

Environmental, Social and Governance Report

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範圍及報告期 SCOPE AND REPORTING PERIOD

This ESG report is prepared by **Pu'er Lancang Ancient Tea Co., Ltd.** and its subsidiaries (the “**Company**”, and together with its subsidiaries, the “**Group**”), highlighting its Environmental, Social, and Governance (the “**ESG**”) performance, with disclosure reference made to the ESG Reporting Guide as described in Appendix C2 of the Listing Rules and Guidance set out by The Stock Exchange of Hong Kong Limited (“**HKEX**”). The Group complied with all the “comply or explain” provisions set out in the

匯報原則 REPORTING PRINCIPLES

The Report is prepared in accordance with the “Environmental, Social and Governance Reporting Guide” set out in Appendix C2 to the Listing Rules of the Stock Exchange (the “**Guide**”). The contents covered herein are in compliance with the provision of “Comply or Explain” as well as four reporting principles of materiality, quantitateness, balance and consistency required in the Guide.

Materiality – Materiality assessments have been carried out to identify material environmental and social issues that have major impacts on investors and other stakeholders, the significant stakeholders, procedures, and results of the engagement of which are presented in the section “Stakeholder Engagement and Materiality” in the Report.

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持份者參與及重要性 STAKEHOLDER ENGAGEMENT AND MATERIALITY

持份者可為本集團業務提供寶貴見解，因此本集團十分重視持份者提供的意見及反饋。本集團透過定期參與活動與不同持份者溝通，以深入了解彼等對本集團ESG及業務表現的關注及期望。

為有效促進可持續發展，為環境和社區的長遠發展帶來正面影響，本集團承諾與內外持份者持續溝通和交流意見，以了解彼等的意見和期望，持份者包括但不限於股東、投資者、員工、客戶、業務夥伴、供應商、監管機構和社區、非政府組織。

在確定和評估ESG風險，制定相關風險管理和經營策略時，應結合各持份者的意見。在進一步了解持份者認為重要的ESG方面的看法後，將進行重要性評估以確定對本集團最重要的ESG議題。董事會（「董事會」）認為，與持份者的透明溝通在維持業務可持續性方面有著重要作用。

The Group values input and feedback from its stakeholders as they bring potential insights to the Group's business. The Group communicates with different stakeholders through regular engagement activities to better understand their concerns and expectations on the Group's ESG and business performance.

To effectively promote sustainable development and bring positive impact to the long-term development of the environment and community, the Group pledges to continuously communicate and exchange opinions with internal and external stakeholders (including, but not limited to, shareholders/investors, staff, customers, business partners, suppliers, regulatory authorities, and community/non-governmental organisations) to understand their views and expectations.

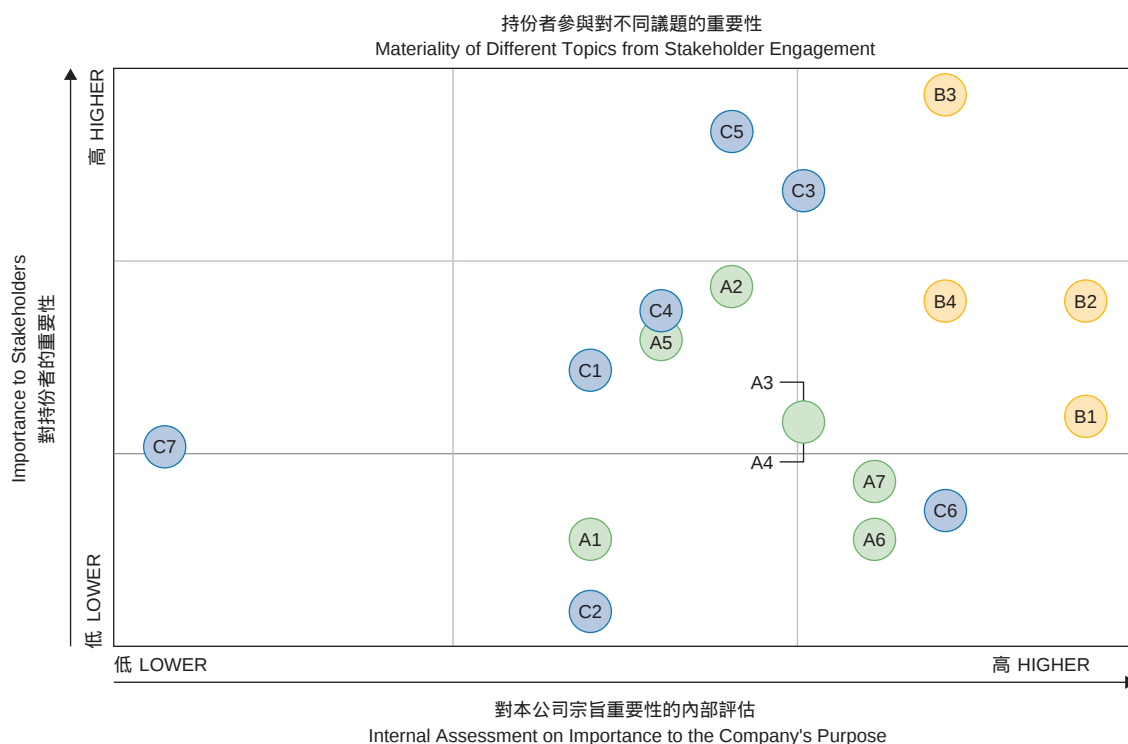
The input of various stakeholders shall be incorporated while determining and assessing ESG risks, and while formulating relevant risk management and business strategies. After gaining further insight on which ESG aspects are deemed important by stakeholders, a materiality assessment shall be produced to determine the most material ESG topics to the Group. The Board of Directors (the "**Board**") believes that transparent communications with stakeholders shall play a crucial role in maintaining business sustainability.



持份者參與及重要性 STAKEHOLDER ENGAGEMENT AND MATERIALITY

重要性矩陣

MATERIALITY MATRIX



環境實踐 Environmental Practices		勞工常規 Labour Practices		營運慣例 Operational Practices	
A1	能源 Energy	B1	僱傭 Employment	C1	供應鏈管理 Supply Chain Management
A2	水 Water	B2	職業健康與安全 Occupational Health and Safety	C2	知識產權 Intellectual Property
A3	廢氣排放 Air Emission	B3	發展及培訓 Development and Training	C3	數據保護 Data Protection
A4	廢物及污水 Waste and Effluent	B4	勞工準則 Labour Standards	C4	客戶服務 Customer Service
A5	其他原材料消耗 Other Raw Materials Consumption			C5	產品 服務質量 Product/Service Quality
A6	環境保護措施 Environmental Protection Measures			C6	反貪污 Anti-corruption
A7	氣候變化 Climate Change			C7	社區投資 Community Investment



持份者反饋 STAKEHOLDERS' FEEDBACK

本集團透過微信及微博賬號發佈通訊及通知，以及透過公司網站和香港交易所網站發佈通訊、通知、公告及報告，促進與所有持份者的有效溝通。本集團歡迎持份者對其ESG方針及表現作出反饋。請透過電郵ir@lccg.cn提出閣下的建議或與我們分享閣下的觀點。

The Group promotes effective communications with all the stakeholders through newsletters and notices via its WeChat and Weibo accounts, as well as newsletters, notices, announcements, and reports via the company website and HKEX website. The Group welcomes stakeholders' feedback on its ESG approach and performance. Please give your suggestions or share your views with us by email at ir@lccg.cn.

本集團有關可持續發展承諾的使命與願景

THE GROUP'S MISSION AND VISION ON SUSTAINABILITY COMMITMENT

本ESG報告強調本集團對可持續發展的堅定承諾，彰顯其對健全的企業管治、環境管理及人力資本發展的高度重視。在致力於促進透明度、公平性、法律合規及社會責任的領導團隊帶領下，本集團確保其營運符合最高道德標準。管理層積極倡導誠信，體現在本集團卓越的內部控制及管治框架中，該等框架旨在維持問責制並推動長期價值創造。

鑒於氣候變化帶來的風險日益加劇，本集團領導層將環境保護作為核心企業責任加以優先考慮。本集團及董事會積極參與各項舉措，旨在降低各級業務營運對環境的影響。環境管理及企業社會責任為本集團成長理念的一環，反映出本集團對可持續性、多樣性及公共福利的承諾。該等舉措不僅符合全球最佳實踐，亦旨在為股東創造長久價值。

在本集團領導層的指導下，本集團已實施一項全面的ESG政策，明確了企業的社會責任目標。該政策作為將可持續發展實踐融入日常營運及生產流程的行動指南，確保本集團對ESG原則的承諾貫穿於業務的各個方面。通過該等舉措，管理層展現出以身作則的決心，培育出負責任及創新的文化，讓所有持份者受惠。

此外，由於本集團為促進可持續生產所作的努力，本集團一家附屬公司（即普洱瀾滄古茶人合有限責任公司）於二零二三年被雲南省工業和信息化廳列入國家級綠色製造名單。最後，本集團亦於二零二二年被雲南省農業農村廳列入雲南省綠色食品「10強企業」名單。

未來幾年，本集團將實施更多策略以提升環境表現，並實現長遠可持續增長。通過實施可持續發展實踐，堅守核心價值觀，並持續履行企業社會責任，本集團不僅促進環境及社會目標的實現，亦確保為所有持份者創造長期價值。

This ESG report underscores the Group's steadfast commitment to sustainable development, emphasizing its dedication to robust corporate governance, environmental stewardship, and human capital development. Guided by a leadership team deeply invested in fostering transparency, equity, legal compliance, and social responsibility, the Group ensures that its operations align with the highest ethical standards. Management's proactive approach to integrity is evident in the Group's exceptional internal controls and governance frameworks, which are designed to uphold accountability and drive long-term value creation.

Recognizing the escalating risks posed by climate change, the Group's leadership has prioritized environmental protection as a core corporate responsibility. The Group and the Board are actively engaged in initiatives aimed at reducing the environmental impact of business operations across all levels. Environmental stewardship and corporate social responsibility are integral to the Group's growth philosophy, reflecting its commitment to sustainability, diversity, and public welfare. These efforts not only align with global best practices but also aim to deliver lasting value to shareholders.

Under the guidance of its leadership, the Group has implemented a comprehensive ESG policy that outlines clear corporate social responsibility objectives. This policy serves as a roadmap for integrating sustainable practices into daily operations and production processes, ensuring that the Group's commitment to ESG principles is embedded in every aspect of its business. Through these initiatives, management demonstrates its resolve to lead by example, fostering a culture of responsibility and innovation that benefits all stakeholders.

Furthermore, in recognition of the Group's commitment to sustainable production, one of the Group's subsidiary, namely Pu'er Lancang Ancient Tea Renhe Co., Ltd., has been listed as a national level green production company by the Yunnan Province Ministry of Industry and Information Technology in 2023. Finally, the Group was also recognised by the Yunnan Province Agriculture Village Hall as a Yunnan Province Top 10 Green Food Brand in 2022.

In the coming years, the Group will implement more strategies to advance environmental performance for long-term sustainable growth. Through the implementation of sustainable practices, adhering to its core values, and continuing commitment to corporate social responsibility, the Group not only advances environmental and social goals but also ensures long-term value creation for all stakeholders.

管治架構 GOVERNANCE STRUCTURE

董事會責任

除了追求業務發展，本集團亦承擔企業社會責任，將環境及社會利益銘記在心。董事會全面負責本集團的可持續發展策略和報告，並監督與本集團營運有關的可持續發展事宜。

目前，本集團已將審視不同ESG方面的責任轉授予各個部門和附屬公司。法務部門負責監控法律法規和反貪措施，生產基地負責供應鏈和產品質量保證，管理中心負責處理人力資源和員工發展。倘發現任何ESG問題，主管部門應向ESG專責小組報告以供進一步討論。對收集的資料作初步整理後，ESG專責小組應向董事會報告被認為是重大的ESG問題。有關ESG專責小組架構的詳情，請參閱下文「ESG專責小組」一節。

此外，本集團亦已為本公司及主要附屬公司成立工會，以處理員工權利、福利和待遇，並成立了黨支部，將本集團的業務發展、企業社會責任和社區投資與國家利益保持一致。

ESG專責小組

董事會已設立ESG專責小組，成員由本集團不同部門的代表組成，負責處理本集團營運中出現的所有ESG問題，並直接向董事會報告。除上述ESG方面外，ESG專責小組亦負責研討ESG氣候風險，確保實施有效的氣候風險管理。關於氣候相關風險和機遇的更多詳情，將於下文「A4.氣候變化」一節披露。

ESG專責小組每年制定ESG及氣候目標供董事會考慮，在此期間，其亦會檢討本集團在實現上一財政年度目標方面取得的進展。此外，ESG專責小組會每年至少召開一次會議，關注ESG問題，並提供適用於本集團的解決方案。

BOARD RESPONSIBILITIES

Aside from pursuing business development, the Group assumes its corporate social responsibilities and bears environmental and social interests in mind. The Board has overall responsibility for the Group's sustainability strategy and reporting, and it oversees sustainability issues related to the Group's operations.

The Group has currently delegated responsibility of reviewing different ESG aspects to various departments and subsidiaries. The legal department is responsible for monitoring legal compliance and anti-corruption measures, the production bases are responsible for supply chain and product quality assurance, and the management centre is responsible for handling human resources and employee development. If any ESG issues have been identified, the department in charge shall report to the ESG task force team for further discussion. After preliminary organisation of collected information, the ESG task force team shall report ESG issues which are deemed significant to the Board. For more details regarding the structure of the ESG task force team, please refer to the section "ESG Task Force Team" below.

Furthermore, the Group has also established worker's unions for the Company and main subsidiaries for handling staff rights, welfare, and benefits, and a party branch office for aligning business development, corporate social responsibilities, and community investment of the Group with national interests.

ESG TASK FORCE TEAM

The Board has set up an ESG task force team consisting of representatives from different departments of the Group, which is responsible for handling all ESG issues that arise in the Group's operations and reports to the Board directly. In addition to the above-mentioned ESG aspects, the ESG task force team is also responsible for ESG climate risk discussions and ensuring that effective climate risk management is in place. Further details regarding climate-related risks and opportunities shall be disclosed in the "A4. Climate Change" section below.

The ESG task force team is responsible for setting ESG and climate goals for the Board's consideration on an annual basis, during which it will also review the Group's progress in achieving the goals of the preceding financial year. Additionally, the ESG task force team will be convening at least once a year to bring attention to ESG concerns, as well as offer solutions that can be applied in the Group.

追求環境卓越 PURSUING ENVIRONMENTAL EXCELLENCE

MANAGING EMISSIONS

While the refined tea industry which the Group operates in is not highly polluting, every effort has been made to reduce generation of waste and other emissions. For example, the Group has taken care to request for plantations from which it procures tea leaves to not overuse fertilisers within its plantations, as to avoid nutrient-rich runoff or effluent from disrupting the local ecosystem. The Group has implemented company-wide health, safety, social



追求環境卓越

PURSUING ENVIRONMENTAL EXCELLENCE

AIR EMISSIONS

During the Reporting Period, the Group-owned, fossil-fuelled vehicles (consisting of passenger cars and light goods vehicles) contributed to the emissions of nitrogen oxides (“**NOx**”), sulphur oxides (“**SOx**”) and respiratory suspended particles (“**RSP**”) through their consumption of petrol and diesel.

See below for the breakdown of 2024 air emissions, as well as comparisons with Last Reporting Period.

	二零二三年廢氣排放(非溫室氣體) 2023 air emissions (non-GHG)		
	NOx(公斤) NOx (kg)	RSP(公斤) RSP (kg)	SOx(公斤) SOx (kg)
總計 Total	20.58	1.57	0.20
	二零二四年廢氣排放(非溫室氣體) 2024 air emissions (non-GHG)		
	NOx(公斤) NOx (kg)	RSP(公斤) RSP (kg)	SOx(公斤) SOx (kg)
總計 Total			

追求環境卓越 PURSUING ENVIRONMENTAL EXCELLENCE

GREENHOUSE GAS (“GHG”) EMISSIONS

During the Reporting Period, the Group’s GHG emissions were contributed by:

- Scope 1 – Direct Emissions from operations that are owned by or controlled by the Group;
- Scope 2 – “Energy indirect” emissions resulting from the generation of purchased or acquired electricity, heating, cooling, and steam consumed within the Group; and
- Scope 3 – All other indirect emissions that occur outside the Group, including both upstream and downstream emissions.

Furthermore, while the scale of operations continues to expand, the Group is establishing better channels to collect, trace, and monitor the total amount of GHG emission emitted. As to gain a more comprehensively understanding of Scope 3 emissions connected to the Group’s value chain, the Group shall also



追求環境卓越

PURSUING ENVIRONMENTAL EXCELLENCE

追求環境卓越

PURSUIING ENVIRONMENTAL EXCELLENCE

溫室氣體排放範圍 Scope of GHG emissions	排放源 Emission sources		二零二四年	

追求環境卓越 PURSUING ENVIRONMENTAL EXCELLENCE

Notes:

1. *Emission factors were made in reference to Appendix C2 of the Main Board Listing Rules and their referred documentation as set out by Hong Kong Exchanges and Clearing Limited, unless stated otherwise. Scope 3 emissions were only calculated based on the available emission factors from the referred documentation.*
2. *The quantities of extinguishing agents were estimated according to assumed leakage coefficient. The 100-year Global Warming Potential*
Q₁₀₀ = GWP₁₀₀ × m × 10⁻³ kg CO₂e/kg

追求環境卓越

PURSuing ENVIRONMENTAL EXCELLENCE

HAZARDOUS WASTE

The operations of the Group have not generated any significant amount of hazardous waste, thus related data has not been reported.

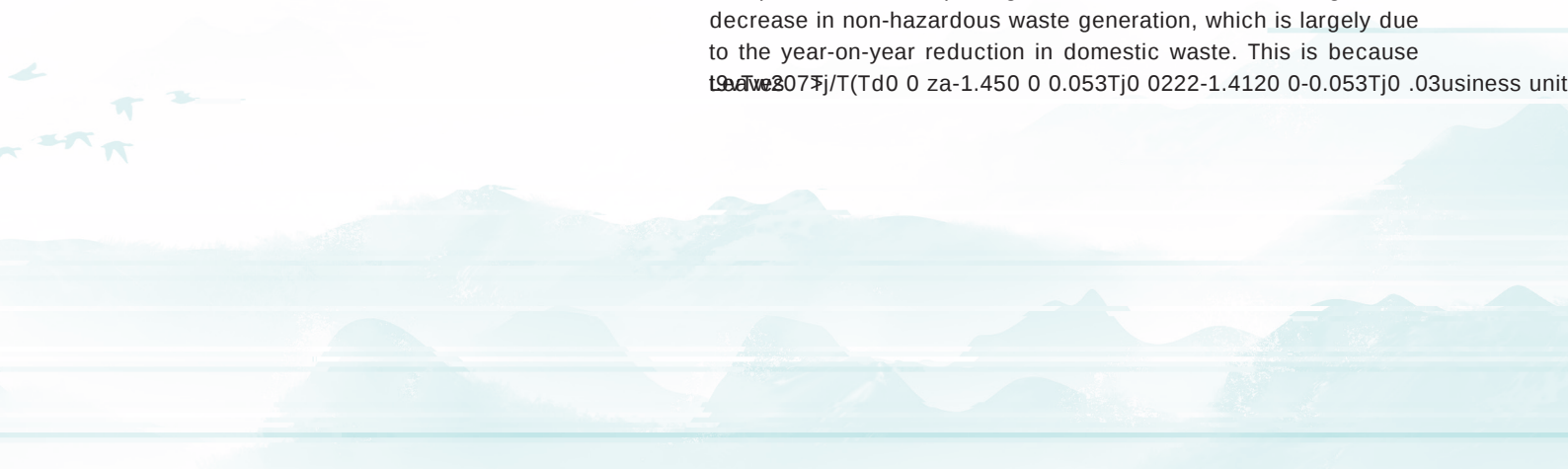
NON-HAZARDOUS WASTE

During the Reporting Period, the Group's business operations generated approximately 12 tonnes of non-hazardous waste, with an intensity of 18.24 kg/tonne of production volume. Types of non-hazardous waste included tea impurities, powdered or broken tea leaves, food waste from staff canteen, and office waste from the Group's office operations. Tea impurities and broken or powdered tea leaves were sent back to plantations to be processed into fertilizers for self-use, whereas the other listed non-hazardous wastes were all recycled by licensed collectors.

See below for the detail breakdown of 2024 non-hazardous waste generation, as well as comparisons with Last Reporting Period.

無害廢物類型	Type of Non-Hazardous Waste	二零二四年 產生量(公斤) 2024 Amount (in kg)	二零二三年 產生量(公斤) 2023 Amount (in kg)
茶葉雜質及粉末或碎茶葉	Tea Impurities and Powdered or Broken Tea Leaves	5,335.40	5,395.00
生活垃圾(包括廚餘、辦公垃圾、塑料垃圾及廢紙)	Domestic Waste (including food waste, office waste, plastic waste, and wastepaper)	6,648.00	15,657.75
總計	Total	11,983.40	21,052.75

Compared to Last Reporting Period, there has been a significant decrease in non-hazardous waste generation, which is largely due to the year-on-year reduction in domestic waste. This is because



追求環境卓越

PURSUING ENVIRONMENTAL EXCELLENCE

減排措施

本集團的大部分溫室氣體排放量來自外購電力以及燃料在固定源和移動源的燃燒。有關本集團於減少能源消耗方面的措施，詳情將於下文「能源利用效率舉措」一節披露。

年內，本集團對僱員的差旅情況及其相關碳排放量進行追蹤。本集團已採用視像會議軟件，在各方之間分享簡報材料，目的是鼓勵僱員盡可能不使用商務航空差旅。

為減少廢紙處理產生的排放物，本集團鼓勵雙面打印內部流通文件，亦已開始向無紙辦公環境及數碼資料存儲系統過渡。此外，本集團亦可購買碳證書或種植更多樹木以作二氧化碳封存，從而減少其溫室氣體排放總量。

本集團已設定長遠目標，自二零二二年起10年內（或到二零三二年），將範圍1和範圍2溫室氣體排放密度降低10%。請參閱下表，了解本集團實現減排目標的進展詳情。

MEASURES TO MITIGATE EMISSIONS

A significant portion of the Group's GHG emissions come from purchased electricity and combustion of fuels at stationary sources and mobile sources. For the Group's measures on reducing energy consumption, further details shall be disclosed in the "Energy Use Efficiency Initiatives" section below.

The Group keeps track of employees' business travelling and their relative carbon emission throughout the year. The Group had adopted the use of video-conferencing software for sharing presentation materials among various parties, with the goal of encouraging its employees to limit the use of business air travel wherever possible.

To reduce emissions from paper waste disposal, the Group encourages double-sided printing for inner circulation documents, the Group has also begun transition towards a paperless office environment and digital data storage system. Furthermore, the Group may also purchase carbon certificates or plant more trees to sequester carbon dioxide, as to reduce its overall GHG emissions.

The Group had set the long-term target of reducing its Scope 1 and Scope 2 GHG emissions intensity by 10% in 10 years from 2022, or by 2032. See below for the detail breakdown of the Group's progress towards its emission reduction target.

	二零二二年數據 2022 Figures	到二零三二年的減排目標 Reduction Target by 2032	二零二四年數據 2024 Figures	變動百分比 % Change
範圍1溫室氣體排放量 Scope 1 GHG Emissions	0.38噸二氧化碳 當量 噸產量 0.38 tCO ₂ eq./tonne of production volume	-10%	0.31噸二氧化碳 當量 噸產量 0.31 tCO ₂ eq./tonne of production volume	-17%
範圍2溫室氣體排放量 Scope 2 GHG Emissions	1.31噸二氧化碳 當量 噸產量 1.31 tCO ₂ eq./tonne of production volume	-10%	2.07噸二氧化碳 當量 噸產量 2.07 tCO ₂ eq./tonne of production volume	+57%

追求環境卓越

為有效應對不斷變化的後疫情市況，本集團已於報告期策略性地預備更多的在琅遲樞在琅不鹹薈 蘇華 H 李 鞍圖樞蛟苣荖謠竊苣荖諷錦 8 置逮 由鰲於報

In order to effectively respond to the changing post-epidemic tea market, the Group has developed a flexible product processing strategy during the Reporting Period, which helps to reserve flexibility for its product launch strategy and allows the Group to make potential adjustments at any time based on market conditions. These processed products mainly include tea blends that need to be pressed and packaged before shipping. Although the Group has successfully decreased Scope 1 emissions and Scope 2 emissions in comparison to Last Reporting Period, it should be noted that processed products are not included in the accounting process of total tea production, thus resulting in a higher emission intensity than the baseline during the Reporting Period.

Based on these results, the Group shall be monitoring its progress on emissions reduction closely. As the Group has achieved year-on-year reductions in Scope 1 emissions and Scope 2 emissions, the Group shall maintain its long-term emissions reduction targets. However, if the Group strays from its emissions reduction targets in the future, the Group shall consider re-evaluating its targets, either through redefining the baseline year or adopting different units of intensity.

WASTE HANDLING AND REDUCTION INITIATIVES

The Group encourages the reduced usage of paper, such as adopting e-fax, intranet platforms, and digital data storage systems to push paperless office environment in its business operations, using recycled paper, single-sided used paper, and double-sided printing for internal use and drafting documents, and recycling paper used whenever possible to reduce landfill disposal.

While the operations of the Group have not generated any significant amount of hazardous waste, the Group has nonetheless adopted internal policies with respect to handling hazardous waste.

追求環境卓越 PURSUING ENVIRONMENTAL EXCELLENCE

本集團已設定目標，自二零二二年起10年內(或到二零三二年)，將無害廢物產生量密度降低10%。請

The Group had set the target to reduce its non-hazardous waste generation intensity by 10% in 10 years from 2022, or by 2032. See below for the detail breakdown of the Group's progress towards its waste generation intensity reduction target.

	二零二二年數據 2022 Figures	到二零三二年的削減目標 Reduction Target by 2032	二零二四年數據 2024 Figures	變動百分比 % Change
無害廢物產生量密度 Non-Hazardous Waste Generation Intensity	8.85公斤 噸產量 8.85 kg/tonne of production volume	-10%	18.24公斤 噸產量 18.24 kg/tonne of production volume	+106%

In order to effectively respond to the changing post-epidemic market conditions, the Group has strategically prepared more processed products during the Reporting Period, which helps to reserve flexibility for its product launch strategy and allows the Group to make potential adjustments at any time based on market conditions. These processed products mainly include tea blends that need to be pressed and packaged before shipping. In the accounting process, processed products are not included in the total tea production, resulting in a higher non-hazardous waste generation intensity than the baseline.

Furthermore, the Group started recordkeeping of domestic waste generation after the baseline year was set, meaning there is an additional source of non-hazardous waste to account for when compared to baseline data. This has resulted in a more significant increase in non-hazardous waste generation when compared to other environmental KPIs.

Based on these results, the Group shall be monitoring its progress on waste generation reduction closely. As the Group has achieved significant year-on-year reductions in non-hazardous waste generation, the Group shall maintain its long-term waste generation reduction targets. However, if the Group strays from its waste generation reduction target in the future, the Group shall consider re-evaluating its waste generation reduction target, either through redefining the baseline year or adopting different units of intensity.

追求環境卓越

PURSUING ENVIRONMENTAL EXCELLENCE

負責任地使用資源

能源消耗

RESPONSIBLE USE OF RESOURCES

ENERGY CONSUMPTION

直接 間接能源來源 Direct/Indirect Energy Sources	二零二四年 原料消耗量 2024 Raw Material Consumption	二零二三年 原料消耗量 2023 Raw Material Consumption	二零二四年 消耗量(千瓦時) 2024 Consumption (in kWh)	二零二三年 消耗量(千瓦時) 2023 Consumption (in kWh)
電力 Electricity	2,531,396.40 千瓦時 2,531,396.40 kWh	2,624,177.93 千瓦時 2,624,177.93 kWh	2,531,396.40	2,624,177.93
生物質顆粒炭 Biomass Pellet Charcoal	51,000.00 公斤 51,000.00 kg	61,600.00 公斤 61,600.00 kg	417,916.67	504,777.78
汽油 Petrol	16,326.00 公升 16,326.00 litre	12,351.27 公升 12,351.27 litre	144,683.30	109,458.66
柴油 Diesel	622.25 公升 622.25 litre	1,075.86 公升 1,075.86 litre	6,221.33	10,756.58
總計 Total			3,100,217.70	3,578,293.80

附註：

Note: Conversion factors were used pursuant to IEA Energy Statistics Manual and 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

The Group's business operations resulted in total energy consumption of 3,100,217.70 kWh from the use of electricity, biomass pellet charcoal, petrol, and diesel, recording a 4.58% decrease from the Last Reporting Period. Regarding each energy source, the Group had consumed 3,852.02 kWh of electricity per tonne of production volume, 77.61 kg of biomass pellet charcoal per tonne of production volume, 24.84 litres of petrol per tonne of production volume, and 0.95 litres of diesel per tonne of production volume. The Group's energy intensity was 4,717.60 kWh/tonne of production volume.

追求環境卓越

PURSUING ENVIRONMENTAL EXCELLENCE

WATER CONSUMPTION

During the Reporting Period, the Group's business operations consumed water amounted to 17,303.00 m³ (2023: 12,193.00 m³), contributing to the water consumption intensity of 26.33 m³/tonne of production volume. This corresponds to a 41.91% increase and

追求環境卓越 PURSUING ENVIRONMENTAL EXCELLENCE

此外，本集團計劃採取下列措施：

- 實施節能措施，例如指派員工檢查照明及生產機器等電器。如發現設備閒置或於預定時間外仍然開啟，員工將與負責人員跟進；
- 於可行情況下，更換本集團營運場所的高天井燈及光管等高耗能照明，以LED燈等高光效照明系統取代；
- 盡可能於本集團營運場所減少使用空調，或採取其他可持續措施以提高能源效率；
- 於辦公室各主要通道及房間，以標示提醒員工於下班前關上照明及空調，藉此節約能源；及
- 於可行情況下，將本公司車輛更換為混合動力或電動車，減少消耗燃料導致的排放。

根據上述措施，本集團制定了以下減少能源消耗的目標：

- 自二零二二年起10年內(或到二零三二年)，將外購電力消耗密度降低10%；及
- 自二零二二年起10年內(或到二零三二年)，將固定燃燒源的燃料消耗密度降低10%。

In addition, the Group has plans for the following measures:

- Implementing energy saving measures, such as assigning staffs to inspect electrical appliance such as lights and production machinery. If equipment is found to be idling or left on outside of scheduled periods, the staffs shall follow up with responsible personnel;
- Replacing energy-intensive lighting such as high bay light and fluorescent lamps with high luminous efficacy light set such as LED lights when possible within the Group's operations sites;
- Reducing usage of air conditioning or other sustainable measures sustainable measures for better efficient use of energy within the Group's operations sites wherever possible;
- Reminding employees of energy-saving measures through labels for turning off lights and air conditioners before leaving work, which shall be provided in major corridors and rooms throughout the offices; and
- Replacing company vehicles with hybrid or electric vehicles when possible to reduce emissions from fuel consumption.

From the above-mentioned measures, the Group had set the following targets of energy consumption reduction:

- Reduce purchased electricity consumption intensity by 10% in 10 years from 2022, or by 2032; and
- Reduce fuel consumption intensity at stationary combustion sources by 10% in 10 years from 2022, or by 2032.

追求環境卓越

PURSUING ENVIRONMENTAL EXCELLENCE

See below for the detail breakdown of the Group's progress towards its energy use intensity reduction target.

追求環境卓越 PURSUING ENVIRONMENTAL EXCELLENCE

水資源利用效率舉措

本集團鼓勵在整個營運過程中節約用水。此外，本集團還在工作場所安裝了免接觸式節水水龍頭，並在工作場所周圍張貼節約用水標語。本集團在尋求適用於本集團日常營運的水源上並未出現過問題。

本集團已設定目標，自二零二二年起10年內(或到二零三二年)，將水消耗密度降低10%。請參閱下表，了解本集團實現水消耗密度削減目標的進展詳情。

WATER USE EFFICIENCY INITIATIVES

Water conservation practices are encouraged throughout the Group's operations. In addition, the Group has also installed touch-free water saving taps in its workplaces, as well as posted water conservation slogans around the workplace. There was no issue in sourcing water that is fit for the purpose of the Group's daily operation.

The Group had set the target to reduce its water consumption intensity by 10% in 10 years from 2022, or by 2032. See below for the detail breakdown of the Group's progress towards its water consumption intensity reduction target.

	二零二二年數據 2022 Figures	到二零三二年 的削減目標 Reduction Target by 2032	二零二四年數據 2024 Figures	變動百分比 % Change
水消耗密度 Water Consumption Intensity	11.68立方米 噸產量 11.68 m ³ /tonne of production volume	-10%	26.33立方米 噸產量 26.33 m ³ /tonne of production volume	+125%

為有效應對不斷變化的後疫情市況，本集團已於報告期策略性地預備更多的在產品，這有助於為其產品推出策略預留彈性及方便本集團基於市況隨時作出潛在調整。該等在產品主要包括運輸前需要壓製及包裝的混合茶。於統計流程中，在產品不包含在茶產品總量中，導致水消耗密度較基線為高。

In order to effectively respond to the changing post-epidemic market conditions, the Group has strategically prepared more processed products during the Reporting Period, which helps to reserve flexibility for its product launch strategy and allows the Group to make potential adjustments at any time based on market conditions. These processed products mainly include tea blends that need to be pressed and packaged before shipping. In the accounting process, processed products are not included in the total tea production, leading to higher water consumption intensities when compared to the baseline.

由於本集團於報告期啟動山泉古醇項目，本集團現時相較基準年錄得更多的營運水資源消耗。因此，本集團已決定重新界定水消耗削減目標，以迎合營運變化。展望未來，本集團將設定目標，將二零二四年用作基準年，到二零三二年削減其水消耗密度10%。

Since the Group had launched the Shanquan Fermentation Project during the Reporting Period, the Group now records more sources of water consumption for its operations in comparison to the baseline year. As such, the Group has decided to redefine its water consumption reduction target to account for the change in operations. Going forward, the Group shall set the target to reduce its water consumption intensity by 10% by 2032, using 2024 as the baseline year.

追求環境卓越

PURSUING ENVIRONMENTAL EXCELLENCE

包裝材料

為分銷其茶產品，本集團在其營運中經常使用包裝材料。

請參閱下表，了解二零二四年包裝材料消耗明細，以及與上一個報告期的比較。

PACKAGING MATERIALS

To distribute its tea products, the Group makes regular use of packaging materials for its operations.

See below for the detail breakdown of 2024 packaging materials consumption, as well as comparisons with Last Reporting Period.

包裝材料類型	Type of Packaging Material	二零二四年 消耗量(公斤) 2024 Amount (in kg)	二零二三年 消耗量(公斤) 2023 Amount (in kg)
包裝盒(內、外)	Packaging Box (Inner and Outer)	N/A 不適用	622,927.48
紙製包裝材料	Paper-Based Packaging Material	469,602.00	N/A 不適用
塑料製包裝材料	Plastic-Based Packaging Material	9,278.00	N/A 不適用
竹葉及纖維	Bamboo Leaves and Fibres	7,520.00	19,144.00
防靜電袋及氣泡膜	Anti-Static Bags and Bubble Wrap	N/A 不適用	6,484.27
鋁製包裝材料	Aluminium-Based Packaging Material	4,200.00	N/A 不適用
標籤	Labels	N/A 不適用	3,114.00
陶瓷包裝材料	Porcelain-Based Packaging Material	1,080.00	N/A 不適用
總計	Total	491,680.00	651,669.75

追求環境卓越 PURSUING ENVIRONMENTAL EXCELLENCE

The Group has recorded a 24.55% decrease in total packaging materials consumption when compared to the Last Reporting Period. To lower the environmental impact of packaging material, the Group has been actively looking into alternatives for different components of packaging. For example, the Group has replaced parts of packaging components with biodegradable bamboo leaves and fibres, while also choosing paper-, aluminium-, or porcelain-based packaging over plastic packaging wherever possible.

The Group had set the target to reduce its packaging materials consumption intensity by 10% in 10 years from 2022, or by 2032. See below for the detail breakdown of the Group's progress towards its packaging materials consumption intensity reduction target.

	二零二二年數據 2022 Figures	到二零三二年 的削減目標 Reduction Target by 2032	二零二四年數據 2024 Figures	變動百分比 % Change
包裝材料消耗密度 Packaging Materials Consumption Intensity	476.10			

追求環境卓越

PURSUING ENVIRONMENTAL EXCELLENCE

CHERISHING THE ENVIRONMENT

The Group is committed to managing its products and services with great consideration of environmental protection. During the Reporting Period, the Group has acted in accordance with national standards and regulations to reduce its energy and resource consumption, to decrease its procurement of raw materials which lead to significant pollution, and to mitigate or eliminate the environmental impact of its products. Together with society and its business partners, the Group will contribute making a better and greener world.

SIGNIFICANT IMPACTS OF ACTIVITIES ON THE ENVIRONMENT

As a responsible corporate citizen, the Group is committed to fulfilling its sustainability and environmental obligations. With consideration to its business nature, the Group is aware of its impacts on the environment and natural resources, particularly in terms of raw material consumption.

The Group's ESG Task Force Team continues to strengthen the Group's sustainability performance across a wide spectrum of environmental issues. The senior management in different units is dedicated to fully supporting eco-friendly practices and implementing various environmental programme in daily operations.

In addition, according to the procurement schedule being implemented, the Group mainly arranges procurement in spring so that the tea trees can rest better after picking the tea leaves. Furthermore, the Group has adopted a number of measures to ensure that tea plantations practice environmental conservation, including sending employees to inspect plantations before purchasing, providing tea tree conservation training to plantation workers, and conducting quality inspections on raw materials purchased from plantations. Finally, the Group has obtained organic certification from the China Quality Certification Center in China, proving that its farming operations are ecologically sound and meet the sustainability standards of the food industry. Such measures can encourage tea plantations to invest more resources in protecting the environment of tea plantations. Th.2 z 0 seon m

追求環境卓越 PURSUING ENVIRONMENTAL EXCELLENCE

展望未來，本集團致力於為其僱員、客戶及其服務的社區創造更可持續發展的未來。

Looking forward, the Group is committed to creating a more sustainable future for its employees, clients, and the communities it serves.

應對氣候變化

氣候變化是當前全球重大議題和挑戰之一，本集團理解氣候變化的影響與日俱增。隨著全球暖化加劇，本集團的業務將面臨越來越多的風險，包括但不限於供應鏈中斷、自然災害造成的損害、消費者喜好的轉變等。在可預見的未來，氣候變化無疑將成為本集團以及整個精製茶行業日益關注的問題；因此，本集團致力識別氣候變化對業務營運帶來的風險和機遇以及相應的策略，以緩減風險和把握出現的機會。考慮到這一點，本集團亦同意政府間氣候變化專門委員會（「IPCC」）關於氣候變化的最新科學研究結果。

根據TCFD關於氣候相關財務披露的建議，本集團應基於管治、策略、風險管理以及指標和目標這四個核心要素披露其氣候相關資料。

管治

本集團深明能源消耗、溫室氣體排放和氣候變化均為環境保護的重要方面，對其營運產生重大影響，因此董事會和高級管理層已成立ESG專責小組，針對氣候變化可能產生的任何風險或機遇制定對策和策略。

有關本集團ESG管治的詳情，請參閱「管治架構」一節。

COMBATting CLIMATE CHANGE

Climate change is now one of the major global issues and challenges, and the Group understands that the impact of climate change is increasing day by day. As global warming intensifies, the Group will be facing a growing number of risks to its business, including, but not limited to, disruptions to supply chains, damages from natural disasters, shifts in consumer preferences, etc. Climate change will undoubtedly be of increasing concern to the Group as well as the refined tea industry as a whole for the foreseeable future; as such, the Group has endeavoured to identify the risks and opportunities that climate change poses to its business operations, along with corresponding strategies to mitigate risks and to take advantage of arising opportunities. With this in consideration, the Group also agrees with the latest scientific findings of the Intergovernmental Panel on Climate Change (the "IPCC") regarding climate change.

In alignment with TCFD recommendations on climate-related financial disclosure, the Group shall be disclosing its climate-related information based on the four core elements of Governance, Strategy, Risk Management, and Metrics and Targets.

GOVERNANCE

The Group recognises that energy consumption, GHG emissions, and climate change are important aspects of environmental protection which have significant impact on its operations, and thus the Board and senior management have implemented an ESG Task Force Team for formulating countermeasures and strategies for any risks or opportunities that may arise from climate change.

For further details of the Group's ESG governance, please refer to the section "Governance Structure".

追求環境卓越 PURSUING ENVIRONMENTAL EXCELLENCE

STRATEGY

The Group has identified relevant climate-related risks and assessed their potential financial impacts. The climate risks

追求環境卓越 PURSUING ENVIRONMENTAL EXCELLENCE

氣候風險 Climate Risks		時間範圍 Time horizon	趨勢 Trend	潛在財務影響 Potential financial impact
	市場 Market	短期 Short term	增加 Increase	於過渡期間，如不制定相應策略，本集團可能會因客戶環保要求提高而面臨收入下降。 During the transitional period, the Group might face a decrease in revenue due to higher environmental requirements of clients, if no strategy has been set accordingly.
	聲譽 Reputation	中短期 Short to medium term	增加 Increase	持份者對本集團氣候相關議題的擔憂可能會使投資者的投資情緒受挫，影響本集團的股價和市值，進而增加流動資金風險。 Stakeholders' concerns on climate-related issues of the Group might dampen the investment sentiment of investors, impacting the stock price and market capitalisation of the Group, and hence increasing the liquidity risk.



追求環境卓越

PURSUING ENVIRONMENTAL EXCELLENCE

RISK MANAGEMENT

An ESG risk assessment was conducted based on assessing the possibility and impact of each identified risk into three levels: high, medium and low. Risks are then prioritised and classified into three overall risk levels, high, medium and low based on the possibility and impact ratings.

風險等級 Risk levels	整體風險等級的定義 Definition of the overall risk levels
高 High	此等級的風險可能會產生嚴重後果，極有可能對本集團造成一定影響，阻礙本集團達成策略目標。 Risks at this level may have serious consequences. It is highly likely that there will be some impacts to the Group and hindrance for the Group to achieve strategic goals.
中 Medium	此等級的風險可能會產生嚴重後果，但發生機率較低。相反，後果可能較輕微，但發生機率較高。 Risks at this level may have serious consequences, but they are less likely to occur. Conversely, the consequences could be minor in nature, but the probability of occurrence is higher
低 Low	此等級風險對本集團達成策略目標的危害及後果有限，且發生機率較低。 Risks at this level have limited harm and consequences for the Group to achieve its strategic goals, and the probability of occurrence is low.

The Group has identified its risk profile based on the climate-related risks suggested by the TCFD recommendations on climate-related financial disclosure. All climate-related risks are

追求環境卓越 PURSUING ENVIRONMENTAL EXCELLENCE

	氣候風險 Climate risks	整體風險等級 Overall risk level	管理方針 Management Approach
過渡 Transition	政策與法律 Policy and Legal	高 High	- 聘請專業人士就氣候相關議題提供建議 - Engaged with professionals to provide advice on climate-related issues - 持續關注最新的氣候相關法規及趨勢 - Continuously monitor the latest climate-related regulations and trend
	技術 Technology	中 Medium	- 進一步在業務營運中採用環保技術及材料 - Further adopt green technology and materials for use in business operations
	市場 Market	高 High	- 供應鏈和客群多元化 - Diversify supply chain and customer base
	聲譽 Reputation	高 High	- 持續關注最新的氣候相關法規及趨勢 - Continuously monitor the latest climate-related regulations and trend

在實體風險方面，本集團相信氣候變化帶來的極端天氣事件對其業務同時構成短期風險和長期風險。

In terms of physical risks, the Group believes that extreme weather events brought about by climate change poses as both a short-term risk and long-term risk to its business.

在短期內，由於氣候變化，大雨、颱風或乾旱等極端天氣事件對其業務同時構成短期風險和長期風險。

In the short-term, extreme weather events such as heavy rain, typhoons or droughts may become increasingly common due to climate change. Said unstable weather conditions not only would cause damage to tea plantations and tea processing facility, but would also disrupt logistics and lead to delays in the transportation of tea products, potentially causing financial losses to the Group.

In the long-term, climate change may threaten the livelihood of local plantations from which the Group sources its tea leaves from. Tea trees grow best in sub-tropical climates, but climate change may lead to irreversible changes in temperatures and rainfall for local plantations. These changes would negatively affect the growth of tea leaves in said plantations, and thus lead to a decline in quality for the Group's refined tea products, which would damage the foundation of the Group's business.

追求環境卓越

PURSUING ENVIRONMENTAL EXCELLENCE

本集團已制定多項策略來減輕此等已識別的實體風險造成的損害。本集團已建立反應機制，用於決定面對極端天氣事件時的最佳行動方案；例如，倘地方種植園有此需要，本集團可以選擇向彼等運送物資以保護茶葉和茶農，本集團亦可檢查運輸或產品儲存等物流程序，確保產品不受不利天氣影響。此外，本集團亦已制定應對長期氣候變化可能導致茶葉品質下降的對策。例如，本集團在倉庫中保留了大量的儲備茶葉，即使在種植園無法提供優質茶葉的情況下，本集團也能利用所儲備的茶葉生產精製茶產品。再者，本集團亦在尋找其他仍適合種植茶樹的種植園，並與他們合作採購用於生產的茶葉，並為其原材料尋找可持續發展的替代種植園。最後，本集團可擴大其產品範圍，以擴大其潛在客群。

在過渡風險方面，隨著氣候變化加劇，公眾對氣候變化的意識不斷提高，可能會導致不同的產品選擇，本集團預計市場情緒可能會轉而偏好具有環保形象的產品。若無適當推銷，消費者可能會優先考慮看起來更環保的公司的精製茶產品。

此外，向低碳經濟轉型亦可能為本集團的生產帶來風險。隨著電網轉用可再生能源，電力需求或會超過供應，可能導致停電頻率增加，並對本集團的精茶生產造成無法預測的干擾。

The Group has formulated a number of strategies to mitigate damages from these identified physical risks. The Group has established a reactive mechanism for determining the best course of action when facing extreme weather events; for example, the Group may choose to send supplies to local plantation to protect tea leaves and plantation workers if they are needed, or the Group may perform checks on logistics such as transportation or product storage to ensure products are safe from any adverse weather effects. In addition, the Group has also formulated countermeasures to combat the possible decline in quality of tea leaves from long-term climate change. For example, the Group maintains a large quantity of reserve tea leaves in its storage, which would allow the Group to produce refined tea products with its reserves if plantations are unable to produce quality tea leaves. Furthermore, the Group shall also seek out other plantations that are still suited for growing tea trees and engage with them to procure tea leaves for its production, as well as source for sustainable alternatives for its raw materials. Finally, the Group may expand its product offerings to further its potential customer base.

In terms of transition risks, as climate change exacerbates, the Group foresees that market sentiment may shift towards preferring products that have an environmentally friendly image, as increasing awareness of climate change among the general public may lead to different product choices. Without proper marketing, consumers may prioritise refined tea products from companies that appear greener.

In addition, the transition towards a low-carbon economy may also bring about risks to the Group's productions. As the electricity grid switches to renewable energy, the demand for electricity may outpace supply, possibly leading to an increase in frequency of electricity outages and unpredictable disturbances to the refined tea production of the Group.

追求環境卓越 PURSUING ENVIRONMENTAL EXCELLENCE

本集團已制定多項策略來減輕此等已識別的過渡風險造成的損害。為降低市場偏好改變所致的聲譽風險和財務風險，本集團可將自身宣傳為環保公司。例如，本集團可通過媒體渠道分享可持續性概念，促進茶產品的環保形象，這可以建立客戶購買其提供的茶產品的信心，從而保持銷售收益的穩定性。為降低停電造成生產中斷的風險，本集團可為精製茶生產基地備存備用能源。

The Group has formulated a number of strategies to mitigate damages from these identified transition risks. To lower the reputation risk and the financial risk from changes in market preference, the Group may promote itself as a green company. For example, the Group may share sustainability concepts through media channels to promote the environmental image of its tea products, which may develop the customers' confidence in purchasing its offered tea products and thus maintaining the stability of sales revenue. To lower the risk of interruptions in production due to blackouts, the Group may maintain a backup energy source for its refined tea production facilities.

指標與目標

本集團為衡量其氣候相關風險水平及帶來的影響，監測各項指標和指示，以確保進行有效的定量評估。本集團定期監測及檢討其範圍1、範圍2、範圍3溫室氣體排放量（以噸二氧化碳當量計）、溫室氣體排放總量（以噸二氧化碳當量計）及溫室氣體排放密度（以噸二氧化碳當量／產量噸數計）。溫室氣體排放數據及設定目標相關資料見本報告「管理排放」一節。

METRIC AND TARGETS

To measure the level and impact of the Group's climate-related risks, the Group monitors metrics and indicators to ensure an effective and quantitative assessment. The Group monitors and reviews its Scope 1, Scope 2, Scope 3 GHG emissions (in tCO₂eq.), total GHG emissions (in tCO₂eq.) and GHG emission intensity (in tCO₂eq./tonne of production volume) regularly. The GHG emission data and information about target setting are shown in the section "Managing Emissions" of this Report.

本集團亦將減少碳足跡作為其長期目標之一，承諾減少其營運以及供應鏈中溫室氣體的排放量。此外，為履行社會責任及符合國家二零六零年實現碳中和的目標，本集團亦已訂立到二零五零年實現碳中和的目標。為達致此目標，本集團計劃購買碳證書、種植更多樹木，以及採取其他可持續措施以封存無法避免的溫室氣體排放。

The Group has also included carbon footprint reduction as one of its long-term goals, and has pledged to reduce greenhouse gas emissions of its operations as well as its supply chain. Furthermore, in pursuit of social responsibility, and to align with the national target of carbon neutrality by 2060, the Group has also set the target of becoming carbon neutral by 2050. To reach this target, the Group plans to purchase carbon certificates, plant more trees, as well as commit to other sustainable measures to sequester any GHG emissions that are unavoidable.

員工 PEOPLE

CARING FOR OUR EMPLOYEES

The Group has strictly complied with the relevant laws and

員工 PEOPLE

僱員數據

截至二零二四年十二月三十一日，本集團一共擁有730名僱員。請參閱下表，了解二零二四年員工的詳細明細以及與上個報告期的比較。

EMPLOYMENT FIGURES

As of 31 December 2024, the Group had a total number of 730 employees. See below for the detail breakdown of the 2024 workforce, as well as comparisons with Last Reporting Period.

截至十二月三十一日 的員工總人數	Total Workforce as of 31 December	二零二四年 2024		二零二三年 2023	
		人數 Number	百分比 Percentage	人數 Number	百分比 Percentage
按性別劃分	By Gender				
男性	Male	319	43.70%	351	41.10%
女性	Female	411	56.30%	503	58.90%
按僱傭類型劃分	By Employment Type				
全職	Full-Time	730	100.00%	854	100.00%
兼職	Part-Time	0	0.00%	0	0.00%
按僱員類別	By Employee Category				
高級管理層	Senior Management	10	1.37%	8	0.94%
中級管理層	Middle Management	96	13.15%	101	11.83%
一線及其他僱員	Frontline and Other Employees	624	85.48%	745	87.23%
按年齡段劃分	By Age Group				
18至25歲	18-25	74	10.14%	123	14.40%
26至35歲	26-35	328	44.93%	397	46.49%
36至45歲	36-45	209	28.63%	221	25.88%
46至55歲	46-55	99	13.56%	95	11.12%
56歲或以上	56 or above	20	2.74%	18	2.11%
按地理位置劃分	By Geographical Location				
中國內地	Mainland China	730	100.00%	854	100.00%
總計	Total	730	100.00%	854	100.00%

員工
PEOPLE

離職率

於報告期，本集團共有241名僱員離職，離職率為33.01%。本集團將繼續為現有僱員提供更好的福利及更多的發展機會，以吸引及挽留人才。

請參閱下表，了解二零二四年按僱員組別劃分的離職率詳細明細以及與上個報告期的比較。

TURNOVER FIGURES

A total of 241 employees left the Group during the Reporting Period, which corresponds to a turnover rate of 33.01%. The Group will continue providing better benefits and more developmental opportunities for existing employees to attract and retain talents.

See below for the detail breakdown of 2024 turnover rate by employee group, as well as comparisons with Last Reporting Period.

截至十二月三十一日 的員工總人數		二零二四年 2024		二零二三年 2023	
		人數 Number	離職率 Turnover Rate	人數 Number	離職率 Turnover Rate
按性別劃分		By Gender			
男性	Male	79	24.75%	86	24.50%
女性	Female	162	41.86%	111	22.07%
按年齡段劃分		By Age Group			
18至25歲	18-25	36	50.70%	53	43.09%
26至35歲	26-35	132	42.44%	105	26.45%
36至45歲	36-45	52	25.62%	26	11.76%
46至55歲	46-55	13	13.13%	10	10.53%
56歲或以上	56 or above	8	40.00%	3	16.67%
按地理位置劃分		By Geographical Location			
中國內地	Mainland China	240	32.88%	197	23.07%
香港	Hong Kong	1	不適用 N/A	0	不適用 N/A
總計	Total	241	33.01%	197	23.07%

員工 PEOPLE



員工 PEOPLE

於報告期，提供安全工作環境和保護僱員免受職業危害相關政策並無重大變化。本集團未有發現任何有關健康與安全法律法規之重大不合規情況。

本集團亦已在其場地內推行內部安全生產政策，包括為生產人員提供嚴格的安全指引、定期維修保養機器及設備，以及為僱員提供職業安全培訓，以提高預防意外的意識及知識。

具體而言，本集團(1)制定了各種規管工作場所安全和消防的指引；(2)定期檢查辦公場所和生產基地，以識別緊急情況和安全隱患，並將相關風險降至最低；及(3)保存生產人員的健康記錄，並在入職前及受聘期間進行健康檢查，特別是直接從事生產活動的員工。

During the Reporting Period, there were no major changes in policies related to providing a safe working environment and protecting employees from occupational hazards. The Group did not note any cases of material non-compliance in relation to health and safety laws and regulations.

The Group has also adopted internal policies to promote safe production within its sites, which include stringent safety guidelines for production staff, regularly scheduled maintenance on machinery and equipment, and occupational safety training for employees to raise awareness and knowledge of accident prevention.

Specifically, the Group (1) has various guidelines governing workplace safety and fire control; (2) inspect office premises and production facilities regularly to identify emergencies and safety hazards and minimize related risks; and (3) keep health records for production staff and conduct health examinations before and during their employment with the Group, especially for employees directly engaged in production activities.

職業健康與安全數據

OCCUPATIONAL HEALTH AND SAFETY DATA

		二零二四年 2024	二零二三年 2023	二零二二年 2022
工作相關的死亡事故	Work related fatality	0	0	0
死亡率	Fatality rate	0.00%	0.00%	0.00%
導致損失超過三個工作天數的工傷個案	Work injury cases >3 days	0	1	1
導致損失少於或相當於三個工作天數的工傷個案	Work injury cases ≤3 days	0	0	0
因工傷損失工作天數	Lost days due to work injury	0	51	35

員工 PEOPLE

支持員工發展

本集團堅信僱員是核心資產，不斷致力於吸引、培育和挽留人才。為僱員提供必要資源，從而充分發揮他們的潛力，是本集團取得成功的原因之一。本公司認為學習和培訓是全體僱員的基本權利與責任。本公司根據僱員的職業發展規劃及需求，開展內外部培訓課程、工作坊和研討會，從而提供必要的培訓。

除對新員工進行入職培訓和提供一般職業發展機會外，本集團亦在其遍佈全國的門店鼓勵一線僱員及茶藝師接受培訓，為客戶提供專業品茶服務。經本公司認證的茶藝師如通過內部考核將獲發獎金。本集團提供的其他培訓工作坊包括但不限於企業文化、系統管理、倉儲管理、安全培訓、商務禮儀、案例分享相關培訓。

於報告期，本集團52.06%僱員接受了培訓。每名僱員的總培訓時數和平均培訓時數(基於截至二零二四年十二月三十一日的僱員總數)分別為2,902小時和

SUPPORTING EMPLOYEE DEVELOPMENT

The Group believes that employees are the key assets. It has continuously devoted efforts to attract, nurture, and retain talents. As part of the Group's commitment to their success, employees are provided with necessary resources to reveal their potentials. The Company considers learning and training as the essential right and responsibility of all employees. Based on employees' career development plans and needs, the Company provides necessary training through internal and external training courses, workshops, and seminars.

Outside of orientation training for new staff and general career development opportunities, the Group also encourages its frontline employees and tea sommeliers in their nationwide stores to undergo training, in order to provide professional tea tasting services for customers. Tea sommeliers certified by the company can receive monetary rewards from the company if they pass internal review. Other training workshops offered by the Group include, but not limited to, training on corporate culture, systems management, storage management, safety training, business etiquette, and sharing of case studies.

During the Reporting Period, 52.06% of employees of the Group received training. The total training hours and the average training hours per employee (based on total number of employees as of 31 December 2024) were 2,902 hours and 4.12 hours per employee respectively.



員工

PEOPLE

僱員培訓數據

EMPLOYEE TRAINING DATA

		百分比 Percentage	平均培訓時數 Average Training Hours
按性別劃分	By Gender		
男性	Male	47.47%	2.78小時 2.78 hrs
女性	Female	55.81%	5.22小時 5.22 hrs
按僱員類別劃分	By Employee Category		
高級管理層	Senior Management	57.14%	19.14小時 19.14 hrs
中級管理層	Middle Management	50.98%	1.84小時 1.84 hrs
一線及其他僱員	Frontline and Other Employees	52.09%	3.80小時 3.80 hrs

員工 PEOPLE

勞工準則

於報告期，政策並無任何重大變化，及本集團未有發現任何有關防止童工和強制勞動之重大不合規情況。本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《未成年人保護法》等相關法律法規以管理我們的勞動行為。招聘新員工時會先經過篩選和背景調查。工時亦嚴限於八小時以內，以防工作量過大，同時本集團遵守《勞動合同法》第三十八條的規定，嚴禁強迫勞動。

本集團對童工或強迫勞動採取零容忍態度。發現重大不符合勞工準則的情況，本集團會立即停止僱用，並開展進一步調查避免再次發生。如果發現供應商或業務夥伴存在童工或強迫勞動情況，本集團將立即終止與違規方的業務活動，以防止進一步發生違法活動。在此兩種情況下，本集團亦將向當局或監管機構尋求補救措施。

LABOUR STANDARDS

There were no major changes in policies, and the Group did not note any cases of material non-compliance relating to preventing child and forced labour during the Reporting Period. The Group strictly follows relevant laws and regulations such as the Labour Law of the PRC, the Labour Contract Law of the PRC, and the Law on the Protection of Minors to manage labour practices. Screening and background checks are performed when recruiting new employees. Working hours are also strictly restricted as 8 hours to prevent excess workload, and forced labour is prohibited as the Group complies with Article 38 of the Labour Contract Law.

The Group has zero tolerance towards child or forced labour. If any case of major non-compliance with labour standards is discovered, the Group will immediately terminate employment and further investigate to avoid recurrence. If any incidents of child or forced labour is discovered with its suppliers or business partners, the Group will immediately terminate its business activities with the offending party, as to prevent further occurrence of illegal activities. In both cases, the Group will also reach out to authorities or regulators for remedial actions.



價值鏈 VALUE CHAIN

SUPPLY CHAIN MANAGEMENT

As working conditions for tea plantation workers have been a raising concern in recent years, the Group has also implemented measures to minimise the chances of child labour, forced, or compulsory labour within its supply chain. The Group procures its tea leaves from locally owned tea plantations from areas such as the Yunnan Province, and the Group carries out site visits to tea plantations to ensure that they

價值鏈 VALUE CHAIN

產品責任

本集團致力確保茶產品的品質，全面符合與產品責任有關的適用法律法規，包括但不限於以下各項：

- 《中華人民共和國食品安全法實施條例》
- 《食品經營許可管理辦法》
- 《中華人民共和國對外貿易法》
- 《中華人民共和國海關報關單位備案管理規定》
- 《中華人民共和國進出口食品安全管理辦法》
- 《中華人民共和國產品質量法》
- 《中華人民共和國消費者權益保護法》

於報告期，本集團未有發現在與相關法律法規要求提供的產品和服務有關的健康和安全、廣告、標籤和私隱事項方面有任何重大不合規情況。

PRODUCT RESPONSIBILITY

The Group is committed to ensuring the quality of its tea products, and it has complied with all applicable laws and regulations regarding product responsibility. These include, but not limited to the following:

- The Implementation Rules of Food Safety Law of the PRC
- Administrative Measures on Food Operation License
- Foreign Trade Law of the PRC
- Provisions on the Recordation of Customs Declaration Entities of the PRC
- Measures of the PRC for the Administration of Safety of Imported and Exported Food
- Product Quality Law of the PRC
- Law of the PRC on the Protection of Consumer Rights and Interests

During the Reporting Period, the Group did not note any cases of material non-compliance regarding health and safety, advertising, labelling and privacy matters relating to products and services provided as required by related laws and regulations.



價值鏈 VALUE CHAIN

質量保證

雲南省的氣候及環境最適合種植茶樹，本集團主要向當地的茶樹種植園進行採購，確保生產茶產品時使用的茶葉品質優良。此外，本集團已獲得國家當局頒發的生產精製茶產品所必須的食品生產及食品營業執照，同時亦已獲得中國質量認證中心（「中國質量認證中心」）頒發的相關食品安全管理證書及質量管理證書。另外，本集團的若干原材料已於歐盟及美國獲得Certification of Environmental Standards GmbH的有機生產認證，並於中國通過GB/T 19630（中國有機認證）獲得中國質量認證中心的主要質量認證。在質量控制方面，本集團通過了ISO9001（質量管理體系）、ISO22000（食品安全管理體系）及HACCP（危害分析和關鍵控制點認證）的產品管理體系認證。

儲藏茶產品有嚴格的溫度及濕度要求，本集團已於倉庫安裝溫度及濕度控制設備，以維持精製茶葉的品質，並定期檢查設備，確保其運作正常。藉著上述措施，本集團不但可密切監控茶產品的品質，亦為本集團茶產品的安全提供額外的安全保障。此外，本集團亦已在生產鏈環節設置了關鍵控制點，確保安全生產。例如，本集團制定了企業質量管理體系，內容涵蓋原材料及包裝材料供應鏈、產品製造、倉儲、物流及銷售，確保其產品符合相關質量標準。本集團對原材料及包裝材料供應商實行嚴格的准入及淘汰制度，嚴控材料供應的質量。本集團亦嚴格執行產品安全及質量控制標準，並在整個生產流程中採取相應的管制措施，保證所有產品均符合相應的國家安全標準以及嚴格的內部質量標準。本集團設立了專門的渠道及產品質量保證團隊，將質量控制延伸至儲運和銷售環節。

QUALITY ASSURANCE

To ensure that high quality tea leaves are used for producing tea products, the Group primarily engages with tea plantations from the Yunnan Province, where the local climate and environment is most suitable for growing tea. In addition, the Group has obtained the necessary food production and food business licenses from national authorities for producing refined tea products, as well as relevant food safety management certification and quality management certification from the China Quality Certification Centre (the “CQC”). Furthermore, the Group has obtained organic production certification for portions of its raw materials in the European Union and United States as per Certification of Environmental Standards GmbH, and major quality accreditation in the PRC as per CQC through GB/T 19630 (China Organic Certification). Regarding quality control, the Group has certified its product management system through ISO9001 (Quality Management System), ISO22000 (Food Safety Management System), and HACCP (Hazard Analysis Critical Control Points Certification).

As tea products have strict temperature and humidity requirements during storage, the Group has installed temperature and humidity control equipment in its warehouses to maintain the quality of its refined tea, where the equipment is inspected on a regular basis to ensure proper operation. The above measures not only allow the Group to closely monitor the quality of its tea products, but they also provide additional levels of security regarding the safety of the Group's tea products. Furthermore, the Group has implemented key control points in its production chain to ensure product safety. For example, the Group has developed a corporate quality management system that covers the raw material and packaging material supply chain, product manufacturing, warehousing, logistics and sales to ensure that its products meet relevant quality standards. The Group has implemented a strict access and elimination system for raw material and packaging material suppliers, and strictly control the quality of material supply. The Group also strictly implements product safety and quality control standards, and takes corresponding control measures throughout the entire production process to ensure that all products comply with corresponding national safety standards and strict internal quality standards. The Group has established a dedicated channel and product quality assurance team to extend quality control to storage, transportation and sales.

價值鏈 VALUE CHAIN

此外，於報告期，概無因安全與健康原因需要召回已銷售或發運產品。如有任何召回，本集團會安排相關人員立即撤回有關問題產品，並進行檢討程序，以避免再次發生。

客戶服務

本集團制定了投訴處理程序和行動計劃，以處理對其提供的產品的投訴。倘已付運予零售商的茶產品出現未能預料的問題，本集團就售後服務制訂了管理政策，包括召回已付運及售出產品、處理客戶退貨及應對顧客投訴的程序。

於報告期，本集團並無收到任何重大客戶投訴。如有任何投訴，本集團將迅速採取行動解決問題，以減少任何潛在問題。

於報告期，概無我們嚴重違反任何有關客戶服務的相關法律法規的記錄並因而對本集團產生重大影響。

知識產權及數據保護

本集團積極保護業務中所使用的新型技術和知識產權。本集團僱員亦有責任保護本集團的知識產權，包括專利、版權、商標、服務標誌、研發成果、商業秘密、技術資料及其他相關權利。未經本集團批准，僱員不得損壞、刪除或利用任何資產或文件。僱員不得向未獲授權人員或團體透露任何機密資料。於報告期，概無發現任何重大侵權行為。

截至二零二四年十二月三十一日，本集團持有80個已公佈專利。於報告期，本集團已獲發9項新專利。

In addition, there had been no products sold or shipped subject to recalls for safety and health reasons during the Reporting Period. In the case of any recalls, the Group will arrange for relevant personnel to immediately withdraw the products in question, as well as carry out review procedures to avoid recurrence.

CUSTOMER SERVICE

The Group has developed complaints handling procedures and action plans to deal with complaints for its offered products. In the case of unforeseen issues with tea products that have already been shipped to retailers, the Group has formulated management policies for after-sales services, which include procedures for recalling shipped and sold products, handling returned products by consumers, and processing complaints from consumers.

During the Reporting Period, the Group has not received any material customer complaints. In the case of any complaints, the Group will act swiftly to remedy the problem to mitigate any potential issues.

No material non-compliance with relevant laws and regulations that have a significant impact on the Group in relation to customer services was recorded during the Reporting Period.

INTELLECTUAL PROPERTY (“IP”) AND DATA PROTECTION

The Group actively engages in protecting the novel technologies and IP used in its operations. The Group's employees also have the responsibility to protect the Group's IP rights, including patents, copyrights, trademarks, service marks, research and development achievements, trade secrets, technical data and other related rights. Employees are not allowed to damage, delete or take advantage of any asset or documents without the Group's approval. Employees shall not disclose any confidential information to any unauthorised personnel or parties. No material infringement had been identified during the Reporting Period.

As of 31 December 2024, the Group holds 80 issued patents. During the Reporting Period, the Group has been issued 9 new patents.

價值鏈 VALUE CHAIN

PRIVACY POLICY

The Group places strong emphasis on data privacy protection for employees. Any data collected in recruitment application form will strictly be used to assess the candidate's suitability.

Employees are prohibited from using, for any purpose or disclosing to any person or entity, any confidential information acquired during the course of employment with the Group. Reviews and revisions of the Group's personal data and privacy protection practices are conducted to ensure compliance with relevant laws and to identify improvement actions as needed.

During the Reporting Period, the Company collected personal

價值鏈 VALUE CHAIN

本集團為員工及第三方(包括本集團的客戶及供應商)設立舉報電話熱線及電郵,供彼等舉報任何不當行為、失職或違規行為。於報告期,本集團已組織一項全面的反貪污計劃,包括部分董事及僱員提供時長為兩小時的培訓課程,以及由香港廉政公署(「廉政公署」)向全體董事、監事及高級管理層提供的補充學習資料。培訓課程涉及反賄賂、避免利益衝突及商業道德實踐等重要主題,而學習資料包括關於管治及合規的教學視頻及書面文件。

本集團並無幫助、教唆、協助或勾結已經作出或共謀作出任何非法活動的個人。於報告期,概無發現我們違反任何有關貪污、賄賂、欺詐及洗錢的法律法規並因而對本集團產生重大影響。於報告期內,並無發生對本集團或其僱員提出任何重大貪污訴訟案件。

The Group has established whistleblowing hotlines and emails for employees and third parties (including customers and suppliers of the Group) to report any misconduct, dereliction of duty or violations. During the Reporting Period, the Group had organised a comprehensive anti-corruption program, which included a 2-hour training session for some Directors and employees, as well as supplementary learning materials provided to all Directors, Supervisors, and senior management by the Independent Commission Against Corruption ("ICAC"). The training session covered key topics such as anti-bribery, conflict of interest avoidance, and ethical business practices, while the learning materials comprised of instructional videos and written documents on governance and compliance.

The Group has not aided, abetted, assisted, or colluded with an individual who has committed, or conspired to commit any unlawful activities. No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to corruption, bribery, fraud and money laundering had been identified during the Reporting Period. There were no concluded legal cases regarding severe corrupt practices brought against the Group or its employees during the Reporting Period.



社會參與 SOCIAL PARTICIPATION

社區投資

本集團關注企業社會責任的三大方面：教育、文化和環境問題。作為一家對社會負責的企業，本集團關注當地社區的需求，並透過積極參與社區服務和提供資金支援作出回應。

社區服務方面，本集團於報告期向思茅區當地中學捐贈了10張宿舍床位，以改善當地學生的生活條件。

本集團於報告期還向中國紅十字會思茅區分會組織的馬拉松比賽提供了贊助，並向參賽者提供了價值人民幣500,000元的物資和茶禮。此外，本集團還在普洱市人民代表大會和普洱市政協年會上提供茶飲服務。

文化服務方面，本集團的瀾滄縣瀾滄古茶景邁山傳統製茶技藝非遺工坊被認定為雲南省級非遺工坊。該工坊以茶為媒，在鄉村振興工作中通過建立利益聯結機制，堅持技術共享，為普洱茶區合作社、茶農提供技術支持以及培訓活動，累計參訓茶農達數萬人次，有效帶動了當地茶產業發展。

本集團於報告期參加了普洱市文化和旅遊局主辦的當地文化節，以在當地社區推廣和傳播茶文化。

COMMUNITY INVESTMENT

The Group has focused its corporate social responsibilities on three areas: education, culture, and environmental concerns. As a socially responsible corporation, the Group is sensitive to local community needs and responded through active participation in community services and financial supports.

In terms of community services, the Group has donated 10 dormitory beds to the local secondary school at Simao District to improve living conditions of local students during the Reporting Period.

The Group has also sponsored a marathon organized by the Red Cross Society of China Simaoqu Branch during the Reporting Period, and provided 500,000 RMB worth of supplies and tea gifts to participants. In addition, the Group provided tea service at the annual meeting between the Pu'er Municipal People's Congress and the Pu'er Political Consultative.

In terms of cultural services, the Group's Lancang Ancient Tea Scenery Maishan Traditional Tea Making Skills Workshop in Lancang County has been recognized as a Yunnan Provincial Intangible Cultural Heritage. The workshop uses tea as a medium in rural revitalization work, where it establishes an interest linkage and technology sharing mechanism to provide technical support and training activities for Pu'er tea area cooperatives and tea farmers. Tens of thousands of tea farmers have participated in the training, which has effectively promoted the development of the local tea industry.

During the Reporting Period, the Group participated in the local culture festival hosted by the Pu'er Municipal Bureau of Culture and Tourism, as to promote and spread awareness of tea culture in the local community.



PU'ER LANCANG ANCIENT TEA CO., LTD.
普洱瀾滄古茶股份有限公司