



股票代码：1921.HK

# 2023

## 環境、社會及管治報告

### 達力普控股有限公司



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# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### About this Report

Dalipal Holdings Limited (the “Company”, “we”, “us” or “our”) and its subsidiaries (collectively referred to as “the Group”) is pleased to present their fifth Environmental, Social and Governance (“ESG”) report (the “Report”) to provide an overview of the material issues affecting the Group’s operations and management, including ESG issues.

### Reporting Period and Scope

This Report presents the Group’s ESG measures and performance for the period from 1 January 2023 to 31 December 2023 (the “Reporting Period”).

The reporting scope of the Report is consistent with the 2022 ESG report, and in view of the revenue contribution to the Group, it covers all subsidiaries of the Group in Hong Kong and Hebei Province, the People’s Republic of China (the “PRC”), which are principally engaged in the development, manufacture and sale of high-end oil and gas pipes, new energy pipes and special seamless steel pipes, etc.

The Group will continue to assess the impact of its business on key ESG aspects and stated in this Report.

### Reporting Guidelines

To provide stakeholders with a clearer understanding of the progress and direction of the Group’s operations and sustainable development, the Report is prepared in accordance with the mandatory disclosure requirements of the “Environmental, Social and Governance Reporting Guide” (the “ESG Guide”) and its “comply or explain” provisions as set out in Appendix C2 to the Rules Governing the Listing of Securities on the Main Board (the “Listing Rules”) of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). In addition to meeting the compliance requirements, the Group has also identified several material key performance indicators to provide supplemental disclosures, which are detailed in the text of the Report and summarized in the Appendix 1 Key Performance index. For ease of reading, readers may refer to Appendix 2: Index to Appendix C2 “Environmental, Social and Governance Reporting Guide” to the Listing Requirements of The Stock Exchange of Hong Kong Limited of this Report for an in-depth reading.

### 關於本報告

達力普控股有限公司(以下簡稱「本公司」或「我們」)及其附屬公司(統稱「本集團」)欣然提呈第五份環境、社會及管治(「ESG」)報告(「本報告」)，以概述影響本集團營運的重大事宜及管理情況，包括ESG事宜。

### 報告期間及範圍

本報告呈現本集團於2023年1月1日至2023年12月31日止期間(「報告期間」)的ESG措施及表現。

本報告中的匯報範圍與二〇二二年度報告一致，鑒於對本集團收入之貢獻，涵蓋本集團於香港及中華人民共和國(「中國」)河北省的所有附屬公司，其核心業務主要為從事開發、製造及銷售石油天然氣用管、新能源用管及特殊無縫鋼管等高端產品。

本集團將持續評估其業務對主要ESG層面的影響，並載入本報告。

### 報告準則

為了讓各持份者更清晰了解本集團在營運及可持續發展的進程及方向，本報告依據香港聯合交易所有限公司(「聯交所」)證券主板上市規則(「上市規則」)附錄C2所載之《環境、社會及管治報告指引》(「環境、社會及管治報告指引」)強制披露規定及其「不遵守就解釋」條文的披露責任要求作為編寫內容的基礎。除了符合合規要求之外，本集團同樣辨識出若干重要的關鍵績效指標，以提供額外的補充披露，詳列在報告內文並歸納於附件1的主要數據指標章節中。為了方便閱讀，讀者可參考附錄2中的香港聯合交易所有限公司上市規定附錄C2《環境、社會及管治報告指引》索引，以深入閱讀本報告。

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In preparing the Report, the Group follows the following four reporting principles:

在編製過程中，本集團遵循以下四個匯報原則：

Principle 原則	Definition 定義	Measures 措施
Materiality  重要性	The issues covered in the Report should reflect significant economic, environmental and social impacts of the Group, or be in a scope that affects the stakeholders' evaluation and decision-making.  報告所涵蓋的議題應反映集團對經濟、環境及社會的重大影響，或影響持份者評估及決定的範疇。	The Group utilizes various communication channels to understand stakeholders' expectations regarding the company's sustainability efforts, identifying key issues crucial to the Group. During the Reporting Period, the Group conducted Stakeholder Questionnaire to reassess the importance of key issues.  本集團透過各類溝通渠道以了解持份者對本公司於可持續發展方面的預期，以此識別對本集團至關重要的關鍵議題。在本年度，本集團進行了持份者問卷調查，重新排列關鍵議題的重要性。
Quantitative  量化	The Report should disclose KPIs in a measurable manner.  報告應以可以計量的方式披露關鍵績效指標。	The data in this Report is disclosed and calculated in accordance with the requirements of the ESG Guide, Appendix 2: Reporting Guidance on Environmental KPIs, and Appendix 3: Reporting Guidance on Social KPIs to disclose the Group's environmental and social KPIs in a quantifiable manner wherever possible.  本報告的數據均遵從環境、社會及管治報告指引、附錄二「環境關鍵績效指標匯報指引」及附錄三「社會關鍵績效指標匯報指引」的要求披露及計算，盡可能以量化方式披露本集團的環境和社會關鍵績效指標。
Balance  平衡	The Report should reflect the sustainability performance of the Group as a whole in an impartial manner.  報告應不偏不倚地反映本集團整體的可持續發展表現。	The Group impartially presents environmental, social and governance issues that significantly impact the Group's business, including the achievements, impacts, challenges, etc., and formulates a response plan.  本集團不偏不倚地呈報對本集團業務有重大影響的環境、社會及管治議題，當中包括其成果影響、面臨的挑戰等，並制定應對計劃，以達到全面且公允的匯報。
Consistency  一致性	The Group should confirm that the methodologies for preparing the ESG reports are consistent with those used in previous years, and state any revised reporting methodology or indicate other relevant factors that may affect meaningful comparisons.  本集團應確認編製環境、社會及管治報告的方法與過往年度所用者一致，或陳述經修訂的匯報方法或關鍵績效指標，又或說明會影響有意義對比的其他相關因素。	The scope of the Report is consistent with the Report presented in the previous year, and the use of consistent statistical methods allows for meaningful future comparisons of ESG data. If the methodology used and the scope of the report are changed, we will explain it in the notes for stakeholders' reference.  報告範圍與去年一致，並使用一致的統計方法，令環境、社會及管治數據日後可作有意義的比較。倘所用的方法、匯報範圍及關鍵績效指標有變，我們將在附註中解釋以供持份者參考。

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#### Access to the Report

This Report has been prepared in both English and Chinese and uploaded to the Stock Exchange and the Company's website (<http://www.dalipal.com>). If there is any conflict or inconsistency between the Chinese and English versions, the Chinese version shall prevail.

#### Feedback

The Group attaches great importance to the valuable feedback of stakeholders. If you have any questions or comments about this Report or our environmental and social policies and performance, please feel free to share your comments and suggestions with us at [ir@dalipal.com](mailto:ir@dalipal.com).

#### About the Group

Dalipal Holdings Limited and its subsidiaries primarily engage in the R&D as well as the manufacturing of high-end oil and gas pipes, new energy pipes and special seamless steel pipes, etc. Established in 1998 and headquartered in Cangzhou, Hebei, PRC, the Group's major operating entity, Dalipal Pipe Co., Ltd. is a professional and full-industry chain intellectual manufacturer of OCTG integrating R&D, manufacturing and services.

The Group is committed to becoming a professional supplier of OCTG (including natural gas, shale gas and coalbed methane) and new energy pipes with core competitiveness and sustainable development capabilities, providing first-class one-stop supply chain integration services for the petroleum energy industry. To create a greater value for global customers, the Company was listed on the Main Board of the Stock Exchange on 8 November 2019.

In response to the country's "dual carbon" goals, the Group actively formulated the "Carbon Reduction Action Implementation Plan" in 2022 to promote low-carbon transformation with a scientific and reasonable action plan, and strive to achieve carbon peak by 2030 and carbon neutrality by 2050. To this end, in 2022, the Company formulated a strategic development plan for the next five years from 2023 to 2027 with the distinctive themes of "strong, green, intelligent and new", focusing on six strategic priorities including "product planning, green development, technological innovation, management innovation, intelligent manufacturing and international operation". We have set up the ESG committee and ESG Working Group of the board of directors of the Company (the "Board") focused on the Group's key businesses and critical areas, implemented a series of initiatives, endeavoured to promote innovation and development, and invested resources in clean production, green manufacturing and intellectual services to continuously improve the sustainability of our business, and uphold the corporate vision of creating a first-class enterprise and a century-old brand.

#### 報告獲取

本報告以中、英文編寫，並已上載至聯交所及本公司網站(<http://www.dalipal.com>)。如中、英文兩個版本有任何抵觸或不相符之處，應以中文版本為準。

#### 意見回饋

持份者的寶貴意見對我們十分重要，如閣下對本報告或本集團的環境及社會政策及表現存在任何疑問或意見，歡迎電郵至 [ir@dalipal.com](mailto:ir@dalipal.com) 與我們分享您的意見及建議。

#### 關於本集團

達力普控股有限公司(以下簡稱「本公司」或「我們」)及其附屬公司(統稱「本集團」)以石油天然氣用管、新能源用管及特殊無縫鋼管等高端產品的研發與製造為主要業務，其生產實體達力普石油專用管有限公司始建於1998年，總部位於中國河北滄州，是一家集研發、製造、服務為一體的專業化、全產業鏈的石油天然氣用管智能製造企業。

本集團致力於建設成為具有核心競爭力和可持續發展能力，以石油天然氣用管(含天然氣、頁岩氣、煤層氣)及新能源用管為主的專業化供應商，為石油能源產業提供一流的一站式供應鏈集成服務，為全球客戶創造更大價值。公司於2019年11月8日在香港聯合交易所有限公司(「聯交所」)主板上市。

本集團積極響應國家的「雙碳」目標，於2022年積極制定了「減碳行動實施方案」，以科學合理的行動計劃推動低碳轉型，力爭在2030年實現碳達峰、2050年實現碳中和。為此，2022年，公司圍繞「強、綠、智、新」的鮮明主題，聚焦「產品規劃、綠色發展、技術創新、管理創新、智能製造、國際化經營」等六個戰略重點，制定了2023-2027年未來五年的戰略發展規劃；成立董事會ESG委員會和ESG工作小組，聚焦重點業務和關鍵環節，實施一系列舉措，致力推動創新發展，在清潔生產、綠色製造及智能服務投放資源，不斷提升業務的可持續性，秉持爭創一流企業，締造百年品牌的公司願景。

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## Corporate culture

**The meaning of Dalipal**

“達力普” is the Chinese transliteration of “Dalipal”, which means “intimate partner”. The word “Dalipal” is derived from the combination of the English words “Darling” (intimate) and “Pal” (partner).

The three characters of “Dalipal” embody the corporate mission of the Company, they are the statement of the Company’s value proposition, the positioning of the Company’s brand, and a concise summary of the deep-rooted factors contributing to the relatively healthy and rapid development of the Company over the past twenty years. It represents the valued commitments we make to our customers, employees, shareholders, and society, which clearly illustrates Dalipal’s “connotation” and “values.”

## 企業文化

**達力普的含義**

「達力普」是「Dalipal」的直譯，意為「親密的夥伴」。「Dalipal」源自英文單詞「Darling」（親密的）和「Pal」（夥伴）的組合。

達力普三個字體現了我公司的企業宗旨，是公司存在價值的闡述，是公司的品牌定位，是公司二十多年來相對健康、快速發展深層因素的高度概括，是我們向客戶、員工、股東、社會做出的價值承諾，清晰地闡述了達力普的「內涵」與「三觀」。

Serve the society	Achieve customer satisfaction, unleash employees’ talents, express employees’ thoughts, aspirations, and capabilities, and prosper the Company.
達 濟社會	達到客戶滿意，發揮員工的才能，表達員工思想、心願、能力，企業興旺發達。
Serve customers diligently	Strive wholeheartedly to create value for customers, meaning that our products are competitive, our employees are innovative, and the Company is strong.
力 勤客戶	全力為客戶創造價值。寓意為我們的產品有競爭力，員工有創新能力，企業有實力。
Benefit employees	Strive to create opportunities for employees, meaning that the development of the Company will benefit employees, shareholders, and society as a whole.
普 惠員工	竭力為員工創造機會。寓意企業發展使員工、股東、社會普遍受益。

After 25 years of development and accumulation, Dalipal has formed a unique corporate culture system consisting of spiritual culture, institutional/governance culture, and image culture. This system covers corporate strategy and vision, corporate mission, enterprise spirit, management philosophy, code of conduct and norms. We have always adhered to culture-led guidance, clearly guiding the construction of corporate culture to promote sustained development of the enterprise. To ensure consistency of corporate culture within the Group, we focus on constructing and improving the corporate culture system. Through various methods such as top-down communication and promotion, leadership demonstration, training, and seminars, we promote practical implementation to unleash the powerful driving force of corporate culture.

經過25年的發展與積累，達力普形成了一套獨特的企業文化體系。由精神文化、制度／管治文化、形象文化三部分組成，涵蓋企業戰略與願景、企業宗旨、企業精神、管理理念、行為準則與規範。我們一直堅持以文化引領為導向，明確指導企業文化建設工作，以推動企業持續發展。為了確保企業文化於集團內的一致性，我們專注於構建和完善企業文化體系，並通過自上而下的傳達推廣、領導示範、培訓及講座等多種方式推動實地踐行，發揮企業文化的強大動力。



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## 2023 Awards &amp; Honors

In 2023, the Group received the following awards and accolades:

## 2023年度獎項及榮譽

在2023年，本集團獲得以下獎項及榮譽：



## Sustainability Governance

The Board is fully responsible for and oversees the Group's ESG strategy and reporting. In view of the increasing importance of ESG to corporate sustainable development, the Group actively undertakes corporate social responsibility and integrates sustainability policies into its business development blueprint to respond to the ever-changing needs of society in the ever-changing development. In order to enhance our ESG performance, the Group has appointed Riskory Consultancy Limited as a professional consultant to provide us with ESG and sustainability advisory services to assist in promoting sustainable development. In 2022, the Group selected directors from the Board and established an ESG Committee (the "Committee") and an ESG Working Group, whose responsibilities include but are not limited to:

## 可持續發展管治

董事會全面負責並監督本集團的ESG策略及匯報工作。考慮到ESG對企業可持續發展的重要性日益增加，本集團積極承擔企業社會責任，將可持續發展方針融入業務發展藍圖，以應對社會日新月異發展中的不斷變化需求。為了提升在ESG方面的表現，本集團特別委任了Riskory Consultancy Limited為專業顧問，向我們提供ESG及可持續發展方面的諮詢服務，以協助推動可持續發展。在2022年，本集團從董事會成員中挑選董事，成立了ESG委員會（「委員會」）及ESG工作小組，他們的職責包括但不限於：

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## The Board

## 董事會

- Lead in identifying, evaluating, and defining the ESG-related risks and opportunities of the Group;
- Review and approve ESG management policies, strategies, priorities, and goals; and
- Convene regular meetings to oversee and discuss ESG-related matters, ensuring the establishment of appropriate and effective ESG risk management, internal controls, and improvement systems, to formulate effective risk response plans and practice the concept of sustainable development.
- 帶領識別、評估及釐定本集團的ESG相關風險和機遇；
- 審議、批准ESG管理方針、策略、優次和目標；及
- 不定期召開會議監督、討論ESG相關事宜，並確保設有適當及行之有效的ESG風險管理、內部監控及改善制度，以制定行之有效的風險應對計劃，實踐可持續發展理念。

## ESG Committee

## ESG委員會

- Schedule regular meetings to maintain the effectiveness of ESG management practices within the Group;
- Report to the Board after meetings to elevate and ensure high standards of ESG management within the Group;
- Review the Group's objectives, strategies, risks, opportunities, measures, policies, management guidelines, and routines related to ESG, and provide recommendations to the Board;
- Supervise the Group's progress towards ESG-related objectives and monitor the Group's performance;
- Review, evaluate, and verify the accuracy and significance of disclosures and disclosure processes within corporate governance reports and ESG reports based on reporting principles;
- Ensure the Group has appropriate and effective ESG risk management and internal control systems, supervise and review ESG trends and related response plans; and
- Review and monitor the training and ongoing professional development of the group's directors and senior management (including training and ongoing professional development related to ESG and corporate governance).
- 定期安排會議，以保持本集團的ESG管理常規的有效性；
- 於會議後向董事會匯報，以提高和確保本集團的ESG管理能達到高標準制定；
- 檢討本集團有關ESG的目標、策略、風險、機遇、措施、政策、管理方針及常規，並向董事會提出建議；
- 監督本集團就ESG相關目標的實現情況及監察本集團的表現；
- 根據報告原則審閱、評估和核實企業管治報告及ESG報告內的披露、披露過程的準確性和重要性；
- 確保本集團有適當和有效的ESG風險管理和內部監控系統，監督及檢討ESG趨勢及相關應對方案；及
- 檢討及監察本集團董事及高級管理人員培訓及持續專業發展（包括與ESG及企業管治相關的培訓及持續專業發展）。

## ESG Working Group

## ESG工作小組

- Develop annual ESG action plans and monitor the implementation of ESG-related strategies across departments;
- Manage ESG-related risks and opportunities within the company; and
- Collect, organize, and compile Company ESG reports.
- 制定年度ESG行動計劃及監察ESG相關策略在各部門的執行情況；
- 管理公司ESG相關風險及機遇；及
- 收集、整理和編製公司ESG報告。



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The Group also continues to enhance the Company's compliance management system. During the Reporting Period, to prevent and control compliance risks and improve the level of legal compliance management, we established a dedicated team to carry out a compliance management enhancement project. The project focuses on establishing a compliance checklist and enhancing compliance awareness. Drawing on the best practice and relevant standards of top domestic and foreign companies in compliance management, we designed a compliance obligation identification transformation and risk list template that suits the company's characteristics, collecting over 1,100 legal regulations and other applicable requirements across various professional modules. We identified and categorized comprehensive risks of over 210 items in 19 business modules, forming approximately 80 risk cases.

Additionally, we developed the "General Guidelines for Prohibited and Mandatory Legal Norms (《通用法律禁止性、強制性規範指引》)", which clarify the prohibitive and mandatory provisions in 587 legal norms related to major areas of business management. We also conducted special compliance audits on key businesses and solidified risk response measures. In terms of enhancing compliance awareness, we utilized methods such as "compliance debate competitions," risk co-creation exchanges, and monthly articles to ensure that every employee understands that "managing business must include managing compliance" and deeply comprehends the concept that "everyone is responsible for compliance, and compliance creates value."

本集團亦持續健全公司合規管理體系，報告期內，為防控合規風險，提升依法合規管理水平，我們成立了專門小組開展合規管理提升項目。該項目以建立合規清單和增強合規意識為核心，借鑒國內外一流企業合規管理開展最佳實踐和相關標準，設計了符合公司特色的合規義務識別轉化及風險清單模板，收集各專業模塊法律法規及其他適用要求1,100餘項，識別並梳理19個業務模塊的全面風險210餘項，並形成風險案例約80項。

此外我們制定了《通用法律禁止性、強制性規範指引》，明確了587條經營管理主要領域涉及的法律規範中的禁止性、強制性規定。同時選取關鍵業務進行專項合規審計，對風險應對措施進行固化。在合規意識提升方面通過「合規辯論賽」、風險共創交流、每月1篇推文等方式，讓每位員工明白「管業務必須管合規」，並深刻理解「合規人人有責、合規創造價值」的理念。



Compliance debate competitions  
(合規辯論賽)



Specialized training on risk case studies  
(風險案例專題培訓)

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

The Group has established the “Environmental and Corporate Social Responsibility Policy” (《環境及企業社會責任制度》) to provide a foundational guarantee for the continuous and in-depth development of ESG work within the company. Simultaneously, the ESG working Group continues to review mainstream ESG disclosure requirements and rating criteria such as those from the Stock Exchange, MSCI-ESG, and S&P Dow Jones Indices, improve the ESG indicator database, promote the deep integration of ESG into company strategies and operations, and incorporate key performance indicators for directors and management, ensuring the effective operation of the Company’s ESG governance system. Directors and management also enhance their ESG management levels and accountability through continuous professional learning. In 2023, the Group has obtained a Grade A from Wind ESG Rating, with its overall ESG score ranked among the top in the industry, demonstrating the commitment of the Group towards sustainable development and social responsibility. This further illustrates the Group’s achievement in ESG governance and sustainable operation.

本集團制定了《環境及企業社會責任制度》，為公司持續深入開展ESG工作提供基礎保障。同時ESG工作小組持續梳理港交所、MSCI-ESG、標普道瓊斯指數等主流ESG披露要求及評分指標，完善ESG指標庫，推動ESG深度融入公司戰略及運營，並納入董事及管理層的關鍵履職績效指標，確保公司ESG管治體系有效運行；董事及管理層亦通過持續的專業學習，全面提升ESG管理水平和履責能力。2023年，本集團獲得Wind ESG評級A級，ESG綜合得分躋身行業前列，這體現了公司堅定踐行可持續發展理念、積極承擔社會責任受到了一定認可，進一步印證了公司在ESG管治及可持續經營能力方面所取得的成效。2023年，本集團獲得Wind ESG評級A級，ESG綜合得分躋身行業前列，這體現了公司堅定踐行可持續發展理念、積極承擔社會責任受到了一定認可，進一步印證了公司在ESG管治及可持續經營能力方面所取得的成效。

Wind ESG

2023 評級



## Case study: ESG-specific training

## 案例：ESG專題培訓

In 2023, the Company invited ESG experts from Riskory Consultancy Limited to conduct specialized training on ESG for directors, supervisors, senior management, and some members of the ESG working group. The training focused on the new regulations for ESG climate information disclosure by the Hong Kong Stock Exchange, future work priorities for the Company, and corresponding action plans.

2023年，公司邀請Riskory Consultancy Limited管理顧問對公司董事、監事、高管及ESG工作小組部分成員，圍繞香港聯交所ESG氣候信息披露新規定、公司未來的工作重點及應對計劃等開展ESG專題培訓。



(ESG-specific training)

(環境、社會及管治專題培訓)

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

**Case Study: ESG Performance Improvement Matchmaking Meeting****案例：ESG績效提升對接會**

In 2023, under the leadership of the ESG Committee, the ESG Working Group conducted in-depth research on the new disclosure regulations of the Hong Kong Stock Exchange on climate information and the European CBMA regulations (also known as “carbon tariffs”). It systematically reviewed the national “dual-carbon” requirements, domestic and international customer ESG-related requirements, and international mainstream ESG rating standards. Based on this foundation, it carried out a targeted benchmarking analysis. According to the benchmarking analysis results, focusing on addressing global climate change and carbon emission management, green energy development, supply chain ESG management, innovation, occupational health and safety, human resources management, information, and cybersecurity and other key business modules, multiple rounds of discussions and exchanges were conducted with the heads of various business units and ESG liaison officers. The discussions aimed to analyze existing problems and deficiencies, clarify the direction of ESG performance enhancement in 2024, and set enhancement goals.

2023年，在ESG委員會的領導下，ESG工作小組對聯交所氣候資訊披露新規和歐盟CBMA細則（又稱「碳關稅」）進行深入研究，系統梳理了國家「雙碳」要求、國內外客戶ESG相關要求以及國際主流的ESG評級標準，在此基礎上進行專項對標分析。根據對標分析結果，圍繞應對全球氣候變化和碳排放管理、新能源開發、供應鏈ESG管理、創新、職業健康和 safety、人力資源管理、信息及網絡安全等關鍵業務模塊，分別與各業務單位負責人、ESG聯絡員進行了多輪交流和探討，剖析存在的問題和不足，明晰了2024年ESG績效提升方向和提升目標。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In operational process of the Group, we focus on achieving the following four United Nations Sustainable Development Goals (UNSDGs) closely related to our group's business, committing to contributing to the ESG through our operational performance.

在本集團的營運過程中，我們專注於實現以下四項與集團業務息息相關的聯合國可持續發展目標（「UNSDGs」），承諾透過在營運上的表現對ESG方面作出貢獻。

## United Nations Sustainable

## Development Goals

## 聯合國可持續發展目標

## Involvement and response of Dalipal

## 達力普的參與及回應

3 – Good health and well-being



3—健康與福祉

- Properly handle the harmful waste generated during production activities by appointing professional and qualified waste management companies to collect, store, process, and dispose of waste, thereby reducing the risk of discomfort for employees due to hazardous substances.
- Provide employees with a range of caring activities and welfare benefits.
- 妥善處理生產活動中製造的有害廢棄物，委任專業合資格廢棄物清理公司收集，收集、儲存、處理及處置廢物，以減少員工因有害物造成不適的風險；
- 為員工提供豐富的關懷活動與福利。

9 – Industry, Innovation and Infrastructure



9—工業化、創新及基礎建設

- Actively optimize production processes, conduct independent research and development, and apply for patents and software copyrights, such as through an innovation incubation platform.
- Build a smart factory composed of intelligent equipment such as robots, CNC machine tools, logistics warehousing equipment, testing equipment, and automated production lines.
- Actively optimizing production technology, such as adding a volatile organic compound collection device, reduces pollution and achieves clean production.
- 積極優化生產工藝，自主研發創新並申請專利、軟件著作權，如創新孵化平台；
- 打造了由機器人、數控機床、物流倉儲裝備、檢測設備、自動化生產線等智能裝備組成的智能工廠。
- 積極優化生產技術，如新增揮發性有機物的收集裝置，減少污染，實現潔淨生產。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

## United Nations Sustainable

## Development Goals

## 聯合國可持續發展目標

## Involvement and response of Dalipal

## 達力普的參與及回應



12 – Responsible consumption and production

12 – 責任消費及生產

- Several new products have been developed to meet consumer needs, such as rare earth corrosion-resistant oil casing, which significantly enhances the lifespan of oil and gas wells while reducing resource consumption.
- 研發多項新產品滿足消費者需求，如稀土耐腐蝕油套管，耐腐蝕性能提升50%以上，可大幅度提升油氣井的壽命，減少資源消耗。



13 – Climate action

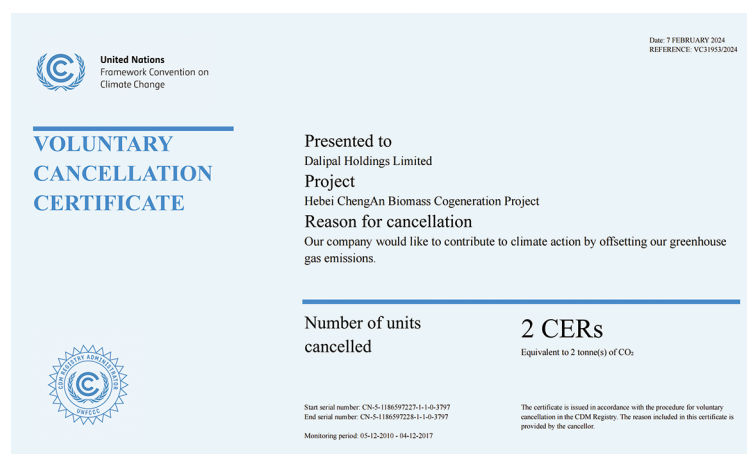
13 – 氣候行動

- Formulate an action plan for carbon peaking and carbon emission reduction;
- The ESG Committee invites ESG experts to provide training to the Group's senior management, and conducts several internal trainings for management and employees to understand climate information and raise awareness through education;
- Conduct a pilot program to offset carbon emissions from operations with carbon credits.
- 制定碳達峰、碳減排行動計劃；
- ESG委員會邀請ESG專家為集團高級管理層提供培訓，對內面向管理層、員工等進行多次培訓，了解氣候信息方面的資訊，通過教育增強意識；
- 進行先導計劃，以碳信用抵消運營過程中碳排放。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



Project title 項目名稱	Hebei ChengAn Biomass Cogeneration Project (Project Code 3797) 河北成安生物質熱電聯產項目(項目編號：3797)
Introduction 簡介	Carbon offset projects use local cotton straw to generate electricity and sell the generated electricity to the Hebei provincial grid to replace electricity generation from coal-fired power plants. The project will help reduce greenhouse gas emissions, improve resource use, protect the environment, provide employment opportunities and increase the income of local residents. In addition, the Certified Emission Reductions ("CERs") of this project will also be used to achieve carbon neutrality at the 2022 Asian Games in Hangzhou and the 2022 Asian Paralympic Games in Hangzhou. 碳抵消項目利用當地的棉花秸稈發電，並將所產生的電力銷售給河北省電網，以替代燃煤發電廠的發電。此項目有助於減少溫室氣體排放、完善資源使用、環境保護，以及提供就業機會和提升當地居民的收入。此外，此項目的核證減排量（「CERs」）亦被用於2022年杭州亞運會和2022年杭州亞洲殘奧會上以實現碳中和。

For more information on corporate governance, please refer to the Corporate Governance Report in the Group's 2023 Annual Report. In addition, the Group regularly updates its ESG column, which includes ESG reporting and action, to enable stakeholders to understand the Group's ESG strategy.

若讀者希望了解企業管治的詳情，請參閱本集團2023年年報內的《企業管治報告》。此外，本集團亦會定期更新ESG專欄，當中包括ESG報告和行動兩個範疇，讓持份者了解本集團的ESG策略。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

## Board Diversity

## 董事會多元化



Executive Directors accounted for  
執行董事佔比

55.6%



Independent non-executive  
Directors accounted for  
獨立非執行董事佔比

33.3%



Non-executive Directors  
accounted for  
非執行董事佔比

11.1%

Male Directors  
accounted for  
男性董事佔比  
Female Directors  
accounted for  
女性董事佔比

77.8%

22.2%

## Risk and Opportunity Identification

## 風險與機遇識別

Following discussions with the Board of Directors and management, the risks and opportunities identified in FY2023 are as follows.

經董事會及管理層的討論後，2023年度已識別的風險與機遇如下，氣候相關的風險與機遇請細閱氣候變化的部分。

**Risks identified***Increased disclosure standards*

To combat “greenwashing,” countries are committed to strengthening ESG disclosure standards to enhance the transparency of ESG fund products and corporate ESG performance.

**已識別風險***披露標準增加*

為打擊「漂綠」行為，各國致力於加強規範ESG信息披露標準，提升ESG基金產品與企業ESG績效的透明度。

*European Union “Carbon Border Adjustment Mechanism” (CBAM)*

In October 2023, the EU CBAM officially entered the trial operation stage, which means that Chinese enterprises will face more stringent carbon cost investment and supervision, and put forward urgent requirements for the Company’s green and low-carbon transformation and upgrading.

*歐盟「碳邊境調節機制」(CBAM)*

2023年10月份，歐盟CBAM正式步入試運行階段，這一舉措意味著我國企業將面臨更為嚴苛的碳成本投入和監管，對公司綠色低碳轉型升級提出了緊迫要求。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

**Opportunities have been identified**

*The development of the energy industry brings more “green” opportunities*

As the global “dual carbon” goals deepen, the oil and gas industry is facing an upgrading challenge from “new” to “green.” The integration of oil and gas exploration and development with green energy will help drive companies towards the middle ground of combining new technologies with traditional application scenarios. This will continuously enhance technological innovation capabilities, explore new development opportunities, develop emerging businesses, and seize the brand-new opportunities brought about by industry transformation.

*Accelerate digital transformation and upgrading*

The flourishing development of the digital economy is an inevitable trend reshaping the global economic structure and changing the global competitive landscape. As digitalization accelerates across various sectors of society, new technologies, new business formats, and new models continue to emerge. The transformation and upgrading to “digital intelligence” will inject new development vitality into companies.

*China’s carbon trading and emission rights trading*

The PRC has successively introduced relevant policies such as the “Pollution Rights Market Trading (《排污權市場化交易》)” and the “Interim Regulations on Carbon Emission Rights Trading Management (《碳排放權交易管理暫行條例》)” to encourage companies to actively adapt to the new regulations, seek more pollution reduction and carbon reduction solutions, and drive the research and application of green low-carbon technologies.

**已識別機遇**

*能源產業發展帶來更多「綠色」機遇*

隨著全球「雙碳」目標的深入推進，油氣產業正面臨向「新」向「綠」而行的升級挑戰，油氣勘探開發與新能源的融合發展，將有助於推動公司在新技術和傳統應用場景結合的中間地帶，不斷提升科技創新能力、挖掘新的發展機遇、開拓新興業務，並把握行業變革所帶來的全新契機。

*加速數智化轉型升級*

數字經濟的蓬勃發展，是全球經濟結構重塑、全球競爭格局改變的必然趨勢。隨著社會各領域數智化發展加快，新技術、新業態、新模式不斷湧現，「數智化」轉型升級將為公司注入新的發展活力。

*中國碳交易和排污權交易*

國家陸續出台《排污權市場化交易》、《碳排放權交易管理暫行條例》相關政策，促進公司積極適應新規，尋求更多減污降碳解決方案，帶動綠色低碳技術的研發和應用。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

## Anti-corruption

The Group maintains a zero-tolerance approach towards any unethical behaviors such as bribery, extortion, fraud, and money laundering. We continue to promote integrity building efforts through various anti-corruption activities, aiming to uphold business ethics. The Group strictly complies with relevant laws and regulations including Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》), the Anti-Money Laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》), Criminal Law of the People's Republic of China (《中華人民共和國刑法》), the Prevention of Bribery Ordinance (《防止賄賂條例》). We have established and implemented the "Anti-fraud Management Policy" (《反舞弊管理制度》), adhering to the corporate ethics of "honesty, integrity, transparency, and fairness," opposing any form of commercial bribery, extortion, fraud, money laundering, unfair competition, and other non-compliant behaviors, and encouraging employees to abide by laws and regulations and uphold ethical standards in their daily work and interactions. These policies clearly outline the Group's commitment to preventing all forms of corrupt practices and strictly prohibit anyone from making or receiving kickbacks externally. In addition to clear anti-corruption and integrity clauses, we have also established relevant monitoring procedures, requiring employees in sensitive positions such as procurement, quality inspection, and sales to register in the "Sensitive Positions and Practitioners Information Form (「敏感崗位及從業人員信息表」)", which is updated every six months to ensure the accuracy and timeliness of information. They are also required to sign the "Promise of Integrity and Self-Discipline for Employees" (《員工廉潔自律承諾書》).

## 反貪污

本集團對任何賄賂、勒索、欺詐及洗黑錢等不道德行為採取零容忍態度，並持續推進廉政建設工作，通過推行多項反貪腐活動，致力維護商業道德。本集團嚴格遵守《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》、《中華人民共和國刑法》及《防止賄賂條例》等相關的法律法規，制定並實施《反舞弊與舉報管理制度》，堅持「誠信正直，光明磊落」的企業道德，反對任何形式的商業賄賂、勒索、欺詐、洗黑錢、不正當競爭以及其他各項不合規行為，鼓勵員工在日常工作和交往中遵紀守法、遵守誠信道德。這些政策亦明確規定了本集團防止所有形式貪污行為的承擔，嚴禁任何人向外部支付或接受回傭。除了清晰的反腐倡廉條文外，我們還制定了相關的監察程序，將採購、質量檢驗、銷售等敏感崗位的員工登記形成「敏感崗位及從業人員信息表」，每半年更新一次，以確保資訊的準確性和及時性；同時要求其簽署《員工廉潔自律承諾書》。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In terms of integrity management, we hold the same expectations for suppliers and other business partners. Before agreeing to cooperate, we sign a “Compliance Commitment Letter” (《合規承諾書》) with suppliers, requiring them to commit to eliminating any behaviors that violate the principles of integrity and laws and regulations such as fraud and bribery in any business dealings. For details, please refer to the “Supplier ESG Management” chapter. The Group takes disciplinary actions against employees and suppliers who violate the above commitments and codes of conduct, without any tolerance for such behaviors.

**Whistleblowing Policy**

The Group publicly discloses and posts reporting channels in relevant areas of the Company and establishes multiple effective reporting channels. We encourage employees, suppliers, and customers to report corruption, fraud, bribery, and other violations of laws and regulations through the Company's website, procurement system, reporting hotline, email, scanning QR codes, and electronic media communication channels, while ensuring confidentiality. Upon receiving reports, the Internal Audit Department promptly identifies and initiates investigations. The investigation results are then submitted to the Audit and Risk Management Committee and the Board. Cases confirmed to involve crimes are transferred to judicial authorities for legal handling.

The Group protects complainants and whistleblowers during the investigation process. Any illegal discrimination or retaliation is prohibited. Disclosing the information of whistleblowers or taking retaliatory actions against them is considered a serious violation of company rules and regulations, resulting in dismissal and termination of labor contracts. If suspected of illegal activities, the case will be referred to judicial authorities or other competent departments for legal action. During the Reporting Period, the Group did not receive any legal information regarding corruption, bribery, extortion, fraud, money laundering, or other illegal activities involving the Company or its employees, and no significant illegal incidents impacting the Group were discovered.

在廉潔管理方面，我們對供應商及其他業務夥伴抱有相同期望。在議定合作前，我們與供應商簽訂《合規承諾書》，要求其承諾在任何業務往來上杜絕弄虛作假、收受賄賂等違反誠信原則以及法律法規的任何行為，詳情請參照「供應商ESG管理」篇章。對於違反以上承諾及守則的員工及供應商，本集團一律採取紀律處分，絕不姑息。

**舉報政策**

本集團在公司相關區域公示及張貼舉報渠道，並設立多個有效的舉報渠道，鼓勵僱員、供應商及客戶在保密情況下通過網站、採購系統、舉報熱線、郵件、掃描二維碼及電子媒介通訊等向公司舉報腐敗、舞弊、賄賂以及其他違反法律法規的行為。實時接獲舉報案件後，審計監察部將迅速識別並展開調查，相關調查結果會提交至審核及風險管理委員會和董事會。對於被確認為涉及犯罪的案件，將被移送給司法機關進行合法處理。

本集團對投訴、舉報人在協助調查工作中給予保護。禁止任何非法歧視、報復行為，對違規泄露舉報人員信息或對舉報人員採取打擊報復的人員，視為嚴重違反公司規章制度，將予以撤職、解除勞動合同，涉嫌違法犯罪的，移送司法機關或其他主管部門依法處理。在報告期內，本集團並未收到任何關於公司或員工涉及貪污、賄賂、勒索、欺詐及洗黑錢等行為的法律訴訟信息，且未發現任何對本集團產生重大影響的相關違法事件。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

**Anti-corruption training**

In terms of preventing corrupt practices, the Group has different requirements for employees in different positions. Regular employees are required to undergo or conduct anti-corruption training once a year, while employees in sensitive positions are required to undergo training quarterly. In this year, our anti-corruption training and activities include but are not limited to:

**反貪污培訓**

在防範貪腐行為方面，本集團對不同崗位的員工有不同的要求。一般員工須每年接受或開展一次反貪污培訓，敏感崗位的員工則須按季度接受培訓。在本年度，我們的反貪污培訓及活動包括但不限於：

**Stakeholder engagement**


The Group adheres to the purpose of "creating value for customers, creating opportunities for employees, creating strength for enterprises and creating harmony for society", and recognises that stakeholder engagement is essential for the Group to understand the risks and opportunities in development. In addition to the key stakeholders identified, we will further understand the concerns of other stakeholders. Proactively collect the views of stakeholders through a wider range of communication channels, including stakeholder questionnaires, social media, etc., to understand their expectations and concerns about the Company's sustainability in a more comprehensive manner. This open and ongoing dialogue not only helps to anticipate potential risks, but also helps to ensure that sustainability strategies are developed that are more in line with the interests of all parties.

**持份者參與**

本集團秉持「為客戶創造價值、為員工創造機會、為企業創造實力、為社會創造和諧」的宗旨，並認識到持份者的參與對於本集團了解發展中的風險和機遇至關重要。除了已識別的關鍵持份者外，我們將進一步了解其他的持份者的關注點。透過更廣泛的溝通渠道，包括持份者問卷、社交媒體等，主動收集持份者的意見，以更全面的方式了解他們對本公司在可持續發展方面的期望和擔憂。這種開放且持續的對話不僅有助於預測潛在風險，還有助於確保制定的可持續發展戰略更符合各方利益的需要。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Engagement Channel 溝通方式	Stakeholders and their expectations 持份者及其期望	Our Responses and Measures 我們的回應及措施
<ul style="list-style-type: none"> <li>Conduct on-site inspections and checks</li> <li>Research and submit reports for approval through work meetings and report preparation</li> <li>The Stock Exchange disclosure website for publishing information such as annual reports, interim reports, and announcements</li> <li>Company website</li> <li>Legal control</li> <li>實地考察、檢查</li> <li>研究及透過工作會議、工作報告編製及提交報告以供批准</li> <li>香港聯合交易所有限公司</li> <li>(「聯交所」)披露網站發佈資料，如年報、中期報告及公告</li> <li>公司網站</li> <li>合法控制</li> </ul>	<p>Government 政府</p>  <ul style="list-style-type: none"> <li>Legal compliance</li> <li>Proper tax payment</li> <li>Promote regional economic development and employment</li> </ul>	<ul style="list-style-type: none"> <li>Operate and manage in accordance with the law, pay taxes, strengthen safety management, cooperate with government supervision, inspections, and evaluations (if applicable), and actively fulfill social responsibilities.</li> </ul>
	<ul style="list-style-type: none"> <li>遵守法律</li> <li>依法納稅</li> <li>推動區域經濟發展及就業</li> </ul>	<ul style="list-style-type: none"> <li>依法經營和管理及納稅、加強安全管理、配合政府的監督、檢查及評估(如有)，並積極承擔社會責任。</li> </ul>

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Engagement Channel 溝通方式	Stakeholders and their expectations 持份者及其期望	Our Responses and Measures 我們的回應及措施
<ul style="list-style-type: none"> <li>Annual General Meetings and other shareholder meetings</li> <li>Disclose information such as annual reports, interim reports and announcements on the website of the Stock Exchange</li> <li>Meet with investors and analysts</li> <li>Company website</li> </ul>	Shareholders and Investors 股東及投資者  <ul style="list-style-type: none"> <li>Return on investment</li> <li>Disclosure and Transparency</li> <li>Protect the interests of shareholders and treat them fairly</li> <li>Business risk management</li> </ul>	<ul style="list-style-type: none"> <li>Issuing notices of general meetings and proposing resolutions in accordance with the Regulations, and disclosing information of the Group through the publication of announcements/circulars and periodic reports.</li> <li>Carried out a different form of investor activities with an aim to improve investors' recognition. Disclosed Company contact details on the website and in reports and ensured all communication channels were available and effective.</li> </ul>
<ul style="list-style-type: none"> <li>股東周年大會及其他股東大會</li> <li>聯交所披露網站發佈資料，如年報、中期報告及公告</li> <li>與投資者及分析師會面</li> <li>公司網站</li> </ul>	<ul style="list-style-type: none"> <li>投資回報</li> <li>資料披露及透明度</li> <li>保障股東利益及公平對待股東</li> <li>業務風險管理</li> </ul>	<ul style="list-style-type: none"> <li>根據規章發佈股東大會通告及提呈決議案，通過發佈公告／通告和定期報告披露本集團資料。</li> <li>為提高投資者認知度而舉行各種形式的投資者活動。於網站及報告中披露公司聯絡資料，並確保所有溝通渠道有效可用。</li> </ul>

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Engagement Channel 溝通方式	Stakeholders and their expectations 持份者及其期望	Our Responses and Measures 我們的回應及措施
<ul style="list-style-type: none"><li>Regular meetings</li><li>Training, seminars and briefing sessions</li><li>Intranet and email</li><li>Annual performance appraisal</li></ul> <ul style="list-style-type: none"><li>定期會議</li><li>培訓、講座及研討會</li><li>內部網絡、電郵及公司內刊</li><li>年度績效評估</li></ul>	<div>Employee 僱員</div> <div></div> <ul style="list-style-type: none"><li>Safeguard the rights and interests of employees</li><li>Working environment</li><li>Career development opportunities</li><li>Occupational health and safety</li><li>self-actualization</li></ul> <ul style="list-style-type: none"><li>保障僱員的權利及利益</li><li>工作環境</li><li>職業發展機會</li><li>職業健康與安全</li><li>自我實現</li></ul>	<ul style="list-style-type: none"><li>Provided a healthy and safe working environment.</li><li>Developed a fair mechanism for promotion.</li><li>Cared for employees by helping those in need.</li><li>Organized employee activities and provided training.</li></ul> <ul style="list-style-type: none"><li>提供健康安全的工作環境。</li><li>建立公平的晉升機制。</li><li>建立僱員溝通及發展機制。</li><li>照顧需要幫助的僱員、舉辦僱員活動及提供培訓。</li></ul>
<ul style="list-style-type: none"><li>Website, brochure, disclose information such as annual reports, interim reports and announcements on the website of the Stock Exchange</li><li>Email and customer service hotline</li><li>Feedback and reporting</li><li>Regular meetings</li><li>International certifications</li></ul> <ul style="list-style-type: none"><li>網站、宣傳冊、聯交所披露易網站發佈資料，如年報、中期報告及公告</li><li>電郵客戶服務熱線</li><li>現場／線上反饋及報告</li><li>定期會議</li><li>國際認證</li></ul>	<div>Client 客戶</div> <div></div> <ul style="list-style-type: none"><li>Safe and high-quality products and services</li><li>Stable relationships</li><li>Transparency of information</li><li>Integrity</li><li>Business ethics</li></ul> <ul style="list-style-type: none"><li>安全優質產品及服務</li><li>穩定關係</li><li>資料透明度</li><li>誠信</li><li>商業道德</li></ul>	<ul style="list-style-type: none"><li>Strengthened quality management to ensure stable service standards, entered into long-term strategic cooperation agreements and obtained international certifications from professional institutions.</li><li>Used a sales management platform to optimize sales processes, strengthened daily communication with customers, and built long-term relationships with quality customers.</li></ul> <ul style="list-style-type: none"><li>加強質量管理，以確保服務標準穩定，簽訂長期戰略合作協議並從專業機構獲取國際認證。</li><li>使用銷售管理平台優化銷售程序、加強與客戶的日常溝通，並與優質客戶建立長期合作關係。</li></ul>

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



## 環境、社會及管治報告

Engagement Channel 溝通方式	Stakeholders and their expectations 持份者及其期望		Our Responses and Measures 我們的回應及措施
<ul style="list-style-type: none"><li>Business meetings, supplier meetings, telephone calls and interviews</li><li>Regular meetings</li><li>Review and assessment</li><li>Tendering</li><li>Company website</li><li>Open procurement platform</li><li>Training</li></ul>	Suppliers/ Partners 供應商／ 合作夥伴 	<ul style="list-style-type: none"><li>Long-term relationship</li><li>Honest cooperation</li><li>Fair and open</li><li>Sharing sources for customized raw materials</li><li>Risk reduction</li></ul>	<ul style="list-style-type: none"><li>Select the best suppliers/partners through open invitation bidding</li><li>Suppliers/partners fulfill contracts according to agreements.</li><li>Utilize the e-procurement platform to advance procurement processes, enhance daily communication, and establish long-term cooperative relationships with high-quality suppliers/business partners.</li><li>Strengthen supplier/partner training.</li></ul>
<ul style="list-style-type: none"><li>業務會議、供應商會議、電話及面談</li><li>定期會議</li><li>檢討及評估</li><li>招標</li><li>電郵、通函及手冊</li><li>公司網站、陽光採購平台</li><li>培訓</li></ul>		<ul style="list-style-type: none"><li>長期合作關係</li><li>誠實合作</li><li>公平、公開</li><li>為定制原料分享資料來源</li><li>降低風險</li></ul>	<ul style="list-style-type: none"><li>透過公開邀請招標選擇最佳供應商／合作夥伴。</li><li>供應商／合作夥伴，按照協議履行合同。</li><li>使用陽光採購平台推進採購程序、加強日常溝通，並與優質供應商／業務夥伴建立長期合作關係。</li><li>加強供應商／合作夥伴培訓。</li></ul>
<ul style="list-style-type: none"><li>Industry conferences</li><li>Field trips</li><li>Standard publicity</li><li>Training</li><li>Seminar</li></ul>	Peer/Trade associations 同業／行業 協會社團 	<ul style="list-style-type: none"><li>Experience sharing</li><li>cooperate</li><li>Fair competition</li></ul>	<ul style="list-style-type: none"><li>Adhered to fair competition, cooperated with peers, achieved a win-win situation, shared experience, participated in various industry seminars, and promoted the sustainable development of the industry.</li></ul>
<ul style="list-style-type: none"><li>行業會議</li><li>實地拜訪</li><li>標準宣傳</li><li>培訓</li><li>研討會</li></ul>		<ul style="list-style-type: none"><li>經驗分享</li><li>合作</li><li>公平競爭</li></ul>	<ul style="list-style-type: none"><li>堅持公平競爭，與同業合作，實現共贏，分享經驗，參加各種行業研討會，推動行業的可持續發展。</li></ul>



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Engagement Channel 溝通方式	Stakeholders and their expectations 持份者及其期望	Our Responses and Measures 我們的回應及措施
<ul style="list-style-type: none"><li>• Disclosure of Information</li><li>• Report</li><li>• Consultation</li></ul>	<div>Market Regulators</div> <div>市場監管者</div> <div></div>	<ul style="list-style-type: none"><li>• Complied with regulatory requirements in a strict manner, disclosed and reported real information in a timely and accurate manner according to law.</li><li>• 嚴格遵守監管規定，根據法律及時、準確地披露及呈報真實資料。</li></ul>
<ul style="list-style-type: none"><li>• 信息披露</li><li>• 報告</li><li>• 諮詢</li></ul>	<ul style="list-style-type: none"><li>• 遵守法律法規</li><li>• 資料披露</li></ul>	
<ul style="list-style-type: none"><li>• Volunteer work</li><li>• Philanthropy and community investment</li><li>• Press conference</li><li>• Company website</li></ul>	<div>The general public</div> <div>社會公眾</div> <div></div>	<ul style="list-style-type: none"><li>• Community involvement</li><li>• Social responsibility</li><li>• Employment promotion</li><li>• Transparency in consultation</li></ul>
<ul style="list-style-type: none"><li>• 義工工作</li><li>• 慈善和社會投資</li><li>• 記者招待會</li><li>• 公司網站</li></ul>	<ul style="list-style-type: none"><li>• 社區參與</li><li>• 社會責任</li><li>• 促進就業</li><li>• 諮詢透明</li></ul>	<ul style="list-style-type: none"><li>• Give priority to local people seeking jobs from the Company so as to promote community building and development; maintained smooth communication channels between the Group and the community.</li><li>• Issued accurate information in a timely manner</li><li>• 優先考慮本地人尋求工作機會，促進社區建設發展，保持本集團與社區溝通管道暢通。</li><li>• 及時、準確公佈信息。</li></ul>

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

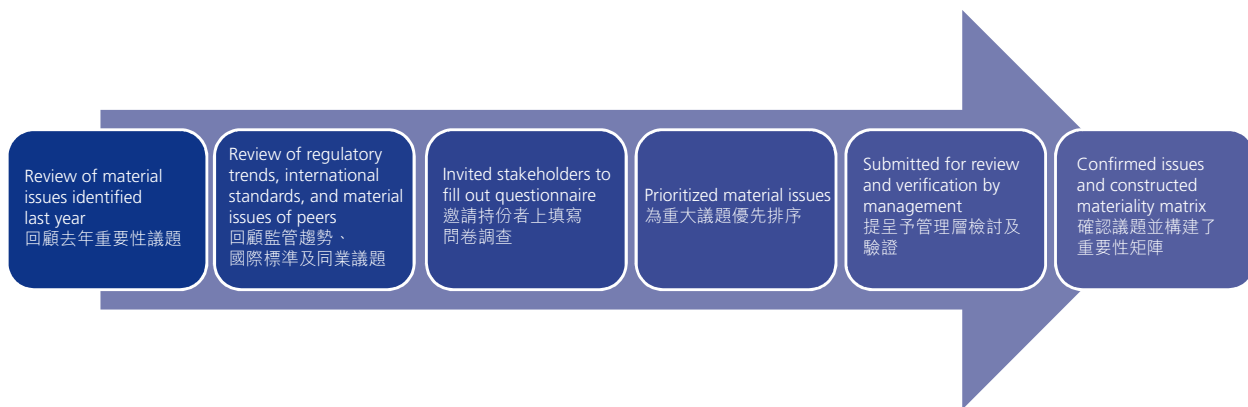
## 環境、社會及管治報告

## Materiality Assessment

The Group believes that understanding and appropriately responding to stakeholders' expectations can help us achieve sustainable development. In order to more effectively identify and evaluate potential ESG issues that significantly impact the Group and its stakeholders, we conducted stakeholder questionnaire this year, inviting employees, customers, suppliers, experts, investors, and others to participate. We identified the importance of different significant issues to stakeholders, prioritized them, constructed a materiality matrix, and below are the steps of materiality assessment:

## 重要性分析

本集團相信了解並適當地回應持份者的期望，能有助我們實現穩健的可持續發展。為了更有效地識別並評估對本集團及其持份者造成重大影響的潛在ESG重要議題，我們在本年度邀請了員工、客戶、供應商、專家、投資者等進行了持份者問卷調查，識別了不同重大議題對持份者的重要性，並進行了優先排序，構建重要性矩陣，以下為重要性分析的步驟：



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

## List of Environmental, Social and Governance related issues

## 環境、社會及管治相關議題清單

Category 範疇	Materiality 重要性議題
Environment 環境	1. Environmental management system
	2. Emissions of exhaust gases
	3. Waste management
	4. Water management
	5. Greenhouse gas emissions
	6. Energy efficiency
	7. Climate risks and opportunities
Social 社會	1. 環境管理體系
	2. 廢氣排放
	3. 廢棄物管理
	4. 水資源管理
	5. 溫室氣體排放
	6. 能源使用效率
	7. 氣候變化風險與機遇
	8. Employee rights and benefits
	9. Diversity and Inclusion
	10. Development and training of employees
	11. Occupational health and safety
	12. Supplier Management
	13. Product quality
	14. Customer Service
	15. Customer Privacy Protection
	16. Intellectual Property Protection
	17. Welfare and Charity
	18. Innovative Research and development
	19. Information Security
Corporate Governance 企業管治	8. 員工權益與福利
	9. 多元化與包容
	10. 員工發展與培訓
	11. 職業健康與安全
	12. 供應商管理
	13. 產品質量
	14. 客戶服務
	15. 客戶隱私保護
	16. 知識產權保護
	17. 公益慈善
	18. 創新研發
	19. 信息安全
	20. ESG Governance
	21. Business Ethics
	22. Protection of Investors' Rights and Interests
	23. Risk Management
	20. ESG管治
	21. 商業道德
	22. 投資者權益保護
	23. 風險管理

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

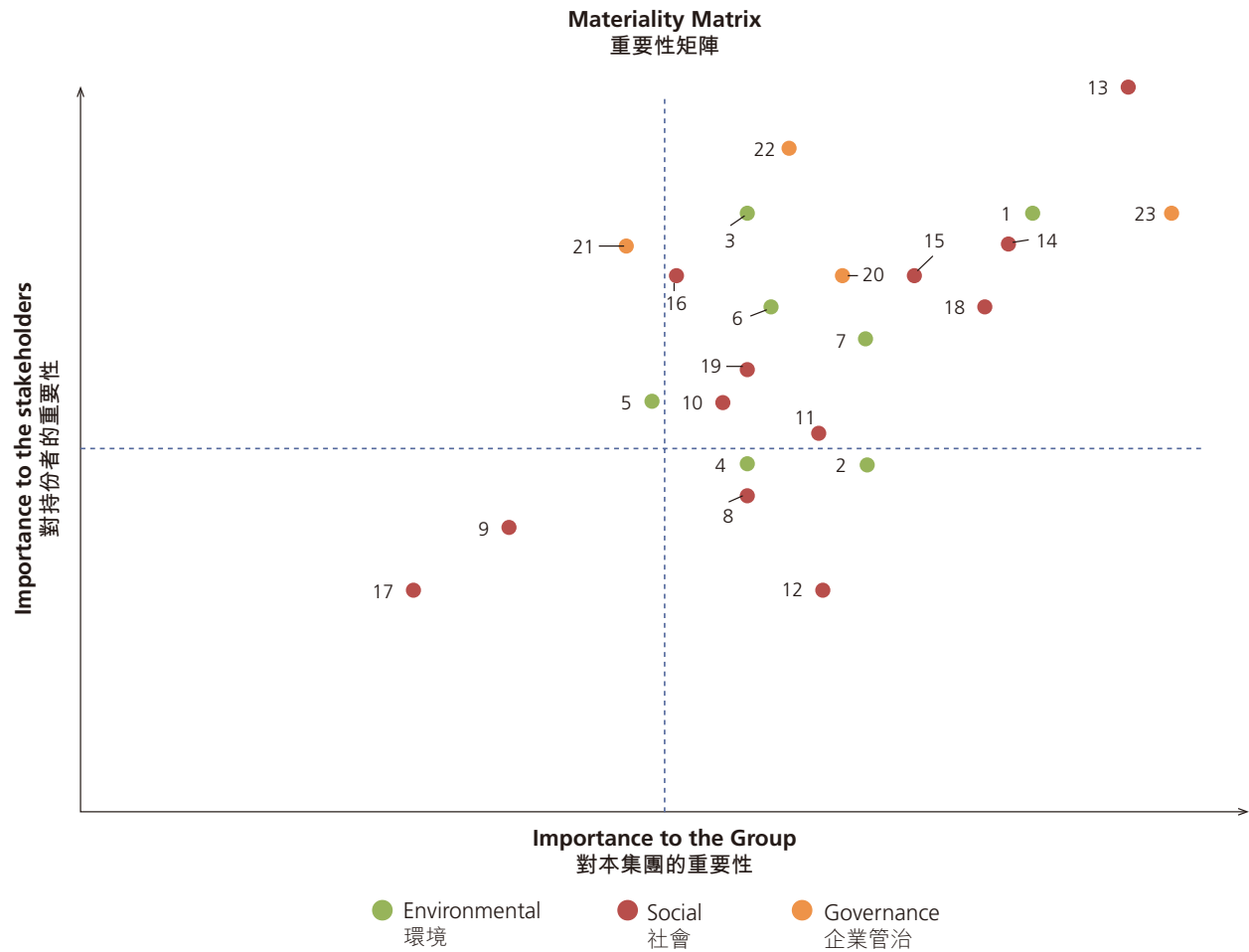
## 環境、社會及管治報告

**Materiality matrix**

We have listed 23 issues that stakeholders are most concerned about, as well as the most important issues for the Group. The materiality matrix is as follows:

**重要性矩陣**

我們列舉出23個持份者最為關注，以及同時對本集團最為重要的議題，重要性矩陣如下：



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

## Environment

### Corporate Culture

The Group deeply understands the importance of pursuing a clean environment and our responsibility as corporate citizens. In recent years, in response to the “dual carbon” challenge, the Company has taken proactive measures, actively promoted innovation, delved deeply into energy conservation and carbon reduction, controlled emission, continuously improved the efficiency of resource and energy utilization, meticulously planned and implemented initiatives, and contributed to sustainable development.

Our corporate culture has a clear focus on environmental protection, including ecological conservation, pollution control, clean production, and green development. The main points are as follows:

1. Implementing ecological environmental protection measures and pursuing a path of green and low-carbon development.
2. Adhering to full-process management, including source substitution, process control, end-of-pipe treatment, and implementing green, low-carbon, and high-quality development through waste recycling and regeneration.
3. Developing clean energy and environmentally friendly products, and promoting a circular economy.

### Environmental Emergency Management

To prevent unexpected environmental incidents and reduce environmental risks, we conducted frequent and high-quality internal inspections during the Reporting Period. We also carried out timely corrections and organized various forms of training, emergency drills, and other activities to continuously improve our emergency management mechanisms and enhance our ability to respond to environmental incidents promptly.

## 環境層面

### 企業文化

本集團深明追求潔淨環境的重要性以及我們作為企業公民的責任。近年來，為應對「雙碳」挑戰，公司主動出擊，積極作為，大力推進創新工作，深挖節能降碳、減排管控潛力，不斷提高資源能源利用效率，精細策劃、細致落實，助力可持續發展！

我們企業文化中有著明確的環境保護觀——生態環保、污染管治、清潔生產、綠色發展，主要內容如下：

1. 落實生態環境保護措施要求，走綠色低碳發展之路。
2. 堅持全流程管理，從源頭替代，過程管控，末端管治，廢棄物循環再生實施綠色低碳高質量發展。
3. 開發清潔能源及環境友好的產品，發展循環經濟。

### 環境應急管理

為防範突發環境事件及降低環境風險，我們於報告期間通過內部高頻、高質量的檢查和及時整改，及組織開展培訓、應急演練等各種形式，不斷完善應急管理機制，提高環境事件的應急處理能力。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

**Emissions**

The Group strictly complies with relevant regulations such as the 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》), Cleaner Production Promotion Law (《中華人民共和國清潔生產促進法》), Air Pollution Control Ordinance (Cap. 311 of the Laws of Hong Kong) (香港法例第311章《空氣污染管制條例》), Waste Disposal Ordinance (Cap.354 of the Laws of Hong Kong) (香港法例第354章《廢物處置條例》). The Group adheres to the green, low-carbon, high-quality development strategy, continuously promotes energy conservation and ultra-low emissions in the production and operation processes, and strictly implements energy-saving, consumption reduction, pollution reduction, and efficiency enhancement measures according to the "Pollutant Discharge Permit 《污染排放許可證》" issued by the local environmental protection department. During the Reporting Period, the Group has not discovered any serious violations of environmental laws and regulations that would have a significant impact on the Group.

**Air emissions**

The Group's air emissions mainly come from particulate matter, sulfur oxides and nitrogen oxides generated during the production process of industrial furnaces and equipment. In order to reduce the air emissions in the course of our operations, we have adopted the following technologies and measures to control them:

**排放物**

本集團嚴格遵守《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國清潔生產促進法》、《空氣污染管制條例》及《廢物處置條例》等相關規定，堅持綠色低碳高質量發展戰略，持續推動生產經營環節的節能和超低排放，按照當地環保部門頒發的《污染排放許可證》，嚴格執行節能、降耗、減污、增效措施。於報告期間，本集團並無嚴重違反對本集團有重大影響的環保法律及法規的情況。

**廢氣排放**

本集團的廢氣排放主要來自工業爐窯及設備在生產過程所產生的顆粒物、硫氧化物及氮氧化物。為降低在營運過程中的廢氣排放，我們採取了以下技術和措施進行管控：

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1

The production line heating furnace uses natural gas as the combustion material and adopts low-nitrogen combustion technology and systems, effectively reducing air emissions;  
生產線加熱爐使用天然氣為燃燒原料，採用低氮燃燒技術及系統，有效降低廢氣排放；

2

The waste gas treatment facility adopts advanced adsorption and catalytic combustion technology;  
廢氣處理設施採用先進的吸附加催化燃燒技術；

3

Increasing the thickness of the furnace and adding smoke treatment equipment in the heat treatment furnace to reduce nitrogen oxide emissions;  
在熱處理爐增加爐厚及增設煙氣處理裝置，以降低氮氧化物排放；

4

The process of slag tapping from the electric furnace has added smoke collection equipment to reduce particulate emissions;  
電爐出渣口工序增加煙氣收集裝置，降低顆粒物排放；

5

Smoke online monitoring equipment has been installed at the main emission points, and wheel washing devices and dust lifting online monitoring equipment have been installed at the entrances and exits of the plant and main raw material areas to monitor dust pollution to the atmosphere.  
在主要排放口增設煙氣在線監控設備，在廠區和原料主要進出口設置洗輪機裝置和揚塵在線監測裝置，以監測揚塵對大氣的污染；

6

Replace the flow meters in the ring furnace, quenching furnace, and tempering furnace with more advanced and precise ultrasonic flow meters;  
將環形爐、淬火爐、回火爐流量計更換為更先進、計量更為精確的超聲波流量計；

7

Optimize industrial processes to reduce the frequency of internal transportation, upgrade to green energy vehicles, and increase the proportion of clean transportation; and  
優化工業流程以減少廠內運輸的頻率，更新新能源汽車等，提高清潔運輸比例；及

8

Engage qualified partner companies to conduct inspections according to regulations and ensure emissions meet compliance standards.  
委託有資質的第三方按照規定頻次進行檢測，確保排放達標合規。

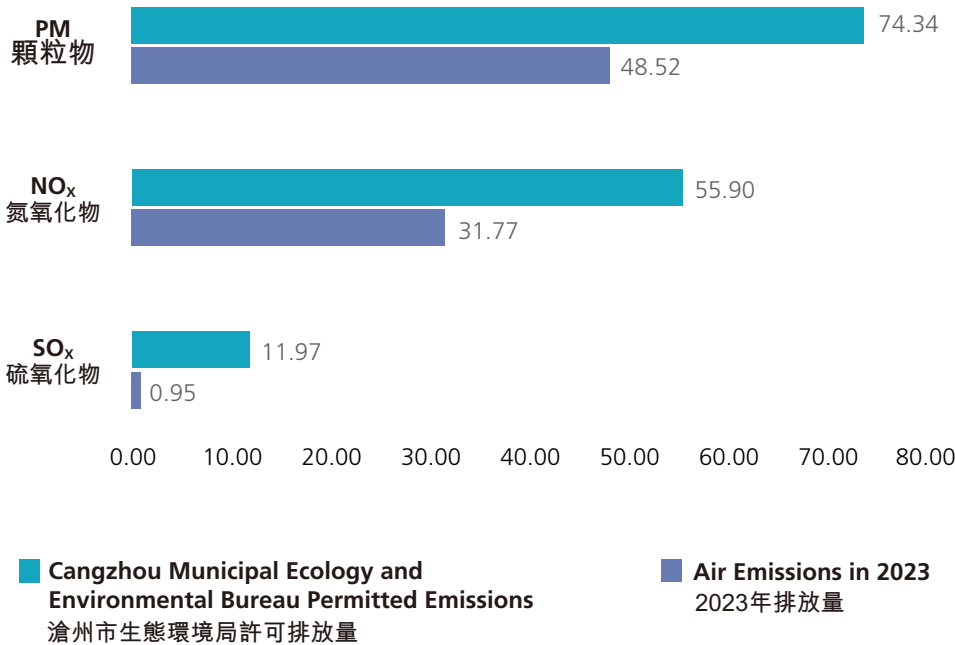
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT  
環境、社會及管治報告

During the Reporting Period, the Group’s emissions of particulate matter, sulfur oxides and nitrogen oxides were lower than the emission levels permitted by the Bureau of Ecology and Environment of Cangzhou City, and has met the ultra-low emission standards of Hebei Province. The air gas emissions were as follows:

於報告期間，本集團顆粒物、硫氧化物、氮氧化物等排放量均低於滄州市生態環境局許可的排放量，同時均能達到河北省超低排放標準，廢氣排放量如下：

Type of air emissions 廢氣排放類型	Unit 單位	Permitted emission levels of the Bureau of Ecology and Environment of Cangzhou City 滄州市生態環境局許可排放量	2023 2023年	2022 <sup>1</sup> 2022年 <sup>1</sup>
Nitrogen oxides (NO <sub>x</sub> ) 氮氧化物	Tonnes 噸	55.90	31.77	33.96
Sulfur oxides (SO <sub>x</sub> ) 硫氧化物	Tonnes 噸	11.97	0.95	1.70
Particulate matter (PM) 顆粒物	Tonnes 噸	74.34	48.52	39.54

Air Emissions (Tons)  
廢氣排放 (噸)



<sup>1</sup> In order to improve the consistency and comparability of the data, the emission data for 2022 (including nitrogen oxides, sulfur oxides and particulate matter) have been relisted according to the actual situation.

<sup>1</sup> 為提升數據的一致性及其可比性，2022年的排放物數據（包括氮氧化物、硫氧化物及顆粒物）已按實際情況重列。

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## 環境、社會及管治報告

**Greenhouse Gas (GHG) Emissions**

The Report discloses Scope 1 and Scope 2 greenhouse gas emissions. Scope 1 emissions are attributed to direct greenhouse gas emissions resulting from the combustion of fuels from owned fixed and mobile sources within the Group, while Scope 2 emissions come from indirect greenhouse gas emissions resulting from purchased electricity consumed by the Group.

In this year, we attempted to quantify Scope 3 greenhouse gas emissions by using online forms/office systems to track carbon emissions from employee business trips and commuting, gradually preparing for updated disclosure requirements. Currently, Scope 3 emissions that have been quantified include business travel, employee commuting, and waste generated during operations (waste paper and sewage).

During the Reporting Period, the total GHG emissions decreased compared to last year, with the following GHG emissions:

**溫室氣體排放**

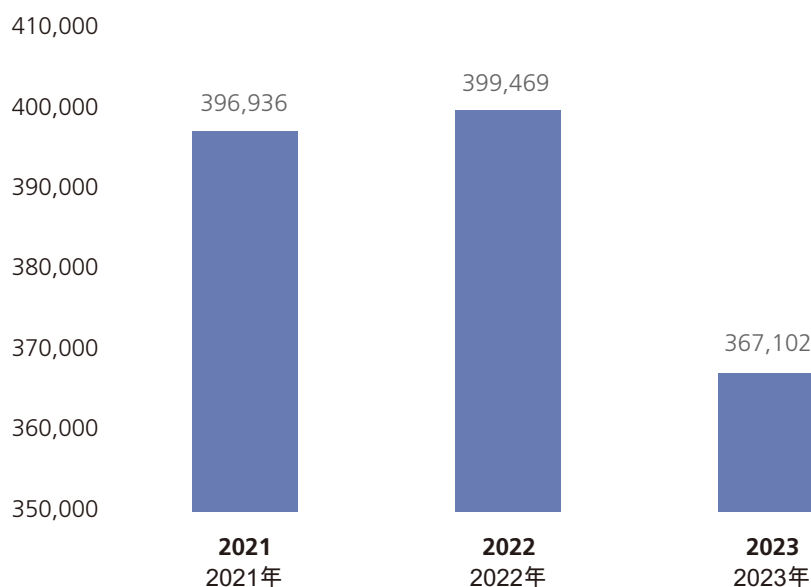
本報告披露範圍1及範圍2的溫室氣體排放。範圍1來自本集團所擁有固定源及流動源燃料燃燒所致的直接溫室氣體排放；範圍2則來自本集團所消耗外購電力產生的間接溫室氣體排放。

在本年度，我們通過線上表格／辦公系統嘗試統計了員工差旅及通勤的碳排放，逐步量化範圍3的溫室氣體排放，為披露要求的更新做準備。目前範圍3已統計的範圍包括商務出勤、員工通勤及運營中產生的廢物（廢紙及污水）。

於報告期間，溫室氣體總排放量較去年有所下降，溫室氣體排放如下：

Type of GHG emissions 溫室氣體排放類型	Unit 單位	2023 2023年	2022 2022年
Scope 1 – Direct emissions 範圍1 – 直接排放	Tonnes of CO <sub>2</sub> equivalent 噸二氧化碳當量	98,518.15	103,589.58
Scope 2 – Energy Indirect emissions 範圍2 – 能源間接排放	Tonnes of CO <sub>2</sub> equivalent 噸二氧化碳當量	268,583.62	295,878.97
Total 總量	Tonnes of CO <sub>2</sub> equivalent 噸二氧化碳當量	367,101.77	399,468.55
Intensity 密度	Tonnes of CO <sub>2</sub> equivalent/revenue in million RMB 噸二氧化碳當量／百萬元人民幣收益	95.35	94.49

### GHG Emission in the past 3 years 近三年溫室氣體排放量（噸）



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**Waste Management**

The problem of energy and resource scarcity is becoming increasingly severe, forcing global action towards waste reduction at the source. We deeply recognize that waste management is crucial for the sustainable development of businesses and view it as an indispensable part. In terms of the Group's daily operations, there are primarily two types of waste: (i) hazardous waste from the production process (i.e., those that are hazardous or potentially harmful to human health or the environment), mainly involving dust removal ash, waste mineral oils, sludge, and waste oil packaging drums; and (ii) non-hazardous waste generated during production activities, such as electric furnace slag, refining slag, iron oxide sheet, and waste refractory materials.

During the Reporting Period, the amount of waste generated decreased. The amount of waste generated by the Group is as follows:

**廢棄物管理**

能源和資源短缺的問題日益嚴重，迫使全球採取源頭減廢的行動。我們深刻認識到廢棄物管理對企業的可持續發展至關重要，視其為不可或缺的一環。就本集團的日常營運而言，主要有兩種廢棄物：(i)來自生產過程的有害廢棄物（即對人體健康或環境而言屬危險或潛在有害），主要涉及除塵灰、廢礦油、污泥、廢油包裝桶等；以及(ii)於生產活動中所產生的無害廢棄物，例如電爐渣、精煉渣、氧化鐵皮及廢耐材。

於報告期間，廢棄物產生量有所下跌。本集團產生之廢棄物數量如下：

Type of waste 廢棄物類型	Unit 單位	2023 2023年	2022 2022年
Hazardous waste 有害廢棄物	Tonnes 噸	8,063.69	9,011.19
Intensity 密度	Tonnes/revenue in million RMB 噸／百萬元人民幣收益	2.09	2.13
Non-hazardous waste <sup>2</sup> 無害廢棄物 <sup>2</sup>	Tonnes 噸	71,620.82	76,778.94
Intensity <sup>2</sup> 密度 <sup>2</sup>	Tonnes/revenue in million RMB 噸／百萬元人民幣收益	18.60	18.16

<sup>2</sup> In order to improve the consistency and comparability of the data, the data and density of harmless waste in 2022 have been rearranged according to the actual situation.

<sup>2</sup> 為提升數據的一致性及其可比性，2022年的無害廢棄物數據及密度已按實際情況重列。

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During the Reporting Period, the Group comprehensively identified national and local laws, regulations, standards, and policy requirements, as well as revised and improved systems related to environmental inspections, testing, hazardous waste, and general waste management, and conducted training for all staff and ensured accountability. Operational inspections were carried out regularly during operations, supplemented by assessments to ensure the effective implementation of the relevant systems. The Group endeavours to optimize production technology, wastewater treatment, and waste management, continuously strengthening control over waste reduction at the source. Annual management plans were formulated, specifying the responsibilities of personnel, setting targets, and enhancing supervision at all stages. Qualified contractors were entrusted with the compliant disposal of various types of factory waste, including both hazardous and non-hazardous waste. Additionally, the Group is committed to reduce the total hazardous and non-hazardous waste produced, and waste disposal were reduced through the following measures:

- Continuously carry out various renovation projects to reduce solid waste emissions, such as ultra-low emission transformation projects for dust removal systems and installing smoke collection hoods at furnace slag outlets;
- Improve the installation of gas collection hoods and dust removal devices in the dust-producing process to achieve the reuse of dust removal ash;
- Equip with pollution monitoring systems and advanced DCS control systems, install dynamic control systems for online monitoring equipment for pollutant emissions on four spraying production lines, ensuring more precise monitoring and measurement of pollutants;
- Use water-based paint in the spraying process to reduce air pollution;
- Equip with a hazardous waste terminal weighing and storage system, strictly record and manage according to the requirements of hazardous waste management;
- Strengthen dust control within the factory, specify the frequency of road watering, and install vehicle wheel washing machines at entrances and exits;
- Adopt four sets of volatile organic compound ("VOC") collection devices; and
- Improve processes and use high-quality materials to reduce slag production when producing conventional oil casings.
- 持續開展各項改造工程以降低固體廢物排放，如除塵系統超低排放改造工程、電爐出渣口設置煙塵收集罩等；
- 完善產塵環節設置集氣罩與除塵裝置，實現除塵灰再利用；
- 配套有污染物監控系統，配備先進的DCS控制系統，對4條噴塗生產線污染物在線監測設備安裝動態管控系統，保障對污染物的監控測量更加精準；
- 噴塗工序採用水性漆，降低空氣污染；
- 裝備危廢終端稱重入庫系統，嚴格按照危險廢物管理要求進行記錄、管理；
- 加強廠內揚塵，明確規定道路灑水頻次，在出入口新增了車輛洗輪機；
- 採用4套揮發性有機物（「VOCs」）收集裝置；及
- 改善工藝並使用優質材料，令製作常規油套管時減少爐渣。



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**Case Study: Reuse of refining slag****案例：精煉渣資源化再利用**

In 2023, the Company's project for the hot-state recovery and utilization of refined slag yielded excellent results, achieving a dual harvest of solid waste reduction and resource utilization efficiency enhancement.

2023年公司精煉渣熱態回收利用項目取得良好效果，實現了固體廢物減排和資源利用增效雙豐收。

During the Reporting Period, focusing on the issue of resource utilization of waste steel slag generated during the smelting process, the Company established a research team to address this challenge, focusing on the hot-state recovery and utilization of refined slag in the steel refining process. Confronting the problems and risks encountered during the process, the research team tackled them head-on. Through extensive statistical analysis, calculations, and deductions based on previous test data and production records, and after thorough discussions, simulations, and verification, the research team developed standardized charging and slag-making systems while ensuring stable and reliable product quality.

報告期內針對冶煉過程產生的廢鋼渣資源化利用這一課題，公司成立攻關小組，落腳精煉渣在鋼包精煉過程中的熱態回收利用。針對過程中存在的問題和隱患，攻關小組迎難而上，通過對前期試驗及歷史生產數據進行大量的統計、計算和推演，在充分討論和反覆模擬演練及驗證的基礎上，形成了規範的加料和造渣制度，並保證產品質量的穩定可靠。

Currently, triple recycling has been achieved with a steel recovery rate exceeding 70%, achieving a dual harvest of emission reduction and efficiency enhancement. This milestone signifies another solid step forward for our Company on the path of clean steelmaking.

目前已可實現三次回收利用，可回收鋼種回收率達70%以上，實現減排和增效雙豐收，也標誌著我公司在清潔煉鋼的道路上又邁出了堅實的一步。

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**Resource usage**

Due to the nature of our business, the main resources utilized by the Group are electricity, water, and paper. Packaging materials for finished products are not applicable. The Group is committed to optimizing the efficiency of natural resource utilization, emphasizing resource efficiency, and adhering to principles of clean production, energy conservation, consumption reduction, and low-carbon development. We uphold a policy of continuous improvement in energy management. By deploying energy meters and compiling data sheets for resources such as water and electricity, we aim to achieve higher efficiency in resource utilization and allocation. We have established a set of "Energy Management and Control Procedures" (《能源管理控制程序》) aimed at identifying, planning, and managing operational and maintenance activities related to major energy sources, to effectively manage energy consumption processes, facilities and equipment in production.

**Energy**

The Group recognizes the importance of conserving electricity and natural gas resources, and as such, we continue to advance energy-saving technology upgrades and initiatives to reduce energy consumption, thereby indirectly decreasing greenhouse gas emissions.

In 2023, in accordance with the energy conservation requirements, the Company successfully completed several energy-saving technology transformation projects. These projects included innovative renovations such as the full oxygen combustion in the continuous casting tundish, the conversion of the steelmaking ladle pure oxygen combustion roaster, energy-saving renovations in the continuous casting billet hydraulic station, high-temperature far-infrared radiation paint energy-saving projects, and the replacement of high-efficiency energy-saving pumps/motors. It is estimated that these projects will result in an annual reduction of 3,400 tonnes CO<sub>2</sub>e. These efforts have significantly tapped into the potential for clean production, promoting the efficient improvement of the company's energy and resource utilization efficiency.

**資源使用**

基於業務性質，本集團使用的資源主要為電力、水及紙張，製成品所用的包裝並不適用。本集團致力於優化天然資源利用效率，強調資源有效利用，堅持清潔生產、節能降耗和低碳發展，秉持持續改進的能源管理方針。通過配備能源計量器具，統計水、電等能源的數據報表，以實現資源利用和配置的更高效性。我們制定了《能源管理控制程序》，旨在識別、規劃和管理與主要能源相關的運營和維護活動，以有效管理生產用能過程、設施和設備。

**能源**

本集團知悉節約電力、天然氣能源的重要性，因此我們持續推進節能技術改造和攻關，致力減少能源消耗量，間接減少溫室氣體的排放量。

2023年根據公司節能降耗要求，公司先後完成了連鑄中間包全氧燃燒創新改造項目、鋼包純氧燃燒烘烤器改造項目、連鑄出坯液壓站節能改造項目、高溫遠紅外輻射塗料節能項目、高效節能水泵／電機更換等多項節能改造項目，預估可降低二氧化碳排放量約3,400噸，深挖了清潔生產潛力，推動公司能源資源利用效率的高效提升。

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**Case Study: Innovative Transformation Project for Full Oxygen Combustion in Continuous Casting Tundish****案例：連鑄中間包全氧燃燒創新改造項目**

In 2022, the company signed and initiated the “Innovative Project for Full Oxygen Combustion in Continuous Casting Tundish” with Air Liquide (Cangzhou) Co., Ltd “(液化空氣(滄州)有限公司)”. After relentless efforts and close collaboration between both parties, the project was successfully implemented in 2023, achieving significant energy-saving effects.

2022年公司與液化空氣(滄州)有限公司簽署並啟動了「連鑄中間包全氧燃燒創新項目」，2023年經過雙方的不懈努力和緊密合作，該項目已順利實施並取得良好的節能效果。

The project adopted BoostAL™ full oxygen combustion equipment and involved the renovation and upgrade of the existing continuous casting tundish baking equipment. This enhancement further improved the heating and insulation performance of the furnace, effectively enhancing energy utilization efficiency. Through testing, it was determined that the new full oxygen baking equipment for the tundish could reduce approximately 35% of the CO<sub>2</sub> emissions every year. Additionally, the implementation of this project also reduced smoke emissions, thereby decreasing environmental pollution.

項目採用BoostAL™全氧燃燒設備，對現有連鑄中間包烘烤設備進行了改造和升級，進一步提升了窯爐的加熱和保溫性能，有效提高了能源利用效率。經過測試，新的中間包全氧烤包器設備使用後較之前相比，預計每年可降低35%的二氧化碳排放量。另外，該項目的實施也減少了煙氣排放量，降低對環境的污染。

**Case Study: High-Temperature Far-Infrared Radiation Coating Energy Saving Project****案例：高溫遠紅外輻射塗料節能項目**

In 2023, during the Company's major overhaul, the Company implemented the High-Temperature Far-Infrared Radiation Coating Energy-Saving Project, combining various parameters and indicators such as energy consumption, furnace temperature, and internal furnace wall conditions of the on-site ring furnace. The high-temperature far-infrared radiation coating project was implemented. The high-temperature far-infrared coating exhibits superior adhesion, which enhances the physical properties of refractory materials. It remains stable and does not peel off under long-term use in high-temperature environments, effectively enhancing the emissivity of the furnace wall and the radiative heat transfer rate of the furnace.

2023年在公司大修期間，結合現場環形爐能源消耗、爐膛溫度、內部爐牆等各項參數和指標，公司實施了高溫遠紅外輻射塗料節能項目。高溫遠紅外塗料具有優越的附著力能夠提高耐材的各項物理性能；高溫環境下長期使用穩定不脫落，能夠有效增強爐壁發射率和爐輻射傳熱率，有效節約天然氣使用量。



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Case Study: Steel Ladle Pure Oxygen Combustion Roaster Transformation Project

案例：鋼包純氧燃燒烘烤器改造項目

In 2023, with a focus on reducing energy consumption, the Company conducted an in-depth analysis of some issues surrounding the existing vertical roaster and ultimately decided to carry out a transformation of the steel ladle roaster. The traditional air+natural gas medium for steel ladle roasting technology was improved to utilize pure oxygen combustion technology by directly mixing oxygen and natural gas. After the transformation, the entire system consisted of oxygen control valve groups, burners, and pre-wired control cabinets, enabling fully automatic combustion control. On a foundation of safety and efficiency, this transformation achieved a significant energy-saving effect, with a new package natural gas savings of approximately 53% and a slag line package natural gas savings of about 50%.

2023年從降低能源消耗方面出發，公司圍繞現有的立式烤包器的一些問題進行深入分析，最終決定對鋼包烤包器進行改造。將傳統的空氣+天然氣為介質的鋼包烘烤技術改進為氧氣和天然氣直接混合的純氧燃燒技術。改造後整個系統由氧氣控制閥組、燃燒器和預接線控制櫃組成並進行全自動燃燒控制，在安全、高效的基礎上，實現了烘烤全新包天然氣節約53%、烘烤渣線包天然氣節約50%的顯著節能效果。

The Group uses natural gas as the main gas fuel and vehicle fuel. During the Reporting Period, our energy consumption figures are set out below:

本集團以天然氣為主要氣體燃料及車輛燃油。於報告期間，我們的能源消耗數據詳列如下：

Type of energy 能源類型	Unit 單位	2023 2023年	2022 2022年
<b>Indirect energy</b>			
<b>間接能源</b>			
Purchased electricity 外購電力	GWh 吉瓦時	470.95	509.26
<b>Direct energy</b>			
<b>直接能源</b>			
Natural gas 天然氣	GWh 吉瓦時	488.29	515.32
Gasoline 汽油	GWh 吉瓦時	0.41	0.29
Diesel fuel 柴油	GWh 吉瓦時	1.4	1.55
Liquefied petroleum gas 液化石油氣	GWh 吉瓦時	0.03	0.04
<b>Total energy consumption</b> <b>能源消耗總計</b>	<b>GWh</b> <b>吉瓦時</b>	<b>961.08</b>	<b>1,026.46</b>
Intensity 密度	GWh/revenue in million RMB 吉瓦時／百萬元人民幣收益	0.25	0.24

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

**Water use**

The production operations of the Group rely on water resources, and we understand the importance of water resources. We manage water usage in corresponding business areas, striving to reduce water consumption in production and daily life processes. In terms of production, we have equipped wastewater treatment stations. For industrial water usage, we regularly clean oil separators monthly to ensure their stable operation and that the effluent meets the required turbidity standards. We also conduct regular water sample tests, promptly adjusting and improving plans if abnormalities are detected, to ensure stable and compliant water quality and effectively reduce the use of fresh water. Additionally, we have optimized the irrigation mode for green areas in the factory and office areas, converting them to spray mode to reduce water usage for landscaping and conserve water resources.

During the Reporting Period, the Group has not encountered any problems in sourcing water resources that are fit for its purposes. Our water consumption is as follows:

Water consumption 耗水量	Unit 單位	2023 2023年	2022 2022年
Total water consumption 總耗水量	Cubic metre 立方米	674,260.39	659,980.00
Intensity 密度	Cubic meter/revenue in million RMB 立方米／百萬元人民幣收益	175.13	156.10

**Green Office**

Aligned with the ESG management philosophy and requirements of energy/environmental management systems, we participated in or hosted various activities such as “Dalipal’s Carbon Reduction Day,” “Earth Hour 2023,” and “World Environment Day”, and for two consecutive years signed the “Energy Saving Charter” launched by the Environment and Ecology Bureau of Hong Kong. We also conducted specialized training on “Low-Carbon Living” to convey green and low-carbon concepts and requirements to all employees, integrating a “green and low-carbon culture” into our daily production and operations. We advocate for all Dalipal employees to join the low-carbon lifestyle, internalizing green office practices and green living in their hearts and putting them into practical action.

**用水**

本集團的生產業務依賴水資源，我們知悉水資源的重要性，對相應業務進行用水管理，致力減少生產和生活過程的用水量。在生產方面，我們配備了污水處理站，針對工業用水，定期按月清理除油器，確保除油器穩定運行、出水濁度合格；並且定時對水樣進行檢測，發現異常及時調整改善方案，確保水質穩定合格，有效降低新水使用量；同時優化廠區及辦公區綠化灌溉模式，將其改造成噴淋模式，減少綠化用水，節約水資源。

於報告期間，本集團在採購適用水方面並未遇到任何問題，耗水量如下：

**綠色辦公**

圍繞ESG管理理念及能源／環境管理體系要求，我們通過參與或舉辦「達力普減碳日」、「地球一小時」、世界環境保護日、連續兩年簽署香港環境局推出的《節能約章》等多項活動／進行「低碳生活」專題培訓等，向全體員工傳遞綠色、低碳理念和要求，將「綠色低碳文化」融入日常生產經營，倡導全體達力普人加入低碳生活行列，將綠色辦公、綠色生活內化於心並付諸實際行動。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Office power management  
辦公用電管理

Summer air conditioning is managed flexibly by combining actual temperatures and weather conditions. We automatically set the opening times while also intervening manually when necessary, aiming to minimize electricity consumption while meeting the needs of employees to the maximum extent possible consumption; Offices and meeting rooms make full use of natural light, eliminating daytime lights and permanent lights, and adjusting the switching time of lighting lights in office and living areas according to seasonal and weather changes to ensure that the lighting needs of public areas can be met while reducing energy consumption.

夏季空調結合實際溫度和天氣情況靈活管理，在自動設置開啟時間的同時採取人工干預，在最大限度滿足員工需求的同時減少耗電；

辦公室、會議室充分利用自然光，杜絕白晝燈和長明燈；辦公生活區亮化燈按照季節、天氣變化調整開關時間，在保證滿足公共區域照明需求的同時降低能源消耗。

Office water management  
辦公用水管理

We have posted water-saving signs in office areas to remind employees to conserve water. We conduct inspections of water usage in various office areas, adding individual valve controls to increase management precision and prevent leaks and wastage.

在辦公區域張貼節約用水標識，提醒員工節約用水；對辦公區各項用水進行排查，增加閥門單獨控制，精細化管理，避免跑冒滴漏。

Office paper management  
辦公紙張管理

We encourage the use of electronic channels for sending and receiving files, implementing electronic file management and promoting online office operations. Each department strictly manages paper usage according to budget constraints, and encourages double-sided printing or copying to reduce paper consumption. During the Reporting Period, the Company terminate the printing of the "Dalipal People" internal newsletter and transitioned to electronic distribution and reading through online platforms. This change has resulted in saving approximately 30,000 sheets of paper per year.

鼓勵通過電子渠道收發檔案，實行電子文件管理，進行線上辦公。各部門嚴格按照預算管理紙張使用，各項文件鼓勵採用雙面打印或複印的方式以減少紙張用量；

報告期內，公司取消紙質版《達力普人》內刊，借助線上平台實現電子版內刊的推送和閱讀，年可節約用紙量達3萬張。

The Group will continue to track resource usage to evaluate the effectiveness of conservation measures in the future. This will help in setting more targeted improvement measures and goals.

本集團將會持續記錄資源使用的情況，以便未來檢討節約措施成效，以及訂立更具針對性的改善措施和目標。





## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

## Environment and Natural Resources

**Environmental Management System**

Protecting the environment and natural resources is a crucial responsibility for global enterprises. The Company strictly adheres to laws and regulations such as the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Law of the People's Republic of China on Appraising of Environment Impacts (《中華人民共和國環境影響評價法》), and Emergency Response Law of the People's Republic of China (《突發環境事件應急管理辦法》), among others. We uphold an environmental management policy that emphasizes pollution prevention, meeting emission standards, compliance with laws and regulations, and continuous improvement. We have established various environmental special management systems, including On-site environmental management implementation plan (《現場環境管理辦法》), Discharge Permit Management Regulations (《排污許可管理規定》), Greenhouse Gas Management Regulations (《溫室氣體管理規定》), Environmental Operation Control Program (《環境運行控制程式》), and Emergency Environmental Emergency Response Plan (《突發環境應急預案》). These systems are aimed at identifying and evaluating environmental factors in production operations and related processes.

We entrust professional teams to regularly monitor environmental impact factors such as wastewater, exhaust gases, and noise from the Company. We also conduct regular assessments on soil and air environments and other natural resources of the Company, promptly reviewing and assessing environmental risks during business processes. We review relevant environmental protection guidelines in our operational practices, adopt necessary preventive or improvement measures, and implement measures to reduce and control significant environmental impact factors to effectively control and enhance the Company's environmental governance level.

The Company has obtained ISO 14001 environmental management system certification. During the Reporting Period, we engaged third-party to conduct external audits and carried out internal self-organized system audits to confirm the effective implementation of the environmental system and to achieve continuous improvement and perfection. According to system requirements, we have internally formulated environmental management objectives and progressively decomposed them, devised feasible control measures, conducted regular benchmark inspections on-site, carried out process monitoring measurements, promptly corrected deviations, and ensured controlled processes and the achievement of objectives.

## 環境及天然資源

**環境管理體系**

保護環境及天然資源是全球企業的重要責任，公司嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國環境影響評價法》、《突發環境事件應急管理辦法》等法律法規，堅持預防污染、達標排放、遵紀守法、持續改進的環境管理方針，制定有《現場環境管理辦法》、《排污許可管理規定》、《溫室氣體管理規定》、《環境運行控制程式》、《突發環境應急預案》等多項環境專項管理制度，對生產作業及相關過程進行環境因素識別、評價。

委託專業團隊對公司排放的污水、廢氣、噪音等環境影響因素進行定期監測，並對本公司的土壤環境、空氣環境等天然資源進行定期評估，及時審視及評估業務過程中的環境風險，檢討營運慣例中的相關環保指引，採納及實施必要防範或改善措施，對重要環境影響因素採取削減和控制措施以有效控制，全面提升公司環保管治水平。

公司已取得ISO14001環境管理體系認證證書，報告期內通過聘請第三方團隊進行體系外審、內部自行組織體系內審的方式，確認環境體系有效實施，並進行持續改進和完善。同時根據體系要求，內部制定有環境管理目標並逐級分解，擬定可行的管控措施，現場定期開展對標檢查，做好過程監視測量，及時糾偏，確保過程受控和目標的實現。

### Case Study: Successful Implementation of Emergency Radiation Safety Exercise in Cangzhou City

#### 案例：沧州市辐射安全应急专项演练在我司顺利开展

During the Reporting Period, the Company successfully conducted the 2023 Emergency Radiation Safety Exercise in Cangzhou City as per the unified deployment and work arrangements of the Bureau of Ecology and Environment of Cangzhou City. This special exercise simulated a scenario where the "access control monitoring system detected radioactive excess in waste steel transported by cars." The exercise simulated a series of tasks and processes from discovery, review, reporting, to disposal. Through this exercise, awareness and emergency response capabilities related to sudden radiation incidents were enhanced among relevant personnel, achieving the intended objectives.

報告期內，按照沧州市生態環境局統一部署和工作安排，由我公司承辦的2023年沧州市辐射安全應急處置專項演練活動順利開展。此次專項演練設置了「門禁監測系統發現汽車運輸的廢舊鋼鐵中存在放射性超標」的情境，模擬演練了從發現、覆核、報告到處置等一系列科目和處理過程，通過演練，提高了各相關崗位人員對突發輻射事件的防範意識和應急處理能力，達到預期的目的。



In terms of cooperation in green energy, the Company is actively serving green energy customers and expressing wholehearted dedication to the country's green energy development through practical actions taken together with our customers.

在新能源合作方面，公司亦積極服務新能源客戶，與客戶一起用實際行動表達對國家綠色能源發展的全心投入。

### Case Study: Supporting Geothermal Energy Extraction to Promote Green Energy Development

#### 案例：助力地熱能開採，促進綠能發展

Geothermal energy is the heat energy stored within the Earth, continuously transferred and dissipated to the Earth's surface through volcanic eruptions, hot springs, fissure fountains, and heat conduction in rocks. It is estimated that the total heat energy inside the Earth is about 170 million times that of the global coal reserves. As a clean, efficient, and low-carbon renewable energy source, geothermal energy has immense resource potential, offering both environmental and economic benefits.

地熱能是蘊藏在地球內部的熱能，通過火山爆發、溫泉、間隙噴泉及岩石的熱傳導等形式不斷地向地表傳送和散化熱量。據測算，地球內部的總熱能量約為全球煤炭儲量的1.7億倍。其作為清潔、高效、低碳的可再生能源，資源潛力巨大，環保和經濟效益好。

Adhering to the principles of green, low-carbon sustainable development, the Company has been supporting geothermal energy extraction. Since September 2022, the Company has collaborated with Sinopec Green Source Geothermal Energy Development Co., Ltd. (中石化綠源地熱能開發有限公司), Tianjin Branch, to undertake multiple geothermal energy extraction projects. The Tianjin Binhai New Area project was put into operation in 2023, providing heating for approximately 156,500 square meters of surrounding residents. This project has resulted in a reduction of approximately 6,600 tons of CO<sub>2</sub> emissions per year, equivalent to planting 30,000 trees annually.

公司秉承綠色、低碳的可持續發展理念，助力地熱能開採。自2022年9月份開始，公司與中石化綠源地熱能開發有限公司天津分公司合作進行多項地熱能開採項目，2023年天津濱海新區項目已投入使用，為周邊15.65萬平方米居民進行供暖，該項目二氧化碳減排量近6,600噸／年，相當於年植樹約3萬棵。

## Combating Climate Change

In recent years, the intensification of climate change and the frequent occurrence of extreme weather events have brought a series of substantial risks and uncertainties to businesses. The frequent occurrence of weather disasters such as typhoons and heavy rain-induced floods has forced human society to rapidly address the imminent global challenge of climate change. To address climate issues, China has set the “dual-carbon goal” at the 75th United Nations General Assembly, pledging to “strive to peak carbon emissions before 2030 and achieve carbon neutrality by 2060.” In response to the national call, our group has formulated a carbon reduction action plan, actively practicing and promoting low-carbon development to meet increasingly stringent environmental laws and regulations and prepare for upcoming challenges.

### Governance

The Group’s ESG Committee and ESG Working Group regularly discuss ESG matters, review climate-related risks and opportunities, and report relevant issues to the Board to incorporate climate-related issues into the Group’s strategy. To ensure that the Board stays abreast of the latest trends in climate-related matters, the Group actively conducts relevant training to ensure that directors have the necessary expertise and skills to oversee climate-related matters. The Board will also consider hiring professional consultants when necessary to obtain opinions to optimize company decisions.

### Strategy

To comprehensively implement the spirit of the 19th National Congress of the Communist Party of China and subsequent sessions, deeply carry forward President Xi’s ecological civilization ideology, and actively practice the concept of low-carbon development, Dalipal has incorporated carbon peaking and carbon neutrality targets into its “Five-Year Plan for 2023-2027”. It takes comprehensive green transformation as its guide, energy green low-carbon development as a key focus, and relies on technological and institutional innovation as the driving force. The Company is firmly committed to the path of high-quality development with ecological priority and green low-carbon development, rooted in intelligence, informatization, digitalization, and greenization. It aims to build a smart factory in the petroleum pipe manufacturing industry comprehensively and strives to become a leading smart factory in the domestic industry with high intelligence, production and management efficiency, low energy consumption, and low emissions, leading the way in contributing to the country’s carbon peaking and carbon neutrality.

## 應對氣候變化

近年來，氣候變化的加劇以及極端天氣事件的頻繁發生給企業帶來了一系列實質風險和不確定因素。由於颱風、暴雨引發的水災等天氣災害頻現，迫使人類社會必須迅速應對氣候變化這一迫在眉睫的全球性重大挑戰。為應對氣候問題，中國在第七十五屆聯合國大會上制定了「雙碳目標」，承諾「力爭在2030年前實現碳排放達到峰值，並努力在2060年前實現碳中和」。為積極響應國家號召，本集團制定了減碳行動實施方案，積極實踐和推動低碳發展，以應對日益嚴格的環境法律法規，並做好迎接挑戰的準備。

### 管治

本集團的ESG委員會和工作小組定期討論ESG事宜，審視氣候相關的風險和機遇，並向董事會匯報相關事宜，以將氣候相關議題納入集團的戰略中。為確保董事會緊貼氣候相關事宜的最新趨勢，集團積極舉辦相應的培訓，以確保董事們具備必要的專業知識和技能，以便監督與氣候相關的事宜。董事會在必要時也會考慮聘請專業顧問，以獲取意見，從而優化公司決策。

### 策略

為全面貫徹黨的十九大和十九屆歷次全會精神，深入貫徹習近平生態文明思想，達力普公司切實踐行低碳發展理念，主動作為，將碳達峰、碳中和相關指標納入公司《2023-2027年五年規劃》中，以全面綠色轉型為引領，以能源綠色低碳發展為關鍵，以科技和制度創新為動力，堅定不移走生態優先、綠色低碳的高品質發展道路，立足於智能化、信息化、數字化、綠色化，全面打造石油管製造行業智能工廠，力爭成為國內同行業智能化水平高、生產和管理效率高、低耗能低排放的智能工廠，率先為國家實現碳達峰、碳中和做出貢獻。

Since 2022, the Group has rapidly initiated the formulation and implementation of the “Carbon Reduction Action Plan”. By developing a scientifically systematic action plan for carbon peaking and carbon reduction, it is scientifically promoting low-carbon transformation:

自2022年開始，本集團迅速啟動《減碳行動實施方案》編製及推進工作。通過制定科學系統的碳達峰、碳減排行動計劃，科學推動低碳轉型：

#### Carbon Peaking, Carbon Reduction Action Plan 碳達峰、碳減排行動計劃

1. Strengthen the top-level design of the Company's system, establish a production and operation systems of green, low-carbon and cyclical development, improve resource and energy utilization efficiency, promote synergy in pollution reduction and carbon reduction, and create green and low-carbon products through equipment energy conservation and environmental protection upgrades, promotion and application of advanced technologies, continue to reduce carbon emission intensity.  
加強公司系統的頂層設計，建立綠色低碳循環發展的生產經營體系，通過裝備節能環保升級，先進技術推廣應用，提高資源能源利用效率，推進減污降碳協同，打造綠色低碳產品，持續降低碳排放強度。
2. Establish a sound carbon emission management system and strengthen carbon asset management.  
建立完善的碳排放管理體系，加強碳資產管理。
3. Track the R&D and application of cutting-edge technologies for low-carbon and carbon capture, and carry out life cycle assessment and carbon label certification.  
跟蹤低碳與碳捕集前沿技術的研發與應用，開展生命周期評估和碳標籤認證工作。
4. Actively promote carbon emission verification and cleaner production review, promote clean energy substitution, improve the level of scrap steel recycling, and implement the all-scrap electric furnace technology.  
主動推進碳排放核查和清潔生產審核工作，促進清潔能源替代，提升廢鋼資源回收利用水準，推行全廢鋼電爐工藝。
5. Timely introduction of advanced technologies, tapping into the potential for energy saving and carbon reduction, promoting the development of waste heat utilization, fully harnessing the energy conversion function, and achieving collaborative carbon reduction.  
適時引進先進技術，深挖節能降碳潛力，推動餘熱利用發展，充分發揮能源轉換功能，實現協同減碳。
6. The Company plans to introduce key technologies such as electric furnace waste heat power generation, continuous preheating technology for waste steel charging, amoebe residual steel monitoring technology, and hydraulic servo energy-saving technology to effectively improve the overall energy efficiency level of the company. The goal is to achieve advanced levels of clean production in terms of unit product energy consumption, material consumption, and water consumption by 2025.  
公司擬通過重點引入電爐餘熱發電技術、廢鋼連續裝料預熱技術、阿米巴餘鋼監測技術、液壓伺服節能技術等，有效提高公司整體能效水準。力爭在2025年，單位產品能耗、物耗和水耗等達到清潔生產先進水準。

During the Reporting Period, we actively pursued carbon footprint certification for 5 product specifications as planned and obtained certificates from professional certification bodies. Carbon footprint certification measures the greenhouse gas emissions generated throughout the product life cycle, quantifying and assessing our own carbon emissions to demonstrate a series of emission reduction measures. This ensures that our products minimize their negative impact on the environment throughout their life cycle. Currently, the company has obtained carbon footprint certification for 6 products, marking a new milestone in our commitment to green and sustainable development and reflecting our consistent adherence to green development and ecological environmental protection principles.

報告期間，我們按計劃積極開展5項產品規格的碳足跡認證工作，並獲得專業第三方認證機構頒發證書。通過產品碳足跡認證來衡量產品生命週期內所產生的溫室氣體排放量指標，量化和檢測自身的碳排放情況，幫助我們採取一系列減排措施，確保產品在其整個生命週期內能夠最大限度地減少對環境的負面影響。目前公司已取得6項產品碳足跡認證，標誌著本集團綠色可持續發展的經營理念邁向了一個新台階，也體現了公司始終堅持綠色發展、維護生態環境的理念。





**Risk management**

Following discussions by the Board and management, the climate-related risks and opportunities have been identified during the year are as follow:

**風險管理**

經董事會及管理層的討論後，本年度已識別的氣候相關風險與機遇如下：

Climate-related risks 氣候相關風險	Potential financial impact 潛在財務影響
<b>Physical Risk</b> <b>實體風險</b>	
The increased severity and frequency of extreme weather events such as hurricanes, floods and strong winds have led to increased vulnerability to damage to production equipment and increased downtime 颶風、洪災及強風等極端天氣事件的嚴重性和發生頻率加劇，導致生產設備更易受損，停工天數增加	<ul style="list-style-type: none"> <li>Facility damage leads to increased capital expenditures</li> <li>設施損壞導致資本支出增加</li> </ul>
<b>Transition risk</b> <b>過渡風險</b>	
The Chinese government has vigorously strengthened environmental management and supervision, gradually introduced and tightened energy consumption control policies and environmental protection policies, and set important targets and commitments for carbon peaking and carbon neutrality 中國政府大力加大環境管理及監管力度，逐步出台並加以收緊能耗控制政策和環境保護政策，訂立了「碳達峰」和「碳中和」的重要目標承諾	<ul style="list-style-type: none"> <li>The high cost of compliance increases the cost of business operation</li> <li>高昂的合規成本令經營成本增加</li> </ul>
With the introduction of the International Financial Reporting Standards (IFRS S2) for climate-related disclosures, the Exchange has updated its climate-related disclosure requirements, which will be implemented in 2025 隨著國際財務報導準則(IFRS S2)「氣候相關揭露」出台，聯交所更新氣候相關的信息披露要求，並將於2025年實行	<ul style="list-style-type: none"> <li>Increase the cost of compliance</li> <li>Failure to comply with disclosure requirements will result in damage to goodwill</li> <li>增加合規成本</li> <li>未能遵守披露要求將使商譽受損</li> </ul>
Climate-related opportunities 氣候相關機會	Potential financial impact 潛在財務影響
External stakeholders, such as regulators, investors and customers, are increasingly concerned about ESG 外部持份者(如監管機構、投資者和客戶)對ESG愈發關注	<ul style="list-style-type: none"> <li>Increase revenue through R&amp;D of green products</li> <li>透過研發綠色產品增加收入</li> </ul>



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

## The Harmonious Society

## Employment

Corporate Culture and Talent Philosophy – Knowing people and making good use of them, appointing people only by virtue, introducing talents from outside to inside, and achieving talents.

## 和諧社會

## 僱傭

企業文化之人才觀－知人善用，任人唯賢，外引內塑，成就人才。

1

Knowing people  
and making  
good use of  
them

知人善用

We give tolerance for our employees' faults, allowing mistakes during exploration and innovation. We do not easily give up on any employee.

容錯機制，允許在探索或創新的過錯中學習。不輕易放棄任何一名員工。

2

Appointing  
people only by  
virtue

任人唯賢

We treasure not only an employee's ability and virtue but also their achievements. We believe talents are able to perform duty at any working level and capable to work at different types of job positions. We continuously build channels and platforms for talent growth, so as to focus on the career development for our employee.

不論資排輩，不盲崇文憑；堅持德才兼備，業績導向；堅持幹部能上能下，人員能進能出；搭建員工成長通道、成才平台，關注員工職業生涯設計。

3

Introducing  
talents from  
outside to  
inside

外引內塑

Promotions are standardized, appointment with a basis and the virtuous of relatives are not avoided. We persist to perform assessment before public recruitment, on-going evaluation during employment, and comprehensive actualization after termination of employment.

晉升有標準、任職有依據，舉賢不避親；堅持用前把關，用中評價，用後綜合兌現。

4

Achieving  
talents

成就人才

On-site learning and talent promotion are beneficial to cultivating and training employees who act accordingly with the Company culture and gain experience in multiple positions, so as to uphold a mindset to put themselves in the customers' shoes.

現場學習，擇優選拔；致力於培養和提拔認同並踐行公司文化、經歷多崗位歷練的、扎根現場和市場的員工。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Employees are an indispensable part of driving sustainable development in enterprises. In order to attract outstanding talents, the Group is committed to providing a favorable working environment and building a core team and backbone staff who highly identify with the culture and actively practice it. This is considered an important strategic task for the company's survival and development. To achieve this, the Group strictly complies with relevant regulations such as the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), the Law of the People's Republic of China on the Protection of Persons with Disabilities (《中華人民共和國殘疾人保障法》), the Law on the Protection of Women's Rights and Interests of the People's Republic of China (《中華人民共和國婦女權益保障法》), Employment Ordinance (Cap. 57) (香港法例第57章《僱傭條例》), Employees' Compensation Ordinance (Cap. 282) (香港法例第282章《僱員補償條例》), and the Mandatory Provident Fund Schemes Ordinance (Cap. 485) (香港法例第485章《強制性公積金計劃條例》). We are committed to becoming an excellent employer, creating a fair, just, safe, healthy, and promotion opportunity-filled work environment, enabling employees to grow and fully unleash their potential through benign competition.

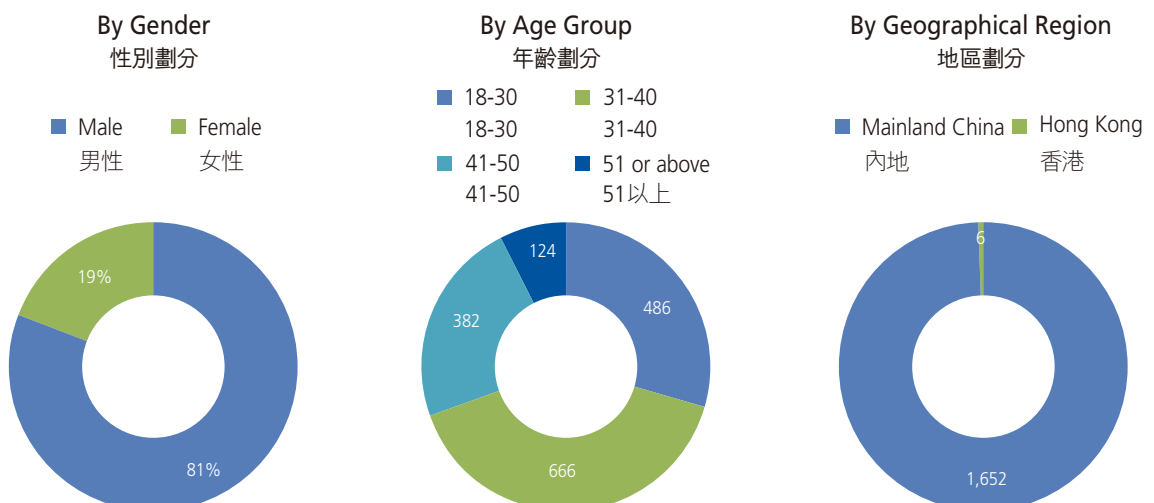
The Group has established effective employment policies such as the Human Resources Management Control Procedure (《人力資源管理控制程序》) and Performance Management System (《績效管理制度》). During the Reporting Period, The Group was not aware of any significant violations of laws and regulations related to compensation and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination, and other treatment and welfare that have a significant impact on the Group.

As at 31 December 2023, the Group had a total of 1,658 employees (2022: 1,777), all of whom were full-time employees.

員工是推動企業可持續發展不可或缺的一環，為了匯聚優秀的人才，本集團致力於提供一個良好的工作環境，把建設一支高度認同文化、自覺踐行文化的核心團隊和骨幹員工隊伍，作為公司生存與發展的重要戰略任務。為此，本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國殘疾人保障法》、《中華人民共和國婦女權益保障法》、《僱傭條例》、《僱員補償條例》及《強制性公積金計劃條例》相關規定。致力於成為優秀僱主，營造公平、安全健康以及充滿晉升機會的工作環境，從而使員工從良性競爭中茁壯成長，充分發揮自身潛能。

本集團制定有《人力資源管理控制程序》、《績效管理制度》等有效的僱傭政策。於報告期間，本集團並不知悉嚴重違反對本集團有重大影響的薪酬及解僱、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法律及法規的情況。

於2023年12月31日，本集團的員工總數為1,658人(2022：1,777人)，全部為全職員工。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

During the Reporting Period, the Group's employee turnover rate was 18%, and the breakdown of employee turnover are as follow:

於報告期間，本集團僱員流失率為18%，僱員流失情況按不同類別劃分如下：

By Geographical Region		By Gender		By Age Group	
地區劃分		性別劃分		年齡劃分	
Mainland China Employees	18%	Male	18%	18-30	31%
中國內地員工		男性		18-30歲	
Hong Kong Employees	0%	Female	15%	31-40	14%
香港員工		女性		31-40歲	
				41-50	9%
				41-50歲	
				51 or above	14%
				51歲或以上	

**Equal Opportunities and Diversity**

The Group pursues an equal and diverse employment policy in its operational policy, and strictly prohibits discrimination or harassment of individuals on legally protected grounds such as age, gender, race, marital status, religious beliefs, or health status. We are committed to providing a fair and equal working environment, promoting diversity and equitable distribution of our workforce, and ensuring that all employees are treated equally in all aspects of work or employment. The prohibition of child labor and forced labor is strictly enforced in the employment process.

The Group attaches great importance to the career development and rights of female employees, and ensures that promotion opportunities are not affected by gender. Female employees will not be dismissed or terminated from their employment contracts without cause due to pregnancy, maternity leave, breastfeeding, etc., and their right to basic salary is guaranteed.

**平等機會及多元化**

本集團在運營方針上奉行平等和多元化的僱傭政策，嚴禁因年齡、性別、種族、婚姻狀況、宗教信仰或健康狀況等受法律保障的理由而對個人進行歧視或騷擾。我們致力於提供一個公平且平等的工作環境，推動人才隊伍的多元性和合理分佈，確保所有員工在工作或僱傭的各方面都能獲得平等對待。在用工過程中嚴格執行禁止僱傭童工和強迫勞動的規定。

本集團重視女性員工的職業發展和權益，確保晉升機會不受性別影響。女性員工不會因懷孕、產假、哺乳等原因而受到無故解僱或終止勞動合同，並保證她們獲得基本薪資的權利。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

**Talent Acquisition and Retention**

The Group believes that its employees are its most valuable asset and are crucial to the sustainable development of the Company. Therefore, we have continuously improved our talent recruitment and retention policies, established a clear management system, and formulated a series of policy documents, including but not limited to the Measures for Allocation of Human Resources Flow (《人力資源流動配置管理辦法》), the Specifications for the Management of Labour Contract Management (《勞動合同管理工作規範》), Rules for the Management of Work Injury Insurance and Safety Production Liability Insurance (《工傷保險及安全生產責任保險管理實施細則》), and Detailed Rules for the Handling of Labour Disputes (《勞動爭議處理工作細則》).

In terms of recruiting employees, we continue to optimize the talent selection mechanism to ensure fairness, impartiality, and transparency. During this Reporting Period, we carefully reviewed the job qualification requirements to enhance recruitment accuracy. At the same time, we actively expanded our recruitment channels by continuously improving the professional capabilities and qualities of our recruitment team through external recruitment, internal training, on-site learning, practical experiences, and other methods. To further expand our talent recruitment channels, we not only continue to use online recruitment channels such as WeChat, Tieba Baidu, and Liepin.com to attract outstanding talents who share our aspirations and have a proactive spirit to join our team, but also launched the Internal Referral Center during the Reporting Period. Through internal employee referrals, we successfully recommended more than 30 candidates. Additionally, we have strengthened our collaboration with universities through on-campus recruitment activities and the establishment of university-enterprise internship bases to improve the quality of talent selection and provide internship opportunities for students to enhance their practical abilities.

**人才招聘及挽留**

「企業有人則企，無人則止」，本集團深信員工是其最寶貴的資產，對於企業的可持續發展至為關鍵。因此，我們持續完善人才招聘及挽留政策，建立了一套明確的管理制度，並制定了一系列的政策文件，包括但不限於《人力資源流動配置管理辦法》、《勞動合同管理工作規範》、《工傷保險及安全生產責任保險管理實施細則》以及《勞動爭議處理工作細則》等。

在招聘員工方面，我們持續優化人才選拔機制，確保其公平、公正和公開。本年度我們細致梳理崗位任職資格要求，以提高招聘精準度；同時積極擴展招聘渠道，通過外部招聘、內部培訓、現場學習、實踐等方式不斷提升招聘團隊的專業能力和素養。為進一步拓展人才招聘渠道，我們不僅繼續通過微信、百度貼吧、「前程無憂」、「獵聘網」等網上招聘渠道，以吸引有共同志向、積極進取精神的優秀人才加入我們的團隊，同時報告期內啟用招聘內推中心，通過內部員工推薦應聘人員，內推共計30餘人；並進一步加大了校企合作力度，通過現場的校園招聘活動、校企實習基地建設等方式提高人才選拔質量，為在校學生提供實習機會，增強實踐能力。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

The Group is deeply aware of the seriousness of child labor and forced labor violations of basic human rights. We are committed to eradicating all forms of child labor and forced labor, upholding the corporate ethics of “integrity, honesty, and transparency,” and strictly complying with relevant laws and regulations such as the Provisions on the Prohibition of Using Child Labour (《禁止使用童工規定》), and the Law of the People’s Republic of China on the Protection of Minors (《中華人民共和國未成年人保護法》). We utilize an online human resources system to automatically screen and exclude applicants under the age of 18. Before joining the Company, the relevant departments and the human resources department carefully verify their identification documents to ensure no violations occur. We also properly maintain labor contracts and other records, including all relevant details of employees, to ensure the protection of their rights and interests.

If the Group discovered any violations related to child labor or forced labor, it will immediately conduct a detailed investigation in accordance with the relevant company policies and procedures. Based on the investigation results, the Group will make decisions regarding penalties or non-penalties and report the verified information to the relevant statutory authorities. During the Reporting Period, the Group is not aware of any significant violations of laws and regulations related to preventing child labor or forced labor that would have a significant impact on the Group.

本集團亦深知童工及強制勞工侵犯基本人權的重大性，堅決杜絕一切形式的童工僱傭及強制勞動，秉持「誠信正直、光明磊落」的企業道德，嚴格遵守《禁止使用童工規定》、《中華人民共和國未成年人保護法》相關法律規定。利用線上人力資源系統，自動篩選並剔除未滿18周歲的申請者。在入職前，相關部門和人力資源部會仔細檢查其身份證明文件，確保無違規事件發生，並妥善保存勞動合同及其他記錄，包括員工的所有相關詳情，以確保員工的權益得到保障。

若本集團發現任何童工及強制勞動的違規狀況，將立即按照公司的相關制度要求展開詳細調查，根據調查結果作出處罰或不處罰決定，並向有關法定機構匯報核實情況。於報告期間，本集團並不知悉任何嚴重違反有關防止童工或強制勞工的法律及規例，而對本集團產生重大影響的事宜。

### Case Study: Strengthening Recruitment Efforts through School-Enterprise Cooperation

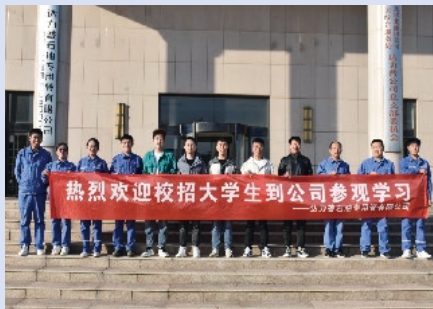
#### 案例：校企合作強化招聘力度

In 2023, the Group engaged in exchanges with the College of Materials Science and Engineering, Yanshan University and the Xuangang branch of Hebei Polytechnic University. We reached consensus on various aspects of school recruitment, targeted training, enterprise mentorship programs, special project funds, and using enterprise pain points as research directions for students.

2023年，本集團與燕山大學材料學院、河北工業職業技術大學宣鋼分院進行了交流，就學生校園招聘、定向培養、企業導師培訓、課題專項基金、以企業痛點作為學生研究方向等內容達成共識。

Additionally, we signed internship agreements with Hebei University of Science and Technology and Cangzhou Normal University, providing students with opportunities for practical work experience.

此外，我們亦與河北科技大學和滄州師範學院簽訂實習基地，為學生提供工作實踐的機會。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

**Case Study: Deepening Online HR System Integration****案例：線上HR系統深化**

Since the launch of the HR system, the Group has achieved integrated management of recruitment, employee relations, attendance management, payroll, training, and learning information. During the Reporting Period, we deepened the application and improvement of the HR system through internal guidance, communication with business units, and other methods. We continuously enhanced the functionality and application of modules such as basic information, recruitment, learning and development, payroll, and attendance. A total of 14 optimization projects were identified and implemented throughout the year.

自HR系統推出後，本集團實現了招聘、員工關係、假勤、薪酬、培訓學習等業務信息一體化管理。報告期間，本集團對HR系統進行了深化應用和改善，通過內部引導、業務單位交流等方式，對其中的基礎資訊、招聘、學習與發展、薪酬假勤等模塊內容不斷深化其功能應用，梳理年度優化項目共計14項。

**Dismissal Policy**

In relation to the policy on dismissal, the dismissal procedure must be in strict compliance with the relevant laws and regulations. We are committed to clearly explaining the reasons for dismissal to employees and ensuring sufficient advance notice. Prior to formal termination, we require employees to complete an exit interview and all handover matters to protect their rights. At the same time, we will study, analyze and report on the reasons for leaving the company on a monthly basis to continuously formulate improvement policies and measures.

If an employee's behavior is seriously misappropriated and does not improve after repeated warnings, the supervisor and senior management of the Company will conduct a comprehensive internal discussion. Employees will be allowed to respond and explain before the termination is officially announced. This procedure ensures fairness and transparency while respecting the rights and interests of employees. We are committed to ensuring the legality and fairness of the dismissal process to maintain stability and harmony in the overall working environment.

**解僱政策**

有關解僱員工的政策，解僱程序須嚴格遵守相關法例和法規。我們承諾向員工清楚說明解僱原因，並確保提前通知的充分時間。在正式離職前，我們要求員工完成離職面談和所有交接事宜，以保障其權益。同時每月對離職原因進行研討、分析和報告，以持續制定改善政策及措施。

若員工的行為嚴重失當，經過多次警告後仍未見改善，其主管和公司高層將進行全面的內部討論。在正式宣佈解僱之前，將給予員工機會回應和解釋。這種程序確保了公正和透明，同時尊重了員工的權益。我們致力於確保解僱程序的合法性和公平性，以維護整體工作環境的穩定和和諧。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

## Remuneration and Benefits

The Group continuously emphasizes respect, recognition, and care for employees, striving to create a healthy and safe work environment and fostering a warm atmosphere to provide opportunities for employee growth and development. To achieve this, we have developed the "Salary Management System" (《薪酬管理制度》) and "Employee Attendance Management Measures" (《員工考勤管理辦法》), which clearly define employees' rights and obligations regarding working hours, rest and leave, compensation benefits, etc. During the Reporting Period, we have continuously improved the company's compensation management system by adding subsidies for university education, optimizing and adjusting frontline subsidies. Currently, the Group provides various forms of wages (including performance-based), bonuses, allowances, and stock incentives to motivate employees and protect their legal rights and interests effectively.

In terms of employee benefits, we are constantly improving and enhancing the level of employee welfare. While complying with local laws, regulations, and policies, we provide comprehensive labor protection for employees and continue to enhance it according to legal standards. We strictly adhere to legal requirements and provide employees with paid marriage leave, bereavement leave, maternity leave, lactation leave, childcare leave, and other legitimate leave benefits. To meet the needs of employees' work and life, we have introduced multiple supermarkets, restaurants, and other shops in the company living area. We provide accommodation for employees (optional couple units for married couples who are both employees) equipped with free Wi-Fi, dormitory supplies, timely maintenance, etc. Additionally, we have set up express collection stations, automatic water dispensers, and equipment for mobile phone top-ups for water and electricity bills, continuously improving the living conditions of employees to ensure their comfort and convenience.

During the Reporting Period, the Group introduced three commercial stores in the vicinity of the dormitory to meet the daily needs of employees, and at the same time, upgraded the canteen meals to include Braised food, free yogurt and seasonal fruits, etc., and added a "breakfast take-out" service to enable each employee to have a complete nutritional mix to help start a vibrant day.

## 薪酬及福利

本集團持續強調對員工的尊重、認同和照顧，致力於打造一個健康安全的工作環境，並努力營造溫馨的工作氛圍，以提供員工成長和發展的機會，使其與達力普共同實現成長目標。為此，我們已制定《薪酬管理制度》和《員工考勤管理辦法》，明確規範員工的工作時間、休息休假、薪酬福利等權利和義務，並於報告期內持續完善公司薪酬管理體系，增加了大學生學歷補貼，優化和調整了一線補貼內容，目前集團為員工提供各類工資(含績效)、獎金、津補貼、股權激勵等，以激發員工積極和創造力，切實保障員工的合法權益。

在員工福利方面，我們不斷完善、提高員工福利待遇水平。在遵守當地法律法規及政策的基礎上，我們按照法定標準為員工提供完善的勞動保障並持續提高。我們嚴格按照法定要求，給予員工帶薪婚假、喪假、產假、哺乳假、育兒假等合法休假權益。為滿足員工的工作及生活需求，我們在公司生活區引進有多家超市、飯店等店鋪；為員工提供住宿(夫妻雙方均為員工的可選擇夫妻單元房)並配備免費無線網絡、宿舍用品、及時維修等；設立快遞收取驛站、自動飲水機、手機隨時充值水電費設備等，以不斷努力改進員工的住宿條件，確保員工住宿的舒適度和便利性。

報告期間，本集團在宿舍附近的地區，引進3家商業店鋪，滿足員工日常生活需求，同時亦對食堂餐點進行升級，新增加滷味、免費酸奶及時令水果等；同時新增「早餐外帶」服務，讓每位員工都能營養搭配齊全，助力開啟活力一天。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

In addition, we continue to provide various protection schemes for employees, ensuring timely payment of "Insurance and Housing Fund" (「五險一金」) for employees. During the Reporting Period, we added a health check-up program as a new welfare benefit for employees. Employees are free to choose the time to undergo the health check-up at designated hospitals within the year, allowing them to monitor their physical health, detect and prevent potential health risks in a timely manner, and safeguard their physical and mental well-being.

此外，我們也持續為員工提供各項保障方案，按時為員工繳納「五險一金」，並於報告期內為員工新增福利健康體檢項目，員工可於年度內自由選擇時間到指定醫院進行體檢，關注身體健康狀況，及時發現和預防潛在的疾病風險，保障員工身心健康。

**Salary and Bonuses:****工資獎金：**

Position Salary, Performance Bonus, Seniority Salary, Achievement and Performance Incentives, Management/Technology Innovation Award

崗位工資、績效工資、司齡工資、達產達效獎、管理／科技創新獎、股權激勵

**Various Types of Subsidies:****各類補貼：**

Frontline Subsidy, Educational Background Subsidy, High-Temperature Subsidy, Housing Purchase Subsidy, Meal Subsidy, Travel Subsidy, Seniority and Other Subsidies

一線補貼、學歷補貼、高溫補貼、購房補貼、餐補、差旅補貼、工齡等其餘各項津補貼

**Various Types of Benefits:****各類保障：**

Endowment Insurance, Medical Insurance, Unemployment Insurance, Work-related Injury Insurance, Maternity Insurance, Housing Provident Fund, Health Examination Employee Canteen

養老保險、醫療保險、失業保險、工傷保險、生育保險、住房公積金、健康體檢、員工食堂

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

## Employee Communication and Care

The Group has established a sound Union mechanism, fully leveraging its role as a “bridge and bond” between employers and employees and as an educational and propaganda platform. This mechanism organizes and mobilizes all employees to exercise their democratic rights and participate in the democratic management and supervision of the Company. Through various means such as seminars, tea sessions, Employee feedback meeting, corporate culture training, collaborative service surveys, canteen satisfaction surveys, and questionnaire-based research, we fully listen to employees’ needs and suggestions in various aspects of work and life. This continuous feedback helps enhance employees’ sense of well-being, security, and satisfaction, striving to build harmonious labor relations.

## 員工溝通及關懷

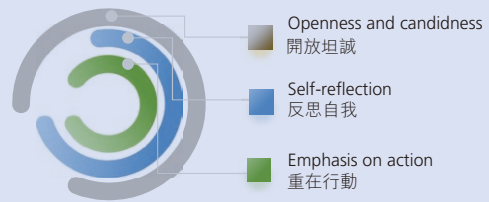
本集團建立有完善的工會機制，充分發揮僱主和員工之間的「橋樑紐帶」作用和教育宣傳陣地作用，組織和動員全體員工行使民主權利，參與公司的民主管理和民主監督。我們通過舉辦各項座談會、茶話會、員工意見大會、企業文化等各項培訓、協同與服務調研、食堂滿意度調查、問卷需求調研等多種方式，充分聽取員工在工作和生活等各方面的需求和建議，以不斷提升員工的幸福感、安全感和滿意度，努力構建和諧的勞動關係。

### Case Study: Collaborative Research and Service Surveys Promote Functional Management Capability Enhancement

#### 案例：協同與服務調研促職能管理能力提升

During the Reporting Period, the Company conducted collaborative research and service surveys on a quarterly basis, using questionnaire responses to conduct satisfaction surveys to calibrate the self-awareness of each unit and enhance their collaborative and service capabilities. During the Reporting Period, more than 2,200 valid questionnaires were received. Based on the evaluations and execution feedback from each unit in 2023, there has been a significant improvement in the awareness of functional collaboration and service, as well as in functional management capabilities across all units.

報告期內，公司按季度開展協同與服務調研工作，通過問卷填寫的方式進行滿意度調查，以校準各單位的自我認知，提升各單位協同與服務的能力。報告期內累計收到有效問卷2,200餘份。從2023年各單位的評價和執行反饋來看，各單位的職能協同與服務意識、職能管理能力均有較大程度的提升。



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The Group also values the physical and mental health of employees, as well as harmony and integration, and is committed to balancing employees' work and life time. By organizing a variety of activities, health seminars, and timely providing care and assistance to employees, the Group enriches employees' daily lives and creates a relaxed and harmonious work environment for all employees. During the Reporting Period, the Group organized various activities such as Lantern Festival celebrations, International Women's Day tea parties, Children's Day "Happy Baby, Followed by Father's Love," billiards competitions, QiXi Festival celebrations, and anniversary celebrations. The Group also invited external professionals to conduct multiple health knowledge seminars, traditional Chinese medicine therapy sessions, mental health lectures, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases promotion weeks, and free haircuts and other welfare activities, allowing employees to truly feel a sense of belonging to the Company.

本集團亦重視員工的身心健康及和諧並融，致力於平衡員工的工作和生活時間。通過舉辦多樣化的活動、各類健康講座等，及時給予員工關愛和幫助，並豐富員工的日常生活，為所有員工打造一個輕鬆、和諧的工作環境。報告期間，集團舉辦了元宵節、三八女神節茶話會、六一「快樂寶貝父愛相隨」、台球比賽、七夕、周年廠慶等多項活動；邀請外部專業人士進行了多次健康知識講座、中醫理療、心理健康講座、《職業病防治法》宣傳周、免費理發等福利活動，讓員工切切實實體會到家的歸屬感。



### Case Study: Inviting External Experts for Multiple Health Lectures and Q&A Sessions, Focusing on Employee Physical and Mental Health

案例：邀請外部專家進行多次健康講座及問答活動，關注員工身心健康

During the Reporting Period, the Group organized a total of 4 health-related events, including expert lectures, on-site therapy sessions, and consultations on mental health issues, to promote health knowledge among employees and make them feel the Company's humanistic care. The Company will continue to pay attention and provide support for employees' health.

報告期間，本集團共計組織4次健康相關活動，通過專家講座、現場理療、心理健康問題諮詢等渠道，向員工普及健康知識，感受公司的人文關懷。公司也將持續關注，為員工的健康保駕護航。



Traditional Chinese  
Medicine Therapy  
中醫理療



Health  
Knowledge Seminar  
健康知識講座



Mental Health  
Knowledge Seminar  
心理健康知識講座

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

**Case Study: International Women's Day Series of Activities, Enhancing Female Employees' Sense of Happiness****案例：三八女神節系列活動，提升女性員工幸福感**

In March 2023, the Company's labor union organized a special event for International Women's Day, where employees participated in activities like "Life Talk Tea Party" to freely express themselves, share life experiences, discuss parenting methods, and exchange views on life. The "Artistic Flower Arrangement Salon" allowed everyone to learn and practice flower arrangement skills, creating elegant and creative floral artworks.

2023年3月，公司工會組織開展了「三八女神節」專項活動，通過「茶話會話人生」，員工暢所欲言，互相分享交流了各自的生活經歷、教育子女的方式以及人生觀等；通過「藝術插花沙龍」，大家邊聽邊學、修枝剪葉，親自動手完成了一件件清雅別致、富有創意的插花作品。

Additionally, the labor union prepared exquisite exclusive gifts for all female employees, providing them with a warm, romantic, and enjoyable experience while experiencing beauty, appreciating beauty, and creating beauty, allowing them to feel the warmth of the company's big family.

同時，工會還為全體女員工準備了精美的專屬禮品，讓大家在感受美、欣賞美、創造美的過程中，度過一段溫馨、浪漫、愉快的時光，感受大家庭的溫馨。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

## Health and safety

In early 2023, as the pandemic was gradually brought under control, the Chinese government began to relax its pandemic prevention and control policies. Consequently, we canceled stringent pandemic prevention measures while retaining certain hygiene and disinfection measures. In the development process of the Group, we consider safeguarding the safety and health of employees as the most important corporate culture. In our operations, safety is our top priority, and we have established the corporate safety concept of "Safety First. Prevention is Crucial. Fully Mobilized. Caring for Life."

## 健康及安全

2023年初，隨著疫情得到控制，中國政府已逐漸放寬防控政策。因此我們取消了嚴厲的防疫政策，保留了部分的衛生消毒措施。在本集團的發展進程中，我們視保障員工的安全與健康為最重要的企業文化。在營運過程中，我們以安全為首要考量，並確立了「安全第一、預防為主、全員動員、關愛生命」的企業文化安全觀念：

People-oriented, safety is more important than development. We firmly establish the concept of safe development and adhere to the principles of "safety first, prevention-oriented, and comprehensive governance."  
以人為本，安全比發展更重要。樹牢安全發展理念，堅持安全第一、預防為主、綜合管治的方針。

Safety management should have no blind spots; it's better to be safe than sorry; it's better to hear complaints than to hear cries.  
安全管理無盲區；寧可抓「過頭」，也不能讓事故「露了頭」；要寧聽罵聲，不聽哭聲。

Establish and implement a comprehensive system of safety production responsibility, with every employee taking on the role of the primary responsible person. Starting from ourselves, eliminate the "three violations" and cultivate good behavioral habits.  
建立健全並落實全員安全生產責任制，每一名員工當好第一責任人。從我做起，杜絕「三違」，培養良好行為習慣。

Create a safety culture with distinctive company characteristics.  
構建具有公司特色的安全文化氛圍。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

We manage employee and production area safety in accordance with relevant occupational health and safety laws and regulations, striving to ensure a good and safe working environment to prevent injuries and illnesses for our employees. The Group strictly complies with relevant laws and regulations such as the Law of the People's Republic of China on Work Safety (《中華人民共和國安全生產法》), the Law of the People's Republic of China on the Prevention and Control of Infectious Diseases (《中華人民共和國傳染病防治法》) and the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》). We emphasize comprehensive and process-controlled management and continuously improve the Company's occupational health and safety management system. We have developed various safety management systems, including "Occupational health and safety operating procedures" (《職業健康安全運行程序》), "Safety production responsibility system" (《全員安全生產責任制》) and "Safety Production Risk Control Management procedure" (《安全生產風險管理規定》). The Group also holds ISO45001:2018 Occupational Health and Safety Management System and HSE Management System evaluation certificates.

During the Reporting Period, the Group was not aware of any serious violation of laws and regulations relating to the provision of a safe working environment and protection of employees from occupational hazards, which had a significant impact on the Group, and there were no severe safety incidents or fatalities in the course of its operations. A total of 471 working days (2022: 828 days) were lost due to work-related injuries, mainly due to mishandling of machinery and minor injuries caused by equipment failure. The statistics for the last three years are as follows:

我們根據相關職業健康及安全法律及法規管理員工及生產區域安全，致力為僱員確保良好及安全的工作環境以防止受傷及疾病。本集團嚴格遵守《中華人民共和國安全生產法》、《中華人民共和國傳染病防治法》、《中華人民共和國職業病防治法》等相關法律規定，強調全方位、全過程管控，並不斷完善公司職業健康安全管理體系，制定有《職業健康安全運行程序》、《全員安全生產責任制》、《安全生產風險管控管理規定》等多項安全管理制度。本集團亦通過ISO 45001:2018職業健康安全管理體系及HSE管理體系評價證書。

報告期間，本集團並不知悉任何嚴重違反有關提供安全工作環境及保障僱員避免職業性危害的法律及規例，而對本集團產生重大影響的事宜，營運過程亦無重大安全或死亡事故。主要由於機器的不當操作及設備故障所致的輕傷事故而導致因工傷損失工作日數共471天(2022年：828天)。近三年的統計數據如下：

Statistical indicators 統計指標	Unit 單位	2023 2023年	2022 2022年	2021 2021年
Number of work-related fatalities 因工亡故人數	person 人	0	0	0
Work-related fatality rate 因工亡故比率	percentage 百分比	0	0	0



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

**Safety management assurance**

The Group strives to establish the highest standards and measures for safety and health performance, fully implementing the party's and the state's safety production policies, rigorously implementing the all-employee safety production responsibility system, clarifying the responsibilities of each unit and all employees, and forming a pattern of safety production work with the leadership of the main responsible person, regulatory supervision by various departments according to regulations, and active participation of all employees. We comprehensively protect employee health and safety from all angles. During the Reporting Period, the Company was awarded the title of "Healthy Enterprise" by both Hebei Province and Cangzhou City.

**安全管理保障**

本集團力求訂立最高安全及健康表現的標準及措施，全面貫徹執行黨和國家的安全生產方針，嚴格落實全員安全生產責任制，明確各單位和全員的崗位責任，形成主要負責人領導、各部門依規監管、全體員工積極參與的安全生產工作格局，全方位、多角度守護員工健康安全。報告期內，公司分別獲得了河北省和沧州市的「健康企業」稱號。

01

Occupational health and safety  
management mechanism  
職業健康安全管理機制

- Continuously improve the construction of the occupational health and safety management system, implement occupational health and safety management responsibilities, and improve the occupational health and safety management system;  
持續完善職業健康安全管理體系建設，落實職業健康安全管理責任，健全職業健康安全管理制度；
- Implement the work requirements of "Safety must be managed in industry management, Safety must be managed in business operations, and Safety must be managed in production and operations," and "Shared responsibilities between the Party and government, dual responsibilities for one position, and collaborative management"; and  
實行「管行業必須管安全、管業務必須管安全、管生產經營必須管安全」、「黨政同責、一崗雙責、齊抓共管」的工作要求；
- Develop and implement the "Safety Inspection and Evaluation Program of General Staff" (《基層安全檢查考評方案》) to address and control unsafe behaviors of personnel, further enhance the management awareness of middle management, and shift focus from "on-site issues" to "duty performance under the responsibility system."  
從管控人的不安全行為方面制定並實施《基層安全檢查考評方案》，進一步提升基層管理人員管理意識，推動「現場問題」向「責任制履職」方向改變。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

## 02

Occupational health and  
safety physical examination  
職業健康安全體檢

- To implement the work policy of “prevention-oriented, combining prevention with treatment” for occupational disease prevention and control, and to prevent, control, and eliminate occupational hazards to effectively protect the health of employees, during the Reporting Period, professional medical institutions were invited to conduct health check-ups for employees based on their job positions. These check-ups included more than 10 examination items such as visual and auditory routine checks, lung function tests, and chest X-rays; and

為貫徹落實「預防為主、防治結合」的職業病防治工作方針，預防、控制和消除職業危害，切實保障公司廣大職工的身體健康，報告期內，結合員工崗位情況，邀請專業醫療機構到公司進行職工健康體檢活動，包括視聽常規檢查、肺功能、胸部X光等10餘項體檢項目；
- Based on the examination results, the employee’s “Occupational Health Monitoring File” (《職業健康監護檔案》) was improved to allow employees to timely understand their health status, ensuring early prevention of diseases, early treatment if necessary, and reducing the risk of major illnesses. The filing rate for employee occupational health records reached 100% during the Reporting Period.

根據體檢結果完善員工《職業健康監護檔案》，讓職工及時掌握自身健康狀況，做到「無病早防、有病早治、減少大病風險」。報告期內員工職業健康檔案建檔率100%。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

## 03

Safety inspection  
安全檢查

- Equipped with the “Ruisenyun” (瑞森雲) safety platform to achieve automated hazard identification and effectively improve safety management efficiency;  
配備「瑞森雲」安全平台，實現隱患排查自動化，有效提高安全管理效率；
- Developed the “Special Inspection and Remediation Action Plan for Major Hazards” (《重大隱患專項排查整治行動實施方案》) in accordance with relevant documents to carry out major hazard identification and control work;  
按照相關文件要求，編製《重大隱患專項排查整治行動實施方案》開展重大隱患排查管治工作；
- Conducted occupational hazard factor detection, covering 208 points and 18 types of hazard factors, with a detection rate of 100% for occupational hazard factors; and  
開展職業危害因素檢測，共檢測208個點位、18種危害因子，職業危害因素檢測率100%；
- Conducted regular inspections of special equipment, accessories, and fire equipment, and equipped with a fire automatic alarm control system.  
定期檢驗特種設備、附件及消防設備，並配備消防自動火災報警控制系統。

Special equipment inspection pass rate: 100%

特種設備檢驗合格率100%

Accessory inspection rate: 100%

全附件檢驗率100%

## 04

Develop safety awareness  
安全意識培養

- Set up safety propaganda walls and display boards, conduct all-employee safety awareness training, carry out various safety and emergency response training plans at all levels, and provide one-on-one safety education training for employees before they start their jobs;

設置安全宣傳牆、展牌，進行全員安全警示教育培訓，開展各項安全、各級事故應急響應預案培訓等，對員工上崗前進行一對一安全教育培訓；

- Formulate the “2023 Safety Production Month Activity Plan” (《2023年安全生產月活動方案》) and conduct more than 12 innovative propaganda activities, including collecting safety slogans/videos/handwritten reports, distributing safety knowledge promotional materials, and organizing all-employee hidden danger inspection competitions;

制定《2023年安全生產月活動方案》，以創新形式開展12餘項宣傳活動，包括安全標語／視頻／手抄報徵集、安全知識宣傳品發放、全員隱患排查競賽等；

- Conduct “Fire Safety Month” activities to comprehensively enhance employees’ fire safety awareness; and

開展「消防宣傳月」活動，全面增強員工消防安全意識；

- Provide on-site training for relevant parties, sign safety and environmental protection agreements, and effectively control outsourcing risks;

對相關方進行進廠培訓，簽訂安全環保協議，有效管控委外風險。

- Form a part-time emergency rescue team consisting of 30 members, including retired soldiers, retired firefighters, and physically fit employees;

以退役士兵、退役消防人員、身體素質較好的員工組成30人的兼職應急救援隊伍；

- Organize multiple emergency drills, including fire, radiation, mechanical injuries, and confined space emergencies, and conduct on-site response scenario simulations, emergency rescue competitions, and other activities. Achieve a completion rate of 100% for drills, with approximately 700 participants, to enhance employees’ emergency response and coordination abilities in handling unexpected events.

組織進行消防、輻射、機械傷害、有限空間等多項應急演練、現場處置方案演練、應急救援比武等多項活動，演練按期完成率100%，參加人次約700人，提高員工處理突發事件的應急和協調能力。

## 05

Emergency support  
應急保障

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告



Safety production work of the Company  
公司安全生產相關工作

### Development and training

The Group aims to build a management, technical, and operational team that strongly identifies with the Company's culture, actively practices its values, and synchronizes with the Company's development as a strategic objective. To enhance the Company's talent density, improve talent management systems, and promote scientific, standardized, and systematic talent development, the company has developed a talent pool operation plan. Through exploration, the Company has established internal and external training mechanisms for professional talents, continuously improved talent development management systems, and enhanced the systematic and targeted nature of talent cultivation.

The Company divides employee career development into two categories: managerial and technical. Through annual talent assessments, talent management improvement projects, GPI personality interpretations, 360-degree evaluations, etc., personalized career planning is provided for employees, allowing them to "re-discover themselves" and facilitate self-evolution. It adheres to hierarchical development, using mentor-apprentice systems, mentorship, and other methods to fully utilize the "passing on and helping" role of middle and senior managers and technical personnel, accelerating the enhancement of individual professional capabilities. Within the entire organization, the focus remains on the goal of applying what is learned, continuously optimizing the "learning organization construction" model. Through collective learning, sharing experiences, and using motivation, promotion, and leadership as levers, an organizational atmosphere of "learn what's missing, do what's needed" is created from top to bottom.

### 發展及培訓

本集團將打造一支高度認同文化、自覺踐行文化、與企業同步發展的管理、技術、操作隊伍作為公司的戰略目標。為提升公司人才密度，完善人才管理體系，促進公司科學化、規範化、系統化進行人才梯隊建設，公司制定人才池運營工作方案，在摸索中形成專業人才的內外部培養機制，持續健全人才培養管理體系，提高人才培養的系統性和針對性。

公司將員工職業發展劃分為管理類和技術類兩個類別，通過每年的人才盤點、人才管理提升項目、GPI個性解讀、360測評等為員工提供個性化的職業生涯規劃，讓員工「重新認識自己」，助力自我進化；堅持層級培養，採用導師學員制、師帶徒等方式，充分發揮中高層管理者和中高級技術人員的「傳幫帶」作用，加快各人才專業能力的提升。在全員範圍內，更是圍繞學以致用的目的，持續優化「學習型組織建設」模式，通過集體學習、心得分享等形式，以激勵推動和領導帶頭為抓手，自上而下地打造「缺啥補啥、幹啥學啥」的組織氛圍。

During the Reporting Period, the Company formulated an annual talent training implementation plan, determined the training idea with the theme of “borrowing things to repair people”, and at the same time, with the personal IDP self-development plan and special topics as the main line, and the high-level and middle-level dual tutor tutoring mode was operated, the IDP self-development plan for 27 students was established, and the progress of the IDP plan and special topics of the students was tested through phased PK activities, and the next step of promotion and improvement was clarified.

Furthermore, the Company has established a comprehensive training system covering all employees. It has formulated the “Regulations on the Management of Employee Training” (《員工培訓管理規定》) and “the Code of Work for The Implementation of Training Organizations” (《培訓組織實施工作規範》), and the “Training Organization Implementation Work Norms” to provide institutional guarantees for employee career development. During the Reporting Period, leveraging the HR training platform, the Group created rich, flexible, and diverse training courses for employees. Specialized management training such as TPM, 6S, and team-building exercises were also organized offline. Additionally, to familiarize new employees with the company’s work environment as quickly as possible, we provided various training programs including corporate culture, rules and regulations, confidentiality awareness, environmental health and safety, intellectual property rights, job skills, management procedures, and operational processes. In addition to offline safety training, approximately 450 training programs were completed throughout the year.

報告期內，公司制定年度人才培養實施方案，確定了以「借事修人」為主題的培養思路，同時以個人IDP自我發展計劃、專項課題為主線，高層、中層雙導師制輔導方式運行，建立了27位學員的IDP自我發展計劃，並通過階段性對戰活動檢驗學員IDP計劃及專項課題進展，同時明確下一步提升和改善方向。

另，公司建立有覆蓋全員的培訓體系，制定有《員工培訓管理規定》和《培訓組織實施工作規範》，從制度層面為員工職業發展提供保障。報告期內借助HR培訓平台，本集團為員工打造了內容豐富、靈活且多元化的培訓課程；線下亦組織開展TPM、6S、拓展訓練等專項管理培訓；同時為讓新員工盡快熟悉本集團工作環境，我們為新員工提供包括企業文化、規章制度、保密意識、環境健康與安全、知識產權、崗位技能、管理及操作流程等在內的各項培訓。除線下安全類培訓外，全年共計完成約450項培訓計劃。

### Case Study: Individual Development Plan (IDP) Training

#### 案例：IDP培訓

Building on the “Deep Blue Plan” and “Young Blue Plan” in 2022, during the Reporting Period, the Company conducted in-depth IDP training. This training utilized various methods such as intensive workshops, external mentors + executive mentors + 1-on-1 coaching with students, and action-based learning. The focus was on analyzing students’ self-awareness of their personalities and identifying personalized communication points. Based on students’ interests, development goals, strengths, areas for improvement, and other factors, multidimensional communication, confirmation, and optimization were conducted to help students create the most suitable personalized IDP plan. This approach aimed to promote the sustainable development of both individual employees and the Company as a whole.

在2022年「深藍計劃」和「青藍計劃」的基礎上，報告期內公司深入開展IDP(Individual Development Plan，個人發展計劃)培訓，採用集訓、外部導師+高管導師+學員1對1深度輔導、行動學習等方式，深入分析學員的性格認知和個性化溝通要點，根據學員的興趣、發展目標、優勢專長、待提升能力等，多維度進行溝通、確認和優化，幫助學員制定最合適的個性化IDP規劃路徑，以促進員工個人以及公司團隊的可持續發展。





### Case Study: Total Productive Maintenance (TPM) Management Enhancement Project

#### 案例：TPM管理提升項目

From September 2022 to July 2023, the Company conducted and completed a TPM Management enhancement project. The entire project was goal-oriented and focused on specific topics. With the support of a three-tier organizational structure and bi-level meetings, TPM training was provided to all frontline employees. This initiative resulted in the creation of various management documents such as the “AM1~AM3 Promotion Manual,” “Defect Handling Process,” and “Equipment Operating Rate Improvement Guide.” These documents effectively increased the operational efficiency of oil pipelines and reduced equipment failure rates. Additionally, mutual learning, witnessing, and promotion among the learning groups significantly improved the management and technical capabilities of group members. This initiative provided assurance for building a proficient professional team and establishing long-term lean management groups within the Company.

於2022年9月至2023年7月，公司開展並完成了TPM管理(Total Productive Maintenance)提升項目。整個項目以目標為導向，以課題為抓手，在三級組織架構、兩級例會的組織保障下，向所有一線員工進行TPM培訓，形成《AM1~AM3推進手冊》、《不良點委託處理流程》、《設備作業率改善指南》等多項管理文件，有效提升石油管線有效作業率、降低設備故障率。同時，各學習小組之間相互學習、見證和推動，小組成員的管理能力和專業技術能力大幅提升，為打造達力普專業團隊、建立長效精益管理小組提供了保障。

### Case Study: Soft Skills Development Training

#### 案例：素質拓展訓練

During the Reporting Period, the Company continued to explore different forms of talent development, focusing on both internal cultivation and external talent acquisition, to solidly promote the training of middle management teams. The Company organized team-building training activities for middle management and university students, including experiences like “Thunderstorm,” “Team Engineer,” “Invincible Dice,” and “Energy Transfer.” These experiential training sessions were designed to boost team morale and enhance employees’ sense of responsibility, communication skills, innovation mindset, and teamwork spirit. They also stimulated everyone’s planning and critical thinking abilities. Overall, these activities contributed to the implementation of corporate culture and the improvement of cross-departmental collaboration and service quality.

報告期內，公司持續拓展不同形式的人才培養方式，外引內塑，扎實推進基層管理隊伍培養。開展基層管理人員和大學生拓展訓練活動，通過進行雷陣、團隊工程師、無敵骰子、能量傳遞等體驗式培訓，激發團隊士氣，在過程中增強員工的責任意識、溝通意識、創新意識、團隊合作意識，並激發大家的策劃和思考能力，促進企業文化踐行及跨部門協同服務品質提升。

### Case Study: 6S Management Enhancement Project

#### 案例：6S管理提升項目

During the Reporting Period, to enhance the management capabilities of our teams, we invited an external consulting firm to provide guidance and conducted a 6S Management Enhancement Project. This project assessed the management standards of the site across six dimensions: sorting, setting in order, clean, clear, quality, and safety.

The goal was to promote refined management within the teams and gradually improve the abilities of the team leaders on-site. Simultaneously, the project addressed tools, methods, and personnel mindset issues encountered during the implementation of 6S at the working level. This initiative aimed to establish a robust team evaluation mechanism.

報告期內，為促進班組管理能力提升，我們邀請外部諮詢公司提供輔導，開展了6S管理提升項目，通過整理、整頓、清掃、清潔、素養、安全六個維度來評估現場的管理水準，借此推進班組精細化管理，逐步提升現場班組長各項能力，同時解決基層班組在6S推進執行過程中的工具、方法及人員思想意識問題，建立健全班組考評機制。



During the Reporting Period, there are a total of 1,658 employees of the Group received training, with a total of 73,569 training hours. The following is a statistical table of employee training:

報告期間，本集團受訓人數共計1,658人，總受訓時數為73,569小時。以下為員工培訓統計表：

Training	受訓情況	Percentage of employees trained (%) 受訓佔比 (%)	Average training hours per employee (hours) 每名僱員平均受訓時數 (小時)
<b>By Gender</b>	<b>性別劃分</b>		
Male	男	100	44
Female	女	100	47
<b>By employment category</b>	<b>按僱傭類別劃分</b>		
Senior management	高級管理人員	100	121
Middle management	中級管理人員	100	67
Others	基層人員	100	43

## Supply Chain Management

The Group adheres to the principle of quality first and attaches great importance to sustainable supply chain management. To standardize supplier selection, evaluation, training, elimination, and nurture competitive and sustainable suppliers, we have formulated internal policies such as the "Supplier Management Policy" (《供應商管理辦法》) and "Procurement Control Procedures" (《採購控制程式》). During the Reporting Period, we have improved supplier selection and ESG management matters to ensure strict compliance with requirements in selecting and managing suppliers.

During the Reporting Period, after statistical analysis, we identified a total of 109 major qualified suppliers (2022: 103), all located in mainland China. These suppliers underwent evaluations covering aspects such as supply quality, delivery times, and service quality.

The Group has established a mechanism for supplier stock-in and exit. Suppliers are classified and managed based on the materials they supply. We develop supplier development plans for important materials according to the annual production plan and the current supplier list, and then select suppliers based on these plans. Leveraging our procurement platform system, we strengthen communication and supervision with suppliers, conduct regular evaluations, and ensure that suppliers have the ability to provide products and services that meet the Company's requirements.

## 供應鏈管理

本集團堅守質量第一的原則，高度重視供應鏈可持續管理。為規範供應商選擇、評價、培養及淘汰、培養具有競爭力的可持續發展供應商，我們制定《供應商管理辦法》及《採購控制程序》等內部政策，並於報告期內完善供應商選擇及ESG管理事宜，確保嚴格按照要求甄選並管理供應商。

報告期間，經統計後，主要合格供應商共109家（2022年：103家），全部位於中國內地，報告期內已全部進行包括供貨質量、交貨時間、服務素質等評估。

本集團建立有供應商准入與退出機制。按供貨物資對供應商進行分級、分類管理，按照年度生產計劃及供應商列表現狀，制定重要物資供應商開發方案，並按方案進行供應商的選擇。過程中依託採購平台系統加強與供應商的溝通和監督，定期對供應商進行評價，確保供應商具有提供滿足公司規定要求的產品和服務的能力。

## Supplier Stock-in, Review, and Exit 供應商准入、審核、評價、退出環節



### Supplier ESG Management

We prioritize the sustainable development of our supply chain, particularly in Supplier management. We encourage suppliers to adopt environmentally friendly production methods, reduce resource consumption and environmental pollution, and gradually require suppliers to obtain certifications for quality, occupational health, and environmental management systems. We integrate ESG principles into their business management and operations. Currently, we require suppliers to sign a "Compliance Commitment Letter" (「合規承諾書」), requiring them to comply with ESG management requirements such as product quality, labor standards, environmental management, and ethical business conduct. Each supplier commits to and assumes corresponding corporate social responsibilities. During the Reporting Period, we conducted two special training sessions on Green Supply Chain and Anti-Corruption, with a total of over 300 participants. Additionally, we issued an ESG questionnaire survey to key suppliers to preliminarily assess their ESG performance and have begun implementing Green Supply Chain management practices.

### 供應商ESG管理

我們注重供應鏈的可持續發展，在供應商ESG管理方面，我們鼓勵供應商採取環保生產方式，降低資源消耗和環境污染，並逐步要求供應商進行質量、職業健康及環境管理體系認證，將ESG理念融入其業務管理和經營中。目前我們要求供應商簽訂「合規承諾書」，要求其遵守產品質量、勞工準則、環境管理以及道德商業操守等ESG管理要求，各供應商均承諾並擔當相應的企業社會責任。報告期間，我們向供應商開展了綠色供應鏈以及反貪污兩個專題培訓，累計參加人次300餘人；同時向重要供應商發佈ESG問卷調查，初步了解供應商ESG表現，逐步開始進行綠色供應鏈管理。

### Case Study: Building a New Model for Collaboration and Development in the Refractory Materials Sector

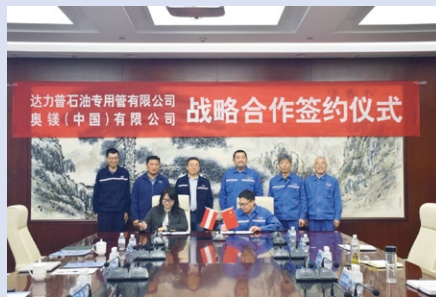
#### 案例：構建耐火材料領域合作發展新模式

During the Reporting Period, the Group signed a strategic cooperation agreement with RHI Magnesita (China) co. ltd. Building upon the foundation of supply chain cooperation, both parties elevated their collaboration to establish a strategic partnership in the refractory materials sector. This partnership aimed to jointly promote cooperation in various long-lasting refractory materials for high-end energy equipment, such as magnesia-carbon bricks for smelting, electric furnaces, ladles, and tundishes, in order to improve production efficiency and product quality.

報告期內，本集團與奧鎂(中國)有限公司簽署戰略合作協定。雙方在供應鏈合作基礎上再升級，在耐火材料領域建立戰略合作夥伴關係，共同推動高端能源裝備配套產品冶煉用鎂碳磚、電爐、中包、鋼包等各類耐火材料長壽命方面的合作，以提高生產效率和產品品質。

RHI Magnesita is a globally leading manufacturer of refractory materials, with its products widely used in various industries including steel, cement, non-ferrous metals, and glass. It enjoys a high reputation in both domestic and international markets. This strategic cooperation focused on various types of refractory materials used in new clean steelmaking processes, covering six cooperation directions including extending the lifespan of electric furnaces, technology for steel tapping from electric furnace cones, and temperature measurement technology (Super Brick) for ladles and tundishes. By leveraging their respective strengths and combining their industry layouts and positioning, both parties jointly built a new model for collaboration and development in the refractory materials sector.

奧鎂集團是全球領先的耐火材料生產商，其產品廣泛應用於包括鋼鐵、水泥、有色金屬和玻璃在內的各種行業，且在國內外市場享有高度信譽。此次戰略合作圍繞新型潔淨鋼冶煉所用各類耐火材料，形成電爐爐齡提升、電爐錐形出鋼口技術、鋼包及中間包線上測溫技術(Super Brick)等六項合作方向。雙方通過發揮各自優勢，結合各自產業佈局和定位，共同構建耐火材料領域合作發展的新模式。



## Product Responsibility

Corporate culture on quality – Every piece is for the user, every piece constitutes a market, and every piece creates the brand. One pipe, one well, one tube, one market.

Product quality is the lifeblood of an enterprise. At Dalipal, we adhere to the philosophy of continuous improvement, along with a rigorous and meticulous approach, in strict compliance with laws and regulations related to product health and safety, labelling, and privacy matters, including but not limited to the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》), the Civil Code of the People's Republic of China (《中華人民共和國民法典》) and the Hong Kong Personal Data (Privacy) Ordinance (Cap.486) (香港法例第486章《香港個人資料(私隱)條例》) etc. We firmly regard quality as our business card and believe that products reflect our integrity. We consistently implement comprehensive quality management, exercising strict control over product quality through full-team, full-process, and full-element approaches.

### **Continuously Improving Quality Management System**

The Group continuously improves the quality management system, strengthens product quality supervision and control, enhances the quality awareness of all employees, and promotes the standardization of quality. With the aim of ensuring product quality, safety performance, and enhancing customer satisfaction, we have formulated a quality policy of "Quality First, Customer Foremost; Continuous Improvement, Striving for Excellence; Providing First-Class Products and Services to Customers." We have established comprehensive quality management systems such as the "Quality Risk Identification, Assessment, and Control Management Procedure" (《品質風險識別、評估與控制管理程式》) to identify and assess risks and opportunities in raw material procurement, product manufacturing, and product testing processes. This ensures that quality risks are manageable during the product production process. Through training, meetings, and publicity efforts, we communicate these quality standards to all employees, fostering a quality culture of "Customer-Centric, Market-Oriented, and Brand-Building" at every level. During the Reporting Period, the Group did not experience any serious violations of quality management-related laws and regulations that had a significant impact on the Group.

## 產品責任

企業文化之質量觀一根根為用戶，件件是市場，根根件件創品牌。一根管一口井，一根管一個市場。

產品質量是企業的生命，達力普秉持精益求精的理念，以及嚴謹、嚴格的勇氣，嚴格遵守包括但不限於《中華人民共和國產品質量法》、《中華人民共和國民法典》及《香港個人資料(私隱)條例》等產品健康及安全、標籤及私隱事宜相關的法律及法規，堅定地將質量視為企業名片，認為產品即人品，始終貫徹全方位的質量管理，對產品質量進行全員、全過程及全要素的嚴格控制。

### **持續完善質量管理體系**

本集團持續完善質量管理體系，加強產品質量監督管控，提升全員質量意識，推進質量標準化建設。以確保產品質量、安全性能、增強顧客滿意為目的，制定「質量為本，用戶至上；持續改進，爭創一流；為客戶提供一流的產品和服務」的質量方針，建立《質量風險識別、評估與控制管理程序》等完善的質量管理制度，確定原材料採購、產品製造、產品檢測等各環節需要應對的風險和機遇，確保產品生產過程中質量風險可控，並通過培訓、會議、宣傳等方式傳達至全體員工，打造「根根為用戶、件件是市場，根根件件創品牌」的質量文化。於報告期間，本集團並無嚴重違反對本集團造成重大影響的質量管理相關法律及法規的情況。



The Company has obtained certifications for its quality management systems, including API Q1, ISO quality management system, and product certifications such as API 5CT/API 5L, and API 5DP from the American Petroleum Institute. These certifications ensure product quality through system construction and implementation of lean production principles. The Company's testing and experimental center has been accredited by the China National Accreditation Service for Conformity Assessment (CNAS), providing a quality guarantee for high-quality and high-performance product manufacturing. In 2023, the Company was honored with accolades such as "Hebei Province Manufacturing – Single-item Champion Enterprise," "Hebei Province Integrity Enterprise," and "Enterprise credit rating certificate AAA" for its outstanding achievements.

公司先後已取得API Q1質量管理體系認證、ISO質量管理體系認證、美國石油學會API 5CT/API 5L及API 5DP產品認證，從制度體系建設上保障產品質量，落實精益生產；公司檢測實驗中心獲得國家認可委實驗室CNAS認證，為高質量、高性能產品製造提供質量保證；2023年榮獲「河北省製造業單項冠軍」、「河北省誠信企業」、「企業信用等級證書AAA級」等榮譽稱號。



During the Reporting Period, the Group continued to improve and unify the job operation standards, enhance the monitoring efforts, and promote the establishment of quality system management thinking among all employees to ensure the effective operation of the quality system. During the Reporting Period, the internal and external API Q1 quality management system certification and ISO quality management system certification audit were completed, and 15 quality improvement tasks were carried out. Establish an enterprise standard quality control system, focus on the characteristics of product structure, and complete Q/DLP 104-2023 "DLP80S/SS, DLP90S/SS, DLP95S/SS Anti-sulfur Oil Casing – this year Technical Conditions for Delivery" and QDLP-002-2023 "Seamless Steel Pipes for Trenchless Drill Pipe Body" were recorded, and participated in the formulation of the industry standard YB/T 6068-2022 "Technical Specification for Oxygen Supply for Electric Arc Furnace Steelmaking", which was officially released and implemented in April 2023.

報告期內，本集團不斷完善並統一崗位作業標準，提高監控力度，促進全員樹立質量體系管理思維，確保質量體系得到有效運行。年度內完成內外部API Q1質量管理體系認證、ISO質量管理體系認證審核工作，開展15項質量提升工作。建立企標質量管控系統，圍繞產品結構特點，本年度完成Q/DLP 104-2023《DLP80S/SS、DLP90S/SS、DLP95S/SS抗硫油套管—交貨技術條件》和QDLP-002-2023《非開挖鑽桿管體用無縫鋼管》兩項企業標準備案；參與制定YB/T 6068-2022《電弧爐煉鋼供氧技術規範》行業標準，並於2023年4月份正式發佈實施。

### **Maintain product competitiveness**

To maintain the competitiveness and brand value of the Group, we focus on market and customer demands, benchmark against industry leaders, continuously optimize processes, enhance product quality, actively drive technological innovation, and improve manufacturing techniques. We also apply for intellectual property rights for our seamless steel pipe products and manufacturing technologies. We actively promote supply chain management with a comprehensive system for supplier stock-in, review, and assessment. This ensures quality control throughout the entire process, constantly selecting excellent suppliers to ensure our products are made from high-quality materials. We continuously strengthen the management of raw material procurement, promote quality warnings, share information, and supervise in real-time to enhance the quality of raw materials through an effective management system. During the Reporting Period, we successfully obtained certification from international petroleum companies and were included in the supplier lists of Sonatrach S.P.A., the largest oil company in Africa, and Sumitomo Corporation in Japan. This demonstrates the international recognition of our brand in the global market. Furthermore, breakthrough progress has been made in the research and development as well as sales of new products, enriching our product portfolio and enhancing the competitiveness of the Dalipal brand.

### **維持產品競爭力**

為了維持集團的競爭力和品牌價值，圍繞市場和客戶需求，對標一流、持續優化，提升產品質量，積極推動技術創新，提升工藝，並為無縫鋼管產品和製造技術申請知識產權。我們積極推進供應鏈管理，設有完善的供應商准入、評估、考核體系，實現質量全流程管控，不斷篩選優秀的供應商，確保我們的產品使用高品質原材料製成。我們持續強化原輔料採購管理，推動質量預警，信息分享，實時跟蹤監督，通過有效的管理體系提升原輔料質量。於報告期間我們成功通過國際石油公司認證，入圍非洲第一大石油公司阿爾及利亞索納塔克公司（「SONATRACH」）及日本住友商事株式會社（「住友商社」）供應商名單，彰顯我們的品牌受到國際市場的認可；新產品的研發和銷售亦取得突破性進展，不斷豐富公司自我產品樹，提升達力普品牌的競爭力。

### **Case Study: Economical Corrosion-resistant Oil Casing Contributes to Cost Reduction and Efficiency Improvement for Customers**

#### **案例：經濟型耐腐蝕油套管助力客戶降本增效**

The Company conducted customized product design based on the corrosion conditions of coalbed methane, developing economical corrosion-resistant oil casings DLP80-2Cr and DLP80-3Cr. Among them, the 3Cr material anti-corrosion oil casing underwent a pilot test from Well 2-58 to Well 3 in the Xinzhou Gas Management Area. The low-chromium alloy material anti-corrosion oil casing achieved excellent results during on-site evaluation, with the corrosion rate reduced by 89%. The expected service life increased from the 80 days recorded for N80 oil casings to approximately 280 days, assisting PetroChina's coalbed methane BaoDe Block in creating a new model of material anti-corrosion treatment, encompassing "coating, spraying, hot melt, and material" types.

公司根據煤層氣的腐蝕條件進行了定制化的產品設計，開發了經濟型耐腐蝕油管DLP80-2Cr、DLP80-3Cr，其中3Cr材料防腐油管在忻州採氣管理區保2-58向3井進行先導試驗，該低鉻合金材料防腐油管現場階段評價獲得良好效果，材料腐蝕速率降低89%，預計服役壽命從井史記錄的N80油管的80天延長至約280天，助力中石油煤層氣保德區塊打造材料防腐管治「包覆型、噴塗型、熱熔型、材料型」的新模式。

### Case Study: Development and Mass Production of L80-13Cr Oil Pipe

#### 案例：L80-13Cr油管開發並形成批量生產

Due to the prominent CO<sub>2</sub> corrosion failure in gas well exploitation and the increasing demand for 13Cr pipes in CCUS projects for CO<sub>2</sub> collection and transportation, the Company embarked on independent research and production of 13Cr seamless pipe products. Starting with L80-13Cr, the Company explored two manufacturing processes: one involving pre-heat rolling followed by cold rolling for extended production cycles, and another involving fully autonomous hot rolling. The Company successfully delivered its first export order of 88.9\*6.45 EU L80-13Cr oil pipes, marking a milestone in its production capabilities.

基於氣井開採的突出CO<sub>2</sub>腐蝕失效，以及不斷增多的CCUS項目中CO<sub>2</sub>的收集、輸送對13Cr管道的需求，公司加入13Cr無縫管產品自主研究生產行列，以L80-13Cr為起步，研究儲備了先熱軋再冷軋長流程製造和全自主的熱軋製造兩種工藝，並成功完成了公司首個88.9\*6.45 EU的L80-13Cr油管出口訂單的交付。



### Case Study: Company's Marketing Team Participates in the 2023 Abu Dhabi International Petroleum Exhibition and Conference (ADIPEC)

#### 案例：公司營銷團隊參加2023年阿布扎比國際石油展(ADIPEC)

During the Reporting Period, the Company participated in the 2023 Abu Dhabi International Petroleum Exhibition and Conference (ADIPEC). The booth attracted old clients such as Kuwait Oil Company ("KOC") and Marubeni-Itochu Steel Inc., as well as internationally renowned oil companies like Saudi Arabian Oil Company ("Saudi Aramco") and Abu Dhabi National Oil Company ("ADNOC"). The exhibition was an opportunity to promote and showcase the company's excellent image, further consolidating and enhancing the Dalipal brand's visibility in the international market.

報告期內公司參與了2023年阿布扎比國際石油展(ADIPEC)，展台吸引了科威特石油公司、伊藤忠丸紅等老客戶及沙特阿美Saudi Aramco、阿布扎比石油公司ADNOC等國際知名石油公司關注，宣傳、展示了企業良好形象，進一步鞏固和提升了DALIPAL品牌在國際市場的知名度。



Corporate culture on service – Anticipate what customers think, respond promptly to customers' urgent needs, and meeting customers' demands is our eternal goal. We adhere to the belief that service creates value and strive to enhance service value.

### Complaint Handling

The Group is eager to listen to customer feedback as it helps us understand consumer needs and inspires continuous improvement in our services and products. To achieve this, we have established a customer complaint mechanism to promptly understand customer demands and feedback. Customers can provide feedback to the Group through verbal communication, phone calls, emails, faxes, visits, or other means. The Marketing Center has set up a Sales Objection Ledger in accordance with the "Sales Objection Management Regulations" (《銷售異議管理規定》) to record and analyze various issues raised by customers, create case studies, and disseminate them to employees for learning purposes. If any substandard products are identified, they will be recalled and processed centrally.

During the Reporting Period, we expanded the "technology + service model" to strengthen technical exchanges and after-sales service in emerging markets, increased the frequency of technical exchanges, and improved service effectiveness. We strengthened the organization of after-sales service, providing timely after-sales service for key products and first-time customers, tracking and guiding customers in product usage, and increasing customer trust. Internally, we focused on improving packaging, loading efficiency, basic management, and enhancing the professional capabilities of business personnel. This year, the overall customer satisfaction score was 97.42, with no complaints received regarding products or services, and no products requiring recall due to safety or health reasons.

企業文化之企業服務觀—想客戶之所想，急客戶之所急／滿足客戶的需求就是我們永遠的目標。堅持服務創造價值，實現服務增值。

### 投訴處理

本集團樂於聆聽客戶意見，客戶反饋有利於我們了解消費者的需求，從而啟發我們持續改善我們的服務和產品。為此，我們建立顧客投訴機制，及時了解客戶訴求與反饋。客戶可透過口頭、電話、郵件、傳真、來訪或其他形式向本集團反映意見。營銷中心按照《銷售異議管理規定》建有銷售異議台賬，對客戶所反饋的各項問題進行記錄和分析，形成案例並向員工進行傳遞和學習。如有發現不符合質量的產品，將對相關產品開展回收程序，並進行集中處理。

報告期間，我們拓展了「技術+服務模式」，對三新市場加強技術交流和售後服務，增加技術交流頻次，提升服務效果；加強售後服務組織，對重點產品、首次客戶及時組織售後服務，跟蹤、指導客戶使用，增加客戶信任；內部對打包、裝車效率、基礎管理改進等方面進行重點改善，提升業務人員專業能力。本年度，顧客綜合滿意度為97.42分，並未有接獲關於產品及服務的投訴，同時未有產品因安全與健康理由而需回收。

External customer complaint handling rate  
外部客戶投訴／抱怨解決率

100%

Overall customer satisfaction score  
顧客綜合滿意度

97.42分



### Privacy Protection

The Group is well aware of its responsibility to protect customer personal data and is committed to ensuring customer privacy throughout the business processes. We handle customer, employee, data, supplier, and any external partner information with utmost care. We have established a Confidentiality Management Policy (《保密管理制度》) and the Management Rules of Confidential Personnel (《涉密人員管理細則》), which clearly stipulate that customer information should not be disclosed to personnel outside of their normal duties. It also outlines confidential matters, key areas of confidentiality, and a list of important personnel involved in confidentiality, and we instill awareness of confidentiality among employees through various means.

During the Reporting Period, combined with the requirements of the Company's system, we carefully sorted out the relevant business processes and policies of the confidentiality module, organized all functional units to carry out confidentiality work and self-inspection of confidentiality matters, focusing on checking and resetting the authority of customer information and microdisk files.

The Group has also placed increasing emphasis on information security. In 2023, the Company formulated a plan for information security mechanism construction, conducted offensive and defensive drills and penetration testing on existing information security mechanisms, initiated data storage and security upgrade projects, and prioritized protection of network areas where core data is stored. The entire security mechanism of the Company was divided into eight zones for management, establishing an information security zone management mechanism. Additionally, the external network boundary firewall was enabled with intrusion defense and antivirus features to detect and block intrusion attempts and malicious code. A data backup integrated machine was deployed to regularly backup core data to prevent data loss. For all information systems published on the external network, VPN encryption channels and HTTPS encryption protocols were added to ensure data integrity and confidentiality.

If anyone is found to have disclosed customer confidential information without authorization, we will impose strict disciplinary measures, and in severe cases, termination of employment may be considered.

### 私隱保障

本集團深知保護客戶個人資料的責任，承諾在業務過程中全面保障客戶的隱私權，嚴謹對待客戶、員工、數據、供應商以及任何外部夥伴的資料。我們已經建立了《保密管理制度》和《涉密人員管理細則》，其中明確規定客戶資料不得向正常職責以外的人員進行披露，並清楚列明了涉密事項、保密要害部位和重要涉密人員的名單，通過多種途徑向員工灌輸保密意識。

報告期內，結合公司制度要求，對保密模塊相關業務流程及制度文件進行了細致梳理，組織各職能單位開展保密工作及保密事項管控自查，重點對客戶信息和微盤文件進行了檢查和權限重置；同時在滿足工作需要的前提下，我們對客戶名稱等核心信息進行了加密設置、權限隔離和壓縮，限制客戶核心信息的知悉範圍。

本集團亦愈發重視信息保密工作，2023年，公司制定信息安全機制建設方案，對現有信息安全機制進行攻防演練及滲透測試，開展數據存儲及安全升級項目，對核心數據所在網絡區域進行重點保護，將公司整個安全機制分為八個區域進行管理，建立信息安全區域管理機制。同時將外網邊界防火牆開啟入侵防禦功能、防病毒功能對入侵行為和惡意代碼進行檢測和阻斷；部署數據備份一體機，對核心數據進行定時數據備份，防止數據丟失；對所有發佈到外網的信息系統，增加VPN加密通道、HTTPS加密協議來保證數據的完整性和保密性。

若發現任何人未經授權而披露客戶保密資料，我們將給予嚴肅的紀律處分，嚴重者可能終止僱用。



## Intellectual Property Rights

The Group recognizes that intellectual property is an intangible asset obtained through the efforts of others, and therefore, we actively protect intellectual property to ensure that we will not be involved in infringement cases. The Group has obtained GBT 29490-2013 Intellectual Property Management System certification and has established policies such as the “Intellectual Property Rights Management Control Procedures” (《知識產權管理控制程序》) and the Intellectual Property Rights Operation Control Procedures (《知識產權運行控制程序》) to maintain and safeguard intellectual property. During the Reporting Period, the Group applied for 29 patents, acquired 13 new patents, and obtained 5 new software copyrights. We also received honors such as the “National Intellectual Property Advantageous enterprises”, and we are aware that any major intellectual property-related matters have not had an impact on the Company.

### Innovation Incentives

The Group adheres to the belief that “innovation is the source of development and the main theme of enterprise development,” embracing openness, keeping pace with the times, proactively seeking change, and adapting to changes. We continuously improve the innovation system, vigorously collect and promote innovative initiatives in technology, management, and other aspects, persist in technological innovation, and promote quality improvement.

In order to fully mobilize the innovation initiative and enthusiasm of employees and reward employees and teams who have made outstanding contributions to scientific and technological innovation, the Company has increased investment in innovation incentives, established management documents such as “Management Innovation Implementation Measures” (《管理創新實施辦法》) and “Scientific and Technological Innovation Management Measures” (《科技創新管理辦法》), and submitted a total of 236 rationalization suggestions and 24 management improvement projects in 2023. During the Reporting Period, we built and continuously optimized the “innovation incubation platform” for all employees, continuously stimulated the innovation vitality of employees, promoted the transformation of innovation achievements, continued to create an innovation atmosphere for full participation, comprehensively improved the Company’s technology and management level, and helped the Company to innovate and develop new momentum. In 2023, a total of 502 proposals were received for the innovation incubation platform.

## 知識產權

本集團了解知識產權是他人努力研發所得的無形資產，因此我們積極進行知識產權的保護，確保我們不會涉及侵權案件。本集團已通過GBT 29490-2013知識產權管理體系認證，制定有《知識產權管理控制程序》、《知識產權運行控制程序》等制度文件，以維護和保障知識產權。報告期間，本集團申報專利29項，新增獲得專利13項，新增軟件著作權5項；獲得河北省「優秀」企業技術中心、國家知識產權優勢企業榮譽稱號，我們知悉任何涉及任何重大的知識產權相關事宜，這些事宜並未對企業產生影響。

### 創新激勵

本集團秉承「創新是發展之源，是企業發展的主旋律」理念，開放共享，與時俱進、主動求變、以變應變。不斷健全創新體系，在技術、管理等層面大力搜集並推廣創新舉措，堅持技術革新，推動質量進步。

為充分調動員工的創新主動性和積極性，獎勵在科技創新工作中作出突出貢獻的員工和團隊，公司加大創新激勵投入，建立《管理創新實施辦法》和《科技創新管理辦法》等管理文件，2023年共計提報合理化建議236項，管理提升項目24項；報告期內搭建並持續優化全員「創新孵化平台」，不斷激發員工創新活力，促進創新成果轉化，持續打造全員參與的創新氛圍，全面提升公司的技術和管理水平，助力公司創新發展新動力。2023年創新孵化平台共計收到502項建議。



### Case Study: Optimization of the “Zhangjianji increases wall thickness” Process Shows Effective Results

#### 案例：張減機增壁工藝優化顯成效

In 2023, the Company combined the product structure and fully utilized the characteristics of continuous rolling production line technology to explore a rolling process suitable for high yield of medium and thick-walled pipes. This initiative aimed to reduce material loss and eliminate ineffective material waste. As a result, the yield rate of the 5-1/2 series oil casing products increased by more than 1.5%, and the average yield rate of oil cylinder tube products improved by approximately 2%. The optimization of the wall thickness increase rolling process not only enhanced the yield rate but also reduced manufacturing costs. It provided more adjustment directions for the company's small-batch contract production processes and enhanced the flexibility of production organization and on-site operation rates.

2023年，公司結合產品結構，充分利用連軋產線工藝特點，摸索一套適合於中厚壁管高成材率軋制工藝，減少材料損失以及帶來的材料的無效浪費。實現油套管5-1/2系列產品成材率提升1.5%以上、油缸管產品平均成材率提高2%左右。增壁軋制工藝的優化在提升成材率的同時降低了製造成本，為公司小批量合同生產工藝提供了更多的調整方向，也提升了生產組織的靈活性和現場作業率。

### Case study: Self-developed Dalipal Visitor Management System

#### 案例：自主研發廢鋼自動計量系統

To improve the efficiency of visitor access card processing, we systematically identified issues in the paper-based entry-exit card application, production, usage, and retrieval processes. Starting in November 2022, the Company launched the “Visitor Management System – External Visitor Entry-Exit Information Management Enhancement Project.” This system is based on an Internet WEB architecture platform, developed using the ThinkPHP5 backend framework and LayUI frontend framework. It integrates both mobile and PC platforms, enabling end-to-end management of visitor applications, approval, and entry-exit processes during the Reporting Period.

為提高來訪人員進出廠證件辦理速率，我們系統梳理了紙質出入證在申請、製作、使用、催回等環節存在的問題，自2022年11月份，公司啟動「外來人員進出廠登記信息化管理提升項目—訪客系統」，該系統依託於互聯網WEB架構平台，基於ThinkPHP5後台框架，LayUI前端框架開發。集成手機端、PC端，本年度實現來訪人員申請、審批、進出廠全流程管理。

## Intelligent Manufacturing

The Group values innovation-driven development and follows the path of quality development, implementing manufacturing intelligence and digital management. It is committed to integrating new-generation industrial Internet technologies, deeply integrating cutting-edge technologies such as 5G, Internet of Things (IoT), cloud computing, big data, and artificial intelligence (AI), to achieve customized, flexible, and green manufacturing. This includes creating dark factories, digital twin factories, and green factories to comprehensively enhance the Company's overall competitiveness and core competitiveness.

## 智能製造

本集團注重創新驅動發展，秉承精品發展之路，實施製造智能化，管理數字化，致力於整合新一代工業互聯網技術，深度融合5G、物聯網、雲計算、大數據、人工智能等前沿科技，實現定制化、柔性化、綠色化製造，打造黑燈工廠、孿生工廠及綠色工廠，全面提升企業綜合競爭力和核心競爭力。

### Case study: Songbo System Optimization and Upgrade

#### 案例：松博系統優化升級

In 2022, the Company independently developed the Songbo System and continued to optimize it during the Reporting Period. Detailed analysis was conducted on data such as system inspection overtime information, equipment abnormal occurrences, personnel inspection anomaly hit rates, and inspection cycles. In response to various needs, the system's daily and weekly reporting functionalities were enhanced, allowing it to automatically push analyzed data to relevant personnel's enterprise WeChat accounts on time. This improvement provides strong data support for equipment management, ensuring the accuracy and timeliness of management decisions. These measures contribute to fully unleashing the potential of the Songbo System and enhancing the efficiency and precision of equipment management.

2022年公司自主開發松博系統，報告期內持續進行優化，對系統點檢超時信息、設備異常次數、人員巡檢異常命中率以及巡檢周期等數據進行詳細分析，綜合多方需求增加日報與周報功能，使系統能夠自動將分析數據按時推送到相關人員的企業微信中，為設備管理提供了有力的數據支持，確保管理決策的準確性和及時性，這一改進措施有助於充分發揮松博系統的潛力，提升設備管理的效率與精準度。

During the Reporting Period, the Company obtained “National Green Factory”. It possesses the first intelligent pipe turnover warehouse in Asia, four sets of intelligent coupling thread processing units, an intelligent processing production line for oil casing, and various automatic inspection equipment. Additionally, it has a data command center to monitor the operation status and production data of all production lines in real time, effectively supporting the Company’s efficient and intelligent operation. During the Reporting Period, the Company carried out intelligent transformation for scrap steel measurement and grading, improving the efficiency and accuracy of scrap steel inspection.

報告期內，公司已取得國家級綠色工廠認證，擁有全亞洲第一例石油管智能周轉庫、4套接箍螺紋智能加工單元、油套管智能加工生產線以及各項自動檢測設備，同時擁有數據指揮中心，即時掌控所有生產線的運行狀態及生產數據資訊，有效支撐公司高效、智能化運轉。報告期內公司針對廢鋼計量和判級進行智能化改造，提升廢鋼檢驗環節工作效率和準確性。

### Case Study: Launch of Intelligent Scrap Steel Grading System

#### 案例：上線廢鋼智能判級系統

The Company’s previous scrap steel grading mainly relied on visual inspection and auxiliary tools for measurement, lacking objective, consistent, and digital detection methods. Additionally, due to the diverse types and complex shapes of purchased scrap steel, there were hidden risks in quality control and low inspection efficiency. To improve accuracy, efficiency, and working conditions for employees, the Company actively introduced an intelligent scrap steel grading system. Through remote operation and monitoring, the system enables automatic vehicle allocation and tracking, automatic photo analysis and grading, automatic impurity removal and grading, and automatic generation of grading reports sent to the ERP system, while also featuring data traceability functionality. The deployment of this system significantly reduces the labor intensity of employees and promotes safe, precise, and efficient operation in scrap steel inspection work.

公司原有廢鋼判級主要靠人工目測、輔助工具測量，沒有客觀恒定、數字化的檢測手段，且由於廢鋼採購種類較多、料型複雜，在質量監控方面存在隱患且檢驗效率低，為提高工作準確性、工作效率以及改善員工工作環境，公司積極引入廢鋼智能判級系統，人工通過遠程操作和監控，可實現車輛自動分配、自動跟蹤，廢鋼自動拍照分析、自動判級與扣雜、自動出具判級報告並發送ERP系統，同時具有數據追溯功能。該系統的上線大大降低員工的勞動強度，促進了廢鋼檢驗工作的安全、精準、高效運行。



### Case Study: Development of Autonomous Scrap Steel Weighing System

#### 案例：自主研發廢鋼自動計量系統

In 2023, the Company identified that the existing scrap steel weighing system was manual and required operators to perform operations. After a comprehensive analysis of the entire scrap steel loading and weighing process, as well as an in-depth analysis of weighbridge operator positions, the Company decided to develop an autonomous scrap steel loading and weighing system with unmanned operation. The system is an H5 application developed based on JavaScript + ASP.Net Core, and it achieved synchronized display across multiple device terminals for the first time. The system automatically records the start time, end time, net weight per load, and total weight of each load during the loading process. It also generates documents in the background, automatically calculates the total weight per furnace, and calculates the total weight of loading for each month, reducing the time required for electric furnace and logistics accounting. Utilizing MongoDB database, the system ensures synchronized operations across multiple devices, with consistent content display and real-time synchronization of operations among all devices.

2023年，公司發現現有廢鋼跨計量系統單一，需要司磅員手動進行操作，經過對廢鋼上料計量全業務梳理，對司磅員崗位全面分析，公司決定自主開發廢鋼上料自動計量無人化操作。該系統是一種基於JavaScript + ASP.Net Core 開發的H5應用，首次實現了多設備終端同步顯示。系統自動計量加料開始時間、加料結束時間、單次加料淨重、加料總重，並在後台自動生成單據，自動計算每爐總重，每月自動計算當月加料總重，減少電爐、物流核算時間。利用MongoDB數據庫，實現多設備同步操作，各設備之間展示內容相同，操作實時同步。

### Community investment

#### Practice public welfare and charity

The Group regards contributing to society as one of its focus areas and has been consistently giving back to the community, fostering harmonious development with residents. We strive to contribute to projects that promote community development, hire sustainable development professionals for expert advice, and assist in planning activities related to environmental and social responsibility.

During the Reporting Period, the Group actively participated in various public welfare activities, including employee mutual assistance one-day donations, voluntary blood donations, donations on "99" public welfare days, donations to disaster areas, volunteer services, and more. The total amount donated amounted to RMB108,300.

### 社區投資

#### 踐行公益慈善

本集團得視貢獻社會為其中一個主要關注議題，並一直回饋社區，與當地居民共融發展。我們竭力為推動社區發展的項目作出貢獻，聘請可持續發展專業顧問，尋求專業意見，並協助策劃與環境社會責任相關之活動。報告期內，本集團積極參與職工互助一日捐、無償獻血、「99」公益日捐贈、災區公益事業捐贈、志願者服務等多項公益事項，共捐贈金額共計人民幣10.83萬。

### Case Study: Employee Mutual Assistance One-Day Donation

#### 案例：職工互助一日捐

The Group's labor union organized the "Employee Mutual Assistance One-Day Donation" activity, actively mobilizing all employees to generously donate and show their love and care. A total of RMB66,450 was raised and fully handed over to the Cangzhou Bohai New Area General Union to assist families of employees facing difficulties. Every small contribution adds up to a great act of kindness. The Company will continue to carry out "Employee Mutual Assistance One-Day Donation" and other social welfare activities, bringing warmth and assistance to more families in need and embodying the corporate mission of "creating harmony for society" through practical actions.

本集團工會組織開展了「職工互助一日捐」活動，積極動員全體員工踴躍捐款獻愛心。共募集善款66,450元，全部上繳滄州渤海新區總工會用於幫扶困難員工家庭。涓涓細流匯成海，點滴善舉鑄大愛。公司將堅持開展「職工互助一日捐」及其他社會公益活動，為更多困難員工家庭送去溫暖與救助，以實際行動詮釋「為社會創造和諧」的企業宗旨。



### Case Study: Over 100 "Oil Blue" Employees Donate Over 30,000 Milliliters of Blood

#### 案例：百餘名「石油藍」無償獻血超3萬毫升

On 14 June 2023, which marked the 20th World Blood Donor Day, the Company organized a voluntary blood donation activity. More than 110 employees enthusiastically signed up, and the cumulative total of blood donated reached 30,800 milliliters. At the event, under the guidance of medical personnel, everyone proceeded in an orderly manner to donate blood on the blood donation vehicle. Among the blood donors were both "rookies" participating for the first time and "veterans" who had donated blood multiple times. They rolled up their sleeves, clenched their fists, and contributed their humble efforts to the relay of life.

2023年6月14日是第20個世界捐血日，公司組織開展了無償捐血活動，110餘名員工踴躍報名參加，累計捐血總量達30,800毫升。活動現場，在醫護人員的引導下，大家依次有序到捐血車上進行採血。捐血隊伍中，既有初次上陣的「新兵」，也有多次堅持捐血的「老將」，他們挽起衣袖，攥緊拳頭，盡自己的微薄之力為生命接力。



### Case Study: National Volunteer Day Special Event

#### 案例：國家志願者日專題活動

To promote the spirit of “dedication, friendship, mutual assistance, and progress” and to unite the strength of volunteer services, the Company's labor union collaborated with the Gangcheng District Work Department to carry out various heartwarming volunteer service activities. These activities included comforting special children, environmental cleaning initiatives, assisting students on the streets, and more.

為弘揚「奉獻、友愛、互助、進步」的志願精神，凝聚志願服務力量，公司工會攜手港城區群團工作部開展了包括慰問特殊兒童、環境清潔、馬路助學等多項暖心志願服務活動。



### Case Study: Showing Care for Firefighter “Blue Friends” – August 1st Warmth and Comfort

#### 案例：情繫消防「藍朋友」，八一慰問暖心懷

In order to ensure the safety of people's lives and property, firefighters bravely fought on the frontlines despite the scorching heat. As the August 1st Army Day approached, the Company organized a “Welcoming August 1st” summer coolness event to express gratitude to the Cangzhou Bohai New Area Shuhangang Road Fire Station. Both sides hope to achieve further cooperation and mutual benefit in the joint construction of firefighting enterprises by conducting on-site firefighting drills, firefighting training, safety production lectures, etc.

為確保群眾生命財產安全，消防隊員冒著酷暑奮戰在一線，在「八一」建軍節來臨之際，公司開展「迎八一」夏日送清涼活動，為滄州渤海新區疏港路消防站送去節日慰問。同時雙方希望將來可通過開展實地消防演練、消防知識培訓、安全生產知識講座等，在消企共建方面進一步實現合作共贏。





Appendix 1: Key Performance Index

附錄1主要數據指標

Category 類別	Index 指標	2023 2023年	2022 2022年
Corporate Governance 企業管治	Board Diversity 董事會多元化		
	Executive directors (%) 執行董事佔比(%)	55.6	55.6
	Non-executive directors (%) 非執行董事佔比(%)	11.1	11.1
	Independent non-executive directors (%) 獨立非執行董事佔比(%)	33.3	33.3
	Gender (%) 性別(%)		
	– Male – 男性	77.8	77.8
	– Female – 女性	22.2	22.2
	Compliance Management and Anti-corruption 合規管理與反腐敗		
	Anti-corruption Training Coverage (%) 反貪污培訓覆蓋率(%)	100	100
	Concluded legal cases regarding corrupt practices (Cases) 貪污訴訟案件結案數目(件)	0	0
Environment 環境	Penalty (ten thousand RMB) 處罰金額(萬元人民幣)	0	0
	Pollutants 污染物		
	Air Emissions <sup>3</sup> 廢氣排放 <sup>3</sup>		
	Nitrogen oxides (NO <sub>x</sub> ) (tonnes) 氮氧化物(NO <sub>x</sub> )(噸)	31.77	33.96
	Sulfur oxides (SO <sub>x</sub> ) (tonnes) 硫氧化物(SO <sub>x</sub> )(噸)	0.95	1.70
	Particulate matter (PM) (tonnes) 顆粒物(噸)	48.52	39.54

<sup>3</sup> In order to improve the consistency and comparability of the data, the emission data for 2022 (including nitrogen oxides, sulfur oxides and particulate matter) have been relisted according to the actual situation.

<sup>3</sup> 為提升數據的一致性及其可比性，2022年的排放物數據(包括氮氧化物、硫氧化物及顆粒物)已按實際情況重列。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Category 類別	Index 指標	2023 2023年	2022 2022年
Environment 環境	<b>Sewage discharge</b> 廢水排放		
	Sewage (m <sup>3</sup> ) 廢水量(立方米)	3,219.52	2,505.75
	<b>Waste</b> 廢棄物		
	Total Hazardous Waste (tonnes) 有害廢棄物總量(噸)	8,063.69	9,011.19
	Hazardous Waste Intensity (tonnes/revenue in million RMB) 有害廢棄物密度(噸/百萬元人民幣收益)	2.09	2.13
	Total Non-Hazardous Waste (solid waste) (tonnes) <sup>4</sup> 無害廢棄物總量(固體廢物)(噸) <sup>4</sup>	71,620.82	76,778.94
	Non-hazardous waste density (tonnes/revenue in million RMB) <sup>4</sup> 無害廢棄物密度(噸/百萬元人民幣收益) <sup>4</sup>	18.60	18.16
	<b>Water Resources</b> 水資源		
	Total water consumption (m <sup>3</sup> ) 耗水量(立方米)	674,260.39	659,980.00
	Intensity (m <sup>3</sup> /revenue in million RMB) 密度(立方米/百萬元人民幣收益)	175.13	156.10
	<b>Energy consumption</b> 能源耗量		
	Total energy consumption (GWh) 能源消耗總量(吉瓦時)	961.08	1,026.46
	Intensity (GWh/revenue in million RMB) 密度(吉瓦時/百萬元人民幣收益)	0.25	0.24
	Total natural gas consumption (GWh) 天然氣消耗總量(吉瓦時)	488.29	515.32
	Total gasoline consumption (GWh) 汽油消耗總量(吉瓦時)	0.41	0.29
	Total diesel fuel Consumption (GWh) 柴油消耗總量(吉瓦時)	1.4	1.55
	Total Liquefied petroleum gas (LPG) (GWh) 液化石油氣(吉瓦時)	0.03	0.04
	Total purchased electricity consumption (GWh) 外購電力消耗總量(吉瓦時)	470.95	509.26

<sup>4</sup> In order to improve the consistency and comparability of the data, the data and density of harmless waste in 2022 have been rearranged according to the actual situation

<sup>4</sup> 為提升數據的一致性及其可比性，2022年的無害廢棄物數據及密度已按實際情況重列。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Category 類別	Index 指標	2023 2023年	2022 2022年
Environment 環境	<b>Greenhouse Gas Emission (GHG)</b> 溫室氣體		
	Direct GHG emissions (Scope 1) (tonnes CO <sub>2</sub> e) 直接溫室氣體排放量(範圍1)(噸二氧化碳當量)	98,518.15	103,589.58
	Energy indirect GHG emissions (Scope 2) (tonnes CO <sub>2</sub> e) 能源間接溫室氣體排放(範圍2)(噸二氧化碳當量)	268,583.62	295,878.97
	Total (tonnes) 總量(噸)	367,101.77	399,468.55
	Intensity (tonnes/revenue in million RMB) 密度(噸/百萬元人民幣收益)	95.35	94.49
Social 社會	<b>Employee composition</b> 員工劃分		
	Total number of employees 員工總人數(人)	1,658	1,777
	– Mainland China – 中國內地	1,652	1,770
	– Hong Kong – 香港	6	7
	<b>Employment Type</b> 員工僱傭類型		
	Full-time (number of employees) 全職員工人數(人)	1,658	1,777
	Part-time (number of employees) 兼職員工人數(人)	0	0
	<b>– By Gender</b> – 員工性別劃分		
	Male (number of employees) 男性員工人數(人)	1,346	1,456
	Female (number of employees) 女性員工人數(人)	312	321

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## 環境、社會及管治報告

Category 類別	Index 指標	2023 2023年	2022 2022年
Social 社會	<b>– By Age Group</b> <b>– 員工年齡劃分</b>		
	18-30 (number of employees) 18-30歲(人)	486	519
	31-40 (number of employees) 31-40歲(人)	666	705
	41-50 (number of employees) 41-50歲(人)	382	414
	51 or above (number of employees) 51歲或以上(人)	124	139
	<b>Employee Turnover rate</b> <b>員工流失率</b>		
	Total turnover rate (%) 總流失率(%)	18	10
	<b>– By Geographical Region</b> <b>– 員工區域劃分</b>		
	– Mainland China (%) – 中國內地員工(%)	18	10
	– Hong Kong (%) – 香港員工(%)	0	0
	<b>– By Gender</b> <b>– 員工性別劃分</b>		
	– Male (%) – 男性員工(%)	18	9
	– Female (%) – 女性員工(%)	15	16
	<b>– By Age Group</b> <b>– 員工年齡劃分</b>		
	– 18-30 (%) – 18-30歲(%)	31	18
	– 31-40 (%) – 31-40歲(%)	14	9
	– 41-50 (%) – 41-50歲(%)	9	4
	– 51 or above (%) – 51歲或以上(%)	14	5
	Employees returning to work and retaining jobs after maternity/paternity leave rate (%) 產假/陪產假後回到工作和保留工作的員工比例(%)	100	100

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Category 類別	Index 指標	2023 2023年	2022 2022年
Social 社會	<b>Occupational Health 職業健康</b>		
	Employee occupational health inspection rate (%) 員工職業健康體檢率(%)	100	100
	Employee occupational health monitoring management files establishment rate (%) 員工職業健康監護檔案建立率(%)	100	100
	Occupational hazards in the workplace detection rate (%) 作業場所職業病危害因素檢測率(%)	100	100
	Employee social security coverage rate (%) 員工社會保險覆蓋率(%)	100	100
	<b>Employee Training 員工培訓</b>		
	Total training hours (hour) 培訓總時長(小時)	73,569	70,574
	Average training hours (hour) 人均培訓時長(小時)	44	40
	– Senior management training hours (hour) – 高級管理人員培訓時長(小時)	121	212
	– Middle management training hours (hour) – 中級管理人員培訓時長(小時)	67	109
	– Other employee training hours (hour) – 基層人員培訓時長(小時)	43	37
	– Male employee training hours (hour) – 男性員工培訓時長(小時)	44	40
	– Female employee training hours (hour) – 女性員工培訓時長(小時)	47	38
	Total number of trained employees 培訓總人數(人)	1,658	1,777
	Employee training rate (%) 員工培訓率(%)	100	100
	– Senior management training rate (%) – 高級管理人員培訓率(%)	100	100
	– Middle management training rate (%) – 中級管理人員培訓率(%)	100	100
	– Other employee training rate (%) – 基層人員培訓率(%)	100	100
	– Male employee training rate (%) – 男性員工培訓率(%)	100	100
	– Female employee training rate (%) – 女性員工培訓率(%)	100	100

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Category 類別	Index 指標	2023 2023年	2022 2022年
Social 社會	<b>Health and Safety</b> 健康及安全		
	Work-related fatalities (number of people) 因工傷死亡人數(人)	0	0
	Work-related fatalities rate (%) 因工傷死亡比率(%)	0	0
	Lost days due to work injury (days) 因工傷損失工作日數(天)	471	828
	Licensed operators rate (%) 作業人員持證率(%)	100	100
	Special equipment inspection passing rate (%) 特種設備檢驗合格率(%)	100	100
	Special accessories inspection rate (%) 安全附件檢驗率(%)	100	100
	<b>Supply Chain Management</b> 供應鏈管理		
	Number of suppliers 供應商數目(家)	109	103
	<b>Number of suppliers by relevant geographical region</b> 相關地區劃分的供應商數目		
	– Foreign country – 國外(家)	0	0
	– Mainland China – 國內(家)	109	103
	Supplier ESG training (number of participants) 供應商ESG培訓(人次)	312	323
	<b>Product Responsibility</b> 產品責任		
	Percentage of total products sold or shipped subject to recalls for safety and health reasons (%) 因安全與健康原因回收的產品比率(%)	0	0
	Customer complaint rate (%) 客戶投訴解決率(%)	100	100
	Customer satisfactory rate (score) 客戶滿意度(分)	97.42	97.46



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

Category 類別	Index 指標	2023 2023年	2022 2022年
Social 社會	Innovative Development 創新發展		
	Annual patent authorization (number) 年度專利授權數(件)	13	16
	Annual patent application (number) 年度專利申請數(件)	29	24
	Community Contribution 社區貢獻		
	Tax paid (ten thousand RMB) 納稅額(萬元人民幣)	14,137	14,503
	Charity (ten thousand RMB) 公益慈善(萬元人民幣)	10.83	18.59

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

**Appendix 2: Index to Appendix C2  
“Environmental, Social and Governance  
Reporting Guide” to the Listing Requirements  
of The Stock Exchange of Hong Kong Limited**

**附錄2香港聯合交易所有限公司上市  
規定附錄C2《環境、社會及管治報告  
指引》索引**

Subject area 主要範疇	Content 內容	Chapter/Disclosure 對應報告章節
<b>Mandatory Disclosure Requirement</b> 強制披露規定		
<b>Governance Structure</b> 管治架構	<p>A Statement from the board containing the following elements:</p> <ul style="list-style-type: none"> <li>(i) disclosure of the board’s oversight of ESG issues;</li> <li>(ii) the board’s ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer’s business); and</li> <li>(iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer’s business.</li> </ul> <p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> <li>(i) 披露董事會對環境、社會及管治事宜的監管；</li> <li>(ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及</li> <li>(iii) 董事會如何按環境、社會及管治相關目標檢討進度、並解釋它們如何與發行人業務有關連。</li> </ul>	Sustainability Governance 可持續發展管治
<b>Reporting Principles</b> 匯報原則	<p>A description of, or an explanation on, the application of the Reporting Principles (materiality, quantitative, and consistency) in the preparation of the ESG Report.</p> <p>描述或解釋在編備環境、社會及管治報告時如何應用匯報原則（重要性、量化和一致性）。</p>	Reporting Guidelines 報告準則
<b>Reporting Boundary</b> 匯報範圍	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report.</p> <p>解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。</p>	Reporting Period and Scope 報告期間及範圍

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Subject area 主要範疇	Content 內容	Chapter/Disclosure 對應報告章節
<b>“Comply or explain” Provision</b> 「不遵守就解釋」條文		
<b>A. Environmental</b> <b>A.環境</b>		
<b>Aspect A1: Emissions</b> <b>A1排放物</b>		
<b>General Disclosure</b> 一般披露	Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.  有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生的：  (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。	Emissions 排放物
<b>KPI A1.1</b> 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions 排放物
<b>KPI A1.2</b> 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體總排放量(以噸計算)及(如適用)密度。	Emissions 排放物
<b>KPI A1.3</b> 關鍵績效指標A1.3	Total hazardous waste produced (tonnes) and where appropriate, intensity. 所產生有害廢棄物總量(以噸計算)及(如適用)密度。	Emissions 排放物
<b>KPI A1.4</b> 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量(以噸計算)及(如適用)密度。	Emissions 排放物
<b>KPI A1.5</b> 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Emissions and Resource usage 排放物、資源使用
<b>KPI A1.6</b> 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Emissions 排放物

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Subject area 主要範疇	Content 內容	Chapter/Disclosure 對應報告章節
<b>Aspect A2: Use of Resources</b> <b>A2資源使用</b>		
<b>General Disclosure</b> 一般披露	Policies on the efficient use of resources, including energy, water, and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Resource usage 資源使用
<b>KPI A2.1</b> 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity. 按類型劃分的直接及或間接能源總耗量(以千個千瓦時計算)及密度。	Resource usage 資源使用
<b>KPI A2.2</b> 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Resource usage 資源使用
<b>KPI A2.3</b> 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Resource usage 資源使用
<b>KPI A2.4</b> 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s), and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Resource usage 資源使用
<b>KPI A2.5</b> 關鍵績效指標A2.5	Total packing material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	Due to the nature of the Group's business, packaging material used for finished products is not applicable. 由於本集團的業務性質，本集團製成品所用的包裝並不適用。
<b>Aspect A3: The Environment and Natural Resources</b> <b>A3環境及天然資源</b>		
<b>General Disclosure</b> 一般披露	Policies on minimizing the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environment and Natural Resources 環境及天然資源
<b>KPI A3.1</b> 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Emissions, Resource usage and Environment and Natural Resources 排放物、資源使用及環境及天然資源

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Subject area 主要範疇	Content 內容	Chapter/Disclosure 對應報告章節
<b>Aspect A4: Climate Change</b> <b>A4氣候變化</b>		
<b>General Disclosure</b> 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 對發行人產生影響的重大氣候相關事宜的政策。	Combating Climatic Change 應對氣候變化
<b>KPI A4.1</b> <b>關鍵績效指標A4.1</b>	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述以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。	Combating Climatic Change 應對氣候變化
<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>Aspect B1: Employment</b> <b>B1僱傭</b>		
<b>General Disclosure</b> 一般披露	Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.  有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：  (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。	Employment, Remuneration and Benefits and Employee Communication and Care 僱傭、薪酬及福利及員工溝通及關懷
<b>KPI B1.1</b> <b>關鍵績效指標B1.1</b>	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Employment 僱傭
<b>KPI B1.2</b> <b>關鍵績效指標B1.2</b>	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment 僱傭

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## 環境、社會及管治報告

Subject area 主要範疇	Content 內容	Chapter/Disclosure 對應報告章節
<b>Aspect B2: Health and Safety</b> <b>B2健康與安全</b>		
<b>General Disclosure</b> 一般披露	Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to 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：  (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。	Health and Safety 健康及安全
<b>KPI B2.1</b> 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Health and Safety 健康及安全
<b>KPI B2.2</b> 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康及安全
<b>KPI B2.3</b> 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康及安全
<b>Aspect B3: Development and Training</b> <b>B3發展及培訓</b>		
<b>General Disclosure</b> 一般披露	Policy on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training 發展及培訓
<b>KPI B3.1</b> 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Development and Training 發展及培訓
<b>KPI B3.2</b> 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展及培訓



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

Subject area 主要範疇	Content 內容	Chapter/Disclosure 對應報告章節
<b>Aspect B4: Labour Standards</b> <b>B4勞工準則</b>		
<b>General Disclosure</b> 一般披露	Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to 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。	Employment 僱傭
<b>KPI B4.1</b> 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Employment 僱傭
<b>KPI B4.2</b> 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Employment 僱傭
<b>Aspect B5: Supply Chain Management</b> <b>B5供應鏈管理</b>		
<b>General Disclosure</b> 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
<b>KPI B5.1</b> 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
<b>KPI B5.2</b> 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及有關慣例的執行及監察方法。	Supply Chain Management 供應鏈管理
<b>KPI B5.3</b> 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
<b>KPI B5.4</b> 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理

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## 環境、社會及管治報告

Subject area 主要範疇	Content 內容	Chapter/Disclosure 對應報告章節
<b>Aspect B6: Product Responsibility</b> <b>B6產品責任</b>		
<b>General Disclosure</b> 一般披露	Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.  有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：  (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任
<b>KPI B6.1</b> 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility 產品責任
<b>KPI B6.2</b> 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility 產品責任
<b>KPI B6.3</b> 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility and Intellectual Property Rights 產品責任及知識產權
<b>KPI B6.4</b> 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility 產品責任
<b>KPI B6.5</b> 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Responsibility 產品責任

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## 環境、社會及管治報告

Subject area 主要範疇	Content 內容	Chapter/Disclosure 對應報告章節
<b>Aspect B7: Anti-corruption</b> <b>B7反貪污</b>		
<b>General Disclosure</b> 一般披露	Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud, and money laundering.  有關防止賄賂、勒索、欺詐及洗黑錢的：  (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反貪污
<b>KPI B7.1</b> 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-corruption 反貪污
<b>KPI B7.2</b> 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption 反貪污
<b>KPI B7.3</b> 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反貪污
<b>Aspect B8: Community Investment</b> <b>B8社區投資</b>		
<b>General Disclosure</b> 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資
<b>KPI B8.1</b> 關鍵績效指標B8.1	Focus areas of contribution. 專注貢獻範疇。	Community Investment 社區投資
<b>KPI B8.2</b> 關鍵績效指標B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	Community Investment 社區投資



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