將透過加強節水的教育工作和進行例行滲漏測試，優化其節水管理。

V. 環境責任 (續)

A.3 環境及天然資源 (續)

目標及行動 (續)

# 環境、社會及管治報告

## Environmental, Social and Governance Report

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.3 The Environment and Natural Resources (Continued)

##### Targets and Actions (Continued)

Areas 層面	Targets 目標	Progress & Actions 進展與行動
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Paper  
紙張

The amount of paper used per employee in FY2026 should be 10% lower than the corresponding intensity in FY2025.  
二零二六財年的每員工紙張消耗量應比二零二五財年之相應密度下降10%。

### V. 環境責任 (續)

#### A.3 環境及天然資源 (續)

##### 目標及行動 (續)

In FY2025, the intensity of paper usage increased as compared to the previous year.  
於二零二五財年，本集團的紙張使用密度與往年相比有所上升。

To align with the target on paper consumption, the Group will continuously promote the concept of “Paperless Office” and “Office Automation” among employees. Through measures such as encouraging electronic invoices and cultivating eco-friendly printing habits, the Group can conserve more paper and increase its paper recycling rates.  
為配合紙張消耗量的目標，本集團將向員工推廣「無紙化辦公室」及「辦公自動化」理念。透過鼓勵使用電子發票和培養環保的列印習慣，本集團能節約更多紙張，並提高其紙張回收率。

# 環境、社會及管治報告

## Environmental, Social and Governance Report

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.3 The Environment and Natural Resources (Continued)

##### Targets and Actions (Continued)

Areas  
層面

Targets  
目標

Electricity  
電力

The amount of electricity used per employee in FY2026 should be 10% lower than the corresponding intensity in FY2025.  
二零二六財年的每員工電力消耗量應比二零二五財年之相應密度減下降10%。

### V. 環境責任 (續)

#### A.3 環境及天然資源 (續)

##### 目標及行動 (續)

Progress & Actions  
進展與行動

In FY2025, the intensity of electricity consumption decreased by 20.89% as compared to the previous year.  
於二零二五財年，本集團的用電密度與往年相比下降20.89%。

To achieve the target on electricity consumption, the Group will further encourage its employees to save electricity. While continuously implementing guidelines to standardise electricity conservation practices, the Group will also prioritise energy efficient equipment during procurement. In particular, the Group maintains the temperature of air-conditioners at 25°C and ensures all electrical appliances are switched off before lunchtime and after work.

為實現電力消耗量的目標，本集團將進一步鼓勵員工節約用電。在落實指引以規範節約用電實踐的同時，本集團亦將在採購時優先選擇節能設備。具體而言，本集團將空調溫度保持在25°C，並確保在午飯前和下班後關掉所有電器。

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.3 The Environment and Natural Resources (Continued)

Targets and Actions (Continued)

Areas  
層面

Targets  
目標

Progress & Actions  
進展與行動

Gasoline  
汽油

The amount of gasoline used per employee in FY2026 should be lower than the corresponding intensity in FY2025.  
二零二六財年的每員工汽油消耗量應低於二零二五財年之相應密度。

In FY2025, the intensity of gasoline usage decreased by 13.00% as compared to the previous year.  
於二零二五財年，本集團的汽油使用密度與往年相比下降13.00%。

To meet the target on gasoline consumption, the Group will actively regulate the fuel consumption of its vehicle fleet. For instance, the Group promotes responsible driving practices, regular vehicle maintenance, and the use of public transportation and digital tools among employees to avoid unnecessary travelling.

為達到汽油消耗量的目標，本集團將積極管控其車隊的燃油消耗，具體措施包括推廣負責任的駕駛習慣、定期保養車輛、鼓勵員工使用公共交通工具及電子工具以避免不必要的出行。

V. 環境責任 (續)

A.3 環境及天然資源 (續)

目標及行動 (續)

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.4 Climate Change

In response to the escalating global concerns over climate-related challenges, the Group recognises that tackling climate change is not only a moral obligation but also a vital strategic priority for sustainability development and long-term success. To support the transition towards cleaner energy sources and lower GHG emissions, the Group remains committed to enhancing the management of climate-related risks while actively exploring emerging opportunities aligned with a low-carbon future.

##### **Management Approach**

Understanding the importance of a transparent and comprehensive approach to climate governance, the Group has managed climate-related issues with top-down management approach. As outlined in the section APPROACH TO SUSTAINABILITY, the Board assumes responsibility for overseeing ESG-related issues and associated risks within the Group. Both the Board and the Standing Committees play a key role in monitoring the implementation, performance, and progress of climate mitigation strategies through regular reports from the management.

To further strengthen its climate resilience, the Group has established an advisory panel composed of experienced professionals from the Board. This designated advisory panel plays an important role in refining the Group's climate management strategies and ensuring they remain adaptive to evolving risks. A key focus of the panel is to monitor international and government policy developments, including the PRC's "1+N Policy System" ("1+N政策體系"), which serves as a framework for guiding the country's low-carbon economy transition. By staying informed of climate policy changes and learning from industry peers, the Group aims to enhance its resource allocation and financial planning in response to climate change.

### V. 環境責任 (續)

#### A.4 氣候變化

為應對全球對氣候相關挑戰的日益關注，本集團明白應對氣候變化不僅是道德責任，亦是可持續發展及長遠成功的關鍵策略性要務。為支持轉型至更潔淨能源並降低溫室氣體排放量，本集團一直致力加強氣候相關風險的管理，同時積極探索符合低碳未來的新興機遇。

##### **管理方法**

本集團明白透明和全面的方針對氣候管治的重要性，因此本集團已採取自上而下的管理方式管理氣候相關議題。正如可持續發展方向章節中所述，董事會負責監督本集團內的ESG相關議題及相關風險，而董事會和功能委員會負責透過管理層定期提交的報告，監察氣候減緩策略的落實、績效及進展。

為進一步加強其氣候韌性，本集團已成立由董事會資深專業人士組成的顧問小組，該專責顧問小組在完善本集團氣候管理策略、確保本集團持續適應不斷變化的風險方面扮演重要角色。而該小組的核心任務在於監察國際和政府政策的發展動向，包括作為引領中國低碳經濟轉型框架的「1+N政策體系」。透過了解氣候政策的變化並向同行企業學習，本集團旨在優化其資源配置及財務規劃，以應對氣候變化。

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.4 Climate Change (Continued)

**Climate Risks and Opportunities**

As stakeholder concerns over climate change continue to rise, the Group acknowledges the growing need to clearly disclose its strategies for managing climate-related risks and opportunities. To meet this expectation, the Group has adopted the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Under the framework, the Group has evaluated the potential physical and transition climate-related risks and opportunities that may impact its operations. The risks and opportunities identified are summarised in the table below to provide stakeholders with greater clarity and transparency.

**Risk  
風險**

Physical Risk  
物理風險

- Increase in severity and frequency of extreme weather events such as storms, typhoons, and floods
- 風暴、颱風和洪水等極端天氣事件的嚴重程度和頻率增加
- Rising mean temperature due to global warming
- 全球暖化導致平均氣溫上升
- Change in precipitation pattern and increase in water scarcity
- 降水模式的改變和水資源短缺的加劇

**Potential Impact  
潛在影響**

- With increasing frequency and intensity of extreme weather events, the Group faces potential risks to its business continuity. Such events can disrupt normal operations and damage critical infrastructure, resulting in delays or breakdowns in the supply chain. For instance, severe storms may damage transportation networks, causing interruptions in the timely delivery of supplies.
- 隨著極端天氣事件的發生頻率和強度增加，本集團的業務連續性面臨潛在風險。這類事件可能中斷正常營運並損壞關鍵基礎設施，導致供應鏈延誤或中斷。例如，嚴重的風暴可能破壞運輸網絡，造成物資運送延誤。

V. 環境責任 (續)

A.4 氣候變化 (續)

**氣候風險與機遇**

由於利益相關者對氣候變化的關注持續增加，本集團明白有日益迫切的需要，清晰披露其管理氣候相關風險與機遇的策略。為滿足這期望，本集團已採用氣候相關財務披露工作組的建議，在該框架下，本集團已評估可能影響其營運的潛在物理和轉型氣候相關風險及機遇。本集團所識別的風險與機遇總結於下表，以便為利益相關者提供更清晰透明的資訊。

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.4 Climate Change (Continued)

*Climate Risks and Opportunities (Continued)*

**Risk**  
風險

V. 環境責任 (續)

A.4 氣候變化 (續)

*氣候風險與機遇 (續)*

**Potential Impact**  
潛在影響

- Rising temperatures pose health risks for the Group's workforce, particularly those working outdoors during summer months. Prolonged exposure to heat can negatively impacts the well-being and productivity of fieldworkers.
- 氣溫上升對本集團員工構成健康風險，尤其影響於夏季戶外工作的人員。而長時間暴露於高溫環境下亦可能損害外勤人員的健康及生產效率。
- Shifting precipitation patterns, including droughts and heavy rainfall, can cause instability in water supply or water shortage. This presents a challenge for the Group's gas station operations, which rely on water for essential functions such as filter cleansing and facility inspections.
- 乾旱和強降雨等降水模式的變化可能導致供水不穩或水資源短缺。這對本集團加氣站的營運構成挑戰，因過濾器清洗和設施檢查等核心運作均需要水資源維持。

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.4 Climate Change (Continued)

**Climate Risks and Opportunities (Continued)**

**Risk  
風險**

Transition Risk  
轉型風險

- New environmental regulations and more stringent emission requirements, such as emissions reduction targets, may soon come into effect
- 新的環境法規和更嚴格的排放要求(例如減排目標)可能即將生效
- Development of the emerging technologies to comply with laws and regulations may increase the operating costs due to unexpected performance
- 為遵守法律法規而開發新興技術的發展可能會因為意想不到的性能問題而增加營運成本

**Potential Impact  
潛在影響**

- The implementation of stricter environmental regulations may result in higher compliance costs for the Group, requiring substantial investments in emission control technologies, adjustments to operational procedures, and enhanced monitoring and reporting systems.
- 落實更嚴格的環境法規可能導致本集團的合規成本上升，從而需要投入大量資金於排放控制技術、調整營運程序，並強化監控和報告系統。
- While the advancement in emerging technologies offers opportunities for more sustainable operations, it also comes with increased capital expenditure with instability on financial returns. This poses a risk to the Group's investment decisions.
- 雖然新興技術的進步為更可持續的營運帶來機遇，但亦帶來資本支出增加及財務回報不穩定性，這情況將對本集團的投資決策構成風險。

V. 環境責任 (續)

A.4 氣候變化 (續)

**氣候風險與機遇 (續)**

V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

A.4 Climate Change (Continued)

Climate Risks and Opportunities (Continued)

Risk  
風險

- Uncertain market signals towards clean energy may cause several negative impacts to the Group, especially the access to capital
- 市場對潔淨能源方面的不確定訊號可能會對本集團造成負面影響，尤其是獲得資金的機會

Opportunity  
機遇

- Over the next few decades, it is expected to have a change in energy systems in alignment with local, national, and global climate targets. The promotion of sector decarbonisation such as power generation further urges for clean fuels, including natural gas.
- 未來數十年內，本集團預計能源系統將為配合當地、國家及全球的氣候目標而發生變化。推動發電等行業脫碳，進一步促進市場對天然氣在內的潔淨燃料需求。

V. 環境責任 (續)

A.4 氣候變化 (續)

氣候風險與機遇 (續)

Potential Impact  
潛在影響

- The limited global supply of natural gas may shift investor focus towards renewable energy sources, potentially creating challenges for the Group in developing its natural gas-related business. This shift in market dynamics, combined with uncertainties in the clean energy sector, may reduce investor confidence and limit the Group's access to capital.
- 全球天然氣供應有限可能促使投資者轉向可再生能源，這對本集團發展其天然氣相關業務構成潛在挑戰。這市場動態的轉變結合潔淨能源領域的不確定性，可能削弱投資者的信心並縮窄本集團的融資渠道。

Potential Impact  
潛在影響

- Apart from increased stakeholder environmental concerns, the shifts in market preferences guided by the government's "Coal-to-gas" project may contribute to the Group's business growth, with the installation of natural gas pipeline being its major business.
- 除了利益相關者對環境議題的關注增加外，因政府「煤改氣」項目而引導的市場偏好轉變，亦可能促進本集團以天然氣管道安裝為主營業務的業務增長。

### V. ENVIRONMENTAL RESPONSIBILITY

(Continued)

#### A.4 Climate Change (Continued)

##### Climate Risks and Opportunities (Continued)

###### Opportunity 機遇

- Implementation of sustainable and responsible practices in operations, supply chain, and corporate governance may enhance the Group's reputation, thereby attracting more customers and investors who are aware of protecting the environment.
- 在營運、供應鏈及企業治理方面落實可持續和負責任的實踐能提高本集團的聲譽，從而吸引更多關注環境保護的客戶及投資者。

To proactively address and reduce the potential impacts of climate-related risks on its operations, the Group is dedicating significant resources and efforts towards developing holistic plans and management strategies. These initiatives aim to strengthen the Group's ability to respond to evolving climate challenges and ensure business continuity.

Looking ahead, the Group intends to carry out a scenario analysis in alignment with the international best practices. This analysis, subject to the Group's readiness and the Board's assessment of its necessity, will help identify the Group's exposure to climate-related risks and evaluate the effectiveness of its existing climate resilience strategies.

### V. 環境責任 (續)

#### A.4 氣候變化 (續)

##### 氣候風險與機遇 (續)

###### Potential Impact 潛在影響

- The Group's commitment and efforts in sustainable development and responsible practices enhance the Group's reputation. This allows strengthened competitiveness among its peers and a broader range of investors.
- 本集團對可持續發展和負責任實踐的承諾及努力能提高本集團的聲譽，這不僅加強其在同行中的競爭力，亦吸引更多廣泛的投資者。

為積極應對並減少氣候相關風險對其營運的潛在影響，本集團正投入大量資源及精力於制定全面計劃及管理策略。這些舉措旨在加強本集團應對不斷變化的氣候挑戰之能力，並確保業務連續性。

展望將來，本集團計劃根據國際最佳實踐進行情景分析，這項分析視乎本集團的準備情況及董事會對其必要性的評估而定，相關分析將有助識別本集團所面臨的氣候相關風險，並評估當前有關氣候韌性的策略之成效。

## VI. SOCIAL RESPONSIBILITY

### Employment and Labour Practices

#### B.1 Employment

Under the evolving natural gas market, the Group regards its human resources as its most valuable assets and hence places a strong emphasis on building a diverse, inclusive, and dynamic workforce. As part of its corporate sustainable strategies, the Group values employee contributions throughout its operations and recognises the importance of efficient recruitment, professional training, and effective management in maintaining a high level of professionalism. To support this, the Group has established and implemented standardised hiring guidelines and employment practices.

As of the end of FY2025, there were a total of 68 full-time employees, with the male-to-female ratio of 62:38. For detailed breakdown of the Group's employee distribution by category, please refer to Table S3 in the section APPENDIX – PERFORMANCE TABLE.

#### Law Compliance

In FY2025, the Group complied with the applicable laws and regulations in Hong Kong and the PRC that were material to its business, including but not limited to:

- Employment Ordinance (Cap. 57 of the Laws of Hong Kong);
- Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong);

## VI. 社會責任

### 僱傭及勞工常規

#### B.1 僱傭

在不斷變化的天然氣市場下，本集團視人力資源為最寶貴的資產，因此十分重視打造多元化、包容及充滿活力的員工團隊。作為企業可持續發展策略的一部分，本集團重視員工在營運各環節的貢獻，本集團亦明白，高效招聘、專業培訓及有效管理對維持高專業水平至關重要。為此，本集團已制定並落實標準化的招聘指引及僱傭慣例。

截至二零二五財年末，本集團共有68名全職員工，其中男女比例為62：38。有關本集團員工按類別劃分的詳細分佈數據，請參閱附錄一績效表章節內的表S3。

#### 法律合規

於二零二五財年，本集團遵守對其業務重要的香港及中國適用法律及規例，包括但不限於：

- 《僱傭條例》(香港法例第57章)；
- 《僱員補償條例》(香港法例第282章)；

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Employment and Labour Practices (Continued)

##### B.1 Employment (Continued)

###### Law Compliance (Continued)

- Labour Law of the People's Republic of China (《中華人民共和國勞動法》); and
- Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》).

To ensure that the Group's employment practices abide by the latest laws and regulations, the Group's Human Resources ("HR") Department is responsible for regularly reviewing and updating relevant internal employment policies.

###### Recruitment and Promotion

The Group recognises human resources as vital assets and places great importance on attracting and retaining talents to sustain its industry competitiveness. Adhering to the principle of "Equal Competition" ("公平競爭"), the Group ensures that remuneration packages are determined fairly, taking into account each candidates' performance, personal attributes, working experiences and career aspirations. To remain competitive within the industry, the Group also offers compensation and benefits that align with those offered by peers.

### VI. 社會責任 (續)

#### 僱傭及勞工常規 (續)

##### B.1 僱傭 (續)

###### 法律合規 (續)

- 《中華人民共和國勞動法》；以及
- 《中華人民共和國勞動合同法》。

為確保本集團的僱傭慣例符合最新的法律法規，本集團的人力資源部負責定期檢討並更新相關的內部僱傭政策。

###### 招聘及晉升

本集團視人力資源為重要資產，因此十分重視吸納和留住人才以維持行業競爭力。本集團遵循「公平競爭」的原則，確保公平釐定薪酬待遇，當中綜合考量每位候選人的表現、個人特質、工作經驗及職業志向。為保持業界競爭力，本集團亦提供與同業相符的薪酬及福利。

### VI. SOCIAL RESPONSIBILITY *(Continued)*

#### Employment and Labour Practices *(Continued)*

##### B.1 Employment *(Continued)*

###### *Recruitment and Promotion (Continued)*

The recruitment process of the Group extensively leverages online platforms to advertise job vacancies and attract qualified candidates. During the year under review, the Group primarily used JobsDB, one of the largest recruitment platforms, to post recruitment information for talent sourcing. When suitable candidates are not found, the Group will consider hiring talents under the Employment as Professionals in Hong Kong. Additionally, the Group maintains partnerships with colleges and universities to conduct campus recruitment, aiming to attract high-calibre graduates. The Group's HR Department is tasked with overseeing all recruitment and promotion processes to ensure relevant procedures are carried out fairly and transparently.

Concerning promotion, the Group ensures that each employee undergoes an annual performance and capacity appraisal conducted by Department Heads and Directors. This process acknowledges employees' contributions and helps identify those with outstanding performance and potential. Such individuals are considered for promotion and are proactively given opportunities for career development within the Group.

### VI. 社會責任 *(續)*

#### 僱傭及勞工常規 *(續)*

##### B.1 僱傭 *(續)*

###### *招聘及晉升 (續)*

本集團的招聘流程廣泛利用網上平台發布空缺職位以吸引合資格的候選人。於回顧年度內，本集團主要在最大招聘平台之一的JobsDB發布招聘資訊以物色人才。若未能物色到合適人選，本集團將考慮聘用專業人士來港就業。此外，本集團與高等院校建立合作關係，組織校園招聘以吸引優秀畢業生。本集團的人力資源部負責監督所有招聘及晉升流程，確保相關程序公平透明地執行。

有關晉升方面，本集團確保每位員工每年接受由部門主管和董事進行的工作及能力評核，這流程能就員工的貢獻給予肯定，並有助識別表現傑出且具潛力的員工，本集團將考慮晉升相關員工，並積極為他們提供職業發展的機會。

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Employment and Labour Practices (Continued)

##### B.1 Employment (Continued)

###### *Remuneration, Compensation and Dismissal*

In accordance with applicable local laws and regulations, the Group has established internal policies and procedures on remuneration and compensation, detailed in the Employee Handbook. Based on the internal policy, salaries are disbursed at the end of each month, while annual bonuses are awarded at the end of each year with the approval of directors. Overtime compensation is granted upon approval by supervisors and Department Heads, ensuring that additional work is fairly recognised.

To maintain fairness and competitiveness, the Group regularly conducts compensation reviews and salary adjustments. These are based on various factors, including the overall market conditions, inflation rate, profitability of the Group and employees' performance. This structured approach allows the Group to fairly acknowledge and reward the efforts and contributions of its workforce.

In addition to enforcing strict protocols to prevent any kind of unfair or illegal dismissal, the Group closely monitors the procedures of employee dismissal. Dismissal procedures are governed by clearly defined policies and guidelines, which are outlined in employment contracts to protect the rights and interests of employees. In case of continuous underperformance despite instructions and guidance, relevant employees will first receive verbal warnings, followed by written warning letters. If no improvement is demonstrated, and repeated misconduct continues despite prior warnings, the Group may lawfully terminate relevant employment in compliance with internal policies and relevant legal standards. In FY2025, the employee turnover rate of the Group was 20.59%. For detailed breakdown of the Group's employee turnover data, please refer to Table S4 in the section APPENDIX – PERFORMANCE TABLE.

### VI. 社會責任 (續)

#### 僱傭及勞工常規 (續)

##### B.1 僱傭 (續)

###### *薪酬、補償及解僱*

根據適用的當地法律法規，本集團已制定薪酬及補償相關的內部政策及程序，並詳載於「員工手冊」。根據內部政策，本集團於每月月底發放薪金，而年度獎金則於每年年底經董事會批准後發放。加班補償須經主管和部門主管批准後發放，確保額外工作獲公平認可。

為保持公平性與競爭力，本集團定期進行薪酬審查和薪金調整，當中考慮整體市場情況、通脹率、本集團的盈利能力及員工表現等多個因素。這結構化制度讓本集團能公平認可並獎勵員工的努力及貢獻。

除了落實嚴格的規程以防止任何形式的不公平或非法解僱外，本集團亦密切監察員工解僱程序。本集團的解僱程序受明確界定的政策和指引所規範，相關條款概述於僱傭合同，以保障員工權益。若員工在指示和指導下仍持續表現不達標，本集團將先給予口頭警告，繼而發出書面警告信。若員工仍無改善表現，並在收到先前警告仍重複不當行為，本集團可依據內部政策和相關法律標準，合法地終止相關僱傭關係。於二零二五財年，本集團的員工流失率為20.59%。有關本集團員工流失率的詳細數據，請參閱附錄一績效表章節內的表S4。

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Employment and Labour Practices (Continued)

##### B.1 Employment (Continued)

###### *Working Hours and Rest Periods*

In compliance with local employment laws and regulations, including the “Provisions of the State Council on Employees’ Working Hours” (《國務院關於職工工作時間的規定》), the Group clearly outlines working hours and rest periods of all employees in their employment contracts. Employees are required to record their daily attendance and, when necessary, log their working hours on timesheets. This ensures that working hours are effectively monitored and managed, protecting employee well-being and maintaining regulatory compliance.

Along with basic paid annual leaves and statutory holidays, the Group also provides a range of additional leave benefits, including examination/study leave, sick leave, marriage leave, maternity/paternity leave and consolation leave, to support diverse needs of employees.

###### *Equal-opportunity, Diversity, and Anti-discrimination*

Recognising that a fair, respectful, and inclusive workplace not only promotes employee well-being but also drives higher performance and achievement, the Group is dedicated to fostering a working environment where equality is valued and upheld. To support this commitment, the Group ensures equal opportunities for all employees in areas such as recruitment, promotion, training, dismissal, and retirement, regardless of age, gender, race, disability, ethnicity, nationality, religion, or any other non-job-related factors.

### VI. 社會責任 (續)

#### 僱傭及勞工常規 (續)

##### B.1 僱傭 (續)

###### *工作時數及假期*

根據當地僱傭法律法規，包括《國務院關於職工工作時間的規定》，本集團在僱傭合同中明確概述所有僱員的工作時數及假期安排。員工須每天記錄出勤狀況，並在必要時於考勤表上記錄其工作時間，以確保有效監察和管理員工的工作時數，保障員工福祉並保持合規。

除了基本帶薪年假及法定假日外，本集團亦提供多項額外假期福利，包括考試／進修假、病假、婚假、產假／待產及喪假，以滿足員工多元需求。

###### *平等機會、多元化及反歧視*

本集團明白公平、尊重和包容的工作環境不僅能促進員工福祉，亦能推動更出色的表現及成就，因此，本集團致力於營造一個重視並保持平等的工作環境。為體現這承諾，本集團確保所有員工均在招聘、晉升、培訓、解僱及退休等方面得到平等機會，不論僱員的年齡、性別、種族、殘疾、民族、國籍、宗教或任何其他與工作無關的因素。

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Employment and Labour Practices (Continued)

##### B.1 Employment (Continued)

###### *Equal-opportunity, Diversity, and Anti-discrimination (Continued)*

To maintain such inclusive working environment, the Group has zero tolerance towards all forms of discrimination, harassment, bullying or any other form of abusive behaviour. The Code of Conduct clearly outlines relevant internal policies and guidelines, upholding the commitment to fair treatment for every employee.

In addition, the Group has implemented confidential reporting mechanisms that allow employees to report incidents of discrimination or harassment directly to Department Heads and Directors in written form, along with any supporting evidence. Upon receiving a report, the Group will initiate a thorough investigation process to ensure a fair and impartial resolution. If any violations of equal-opportunity policies are substantiated, appropriate disciplinary actions will be taken. In cases involving potential criminal offenses, the issue will be handled with utmost seriousness and may be escalated to relevant regulators or law enforcement authorities based on the Board's decisions.

###### *Benefits and Welfare*

The Group is dedicated to fostering a workplace culture that values and prioritises employee well-being. To support this, the Group offers a range of benefits and welfare initiatives that address both the physical and mental health needs of its workforce. Recognising that a motivated and satisfied team is vital to long-term success, the Group ensures that its health-promoting programmes are inclusive and responsive to the diverse needs of its staff.

### VI. 社會責任 (續)

#### 僱傭及勞工常規 (續)

##### B.1 僱傭 (續)

###### *平等機會、多元化及反歧視 (續)*

為維持具包容性的工作環境，本集團對任何形式的歧視、騷擾、霸凌或任何其他形式的辱罵行為持零容忍態度。本集團的「行為守則」亦明確概述相關內部政策及指引，以堅守公平對待每位員工的承諾。

此外，本集團已落實保密的舉報機制，讓員工透過書面形式，直接向部門主管和董事舉報歧視或騷擾事件，並輔以佐證。在接獲舉報後，本集團將啟動全面的調查流程，確保得出公平公正的解決方案。若發現任何違反平等機會政策的事件屬實，本集團將對相關員工進行適當的紀律處分。若涉及潛在的刑事犯罪活動，本集團將嚴肅處理，並根據董事會的決定或會移交至相關監管機構或執法機關。

###### *福利待遇*

本集團致力於營造一個重視和優先考慮員工福祉的工作環境。為此，本集團提供多項福利和津貼措施，以照顧員工的身心健康需求。本集團明白，一支積極和稱心的員工隊伍對其長遠成功至關重要，因此確保其促進健康的計劃具包容性，並能回應員工多元需求。

### VI. SOCIAL RESPONSIBILITY *(Continued)*

#### Employment and Labour Practices *(Continued)*

##### B.1 Employment *(Continued)*

###### *Benefits and Welfare (Continued)*

Over the years, the Group has provided basic medical insurance and allowances to its employees. Apart from meals, snacks and year-end bonus to boost the motivation and performance of its employees, the Group has encouraged its employees to participate in various sports activities, such as Marathons and yoga classes. Through these relaxing activities, the Group aims to enhance its employees' physical fitness, relieve their pressures, and build up their team spirits. To maintain open communication with its employees, the Group has leveraged different channels, such as emails and instant messages, to collect feedback from its employees.

During the year under review, the Group complied with relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare that have a significant impact on the Group.

### VI. 社會責任 *(續)*

#### 僱傭及勞工常規 *(續)*

##### B.1 僱傭 *(續)*

###### *福利待遇 (續)*

多年來，本集團持續為員工提供基本醫療保險和津貼。除了供應膳食、零食和年終花紅以提高員工工作動力及表現外，本集團亦鼓勵員工參與馬拉松、瑜珈班等多種運動活動。透過這些紓壓活動，本集團旨在提升員工體能、減輕工作壓力，並增強團隊凝聚力。為維持與員工的開放溝通，本集團亦已利用電子郵件、即時訊息等不同渠道收集員工的反饋意見。

於回顧年度內，本集團已遵守對其有重大影響、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相關法律及規例。

# 環境、社會及管治報告

## Environmental, Social and Governance Report

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Employment and Labour Practices (Continued)

##### B.2 Workplace Health and Safety

The Group acknowledges that employees' health and safety is of its utmost importance and hence is committed to maintaining a safe and healthy working environment across all levels of its operations. This commitment includes upholding the highest safety standards in all facilities and ensuring reliable and secure gas supply to customers.

In FY2025, the Group developed its internal health and safety policies and procedures in accordance with relevant laws and regulations in the PRC, including but not limited to:

- Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》);
- Law of the People's Republic of China on Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》);
- Regulation on Work-Related Injury Insurance (《工傷保險條例》); and
- Oil and Natural Gas Pipeline Protection Law of the People's Republic of China (《石油天然氣管道保護條例》).

### VI. 社會責任 (續)

#### 僱傭及勞工常規 (續)

##### B.2 工作場所的健康與安全

本集團明白員工的健康與安全最為重要，因此致力於在各營運層面維持一個安全健康的工作環境，這承諾亦包括於所有設施中堅守最高安全標準，並確保為客戶提供可靠安全的燃氣供應。

於二零二五財年，本集團已遵照中國相關法律法規制定內部健康與安全政策及程序，包括但不限於：

- 《中華人民共和國安全生產法》;
- 《中華人民共和國職業病防治法》;
- 《工傷保險條例》; 以及
- 《石油天然氣管道保護條例》。

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Employment and Labour Practices (Continued)

##### B.2 Workplace Health and Safety (Continued)

The Group has established the “Safety Production Management System” (“安全生產管理制度”) following the principle of “Safety First”. The system involves around 30 different sets of safety management regulations.

- In adherence to the principle of “Early detection, Early communication, and Early prevention”, the Group has implemented the “Gas Pipeline Safety Management System” (“燃氣管道安全管理制度”) to standardise behaviours of frontline employees, minimising potential safety hazards and risks.
- The Group has implemented a comprehensive “Safety Inspection System” (“安全巡查制度”) to conduct routine equipment inspection during daily operations, in order to early detect and address any abnormal conditions at gas stations.
- The Group has established the “Safety Hazard Investigation and Management System” (“安全隱患排查治理制度”) to minimise potential safety risks at all levels of operations.
- The Group has strictly implemented the “Safety Management System for the Use of Pressure Vessels” (“壓力容器使用安全管理制度”) to monitor and manage the operational procedures of instruments, emergency response plans, personnel duties and training, as well as guidelines on routine maintenance practices.

### VI. 社會責任 (續)

#### 僱傭及勞工常規 (續)

##### B.2 工作場所的健康與安全 (續)

遵循「安全第一」的原則，本集團已建立「安全生產管理制度」，當中涵蓋約30套不同的安全管理法規。

- 遵守「早發現、早溝通、早預防」的原則，本集團已落實「燃氣管道安全管理制度」，規範前線員工的行為，將潛在的安全隱患及風險降至最低。
- 本集團已落實全面的「安全巡查制度」，於日常營運中進行例行設備檢查，及早發現和處理加氣站的任何異常情況。
- 本集團已建立「安全隱患排查治理制度」，盡可能降低各營運層面的潛在安全風險。
- 本集團已嚴格落實「壓力容器使用安全管理制度」，監察和管理設備的操作程序、應急計劃、人員職責與培訓，以及例行保養慣例的指引。

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Employment and Labour Practices (Continued)

##### B.2 Workplace Health and Safety (Continued)

- To ensure the safety of all individuals entering gas stations, the Group has developed the “Notice for Station Entrance” (“進站須知”) to avoid dangerous behaviours, such as smoking, the use of non-explosion-proof electronic equipment and the unauthorised use of facilities.

To ensure its health and safety measures align with the latest regulations and industry practices, the Group has established the Safety Committee to manage and monitor the implementation of the safety management systems.

Apart from the rigorous safety protocols, the Group further strengthens the safety awareness of its employees by arranging continuous training related to health and safety. The Group strives to enhance workplace health and safety by proactively promoting a culture with safety awareness. In FY2025, the Group recorded zero work-related fatalities in the past three years (including FY2025), as well as zero work-related injuries and zero lost days due to work injury. To continuously maintain zero accident rate, the Group monitors and manages the potential risks and hazards across its business operations.

In FY2025, the Group complied with relevant laws and regulations relating to providing a safe working environment and protecting the employees from occupational hazards that have a significant impact on the Group.

### VI. 社會責任 (續)

#### 僱傭及勞工常規 (續)

##### B.2 工作場所的健康與安全 (續)

- 為確保所有進入加氣站的人員安全，本集團已制定「進站須知」，避免吸煙、使用非防爆電子裝置以及未經許可擅自使用設施等危險行為。

為確保其健康與安全措施符合最新的法規及行業慣例，本集團已成立安全委員會，負責管理和監督安全管理體系的落實情況。

除了嚴格的安全規程外，本集團亦透過安排健康與安全相關的持續培訓，進一步加強員工的安全意識。本集團致力積極推廣具安全意識的文化，以提升工作場所的健康與安全水平。於二零二五財年，本集團在過去三年（包括二零二五財年）與工作相關的死亡人數為零，同時年內錄得零宗工傷事件，因工傷損失工作日數亦為零。為持續維持零事故率，本集團會監察和管理業務營運中的潛在風險及危害。

於二零二五財年，本集團遵守對其有重大影響、有關提供安全工作環境及保障僱員避免職業性危害的相關法律及規例。

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Employment and Labour Practices (Continued)

##### B.2 Workplace Health and Safety (Continued)

###### *Safeguarding Employees from Infectious Diseases*

In light of the effects caused by climate change, there have been more resistant pathogens and emerging diseases. Therefore, the Group has prioritised to maintain a hygienic working environment and safeguard its employees from infectious diseases. With the implementation of a set of health and safety protocols, the Group provides its employees with guidelines on health monitoring, hygiene practices, and the use of personal protective equipment (PPE) in case of any outbreak of infections. The Group further promotes general protection measures following international prevention approach among its employees. For instance, employees should always be aware of personal hygiene and wear face masks when they get sick.

Meanwhile, sufficient stocks and necessary prevention materials, including masks, gloves, alcohol disinfectants, sanitising wipes, and thermometers, are well-prepared. To ensure good ventilation indoors, air purifiers are equipped in the workplace.

### VI. 社會責任 (續)

#### 僱傭及勞工常規 (續)

##### B.2 工作場所的健康與安全 (續)

###### *保護員工免受傳染病感染*

鑒於氣候變化所導致的影響，抗藥性病原體與新興疾病日益增多，因此，本集團優先維持衛生的工作環境並保障員工免受傳染病感染。透過實施一套健康與安全規程，本集團為員工提供健康監測、衛生習慣以及在任何傳染病感染爆發時使用個人防護裝備的指引。本集團進一步向員工推廣遵循國際預防方針的一般防護措施，具體而言，員工應時刻注意個人衛生，並在生病時佩戴口罩。

同時，本集團已準備充足的防護物資庫存，包括口罩、手套、酒精消毒劑、消毒濕紙巾及溫度計。為確保室內保持空氣流通，工作場所內亦配備空氣淨化器。

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Employment and Labour Practices (Continued)

##### B.3 Development and Training

As the Group values its human resources as the greatest assets, the Group is dedicated to cultivating professional workforces to drive operational excellence and innovation while upholding positive corporate culture for employees. To demonstrate its commitment to sustainability and responsible business practices, the Group has placed a strong emphasis on allocating resources on providing continuous training for its employees, thereby supporting their career development and personal growth in the long term.

The Group provides two main types of training, which are “On-the-job” training and “Off-the-job” training. Both types of training have the shared goal of offering equal opportunities for all employees to enhance their professional skills. A structured induction programme has been developed for new employees, while ongoing technical training is available for frontline staff. Technical training programme covers a range of topics, including cutting-edge technologies, safety protocols, and industry-specific regulations, ensuring employees stay informed of the latest advancements and industry best practices. In alignment with the Group’s commitment to environmental responsibility, elements such as sustainable practices, environmental compliance, and green initiatives have been incorporated into the training content.

Along with internal training, the Group actively encourages employees to participate in external training and pursue professional certifications. To support this, the Group offers reimbursement for eligible staff who undertake approved courses or examinations, reinforcing its dedication to continuous learning and career growth.

### VI. 社會責任 (續)

#### 僱傭及勞工常規 (續)

##### B.3 發展與培訓

本集團視人力資源為最寶貴的資產，因此致力於培育專業人才以推動卓越營運及創新，同時為員工維持積極的企業文化。為體現可持續發展和負責任商業實踐的承諾，本集團已著重投入資源為員工提供持續培訓，從而支持員工長遠的職業發展及個人成長。

本集團提供兩種主要培訓，分別是「在職」及「職外」培訓。兩種培訓均具有共同目標，旨在為所有員工提供平等的機會提升其專業技能。本集團為新員工制定了結構化的入職培訓課程，同時為前線員工提供持續的技術培訓。技術培訓課程涵蓋尖端技術、安全規程及行業特定法規等多個主題，確保員工了解最新的技術進展及行業最佳實踐。為配合本集團在環境責任方面的承諾，員工的培訓內容亦已融入可持續發展實踐、環境合規要求及綠色倡議等要素。

除了內部培訓外，本集團亦積極鼓勵員工參與外部培訓並考取專業認證。為此，本集團向參與認可課程或考試的合資格員工提供費用報銷，加強其對於持續學習及職業發展的承諾。

### VI. SOCIAL RESPONSIBILITY *(Continued)*

#### Employment and Labour Practices *(Continued)*

##### **B.3 Development and Training** *(Continued)*

To further enrich its training programme, the Group regularly invites external professionals and organisations to conduct specialised training sessions. Particular emphasis is placed on executive-level training for directors and senior executives, ensuring strong leadership capabilities and sound corporate governance across all levels of the Group.

In FY2025, the Group provided a total of 167 hours of training for 66.18% of its staff. Among trained employees, directors from the Hong Kong office participated in training with the Stock Exchange's materials to gain a better understanding of their roles and responsibilities. Meanwhile, employees from the Group's natural gas business in Yichang received safety training on topics such as the Health, Safety and Environment (HSE) management system, the management on dangerous substances, the safe production procedures, and the correct use of fire extinguisher. The Group strives to provide its employees with more training opportunities in the future to facilitate their lifelong learning and skill development. For more details, please refer to Tables S5 and S6 in the section APPENDIX – PERFORMANCE TABLE.

### VI. 社會責任 *(續)*

#### 僱傭及勞工常規 *(續)*

##### **B.3 發展與培訓** *(續)*

為進一步豐富其培訓計劃，本集團定期邀請外部專業人士及機構舉辦專題培訓課程，當中尤其著重為董事和高級管理層提供行政人員級別的培训，以確保本集團各級均具備穩健的領導能力及良好的企業管治。

於二零二五財年，本集團為66.18%員工提供了合共167小時的培訓。受訓員工當中，香港辦事處的董事參與了使用聯交所教材的培訓，以深化對其職責的了解，而來自宜昌天然氣業務的員工則接受了安全培訓，內容涵蓋健康、安全和環境(HSE)管理制度、危險品管理、安全生產程序以及正確使用滅火器等主題。本集團致力於未來為員工提供更多培訓機會，以促進他們的終身學習及技能發展。詳情請參閱附錄一績效表章節內的表S5及S6。

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Employment and Labour Practices (Continued)

##### B.4 Labour Standards

During the year under review, the Group maintained its strict labour standards as integrated into its ESG strategies. In adherence to applicable laws and regulations, the Group aims to support both sustainability and long-term business growth, reaffirming its commitment to human rights and fair treatment for all employees. In FY2025, the Group complied with the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Hong Kong Employment Ordinance and other relevant laws and regulations in its operating regions, prohibiting the use of child or forced labour.

The Group strives to prevent illegal employment of child labour, underage workers and forced labour. Therefore, the HR Department has established a set of internal policies to standardise and monitor procedures of recruitment and employment, including:

- All job applicants are required to provide valid identification documents for verification during recruitment to confirm their age and condition of stay.
- No recruitment requires relinquishment of workers' identification documents nor lodging deposits as a condition of employment.
- The HR Department conducts regular review on staff roster and on-site personnel inspection to ensure the validity of the employees' information.

### VI. 社會責任 (續)

#### 僱傭及勞工常規 (續)

##### B.4 勞工準則

於回顧年度內，本集團貫徹其 ESG 策略中嚴格的勞工準則。本集團遵守適用法律法規，旨在支持可持續發展及長遠的業務增長，並重申本集團對維護人權和公平待遇所有員工的承諾。於二零二五財年，本集團遵守《中華人民共和國勞動法》、香港《僱傭條例》以及其營運地區的其他相關法律法規，以禁止僱用童工或強制勞工。

本集團致力防止非法僱用童工、未成年勞工及強迫勞工，因此，本集團的人力資源部已制定一套內部政策以規範和監察招聘及僱傭程序，包括：

- 所有求職者在招聘過程中必須提供有效身份證明文件，以核實求職者的年齡及逗留條件。
- 招聘時絕不會要求工人抵押其身份證明文件或繳納押金作為僱用條件。
- 人力資源部定期對員工名冊進行審核，並對人員進行現場檢查，以確保員工個人信息的有效性。

### VI. SOCIAL RESPONSIBILITY *(Continued)*

#### Employment and Labour Practices *(Continued)*

##### **B.4 Labour Standards** *(Continued)*

In case of any substantiated breach of relevant labour laws, regulations or standards, the Group takes immediate actions to terminate relevant employment contracts and discipline the responsible personnel of the HR Department. Depending on the severity, the issue will be reported to the supervisory authorities when the senior management considers it necessary.

In FY2025, the Group complied with relevant laws and regulations relating to preventing child and forced labour that have a significant impact on the Group.

#### Operating Practices

##### **B.5 Supply Chain Management**

The Company's dedication to achieving sustainability extends beyond its internal operations to supply chain. A sustainable and reliable value chain has been maintained through a series of approach, including consistent supplier engagement, supply chain risk management, and green procurement. In FY2025, the Group primarily engaged with suppliers of natural gas distributions (e.g., SINOPEC and PETROCHINA) and suppliers of raw materials for gas pipeline installation.

### VI. 社會責任 *(續)*

#### 僱傭及勞工常規 *(續)*

##### **B.4 勞工準則** *(續)*

若發現任何證實違反相關勞工法例、法規及標準的事件，本集團將立即採取行動終止相關僱傭合同，並對人力資源部的負責人員進行紀律處分。視乎事件的嚴重程度，在高級管理層認為有必要時，本集團將向監管機構進行匯報。

於二零二五財年，本集團已遵守對其有重大影響、有關防止童工或強制勞工的相關法律及規例。

#### 營運慣例

##### **B.5 供應鏈管理**

本公司對實現可持續發展的承諾不僅僅局限於內部營運，亦延伸至供應鏈方面。透過持續的供應商合作、供應鏈風險管理及綠色採購等一系列措施，本集團得以維持可持續、可靠的價值鏈。於二零二五財年，本集團主要與天然氣分銷商（如中石化及中石油）及輸氣管道安裝原材料供應商合作。

## VI. SOCIAL RESPONSIBILITY (Continued)

### Operating Practices (Continued)

#### B.5 Supply Chain Management (Continued)

##### Supplier Engagement

The Group understands the importance of robust supply chain management, thereby proactively establishing a long-term and stable partnerships with all its major suppliers via digital means and on-site visits. In FY2025, the Group maintained stable engagement with its suppliers and did not face any under-qualified supplies or delays in supplies.

To ensure fair supplier selection process, a set of internal policies and procedures have been developed. The Group's Operation Department is tasked with conducting supply chain assessment and supplier selection based on the criteria stipulated in the Supplier Code Conduct, including the safety and reliability of gas supply and the effective implementation of any environmental and safety management systems, to ensure the quality of suppliers. Meanwhile, the Operation Department is also tasked with an annual review to evaluate and assess suppliers' performance, reliability, and compliance. Suppliers who do not meet the assessment criteria will be eliminated from the list, and the corresponding collaboration will be terminated accordingly.

During business cooperation, all suppliers and contractors are required to comply with the agreed contract terms and submit a monthly "Gas Quality Inspection Report" for review, maintaining product quality throughout the supply chain. Furthermore, the Group's Administrative Department is responsible for regulating and monitoring supply chain practices. This further ensures that all suppliers and contractors comply with applicable laws and maintain sustainable operations.

## VI. 社會責任 (續)

### 營運慣例 (續)

#### B.5 供應鏈管理 (續)

##### 供應商聘用

本集團明白穩健供應鏈管理的重要性，因此透過綫上及現場考察積極與所有主要供應商建立長期穩定的合作關係。於二零二五財年，本集團與其供應商保持穩定的合作關係，並不存在任何供貨不合格或延遲供貨的情況。

為確保公平的供應商選擇流程，本集團已制定一套內部政策及程序。本集團的營運部負責根據「供應商守則」中規定的標準進行供應鏈評估及供應商選擇，當中的標準包括燃氣供應的安全性、可靠性以及環保與安全管理系統的有效實施，以確保供應商的質量。同時，營運部亦負責進行年度審查，評估供應商的表現、可靠性及合規性。而未達評估標準的供應商將從合格供應商名單中剔除，並相應地終止合作。

在業務合作期間，所有供應商及承包商均須遵守合同約定的條款，並每月提交「天然氣氣質檢驗報告」以供審查，以維持整個供應鏈的產品質量。此外，本集團的行政部負責管控和監察供應鏈慣例，以進一步確保所有供應商及承包商遵守適用法規，並維持可持續的營運。

### VI. SOCIAL RESPONSIBILITY *(Continued)*

#### Operating Practices *(Continued)*

#### **B.5 Supply Chain Management** *(Continued)*

##### *Supply Chain Risk Management*

To minimise the environmental and social risks along the supply chain, the Group has established supply chain management teams to further identify any non-conformity of applicable laws and regulations. Issues identified will be listed as material risks that could significantly impact the Group's supply chain. In alignment with the strict implementation of its standards on supply chain management, the Group ensures that its well-selected suppliers perform in accordance with the requirements in the multitude of agreements as part of the master agreements such as the HSE Contract.

With the promotion of sustainability, the Group encourages its suppliers to monitor and manage potential environmental and social risks throughout their supply chains, minimising risks to an acceptable level under the national and industrial standards.

### VI. 社會責任 *(續)*

#### 營運慣例 *(續)*

#### **B.5 供應鏈管理** *(續)*

##### *供應鏈風險管理*

為降低供應鏈中的環境和社會風險，本集團已成立供應鏈管理團隊，以進一步識別任何違反適用法律法規的情況，所識別的事宜將被列為可能對本集團供應鏈產生嚴重影響的重大風險。本集團嚴格落實供應鏈管理標準，確保其精心挑選的供應商按照包括HSE合同等主協議中的標準營運。

在推動可持續發展的過程中，本集團鼓勵其供應商監察和管理各自供應鏈中的潛在環境和社會風險，將風險降至符合國家和行業標準的可接受水平內。

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Operating Practices (Continued)

#### B.5 Supply Chain Management (Continued)

##### Green Procurement

Providing services of stable natural gas supply to end-use customers, the Group is committed to the adoption of responsible procurement and collaboration with its suppliers to provide cleaner energy. Therefore, the Group has incorporated green procurement into its decision-making process. The Group's Operation Department is designated to prioritise the procurement of sustainable products, such as pipelines for natural gas distribution and environment-friendly office supplies, including recycled paper. In addition, the Group actively explores the opportunities of procuring products and services with recognised eco-labels so that procurements align with industry-recognised environmental standards. In FY2025, 100% of its major suppliers were covered by the Group's green procurement policy.

In FY2025, the Group was in stable partnerships with a total of 19 suppliers, with all located in the PRC. All suppliers of the Group were covered by the above supplier engagement and management policies, which are implemented and monitored by the Group's Operation Department and Administration Department.

### VI. 社會責任 (續)

#### 營運慣例 (續)

#### B.5 供應鏈管理 (續)

##### 綠色採購

在向終端用戶提供穩定天然氣供應服務的同時，本集團亦致力採取負責任的採購方式，並與其供應商合作，以提供更潔淨的能源，因此，本集團已將綠色採購融入決策過程。本集團的營運部專責優先選擇採購可持續產品，例如天然氣輸送管道和環保的辦公用品（包括再生紙）。此外，本集團積極探索已獲得綠色認證的產品及服務，使其採購符合業界認可的環境標準。於二零二五財年，本集團的綠色採購政策涵蓋100%的主要供應商。

於二零二五財年，本集團共與19家供應商保持穩定的合作關係，而所有供應商均位於中國。上述供應商聘用及管理政策涵蓋本集團的所有供應商，並由本集團的營運部及行政部負責執行及監督。

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Operating Practices (Continued)

#### B.6 Product Responsibility

With the aim to offer high-quality and reliable energy supply with satisfactory services to customers, the Group has formulated a series of internal policies relating to quality, safety, customer rights, and service satisfaction to enhance the implementation of its product responsibility.

Given its business nature, the Group considers advertising, labelling, intellectual property rights, and product/service recall as non-material issues to its operations, and hence not being discussed in this ESG Report in consideration of the principle of Materiality.

#### Quality and Safety

Natural gas supply and pipeline installation businesses are the Group's major operations. As such, the Group has focused on the assurance of the quality and safety of the gas supply and its services.

In accordance with the Operation Manual, the Group implements its operational practices following the applicable laws and regulations, including but not limited to:

- Oil and Natural Gas Pipeline Protection Law of the People's Republic of China (《石油天然氣管道保護法》);
- Requirements for the Safe Transportation of LNG Transportable Tanks on the Whole Ship (《整船載運液化天然氣可移動罐櫃安全運輸要求》);

### VI. 社會責任 (續)

#### 營運慣例 (續)

#### B.6 產品責任

本集團旨在為客戶提供優質可靠的能源供應以及令人滿意的服務，因此已制定一系列有關質量、安全、客戶權益和服務滿意度的內部政策，以加強落實產品責任。

基於其業務性質，本集團將廣告、標籤、知識產權、及產品／服務召回視為對本集團營運並不重要的事宜，因此考慮到重要性原則，本ESG報告並未就此進行討論。

#### 質量與安全

天然氣供應及管道安裝業務是本集團的主要營運項目，因此，本集團專注於確保供氣及其服務的質量與安全。

本集團遵循「操作手冊」，按照適用的法律法規落實其操作慣例，包括但不限於：

- 《石油天然氣管道保護法》；
- 《整船載運液化天然氣可移動罐櫃安全運輸要求》；

# 環境、社會及管治報告

## Environmental, Social and Governance Report

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Operating Practices (Continued)

#### B.6 Product Responsibility (Continued)

##### Quality and Safety (Continued)

- Work Safety Law of the People's Republic of China (《中華人民共和國安全生產法》);
- Regulations on the Safety Management of Hazardous Chemicals (《危險化學品安全管理條例》);
- Product Quality Law of the People's Republic of China (《中華人民共和國產品品質法》);
- Fire Protection Law of the People's Republic of China (《中華人民共和國消防法》);
- Code for Design of City Gas Engineering GB50028-2006 (《城鎮燃氣設計規範GB50028-2006》);
- Regulation on the Administration of Urban Gas (《城鎮燃氣管理條例》); and
- Natural Gas GB17820-2012 (《天然氣GB17820-2012》).

With the Board's annual review, the Group has enforced the Risk Management Framework, Central Contingency Policies and Procedures, and Risk Monitoring Mechanism to ensure safe and reliable delivery of services.

### VI. 社會責任 (續)

#### 營運慣例 (續)

#### B.6 產品責任 (續)

##### 質量與安全 (續)

- 《中華人民共和國安全生產法》;
- 《危險化學品安全管理條例》;
- 《中華人民共和國產品品質法》;
- 《中華人民共和國消防法》;
- 《城鎮燃氣設計規範(GB50028-2006)》;
- 《城鎮燃氣管理條例》; 以及
- 《天然氣(GB17820-2012)》。

經董事會的年度審閱，本集團已落實風險管理框架、中央應急政策與程序以及風險監控機制，以確保本集團提供安全可靠的服務。

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Operating Practices (Continued)

#### B.6 Product Responsibility (Continued)

##### Quality and Safety (Continued)

Gas supply and pipeline installation services provided by the Group align with a comprehensive quality control system, which satisfies statutory requirements regarding natural gas investment, provision of consultation on gas technology and sales of gas cooking appliances and accessories. In addition to the safety management systems aforementioned in the section B.2 Workplace Health and Safety, the Group has further maintained product safety through a series of procedures, including:

- “Internal Gas-user Safety Management System” (“用戶安全管理規程”) has been established to provide clear guidelines across the whole process, from engineering design, construction and installation, completion confirmation, to ignition supply, management and maintenance and demolition.
- Prior to the registration of the user’s premises, users are required to acknowledge their understanding of safe gas use, including the basic operation, common gas accidents, response plans and emergency rescue hotlines.
- Systematic inspection systems have been established to detect and address any potential safety hazards in users’ households, industrial or commercial facilities, thereby preventing accidents and safeguarding gas users.
- Publicity mechanisms have been established to promote the safe use of natural gas among the general public, particularly during holidays, peak gas usage periods, winter gas accidents and rat infestations.

### VI. 社會責任 (續)

#### 營運慣例 (續)

#### B.6 產品責任 (續)

##### 質量與安全 (續)

本集團所提供的燃氣供應及管道安裝服務遵照全面的質量控制系統，該系統符合天然氣投資、提供天然氣技術諮詢以及銷售天然氣炊具及配件的法定要求。除了B.2工作場所的健康與安全部分提及的安全管理體系外，本集團亦透過一系列程序進一步維持產品安全，包括：

- 設立「用戶安全管理規程」，為工程設計、建造安裝、竣工確認，到點火供應、管理維護、最終拆卸等全流程提供明確的指引。
- 在登記用戶場所前，用戶須確認對安全用氣的了解，包括天然氣的基本操作、常見的天然氣事故和應變計劃、以及緊急救援熱線。
- 建立系統化的檢查制度，以識別和應對用戶家庭或工商業設施中的任何安全隱患，從而預防事故發生，並保障燃氣用戶的安全。
- 建立宣傳機制，向公眾推廣天然氣的安全使用，尤其是在節日、高峰用氣時段、冬季天然氣事故及老鼠出沒的情況下。

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Operating Practices (Continued)

#### B.6 Product Responsibility (Continued)

##### Complaints Handling

The Group is committed to enhancing its customer services and refining its complaint-handling processes. Placing customers at the core of its operations, the Group strives to resolve customer concerns and continuously improve its products and services, delivering benefits to both the local community and the environment. To this end, the Group has developed and implemented an approach centred on taking prompt corrective actions and fostering proactive communication.

To facilitate its communication with customers, the Group has established dedicated customer service management systems, ensuring complaint channels such as customer service hotlines are easily accessible. Upon receiving a complaint, the Group promptly acknowledges customers and initiates a thorough investigation to determine its root cause and validity. Designated departments are then responsible for monitoring the process, as well as formally communicating the progress and final results to customers.

In FY2025, the Group did not receive any substantial complaints about the service quality. The Group has put efforts in providing high-quality customer experience, and hence high customer satisfaction was recorded in the Group's past customer surveys.

### VI. 社會責任 (續)

#### 營運慣例 (續)

#### B.6 產品責任 (續)

##### 投訴處理

本集團致力於提升其客戶服務質素，並優化投訴處理流程。本集團以客戶為其營運核心，致力於解決客戶疑慮，持續改善其產品及服務，為當地社區及環境帶來得益。為此，本集團已制定並落實方針，及時採取糾正措施並促進積極溝通。

為促進與客戶的溝通，本集團已建立專屬的客戶服務管理系統，確保客戶能方便地使用客戶服務熱線等投訴渠道。當接獲投訴後，本集團將及時向客戶確認收悉，並進行徹底調查，以查明事件的根本原因及真實性，隨後將由指定部門負責監控整個處理流程，並正式向客戶交代調查進度及最終結果。

於二零二五財年，本集團並無接獲任何有關服務質素的重大投訴。本集團致力於提供優質客戶體驗，而本集團過往的客戶調查均錄得高客戶滿意度。

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Operating Practices (Continued)

#### B.6 Product Responsibility (Continued)

##### Privacy Matters

In FY2025, the Group complied with relevant laws and regulations, including the Law on Protection of Consumer Rights and Interests of the People's Republic of China (《中華人民共和國消費者權益保護法》) and Personal Data (Privacy) Ordinance of Hong Kong, to protect the interests of its stakeholders. Operating under a robust privacy protection framework, the Group has developed a set of measures to safeguard personal data and identifiable information of its clients and tenants, including:

- Under the account authorisation management, only designated staff is authorised to access sensitive information, minimising the risk of data leakage.
- Risk management and technical incident recovery plans are in place to protect personal data and minimise losses in case of any accidents.
- Relevant parties are required to sign a confidentiality agreement to prohibit any unauthorised disclosures or provision of data to any third-party without consent.

In FY2025, the Group did not receive any substantial complaints regarding data breaches, leakage or privacy matters.

During the year under review, the Group complied with the relevant laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to its products and services provided that have a significant impact on the Group.

### VI. 社會責任 (續)

#### 營運慣例 (續)

#### B.6 產品責任 (續)

##### 私隱事宜

於二零二五財年，本集團遵守《中華人民共和國消費者權益保護法》和《香港個人資料(私隱)條例》等相關法律法規，以保障其利益相關者的利益。本集團在穩健的私隱保障框架下營運，因此已制定一套措施用以保護客戶及租戶的個人資料及可識別資訊，包括：

- 在帳戶授權管理下，只有指定人員才有權存取敏感資訊，以降低資料外洩的風險。
- 制定風險管理和技術事故恢復計劃，以保護個人資料並降低發生洩露事故時的損失。
- 相關人士必須簽署保密協議，禁止在未經授權的情況下將任何數據披露或給予任何第三方。

於二零二五財年，本集團並未接獲任何有關資料洩露、外洩或私隱事宜的重大投訴。

於回顧年度內，本集團已遵守對其有重大影響、有關所提供產品和服務的健康與安全、廣告、知識產權、標籤及私隱事宜的相關法律及規例。

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Operating Practices (Continued)

#### B.7 Anti-corruption

The Group recognises that ethical conduct is fundamental to its operations, and hence strives to uphold the highest standards for itself and expects the same from its stakeholders. Maintaining its unwavering commitment against corruption, the Group has implemented a comprehensive approach to reinforce integrity and transparency. In FY2025, the Group placed a great emphasis on abiding by the applicable laws and regulations of the jurisdictions where it operates, including:

- Law of the People's Republic of China on Anti-money Laundering (《中華人民共和國反洗錢法》);
- Anti-Corruption Law of the People's Republic of China (《中華人民共和國反腐敗法》);
- Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Chapter 615 of the Laws of Hong Kong); and
- Prevention of Bribery Ordinance (Chapter. 201 of the Laws of Hong Kong).

To effectively address corruption and related behaviours, the Group has established stringent internal policies and the Code of Conduct detailed in the Employee Handbook. These standards align with both the international and local anti-corruption laws. The key principles outlined in the Code of Conduct include the prevention of:

- Leakage of confidential information;
- Insider trading;

### VI. 社會責任 (續)

#### 營運慣例 (續)

#### B.7 反貪污

本集團明白道德操守是其營運的根本，因此致力保持自身最高道德標準，並對其利益相關者抱有同樣期望。本集團一直堅守其反貪污的承諾，因此已落實全面策略以加強誠信及透明度。於二零二五財年，本集團遵守其經營所在轄區的法律法規，包括：

- 《中華人民共和國反洗錢法》；
- 《中華人民共和國反腐敗法》；
- 《打擊洗錢及恐怖分子資金籌集條例》(香港法例第615章)；以及
- 《防止賄賂條例》(香港法例第201章)。

為有效應對貪污及相關行為，本集團已制定符合國際及當地反貪污法律法規、嚴格的內部政策及「行為守則」，並詳列於「員工手冊」中。「行為守則」中概述的主要原則包括禁止：

- 機密信息的洩露；
- 內幕交易；

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Operating Practices (Continued)

##### B.7 Anti-corruption (Continued)

- Conflict of Interest; and
- Improper handling of the Company assets.

Furthermore, the consequences for the violating rules are clearly defined in the Employee Handbook. Depending on the severity of the incident, penalties for employees found in breach range from salary deductions to the termination of employment contracts, if necessary.

To ensure accountability, a grievance mechanism has been established for employees, who witness or learn of any violation of the Group's Code of Conduct, to confidentially report suspected misconduct to the Department Head or the Board, with supporting evidence provided. Upon receiving a report, the Group will form a dedicated investigation team to conduct a thorough investigation and verification. The whistleblowing procedures are confidential and designed to protect the whistleblower's identity and ensure they are free from unfair dismissal or retaliation. In case of any substantiated criminality, the Group will take appropriate actions against involved parties and may report the issue to local authorities when the Group's management considers it necessary. Additionally, all policies and guidelines regarding anti-corruption and anti-money laundering undergo an annual review to improve the implementation and effectiveness.

### VI. 社會責任 (續)

#### 營運慣例 (續)

##### B.7 反貪污 (續)

- 利益衝突；以及
- 公司資產的不當處理。

此外，「員工手冊」已明確界定違反相關規定的後果。根據事件的嚴重程度，本集團會對違規員工進行處罰，輕則扣減薪資，重則在必要時終止僱傭合同。

為確保落實問責制，本集團已設立申訴機制，讓員工在目睹或獲悉任何可能違反本集團「行為守則」的行為時，能向部門主管或董事會保密地舉報任何可疑的不當行為，並提供佐證。當接獲舉報後，本集團將成立專責調查小組進行徹底調查核實。本集團的舉報程序具保密性，旨在保護舉報人身份，確保其免受不公平解僱或報復。若發現任何犯罪行為屬實，本集團將對涉案人員採取適當行動，並在本集團管理層認為有必要時上報予當地監管部門。此外，本集團會對所有與反貪污和反洗黑錢相關的政策及指引進行年度審查，以提升執行成效。

### VI. SOCIAL RESPONSIBILITY (Continued)

#### Operating Practices (Continued)

#### B.7 Anti-corruption (Continued)

During the year under review, the Group reinforced its commitment to ethical conduct and anti-corruption not through formal training sessions, but via the regular distribution of curated digital resources to all employees and directors. Materials such as the pamphlets of Independent Commission Against Corruption (ICAC) and Hong Kong Police Force seminar notes were circulated to strengthen awareness and promote a culture of integrity. These resources, which included the ICAC's guidelines on corruption prevention system for listed companies from the Corruption Prevention Advisory Service and the tips on anti-corruption for human resources, are made available for staff to review at their own pace. This approach ensures that knowledge of the severe consequences of bribery, extortion, fraud, and money laundering remains current across the organisation.

In FY2025, the Group recorded zero concluded legal cases regarding corrupt practices brought against the Group or its employees and complied with the relevant laws and regulations relating to bribery, extortion, fraud and money laundering that have a significant impact on the Group.

### VI. 社會責任 (續)

#### 營運慣例 (續)

#### B.7 反貪污 (續)

於回顧年度內，有別於傳統的授課模式，本集團透過定期向全體員工及董事發送精心挑選的電子資源，以強化其對道德操守及反貪污的承諾。具體而言，本集團發送包括廉政公署小冊子和香港警方研討會筆記在內的資料，以加強員工意識並推廣廉潔文化。這些資源涵蓋廉政公署防貪諮詢服務為上市公司制定的防貪系統實務指南，以及針對人力資源的防貪錦囊，讓員工按各自步伐閱覽相關資訊。這方法確保全體員工了解賄賂、勒索、欺詐及洗黑錢的嚴重後果。

於二零二五財年，針對本集團或其員工提出並已審結的貪污訴訟案件為零。於回顧年度內，本集團遵守對其有重大影響、有關防止賄賂、勒索、欺詐及洗黑錢的法律及規例。

### VI. SOCIAL RESPONSIBILITY *(Continued)*

#### Community

##### **B.8 Community Investment**

In FY2025, the Group maintained its primary focus on business operations while continuing to identify charitable activities or organisations that align with its vision. However, the Group remains dedicated to creating positive and long-term impacts within the communities it serves, striving to build sustainable relationships and promote societal well-being.

Along with the exploration and investment in clean energy innovations, the Group prioritises local development by creating jobs, collaborating with local suppliers, and ensuring timely payment of local taxes. Aiming to provide support and care to the local community, the Group actively engages with the communities to understand the specific concerns and challenges faced by vulnerable groups. During the year under review, the Group continuously pursued opportunities for greater social engagement and expanded its community contributions as part of its ongoing commitment to corporate social responsibility.

### VI. 社會責任 (續)

#### 社區

##### **B.8 社區投資**

於二零二五財年，本集團以業務營運為其重心，同時繼續物色符合其願景的慈善活動或組織。然而，本集團一直致力於為其服務的社區創造正面和長遠的影響，力求建立可持續的關係並促進社會福祉。

除了探索和投資潔淨能源創新技術外，本集團透過創造就業機會、與當地供應商合作，以及確保按時繳納當地稅款，以優先推動當地發展。本集團旨在為當地社區提供支持及關懷，因此積極與社區互動，以了解弱勢群體所面臨的具體關注點及挑戰。於回顧年度內，本集團持續尋求深化社會參與的機會，並擴大其社區貢獻，以落實對企業社會責任的長遠承諾。

# 環境、社會及管治報告

## Environmental, Social and Governance Report

### VII. APPENDIX – PERFORMANCE TABLE

### VII. 附錄—績效表

Table E1. The Group's Total Emissions by Category in FY2025<sup>8</sup>

表E1.本集團二零二五財年排放信息總覽<sup>8</sup>

Emission Category	Key Performance Indicator (KPI)	Unit	Amount in	Intensity <sup>1</sup>	Amount <sup>2</sup>	Intensity <sup>2</sup>
			FY2025	(Unit/ employee) in FY2025	in FY2024	(Unit/ employee) in FY2024
			二零二五	二零二五 財年密度 <sup>1</sup>	二零二四	二零二四 財年密度 <sup>2</sup>
排放物類別	關鍵績效指標	單位	財年數量	(單位/員工)	財年數量 <sup>2</sup>	(單位/員工)
Air Emissions <sup>3</sup> 廢氣排放 <sup>3</sup>	SOx 硫氧化物	Kg 千克	0.250	0.004	0.257	0.004
	NOx 氮氧化物	Kg 千克	11.241	0.165	9.883	0.168
	PM 顆粒物	Kg 千克	0.828	0.012	0.793	0.013
	Scope 1 <sup>4</sup> (Direct Emissions) 範圍一(直接排放) <sup>4</sup>	Tonnes of CO <sub>2</sub> e 噸二氧化碳當量	63.41	0.93	62.13 <sup>9</sup>	1.05 <sup>9</sup>
GHG Emissions 溫室氣體排放	Scope 2 <sup>5</sup> (Energy Indirect Emissions) 範圍二(能源間接排放) <sup>5</sup>	Tonnes of CO <sub>2</sub> e 噸二氧化碳當量	142.09	2.09	155.88	2.64
	Scope 3 <sup>6</sup> (Other Indirect Emissions) 範圍三(其他間接排放) <sup>6</sup>	Tonnes of CO <sub>2</sub> e 噸二氧化碳當量	10.45	0.15	25.73	0.44
	Total (Scope 1 & 2 & 3) 總排放(範圍一、二及三)	Tonnes of CO <sub>2</sub> e 噸二氧化碳當量	215.95	3.18	243.75 <sup>9</sup>	4.13 <sup>9</sup>
	Non-hazardous Waste 無害廢棄物	Wastewater <sup>7</sup> 廢水 <sup>7</sup>	m <sup>3</sup> 立方米	2,422.00	35.62	443.00

# 環境、社會及管治報告

## Environmental, Social and Governance Report

### VII. APPENDIX – PERFORMANCE TABLE

(Continued)

1. Intensity for FY2025 was calculated by dividing the amount of air, GHG and other emissions respectively by the Group's number of employees in FY2025, which was 68;
2. The amount and intensity in FY2024 were extracted from the data in the ESG Report FY2024 of the Group;
3. The Group's air emissions in FY2025 only included the air pollutants from fuel consumption in motor vehicles, while that in FY2024 also included natural gas consumption in operations;
4. The Group's Scope 1 (Direct Emissions) in FY2025 included only the GHG emissions arose from the consumption of liquid fuels in motor vehicles and operations, while that in FY2024 also included natural gas consumption in operations;
5. The Group's Scope 2 (Energy Indirect Emissions) included only the GHG emissions arose from electricity consumption;
6. The Group's Scope 3 (Other Indirect Emissions) included only the GHG emissions arose from paper waste disposed at landfills, electricity used for processing freshwater and sewage by government departments, and business air travel;
7. The total amount of wastewater discharged from the Group in FY2025 was based on the assumption that 100% of the freshwater consumed entered the municipal sewage system;
8. The methodology adopted for reporting on GHG emissions set out above was based on "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, The GHG Protocol: A Corporate Accounting and Reporting Standard, and the 2006 IPCC (Intergovernmental Panel on Climate Change) Guidelines for National Greenhouse Gas Inventories; and
9. The amount and intensity of Scope 1 and Total GHG emissions in FY2024 were revised for consistent disclosure.

### VII. 附錄—績效表 (續)

1. 二零二五財年密度乃按廢氣、溫室氣體及其他排放物數量分別除以本集團二零二五財年僱員總數68人而得；
2. 二零二四財年的數量及密度是從本集團二零二四財年環境、社會及管治報告中的數據提取；
3. 本集團於二零二五財年的廢氣排放僅包括汽車燃料消耗所產生的空氣污染物，而二零二四財年的廢氣排放亦包括營運所用天然氣消耗所產生的空氣污染物；
4. 本集團於二零二五財年的範圍一（直接排放）僅包括汽車及營運所用液體燃料消耗所產生的溫室氣體排放，而二零二四財年的範圍一（直接排放）亦包括營運所用天然氣消耗所產生的溫室氣體排放；
5. 本集團的範圍二（能源間接排放）僅包括電力消耗所產生的溫室氣體排放；
6. 本集團的範圍三（其他間接排放）僅包括棄置在堆填區的紙張廢物、政府部門處理淡水和污水所用的電力產生以及商務航空差旅所產生的溫室氣體排放；
7. 本集團排放的廢水量是根據假定所使用淡水100%排進污水系統作為廢水排放而估算；
8. 上述溫室氣體排放報告採用的方法基於由聯交所發行的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》、《溫室氣體核算體系：企業核算與報告準則》以及《二零零六年IPCC國家溫室氣體清單指引》；以及
9. 二零二四財年的範圍一及總溫室氣體排放的數量及密度已修訂，以作一致披露。

# 環境、社會及管治報告

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### VII. APPENDIX – PERFORMANCE TABLE

(Continued)

Table E2. The Group's Total Resource Consumption in FY2025

Use of Resources	Key Performance Indicator (KPI)	Unit	Amount in FY2025	Intensity <sup>1</sup>	Amount <sup>2</sup> in FY2024	Intensity <sup>2</sup>
				(Unit/employee) in FY2025		(Unit/employee) in FY2024
資源類別	關鍵績效指標	單位	二零二五財年數量	二零二五財年密度 <sup>1</sup> (單位/員工)	二零二四財年數量 <sup>2</sup>	二零二四財年密度 <sup>2</sup> (單位/員工)
Energy <sup>3</sup> 能源 <sup>3</sup>	Electricity 電力	kWh'000 千個千瓦時	230.67	3.39	252.97	4.29
	Diesel 柴油	kWh'000 千個千瓦時	71.49	1.05	61.01 <sup>5</sup>	1.03 <sup>5</sup>
	Gasoline 汽油	kWh'000 千個千瓦時	164.99	2.43	164.54	2.79
	Natural Gas <sup>4</sup> 天然氣 <sup>4</sup>	kWh'000 千個千瓦時	-	-	8.46	0.14
	<b>Total energy consumption</b> <b>總能源消耗量</b>	kWh'000 千個千瓦時	467.14	6.87	486.98 <sup>5</sup>	8.25 <sup>5</sup>
Water 水	Water 水	m <sup>3</sup> 立方米	2,422.00	35.62	443.00	7.51
Paper 紙張	Paper 紙張	Kg 千克	497.96	7.32	89.32	1.51

表E2. 本集團二零二五財年的資源使用總量

- Intensity for FY2025 was calculated by dividing the amount of resources that the Group consumed in FY2025 by the Group's number of employees in FY2025, which was 68;
- The amount and intensity in FY2024 were extracted and converted from the data in the ESG Report FY2024 of the Group;
- The energy conversion of resources consumed was based on the energy coefficient set out in "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange;
- No natural gas was consumed by the Group in FY2025 due to the electrification of operations; and
- The amount and intensity of diesel consumption, and total energy consumption in FY2024 were revised for consistent disclosure.

- 二零二五財年密度乃按資源總量除以本集團二零二五財年僱員總數68人而得；
- 二零二四財年的數量及密度從本集團二零二四財年環境、社會及管治報告中提取及轉換；
- 所消耗資源的能量轉換基於聯交所發布的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》；
- 本集團因營運電氣化而並無於二零二五財年消耗天然氣；以及
- 二零二四財年的柴油及總能源消耗的數量及密度已修訂，以作一致披露。

## 環境、社會及管治報告

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### VII. APPENDIX – PERFORMANCE TABLE

(Continued)

Table S3. Number of Employees by Age Group, Gender, Employment Type, Position Type, Geographical Locations of the Group in FY2025<sup>1</sup>

### VII. 附錄－績效表 (續)

表S3.本集團二零二五財年按年齡、性別、就業類型、職位和地區劃分的員工總數<sup>1</sup>

Unit: Number of employees	單位：員工人數	Age group				Total
		Aged 30 or below	Aged between 31 and 40	Aged between 41 and 50	Aged 51 or above	
Gender	性別	30歲或以下	31-40歲	41-50歲	51歲或以上	總數
Male	男	10	17	9	6	42
Female	女	4	10	9	3	26
Total	總數	14	27	18	9	68

Unit: Number of employees	單位：員工人數	Position			Total
		General staff	Middle management	Director and management	
Gender	性別	一般員工	中級管理人員	董事與管理層	總數
Male	男性	27	5	10	42
Female	女性	22	2	2	26
Total	總數	49	7	12	68

#### Employment type

就業類型

Full time	Part time	Total
全職	兼職	總數
68	0	68

# 環境、社會及管治報告

## Environmental, Social and Governance Report

### VII. APPENDIX – PERFORMANCE TABLE

(Continued)

#### Geographical location

地區劃分

Locations	地域	Number of employees 員工人數
Yichang	宜昌	44
Hong Kong	香港	16
Shanghai	上海	8
Total:	總數：	68

### VII. 附錄－績效表 (續)

1. The employment data in headcount was obtained from the Group's HR Department based on the employment contracts entered into between the Group and its employees. The data covered employees engaged in a direct employment relationship with the Group according to relevant local laws and workers whose work and/or workplace was controlled by the Group within the reporting scope. The methodology adopted for reporting on employment data set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

1. 職工數據是根據本集團與其僱員之間訂立的僱傭合同，從本集團的人力資源部獲得。此數據涵蓋根據當地有關法律與本集團有直接僱傭關係的僱員以及在報告範圍內其工作和／或工作場所受本集團控制的員工。上述報告職工數據所採用的方法乃基於聯交所發布的《如何準備環境、社會及管治報告－附錄三：社會關鍵績效指標匯報指引》。

## 環境、社會及管治報告

## Environmental, Social and Governance Report

### VII. APPENDIX – PERFORMANCE TABLE

(Continued)

Table S4. Employee Turnover Rate by Age Group, Gender and Geographical Locations of the Group in FY2025<sup>1</sup>

Unit: Number of employees	單位：員工人數	Age group				Total
		Aged 30 or below	Aged between 31 to 40	Aged between 41 to 50	Aged 51 or above	
Gender	性別	30歲或以下	31-40歲	41-50歲	51歲或以上	總數
Male	男性	2	4	2	2	10
Employee turnover rate (%)	員工流失率 (%)	20.00%	23.53%	22.22%	33.33%	23.81%
Female	女性	1	2	1	0	4
Employee turnover rate (%)	員工流失率 (%)	25.00%	20.00%	11.11%	0.00%	15.38%
Total	總數	3	6	3	2	14
Total employee turnover rate (%)	總員工流失率 (%)	21.43%	22.22%	16.67%	22.22%	20.59%

表S4.本集團二零二五財年按年齡、性別及地區劃分的員工流失率<sup>1</sup>

#### Geographical locations 地區劃分

Locations	地域	Employee turnover	Employee turnover rate
		員工流失	員工流失率
Yichang	宜昌	8	18.18%
Hong Kong	香港	5	31.25%
Shanghai	上海	1	12.50%
Total	總數	14	20.59%

1. The turnover data in headcount was obtained from the Group's HR Department based on the employment contracts entered into between the Group and its employees. Turnover rate was calculated by dividing the number of employees who resigned in FY2025 by the number of employees in FY2025. The above data only covers the reporting scope. The methodology adopted for reporting on turnover data set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

1. 流失數據是根據本集團與其僱員之間訂立的僱傭合同，從本集團的人力資源部獲得。流失率通過將二零二五財年離職人數除以二零二五財年的員工數得出。上述績效表僅包括報告範圍內的數據。上述流失數據所採用的方法乃基於聯交所發布的《如何準備環境、社會及管治報告—附錄三：社會關鍵績效指標匯報指引》。

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### VII. APPENDIX – PERFORMANCE TABLE

(Continued)

Table S5. Number and Percentage of Employees Trained in the Group by Gender and Position Type in FY2025<sup>1</sup>

Total number of employees	員工總數	68
Total number of employees trained	總受訓人數	45
Total percentage of employees trained	總員工受訓百分比	66.18%

### VII. 附錄—績效表 (續)

表S5.二零二五財年本集團按性別和職位類型的受訓員工人數和百分比<sup>1</sup>

Unit: Number of employees	單位：員工人數	Position Type			Total
		General staff	Middle management	Director and management	
Gender	性別	一般員工	中級管理人員	董事與管理層	總數
Male	男性	16	6	5	27
% of employees trained	員工受訓百分比	35.56%	13.33%	11.11%	60.00%
Female	女性	15	2	1	18
% of employees trained	員工受訓百分比	33.33%	4.44%	2.22%	40.00%
Total	總數	31	8	6	
% of employees trained	員工受訓百分比	68.89%	17.78%	13.33%	

1. The training information was obtained from the Group's HR Department. Training refers to the vocational training that the Group's employees attended in FY2025. The above data only covers the reporting scope. The methodology adopted for reporting on the number and percentage of employees trained set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

1. 員工培訓數據從本集團的人力資源部獲得。培訓指本集團員工於二零二五財年參加的職業培訓。上述數據僅涵蓋本報告範圍。上述報告員工受訓人數和百分比所採用的方法乃基於聯交所發布的《如何準備環境、社會及管治報告—附錄三：社會關鍵績效指標匯報指引》。

## 環境、社會及管治報告

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### VII. APPENDIX – PERFORMANCE TABLE

(Continued)

Table S6. Training Hours Provided by the Group by Gender and Position Type in FY2025<sup>1</sup>

Unit: Training Hours	單位：培訓時數	Position Type			Total
		General staff	Middle management	Director and management	
Gender	性別	一般員工	中級管理人員	董事與管理層	總數
Male	男性	25	25	61	111
Average training hours	平均受訓時數	0.93	5.00	6.10	2.64
Female	女性	25	30	1	56
Average training hours	平均受訓時數	1.14	15.00	0.50	2.15
Total	總數	50	55	62	167
Average training hours	平均受訓時數	1.02	7.86	5.17	2.46

### VII. 附錄－績效表 (續)

表S6.二零二五財年本集團員工按性別及職位類型受訓的時數<sup>1</sup>

1. The training information was obtained from the Group's HR Department. The above data only covers the reporting scope. The methodology adopted for reporting training hours set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

1. 員工培訓數據從本集團的人力資源部獲得。上述數據僅涵蓋本報告範圍。上述報告員工受訓時數所採用的方法乃基於聯交所發布的《如何準備環境、社會及管治報告－附錄三：社會關鍵績效指標匯報指引》。

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### VIII. REPORT DISCLOSURE INDEX

### VIII. 報告披露索引

#### HKEx ESG Code content index

#### 聯交所ESG報告守則索引

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備註
<b>A. Environmental</b>			
<b>A. 環境</b>			
<b>A1: Emissions</b>	General Disclosure	Information on:	
<b>A1: 排放物</b>		(a) the policies; and	82
		(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	
		Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations.	
		Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.	
		Hazardous wastes are those defined by national regulations	
	一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：	
		(a) 政策；及	
		(b) 遵守對發行人有重大影響的相關法律及規例	
		的資料。	
		註： 廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。	
		溫室氣體包括二氧化碳、甲烷、氧化亞氮、氫氟碳化物、全氟化碳及六氟化硫。	
		有害廢棄物指國家規例所界定者。	

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### VIII. REPORT DISCLOSURE INDEX (Continued)

### VIII. 報告披露索引 (續)

#### HKEx ESG Code content index (Continued)

#### 聯交所ESG報告守則索引 (續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼/備註
	KPI A1.1	The types of emissions and respective emissions data.	137
	關鍵績效指標A1.1	排放物種類及相關排放數據。	
	KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	137
	關鍵績效指標A1.2	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)。	
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	89
	關鍵績效指標A1.3	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)。	
	KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	137
	關鍵績效指標A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	
	KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	98
	關鍵績效指標 A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。	
	KPI 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.	88
	關鍵績效指標 A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	

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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼/備註
<b>A2: Use of Resources</b> <b>A2: 資源使用</b>	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.  Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.  有效使用資源 (包括能源、水及其他原材料) 的政策。  註：資源可用於生產、儲存、運輸、樓宇、電子設備等。	90
	一般披露		
	KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	139
	關鍵績效指標A2.1	按類型劃分的直接及/或間接能源 (如電、氣或油) 總耗量 (以千個千瓦時計算) 及密度 (如以每產量單位、每項設施計算)。	
	KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	139
	關鍵績效指標A2.2	總耗水量及密度 (如以每產量單位、每項設施計算)。	
	KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	102
	關鍵績效指標A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	
	KPI 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.	92
	關鍵績效指標A2.4	描述求取適用水源上可有任何問題, 以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	90	
關鍵績效指標A2.5	製成品所用包裝材料的總量 (以噸計算) 及 (如適用) 每生產單位估量。		

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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼/備註
<b>A3: The Environment and Natural Resources</b> <b>A3 : 環境及天然資源</b>	General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	95
	一般披露	減低發行人對環境及天然資源造成重大影響的政策。	
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	95
	關鍵績效指標 A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	
<b>A4: Climate Change</b> <b>A4 : 氣候變化</b>	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	104
	一般披露	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。	
	KPI 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.	104
	關鍵績效指標A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	

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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼/備註
<b>B. Social</b>			
<b>B. 社會</b>			
<b>Employment and Labour Practices</b>			
<b>僱傭及勞工常規</b>			
<b>B1: Employment</b>	General Disclosure	Information on:	
<b>B1: 僱傭</b>			
		(a) the policies; and	110
		(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	
	一般披露	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) 政策；及	
		(b) 遵守對發行人有重大影響的相關法律及規例	
		的資料。	
	KPI B1.1	Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region.	140
	關鍵績效指標B1.1	按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	
	KPI B1.2	Employee turnover rate by gender, age group and geographical region.	142
	關鍵績效指標B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	

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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼/備註
<b>B2: Health and Safety</b> <b>B2 : 健康與安全</b>	General Disclosure	Information on:	
	一般披露	(a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.  有關提供安全工作環境及保障僱員避免職業性危害的：	117
		(a) 政策；及	
		(b) 遵守對發行人有重大影響的相關法律及規例	
		的資料。	
	KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	119
	關鍵績效指標B2.1	過去三年(包括匯報年度)每年因工亡故的人數及比率。	
	KPI B2.2	Lost days due to work injury.	119
	關鍵績效指標B2.2	因工傷損失工作日數。	
	KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	118
	關鍵績效指標B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。	

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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼/備註
<b>B3: Development and Training</b> <b>B3 : 發展及培訓</b>	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	121
	一般披露	Note: Training refers to vocational training. It may include internal and external courses paid by the employer 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。	
	KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	143
	關鍵績效指標B3.1	按性別及僱員類別 (如高級管理層、中級管理層) 劃分的受訓僱員百分比。	
<b>B4: Labour Standards</b> <b>B4 : 勞工準則</b>	KPI B3.2	The average training hours completed per employee by gender and employee category.	144
	關鍵績效指標B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	
	General Disclosure	Information on:	
	一般披露	(a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的：  (a) 政策；及  (b) 遵守對發行人有重大影響的相關法律及規例  的資料。	123

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### VIII. 報告披露索引 (續)

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#### 聯交所ESG報告守則索引 (續)

Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼/備註
	KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	124
	關鍵績效指標B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	
	KPI B4.2	Description of steps taken to eliminate such practices when discovered	124
	關鍵績效指標B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	
<b>Operating Practices</b>			
<b>營運慣例</b>			
<b>B5: Supply Chain Management</b>	General Disclosure	Policies on managing environmental and social risks of the supply chain.	124
<b>B5: 供應鏈管理</b>	一般披露	管理供應鏈的環境及社會風險政策。	
	KPI B5.1	Number of suppliers by geographical region.	127
	關鍵績效指標B5.1	按地區劃分的供應商數目。	
	KPI 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.	125
	關鍵績效指標B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	
	KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	126
	關鍵績效指標B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	
	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	127
	關鍵績效指標B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	

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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備註
<b>B6: Product Responsibility</b> <b>B6：產品責任</b>	General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	128
	一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：  (a) 政策；及  (b) 遵守對發行人有重大影響的相關法律及規例  的資料。	
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	The Group did not experience any recall incident in the reporting year.
	關鍵績效指標B6.1	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。	於回顧年內，本集團並沒有經歷任何回收事件。
	KPI B6.2	Number of products and service related complaints received and how they are dealt with.	131
	關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及應對方法。	

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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備註
	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual property rights-related issues are not material nor applicable to the Group's business.
	關鍵績效指標B6.3	描述與維護及保障知識產權有關的慣例。	鑒於集團的業務性質，知識產權相關披露於集團而言不重要且不適用。
	KPI B6.4	Description of quality assurance process and recall procedures	128 (Recall procedures are consider not material to the Group due to its product nature)
	關鍵績效指標B6.4	描述質量檢定過程及產品回收程序。	128 (鑒於其產品特性，回收程序於集團而言並不重要。)
	KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	132
	關鍵績效指標B6.5	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。	
<b>B7: Anti-corruption</b> <b>B7 : 反貪污</b>	General Disclosure	Information on:	
	一般披露	(a) the policies; and	133
		(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering	
		有關防止賄賂、勒索、欺詐及洗黑錢的：	
		(a) 政策；及	
		(b) 遵守對發行人有重大影響的相關法律及規例	
		的資料。	

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Aspects 層面	ESG Indicators ESG指標	Description 描述	Page/Remark 頁碼／備註
	KPI 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	135
	關鍵績效指標B7.1	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。	
	KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	133
	關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	
	KPI B7.3	Description of anti-corruption training provided to directors and staff.	135
	關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓。	
<b>Community 社區</b>			
<b>B8: Community Investment B8：社區投資</b>	General Disclosure	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.	136
	一般披露	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。	
	KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	136
	關鍵績效指標B8.1	專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)。	
	KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	The resources spent on local support was not available in this reporting year.
	關鍵績效指標B8.2	在專注範疇所動用資源 (如金錢或時間)。	本報告年度沒有統計用於當地社區支持的資源的具體數字。