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2024 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、社會和管治報告

About this Report:

Dalipal Holdings Limited (the “Company”, “we”, “us” or “our”) and its subsidiaries (collectively referred to as “the Group”) are pleased to publish their sixth Environmental, Social and Governance (“ESG”) report (the “Report”), which provides an overview of the material ESG issues affecting the Group’s operations and related management measures. This report aims to enhance stakeholders’ understanding of the Group’s sustainability goals and strategies, and to disclose ESG key performance indicators and future development directions, so as to further promote the coordinated development of business, environment and social responsibility.

Reporting Period and Scope

This report presents the Group’s ESG measures and performance for the period from 1 January 2024 to 31 December 2024 (the “Reporting Period”).

The reporting scope in this report is consistent with the 2023 Annual Report, and in view of the contribution to the Group’s revenue, it covers all subsidiaries of the Group in Hong Kong and Hebei Province, the People’s Republic of China (the “PRC”), whose core business is mainly engaged in the research and development, production, technical services and sales 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 load this report.

Reporting Guidelines

In order to provide stakeholders with a clearer understanding of the progress and direction of the Group’s operations and sustainable development, this 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 of Securities (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 a number of material key performance indicators to provide additional supplemental disclosures, which are detailed in the text of the report and summarised in Appendix 1 Key Performance index. For ease of reading, readers may refer to the Index to Appendix C2 of the Listing Requirements of The Stock Exchange of Hong Kong Limited in Appendix 2: Index to Appendix C2 “Environmental, Social and Governance Reporting Guide” for an in-depth reading of this report.

關於本報告

達力普控股有限公司(以下簡稱「公司」或「我們」)及其附屬公司(統稱「本集團」)欣然發佈第六份環境、社會及管治(「ESG」)報告(「本報告」)，概述影響本集團營運的重大ESG議題及相關管理措施。本報告旨在提升持份者對本集團可持續發展目標與策略的理解，並披露ESG關鍵績效指標及未來發展方向，以進一步推動業務與環境、社會責任的協調發展。

報告期間及範圍

本報告呈現本集團於2024年1月1日至2024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二〇二三年度報告一致，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高端能源用管及特殊無縫鋼管等產品的研發、生產、技術服務及銷售。

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地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 compiling the process, the Group adhered to the following four reporting principles: 在編製過程中，本集團遵循以下四個匯報原則：



Materiality
重要性

The principles require 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.

To this end, the Group uses various communication channels to understand stakeholders' expectations of the Company in terms of sustainable development, so as to identify key issues of importance to the Group. During the year, the Group conducted a stakeholder survey to rearrange the materiality of key issues.

原則要求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。

為此，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。



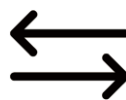
Quantitative
量化

The principles require that the Report should disclose KPIs in a measurable manner.

To this end, 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.

原則要求報告應以可以計量的方式披露關鍵績效指標。

為此，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 principles require that the Report should reflect the sustainability performance of the Group as a whole in an unbiased manner.

To this end, 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.

原則要求報告應不偏不倚地反映本集團整體的可持續發展表現。

為此，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 Principles require that 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.

To this end, 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.

原則要求編製環境、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。

為此，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.

About the Group**Company Profile**

The Group is an international Company focused on investing in high-end intelligent manufacturing and green manufacturing. It was listed on the Main Board of the Hong Kong Stock Exchange (the "Stock Exchange") on November 8, 2019. Its manufacturing entity, Dalipal Pipe Co., Ltd., was established in 1998 and is a specialized, full-industry-chain enterprise integrating R&D, manufacturing, and services in the intelligent manufacturing of OCTG. The Company is located in the Cangzhou Bohai New Area, a national-level economic and technological development zone, within the one-hour economic circle of Beijing-Tianjin-Hebei. It has passed the clean production audit and has been recognized as a National High-Tech Enterprise, a National Green Factory, a National Industrial Carbon Peak "Leader" Enterprise, a Hebei Province Innovation-Driven Leading Enterprise, a Hebei Province Industrial Quality Benchmark Enterprise, a Cangzhou City Leading Technology Innovation Enterprise, and the Hebei Province Petroleum Pipe Technology Innovation Center. Its technology center has also been certified as a Hebei Province Enterprise Technology Center and a Hebei Province Industrial Enterprise R&D Institution (A-Level).

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。

意見反饋

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 與我們分享您的意見及建議。

關於本集團**公司簡介**

本集團是一家以投資高端智造、綠色製造為主的國際化公司，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。其生產實體達力普石油專用管有限公司始建於1998年，是一家集研發、製造、服務為一體的專業化、全產業鏈的石油專用管智能製造企業，位於國家級經濟技術開發區滄州渤海新區境內，地處京津冀一小時經濟圈，通過了清潔生產審核，是國家高新技術企業、國家級綠色工廠、國家工業碳達峰「領跑者」企業、河北省創新引領型領軍企業、河北省工業企業質量標杆、滄州市科技創新龍頭企業、河北省石油專用管技術創新中心，其技術中心被認定為河北省企業技術中心、河北省工業企業研發機構（A級）。

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For over 20 years, the Company has been dedicated to the R&D, manufacturing, and services of petroleum pipes, with advanced technology and equipment and a strong full-industry-chain advantage. It operates intelligent and green production lines for pipe billet production (using scrap metal as the main raw material), petroleum pipe rolling, pipe-end thickening, heat treatment, and petroleum pipe processing, as well as an intelligent turnover warehouse for petroleum pipes. These systems enable seamless information integration throughout the entire manufacturing process, from raw materials to final products, ensuring real-time online monitoring of product quality. This allows the Company to efficiently and swiftly deliver high-quality products to meet customer needs. Its main products include 2 3/8"–20" API and non-API petroleum pipes with high resistance to collapse, corrosion, and high temperatures, as well as special-thread petroleum pipes used for shale gas, natural gas, and coalbed methane extraction. The Company also provides high-end energy equipment components for wind power, nuclear power, hydropower, and petrochemical industries. Among them, special-purpose petroleum pipes with high-temperature, high-pressure, corrosion-resistant, high-collapse-resistant, and special-thread features, along with high-strength, sulfur-resistant oil and gas transmission pipes, have achieved industry-leading technological levels. The Company's products are widely used in major oil and gas fields, including North China, Daqing, Changqing, Southwest China, Shengli, and Xinjiang, and have been certified by internationally renowned enterprises such as Kuwait Oil Company (KOC). The products are exported to over 70 countries and regions worldwide.

The Company emphasizes innovation-driven development, adhering to a path of high-quality growth while continuously strengthening its brand competitiveness. By leveraging Internet technologies, it fully implements clean production, intelligent manufacturing, and green manufacturing, striving to become a specialized supplier with core competitiveness and sustainable development capabilities, primarily focused on OCTG (including natural gas, shale gas and coalbed methane). The Company is committed to providing the oil and energy industry with world-class, one-stop integrated supply chain services, creating greater value for customers worldwide.

The Company actively takes on its social responsibility by promoting balanced economic growth, social progress, and environmental protection. It considers the needs of customers, suppliers, employees, society, and shareholders, ensuring harmonious coexistence and shared development for all stakeholders.

二十多年來，公司始終致力於以石油專用管為主的研發、製造與服務，技術裝備精良，全產業鏈優勢突出。擁有以廢舊金屬為主要原料進行綠色冶煉的管坯生產、石油管軋製、管端加厚、熱處理、石油專用管加工等智能生產線和石油管智能周轉庫，實現了從原材料到終端產品的製造全過程信息的互聯互通和產品質量在線的全過程監控，確保快捷、高效地向客戶提供高質量產品，滿足客戶的需求。主導產品是2 3/8"–20" API和非API的高抗擠毀、耐腐蝕、耐高溫、特殊螺紋的石油專用管和葉岩氣、天然氣、煤層氣開發用管以及風電、核電、水電、石化等高端能源裝備配套產品。其中，耐溫、耐壓、耐腐蝕、高抗擠毀、特殊螺紋等特殊用途的石油專用管和高鋼級抗硫油氣輸送管的全流程製造技術達到行業先進水平。公司產品遍佈華北、大慶、長慶、西南、勝利、新疆等各大油氣田，並取得科威特國家石油公司(KOC)等多家國際知名企業的認證，銷往世界70多個國家和地區。

公司注重創新驅動發展，秉承精品發展之路，持續積累品牌競爭優勢，充分運用互聯網技術，全面推行清潔生產、智能製造、綠色製造，致力於建設成為具有核心競爭力和可持續發展能力，以石油專用管(含天然氣、葉岩氣、煤層氣)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。

公司堅持主動承擔促進經濟增長、社會進步、環境保護三者協調與和諧發展的社會責任，兼顧客戶、供應商、員工、社會與股東等利益相關者的需求，實現和諧共生，共同發展。

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Corporate Culture

The meaning of Dalipal

“達力普” is the Chinese interpretation of “Dalipal”, and “Dalipal” is derived from the recombination of the English words “Darling” (intimate) and “Pal” (partner), which translates as “intimate partner”.

企業文化

達力普的含義

「達力普」是「Dalipal」的中文演繹，而「Dalipal」源自英文單詞「Darling」（親密的）和「Pal」（夥伴）的重新組合，譯為「親密的夥伴」。

Serve the society	While pursuing growth, the Company actively fulfills its social responsibilities, ensuring that its achievements benefit society.
達 濟社會	公司發展的同時，自覺踐行社會責任，讓發展的成果為社會造福。
Serve customers diligently	It is fully committed to creating value for customers, earning their trust through competitive products and strong, efficient services.
力 勤客戶	全力為客戶創造價值，以有競爭力的產品、有實力的高效服務，贏得客戶信賴。
Benefit employees	The Company's development brings widespread benefits to employees, shareholders, and partners alike.
普 惠夥伴	公司發展讓員工、股東、合作夥伴等普遍受益。
Corporate Purpose	Creating Value, Creating Opportunities, Innovative Development, Creating Harmony
企業宗旨	創造價值，創造機會 創新發展，創造和諧
Corporate Mission	Strive for Excellence, Build a Century-Old Enterprise
企業使命	創一流，做百年
Corporate Spirit	Unyielding Determination, Self-Improvement, Pursuit of Excellence, Meticulous Attention to Detail
企業精神	自強不息，超越自我 一絲不苟，精益求精
Corporate Ethics	Integrity, Honesty, and Transparency
企業道德	誠信正直，光明磊落
Quality Philosophy	One Pipe, One Well; One Pipe, One Market
質量觀	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
Core Values	Respect, Integrity, Teamwork, Innovation
核心價值觀	尊重，誠信，團隊，創新

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2024 Awards & Honors

In 2024, the Group upheld its innovation-driven approach, deepening its intelligent transformation and striving to become a global benchmark for high-end manufacturing. Committed to sustainable development, the Company actively responded to China's "dual carbon" goals and strengthened its ESG strategy and practices according to the latest policies from national and regulatory bodies. It made continuous progress in corporate governance, environmental sustainability, and social responsibility. In 2024, the Company received the "Annual Outstanding High-End Manufacturing Enterprise" award at the "Gelonghui Global Investment Carnival 2025" and was honored with the "ESG Excellence Award" by the Hong Kong Stock 100 Research Center. Additionally, its subsidiary successfully passed the "Hebei Province High-Tech Enterprise review" and "Municipal-Level '2024 Outstanding Taxpayer among Private Enterprises' Title", was recognized as an Outstanding Unit in the 99 Giving Day fundraising campaign, and one of its labor union groups was awarded the title of "National Model Worker's Home."

2024年度獎項及榮譽

2024年，集團秉持創新驅動的理念，深化智能轉型，致力於打造全球領先的高端製造標杆。秉持可持續發展理念，積極響應國家「雙碳」目標，根據國家與監管機構最新政策要求，深化公司ESG戰略，落實ESG實踐，在公司治理、環境友好和社會履責等方面持續發力。2024年公司在「格隆匯·全球投資嘉年華·2025」中榮獲「年度卓越高端製造企業」獎項，榮獲港股100強研究中心「ESG卓越企業獎」。附屬公司通過河北省高新技術企業複審，獲得「河北省創新型中小企業」、市級「2024年度民營企業納稅功臣」稱號，在99公益日募捐活動中獲評先進單位，某工會小組獲評「全國模範職工小家」。



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Sustainability Governance

ESG Management

The Group integrates the concept of sustainable development into the Company's development strategy and daily operation management system, continuously practices the concept of ESG development, actively responds to national and international policies, the requirements of the Stock Exchange and ESG ratings, etc., closely aligns with the actual development of the Company, deeply benchmarks the best practices of the industry, analyzes the challenges faced by the Company, continuously improves the ESG management model, optimizes the ESG indicator system, and deepens the connotation of ESG work.

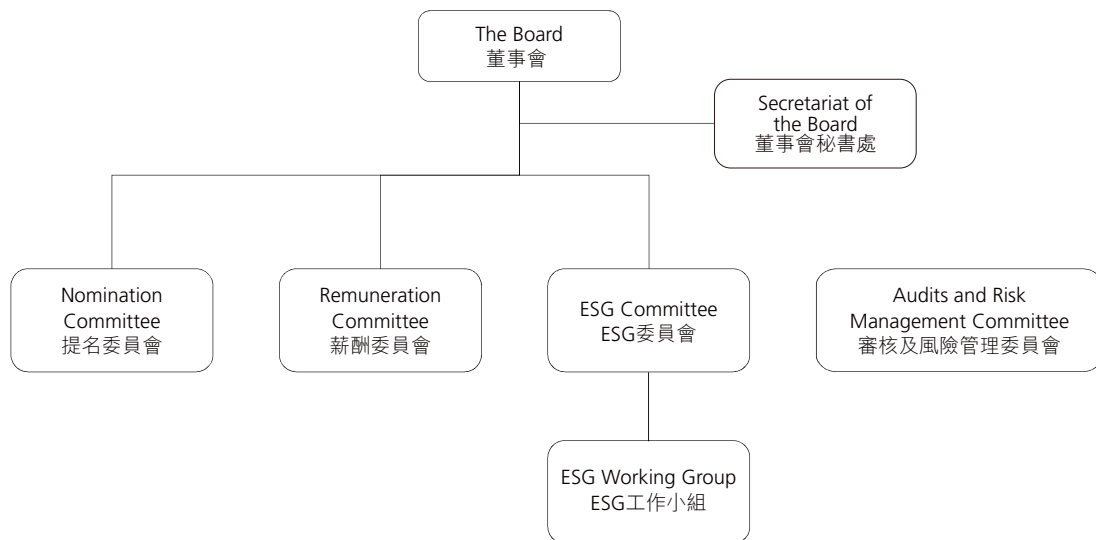
The Group strictly adheres to the Listing Rules of the Hong Kong Stock Exchange and relevant legal regulations. Leveraging ESG management as an opportunity to deepen and integrate sustainability into our business, we established a governance structure in 2022 that combines clear accountability, centralized control, and tiered management. Led by the Board, this top-down approach ensures the Company's compliant operations and efficient performance.

可持續發展管治

ESG管理

本集團將可持續發展理念融入公司發展戰略和日常營運管理體系，持續踐行ESG發展理念，積極響應國家和國際政策、聯交所和ESG評級要求等，緊密貼合公司發展實際，深入對標行業最佳實踐、分析公司所面臨的挑戰，不斷完善ESG管理模式，優化ESG指標體系，深化ESG工作內涵。

本集團嚴格遵循聯交所《上市規則》及相關法律規定，以ESG管理深化並融入業務為契機，於2022年建立了權責清晰、集中管控與分級管理相結合的治理架構，以董事會為領導核心、自上而下保證公司的合規經營與高效運作。



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Board Diversity

董事會成員多元化



Percentage of executive directors (%)
執行董事佔比

50.0%

Percentage of non-executive directors (%)
非執行董事佔比

12.5%

Percentage of independent non-executive directors (%)
獨立非執行董事佔比

37.5%

Percentage of male directors (%) 87.5%
男性董事佔比

Percentage of female directors (%) 12.5%
女性董事佔比

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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 and make recommendations to the Board regarding the necessary actions to enhance the 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；
- 制定及檢討本集團有關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，並就提升相關表現所需採取的行動向董事會提出建議；
- 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

- Formulate ESG-related policies and action plans;
- Manage ESG-related risks and opportunities within the Company;
- Drive the implementation of ESG-related initiatives; and
- Collect, organize, and compile the ESG report of the Company.
- 組織擬定ESG相關政策及行動計劃；
- 管理公司ESG相關風險及機遇；
- 推進ESG相關事宜落地執行；及
- 收集、整理和編製公司ESG報告。

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The Group has established the “Environmental, Social Responsibility, and Corporate Governance Management System” (《環境、社會責任及公司治理管理制度》), with the Board taking full responsibility for overseeing the Group’s ESG strategy and related initiatives, ensuring a solid foundation for the continuous advancement of ESG efforts. During the Reporting Period, we linked the remuneration of directors and senior management to ESG performance indicators, incorporating key metrics such as energy usage, greenhouse gas emissions, safety, compliance governance, innovation, anti-corruption, and ESG performance improvement into the performance evaluation system for directors and senior executives. These indicators were further broken down and assigned to management teams and business units. Ultimately, remuneration and performance evaluations were determined based on the achievement of annual ESG targets, ensuring the effective implementation of the company’s ESG key indicators and management measures.

During the Reporting Period, to enhance the effectiveness of ESG management, the Group introduced several measures, including report the Company’s ESG indicators, the completion status of ESG action plans, and subsequent work plans to the ESG Committee semi-annually. The committee will also provide professional advice to ensure that the progress and results of ESG initiatives are regularly communicated and reviewed. An ESG information dynamic collection and dissemination mechanism has been established, which continuously tracks and organizes domestic and international ESG-related policies, best practices from industry-leading companies, and the execution of the company’s ESG action plans. Periodic ESG updates are compiled and sent to the board members and ESG-related personnel to continually improve the ESG expertise and decision-making capabilities of relevant staff. Additionally, to enhance the Company’s expertise in ESG, the Group has specifically appointed Riskory Consultancy Limited as a professional advisor to provide annual consulting services on ESG and sustainability to support the company’s sustainable development efforts.

During the Reporting Period, We have also added an “ESG Policy” section to the ESG page on the Company website to strengthen the transparency of ESG-related policy disclosures.

本集團已制定《環境、社會責任及公司治理管理制度》，由董事會全面負責並監督本集團的ESG策略及相關工作，為公司持續深入開展ESG工作提供基礎保障。報告期間，我們將董事及高級管理層的薪酬與ESG績效指標掛鉤，將能源、溫室氣體排放、安全、合規治理、創新、反貪污、ESG績效提升等關鍵指標作為考核項，納入董事和高級管理人員的關鍵履職績效指標體系之中，並逐級分解、細化至公司管理層和業務單位，最終根據年度ESG指標的完成情況進行評分和薪酬發放，以此保障公司ESG關鍵指標和管理措施的落地執行。

報告期間，為提升ESG管理效能，本集團亦新增多項措施，包括每半年向ESG委員會報告公司各項ESG指標、ESG行動措施的完成情況及後續工作計劃，確保ESG工作的進度和成果得以定期溝通與檢視；建立ESG信息動態搜集和推送機制，通過多渠道持續跟蹤和整理國內外ESG相關政策、行業標杆企業最佳實踐案例以及公司ESG行動計劃的執行情況，不定期編製ESG動態簡報推送至董事會成員及ESG相關業務人員，持續提升相關人員的ESG專業素養和決策能力。此外，為了提升公司在ESG方面的專業素養，本集團特別委任了Riskory Consultancy Limited為專業顧問，每年向我們提供ESG及可持續發展方面的諮詢服務，以協助推動公司可持續發展。

報告期間，我們亦在公司官網ESG欄目中設置了「ESG政策」欄目，強化ESG相關政策信息的披露透明度。

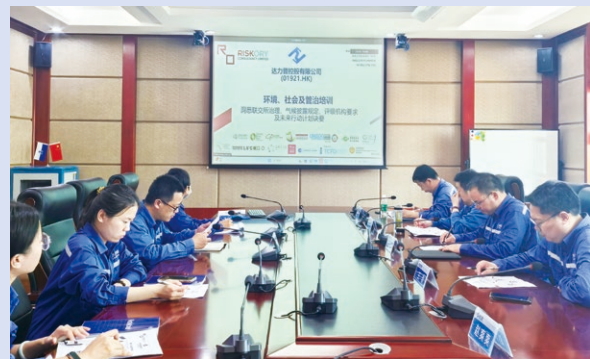
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Case study: ESG performance improvement training**案例：ESG績效提升專題培訓**

On August 30, 2024, the Group invited senior consultants of Riskory Consultancy Limited to conduct special training on ESG performance improvement for members of the Board, senior management and ESG working group of the Company and its subsidiaries. With the theme of insight into the Hong Kong Stock Exchange, corporate governance and climate information disclosure requirements, ESG rating analysis and performance improvement, the training closely aligned with the company's actual development, in-depth benchmarking and analysis of the challenges faced by the Company, and put forward practical and effective performance improvement action suggestions, providing directions and ideas for the Company to improve ESG performance and rating performance.

2024年8月30日，本集團邀請Riskory Consultancy Limited資深顧問對公司及子公司董事會成員、高級管理人員和ESG工作小組成員進行了ESG績效提升專題培訓。培訓以洞悉香港聯合交易所、企業管治和氣候信息披露規定、ESG評級分析與績效提升為主題，緊密貼合公司發展實際，深入對標、分析公司所面臨的挑戰，並提出了切實有效的績效提升行動建議，為公司提升ESG績效和評級表現提供了方向與思路。



Environmental, Social and Governance (ESG) training
環境、社會及管治(ESG)培訓

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Response on United Nations Sustainable Development Goals

聯合國可持續發展目標回應

In the course of the Group's operations, we are focused on achieving the following four United Nations Sustainable Development Goals ("UNSDGs") that are closely related to the Group's business, and we are committed to contributing to 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	Specified Target 細項指標	Dalipal's involvement and response 達力普的參與及回應
 <p>3 – Health and well-being 3 – 健康與福祉</p>	<p>3.9 Reduce illness and death from harmful chemicals and pollution</p> <p>By 2030, drastically reduce the number of deaths and illnesses from hazardous chemicals, air, water, soil, and other pollution.</p> <p>3.9減少有害化學物質和污染造成的疾病和死亡</p> <p>在公元2030年以前，大幅減少危險化學物質、空氣污染、水污染、土壤污染以及其他污染造成的死亡及疾病人數。</p>	<ul style="list-style-type: none"> Properly dispose of hazardous waste generated in production activities, and appoint a professional and qualified waste disposal company to collect, store, treat and dispose of waste to reduce the risk of discomfort caused by hazardous materials to employees. 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、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。
 <p>9 – Industrialization, innovation and infrastructure 9 – 工業化、創新及基礎建設</p>	<p>9.4 Upgrading all industries and infrastructure for sustainable development</p> <p>By 2030, all countries should act according to their capabilities to upgrade infrastructure, transform businesses and industries so that they can be sustainable, improve energy efficiency, and adopt clean and environmentally friendly technologies and industrial processes.</p> <p>9.4升級所有行業和基礎設施以實現可持續發展</p> <p>在公元2030年以前，升級基礎設施，改造工商業，使他們可持續發展，提高能源使用效率，大幅採用乾淨又環保的科技與工業制程，所有的國家都應依據他們各自的能力行動。</p>	<ul style="list-style-type: none"> Actively optimize the production process, independently develop and innovate and apply for patents and software copyrights, such as innovation incubation platforms; Build a smart factory composed of intelligent equipment such as robots, CNC machine tools, logistics and warehousing equipment, testing equipment, and automated production lines; and Actively optimize production technology, such as adding volatile organic compound collection devices, to reduce pollution and achieve 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；及 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。

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United Nations

Sustainable

Development Goals

聯合國可持續發展目標

Specified Target

細項指標

Dalipal's involvement and response

達力普的參與及回應



12 – Responsible consumption and production
12 – 責任消費及生產

12.2 Sustainable management and use of natural resources

Achieve sustainable management and efficient use of natural resources by 2030.

12.2 自然資源的可持續管理和利用

在公元2030年以前，實現自然資源的可持續管理以及有效率的使用。

12.4 Responsible for the management of chemicals and waste

By 2020, in accordance with the agreed international framework, chemicals and wastes will be managed in an environmentally sound manner throughout their life cycle, significantly reducing their release into air, water and soil, thereby reducing their adverse effects on human health and the environment.

12.4 負責化學品和廢物的管理

在公元2020年以前，依據議定的國際架構，在化學藥品與廢棄物的生命週期中，以符合環保的方式妥善管理化學藥品與廢棄物，大幅減少他們釋放到空氣、水與土壤中，以減少他們對人類健康與環境的不利影響。

- Developed a number of new product to meet the consumer needs, such as rare earth corrosion-resistant oil casing, which can greatly improve the life of oil and gas wells and reduce 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

13.3 Build knowledge and capacity to address climate change

Improve education, awareness, and human and institutional capacities for climate change mitigation, adaptation, impact reduction and early warning.

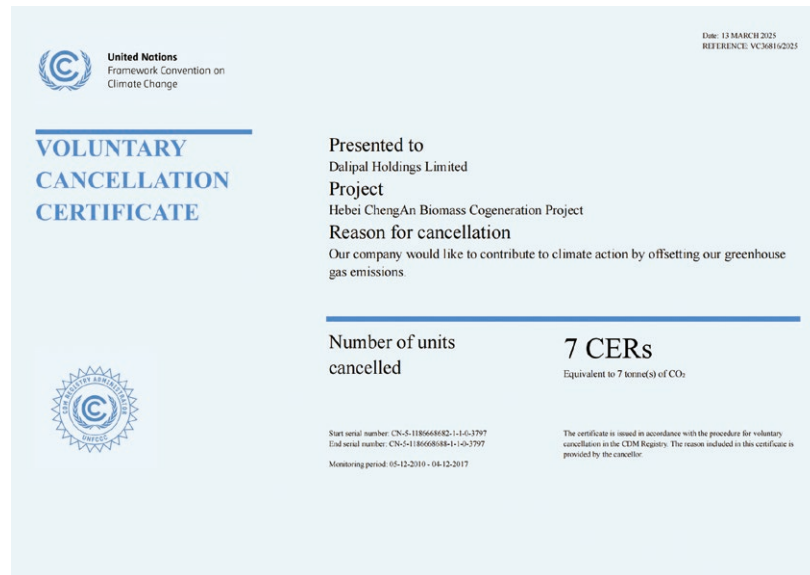
13.3 建立應對氣候變化的知識和能力

在氣候變化的減緩、適應、減少影響與早期預警上，改善教育，提升意識，增進人與機構在此方面的能力。

- Formulated the “Carbon Peak and Carbon Reduction Implementation Plan”;
- The ESG Committee invited ESG experts to provide training for the Group’s senior management, and conducts multiple internal trainings for management and employees to understand climate information and enhance awareness through education; and
- Conducted a pilot program to offset carbon emissions from operations with carbon credits.
- 制定《碳達峰及降碳實施方案》;
- 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信息，通過教育增強意識；及
- 進行先導計劃，以碳信用抵消運營過程中碳排放。

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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(Hebei ChengAn Biomass Cogeneration Project) (項目編號：3797)
Introduction	This carbon offset project 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.
簡介	此碳抵消項目利用當地的棉花秸秆發電，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年杭州亞洲殘奧委會上以實現碳中和。

For readers who wish to learn more about corporate governance, please refer to the Corporate Governance Report in the Group's 2024 Annual Report. Additionally, the Group will regularly update the ESG section, which includes ESG reports, ESG actions, and ESG policies, to keep stakeholders informed about 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2024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、ESG行動、ESG政策三個範疇，讓持份者了解本集團的ESG策略。

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Risk and Opportunity Identification

After discussion by the Board and management, the ESG risks and opportunities identified by the Group are as follows, please refer to the climate change section for climate-related risks and opportunities.

Risks identified

ESG disclosure standards are becoming more stringent

As global attention to the transparency of ESG information continues to rise, countries are strengthening relevant disclosure standards and enhancing corporate environmental responsibility. For oil pipe companies, this will result in higher compliance costs and increased pressure for information disclosure, requiring companies to establish more comprehensive environmental data monitoring and reporting mechanisms to meet the increasingly stringent compliance requirements.

Increasing Quality Requirements from Downstream Customers

Due to evolving industry trends, energy consumption demands, and market developments, downstream customers are increasingly seeking high-end, specialized, eco-friendly, and differentiated premium products. In response, the Group must enhance investment in new product and technology development, accelerating the transformation of its product portfolio.

Opportunities have been identified

The development of the energy industry has brought 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.

風險與機遇識別

經董事會及管理層的討論後，本集團已識別的ESG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。

已識別風險

ESG披露標準日趨嚴格

隨著全球對環境、ESG信息透明度的關注度不斷提高，各國紛紛加強相關信息披露標準，強化企業環境責任。這對於油管企業而言，將帶來更高的合規成本及信息披露壓力，要求企業建立更加完善的環境數據監測與報告機制，以滿足日益嚴格的合規要求。

下游客戶對產品品質的要求升級

受行業能源消費需求、行業發展變化等因素，下游客戶更意向於高端化、專業化、綠色化、差異化的高品質產品，集團需加大新產品、新技術的研發投入，加速產品結構轉型步伐。

已識別機遇

能源產業發展帶來更多機遇

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。

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Accelerate the transformation and upgrading of digital intelligence

The application of digital technologies and intelligent management (such as artificial intelligence, the Internet of Things, and big data analytics) in the energy and manufacturing industries is becoming increasingly advanced. Companies can leverage smart monitoring, data analysis, and automated production technologies to enhance energy efficiency management and carbon emission monitoring in pipeline production, thereby reducing environmental impact and improving operational efficiency.

National Policy Support Driving Growth

The Chinese government has successively introduced policies and financial support measures for green and low-carbon transformation, energy conservation, and emission reduction. These initiatives provide the Company with new opportunities and directions for green development, driving it to leverage technological innovation and equipment upgrades for green transformation. Additionally, these policies help reduce costs and accelerate the Company's transition toward sustainability.

These risks and opportunities together shape the future development direction of oil pipe companies. Companies should actively address challenges and seize opportunities by driving low-carbon technology innovation, expanding the use of green energy, and achieving sustainable growth.

Stakeholder engagement

The Group understands that stakeholder feedback is crucial in driving the sustainable development of the company. Therefore, we always adhere to the principle of "Creating value, creating opportunities, innovating development, and creating harmony," and actively engage with various key stakeholders to gain a deeper understanding of their concerns. The Group has established diversified communication channels, including stakeholder surveys, social media, interviews, exchange meetings, direct mail, and hotlines, to proactively collect and respond to stakeholder opinions. This open and continuous dialogue not only helps identify and anticipate potential risks but also ensures that the sustainable development strategy aligns more closely with the interests of all parties, promoting the joint development of the company and society.

加速數智化轉型升級

數字技術與智能化管理(如人工智能、物聯網及大數據分析)在能源與製造業中的應用日益深化。集團積極利用智能監測、數據分析與自動化生產技術，提升油管生產的能效管理與碳排放監測能力，從而降低環境影響並提高運營效率。

國家政策支持助推發展

中央政府接連發佈綠色低碳轉型、節能降碳等綠色技術和財政支持性文件，為公司綠色發展帶來了更多方向和機遇，驅動公司積極利用技術創新、設備升級等進行綠色改造，並降低了成本，推動公司綠色轉型和可持續發展。

這些風險與機遇共同塑造了油管企業未來的發展方向，企業應積極應對挑戰，並把握機遇，推動低碳技術創新、擴大綠電應用，實現可持續增長。

持份者參與

本集團深知，持份者的意見在推動企業可持續發展的過程中至關重要。因此，我們始終秉持「創造價值，創造機會，創新發展，創造和諧」的原則，積極與不同的關鍵持份者溝通，深入了解他們的關注點。本集團建立了多元化的溝通渠道，包括持份者問卷、社交媒體、面談、交流會議、直接郵件及熱線電話等，主動收集並回應持份者的意見。這種開放且持續的對話不僅有助於識別和預測潛在風險，還能確保可持續發展戰略更貼合各方利益，推動企業與社會的共同發展。

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Stakeholders and their expectations 持份者及其期望		Engagement Channel 溝通方式	Our Responses and Measures 我們的回應及措施
Government 政府 	<ul style="list-style-type: none"> • Legal compliance • Proper tax payment • Promote regional economic development and employment 	<ul style="list-style-type: none"> • Conduct on-site inspections and checks • Research and submit reports for approval through work meetings and report preparation • The Stock Exchange disclosure website for publishing information such as annual reports, interim reports, and announcements • Company website • Legal control 	<ul style="list-style-type: none"> • 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.
	<ul style="list-style-type: none"> • 遵守法律 • 依法納稅 • 推動區域經濟發展及就業 	<ul style="list-style-type: none"> • 實地考察、檢查 • 研究及透過工作會議、工作報告編製及提交報告以供批准 • 香港聯合交易所有限公司(「聯交所」)披露網站發佈資料，如年報、中期報告及公告 • 公司網站 • 合法控制 	<ul style="list-style-type: none"> • 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。

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Stakeholders and their expectations 持份者及其期望	Engagement Channel 溝通方式	Our Responses and Measures 我們的回應及措施
<div data-bbox="165 470 268 534" data-label="Image"></div> <div data-bbox="165 383 328 465">Shareholders and Investors 股東及投資者</div> <ul style="list-style-type: none"> Return on investment Disclosure and Transparency Protect the interests of shareholders and treat them fairly Business risk management 投資回報 資料披露及透明度 保障股東利益及公平對待股東 業務風險管理 	<ul style="list-style-type: none"> Annual General Meetings and other shareholder meetings Disclose information such as annual reports, interim reports and announcements on the website of the Stock Exchange Meet with investors and analysts Company website 股東周年大會及其他股東大會 聯交所披露網站發佈資料，如年報、中期報告及公告 與投資者及分析師會面 公司網站 	<ul style="list-style-type: none"> Issue 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. Carry 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. 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。 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。

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Stakeholders and their expectations 持份者及其期望	Engagement Channel 溝通方式	Our Responses and Measures 我們的回應及措施
<div data-bbox="204 383 304 534"> <p>Employee 僱員</p>  </div> <ul style="list-style-type: none"> Safeguard the rights and interests of employees Working environment Career development opportunities Occupational health and safety Self-actualization 保障僱員的權利及利益 工作環境 職業發展機會 職業健康與安全 自我實現 	<ul style="list-style-type: none"> Regular meetings Training, seminars and briefing sessions Intranet and email Annual performance appraisal 定期會議 培訓、講座及研討會 內部網絡、電郵及公司內刊 年度績效評估 	<ul style="list-style-type: none"> Provide a healthy and safe working environment. Develop a fair mechanism for promotion. Care for employees by helping those in need. Organize employee activities and provided training. 提供健康安全的工作環境。 建立公平的晉升機制。 建立僱員溝通及發展機制。 照顧需要幫助的僱員、舉辦僱員活動及提供培訓。
<div data-bbox="204 875 300 1004"> <p>Client 客戶</p>  </div> <ul style="list-style-type: none"> Safe and high-quality products and services Stable relationships Transparency of information Integrity Business ethics 安全優質產品及服務 穩定關係 資料透明度 誠信 商業道德 	<ul style="list-style-type: none"> Website, brochure, disclose information such as annual reports, interim reports and announcements on the website of the Stock Exchange Email and customer service hotline Feedback and reporting Regular meetings International certifications Exhibition 網站、宣傳冊、聯交所披露及網站發佈資料，如年報、中期報告及公告 電郵及客戶服務熱線 反饋及報告 定期會議 國際認證 展覽會 	<ul style="list-style-type: none"> Strengthen quality management to ensure stable service standards, entered into long-term strategic cooperation agreements and obtained international certifications from professional institutions. Use a sales management platform to optimize sales processes, strengthened daily communication with customers, and built long-term relationships with quality customers. 加強質量管理，以確保服務標準穩定，籤訂長期戰略合作協議並從專業機構獲取國際認證。 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。

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Stakeholders and their expectations 持份者及其期望	Engagement Channel 溝通方式	Our Responses and Measures 我們的回應及措施
<div data-bbox="165 390 272 584"> Suppliers/ Partners 供應商／ 合作夥伴  </div> <ul style="list-style-type: none"> Long-term partnerships Honest cooperation Fairness and openness Share sources for custom ingredients Reduce risk 長期合作關係 誠實合作 公平、公開 為定制原料分享資料來源 降低風險 	<ul style="list-style-type: none"> Business meetings, supplier meetings, telephone calls and interviews Regular meetings Review and assessment Tendering Company website Open procurement platform Training 業務會議、供應商會議、電話及面談 定期會議 檢討及評估 招標 電郵、通函及手冊 公司網站、採購平台 培訓 	<ul style="list-style-type: none"> Select the best suppliers/partners through open invitation bidding Suppliers/partners fulfill contracts according to agreements. Utilize the e-procurement platform to advance procurement processes, enhance daily communication, and establish long-term cooperative relationships with high-quality suppliers/business partners. Strengthen supplier/partner training. 透過公開邀請招標選擇最佳供應商／合作夥伴。 供應商／合作夥伴，按照協議履行合約。 使用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。 加強供應商／合作夥伴的培訓。
<div data-bbox="165 1360 312 1554"> Peer/trade associations 同業／行業 協會社團  </div> <ul style="list-style-type: none"> Experience sharing Cooperate Fair competition 經驗分享 合作 公平競爭 	<ul style="list-style-type: none"> Industry conferences On-site visits Standard publicity Training Seminar 行業會議 實地拜訪 標準宣傳 培訓 研討會 	<ul style="list-style-type: none"> Adhere to fair competition, cooperate with peers to achieve a win-win situation, share experience, participate in various industry seminars, and promote the sustainable development of the industry. 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。

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Stakeholders and their expectations 持份者及其期望		Engagement Channel 溝通方式	Our Responses and Measures 我們的回應及措施
Market Regulators 市場監管者 	<ul style="list-style-type: none"> Compliance with laws and regulations Disclosure of Information 	<ul style="list-style-type: none"> Disclosure of Information Report Consultation 	<ul style="list-style-type: none"> Comply with regulatory requirements in a strict manner, disclosed and reported real information in a timely and accurate manner according to law.
	<ul style="list-style-type: none"> 遵守法律法規 資料披露 	<ul style="list-style-type: none"> 信息披露 報告 諮詢 	<ul style="list-style-type: none"> 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。
The general public 社會公眾 	<ul style="list-style-type: none"> Community involvement Social responsibility Promote employment Consultation is transparent 	<ul style="list-style-type: none"> Public welfare activities and social investment Press conference Company website 	<ul style="list-style-type: none"> Priority is given to locals seeking job opportunities, promoting community building and development, and keeping the communication channels between the Group and the community open. Timely and accurate disclosure of information.
	<ul style="list-style-type: none"> 社區參與 社會責任 促進就業 諮詢透明 	<ul style="list-style-type: none"> 公益活動和社會投資 記者招待會 公司網站 	<ul style="list-style-type: none"> 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。 及時、準確公佈信息。

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Materiality Assessment

To develop sustainable development policies and measures, and to focus on disclosing relevant content in this report, we conducted a stakeholder survey during the Reporting Period, based on our business operations and the impact on stakeholders. A total of 24 material topics were identified, and definitions for each topic were clarified based on actual operations. During the assessment process, we comprehensively considered the Group's operational situation and stakeholder concerns, inviting employees, customers, suppliers, experts, and investors to participate in the survey. Based on the evaluation results, we determined the priority of the material topics.

To ensure that this report accurately and objectively reflects the Group's ESG performance during the Reporting Period, we engaged professional consultants to assist in completing the following materiality analysis process:

重要性分析

為制定可持續發展政策與措施，並在本報告中重點披露相關內容，我們於報告期間基於自身業務運營和對持份者的影響，開展了持份者問卷調查，共計識別出24項重要議題，並根據實際運營明確各議題定義。在評估過程中，我們綜合考量本集團的營運狀況及持份者的關注點，邀請員工、客戶、供應商、專家及投資者等參與問卷調查，並根據評估結果確定重要議題的優先次序。

為確保本報告能準確且客觀地反映本集團在報告期間的ESG表現，我們聘請了專業顧問，協助完成以下重要性分析流程：



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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 change risks and opportunities
	8. Biodiversity conservation
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. 生物多樣性保護
	9. Employee rights and benefits
	10. Diversity and Inclusion
	11. Development and training of employees
	12. Occupational health and safety
	13. Supplier management
	14. Product quality
	15. Customer service
	16. Customer privacy protection
	17. Intellectual property protection
	18. Welfare and charity
	19. Innovative research and development
	20. Information security
Corporate Governance 企業管治	9. 員工權益與福利
	10. 多元化與包容
	11. 員工發展與培訓
	12. 職業健康與安全
	13. 供應商管理
	14. 產品質量
	15. 客戶服務
	16. 客戶隱私保護
	17. 知識產權保護
	18. 公益慈善
	19. 創新研發
	20. 信息安全
	21. ESG governance
	22. Business ethics
	23. Protection of investors' rights and interests
	24. Risk management
	21. ESG管治
	22. 商業道德
	23. 投資者權益保護
	24. 風險管理

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

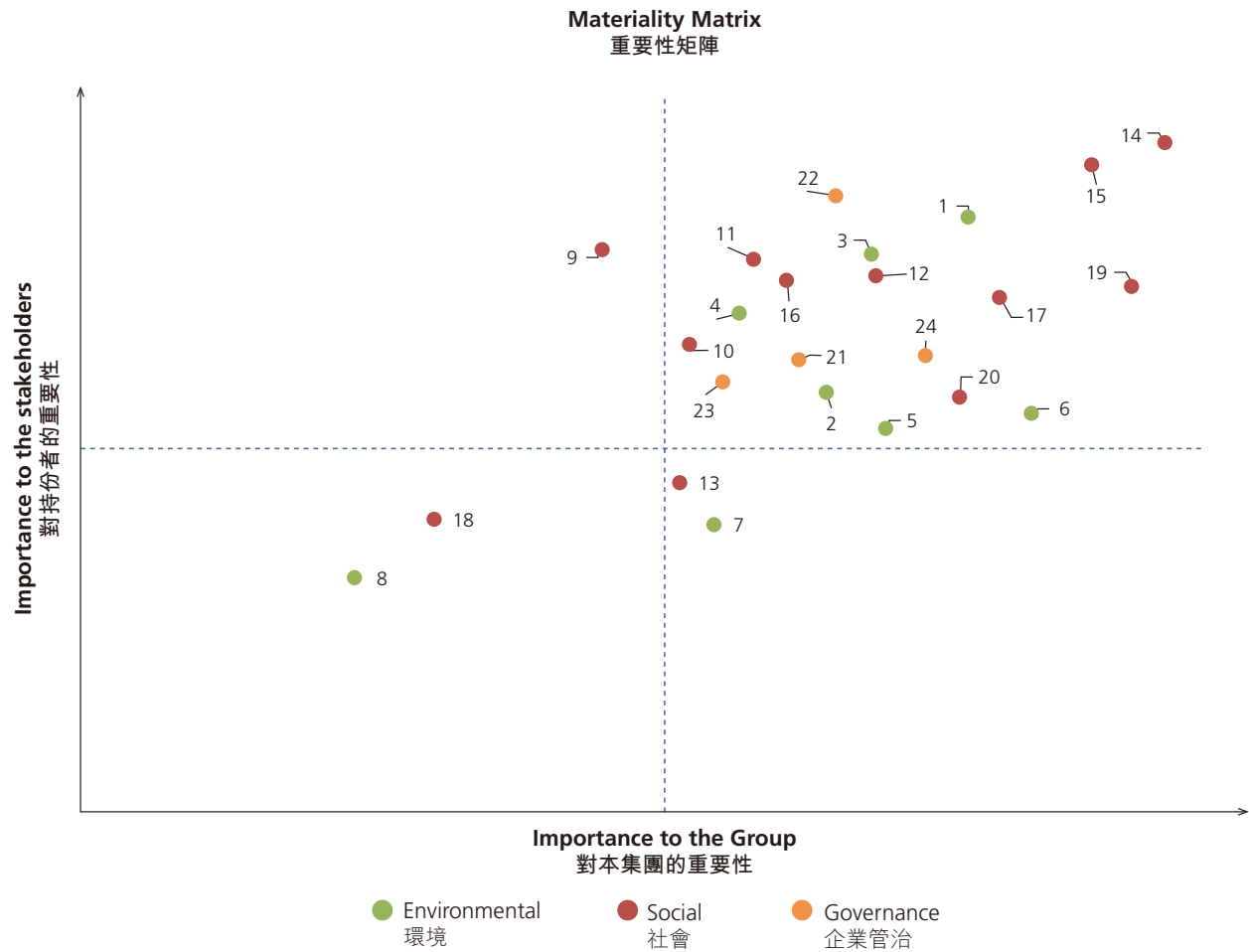
環境、社會和管治報告

Materiality Matrix

We identified 24 issues that are of most concern to our stakeholders and that are most important to the Group at the same time, with a list of materiality analyses as follows:

重要性矩陣

我們列舉出24個持份者最為關注，以及同時對本集團最為重要的議題，重要性分析列表如下：



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Compliance Management

Legal compliance is the cornerstone of sustainable corporate development. The Group upholds the compliance management policy of "Legal compliance, adherence to principles, integrity and trustworthiness, and steady progress," following the principles of comprehensive coverage, clear responsibilities, and practical efficiency. We continuously refine a comprehensive compliance management system tailored to the company's development to safeguard our business operations.

During the Reporting Period, the Group formulated a compliance management system implementation plan, established a compliance team, and defined compliance management policies and objectives. In alignment with external policies and standards, we developed the "Compliance Management System" (《合規管理制度》) and revised the "Comprehensive Risk Management System" (《全面風險管理制度》) and the "Legal and Regulatory Compliance Control Procedures" (《法律法規及其他適用要求控制程序》), among other compliance documents. Additionally, we enhanced risk assessment standards and implemented routine compliance obligation identification, adaptation, and risk assessment. During the Reporting Period, over 100 new compliance obligations were identified, more than 10 typical cases were documented, and over 130 potential risks were mitigated.

合規管理

依法合規是企業可持續發展的基石，集團貫徹「依法合規，堅守底線，誠實守信，行穩致遠」的合規管理方針，遵循全面覆蓋、權責清晰和務實高效的原則，持續完善適合公司發展的全面合規管理體系，為業務保駕護航。

報告期間，集團編製合規管理體系推進方案，組建合規團隊，明確合規管理方針和目標；結合外部政策和標準，制定《合規管理制度》，修訂《全面風險管理制度》及《法律法規及其他適用要求控制程序》等合規文件；完善風險評估標準，常態化開展合規義務識別、轉化與風險評估工作，報告期間新增識別100餘項合規義務，形成10餘項典型案例，防範130餘項潛在風險。

Case Study: The Group's subsidiary passed the ISO 37301:2021 compliance management system certification

案例：本集團子公司通過ISO 37301:2021合規管理體系認證

During the Reporting Period, Dalipal Pipe Co., Ltd., a subsidiary of the Group, officially passed the ISO 37301:2021 compliance management system certification and obtained the compliance management system certification issued by the British Standards Institution ("BSI"). The American Society for Quality Accreditation Board for Certification Body Accreditation Authority) recognizes the enterprise with the mark certificate, which indicates that the company's compliance system construction and management level have met the requirements of international standards.

報告期間，本集團子公司達力普石油專用管有限公司正式通過ISO37301:2021合規管理體系認證，並獲得英國標準協會(BSI)頒發的合規管理體系認證證書，公司也是國內首批取得帶有ANAB(美國國家標準協會—美國質量學會認證機構認可委員會)認可標誌證書的企業，標誌著公司合規體系建設和管理水平已滿足國際標準要求。

bsi.

Certificate of Registration

合規管理體系 - ISO 37301:2021

廠址：
達力普石油專用管有限公司
911309007002789418
中國
河北省
廊坊市
固安縣
固安縣路橋區1號
郵政編碼：101113

DALIPAL PIPE COMPANY
No. 1 Equipment Manufacturing Park
Nanhuang Road
Buhai New District
Cangzhou
Hebei
061113
China

持有證書：MSFC 808841

并运行符合 ISO 37301:2021 要求的合規管理體系，认证范围如下：

石油天然气管道、能源输送管、机械及结构件及相关的生产、销售和采购的合規管理。合規管理范围包括生产、销售和采购的石油天然气管道、能源输送管、机械及结构件及相关的生产、销售和采购的合規管理。The compliance management of production, sales, and procurement of oil and gas pipes, new energy pipes, special services steel pipes, and related products. The compliance management areas include corporate governance, international trade, anti-commercial bribery and anti-corruption.

BSI代表：

Michael Lim, Senior Vice President, APAC Assurance

首次发证日期：2024-12-06
最新发证日期：2024-12-06生效日期：2024-12-06
有效期至：2027-12-05

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...making excellence a habit™

BSI 是英国标准协会，是英国标准制定机构，也是国际标准化组织(ISO)的成员。
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To enhance employees' compliance awareness and foster a culture of compliance, we have developed the "Code of Business Conduct" (《企業行為準則》) and utilized various methods – including specialized training programs, promotional articles, video learning, compliance-themed music performances, and surveys – to communicate the Company's compliance culture to all employees and suppliers, fostering a shared commitment to compliance. During the Reporting Period, we published 11 compliance-focused articles covering topics such as safety, quality, corporate compliance culture, and system knowledge. Additionally, we launched four compliance training courses on the Company's Beisen training platform and conducted a company-wide compliance survey, collecting a total of 316 responses. Through a comprehensive analysis of the survey results, we implemented targeted improvements in areas such as legal and regulatory awareness, whistleblowing channels, procedural guidelines, and role-specific compliance training. Furthermore, we formulated and disclosed the "Dalipal Holdings Limited Tax Policy" (《達力普控股有限公司稅收政策》), strengthening the Company's tax management framework.

為提升員工的合規意識、營造合規文化氛圍，我們亦編製《企業行為準則》，並通過專項體系培訓、推文宣傳、視頻學習、合規歌曲演奏、問卷調查等多種形式，向全體員工、供應商等傳遞公司合規文化，凝聚合規共識。報告期間，共計推出11篇合規專項推文，內容涵蓋安全、質量、企業合規文化、體系知識等各類合規內容；利用公司北森培訓平台發佈4次合規課程；開展全員合規調查1次，共計收回316份問卷，通過對問卷的全面分析和解讀，在法律法規、舉報途徑宣傳、制度流程和崗位職責培訓等方面進行了更具針對性的改善；同時制定並披露《達力普控股有限公司稅收政策》，積極健全公司稅務管理體系。

Case Study: Practical Training on Compliance Management System

案例：公司舉辦合規管理體系實務培訓

In April 2024, to further enhance the Company's compliance management standards and mitigate compliance risks, the Group invited a senior lecturer from the BSI to lead a two-day "Practical Training on Compliance Management System". Over 30 participants, including company executives, department heads, and key compliance personnel, attended the training. At the end of the program, participants took an assessment to evaluate their learning outcomes. A total of 30 employees successfully passed the exam and obtained certification issued by BSI.

2024年4月份，為進一步提升公司合規管理水平，防控合規風險，集團特邀英國標準協會(BSI)的資深講師擔任主講老師，開展了為期兩天的《合規管理體系實務培訓》。公司領導、各職能部門負責人及合規業務骨幹等30餘人參訓。培訓結束後，參訓人員積極參加培訓測試，檢驗學習成果，共有30名員工通過考試並取得了BSI頒發的證書。



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Anti-corruption

The Group maintains a zero-tolerance policy toward unethical behaviors such as bribery, extortion, fraud, and money laundering. To reinforce this commitment, we have established and publicly disclosed our Anti-Corruption Policy on the company's website (Link: <http://www.dalipal.com/tsjb/>). The Group strictly abides by the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》), 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》) and other relevant laws and regulations, formulates and implements the "Anti-Fraud and Whistleblowing Management System" (《反舞弊與舉報管理制度》), adheres to the corporate ethics of honesty and integrity, and opposes any form of commercial bribery, extortion, fraud, money laundering, unfair competition and other non-compliance behaviors. If an employee violates company regulations and engages in fraudulent activities, disciplinary actions will be imposed based on the severity of the misconduct. These actions may include, but are not limited to, warnings, demerits, demotions, downgrades, dismissals, or termination of employment. In cases involving suspected illegal activities, the matter will be referred to judicial authorities or other relevant regulatory bodies for legal processing.

During the Reporting Period, in alignment with the compliance management system requirements, we established policies such as the "External Donations and Sponsorship Management Policy" (《對外捐贈、贊助管理制度》) and the "Gift Acceptance Management Guidelines" (《接受禮品管理辦法》) to clarify management expectations. These policies strictly prohibit any individual from making or receiving kickbacks and encourage employees to uphold legal and ethical standards in their daily work and interactions. We have established monitoring procedures requiring employees in sensitive positions, such as procurement, quality inspection, and sales, to sign the "Employee Integrity and Self-Discipline Commitment" (《員工廉潔自律承諾書》). Using the Beisen HR system, we maintain a clear and updated list of employees in sensitive roles, enabling dynamic tracking of personnel changes, including hiring, transfers, role changes, and resignations. Additionally, we have incorporated compliance reviews into the hiring and transfer processes, with a particular focus on conducting targeted compliance background checks for employees in high-risk sensitive positions.

反貪污

本集團始終堅持對任何賄賂、勒索、欺詐及洗黑錢等不道德行為採取零容忍的態度，制定並於公司網站公開了反貪污政策（鏈接：<http://www.dalipal.com/tsjb/>）。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。若員工違反制度規定實施舞弊行為，將根據舞弊情節的嚴重程度予以處罰，包括但不限於警告、記過、降檔、降級、撤職、解除勞動合同等；涉嫌違法犯罪的，移送司法機關或其他主管部門依法處理。

報告期間，結合合規管理體系要求，我們新制定了《對外捐贈、贊助管理制度》、《接受禮品管理辦法》等相關制度，明確管理要求，嚴禁任何人向外部支付或接受回佣，鼓勵員工在日常工作和交往中遵紀守法、遵守誠信道德。我們要求採購、質量檢驗、銷售等敏感崗位員工籤署《員工廉潔自律承諾書》；借助北森HR系統明確敏感崗位人員清單和信息，實現敏感崗位人員入職、轉崗、調動及離職的動態標識。同時，在人員入職和轉崗中增加合規審查環節，特別是對高風險敏感崗位人員進行有針對性的合規信息審查和檢索。

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The Group strictly complies with the Audit Law of the People's Republic of China (《中華人民共和國審計法》) and other relevant laws and regulations. We have established an "Internal Audit Management System" (《內部審計管理制度》), and conduct annual internal and external business ethics audits covering key areas such as production, procurement, and sales to ensure compliance and integrity. During the Reporting Period, leveraging compliance management system reviews, the Company conducted an internal business ethics audit focused on anti-bribery and anti-corruption. This process identified and addressed seven areas for improvement, including policy enhancements and training initiatives. Additionally, we carried out a third-party business ethics audit and successfully obtained ISO 37301:2021 compliance management system certification.

Whistleblowing Policy

To prevent unethical behavior, the Group has established multiple whistleblowing channels, including a dedicated website, procurement system, reporting email, and hotline. Additionally, we have posted QR codes for whistleblowing in high-traffic and high-risk areas such as company entrances, shuttle buses, and restrooms. This ensures that employees, suppliers, customers, and other stakeholders can report cases of corruption, fraud, bribery, and other illegal activities. Upon receiving a report, the Company's Audit and Supervision Department promptly conducts investigations and verifications. Major cases are escalated to the Audit and Risk Management Committee and the Board. If a case involves criminal activity, it will be referred to judicial authorities for legal action.

The Group strictly maintains the confidentiality of whistleblower identities and related information. For whistleblowers who disclose their identity, we ensure their information is protected throughout the investigation process. We strictly prohibit any form of unlawful discrimination or retaliation. Any individual found to have unlawfully disclosed a whistleblower's identity or engaged in retaliatory actions will be deemed to have committed a serious violation of the Company policies, resulting in dismissal or termination of employment. If the case involves illegal activity, it will be referred to judicial authorities or relevant regulatory bodies for legal action. During the Reporting Period, the Group did not receive any legal proceedings related to corruption, bribery, extortion, fraud, or money laundering involving the company or its employees. Additionally, no significant legal violations were identified that could have a material impact on the Group.

本集團亦嚴格遵守《中華人民共和國審計法》等法律法規，並已制定《內部審計管理制度》，公司每年分別開展一次覆蓋產品生產、採購和銷售等重點業務領域的內部和外部商業道德審計，確保業務的合規性和廉潔性。報告期間，公司借助合規管理體系審核契機，開展了反商業賄賂和反腐敗的商業道德內部審計，發現並完善制度、培訓等方面問題7項。此外我們開展了第三方商業道德審計工作，報告期間通過了ISO 37301:2021合規管理體系認證。

舉報政策

為杜絕違反道德的行為，本集團設立多種舉報渠道，包括網站、採購系統、舉報郵箱及舉報熱線等，我們亦在公司門口、班車、衛生間等人員流動性較大以及廉潔風險較高的區域張貼舉報渠道二維碼，確保員工、供應商、客戶及其他利益相關方可舉報腐敗、舞弊、賄賂及其他違法行為。接獲舉報後，公司審計監察部將迅速進行調查和核實，對於重大案件將報送至審核及風險管理委員會和董事會，若案件涉及犯罪，將移送司法機關依法處理。

本集團對投訴、舉報人和相關信息會進行嚴格保密，對實名舉報人在協助調查工作中會隱藏相關信息並給予保護。我們禁止任何非法歧視、報復行為，對違規洩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。在報告期間，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。

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Anti-corruption Training

The Group conducts targeted anti-corruption training for employees, contractors and suppliers through various initiatives. The Group have developed and publicly disclosed the “Code of Business Conduct” (《企業行為準則》) and the “Supplier Code of Conduct” (《供應商行為準則》), and use multiple training formats to communicate integrity-related responsibilities and obligations, thereby enhancing anti-corruption awareness. During the year, we conducted four dedicated training sessions for all employees, released five anti-corruption awareness articles, carried out one anonymous survey and self-assessment, and collected a total of 11 valuable suggestions on legal education and awareness promotion. Additionally, anti-corruption content has been incorporated into on boarding training and examinations for new employees to embed integrity principles from the outset and strengthen the Company’s ethical defense at its roots. We also organized one dedicated integrity training session each for contractors and suppliers, including in-depth explanations of the Supplier Code of Conduct (《供應商行為準則》).

Environment Aspects**Corporate Culture**

As a member of the energy equipment industry, the Group fully recognizes its responsibility in advancing clean energy development and contributing to a sustainable future. In response to the “dual carbon” goals, the Group continuously drives technological innovation, optimizes energy and resource management, enhances operational efficiency, and implements energy-saving and emission reduction measures. These efforts aim to achieve long-term environmental and economic benefits while supporting the transition to a low-carbon economy.

Our corporate culture emphasizes a clear environmental protection philosophy – ecological conservation, pollution control, clean production, and green development. The key principles include:

- (1) Implementing ecological and environmental protection measures to pursue a green, low-carbon development path.
- (2) Adopting a comprehensive management approach, including source substitution, process control, end treatment, and waste recycling, to achieve high-quality green and low-carbon development.
- (3) Developing clean energy and environmentally friendly products while promoting a circular economy.

反貪污培訓

本集團通過多種方式對所有員工、承包商、供應商等開展有針對性的反貪污培訓。編製並公開披露《企業行為準則》及《供應商行為準則》，通過多種培訓形式向員工、承包商和供應商等解讀其廉潔責任和義務，提升其反貪污意識。年度內面向全員開展4次專項培訓，推出5篇反貪污推文，開展匿名問卷調查和自查1次，收集普法及宣傳等有效建議共計11條；同時在新員工入職培訓和考試中增加了廉潔教育和試題等相關內容，以讓廉潔理念深深扎根於每一位新員工的心中，從源頭築牢企業的廉潔防線。面向承包商和供應商分別進行了1次專項廉潔培訓，如《供應商行為準則》專項解讀。

環境層面**企業文化**

本集團作為能源設備行業的一員，深明自身在推動潔淨能源發展及實現可持續未來中的責任。為積極響應「雙碳」目標，本集團不斷推動技術創新，優化能源與資源管理，提升運營效率，並落實節能減排措施，以實現長遠的環境與經濟效益，為低碳轉型貢獻力量。

我們企業文化中有著明確的環境保護觀—生態保護、污染治理、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，末端治理，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。

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Emissions

The Group actively fulfills its social responsibilities and remains committed to a green, low-carbon, and high-quality development strategy. We continuously promote energy conservation, emission reduction, and ultra-low emissions throughout our production and operations, implementing measures to improve energy efficiency, reduce pollution, and enhance overall performance. The Group strictly complies with relevant environmental laws and regulations, including but not limited to 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》). We have also obtained a "Pollutant Discharge Permit《污染物排放許可證》" issued by local environmental authorities. During the Reporting Period, the Group was not found to have violated any environmental laws or regulations that had a significant impact on our operations.

Air Emissions

The Group's air emissions primarily come from particulate matter, sulfur oxides, and nitrogen oxides generated by industrial furnaces, kilns, and equipment during the production process. To reduce air emissions during our operations, we have implemented the following technologies and measures for control. The production line's heating furnaces use natural gas as the combustion fuel and employ low-nitrogen combustion technology and systems, effectively reducing air emissions. The air treatment facilities utilize advanced adsorption and catalytic combustion technologies. Nitrogen oxide emissions are reduced by increasing the furnace thickness and adding flue gas treatment devices to the heat treatment furnace. The slagging process at the electric furnace outlet is equipped with a flue gas collection system to reduce particulate matter emissions. Additionally, online flue gas monitoring equipment has been installed at the main emission points. The plant area and key raw material entry and exit points are equipped with wheel washers and dust monitoring devices to track airborne dust pollution. We have optimized industrial processes to reduce internal transportation frequency, updated to new energy vehicles, and increased the proportion of clean transportation. We also entrust qualified third-party service providers to conduct regular testing according to required frequencies to ensure compliance with emission standards.

排放物

本集團積極履行社會責任，始終堅持綠色、低碳、高質量發展戰略，不斷推動生產經營環節的節能減排與超低排放，並實施節能降耗、減污增效等措施。本集團一直嚴格遵守相關的法律法規，包括但不限於《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》、香港法例第311章《空氣污染管制條例》及香港法例第354章《廢物處置條例》等相關規定，並已取得當地環保部門頒發的《污染物排放許可證》。報告期間，本集團並無違反任何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窑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，我們採取了各項技術和措施進行管控：如在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；廢氣處理設施採用先進的吸附加催化燃燒技術；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；電爐出渣口工序增加煙氣收集裝置，降低顆粒物排放；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；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。

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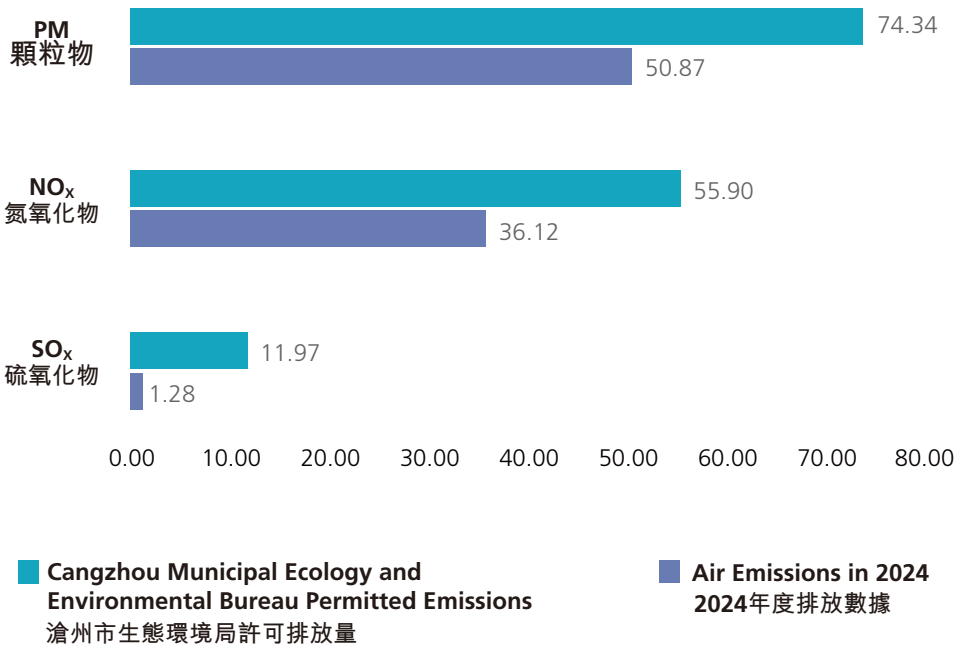
環境、社會和管治報告

During the Reporting Period, the Group’s emissions of particulate matter, sulfur oxides, nitrogen oxides, and other pollutants were all below the emission limits set by the Bureau of Ecology and Environment of Cangzhou City. Additionally, all emissions met the ultra-low emission standards of Hebei Province. The details of the air emissions are 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	2024 2024年	2023 2023年
Nitrogen oxides (NO _x) 氮氧化物	Tonnes 噸	55.90	36.12	31.77
Sulfur oxides (SO _x) 硫氧化物	Tonnes 噸	11.97	1.28	0.95
Particulate matter (PM) 顆粒物	Tonnes 噸	74.34	50.87	48.52

Air Emissions (Tonnes)
廢氣排放 (噸)



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Greenhouse Gas (GHG) Emissions

The Group’s GHG emissions from daily operations primarily originate from two sources: the indirect emissions from purchased electricity and the direct emissions from the combustion of fuels in stationary and mobile sources. To enhance transparency in supply chain environmental performance, the Group is progressively quantifying Scope 3 GHG emissions. This includes tracking employee business trips and commuting emissions through online forms or office systems, as well as recording waste emissions (such as wastepaper and sewage) generated during operations. These efforts enable stakeholders to better understand the environmental impact of our business activities.

During the Reporting Period, we set the GHG emission intensity target for 2025¹ as 113.19 Tonnes of CO₂ equivalent/revenue in million RMB, and the total greenhouse gas emissions decreased compared to the previous year. In addition, in line with our commitment to achieving the “2030 Carbon Peak and 2060 Carbon Neutrality” goals, we are gradually formulating mid-to-long-term quantitative emission reduction targets. The relevant emission data are as follows:

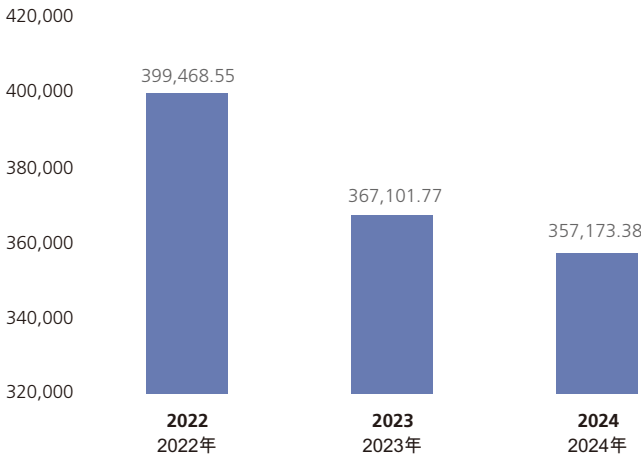
Type of GHG Emissions 溫室氣體排放類型	Unit 單位	2024 2024年	2023 2023年
Scope 1 – Direct emissions 範圍1 – 直接排放	Tonnes of CO ₂ equivalent 噸二氧化碳當量	101,248.12	98,518.15
Scope 2 – Energy indirect emissions 範圍2 – 能源間接排放	Tonnes of CO ₂ equivalent 噸二氧化碳當量	255,925.26	268,583.62
Total 總量	Tonnes of CO ₂ equivalent 噸二氧化碳當量	357,173.38	367,101.77
Intensity 密度	Tonnes of CO ₂ equivalent/revenue in million RMB 噸二氧化碳當量／百萬元人民幣收益	108.49	95.35

溫室氣體排放

本集團日常經營活動產生的溫室氣體主要來自兩個方面：一是外購電力所產生的間接溫室氣體排放，二是燃燒固定源和流動源燃料所造成的直接排放。為提升供應鏈環境表現的透明度，本集團逐步量化範圍3的溫室氣體排放，利用線上表格或辦公系統統計員工差旅與通勤的碳排放，同時記錄運營過程中產生的廢棄物（如廢紙與污水）排放量，便於持份者了解各業務的環境影響。

於報告期間，我們制定的2025年溫室氣體排放密度目標¹為113.19噸二氧化碳當量／百萬元人民幣收益，而同時溫室氣體總排放量較去年有所下降；另外，為達成「2030碳達峰，2060碳中和」的目標，我們正在逐步制定中長期的量化減排目標。相關排放數據如下：

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



¹ In 2025, the Company’s high-end oil drilling and energy equipment tubing production project will commence operations, leading to an increase in the Group’s total greenhouse gas emissions. As a result, the 2025 target value is expected to be higher than the actual emissions in 2024.

¹ 2025年，公司高端石油鑽採及能源裝備用管生產項目將投入運營，集團溫室氣體排放總量將會增加，因此2025年目標值比2024年實際值偏高。

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Waste Management

The Group adheres to the principles of waste reduction at the source and recycling to minimize the environmental impact of its business operations. According to statistics, the Group's daily operations primarily generate two types of waste: (i) Hazardous waste, which poses a risk to human health or the environment. This mainly includes dust removal ash, waste mineral oils, cutting waste residues, and waste oil packaging drums. (ii) Non-hazardous waste, which originates from production activities, such as electric furnace slag, refining slag, iron oxide scale, and waste refractory materials.

During the Reporting Period, the amount of waste generated by the Group was as follows:

Type of Waste 廢棄物類型	Unit 單位	2024 2024年	2023 2023年
Hazardous waste 有害廢棄物	Tonnes 噸	10,078.70	8,063.69
Intensity 密度	Tonnes/revenue in million RMB 噸／百萬元人民幣收益	3.06	2.09
Non-hazardous waste 無害廢棄物	Tonnes 噸	72,206.53	71,620.82
Intensity 密度	Tonnes/revenue in million RMB 噸／百萬元人民幣收益	21.93	18.60

The Group regularly identifies national and local laws, regulations, standards, and policy requirements to ensure compliance. It has established the "Hazardous Waste Management Regulations" (《危險廢物管理規定》), "General Waste Management Regulations" (《一般廢棄物管理規定》), "Environmental Inspection and Monitoring Management Regulations" (《環境檢查、監測管理規定》), and related emergency response plans, which define the management requirements and disposal measures for various types of waste. An annual management plan is developed each year, specifying the responsibilities, authority, and target objectives of relevant personnel, strengthening supervision at each stage, and ensuring implementation through routine inspections, evaluations, and training. The Group is equipped with an advanced Distributed Control System (DCS) for pollutant monitoring and dynamic management, as well as a hazardous waste terminal weighing and storage system to monitor waste generation in real time. The Group has also set up a hazardous waste storage facility, where hazardous waste is properly packaged, weighed, and recorded in accordance with relevant regulations. All hazardous and non-hazardous waste leaving the premises is entrusted to qualified third-party service providers for compliant disposal. Reduce waste generation by using eco-friendly, high-quality materials such as water-based paints, recyclable refractories, etc. The Group also continued to explore the potential of waste recycling, realizing the self-recycling of refining slag and cutting waste residues as production raw materials, and outsourcing external institutions or suppliers for recycling of dust removal ash and waste refractory materials.

廢棄物管理

本集團秉持源頭減廢與回收再利用的原則，以降低業務運營對環境的影響。經統計，本集團日常營運主要產生兩類廢棄物：(i) 有害廢棄物，即對人體健康或環境具有危害或潛在風險的廢棄物，主要包括除塵灰、廢礦油、切削廢渣及廢油包裝桶等；(ii) 無害廢棄物，來自生產活動，如電爐渣、精煉渣、氧化鐵皮及廢耐材等。

於報告期間，本集團產生之廢棄物數量如下：

本集團定期識別國家及地方法律法規、標準及政策要求，並已制定《危險廢物管理規定》、《一般廢棄物管理規定》、《環境檢查、監測管理規定》及相關應急預案，明確各類廢棄物的管理要求和處置措施。每年制定年度管理計劃，明確規定負責人的職權、責任目標，強化環節監督，並通過常態化運行檢查、考核、培訓等督促落實。本集團配備有先進的DCS污染物監測和動態管控系統、危廢終端稱重入庫系統等，及時監控各項廢棄物產生情況；設置有危險廢棄物倉庫，按照相關規定做好危險廢棄物的打包、稱重和出入庫登記，對各類出廠的有害及無害廢棄物均委託第三方有資質的單位進行合規處置或回收再利用；通過使用環保、優質材料，如水性漆、可回收耐火材料等，降低廢棄物產生。本集團亦持續探索廢棄物回收利用潛力，實現精煉渣、切削廢渣等作為生產原料自行回收利用，除塵灰、廢舊耐火材料等均委託外部機構或者供應商進行回收利用。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
環境、社會和管治報告

Wastewater Management

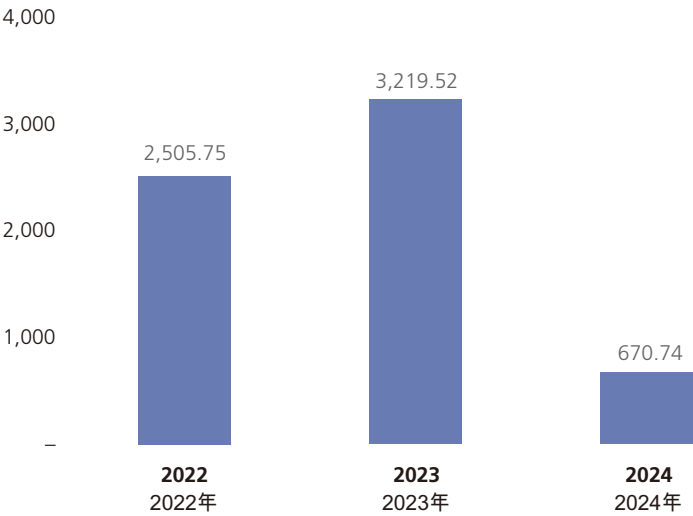
The Group strictly complies with relevant laws and regulations in its operating locations and places great emphasis on wastewater discharge management. The Group has formulated the “Wastewater Management Regulations” (《廢水管理規定》), focusing on key areas such as source reduction, process optimization, and wastewater treatment. During the Reporting Period, we actively upgraded our circulating water system management and introduced advanced water treatment technologies, effectively reducing wastewater discharge.

廢水管理

本集團嚴格遵守運營所在地相關的法律法規，高度重視廢水排放管理工作，制定了《廢水管理規定》，從源頭減排、工藝優化、廢水處置等環節重點把控。報告期間，我們積極對水循環系統進行管理升級，引進先進水處理技術，有效降低污水排放量。

Type of Emission 排放物類型	unit 單位	2024 2024年	2023 2023年
Sewage discharge 廢水排放	m ³ 立方米	670.74	3,219.52

Sewage discharge in the past 3 years (m³)
近三年廢水排放量 (立方米)



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Use of Resources

The Group fully recognizes the finite nature of natural resources and is committed to conserving resources and enhancing their utilization efficiency. The Group is dedicated to improving resource efficiency and adheres to an energy management policy focused on clean production, energy conservation, low-carbon development, and continuous improvement. The Group has established Internal management systems, including the Energy Management Control Procedure (《能源管理控制程式》) and Energy Review Control Procedure (《能源評審控制程式》), which are designed to identify, plan, and manage operations and maintenance activities related to key energy usage, ensuring the effective management of energy consumption in production processes, facilities, and equipment.

Energy

The Group is committed to reducing energy consumption, optimizing the use of electricity and natural gas, and continuously advancing energy-saving technological upgrades and breakthroughs to reduce greenhouse gas emissions. During the Reporting Period, the Group actively identified and implemented technologies from the “National Key Energy-Saving and Carbon Reduction Technology Promotion Catalog” (《國家重點節能降碳技術推廣目錄》). The Group introduced high-efficiency motors, water pumps, and air compressors, gradually phasing out energy-intensive equipment to achieve upgrades and modernization. The Group applied advanced energy-saving and carbon-reduction technologies, as well as waste heat recovery technologies, and adopted refined management practices to address leaks and inefficiencies, effectively reducing energy consumption and improving energy efficiency. Key energy-saving retrofit projects completed during the Reporting Period include hydraulic station upgrades in the electric furnace, pipe billet, and finishing line areas, dust removal system frequency conversion upgrades, dryer energy efficiency improvements, and heat treatment production line upgrades. Additionally, the Group actively introduced a Just-in-Time (JIT) intelligent production management system, further optimizing energy use. At the same time, the Group continued to enhance its circulating water system management to improve water efficiency.

資源使用

本集團深知天然資源的有限性，因此致力於珍惜資源並提升其使用效率。本集團致力於提高資源利用效率，堅持清潔生產、節能降耗、低碳發展、持續改進的能源管理方針。本集團已制定《能源管理控制程式》、《能源評審控制程式》等內部管理制度，旨在識別、規劃和管理與主要能源相關的運營和維護活動，有效管理生產用能過程、設施和設備。

能源

本集團承諾致力於降低能源消耗，優化電力與天然氣等能源的使用，並持續推動節能技術改造與技術突破，以減少溫室氣體排放。報告期間，本集團積極識別和轉化《國家重點節能降碳技術推廣目錄》相關技術，引進高效電機、水泵、空壓機等用能設備，逐步淘汰高耗能設備，實現用能設備更新升級；應用先進節能降碳技術、餘熱回收利用技術等，通過精細化管理跑冒滴漏等，有效降低能源消耗，提升能效水平。報告期間，本集團先後完成電爐、管坯區、精整線等多個區域的液壓站節能改造，除塵變頻改造、乾燥機節能改造、熱處理線生產設備節能改造等多項節能改造項目，同時積極引進準時化生產智能管控系統，有效降低公司能源消耗。同時，公司亦持續性開展水循環系統管理升級工作。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Case Study: Dust Removal System Frequency Conversion Upgrade in the Pipe Manufacturing Division**案例：制管分廠除塵變頻系統改造**

During the Reporting Period, the Group carried out a comprehensive upgrade of the existing hot rolling dust removal system, including the installation of a new frequency converter control room equipped with a high-voltage frequency converter. This upgrade enables remote control for start-up, shutdown, emergency stop, and frequency adjustment. With the automated operation of the frequency converter, the motor can achieve optimal energy-saving performance. Following the upgrade, the project achieved an energy savings rate of 78%.

報告期間，本集團對現有的熱軋除塵系統進行了全面升級，新增變頻器控制代替原先的閘門控制，以實現遠端控制啟動、停機、急停及頻率調節等操作，通過變頻器的自動運行閉環控制，實現最佳節能效果，項目改造後節能效果達78%。

Case Study: Dryer Energy-Saving Retrofit**案例：乾燥機節能改造**

During the Reporting Period, the Group optimized the compressed air dryer equipment through technological upgrades. The traditional exhaust drying process was upgraded to a zero gas consumption micro-heat adsorption dryer. The system continuously monitors key parameters, such as the dew point of the adsorption tower and the temperatures of hot and cold blowing, and automatically stops the heater and blower when these parameters reach predefined values. This upgrade resolves the issues of high energy consumption and gas usage associated with traditional micro-heat regenerative adsorption dryers. At the same time, it more stably maintains the pressure in the compressed air network, improves the operational efficiency of the air compressor, and further reduces electricity consumption.

報告期間，本集團針對空壓機乾燥設備進行技術優化。通過將傳統的排氣乾燥工藝升級為零氣耗微熱吸附式乾燥機，並實時監測吸附塔露點及熱吹乾、冷吹乾溫度等關鍵參數，系統在達到限定值時可自動停止加熱器與鼓風機運行，避免了傳統微熱再生吸附式乾燥機高能耗、高氣耗的問題，同時更穩定地維持壓縮空氣管網壓力，提升空壓機運行效率，進一步降低電力消耗。

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Case Study: Energy-Saving Retrofit of Multiple Hydraulic Stations**案例：多項液壓站節能改造**

During the Reporting Period, the Group benchmarked against advanced energy-saving technologies in the industry and conducted comprehensive optimization and upgrades of several hydraulic stations in core production areas. By introducing an intelligent software control system, servo energy-saving technology, and high-efficiency hardware equipment, the Group effectively reduced electrical energy waste. According to electricity consumption monitoring data, the retrofit resulted in a 52% overall electricity savings rate, demonstrating significant energy-saving effects.

報告期間，本集團對標同行業先進節能技術，對核心生產環節的多個液壓站進行全面優化升級。通過引入智慧化軟件控制系統、伺服節能技術及高效能設備，有效降低電能浪費。根據用電監測數據顯示，改造後的綜合節電率達52%，節能效果顯著。

Given the nature of our business, the Group's primary resource consumption comes from purchased electricity, natural gas as the main fuel, and vehicle fuel, with no involvement in packaging materials. To further enhance energy efficiency and strengthen accountability, we are gradually quantifying energy intensity target data. During the Reporting Period, our preliminary energy intensity target² for 2025 is 0.31 GWh/revenue in million RMB, and the energy consumption data are as follows:

鑒於業務性質，本集團的主要資源消耗來自外購電力，以天然氣為主要氣體燃料及車輛燃油，且不涉及包裝物料。為進一步提升能源使用效率、強化責任，我們逐步量化能源密度目標數據。報告期間，我們初步制定的2025年能源密度目標²為0.31吉瓦時／百萬元人民幣收益，能源消耗數據如下：

Type of Energy 能源類型	Unit 單位	2024 2024年	2023 2023年
Indirect energy 間接能源			
Purchased electricity 外購電力	GWh 吉瓦時	476.94	470.95
Direct energy 直接能源			
Natural gas 天然氣	GWh 吉瓦時	499.58	488.29
Gasoline 汽油	GWh 吉瓦時	0.40	0.41
Diesel fuel 柴油	GWh 吉瓦時	1.08	1.4
Liquefied petroleum gas 液化石油氣	GWh 吉瓦時	0.00	0.03
Total energy consumption 能源消耗總計	GWh 吉瓦時	978.00	961.08
Intensity 密度	GWh/revenue in million RMB 吉瓦時／百萬元人民幣收益	0.30	0.25

² In 2025, the Company's high-end oil drilling and energy equipment tubing production project will commence operations, leading to an increase in the Group's total energy consumption. As a result, the 2025 target value is expected to be higher than the actual consumption in 2024.

² 2025年，公司高端石油鑽採及能源裝備用管生產項目將投入運營，集團能源消耗總量將會增加，因此2025年目標值比2024年實際值偏高。

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環境、社會和管治報告

Water Use

The Group adheres to the principle of water conservation by implementing equipment upgrades, sewage reuse, and optimizing irrigation practices in both the plant and office areas to achieve cost savings and reduce water consumption. At the same time, we actively conduct employee training on water resource management to enhance overall awareness of water conservation and improve the efficiency of water usage, thereby contributing to the conservation of water resources.

用水

本集團秉持節約用水原則，通過設備改造、中水回用、優化廠區及辦公區綠化灌溉模式等開源節流。同時積極開展員工水資源管理相關培訓，提升全員節水意識和水資源使用效率提升的能力，以此節約水資源。

Case Study: Water Recycling System Management Upgrade**案例：水循環系統管理升級**

During the Reporting Period, the Company developed an annual water-saving plan, thoroughly reviewing the water balance of the industrial water recycling system and analyzing changes in water consumption and water quality indicators across production lines. Focusing on the removal of chloride ions, the Company initiated an upgrade of the water recycling system, introducing advanced sewage filtration and oil removal technologies, as well as membrane separation equipment to achieve deep sewage treatment. The system undergoes regular cleaning and maintenance, with precise dosing of disinfectants. The network layout has also been optimized to ensure interconnected piping across production lines. In conjunction with graded water quality management, the upgraded system now enables turbidity replacement for water replenishment, concentrated filtration for waste discharge, oil removal treatment, and the recycling of high-salinity wastewater through de-salting and de-chlorination. As a result, the water recycling system has achieved an annual wastewater reuse volume of approximately 240,000 cubic meters, effectively enhancing water resource utilization efficiency.

報告期間，公司制定了年度節水計劃，全面梳理工業水循環系統的水量平衡，並分析產線用水量與水質指標的變化。以「去除氯離子」為核心，啟動了水循環系統升級，引進先進的廢水過濾除油技術及膜分離設備，實現廢水深度處理；定期清洗維護系統，精確投放殺菌藥劑；優化管網佈局，產線間管網互聯互通。配合水質分級管理，經過升級改造，水循環系統已實現濁環置換補水、濃縮壓濾排污、除油處理和高鹽度廢水除鹽除氯循環利用，年回用廢水約24萬立方米，有效提升水資源利用效率。

Case Study: Energy Retrofit for Irrigation System in Green Areas**案例：綠化灌溉用能改造**

To improve water efficiency in irrigation for green areas, the Group installed isolation valves to separate the irrigation pipelines of the office and living areas from those of the production plant. This allowed for targeted irrigation, effectively reducing underground pipeline leakage issues caused by excessive water usage for landscaping.

為提升綠化灌溉的用水效率，本集團加裝隔離閥門，將辦公生活區與生產廠區的綠化澆灌管道進行分隔，實現針對性灌溉，有效減少因綠化用水導致的地下管道滲漏問題。

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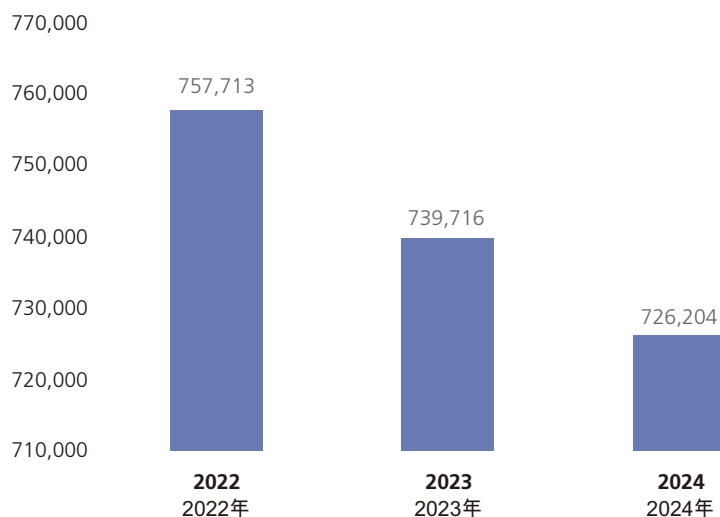
環境、社會和管治報告

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:

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：

Water Consumption 耗水量	Unit 單位	2024 2024年	2023 ³ 2023年 ³
Total water consumption 總耗水量	m ³ 立方米	726,204.00	739,716.39
Intensity 密度	m ³ /revenue in million RMB 立方米／百萬元人民幣收益	220.58	192.13

Water Consumption in the past 3 years (m³) 近三年耗水量 (立方米)



Green Office

The Group actively integrates the concept of green and sustainable development into daily office operations. Through various activities such as special events, training sessions, promotional posts, and signing the Energy Saving Charter organized by The Environment and Ecology Bureau of The HKSAR Government of the PRC, we communicate the green and low-carbon principles and requirements to all employees. We aim to embed the “green and low-carbon culture” into daily production and business operations, encouraging all employees to embrace a low-carbon lifestyle. This initiative promotes the internalization of green office practices and green living into the hearts of employees, inspiring them to take practical actions toward sustainability.

綠色辦公

本集團積極將綠色可持續發展理念融入公司日常辦公，通過專項活動、培訓、推文宣傳、簽署中國香港特區政府環境及生態局《節能約章》等多方式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。

³. To enhance the consistency and comparability of the data, the total water consumption data for 2023 has been relisted based on actual circumstances, including the domestic water usage for the office building and dormitory building.

³. 為提升數據的一致性及其可比性，2023年的總耗水量數據已按實際情況重列，包括辦公大樓及宿舍大樓的生活用水。

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環境、社會和管治報告

Office power
management
辦公用電管理

The Company advocates for the use of natural light, encouraging employees to avoid turning on lights during the day or leaving them on for extended periods. The lighting in the office and living areas, as well as the air conditioning in summer, are automatically adjusted based on seasonal and weather changes, with manual intervention when necessary. This system is designed to maximize employee comfort while minimizing energy consumption.

公司倡導利用自然光，避免白天開燈或長時間開燈；辦公生活區的照明燈光和夏季空調，根據季節和天氣變化自動調整，結合人工干預，以最大程度滿足員工需求並減少能源消耗。

Office water
management
辦公用水管理

Water conservation signs are posted in the office areas to remind employees to save water. A thorough inspection of water usage in the office areas has been conducted, and valves with individual controls have been installed to enable detailed management, helping to avoid leaks, drips, or 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

The Company encourages the use of electronic document management and promotes practices such as double-sided printing or copying. For meetings and related training sessions, online platforms are used to distribute and read digital versions of internal publications, thereby reducing paper consumption. At the same time, to minimize the use of disposable paper cups, during the Reporting Period, the Group replaced disposable paper cups for visitor receptions with reusable ceramic cups, which are equipped with UV and high-temperature disinfection systems, further reducing the consumption of single-use items.

鼓勵實行電子文件管理，或者採用雙面打印或複印方式；各項會議及相關培訓等，通過在綫平台推送和閱讀電子版內刊，節約紙張消耗。同時，為減少一次性紙杯使用，報告期間，本集團將來訪接待的一次性紙杯改為可重複利用的瓷杯，配備紫外線及高溫消毒，降低一次性用品消耗。

The Group will continue to monitor resource usage to assess the effectiveness of conservation measures and establish more targeted improvement actions and goals in the future.

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、社會和管治報告

Environment and Natural Resources

The Group has developed a full-scrap electric arc furnace (EAF) smelting process, utilizing renewable scrap steel as the primary raw material, which offers significant emission reduction advantages. We strictly comply with 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》), Emergency Response Law of the People's Republic of China (《突發環境事件應急管理辦法》) and other relevant regulations. To strengthen environmental governance, we have established multiple specialized management policies, including "Onsite 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" (《環境運行控制程序》), and "Emergency Environmental Emergency Response Plan" (《突發環境應急預案》). Upholding the environmental management principle of "pollution prevention, compliant emissions, legal compliance, and continuous improvement," we are committed to enhancing our environmental and energy management systems.

Currently, all major production facilities of the Group have obtained ISO 14001 Environmental Management System and ISO 50001 Energy Management System certifications, achieving 100% certification coverage. Additionally, the Company has passed the Cleaner Production Audit conducted by the Hebei Academy of Ecological and Environmental Sciences and has been recognized as a national-level Green Factory by the Ministry of Industry and Information Technology (MIIT).

環境及天然資源

本集團開發全廢鋼電弧爐冶煉工藝，將可再生能源廢鋼作為冶煉原材料，具有明顯的減排優勢。本集團嚴格遵守《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》及《突發環境事件應急管理辦法》等相關法律規定，制定了《現場環境管理辦法》、《排污許可管理辦法》、《溫室氣體管理規定》、《環境運行控制程序》及《突發環境應急預案》等多項環境專項管理制度。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，持續健全環境管理體系和能源管理體系。

目前，集團主要生產場所均已取得ISO14001環境管理體系、ISO5001能源管理體系認證，體系認證覆蓋率100%。公司也通過河北省生態環境科學研究院清潔生產審核驗收，獲得工信部國家級綠色工廠認證。

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To ensure the effective implementation of our environmental and energy management systems, we have engaged professional teams to conduct regular monitoring of wastewater, air emissions, noise levels, and other environmental impact factors. We actively identify and mitigate environmental risks, conduct periodic assessments of soil and air quality, and perform company-wide internal audits of the environmental management system annually. Furthermore, we enlist third-party experts to conduct external audits, continuously reviewing and assessing environmental impacts and resource usage risks associated with our business operations. During the Reporting Period, we carried out 73 environmental risk inspections, identifying and rectifying 343 environmental issues. In the field of renewable energy, we are actively promoting the use of clean energy and participating in green electricity trading. By supporting new energy customers, we demonstrate our firm commitment to the nation's green energy transition through concrete actions.

為確保環境及能源管理體系的有效運行和落地，我們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，開展環境隱患排查治理，定期評估土壤環境、空氣環境等天然資源，每年開展覆蓋全公司範圍的環境管理體系內部審核，並聘請第三方團隊進行體系外審，及時審視及評估業務過程中的相關環境影響及資源使用風險，持續實施和改進。報告期間開展73次環保隱患檢查，排查、整改環保問題343項。在新能源方面，我們亦在積極推動清潔能源使用和綠色電力交易，積極服務新能源客戶，用實際行動表達對國家綠色能源發展的全心投入。

Case Study: Employee Environmental Education

案例：員工環境教育

During the Reporting Period, the Group conducted six diverse environmental education initiatives for all employees. These included activities such as the Dalipal Carbon Reduction Day Special Action – Today's Interview and Earth Day Awareness Campaign. These initiatives aimed to deepen employees' understanding of low-carbon practices in their daily work and lives while encouraging them to consistently adopt sustainable actions, thereby strengthening the Company's culture of sustainability.

報告期間，本集團面向全體員工開展了6次多樣化的環境保護教育活動，如「達力普減碳日特別行動—今日採訪」活動、世界地球日宣傳活動等，以深入了解員工在日常工作與生活中的低碳實踐，並鼓勵員工持續落實低碳行動，強化企業可持續發展文化。



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Biodiversity Conservation

The Group recognizes that protecting the environment and natural resources is a critical responsibility for businesses worldwide. We actively safeguard the ecological environment throughout our operations to ensure sustainable development for future generations. We are committed to complying with biodiversity conservation laws and regulations, including the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Wetland Protection Law of the People's Republic of China (《中華人民共和國濕地保護法》), the Forest Law of the People's Republic of China (《中華人民共和國森林法》), and the Regulations on Nature Reserves of the People's Republic of China (《中華人民共和國自然保護區條例》). Additionally, we adhere to management regulations for ecologically sensitive areas, ensuring that project site selection avoids ecological red lines, nature reserves, and specially protected areas. This approach helps protect endangered species and wild flora and fauna.

生物多樣性保護

本集團深刻認識到保護環境和自然資源是全球企業的重要責任，並在營運過程中積極保護生態環境，確保後代的可持續發展。我們承諾遵守有關生物多樣性保護的法律法規，包括《中華人民共和國環境保護法》、《中華人民共和國濕地保護法》、《中華人民共和國森林法》及《中華人民共和國自然保護區條例》等，並遵守生態敏感區的管理規定，確保項目選址避開生態保護紅線、自然保護區及特殊保護區等環境敏感區域，保護瀕危物種及野生動植物。

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We have also developed a “Biodiversity Conservation Policy” (《生物多樣性保護政策》), which has been publicly disclosed on our official website. The policy stipulates that before commencing any project, we conduct environmental impact assessments in accordance with legal requirements to evaluate the project’s impact on biodiversity and local communities. Construction only begins after obtaining approval for the assessment. Upon project completion, we promptly restore surface vegetation and soil to minimize soil erosion and minimize habitat disturbance on affected land. Additionally, we regularly engage professional teams to assess natural resources such as soil and air, ensuring the balance, integrity, and stability of ecosystems. We actively implement measures to control soil and water erosion and prevent deforestation. Furthermore, we collaborate with various stakeholders to participate in biodiversity conservation initiatives, afforestation projects, and other public welfare programs. Within our facilities, we implement greening measures to reduce land exposure time. We expect our suppliers and partners to strictly adhere to biodiversity conservation measures, actively promote biodiversity protection, and minimize the environmental impact of their operations.

我們也制定了《生物多樣性保護政策》，已於官網披露。政策中規定，在項目建設前，我們依法進行環境影響評估，評估項目建設對生物多樣性及當地社區的影響，並在取得環評批覆後才開工建設；建設完成後，會及時恢復地表及土壤，減少土壤侵蝕和受干擾土地棲息地。我們也定期委託專業團隊評估土壤、空氣等自然資源，維護生態系統的平衡、完整性及穩定性。積極採取措施控制水土流失，避免森林砍伐。我們亦與不同持份者方合作，積極參與生物多樣性保護、植樹造林等公益項目，同時在廠區內實施綠化措施，減少土地裸露時間。我們期望供應商及合作夥伴嚴格落實生物多樣性保護措施，積極推動生物多樣性保護，減少生產經營對生態環境的影響。

Case Study: Tree Planting Activity

案例：植樹活動

Seizing the vitality of spring, we plant the seeds of a greener future. On March 12, 2024, our company’s labor union, in collaboration with the Bohai New Area Party and Mass Work Department, organized a special event to celebrate Arbor Day. Through hands-on participation, Dalipal employees actively contributed to green development, reinforcing our commitment to environmental protection and the principle that “lucid waters and lush mountains are invaluable assets.”

不負春光，為綠充「植」。於2024年3月12日，公司工會與渤海新區黨群工作部聯合舉辦植樹節特別活動。達力普員工通過實際行動積極貢獻綠色能量，守護綠色發展，踐行「綠水青山就是金山銀山」的生態發展理念。



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Combating Climate Change

Globally, climate change is intensifying, and extreme weather events are becoming more frequent, posing significant risks and uncertainties to business operations. At the 75th United Nations General Assembly, China proposed its “Dual Carbon Goals,” committing to peak carbon emissions before 2030 and achieve carbon neutrality by 2060. During the Reporting Period, the Group actively responded to this national initiative by introducing the “Carbon Peak and Carbon Reduction Implementation Plan” (《碳達峰及降碳實施方案》), replacing the previous “Carbon Reduction Action Plan” (《減碳行動實施方案》), and making a concerted effort to drive low-carbon development.

Governance

The Group’s ESG Committee and ESG Working Group regularly discuss ESG matters, assess climate-related risks and opportunities, and submit reports to the Board to ensure that climate-related issues are integrated into the Group’s strategic planning. To keep the Board informed of the latest climate developments, the Group actively organizes relevant training sessions aimed at enhancing directors’ expertise and skill levels, enabling them to effectively oversee climate-related affairs. When necessary, the Board also considers engaging professional consultants to obtain expert advice and improve the quality of decision-making. Furthermore, to reinforce the importance of climate-related matters, the Company has incorporated climate action indicators into the KPIs of directors and management. This incentivizes them to actively fulfill their responsibilities in addressing climate change and ensures the Group’s steady progress toward sustainable development.

Strategy

In alignment with the guiding principles of the 19th National Congress of the Communist Party of China and subsequent plenary sessions, as well as Xi Jinping’s Thought on Ecological Civilization, the Group actively embraces the concept of low-carbon development. The goals of carbon peaking and carbon neutrality have been incorporated into the Group’s “2023-2027 Five-Year Plan”. With a focus on comprehensive green transformation and low-carbon energy development, the Group leverages technological and institutional innovation to drive high-quality growth. By emphasizing intelligence, informatization, digitalization, and sustainability, we are committed to building an efficient, low-energy, and low-emission smart manufacturing facility for petroleum pipes. This initiative aims to enhance industry-wide digital management and operational efficiency while actively contributing to the national carbon peaking and carbon neutrality goals.

應對氣候變化

在全球範圍內，氣候變化不斷加劇，各類極端天氣事件愈發頻繁，這給企業運營帶來了大量實質性風險和不確定性。中國在第七十五屆聯合國大會上提出了「雙碳目標」，承諾會全力以赴，力爭在2030年前讓碳排放達到峰值，並朝著2060年前達成碳中和的目標奮力邁進。報告期間，本集團積極響應國家號召，推出《碳達峰及降碳實施方案》，取代以往的《減碳行動實施方案》，全力推動低碳發展。

管治

本集團的ESG委員會和工作小組定期討論ESG事宜，評估氣候帶來的風險與機遇，並向董事會提交報告，確保氣候相關議題被納入集團的戰略規劃之中。為了保持董事會對氣候議題最新動態的掌握，集團積極舉辦相應的培訓，旨在提升董事們的專業素養和技能水平，使他們能夠有效監督氣候相關事務。在必要時，董事會還會考慮引入專業顧問，以獲取專業建議，提升公司的決策質量。此外，為進一步強化對氣候相關事宜的重視，公司將相關應對氣候變化的指標納入董事與管理層關鍵履職績效指標，以此激勵他們在工作中積極踐行應對氣候變化的責任，推動集團在可持續發展道路上穩健前行。

策略

為深入落實黨的十九大及歷次全會精神，貫徹習近平生態文明思想，本集團積極實踐低碳發展理念，將碳達峰與碳中和目標納入《2023-2027年五年規劃》。本集團以全面綠色轉型為核心，以能源低碳發展為重點，並依託科技與制度創新推動高質量發展。立足智能化、信息化、數字化與綠色化，致力於打造高效、低能耗、低排放的石油管製造智能工廠，提升行業智能化與管理效率，並積極為國家碳達峰與碳中和目標貢獻力量。

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During the Reporting Period, the Group launched the "Carbon Peak and Carbon Reduction Implementation Plan" (《碳達峰及降碳實施方案》) and disclosed it on its official website. The key action goals are as follows:

報告期間，本集團推出了《碳達峰及降碳實施方案》並在官網披露，以下為主要的行動目標：

- 1. Strengthening Top-Level Planning** – The Company has established an efficient and collaborative management system, with oversight from the Board and the ESG Committee, while the ESG Working Group ensures effective implementation. The Company continuously optimizes its carbon emissions management framework, integrating green and low-carbon development strategies into all aspects of production and operations to drive meaningful carbon reduction actions.

夯實頂層設計—公司搭建了高效協同的工作管理體系，由董事會、ESG委員會共同負責，ESG工作小組深化落實。持續優化碳排放管理機制，將綠色低碳發展戰略和理念貫徹融入生產經營各環節，推動減碳行動落地落實。
- 2. Advancing Green and Low-Carbon Product Development** – The Company collaborates with upstream suppliers to promote the adoption and application of green and low-carbon materials. In response to customer demands, it increases investment in developing environmentally friendly products with high strength, high toughness, corrosion resistance, temperature resilience, long lifespans, and resource efficiency. Additionally, it actively pursues green product and carbon footprint certifications to enhance market competitiveness and customer trust.

加大綠色低碳產品研發—公司協同上游供應鏈，共同推動綠色低碳材料引進和應用；響應客戶需求，加大對高強度、高韌性、耐腐蝕、耐熱耐低溫及長生命週期、節能與節材等綠色低碳產品的研發投入，打造環境友好型產品；積極開展綠色產品及碳足跡認證工作，提升產品市場競爭力和客戶信任度。
- 3. Improving Energy Efficiency** – The Company aligns with "Guidelines on Energy Efficiency for Key Energy-Consuming Products and Equipment" (《重點用能產品設備能效先進水準、節能水準和准入水準》) and accelerates the upgrade of energy-consuming equipment. It introduces advanced energy-saving technologies, such as electric furnace waste heat power generation, continuous scrap preheating, Amiba residual steel monitoring, hydraulic servo energy-saving systems, full-oxygen combustion, and just-in-time electric furnace operations, to enhance overall energy efficiency. Additionally, it promotes waste energy utilization projects to maximize energy conversion and achieve collaborative carbon reduction.

提升能效水平—對標《重點用能產品設備能效先進水平、節能水平和准入水平》等文件，加快用能設備更新升級；適時引進先進節能技術，如電爐餘熱發電技術、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、全氧燃燒技術、電爐準時化技術等，有效提高公司整體能效水平；推動餘能利用改造，充分發揮能源轉換功能，實現協同減碳。
- 4. Enhancing Smart Management** – By integrating next-generation industrial internet technologies, the Company deeply incorporates 5G, IoT, cloud computing, big data, and AI into its manufacturing processes. It aims to achieve customized, flexible, and green manufacturing by developing "dark factories" with fully automated production lines, digital twin factories, and green factories, thereby strengthening overall competitiveness and core capabilities.

提升智能化管理水平—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、數字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。
- 5. Expanding Green Energy Development** – The Company invests in clean energy infrastructure, including solar and wind power, and actively participates in green energy trading. It optimizes transportation methods for key materials based on local conditions, increasing the proportion of clean transportation.

發展綠色能源—佈局光伏、風能等清潔能源建設，積極參與綠色能源交易；因地制宜，優化重要物資運輸方式，提高清潔運輸比例。
- 6. Promoting Integrated Pollution and Carbon Reduction Management** – Building on its electric arc furnace short-process steelmaking using 100% scrap steel, the Company steadily advances ultra-low emissions initiatives. It actively explores and promotes comprehensive utilization of solid waste, enhancing the recycling of scrap steel and steel slag to support a circular economy. Furthermore, it conducts carbon audits and clean production assessments while closely monitoring the research and application of low-carbon smelting and carbon capture technologies.

促進減污降碳協同治理—在全廢鋼電爐短流程煉鋼的基礎上，穩步推進超低排放工作；積極探索、推進固廢綜合利用，提升廢鋼、鋼渣等資源利用效率，推動循環經濟實踐；深入開展碳排放核查及清潔生產審核工作，積極跟蹤低碳冶煉、碳捕集等前沿技術的研發與應用。

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The Group actively promotes carbon footprint certification for its product specifications and has obtained seven certification certificates. These certifications measure greenhouse gas emissions throughout the product lifecycle, enabling us to quantify and monitor our carbon footprint while implementing targeted emission reduction measures to minimize environmental impact. During the Reporting Period, the Company's API 5CT and 5L series oil casing products were awarded the Green Product Certification, reflecting our commitment to green development and environmental protection. This achievement further enhances the Company's brand image and market competitiveness.

本集團積極推進產品規格的碳足跡認證，已取得7項認證證書，以此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，幫助我們採取減排措施，最大限度減少產品對環境的負面影響。報告期間，公司API 5CT及5L系列油套管產品獲得「綠色產品認證證書」，體現了公司始終堅持綠色發展、維護生態環境的理念，進一步提升公司品牌形象和市場競爭力。



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Risk Management

After discussions by the Board and management, the identified climate-related risks and opportunities for this year are as follows:

風險管理

經董事會及管理層討論後，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
Physical Risk 實體風險 <p>Global climate change has led to an increase in extreme weather events, such as hurricanes, floods, and heatwaves. These disasters may cause damage to production equipment, increase downtime, and affect supply chain stability, resulting in fluctuations in raw material procurement costs.</p> <p>全球氣候變化導致極端天氣頻發，如颶風、洪水和高溫等災害可能導致生產設備受損，停工天數增加；可能也會影響供應鏈穩定性，導致原材料採購的成本波動。</p>	<ul style="list-style-type: none"> • Damage to facilities and supply chain instability lead to increased capital expenditures • 設施損壞、供應鏈不穩定導致資本支出增加
Transition risk 過渡風險 <p>The Chinese government has introduced a series of policies related to dual control of carbon emissions, carbon trading, and the accuracy of carbon emission data. If companies fail to implement relevant measures or disclose necessary information in a timely manner, they may be held legally accountable. Additionally, the EU's Carbon Border Adjustment Mechanism (CBAM) imposes carbon cost pressures.</p> <p>The Stock Exchange has updated its climate-related disclosure requirements in line with IFRS S2 (Climate-related Disclosures), which will be implemented in 2025.</p> <p>中國政府接連出台碳排放雙控、碳交易、碳排放數據的準確性等相關政策，如企業未及時開展相關工作或者披露相關信息，可能會被追究相關法律責任；另外，歐盟「碳邊境調節機制」(CBAM)帶來碳成本壓力。</p> <p>聯交所按國際財務報告準則(IFRS S2「氣候相關揭露」)，更新氣候相關的信息披露規定，並將於2025年實行。</p>	<ul style="list-style-type: none"> • The high cost of compliance increases the operating cost • Increased the cost of compliance • Failure to comply with disclosure requirements will result in damage to goodwill • 高昂的合規成本令經營成本增加 • 增加合規成本 • 未能遵守披露要求將使商譽受損

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Climate-related Opportunities**氣候相關機會**

External stakeholders (such as regulatory authorities, investors, and customers) are increasingly focused on ESG. The Company actively researches relevant policies to enhance its responsiveness and social responsibility.

外部持份者(如監管機構、投資者和客戶)對ESG愈發關注，公司積極研究相關政策，提升應對和社會履責能力。

In response to the growing customer demand for green and low-carbon products, the company is proactively taking action by conducting product carbon footprint assessments, obtaining green product certifications, and developing new products. These efforts create new opportunities for the company's green transition and product portfolio transformation.

面對客戶對綠色、低碳產品需求的增加，公司積極應對，開展產品碳足跡、綠色產品認證，及新產品研發工作，為公司綠色轉型、產品結構轉型帶來了新機遇。

The Company implements energy efficiency improvements, resource recycling, and the use of renewable energy to achieve energy savings and carbon reduction.

開展能效提升、資源循環利用、應用可再生能源等工作，實現節能降碳。

Potential Financial Impact**潛在財務影響**

- Enhanced corporate brand image

- 提升公司品牌形象

- Increased revenue through the development of green products
- Enhance the company's competitiveness

- 通過研發綠色產品增加收入
- 提高公司競爭力

- Reduced operating costs

- 降低運營成本

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Social Aspects

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.

社會層面

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，允許在探索或創新中有失誤。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、社會和管治報告

"A business thrives with its people and ceases without them." Employees are the foundation of a company's steady growth. To continuously attract and retain top talent, the Group is committed to creating a fair, safe, and comfortable working environment. We aim to build a core team and key personnel who deeply identify with and actively uphold the company's culture, recognizing them as essential to the future development of the business.

To ensure employees receive proper protection, the Group strictly adheres to employment-related laws and regulations, including but not limited to 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》). 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 2024, the Group had a total of 1,795 employees (2023: 1,658), all of whom were full-time employees.

「企業有人則企，無人則止」，員工的貢獻是企業穩步發展的根基。為了持續吸引和留住優秀人才，本集團專注於打造公平、安全且舒適的工作環境，將建立一支深刻認同並積極踐行公司文化的核心團隊和骨幹員工隊伍，視其為企業未來發展的關鍵所在。

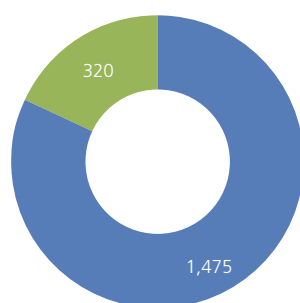
為確保員工得到合理的保障，本集團一直嚴格遵守僱傭相關的法律法規，包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國殘疾人保障法》、《中華人民共和國婦女權益保障法》、香港法例第57章《僱傭條例》、香港法例第282章《僱員補償條例》及香港法例第485章《強制性公積金計劃條例》等相關規定。本集團已制定《人力資源管理控制程序》及《績效管理制度》等有效的僱傭政策。報告期間，本集團並不知悉任何嚴重違反對本集團有重大影響的薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利法律及法規的情況。

於2024年12月31日，本集團的員工總數為1,795人（2023：1,658人），全部為全職員工。

By Gender

按性別劃分

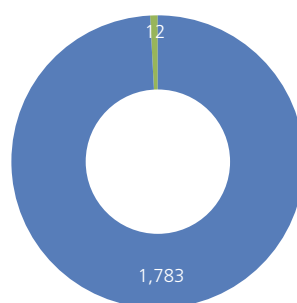
Male 男性
Female 女性



By Geographical Region

按地區劃分

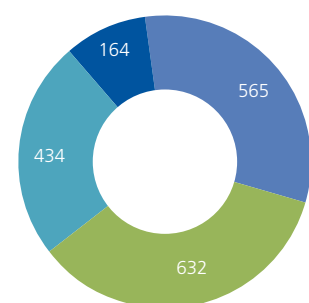
Mainland China 內地
Hong Kong 香港



By Age Group

按年齡組別劃分

18-30 18-30
41-50 41-50
31-40 31-40
51 or above 51以上



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During the Reporting Period, the Group's employee turnover rate was 13%, and the breakdown of employee turnover are as follow:

於報告期間，本集團僱員流失率為13%，僱員流失情況按不同類別劃分如下：

By Geographical Region		By Gender		By Age Group	
按地區劃分		按性別劃分		按年齡組別劃分	
Mainland China	13%	Male	13%	18-30	20%
中國內地		男性		18-30歲	
Hong Kong	0%	Female	12%	31-40	13%
香港地區		女性		31-40歲	
				41-50	6%
				41-50歲	
				51 or above	5%
				51歲或以上	

Equal opportunities and diversity

The Group upholds the principles of equality and fairness. As outlined in the "Code of Business Conduct" (《企業行為準則》), the Group strictly opposes any form of discrimination or harassment, including but not limited to discrimination based on race, gender, age, religion, disability, and any physical or verbal harassment, such as sexual harassment. We are committed to providing equal opportunities for all employees, fostering a fair, inclusive, and harmonious workplace, and promoting a diverse and well-balanced talent pool to maximize employees' potential. By actively implementing diversity initiatives, our workforce consists of employees from various ethnic backgrounds, regions, age groups, and educational levels, ensuring an inclusive and diverse talent structure. This approach not only enhances workplace equity but also contributes to the Group's long-term sustainable development.

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

本集團堅持平等和公正的原則，《企業行為準則》中明確規定，本集團反對任何形式的歧視或騷擾行為，包括對種族、性別、年齡、宗教信仰、殘疾等領域的歧視以及性騷擾等身體或語言上的騷擾。致力為所有員工提供平等機會，營造風正氣順、公平和諧的工作環境，推動人才隊伍的多元性和合理分佈，以充分發揮員工的才能。通過積極推動多元化措施，我們的員工來自不同民族和地區，涵蓋多個年齡層與學歷背景，確保人才結構的包容性與多樣性，進一步促進企業的可持續發展。

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、社會和管治報告

Talent Acquisition and Retention

The Group has established a comprehensive talent recruitment and retention management system. It has formulated policies such as 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》). These policies are designed to create a fair and structured working environment for employees while supporting the Group’s long-term development.

In employee recruitment, we continuously optimize our hiring mechanisms. During the Reporting Period, the Group, considering future production line adjustments and other factors, organized recruitment specialists to conduct industry benchmarking, perform in-depth field research at production sites, and strengthen communication. This allowed for a precise assessment of staffing needs and the development of a well-structured recruitment plan. We meticulously refined job qualification requirements and optimized talent profiles to enhance recruitment accuracy and improve job-person fit. Additionally, we actively expanded recruitment channels, including the “Dalipal HR” public account, Baidu Tieba, 51job, and Liepin. During the reporting period, we also launched an internal referral program, through which employees recommended over 90 candidates. Furthermore, we strengthened school-enterprise collaboration by organizing on-site campus recruitment events and establishing internship bases. These initiatives improved talent selection quality while providing students with internship opportunities to enhance their practical skills.

人才招聘及挽留

本集團建立了一套完善的人才招聘與留任管理體系，制定了《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》等政策文件，旨在為員工創造公平、有序的工作環境，促進企業的長遠發展。

在招聘員工方面，我們持續優化人員招聘機制。報告期間，集團結合未來產線調整等因素，組織招聘專員進行行業對標、深入生產現場調研並加強溝通，精準評估人員需求，制定合理招聘計劃；細緻梳理崗位任職資格要求，優化崗位人才畫像，提高招聘精準度，增強人崗匹配度；積極擴展多種招聘渠道，如「達力普人HR」公眾號、百度貼吧、「前程無憂」、「獵聘網」等，報告期間我們亦啟用招聘內推中心，通過內部員工推薦應聘人員，內推共計90餘人；加大校企合作力度，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、社會和管治報告

Prevention of Child Labor and Forced Labor

The Group is fully committed to respecting and safeguarding employee rights, firmly prohibiting all forms of child labor and forced labor. We strictly comply 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》). During the recruitment process, we utilize an online human resources system to automatically filter and reject applicants under the age of 18. We also thoroughly verify their identification documents to prevent the employment of individuals who do not meet the national minimum employment age. Furthermore, the Company ensures the proper retention of employee labor contracts and other records, establishing comprehensive employee profiles to guarantee the protection of employee rights.

In the event that the Group identifies any violations related to the employment of child labor or forced labor, a detailed investigation will be initiated in accordance with the Company's internal policies. Based on the investigation findings, appropriate disciplinary actions will be taken, or a decision will be made not to impose penalties. The relevant statutory authorities will be informed and provided with verified details of the situation. During the Reporting Period, the Group has not encountered any incidents of child labor or forced labor.

防範童工及強制勞動

本集團充分尊重和保護員工權益，堅決杜絕一切形式的童工僱傭及強制勞動行為，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》等相關法律規定。在招聘過程中，我們利用在線人力資源系統，自動篩選並剔除未滿18周歲的申請者，仔細檢查其身份證明文件，禁止僱傭未達國家最低就業年齡的員工。公司也會妥善保存員工的勞動合同及其他記錄，建立員工檔案，確保員工的權益得到保障。

若本集團發現任何僱傭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，本集團未發生任何僱傭童工、強迫勞動事件。

Case Study: University-Industry Collaboration and Youth Talent Development**案例：校企合作，加強青年人才培訓**

During the Reporting Period, the Group signed university-industry cooperation agreements with four universities to conduct targeted training and collaborative education. Based on the characteristics of academic disciplines and regional needs, we developed a tailored "University-Industry Collaboration and Integration of Education and Engineering" talent development plan. Additionally, we actively explored the "University-Industry Integration" education model, promoting deep integration of industry, academia, and research to jointly cultivate highly skilled professional and technical talent.

報告期間，本集團與四所大學籤訂校企合作協議，開展定向培養與協同育人。根據學科特點與區域需求，制定針對性的「校企合作、工學結合」人才培養方案，並積極探索「校企一體化」辦學模式，推動產學研深度融合，共同培養高素質專業技術人才。



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Case Study: On-Site Job Learning for Recruitment Specialists**案例：招聘專員實地崗位學習**

During the Reporting Period, the Group continued to optimize its talent recruitment process to improve job-person compatibility. Recruitment specialists visited various plants each month to conduct on-site learning, gaining a deeper understanding of job responsibilities, environmental requirements, necessary skills, and qualification criteria for each position. After comprehensive analysis, they developed detailed job profiles for talent recruitment. This initiative not only enhanced the accuracy of recruitment but also ensured that new employees could adapt more quickly to job requirements, further improving overall human resource management efficiency.

報告期間，本集團持續優化人才招聘流程，以提升人崗匹配度。招聘專員每月前往分廠實地學習，深入了解各崗位的工作內容、環境要求、必要技能及資格條件，綜合分析後形成崗位人才畫像。此舉不僅提高了招聘的精準度，還確保新聘員工能夠更快適應工作需求，進一步提升整體人力資源管理效率。

Dismissal Policy

The Group strictly adheres to national labor laws and regulations regarding employee termination and resignation, as well as the relevant procedures outlined in employee contracts. Before formally announcing an employee's termination, we commit to providing advance notice, allowing sufficient time, and clearly explaining the reasons for the dismissal. Prior to the employee's departure, we conduct an exit interview and handle all handover matters to ensure the protection of their legal rights. During the Reporting Period, the Group established and optimized an employee departure analysis mechanism, conducting systematic monthly analyses of departure data and strictly implementing exit interviews. Through group discussions, we thoroughly analyze the reasons for employee turnover. Recruitment specialists participate throughout the interview process to ensure comprehensive and accurate information collection. Based on the analysis results, targeted improvement measures are developed for each position, with continuous follow-up to optimize the talent retention mechanism, enhance employee satisfaction, and improve organizational stability.

Remuneration and Benefits

The Group is committed to building harmonious employee relations and strives to create a cooperative and growth-oriented work environment where each employee receives full support and motivation to realize their potential and self-worth. To achieve this, we have established the "Salary Management System" (《薪酬管理制度》) and "Employee Attendance Management Measures" (《員工考勤管理辦法》), clearly defining employees' rights and obligations regarding working hours, rest and leave, compensation, and benefits. During the Reporting Period, we continued to improve the Company's compensation management system. We expanded the scope of the university graduate subsidy, removing regional restrictions, and optimized and adjusted the frontline subsidy. The Group currently offers various forms of compensation, including wages (including performance-related pay), bonuses, allowances, and equity incentives, to inspire employee enthusiasm and creativity, while ensuring the protection of employees' legal rights.

解僱政策

本集團嚴格遵守國家、員工勞動合同等員工解僱、離職相關法律規定並執行相關流程，在對員工正式宣佈解僱之前，我們承諾提前通知、留足充分時間並向員工清楚說明解僱原因，在員工正式離職前，與員工進行離職面談和所有交接事宜，以保障其合法權益。報告期間，本集團建立並優化員工離職分析機制，每月對離職數據進行系統性分析，並嚴格推行離職面談。通過小組研討，深入剖析員工離職原因，招聘專員全程參與面談，確保信息收集的全面性與準確性。各崗位根據分析結果制定針對性改善措施，並持續跟進落實，以優化人才保留機制，提升員工滿意度與組織穩定性。

薪酬及福利

本集團致力於構建和諧員工關係，力求營造一個互助合作、共同成長的工作環境，讓每位員工都能獲得充分的支持與激勵，發揮潛力、實現自我價值。我們已制定《薪酬管理制度》及《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，並於報告期間持續完善公司薪酬管理體系，擴大大學生學歷補貼範圍，不再進行地區限制，優化和調整一線補貼內容。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。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

The Group is dedicated to enhancing employee well-being and creating a healthy and harmonious work-life environment. We strictly comply with local laws, regulations, and policies, providing comprehensive labor protection for employees and continuously improving these benefits. Employees are entitled to legal paid leave, including marriage leave, bereavement leave, maternity leave, breastfeeding leave, and parental leave. To meet the work and life needs of employees, we have introduced various amenities in the company living area, including supermarkets, restaurants, and other retail stores. We also offer accommodation for employees (with optional couple units for employees whose spouses are also part of the company) and provide free wireless internet and dormitory supplies. Additionally, we have set up a package of convenient services, including a courier station, an automatic water dispenser, a mobile phone recharge station for utilities, and shared washing machines, to continuously improve the living conditions for employees and ensure their comfort and convenience.

在員工福利方面，我們嚴格遵守當地法律法規及政策，為員工提供完善的勞動保障並持續提升，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、共享洗衣機等，不斷改進員工住宿條件，確保員工住宿的舒適度和便利性。

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、免費健康體檢、員工食堂、員工宿舍等

Case Study: Launching Shared Washing Machines to Enhance Employee Convenience**案例：上線共享洗衣機，便利員工生活**

During the Reporting Period, the Company introduced shared washing machines in the apartment buildings. With their convenience and practicality, they have received widespread praise from employees! Each month, over 800 loads of laundry are washed, and the usage continues to rise. This initiative has truly brought ease and convenience to employees' lives!

報告期間，公司在公寓樓上線了共享洗衣機，憑藉便捷實用的特點，它們廣受員工好評！每月清洗衣物800餘桶，使用量持續攀升，真正為員工生活帶來了輕鬆和便利！



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Employee Communication and Care

The Group has established a comprehensive trade union mechanism that effectively serves as a “bridge and link” while also functioning as a platform for education and communication. Through various initiatives such as forums, tea gatherings, employee feedback meetings, training sessions, collaborative service research, and cafeteria satisfaction surveys, the Group organizes and mobilizes all employees to exercise their democratic rights, participate in corporate democratic management, and engage in democratic supervision.

員工溝通及關懷

本集團建立有完善的工會機制，通過舉辦座談會、茶話會、員工意見大會、各項培訓、協同與服務調研、員工滿意度調查和食堂滿意度調查等多種方式，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。

Case Study: Coordination and Service Research

案例：協同與服務調研工作

During the Reporting Period, the Company conducted quarterly coordination and service surveys, optimized evaluation and reward/punishment standards, and publicly shared survey results with all employees to promote business unit coordination and management improvement. Throughout the year, a total of 3,265 questionnaires were received, 78 improvement items were compiled, and 7 positive and negative case studies of coordination were extracted. Additionally, in conjunction with Party building work, the company addressed employee concerns regarding key tasks and weak links, promoting effective improvements in coordination and service.

報告期間，公司按季度開展協同與服務調研工作，優化評價和獎懲標準，面向全員公開調查結果，促進業務單位協同和管理提升。年度內累計收到3,265份問卷，整理匯總78項改善內容，提煉協同正反面案例7項。同時與黨建工作結合，圍繞重點工作、薄弱環節回應員工關切，推動協同與服務的有效改善。



Case Study: Employee Satisfaction Survey

案例：員工滿意度調查

On December 14, 2024, the Group conducted an “Employee Satisfaction Survey” for all employees. The questionnaire, based on the Gallup Q12 management model, focused on two main modules: employee engagement and team work environment. It assessed 12 dimensions to understand employees’ work experiences, their level of satisfaction with the company, and their expectations.

2024年12月14日，本集團開展了面向全员的「員工滿意度調查」活動，參照蓋洛普Q12管理模型設置問卷，圍繞員工敬業度、團隊工作環境兩大模塊，從12個維度進行評估，了解員工的工作感受、對公司的滿意程度和期望。

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The Group is committed to balancing employees' work and personal time, creating a positive, healthy, and caring work environment. Through a variety of activities, health seminars, and one-on-one psychological counseling, we provide timely support and care for employees. During the Reporting Period, the Group organized diverse activities, such as Lantern Festival celebrations, International Women's Day tea parties, Children's Day parent-child activities, Mother's Day celebrations, billiards tournaments, Qixi DLPers board game sessions, and the anniversary factory celebration. These initiatives aim to enhance employees' sense of belonging and strengthen team cohesion.

本集團致力於平衡員工的工作和生活時間，營造積極健康、充滿人文關懷的工作環境。通過舉辦多樣化的活動、各類健康講座、一對一心理輔導等，及時給予員工關愛和幫助。在報告期間，本集團舉辦了元宵節、三八女神節茶話會、六一親子活動、母親節慶祝活動、檯球比賽、七夕DLPers桌游局及周年廠慶等多樣化活動，以增強員工的歸屬感與團隊凝聚力。



Case Study: Parent-Child Relationship Salon

案例：親子關係沙龍活動

On May 23, 2024, the Group invited Feng Yu, a Master's degree holder in Psychological Counseling and Therapy from Central China Normal University, to host a themed salon titled "Good Parents Start with Good Emotions." The session focused on common parent-child issues, analyzing their causes and sharing emotional management and communication skills. This event aimed to help employees improve their parent-child relationships and promote a better work-life balance.

於2024年5月23日，本集團邀請華中師範大學心理諮詢與治療碩士馮玉老師，舉辦「好父母，從好情緒開始」主題沙龍，圍繞常見親子問題，剖析成因，分享情緒管理與溝通技巧，助力員工提升親子關係，促進工作與家庭平衡。



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Case Study: Health Knowledge Lecture and Traditional Chinese Medicine Free Clinic**案例：健康知識講座與中醫義診**

During the Reporting Period, the Company's labor union organized a health knowledge lecture and free clinic event. Senior experts from Cangzhou People's Hospital were invited to provide professional health guidance and medical consultations for employees. The experts delivered talks on gastrointestinal health maintenance, early cancer prevention, and the potential health impacts of snoring and preventive measures. Additionally, three senior chief physicians from the departments of Traditional Chinese Medicine, Gastroenterology, and Endocrinology set up a free clinic area on-site, offering one-on-one medical consultation services to employees. After the event, participants generally expressed that they gained valuable insights, not only expanding their health knowledge but also addressing long-standing health issues.

報告期間，公司工會舉辦了健康知識講座與義診活動，邀請沧州市人民醫院的資深專家為員工提供專業健康指導與醫療諮詢。專家們圍繞胃腸保養、早期癌症預防及打鼾對健康的潛在影響及預防措施等進行了講解；同時，中醫科、腸胃科及甲狀活動腺科的三位資深主任醫師在現場設立了義診區，為員工提供一對一的醫療諮詢服務。結束後，參與者普遍表示收穫豐富，不僅增長了健康知識，還有助於解決長期困擾的健康問題。



Case Study: Women's Day Movie Screening & Manicure Event

案例：婦女節觀影及美甲活動

In celebration of International Women's Day, the company's trade union organized a themed event, "Fiery Spring, Passionate Life", to honor and appreciate female employees. As part of the celebration, over 100 female employees were invited to a special movie screening of the inspirational film "Hot and Spicy". Additionally, to provide a moment of relaxation amidst their busy schedules, the company arranged a complimentary manicure session with professional nail artists. This thoughtful gesture allowed employees to unwind and enjoy a well-deserved break, enhancing their overall well-being and workplace satisfaction.

在「三八」國際婦女節來臨之際，公司工會以「熱辣春日，滾燙人生」為主題，組織了觀影活動，邀請百餘名女員工共同觀看勵志影片《熱辣滾燙》。此外，公司還邀請了專業美甲師，為女性員工提供了一次放鬆身心的免費美甲體驗，讓大家在忙碌的工作之餘享受片刻的寧靜與愉悅。



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Health and Safety

The Group always prioritizes the safety and health of employees, considering safety as the most important factor in daily operations. We adhere to the safety production philosophy of “Safety First, Prevention First, Full Employee Involvement, and Caring for Life,” and strive to create a work environment that ensures employees’ well-being. The Group strictly complies with relevant laws and regulations, including the 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 have established multiple safety management systems, including the “HSE policy” (《HSE政策》), “Occupational health and safety operating procedures” (《職業健康安全運行政序》), “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》), continuously improving the company’s occupational health and safety management system.

The Board bears full supervisory and leadership responsibility for the Company’s safety production management. Meanwhile, subsidiaries, in accordance with local legal requirements, establish safety production committees to oversee the comprehensive deployment of safety production work, promote safety culture and standardization, develop employee safety responsibility assessment standards, and establish and implement corresponding supervisory and evaluation mechanisms. The Company’s primary responsible person is the first accountable party for safety production and holds overall responsibility for the work. Each functional department is responsible for safety production within its scope of management. In addition, the company includes safety production indicators in the remuneration and performance evaluation systems of the Board and management at all levels.

The Group has also passed ISO 45001:2018 Occupational Health and Safety Management System certification and HSE management system certification, with a 100% system certification coverage. During the Reporting Period, internal and third-party management system audits were conducted to further ensure the systematic and effective nature of safety production management.

健康及安全

本集團始終將員工的安全與健康置於首位，並在日常運營中將安全視為最重要的考量因素。我們秉持「安全第一、預防為主、全員動員、關愛生命」的安全生產觀念，致力於營造一個保障員工福祉的工作環境。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》及《中華人民共和國職業病防治法》等相關法律規定，並已制定《HSE政策》、《職業健康安全運行政序》、《全員安全生產責任制》及《安全生產風險管控管理規定》等多項安全管理制度，不斷完善公司職業健康安全管理體系。

董事會對公司的安全生產管理工作承擔全面監督與領導責任。同時，附屬子公司按照當地法律規定，設置安全生產委員會負責全面部署安全生產工作，推動安全文化與標準化建設，制定全員安全生產責任制考核標準，並建立、落實相應的監督考核機制；公司主要負責人是安全生產工作的第一責任人，對安全生產工作全面負責；各職能部門對主管範圍內的安全生產工作負責。此外，公司將安全生產指標納入公司董事會和各級管理人員的薪酬績效體系中。

本集團亦通過了ISO 45001:2018職業健康安全管理体系認證及HSE管理体系認證，體系認證覆蓋率100%，報告期間開展內部和第三方的管理体系審核，進一步確保安全生產管理的系統性與有效性。

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During the Reporting Period, the Group is not aware of any serious violations of laws and regulations related to providing a safe work environment and ensuring employees' protection from occupational hazards that significantly impacted the Group. Additionally, no major safety incidents or fatalities occurred during operations involving the company or contractors. During Reporting Period, workdays lost due to industrial injuries totaled 1,008 days (2023: 471 days). The statistical data for the past three years is as follows:

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。此外，營運過程中公司及承包商未發生重大安全事故或死亡事件。報告期間因工傷損失工作日數為1,008天(2023年：471天)。過去三年的統計數據如下：

Statistical Indicators 統計指標	Unit 單位	2024 2024年	2023 2023年	2022 2022年
Number of work-related fatalities (Including contractor) 因工亡故人數(含承包商)	person 人	0	0	0
Work-related fatality rate (Including contractor) 因工亡故比率(含承包商)	percentage 百分比	0	0	0

Contractor Health and Safety Management

The Group has developed the the "Stakeholder HSE Supervision and Management Regulations" (《相關方HSE監督管理規定》), which clearly define the safety qualification review requirements for continuous business units, including various qualification certificates, safety management systems, plans, and emergency response plans. Additionally, during the Reporting Period, the Group developed the "HSE Policy" (《HSE政策》), which has been disclosed on the official website. This policy requires contractors to comply with the Company's health and safety management policies. Before entering the factory premises, contractors must undergo company-level and regional unit safety education, training, and emergency drills, and sign the "Stakeholder Safety and Environmental Protection Agreement" (《相關方安全環保協定》) with the Company. Furthermore, the Group regularly assesses and evaluates contractors and conducts follow-up reviews of health and safety management-related corrective actions throughout the year to ensure the effective implementation of corrective measures. These efforts aim to promote continuous improvement and enhance safety management standards with contractors.

承包商健康與安全管理

本集團已制定《相關方HSE監督管理規定》，明確連續業務單位的安全資質審查要求，包括各類資質證件、安全管理制度、方案及應急預案等。此外，報告期間，本集團制定了《HSE政策》，已於官網進行披露，要求承包商遵守公司健康與安全管理相關政策。如承包商進入廠區前，須接受公司級、區域直屬單位的安全教育、培訓和應急演練等，並與公司籤訂《相關方安全環保協議》。此外，本集團會定期對承包商進行考核與評價，並對年度內健康與安全管理相關的整改項目進行複查，確保整改措施落實到位，推動承包商持續改進，提升安全管理水平。

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Safety Management Assurance

The Group fully implements the safety production policies set by the Party and the state, strictly enforcing the safety production responsibility system for all employees. We clearly define the responsibilities of each unit and employee, creating a safety production framework where the main responsible person leads, each department regulates according to the rules, and all employees actively participate. This approach ensures the health and safety of employees from all angles. During the Reporting Period, we continued to promote and optimize programs such as the “Elementary Safety Inspection and Evaluation Program” (《基層安全檢查考評方案》) and organized a series of “Safety Month” activities. The specific details are as follows:

Emergency Management**应急管理**

The Company has revised and filed its comprehensive emergency response plan, incorporating 23 on-site emergency handling procedures. Based on this, various units conducted nine emergency response drills covering diverse scenarios, including flood prevention, heatstroke, chemical leaks, confined space operations, and fire incidents. An innovative training video, Emergency Response Drill for Natural Gas Leaks, Fires, and Explosions, was produced to provide employees with a more intuitive understanding of key aspects such as safety precautions for gas leaks, accident reporting procedures, and personnel evacuation.

修訂並備案綜合應急預案。新版預案設置了23個現場處置方案。據此，各單位圍繞防洪防汛、高溫中暑、化學品洩漏、有限空間作業、火災等多元化主題，結合實際情況開展了9次安全事故應急演練，創新性輸出《天然氣洩漏、火災、爆炸現場處置應急演練》視頻，讓員工更加直觀地了解天然氣洩漏處置的注意事項、事故匯報程序、人員疏散等各項內容。

To maintain operational readiness, the Company’s micro fire brigade undergoes annual practical and theoretical assessments. In June, the Safety Management Department organized an evaluation for the part-time emergency response team, with all 29 members successfully passing the assessment.

公司微型消防隊為保持戰鬥力每年進行一次實操和理論考核。6月份安全管理部組織進行了兼職應急救援隊考核，29名隊員成績全部合格。

安全管理保障

本集團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。報告期間，持續性推進並優化《基層安全檢查考評方案》等方案，開展了一系列「安全月」活動，具體內容如下：

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**Risk Identification, Control, and Hazard
Inspection & Remediation**
風險辨識管控與隱患排查治理

The Company has developed the 2024 Risk Identification, Control, and Hazard Inspection & Remediation Plan. Leveraging KYT methodologies, all units conducted risk identification exercises, compiling risk identification lists for specific job roles and updating risk distribution maps and risk bulletin boards.

制定《2024年風險辨識管控與隱患排查治理工作方案》，依託KYT訓練的形式，組織各單位開展風險辨識工作，形成本崗位的風險辨識清單並完成風險分佈圖和風險公告欄的更新。

To enhance safety awareness, the Company utilized various channels such as monthly safety meetings and safety groups to educate employees on the criteria for identifying major accident hazards, reinforcing professional knowledge. A total of 12 major accident hazard inspections were conducted, refining inspection content and standards. Additionally, 49 joint safety inspections were organized, identifying 1,508 issues. Furthermore, two occupational hazard assessments were carried out, covering 648 monitoring points.

利用月度安全會議、安全群等不同途徑組織相關人員主動學習重大事故隱患判定標準，強化專業知識；開展重大事故隱患排查治理12次，完善了檢查內容和檢查標準；組織安全聯查共49次，排查問題1,508項；組織2次職業病危害因素檢測，共計檢測648個點位。

Safety Education
安全教育

The Company has implemented multiple initiatives to promote a strong safety culture and enhance employee safety awareness. These efforts include displaying safety reminders along high-traffic areas, continuously disseminating the Safety Month theme and related safety regulations through company bulletin boards, electronic displays, and internal media platforms. Employees were also engaged in signing a company-wide safety commitment, participating in the "Near-Miss Incident" Safety Awareness Campaign, and watching safety education films.

通過採取多項措施廣泛宣傳安全生產理念，開展員工安全教育。如在員工必經之路懸掛提醒標語，通過公司宣傳欄、電子顯示屏等實體媒介以及內部自媒體平台持續傳播安全月主題及相關規範要求，組織全員籤署安全承諾，開展「嚇一跳事件」安全警示教育徵集活動，組織員工觀看安全警示教育片等。

To further strengthen safety knowledge and its practical application, the Company actively participated in the provincial emergency knowledge online competition. Additionally, a comprehensive safety responsibility assessment was conducted to evaluate and enhance the effectiveness of safety management practices.

積極參與省級應急知識網絡競賽，提升員工對安全知識的理解與應用能力；開展安全責任制考評，全面檢視安全管理成效。

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In terms of occupational health and safety, the Company conducts employee occupational health examinations in accordance with relevant requirements, achieving a 100% completion rate in establishing occupational health records for employees. Additionally, the Company implemented a Noise Reduction Improvement Program, issuing the “2024 Noise Reduction Implementation Plan” 《降噪工作實施方案(2024年)》. Various noise mitigation measures were successfully carried out, including improvements to the pipe-end shrinking production line, the outbound receiving bins in the intelligent warehouse, and the material loading platforms – effectively reducing noise levels. Alongside equipment and facility upgrades, the Company actively introduced various types of earplugs. Through employee trials, the most effective noise-reducing earplugs were selected. A satisfaction survey on noise reduction showed that 75% of employees reported an improvement, further ensuring their physical and mental well-being.

在職業健康安全方面，按照相關要求開展員工職業健康體檢工作，員工職業健康檔案建檔率100%。另外，公司開展降噪專項提升工作，年度內制定並下發《降噪工作實施方案(2024年)》，完成管端縮口生產線、智能庫出庫口收料筐和上料台架等多處降噪改善措施，有效降低噪聲產生。另外，在進行設備設施改造的同時，公司也積極引進不同種類和形式的耳塞，並通過員工佩戴試驗選擇了降噪效果更好的耳塞，通過降噪效果滿意度調研，75%的員工認為降噪效果有所提高，進一步保證員工的身心健康。



Company's Safety Production-related Work
公司安全生產相關工作

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Case Study: First Aid Training**案例：應急救護培訓**

During Safety Month, the Group invited emergency experts from Cangzhou People's Hospital, bringing professional equipment to the Company, and provided employees with emergency first aid training on the theme "Train the First Responder, Let Life Revive."

During the training, experts tailored the content to the Group's industry characteristics and used various methods such as theoretical explanations, demonstration drills, interactive teaching, presentations, and video screenings to deeply explain emergency knowledge and skills, including cardiopulmonary resuscitation (CPR), trauma first aid, electrical shock and heatstroke treatment, accident risk prevention, and emergency response to accidental injuries. In the practical training session, employees actively participated, volunteered to perform simulated operations on stage, and received one-on-one guidance from experts to ensure they mastered basic on-site emergency first aid skills. This training not only enhanced employees' safety awareness but also strengthened their ability to respond to emergencies.

安全月期間，本集團邀請沧州市人民醫院的應急專家攜帶專業設備，為員工提供了一場以「培訓第一目擊者，讓生命重新律動」為主題的應急救護培訓。

培訓過程中，專家結合本集團的行業特點，通過理論講解、示範演練、互動教學、簡報展示及視頻播放等多種方式，深入講解心肺復蘇、創傷救護、電擊與中暑處置、事故風險防範及意外傷害應對等應急知識與技能。在實際訓練環節，員工積極參與，主動上台進行模擬操作，並由專家逐一指導，確保掌握現場應急救護的基本技能。此次培訓不僅提升了員工的安全意識，也增強了員工面對突發情況時的應對能力。



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Case Study: VR Safety Education Experience Activity**案例：VR安全教育體驗活動**

On September 24, 2024, the Group's Safety Management Department organized a group of over 30 employees to visit the Cangzhou Emergency Management Bureau for a VR Safety Education Experience. The VR training covered accident scenarios such as electric shocks, explosions, fires, and falls from heights, allowing employees to experience simulated incidents firsthand. This immersive approach provided a realistic understanding of the severe consequences of unsafe operations, reinforcing their safety awareness.

2024年9月24日，本集團安全管理部組織30餘名員工前往沧州市應急管理局，參與VR安全教育體驗活動。VR體驗涵蓋觸電、爆炸、火災、高處墜落等事故場景，讓員工通過親身模擬，直觀感受違規操作的嚴重後果，增強安全意識。



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Development and Training

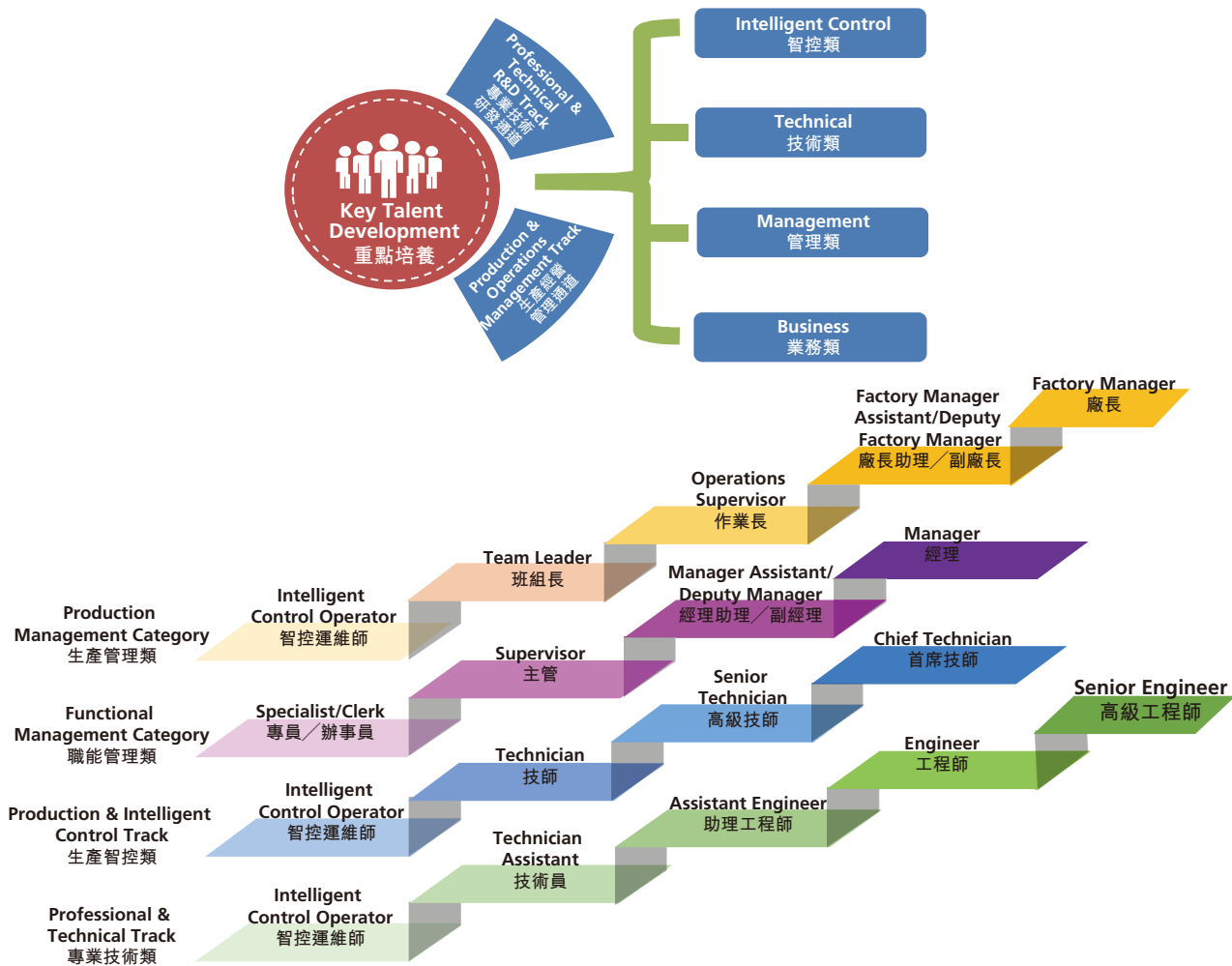
As part of its strategic objective to build a highly engaged workforce that aligns with corporate culture and grows alongside the Company, the Group has established a comprehensive training system covering all employees. This includes the “Regulations on the Management of Employee Training” (《員工培訓管理規定》) and the “the Code of Work for The Implementation of Training Organizations” (《培訓組織實施工作規範》), ensuring institutional support for employee career development. The Group has structured career development into management and technical tracks. Through annual talent assessments, talent management enhancement programs, GPI personality analysis, and 360-degree evaluations, employees receive personalized career planning support to better understand their strengths and potential. Following a tiered development strategy, the Company implements a mentorship program where senior management and experienced technical personnel provide guidance to help employees quickly adapt and excel in their roles. To foster overall workforce growth, the company continuously refines its learning organization model, emphasizing practical knowledge application and encouraging collaborative learning and experience sharing, creating a dynamic and practice-oriented learning environment.

發展及培訓

本集團以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，制定了覆蓋全員的培訓體系，包括《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。本集團將員工職業發展劃分為管理類和技術類兩個方向，並通過年度人才評估、人才管理提升計劃、GPI個性解讀、360測評評估等，為員工提供量身定制的職業規劃，幫助他們深入了解自身的長處與特點。我們遵循分層發展策略，採用導師制度，通過高層管理者及中高級技術人員的指導，協助員工快速學習並融入工作。為推動整體員工隊伍的成長，我們持續優化「學習型組織」模式，專注於知識的實踐應用，並通過集體學習、經驗分享等活動，致力於打造一個以實踐為導向的學習氛圍。

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The Group continues to implement the “Deep Blue Program” and “Blue-Green Program”, with a focus on “Cognitive Advancement” during the reporting period. A comprehensive talent management initiative was designed and executed, incorporating Individual Development Plans (IDP), specialized project coaching, renowned Peking University faculty courses, monthly reflection journals, the Employee Assistance Program (EAP), book clubs, and themed salons. Through cross-departmental and interdisciplinary exchanges, participants refined their project topics, enhancing both self-awareness and professional expertise. For technical talent development, the Group designed tailored training programs based on the characteristics of technical roles and optimized the technical personnel evaluation system. Training efforts focused on six specialized modules, including metallurgy, pipe rolling, and heat treatment, encompassing knowledge-building courses, foundational training for employees and new graduates, innovation project implementation, and technical discussions. This approach reinforces the philosophy of “learning through practice and hierarchical empowerment”, fostering a culture of cross-unit collaboration, strengthening the technical workforce, and laying a solid foundation for technological innovation and sustainable development.

本集團延續「深藍計劃」與「青藍計劃」，報告期間以「認知升級」為主題，制定並實施人才管理項目，涵蓋IDP(個人發展計劃)、專項課題輔導、北大名師課程、月度反思日記、EAP員工援助計劃、讀書會及主題沙龍等，透過跨部門、跨專業交流與指導，識別並優化學員專項課題，全面提升學員的自我認知與專業能力。此外，針對技術人才管理，本集團依據技術人員特點設計培養方案，優化完善技術人員評價體系，圍繞冶金、軋管、熱處理等6個專業模塊進行知識沉澱課程開發、崗位員工及新大學生專業基礎知識培訓、創新項目實施、問題研討交流等，推動落實「借事修人、層級賦能」理念，營造了跨單位互動的良好學習氛圍，強化了技術人才隊伍建設，夯實科技創新與可持續發展。

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Case Study: Deep Blue and Blue Green Plan – Special Topic Alignment for Participants**案例：深藍、青藍計劃學員專項課題對接**

According to the Group's overall talent management project plan, we initiated alignment work for the "Deep Blue" and "Blue Green" Plan participants' special projects. Through this alignment process, key issues were identified, refined, and ultimately developed into actionable project advancement plans. With the involvement of leaders from various business units, participants received multi-perspective guidance and support, driving effective project progress while also fostering cross-departmental and interdisciplinary collaboration. Some of the Company's key initiatives were integrated into participants' special projects, which not only maximized opportunities for individual capability development but also embodied the concept of "cultivating talent through practice," achieving a deep integration of this philosophy with the Group's talent management programs.

根據公司人才管理項目整體推進計劃，本集團對深藍、青藍計劃學員專項課題開展對接工作，通過對接識別並優化完善，最終形成專項課題推進方案。通過各相關業務領導的參與，不僅為學員提供多角度指導與支持，助力課題有效推動，更呈現出跨部門、跨專業相互協同的共進畫面。對於公司一些重點工作項在學員的專項課題上進行承接，過程中最大化地促進學員個人能力的提升，實現「借事修人」理念與人才管理項目的深度融合。



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During the Reporting Period, a total of 1,795 employees received training, accumulating a total of 86,605 training hours. Below is the employee training statistics table:

報告期間，本集團受訓人數共計1,795人，總受訓時數為86,605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)
By gender	按性別劃分		
Male	男	100	47
Female	女	100	52
By employment category	按僱傭類別劃分		
Senior management	高級管理人員	100	35
Middle management	中級管理人員	100	56
General staff	基層人員	100	48

Supply Chain Management

The Group upholds the principle of quality first and places great emphasis on sustainable supply chain management. Internal policies such as the "Supplier Management Policy" (《供應商管理辦法》) and "Supplier Code of Conduct" (《供應商行為準則》), have been established, along with a supplier admission and exit mechanism. Clear procedures for supplier selection, assessment, evaluation, development, and elimination ensure that supplier management aligns with ESG requirements and industry best practices.

In procurement, the Group categorizes purchases based on their impact on operations, classifying them into critical, non-critical, and key material procurement. Separate policies, including the "Raw Material Procurement Management Measures" (《主料採購管理方法》) and "Auxiliary Material Procurement Management Measures" (《輔料採購管理方法》), along with specific technical procurement standards, regulate procurement processes and workflows. Each year, an important materials supplier development plan is formulated based on the annual production plan and supplier performance reviews. The procurement platform system is used to enhance communication and oversight, ensuring continuous supplier evaluation. During the Reporting Period, the Group had 98 qualified suppliers (2023: 109), all based in mainland China. These suppliers underwent comprehensive assessments, including product quality, delivery timeliness, and service performance, to ensure their ability to meet the Group'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。本集團已制定《供應商管理辦法》及《供應商行為準則》等內部政策，建立有供應商准入與退出機制，明確選商、評估、評價、培養及淘汰等相關程序和要求，並持續完善供應商選擇及ESG管理事宜，確保嚴格按照要求甄選並管理供應商。

在採購方面，根據採購對生產經營的影響程度，將採購分為關鍵採購、非關鍵採購、重要物資採購等類別進行分級、分類管理，同時針對主料和輔料採購分別制定《主料採購管理辦法》、《輔料採購管理辦法》以及各項專業採購技術條件等，以此規範各項採購行為和工作程序。同時根據相關制度按照年度生產計劃及供應商列表現狀，每年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。報告期間，公司主要合格供應商共98家(2023年：109家)，全部位於中國內地，報告期間已全部進行包括供貨質量、交貨時間、服務素質等評估。

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Supplier Engagement, Review and Exit

供應商准入、審核、評價、退出環節

**Supplier ESG Management**

In terms of ESG management for suppliers, the Group incorporates requirements such as green manufacturing, energy conservation, emissions reduction, and relevant certifications and ESG measures into the supplier capability evaluation system for production-based enterprises. During the Reporting Period, the Group developed and disclosed the "Supplier Code of Conduct" (《供應商行為準則》), providing specialized training to ensure suppliers fully understand and implement ESG principles. This initiative supports key suppliers in deepening their ESG practices, encouraging the adoption of eco-friendly production methods to reduce resource consumption and environmental pollution, and helping them systematically integrate ESG concepts into their business management and production processes. Currently, all key suppliers of the Group have obtained ISO 9001 Quality Management System certification.

供應商ESG管理

在供應商的ESG管理方面，我們將「綠色製造、節能減排」、體系認證及ESG相關措施等要求納入生產型企業的供應商能力評估體系。此外，報告期間，我們制定並披露了《供應商行為準則》，對其進行了專項解讀培訓，幫助重要供應商進一步深化ESG理念實踐，積極採用環保生產方式，以減少資源消耗與環境污染，協助其將ESG理念系統性地融入業務管理與生產流程中。目前，集團所有重要供應商均通過ISO 9001質量管理體系認證。

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Case Study: Dalipal – RHI Magnesita (China) Strategic Cooperation Project Achieves Significant Progress**案例：達力普－奧鎂（中國）戰略合作項目獲明顯進展**

Since partnering with RHI Magnesita (China) in 2023, the company has focused on enhancing the service life of refractory materials. Together, we have advanced the development and application of long-life refractory materials for clean steel smelting, including magnesia-carbon bricks, electric furnaces, ladles, and tundishes. After nearly a year of continuous experimentation and optimization, the average service life of a single electric furnace body has increased from 500 furnaces to 700 furnaces, with a new record of 720 furnaces. Additionally, the average service life of a steel ladle has increased by 10 furnaces per piece, which is expected to reduce refractory material consumption by approximately 16% annually. Furthermore, through the recycling of used magnesia-carbon bricks for reuse, each ton of new magnesia-carbon bricks for clean steel smelting is expected to reduce carbon dioxide emissions by approximately 90 kg.

自2023年公司與奧鎂（中國）攜手以來，雙方聚焦耐火材料壽命提升研究，共同推動了新型潔淨鋼冶煉用鎂碳磚、電爐、中包、鋼包等各類耐火材料長壽命的研發與應用。經過近一年來的不斷實驗和優化，單個電爐爐體平均服役壽命由500爐躍升至700爐，並以720爐佳績刷新紀錄；單個鋼包平均服役壽命增長10爐／件，預計年度降低耐火材料消耗約16%。此外，通過對廢舊鎂碳磚的原廠循環利用，每噸新型潔淨鋼冶煉用鎂碳磚預計可降低二氧化碳排放約90kg。

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.

The Group upholds the spirit of craftsmanship and treats every product delivered with the utmost care, implementing comprehensive quality management to ensure strict control over product quality at all stages, involving every employee and aspect of the process. The Group strictly adheres to all laws and regulations related to quality and product standards, including but not limited to the 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》), as well as regulations concerning product health and safety, labeling, and privacy matters.

產品責任

企業文化之質量觀－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。

本集團秉持工匠精神，以嚴謹的態度對待每一件交付產品，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。本集團嚴格遵守質量及產品相關的一切法律法規，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》及香港法例第486章《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。

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Continuously Improving Quality Management System

The Group consistently enhances its quality management system and adheres to the quality policy of “Quality First, Customer Supreme; Continuous Improvement, Striving for Excellence; Providing Customers with First-Class Products and Services”. The Group has established comprehensive quality management procedures, including the “Quality Risk Management Control Procedure” (《品質風險管理控制程序》). Our main production facilities have obtained API Q1 Quality Management System certification, along with API 5CT/API 5L and API 5DP product certifications from the American Petroleum Institute. Additionally, the Group operates a testing laboratory certified by the China National Accreditation Service for Conformity Assessment (CNAS). During the Reporting Period, the Group successfully conducted and passed internal and third-party audits of its quality management system. Currently, all major production sites hold ISO Quality Management System certification, with 100% coverage of the certification system. There have been no significant violations of quality management laws or regulations that could have a major impact on the Group during the Reporting Period.

Maintain Product Competitiveness

The Group consistently aligns its strategy with market demand and customer expectations, benchmarking against the industry's top players. We continue to drive transformations in market structure, customer structure, and product structure, with a strong emphasis on product research and development and promotion efforts. The Group maintains a premium quality mindset, focusing on enhancing manufacturing capabilities and improving overall control effectiveness.

During the Reporting Period, various quality activities such as quality level checks, comprehensive quality inspections, and specialized quality initiatives were conducted to identify, analyze, and resolve issues from multiple perspectives. Activities like the Red and Black Flag Awards and bonus pools encouraged units and levels to engage in self-management and self-inspection. We have also continued to optimize job procedures, improve the quality inspection process, and enhance the handling of issues. These improvements have led to more efficient processing and better inspection capabilities across production lines, ensuring the quality of products. Additionally, significant progress has been made in the R&D and sales of new products, further enriching the Company's product portfolio and enhancing the competitiveness of the Dalipal brand.

持續完善質量管理體系

本集團持續完善質量管理體系，貫徹「質量為本，用戶至上；持續改進，爭創一流；為顧客提供一流的產品和服務」的質量方針，建立《質量風險管理控制程序》等完善的質量管理制度，集團主要生產場所已取得API Q1質量管理體系認證、美國石油學會API 5CT/API 5L及API 5DP產品認證等，擁有獲得國家認可委實驗室CNAS認證的檢測實驗中心。報告期間，先後開展並順利通過質量管理體系內部和第三方審核。目前，集團主要生產場所均已取得ISO質量管理體系認證，體系認證覆蓋率100%。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。

維持產品競爭力

本集團始終圍繞市場需求和客戶期望，對標業界頂尖，持續推進市場結構、客戶結構、產品結構轉變，加大產品研發和推廣力度；堅持精品意識，圍繞製造能力全面提升，增強管控實效。

報告期間，先後通過質量層級查、質量大巡檢、專項質量活動等，從多維度發現問題、分析問題、解決問題。通過紅黑旗頒獎活動、設立獎金池等，鼓勵各單位、各層級自我管理、自我檢查；持續完善崗位規程、優化質量巡檢及異常問題反饋處理流程，在提高處理效率的同時提升全產線的巡檢能力，確保產品質量。同時，新產品的研發和銷售亦取得突破性進展，不斷豐富了公司自我產品樹，提升了達力普品牌的競爭力。

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Moreover, we have successfully passed International Oil Company certifications, and have been included in the supplier lists of SONATRACH SPA, the largest oil company in Africa, and Sumitomo Corporation in Japan. This recognition reflects the global acknowledgment of our brand in international markets.

另外，我們已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，這也彰顯了我們的品牌受到國際市場的認可。

Case Study: The Company's First "Slim Well" Successfully Completed Drilling

案例：公司參與的首個「瘦身井」成功完鑽

During the Reporting Period, the Company successfully completed the drilling of the first "Slim Well" at the Changning Block, the Changning H22J-1 well. As of now, the drilling cycle for the two wells at the Changning H22J platform has improved significantly: the first well was drilled 18.81% faster than conventional wells of the same size, and the second well was drilled 34.62% faster, demonstrating notable acceleration. Our company provided the 127*10.36 Q125 DLP-T4(HC) casing, offering full-service support throughout the process.

The "Slim Well" concept involves optimizing the well design from the very start to reduce the size of the wellbore and casing for each section of drilling. The approach shifts from drilling larger holes to smaller ones, effectively increasing drilling speed, saving on material costs, and reducing the amount of drilling debris. This method contributes significantly to cost reduction, resource conservation, and land usage reduction. However, compared to conventional wells, the smaller wellbore and casing size increase the difficulty of drilling and the risks associated with the operation. This project marked the Company's full involvement in the Southwest Oilfield's first "Slim Well" initiative. It not only extended the Company's practice from manufacturing to technical design and service but also further validated the quality and stability of our casing products and technology.

報告期間，公司在長寧區塊首口「瘦身」平台井長寧H22J-1井順利完鑽。截至目前，長寧H22J平台兩口井一開平均鑽井周期相比常規尺寸井提速18.81%，二開平均鑽井周期相比常規尺寸井提速34.62%，提速效果顯著。我們生產的127*10.36 Q125 DLP-T4(HC)套管應用其中，並為其提供了全程服務保障。

「瘦身井」是指在確保安全的前提下，從鑽井設計源頭進行優化，科學縮小各開次井眼和套管尺寸，在鑽進中變「鑽大洞」為「鑽小洞」，從而達到提高鑽井速度、節約材料費用、減少鑽屑產生量的目的，對於鑽井工程降本增效、減少土壤資源佔用有著非常積極的作用。但相比常規井，其井眼和套管的縮小也相應增加了鑽井施工難度和井下風險。本次公司全過程參與西南油氣田首個「瘦身井」項目，不僅是公司從生產製造到技術設計服務的延伸實踐，也進一步驗證了公司套管產品質量和技術的穩定性。

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Case Study: DLP Series “Customized” Combination Solutions Successfully Applied in Heavy Oil Extraction**案例：DLP系列「定制化」組合方案，成功應用稠油開採**

During the Reporting Period, the Company successfully delivered over 1,100 tonnes of thermal recovery casing to CNOOC for heavy oil extraction. This batch of products marked the Company's first large-scale supply and was specifically developed as a customized solution under the DLP series. This bespoke combination of technologies effectively improved the yield strength of the casing under steam injection conditions, ensuring its sealing performance at high temperatures. This innovation provided the client with a low-cost, high-revenue experience. The product represents a successful application of the Company's process design services and marks a significant step forward in transitioning from product manufacturing to offering personalized technical services. This shift opens new opportunities for the company in delivering more tailored solutions to meet client needs.

報告期間，公司為中海油客戶稠油開採特製的1,100餘噸熱採管套管陸續發貨中，該批產品不僅是公司首次批量供應，更是專門為客戶提供的DLP系列「定制化」組合技術方案，有效提高了注蒸汽作業溫度下套管的屈服強度，保證了管柱在高溫下的密封性能，在一定程度上為客戶帶去了「低成本、高收益」的體驗。該產品是公司為客戶提供工藝技術設計服務的一次成功實踐，為推動由「產品製造服務」升級到「個性化技術服務」開了新局。

Case Study: Development of 110 Steel Grade Sulfur-Resistant Casing**案例：110鋼級抗硫套管開發**

As oil and gas drilling depths continue to increase, the demand for high-strength sulfur-resistant casings has also been rising. To meet this market demand, in 2024, the Company focused on steel cleanliness control and uniformity of metallographic structure. Through a series of measures, including adjusting alloy compositions, optimizing the smelting process, and improving heat treatment systems, we broke through the complexities of traditional processes. This led to the creation of a high-production process tailored to the characteristics of Dalipal's production line. The Company successfully designed and developed the high-strength sulfur-resistant casing independently, significantly shortening the supply cycle. Currently, the product's resistance to sulfide stress corrosion (SSC) is stable and reliable, with mass production and delivery successfully achieved. It has been successfully applied in CNPC Southwest Oil and Gas Field in the high H₂S shale gas blocks, which has notably enhanced the Company's ability to supply products in highly corrosive environments.

隨著油氣鑽採深度的不斷增加，高鋼級抗硫套管的需求量也在日益增加。為了滿足這一市場需求，2024年，公司以鋼水潔淨度控制和金相組織均勻性控制為關鍵，通過調整合金成分、優化冶煉工藝以及改進熱處理制度等一系列措施，打破傳統工藝繁瑣壁壘，開創了適用於達力普公司產線特點的大生產工藝。本公司已完成高鋼級抗硫化氫腐蝕套管的自主設計和開發，並實現了保供周期的大幅縮短。目前，該產品抗硫化物應力腐蝕(SSC)性能已穩定可靠，已實現批量生產與交付，成功應用於中石油西南油氣田的高含硫化氫葉岩氣區塊，顯著提升了公司在高腐蝕環境下的產品供應能力。

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Case Study: Certification of Pipeline Products by Abu Dhabi National Oil Company (ADNOC)**案例：通過阿布扎比國家石油公司管線管產品認證**

During the Reporting Period, the Group successfully obtained pipeline product certification from Abu Dhabi National Oil Company (ADNOC), becoming an approved supplier. ADNOC is one of the most influential companies in the global energy sector, ranked sixth globally, just behind ExxonMobil and China National Petroleum Corporation (CNPC), and is the second-largest oil company in the Middle East, after Saudi Aramco.

Following the 2022 certification by Kuwait Oil Company (KOC), the Group's successful entry into ADNOC's approved supplier network further demonstrates the company's strength in production, quality control, and international market competitiveness. This certification not only solidifies the Group's foundation for expanding into the Middle Eastern market but also opens up further opportunities for future business growth.

報告期間，集團成功獲得阿布扎比國家石油公司(ADNOC)管線管產品認證，成為其合格供應商。ADNOC是全球能源領域最具影響力的公司之一，排名第六，僅次於埃克森美孚和中國國家石油公司(CNPC)，並且是中東地區僅次於沙特阿美(Aramco)的第二大石油公司。

繼2022年通過科威特石油公司(KOC)認證後，本集團再次獲得ADNOC的產品入網審批，進一步證明了公司在生產、質量控制及國際市場競爭力方面的實力。此認證不僅為公司拓展中東市場打下堅實基礎，也為未來業務擴展提供了更多機會。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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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.

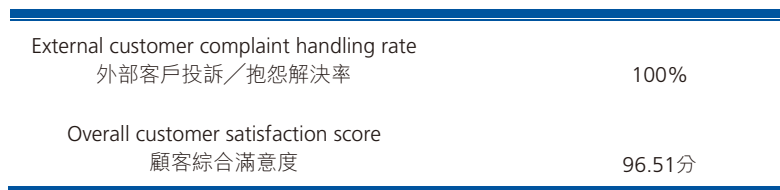
Complaint Handling

We understand that customer feedback is the key driver for product iteration and service upgrades, which is why we place high importance on maintaining an open and receptive attitude, carefully listening to our customers' needs. We have established a comprehensive customer feedback and complaint handling mechanism, allowing customers to provide valuable suggestions through various channels. Upon receiving feedback, each business unit follows the "Sales Objection Management Regulations" (《銷售異議管理規定》) to record, analyze, address, and respond to issues. For typical practices, we extract and create relevant case studies for internal sharing and learning, enabling us to apply insights and improve. Throughout the Reporting Period, we continued to enhance our "Technology + Service" efforts, deepening after-sales service, tracking, and guidance activities. If any products fail to meet quality standards, we initiate the recall procedure, handling the problematic products centrally to ensure product quality and customer satisfaction. During the Reporting Period, our overall customer satisfaction score was 96.51 points. All external customer complaints or issues arising due to Company reasons have been addressed or resolved. No products were recalled due to safety or health concerns.

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

我們深知客戶反饋是推動產品迭代與服務升級的關鍵動力，因此高度重視並始終保持開放的態度，悉心聆聽客戶需求。我們已建立完善的顧客反饋及投訴處理機制，客戶可以通過多種渠道向我們提出寶貴意見。在收到反饋後，各業務單位依照《銷售異議管理規定》進行問題記錄、分析、解決和回應，對於典型實踐將提煉、形成相關案例在內部進行傳遞學習，舉一反三。報告期間，持續性開展「技術+服務」工作，繼續深化售後服務、跟蹤、指導工作，如發現有不符合質量標準的產品，我們會啟動回收程序，對問題產品進行集中處理，以確保產品質量與客戶滿意度。報告期間，顧客綜合滿意度為96.51分，對於因公司原因而產生的外部客戶投訴／抱怨均已進行反饋或解決，同時未有產品因安全與健康理由而需回收。



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環境、社會和管治報告

Privacy Protection

The Group is committed to protecting the privacy of employees, customers, and suppliers and handles all external partners' information with strict confidentiality. We have established "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 define confidentiality responsibilities and authority, classify confidential information based on sensitivity levels, set confidentiality periods and management requirements, and mark confidential documents accordingly. Based on the formation and concentration of confidential information, we designate key confidentiality areas, classified positions, and a list of personnel with access to sensitive information, which are regularly reviewed and updated. Additionally, we leverage information systems to encrypt and restrict access to core sensitive data such as customer names, implementing access controls and compression measures to limit the exposure of confidential information. Any unauthorized disclosure of customer confidential data will result in strict disciplinary action, and in severe cases, termination of employment.

The Group also emphasizes the use of digital tools for systematic confidentiality management. We have formulated an Information Security Mechanism Development Plan, which includes annual regional assessments of existing information security mechanisms, cybersecurity drills, and penetration testing. Core data is safeguarded through backup management, and all externally accessible information systems are enhanced with VPN encryption channels and HTTPS encryption protocols to ensure data integrity and confidentiality. During the Reporting Period, we also benchmarked against the ISO 27001 Information Security Management System standard, revising existing information security management procedures and requirements. Additionally, we have incorporated these system requirements into the Group's new project plans, including data center and network security construction, further strengthening our information security protection capabilities.

私隱保障

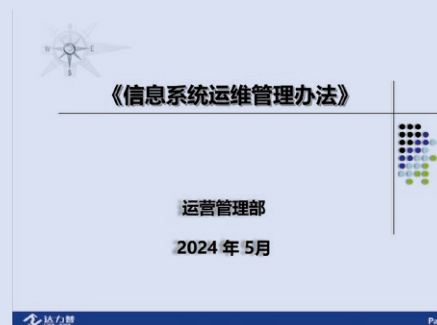
本集團承諾保障員工、客戶及供應商的隱私，嚴謹對待一切外部夥伴的資料。建立有《保密管理制度》和《涉密人員管理細則》，明確保密職責和權限，對各類涉密資料明確保密等級、保密期限和管理要求，標記保密標識。根據涉密資料的形成和集中程度設置保密要害部位、涉密崗位和涉密人員清單，並定期進行檢查和更新。同時利用信息系統，對客戶名稱等核心敏感信息和相關資料進行加密設置、權限隔離和壓縮，限制核心保密信息的知悉範圍。若發現任何人未經授權而披露客戶保密資料，我們將給予嚴肅的紀律處分，嚴重者可能終止僱用。

本集團亦重視利用信息化手段進行系統保密工作，制定信息安全機制建設方案，每年對現有信息安全機制進行分區域管理，進行各項攻防演練及滲透測試，對核心數據實行備份管理，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。報告期間，我們亦對標ISO 27001信息安全管理體系標準，對現行信息安全相關程序文件和要求進行了修訂，完善現階段硬件環境與軟件環境謀劃。此外，我們將體系相關要求納入了集團新建項目的機房及網絡安全建設規劃中，進一步提升我們的信息安全防護能力。

Case Study: Information Security Training**案例：信息安全培訓**

During the Reporting Period, the Group conducted company-wide information and cybersecurity awareness training and business unit information system policy training to enhance employees' awareness of data security and their ability to respond to security risks effectively.

報告期間，為強化員工數據安全意識，集團先後開展了全員信息網絡安全意識培訓、業務單位信息化制度培訓等，有效地提高了員工的數據安全意識和應對能力。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Intellectual Property Rights

The Group strictly complies with the Trademark Law of the People's Republic of China (《中華人民共和國商標法》), the Patent Law of the People's Republic of China (《中華人民共和國專利法》), the Copyright Law of the People's Republic of China (《中華人民共和國著作權法》), and other relevant legal regulations. We have established "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》), forming an effective intellectual property (IP) management system. We continuously strengthen and expand the protection scope of the company's trademarks, patents, and copyrights. During the Reporting Period, the Group conducted internal and third-party audits of the GBT 29490-2013 Intellectual Property Management System, while providing ongoing IP-related training to reinforce employees' awareness of intellectual property management and protection, further enhancing our IP management framework.

During the Reporting Period, the Group filed 29 patent applications, obtained 14 new patents, and secured three new software copyrights. Additionally, we completed the enterprise standard filings for four production technology specifications, including L80-1Cr, L80-3Cr, P110-3Cr CO₂ corrosion-resistant oil casings, and DLP110S/DLP110TS sulfur-resistant oil casings. Furthermore, our project on the development and industrialization of key technologies for ultra-high-strength, high-toughness, corrosion-resistant casings received financial support from the Central Government's Fund for Local Science and Technology Development.

知識產權

本集團嚴格遵守《中華人民共和國商標法》、《中華人民共和國專利法》及《中華人民共和國著作權法》等相關法律規定，制定《知識產權管理控制程序》及《知識產權運行控制程序》等制度文件，建立了有效的知識產權管理體系，不斷加強、豐富公司商標、專利和著作權的保護範圍。報告期間，本集團開展了GBT 29490-2013知識產權管理體系的內部和第三方審核，持續性開展知識產權相關培訓，不斷強化員工知識產權管理和保護意識，完善知識產權管理體系。

報告期間，本集團申報專利29項，新增獲得專利14項，新增軟件著作權3項，完成L80-1Cr、L80-3Cr、P110-3Cr抗CO₂腐蝕油套管、DLP110S、DLP110TS抗硫油套管等4項生產技術規範的企業標準備案；「超高強高韌耐腐蝕套管關鍵技術研發與產業化項目」獲中央引導地方科技發展資金支持。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會和管治報告

Innovation Incentives

Adhering to the philosophy that “Innovation is the source of development and the main theme of corporate growth”, the Group embraces openness and collaboration, actively adapts to change, and continuously seeks innovative breakthroughs. We have established management policies 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》), along with incentive standards for innovation. Through the development of an innovation incubation platform, submission of management and technical improvement proposals, implementation of innovation and capital expenditure projects, and a strong focus on growth and progress, we encourage all employees to contribute innovative ideas, fostering a culture of creativity across the organization. During the Reporting Period, the innovation incubation platform received a total of 409 proposals, achieving an implementation rate of 93%. Additionally, 488 rationalization proposals were submitted, including 158 management-related and 330 technology-related suggestions, resulting in the formation of 48 innovation projects. The Group also successfully completed 19 cost-reduction and energy-saving projects. Over the year, we awarded more than RMB 1 million in innovation achievement incentives, effectively stimulating employees’ enthusiasm for innovation, facilitating the transformation of innovative ideas into tangible results, and continuously fostering a company-wide culture of participation in innovation.

創新激勵

秉承「創新是發展之源，是企業發展的主旋律」理念，本集團推崇開放與共享，積極適應變革，並不斷尋求創新突破。建立有《管理創新實施辦法》及《科技創新管理辦法》等管理文件和創新獎勵標準，通過開發創新孵化平台、提報管理／技術類合理化建議、開展創新項目、資本性支出項目等，聚焦發展、開拓進取，鼓勵所有員工提出創新想法，激發全員創造力。報告期間，創新孵化平台共計提報409項建議，推動實施率93%；提報合理化建議488項，其中管理類合理化建議158項，技術類合理化建議330項，形成創新項目共計48項；完成降本、節能項目等19項。年度共計發放創新成果獎勵100餘萬元，有效激發員工創新活力，促進創新成果轉化，持續打造全員參與的創新氛圍。

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Case Study: First International Invention Patent Granted**案例：首獲國際發明專利授權**

During the Reporting Period, the Group received its first international invention patent authorization from the Nigerian Patent and Trademark Office for a PCT invention patent titled "A Corrosion-Resistant High-Toughness Oil Casing and Its Preparation Method". This milestone represents a significant step forward in the Group's technological innovation and the internationalization of its independent intellectual property rights.

報告期間，獲得尼日利亞專利商標局頒發的一項PCT發明專利授權，專利名稱為「一種耐腐蝕高韌性石油套管及其製備方法」。此項專利是本集團獲得的首項國際專利授權，標誌著公司在科技創新與自主知識產權國際化方面邁出了重要的一步。

Case Study: First Innovation Project to Receive Chinese government Funding**案例：創新項目首獲中央政府專項資金支持**

During the Reporting Period, the Hebei Provincial Department of Science and Technology announced the list of projects selected for the 2024 Chinese Government's Fund for Local Science and Technology Development, with Dalipal's project, "Research and Industrialization of Key Technologies for Ultra-High-Strength, High-Toughness, Corrosion-Resistant Casings," among the approved initiatives. This marks the Company's first technology commercialization project to receive central government funding. The Company has successfully mastered the development and manufacturing technologies for ultra-high-strength, high-toughness, and corrosion-resistant casing steel materials. Furthermore, it has developed high-strength, corrosion-resistant casing steel with outstanding comprehensive performance and significant economic benefits. As a result of this project, the Group has been granted five independent invention patents.

報告期間，河北省科技廳發佈了《關於對企業承擔2024年中央引導地方科技發展資金擬立項項目的公示》，達力普的《超高強高韌耐腐蝕套管關鍵技術研發與產業化》項目名列其中，這是公司首個獲中央專項資金支持的科技成果轉化類項目。目前，公司已掌握了「超高強韌以及耐腐蝕套管用鋼材料的研發與製備技術」，並研發出了「綜合性能優異且經濟效益顯著的高強耐腐蝕套管用鋼材料」，該項目的成果已經成功獲得5項自主發明專利授權。

Case Study: Dalipal Gas Collection Management System V1.0**案例：達力普燃氣採集管理系統V1.0**

During the Reporting Period, the Group continued to enhance refined energy management by actively integrating digital technologies and exploring automated data collection and intelligent analysis of gas consumption. After extensive evaluation and technical testing, we independently developed the Dalipal Gas Collection Management System V1.0, successfully obtaining software copyright registration. The system enables real-time communication with gas meters, automatic calculation of gas consumption, and automated contract information entry, significantly improving data processing efficiency and accuracy. This advancement accelerates information flow, strengthens cost management, and provides a solid data foundation for decision-making support.

報告期間，本集團持續強化能源精細化管理，積極引入信息化技術，探索燃氣消耗數據的自動化採集與智慧分析。經過詳盡評估與技術測試，自主開發了「達力普燃氣採集管理系統V1.0」，並成功取得軟件著作權，實現了燃氣儀錶數據的實時通訊對接、燃氣消耗自動計算及合同信息自動填充功能，顯著提升了數據處理效率與準確性，加速了信息流通，為精細化成本管理與決策支援提供了堅實的數據基礎。

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Intelligent Manufacturing

The Group has been deeply engaged in smart factory production. As of the Reporting Period, we have obtained national-level Green Factory certification and received the “Golden Gear Award – Annual Outstanding High-End Manufacturing Enterprise”. We operate Asia’s first intelligent oil pipe turnover warehouse, an intelligent coupling thread processing unit, and an automated oil casing processing production line, along with various automated inspection devices. Additionally, our data command center enables real-time monitoring of all production lines and operational data. The Group continues to implement multiple intelligent manufacturing projects to support efficient and smart operations, further enhancing our technological capabilities.

智能製造

本集團一直深耕於智能化工廠生產，截至報告期間，本集團已取得國家級綠色工廠認證、獲「金格獎·年度卓越高端製造企業」獎項，擁有全亞洲第一例石油管智能周轉庫、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，實時掌控所有生產線的運行狀態及生產數據信息。同時，集團持續性開展多項智能製造項目，以有效支撐公司高效、智能化運轉。

Case Study: “Integrated Production and Sales Management Platform” Project

案例：「產銷一體化管控平台」項目

On November 15, 2024, the Group’s subsidiary Dalipal Pipe Co., Ltd., and Shanghai Baoxin Software Co., Ltd. successfully held a signing ceremony for the “Dalipal Integrated Production and Sales Control Platform” project. The system will be developed in alignment with the Company’s specific growth characteristics, leveraging efficient business collaboration and implementing a centralized, optimal management approach. Through the information system, the platform will establish an efficient and centralized management model, aiming for refined management, standardized operations, and just-in-time production. The ultimate goal is to achieve an integrated management approach for production, sales, control, and financial operations, improving the company’s responsiveness and adaptability while enhancing its overall market competitiveness. The project is expected to be ready for launch by June 30, 2025, with a trial run starting on July 1, 2025.

2024年11月15日，附屬子公司達力普石油專用管有限公司與上海寶信軟件股份有限公司就「達力普產銷一體化管控平台」項目成功舉行籤約儀式。該系統建設將結合公司自身發展特點，充分運用業務協同高效，貫徹整體最優的集中一貫管理思想，通過信息化系統搭建高效的集約管理模式，實現精細化管理、規範化操作和準時化生產。最終實現「產銷一體、管控一體、業財一體」的管理目標，提高公司的響應能力和應變能力，助力公司整體市場競爭力的提升。項目預計於2025年6月30日具備上線條件，7月1日開始上線試運行。



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Case Study: Automation Upgrade of Continuous Casting Billet System**案例：連鑄出坯系統自動化升級改造**

To shorten execution time of continuous billet casting, and improve billet quality, the Company organized an automation upgrade of the P5 billet production system. The project was carried out in four phases: preparatory work, on-site construction, automation system debugging, and tracking and optimization of system performance. The upgrade introduced three automated steel hooking modes: unordered, ordered, and quantitative. These modes allow for flexible adaptation to the personalized steel hooking needs of the P5 position under different production conditions. Following the upgrade, the system now saves approximately 22 hours of work time per month and effectively eliminates quality issues caused by non-standard operations.

為縮短連鑄出坯執行時間、提升鑄坯質量等，公司組織對連鑄P5出坯作業系統進行了自動化升級改造。經過前期準備、現場施工、自動化系統調試、跟蹤運行情況並優化四個階段，實現了無序工作、定序工作、定量工作三種自動鉤鋼模式，能夠靈活滿足P5崗位在不同生產形式下的所有個性化鉤鋼需求。改造後，每月節省約22小時的工作時間，同時有效避免了因操作不規範而造成的質量問題。

Case Study: Launch of the Product Shipping Image Library Mini Program**案例：產品發運圖庫小程序上線**

To meet the quality management requirements for finished product shipments and reduce labor costs, the Company initiated the optimization of product factory photo management. After several rounds of in-depth discussions and careful configuration, the "Product Shipping Image Library Mini Program" was first tested on September 10, 2024. Based on the test results, the process was meticulously adjusted and refined. It was officially launched on September 24, 2024, and successfully obtained software copyright by the end of 2024. The activation of this program has enabled the Company's finished product shipping quality management to transition to an information-driven process. First, it eliminates the challenge of finding vehicle information through automatic license plate recognition. Second, the program's quick retrieval functions based on key information such as shipping date and license plate number effectively improve the efficiency and accuracy of issue tracing.

為滿足成品發運的質量管理要求、降低人工成本，公司開啟了產品出廠拍照管理優化工作。經過多輪深入討論、潛心配置，「產品發運圖庫小程序」於2024年9月10日進行了首次測試，之後根據測試結果對流程進行了細緻調整和完善，隨後於9月24日正式上線運行，並於2024年底成功取得軟件著作權。該程序的啟用，使公司成品發運質量管理實現了信息化流轉，一是通過自動識別車牌號消除車輛信息查找的難題；二是基於發貨日期、車牌號等關鍵信息快速檢索功能，有效提高了問題追溯的效率與準確性。

Community Investment**Practice Public Welfare and Charity**

The Group regards contributing to society as one of its key focus areas and is committed to making contributions to the community and developing in harmony with local residents. We have engaged sustainable development consultants for professional guidance and worked together to plan a series of activities related to environmental protection and social responsibility. During the Reporting Period, the Group actively participated in various charitable initiatives, including employee mutual assistance donations, voluntary blood donations, "99" charity day donations and volunteer services. The total amount donated amounted to RMB 87,900.

社區投資**踐行公益慈善**

本集團將貢獻社會視為主要關注議題之一，始終致力於為社區做貢獻，與當地居民共融發展。我們通過聘請可持續發展專業顧問來獲取專業指導，共同策劃一系列與環境保護和社會責任相關的活動。報告期間，本集團積極參與職工互助一日捐、無償獻血、「99」公益日捐贈、志願者服務等多項公益事項，捐贈金額共計人民幣8.79萬元。

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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" event, actively encouraging all employees to participate in charitable giving. A total of RMB 66,700 was raised, which was fully donated to the Cangzhou Bohai New Area Federation of Trade Unions to assist families of employees facing difficulties. Small streams gather to form a sea, and every act of kindness contributes to great love. The Group is committed to continuing the "Employee Mutual Assistance One-Day Donation" and other social welfare activities, bringing warmth and support to more families in need, and interpreting the corporate mission of "creating harmony" 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66,700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。本集團將堅持開展「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「創造和諧」的企業宗旨。

**Case Study: Voluntary Blood Donation Campaign****案例：無償獻血活動**

On June 14, 2024, the Group organized a "Voluntary Blood Donation" campaign to mark the 21st World Blood Donor Day. Over 100 employees actively registered to participate, with each employee donating an average of more than 300 milliliters of blood. The employee who participated the most has donated up to 9 times, fully demonstrating Dalipal employees' respect for life and their sense of social responsibility. Through each charitable activity, we not only bring hope to those in need but also highlight the unity, friendship, and dedication of Dalipal employees, practicing the corporate mission of "Contributing to Society" through concrete actions.

2024年6月14日是第21個世界獻血者日，本集團組織開展了「無償獻血」活動，百餘名員工積極報名參與，平均每每位員工有效獻血量超過300毫升，參加獻血次數最多的員工已達9次，充分展現了達力普人對生命的尊重與對社會的責任擔當。通過每一次的公益活動，我們不僅為需要幫助的人送去了希望，也彰顯了達力普人團結、友愛、奉獻的精神風貌，以實際行動踐行「達濟社會」的企業宗旨。



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Case Study: Sending Cool Relief on August 1st, Honoring the 'Flame Blue' Heroes**案例：「八一」送清涼，致敬「火焰藍」**

On the occasion of the "August 1st" Army Day, we visited the Cangzhou Bohai New Area Nanshugang Road Fire Station. They delivered cooling supplies such as mung beans, sugar, and sunscreen to the firefighters who were on duty in the scorching heat, and extended their holiday greetings to them. This visit not only expressed the Group's sincere respect and gratitude for the firefighters but also served as a concrete action of the Group fulfilling its social responsibility and deepening the bond between the military and the people. The fire station's director expressed their thanks for the gesture and hoped to maintain close communication with the Group to strengthen coordination and rapid response mechanisms, jointly advancing fire safety efforts.

在「八一」建軍節來臨之際，我們前往滄州渤海新區南疏港路消防站，為在高溫酷暑中堅守崗位的消防戰士送去綠豆、白糖、防曬霜等防暑降溫物資，並向他們致以節日的問候。此次慰問活動不僅表達了本集團對消防戰士的衷心敬意與感謝，也是本集團履行社會責任、深化軍民魚水情誼的具體行動。消防站站長對我們的慰問表示感謝，並希望與本集團繼續保持緊密聯絡，強化協調聯動機制和快速反應機制，共同推動消防安全工作。



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Case Study: International Volunteer Day – Dalipal in Action**案例：國際志願者日，達力普人在行動**

In celebration of International Volunteer Day, the Company's union, in collaboration with the Cangzhou Bohai New Area Union, organized a series of volunteer activities under the theme "Contribute Volunteer Strength · Create a Better Life". Volunteers visited Aixingyuan Special Education School, delivering thoughtful gifts to children with special needs. During the school rush hour, they proactively assisted with traffic control at the school entrance, ensuring the safety of elementary school students crossing the road, receiving unanimous praise from parents and teachers. They also visited elderly residents with disabilities in the community, offering warmth and care. With its mission of "Helping Society," Dalipal has consistently engaged in social welfare efforts through practical actions, spreading warmth and positive energy through small acts of kindness, and demonstrating the company's commitment to social responsibility and duty.

在國際志願者日來臨之際，本集團工會與滄州渤海新區工會攜手，共同開展了以「貢獻志願力量·創造美好生活」為主題的系列志願者活動。走進愛星園培智學校，為特殊兒童送上貼心禮物；在放學高峰時段，主動在學校門口協助疏導交通，守護小學生安全過馬路，贏得家長和師生的一致好評；走訪轄區內的殘疾老人，送去溫暖與關懷。以「達濟社會」為己任的達力普公司，始終堅持以實際行動投身社會公益事業，通過點滴善舉傳遞溫暖與正能量，彰顯企業的社會責任與擔當。



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Appendix 1: Key Data Indicators 附錄1：主要數據指標

Category 類別	Indicator 指標	2024 2024年	2023 2023年
Corporate Governance 企業管治	Board Diversity 董事會多元化		
	Percentage of executive directors (%) 執行董事佔比(%)	50.0	55.6
	Percentage of non-executive directors (%) 非執行董事佔比(%)	12.5	11.1
	Percentage of independent non-executive directors (%) 獨立非執行董事佔比(%)	37.5	33.3
	Gender (%) 性別(%)		
	-Male — 男性	87.5	77.8
	-Female — 女性	12.5	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
	Penalty (ten thousand RMB) 處罰金額(萬元人民幣)	0	0
Environment 環境	Pollutants 污染物		
	Air Emissions 廢氣排放		
	Nitrogen oxides (NO _x) (tonnes) 氮氧化物(NO _x)(噸)	36.12	31.77
	Sulfur oxides (SO _x) (tonnes) 硫氧化物(SO _x)(噸)	1.28	0.95
	Particulate matter (PM) (tonnes) 顆粒物(噸)	50.87	48.52

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Category 類別	Indicator 指標	2024 2024年	2023 2023年
Environment 環境	Sewage Discharge 廢水排放		
	Sewage (m³) 廢水量(立方米)	670.74	3,219.52
	Waste 廢棄物		
	Total hazardous waste (tonnes) 有害廢棄物總量(噸)	10,078.70	8,063.69
	Hazardous waste intensity (tonnes/revenue in million RMB) 有害廢棄物密度(噸／百萬元人民幣收益)	3.06	2.09
	Total non-hazardous waste (solid waste) (tonnes) 無害廢棄物總量(固體廢物)(噸)	72,206.53	71,620.82
	Non-hazardous waste Intensity (tonnes/revenue in million RMB) 無害廢棄物密度(噸／百萬元人民幣收益)	21.93	18.60
	Water Resources 水資源		
	Total water consumption (m³) 耗水量(立方米)	726,204.00	739,716.39 ¹
	Intensity (m³/ revenue in million RMB) 密度(立方米／百萬元人民幣收益)	220.58	192.13
	Energy consumption 能源耗量		
	Total energy consumption (GWh) 能源消耗總量(吉瓦時)	978.00	961.08
	Intensity (GWh/revenue in million RMB) 密度(吉瓦時／百萬元人民幣收益)	0.30	0.25
	Total natural gas consumption (GWh) 天然氣消耗總量(吉瓦時)	499.58	488.29
	Total gasoline consumption (GWh) 汽油消耗總量(吉瓦時)	0.40	0.41
	Total diesel fuel consumption (GWh) 柴油消耗總量(吉瓦時)	1.08	1.40
	Total Liquefied petroleum gas (LPG) (GWh) 液化石油氣消耗總量(吉瓦時)	0.00	0.03
	Total purchased electricity consumption (GWh) 外購電力消耗總量(吉瓦時)	476.94	470.95

¹ To enhance the consistency and comparability of the data, the total water consumption data for 2023 has been restated according to the actual situation, including domestic water consumption in office buildings and dormitory.

¹ 為提升數據的一致性及其可比性，2023年的總耗水量數據已按實際情況重列，包括辦公大樓及宿舍大樓的生活用水。

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Category 類別	Indicator 指標	2024 2024年	2023 2023年
Environment 環境	Greenhouse Gas Emission (GHG) 溫室氣體排放		
	Direct GHG emissions (Scope 1) (tonnes CO ₂ e) 直接溫室氣體排放量(範圍1)(噸二氧化碳當量)	101,248.12	98,518.15
	Energy indirect GHG emissions (Scope 2) (tonnes CO ₂ e) 能源間接溫室氣體排放(範圍2)(噸二氧化碳當量)	255,925.26	268,583.62
	Total (tonnes) 總量(噸)	357,173.38	367,101.77
	Intensity (tonnes/revenue in million RMB) 密度(噸/百萬元人民幣收益)	108.49	95.35
Social 社會	Employee Composition 員工劃分		
	Total workforce (number of employees) 員工總人數(人)	1,795	1,658
	– Mainland China – 中國內地	1,783	1,652
	– Hong Kong – 香港	12	6
	Employment Type 員工僱傭類型		
	Full-time (number of employees) 全職員工人數(人)	1,795	1,658
	Part-time (number of employees) 兼職員工人數(人)	0	0
	– By Gender – 按性別劃分		
	Male (number of employees) 男性員工人數(人)	1,475	1,346
	Female (number of employees) 女性員工人數(人)	320	312

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Category 類別	Indicator 指標	2024 2024年	2023 2023年
Social 社會	– By Age Group – 按年齡劃分		
	18-30 (number of employees) 18-30歲(人)	565	486
	31-40 (number of employees) 31-40歲(人)	632	666
	41-50 (number of employees) 41-50歲(人)	434	382
	51 or above (number of employees) 51歲或以上(人)	164	124
	Employee Turnover Rate 員工流失率		
	Total turnover rate (%) 總流失率(%)	13	18
	– By Geographical Region – 按地區劃分		
	– Mainland China (%) – 中國內地(%)	13	18
	– Hong Kong (%) – 香港(%)	0	0
	– By Gender – 按性別劃分		
	– Male (%) – 男性員工(%)	13	18
	– Female (%) – 女性員工(%)	12	15
	– By Age Group – 按年齡組別劃分		
	– 18-30 (%) – 18-30歲(%)	20	31
	– 31-40 (%) – 31-40歲(%)	13	14
	– 41-50 (%) – 41-50歲(%)	6	9
	– 51 or above (%) – 51歲或以上(%)	5	14
	Employees returning to work and retaining jobs after maternity/paternity leave rate (%) 產假／待產假後回到工作和保留工作的員工比例(%)	100	100

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Category 類別	Indicator 指標	2024 2024年	2023 2023年
Social 社會	Occupational Health 職業健康		
	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
	Employee Training 員工培訓		
	Total training hours (hour) 培訓總時長(小時)	86,605	73,569
	Average training hours (hour) 人均培訓時長(小時)	48	44
	– Senior management training hours (hour) – 高級管理人員培訓時長(小時)	35	121
	– Middle management training hours (hour) – 中級管理人員培訓時長(小時)	56	67
	– General staff training hours (hour) – 基層人員培訓時長(小時)	48	43
	– Male employees training hours (hour) – 男性員工培訓時長(小時)	47	44
	– Female employees training hours (hour) – 女性員工培訓時長(小時)	52	47
	Total number of trained employees 培訓總人數(人)	1,795	1,658
	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
	– General staff training rate (%) – 基層人員培訓率 (%)	100	100
	– Male employees training rate (%) – 男性員工培訓率 (%)	100	100
	– Female employees training rate (%) – 女性員工培訓率 (%)	100	100

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Category 類別	Indicator 指標	2024 2024年	2023 2023年
Social 社會	Health and Safety 健康及安全		
	Work-related fatalities (number of people) (including contractor) 因工傷死亡人數(人)(含承包商)	0	0
	Work-related fatalities rate (%) (including contractor) 因工傷死亡比率(%) (含承包商)	0	0
	Lost days due to work injury (days) 因工傷損失工作日數(天)	1,008	471
	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
	Safety accessories inspection rate (%) 安全附件檢驗率(%)	100	100
	Supply Chain Management 供應鏈管理		
	Number of suppliers 供應商數目(家)	98	109
	Number of Suppliers By Relevant Geographical Region 相關地區劃分的供應商數目		
	– Overseas (number of suppliers) – 國外(家)	0	0
	– Mainland China (number of suppliers) – 中國內地(家)	98	109
	Supplier ESG training (number of participants) 供應商ESG培訓(人次)	474	312
	Percentage of key suppliers certified with ISO 9001 Quality Management System 通過ISO 9001體系認證的重要供應商(%)	100	–
	Product Responsibility 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 resolve rate (%) 客戶投訴解決率(%)	100	100
	Customer satisfactory rate (score) 客戶滿意度(分)	96.51	97.42

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Category 類別	Indicator 指標	2024 2024年	2023 2023年
Social 社會	Innovative Development 創新發展		
	Annual patent authorization (number) 年度專利授權數(件)	14	13
	Annual patent application (number) 年度專利申請數(件)	29	29
	Community Contribution 社區貢獻		
	Tax paid (ten thousand RMB) 納稅額(萬元人民幣)	4,177	14,137
	Charity (ten thousand RMB) 公益慈善(萬元人民幣)	8.79	10.83

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**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
Mandatory Disclosure Requirement 強制披露規定		
Governance Structure 管治架構	<p>A Statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (i) disclosure of the board’s oversight of ESG issues. (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 (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 <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"> (i) 披露董事會對環境、社會及管治事宜的監管； (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 (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。 	Sustainability Governance 可持續發展管治
Reporting Principles 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>描述或解釋在編製環境、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
Reporting Boundary 匯報範圍	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report.</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

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"Comply or explain" Provision 「不遵守就解釋」條文		
A. Environmental A.環境		
Aspect A1: Emissions A1排放物		
General Disclosure 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等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Emission 排放物
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions 排放物
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where 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
KPI A1.3 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
KPI A1.4 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
KPI A1.5 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 Use of Resources 排放物、資源使用
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Emissions 排放物

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Aspect A2: Use of Resources A2資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water, and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Use of Resources 資源使用
KPI A2.1 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。	Use of Resources 資源使用
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Use of Resources 資源使用
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Use of Resources 資源使用
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s), 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。	Use of Resources 資源使用
KPI A2.5 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, the packaging used in the 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。
Aspect A3: The Environment and Natural Resources A3環境及天然資源		
General Disclosure 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。	The Environment and Natural Resources 環境及天然資源
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Emissions, Use of Resources and The Environment and Natural Resources 排放物、資源使用及環境及天然資源

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Aspect A4: Climate Change A4氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 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
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述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. Social B.社會		
Aspect B1: Employment B1僱傭		
General Disclosure 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 僱傭、薪酬及福利及員工溝通及關懷
KPI B1.1 關鍵績效指標B1.1	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
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment 僱傭

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Aspect B2: Health and Safety B2健康與安全		
General Disclosure 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
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Health and Safety 健康及安全
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康及安全
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康及安全
Aspect B3: Development and Training B3發展及培訓		
General Disclosure 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
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Development and Training 發展及培訓
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展及培訓

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

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

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Aspect B7: Anti-corruption B7反貪污		
General Disclosure 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
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-corruption 反貪污
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption 反貪污
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反貪污
Aspect B8: Community Investment B8社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Investment 社區投資
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Community Investment 社區投資