



PAX Global Technology Limited 百富環球科技有限公司*

(Incorporated in Bermuda with limited liability)
(於百慕達註冊成立的有限公司)
Stock Code 股份代號 : 00327

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

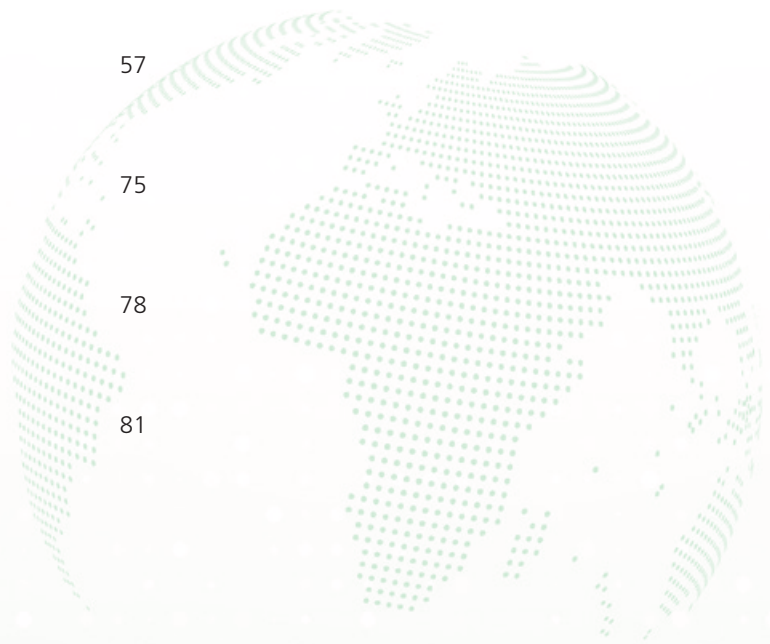
2023



Contents

目錄

PAX's Sustainability Overview 百富的可持續發展概覽	2
About the Report 關於本報告	3
Major Awards, Recognitions and Certifications 主要獎項、榮譽及認證	6
About the Group 關於本集團	9
Our Sustainability Management Approach 我們的可持續發展管理方針	16
Shape an Innovative Future 科技創新 • 引領未來	27
Curate a People-Centric Workplace 以人為本 • 協作互聯	43
Build Climate Resilient Eco-Operations 氣候抵禦 • 低碳營運	57
Embrace our Local Community 擁抱社區 • 同心同行	75
Significant Laws and Regulations 重點法律法規	78
HKEx ESG Reporting Guide Content Index 環境、社會及管治報告索引	81



PAX's Sustainability Overview

百富的可持續發展概覽



Shape an Innovative Future
科技創新 引領未來

Advancing Technology and Driving Continuous Innovation
推進科技持續創新

960+

Research and development ("R&D") personnel
研究和發展(「研發」)人員

2,760+

Valid product certification certificates
有效產品認證證書

150+

Utility model patents
實用新型專利

95%+

Overall customer satisfaction rate for three consecutive years
連續三年客戶整體滿意度

160+

Invention patents
發明專利

660+

Software copyright certifications
軟件版權

300+

Exterior design patents
設計外觀專利



Curate a People-Centric Workplace
以人為本 協作互聯

Caring for Employees to Build a Diverse and Inclusive Workplace
關懷員工構建多元共融職場

2 : 1

Approximate male to female employee ratio
男女員工比例

5,200 hours 小時+

Total employee training hours
員工培訓總時數

36%+

Percentage of trained employees
受訓僱員百分比

0

Work-related employee fatalities
員工因工死亡事件

0

High-consequence work-related injury
員工嚴重事故



Build Climate Resilient Eco-Operations
氣候抵禦 低碳營運

Accelerating Decarbonization for a Greener Future
推動減碳邁向綠色未來

↓ 4%*

Total greenhouse gas ("GHG") (Scope 1 and 2) emission
溫室氣體(「溫室氣體」)(範圍1及2)總排放量

↓ 3%*

Total energy consumption
能源消耗總量

↓ 16%*

Total non-hazardous waste production
無害廢棄物產生總量

* As compared to the year 2022, in terms of absolute value.
與二零二二年相比,按絕對值計算。



Embrace Our Local Community
營造百富 關愛文化

Enriching Communities through Nurture and Care
營造百富關愛文化

2

Key areas of community projects
重點範疇社區項目

HKD 港幣 220,000 元

Total charitable donations
捐款總值



About the Report 關於本報告

REPORTING PURPOSE, PERIOD AND SCOPE

PAX Global Technology Limited (“PAX” or the “Company”, together with its subsidiaries the “Group” or “We”) is pleased to publish our Environmental, Social and Governance (“ESG”) Report (this “Report”). This Report aims to provide our key stakeholders with comprehensive disclosure and highlight of the Group’s management approach, strategies, policies, systems, measures and performance of our material sustainability issues. This Report also provides a thorough overview of the Group’s performance in relevant areas through detailed data disclosure.

Unless otherwise stated, this Report covers the period from 1 January 2023 to 31 December 2023 (the “Reporting Period”), focusing on the Group’s core business in the People’s Republic of China (for the purpose of this Report, excluding Hong Kong Special Administrative Region (“Hong Kong”), Macau Special Administrative Region and Taiwan) (the “PRC”) and Hong Kong, which include the following subsidiaries:

- Pax Technology Limited;
- Pax Computer Technology (Shenzhen) Co., Ltd.; and
- Wonder Pax Technology (Shenzhen) Co., Ltd

Based on the reporting principle of materiality, the reporting boundary is determined by factors such as the revenue proportion, business scale, number of employees of each subsidiary as well as the impact on sustainability.

REPORTING STANDARDS

This Report is prepared in accordance with the provisions of the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “HKEx”). Starting from this reporting year, we have referenced the framework recommended by the Task Force on Climate-related Financial Disclosures (“TCFD”) progressively for our climate-related disclosures. Please refer to the “Climate Risk and Resilience Management” section for more information.

For details of the corporate governance of the Group, please refer to the section headed “Corporate Governance Report” in the Annual Report 2023 of the Company.

REPORTING PRINCIPLES

In the preparation of this Report, the Group has adhered to the four reporting principles set out in the ESG Reporting Guide, to ensure that the content of this Report is presented with clear and effective disclosure of the Group’s sustainability performance and impact on stakeholders.

報告目的、期間及範圍

百富環球科技有限公司（「百富」或「本公司」，連同其附屬公司統稱「本集團」或「我們」）欣然發佈我們的環境、社會及管治（「ESG」）報告（「本報告」）。本報告旨在為我們的主要持份者披露並重點闡述本集團針對可持續發展重要議題的管理方針、策略、政策、系統、措施及表現，同時通過數據披露詳細展示本集團在相關範圍的績效表現。

除另有說明外，本報告涵蓋本集團於二零二三年一月一日至二零二三年十二月三十一日期間（「報告期間」）在以下於中華人民共和國（就本報告而言，不包括香港特別行政區（「香港」）、澳門特別行政區和台灣）（「中國」）及香港的核心業務，其包括以下附屬公司：

- 百富科技有限公司；
- 百富計算機技術（深圳）有限公司；及
- 萬達百滙科技（深圳）有限公司。

基於重要性匯報原則，報告範圍是根據各附屬公司的收入佔比、業務規模、員工人數以及可持續發展影響等範疇而釐定。

報告準則

本報告乃根據香港聯合交易所有限公司（「聯交所」）《主板上市規則》附錄C2之《環境、社會及管治報告指引》（「環境、社會及管治報告指引」）編製。由本報告年度開始，我們開始參照氣候相關財務披露工作小組（「TCFD」）建議的框架披露氣候資料。更多詳情請參閱「氣候風險和韌性管理」部分。

有關本集團的企業管治詳情，請參見本公司二零二三年年報內的《企業管治報告》章節。

報告原則

本集團在編製本報告時遵循聯交所的環境、社會及管治報告指引的四項報告原則，確保清晰、有效地向持份者披露本集團的可持續發展績效和影響。



About the Report

關於本報告

Principle 報告原則	Meaning 說明	The Group's Responses 本集團的回應
Materiality	When the ESG issues covered in this Report have a material impact on investors and other stakeholders, the Group should provide relevant disclosures.	We maintain effective communication with our stakeholders through various channels. We conduct the annual materiality assessment and analysis to identify material sustainability issues that are relevant and important to both the Group and our stakeholders.
重要性	本報告所涵蓋的環境、社會及管治議題對投資者及其他持份者產生重要影響時，本集團應予以匯報。	我們透過不同渠道與持份者保持良好溝通，並每年進行重要性議題分析及評估，識別對本集團和持份者相關及重要的重大可持續發展議題。
Quantitative	This Report set measurable targets aimed at mitigating particular impacts. This approach facilitates the evaluation and validation of the effectiveness of our ESG policies and our management systems. Quantitative information should be accompanied by a narrative, explaining its purpose, impacts, and giving comparative data where appropriate.	In this Report, we present quantitative environmental and social key performance indicators ("KPIs") and appropriate historical data comparisons. Our sustainability framework and strategy and historical data comparisons have enabled us to keep track of our performance while assisting in corresponding strategic pillars, directions as well as goals and targets settings.
量化	本報告應訂下減少個別影響的可予計量目標。這樣，環境、社會及管治政策及管理系統的效益可被評估及驗證。量化資料應附帶說明，闡述其目的及影響，並在適當的情況下提供比較數據。	我們在本報告內列出可量化的環境及社會關鍵績效指標（「關鍵績效指標」）和適用的歷史數據對比。我們的可持續發展框架及策略及歷史數據對比，令我們可以跟進表現及協助訂立了相應的策略支柱、方向及目標。
Balance	This Report should impartially present the performance and challenges faced by the Group, avoiding any potential influence on the reader's decision-making or judgment through biased choices, omissions or reporting formats.	We disclosed the environmental and social impacts and performance related to our business in a balanced manner in this Report, covering our achievements, challenges and room for improvement in relation to material issues, as well as reporting comprehensive KPIs and data.
平衡	本報告應當不偏不倚地呈報本集團的表現以及面臨的挑戰，避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。	本集團已在本報告中以持平的方式報告與本集團業務相關的環境和社會影響和表現，涵蓋本集團在重大議題相關的成就、挑戰和改進空間等，亦匯報全面的關鍵績效指標和數據。
Consistency	The Group shall continuously prepare this Report in accordance with the HKEx's ESG Reporting Guide and use consistent methodologies to allow for meaningful comparisons of ESG data over time.	Unless otherwise stated, we adopt consistent methodologies for the calculation of KPIs and conduct appropriate yearly comparisons in this Report.
一致性	本集團應持續按照聯交所環境、社會及管治報告指引的數據計算方法編製本報告，並使用一致的披露統計方法，令環境、社會及管治數據日後可作有意義的比較。	除非另有說明，我們採用一致的方法統計所披露的關鍵績效指標，並於本報告內進行適當的年度對比。



About the Report 關於本報告

DATA COLLECTION METHOD

The data and information cited in this Report are extracted from the Group's official documents and statistical data, approved by the board of directors of the Company (the "Board") in March 2024. Going forward, the Group will improve its data collection process through training, systematisation and optimised data collection methods. This aims to provide a more comprehensive view of the Group's sustainability performance.

ACCESS TO THIS REPORT

This Report is available in both Chinese and English versions on the websites of PAX and the HKEx. The Chinese version shall prevail in case of discrepancies between the Chinese and English versions.

FEEDBACK

The Group attaches great importance to the opinions of our diverse stakeholders and endeavours to address them whenever feasible. Your valuable feedback serves as the driver for our continuous improvement. The Board extends its gratitude to all our stakeholders who participated and contributed valuable insights in this year's stakeholder engagement exercise. Should you have any inquiries or feedback regarding this Report or the Group's sustainability performance, please do not hesitate to reach out to us at ir@pax.com.hk.

資料收集方式

本報告引用的數據及資料來自本集團的正式檔及統計數據，並於二零二四年三月獲本公司董事會（「董事會」）通過。本集團亦將通過培訓、系統化及優化數據收集方法等不斷改進數據收集流程，以更全面地呈現本集團的可持續發展表現。

報告獲取方式

本報告具備中文版本及英文版本，並於百富及聯交所網站內發布。若中文版本及英文版本出現歧義，概以中文版本為準。

意見反饋

本集團高度重視各持份者的意見，並在切實可行的情況下盡力作出回應。閣下發表的寶貴意見是本集團持續進步的動力。董事會藉此機會感謝所有於報告期間參與持份者參與活動並提供寶貴意見的持份者。如閣下對本報告或本集團的可持續發展表現有任何疑問或意見，歡迎透過 ir@pax.com.hk 與我們聯絡。

Major Awards, Recognitions and Certifications

主要獎項、榮譽及認證

Environmental Management
環境管理

Corporate Branding
企業品牌

Technological Innovation
科技創新

ISO 14001:2015 Environmental Management System Certification

ISO 14001:2015環境管理體系認證

Pax Computer Technology (Shenzhen) Co., Ltd
百富計算機技術(深圳)有限公司



China Software Industry Association Certificate of Enterprise Credit Grade – AAA grade

中國軟件行業協會—企業信用等級證書(AAA級)

Pax Computer Technology (Shenzhen) Co., Ltd
百富計算機技術(深圳)有限公司



ISO 45001:2018 Occupational Health and Safety Management System Certification

ISO 45001:2018職業健康安全管理体系認證

Pax Computer Technology (Shenzhen) Co., Ltd
百富計算機技術(深圳)有限公司



The Development and Reform Commission of Shenzhen Municipality – Corporate Headquarters Qualifications in Shenzhen

深圳市發展和改革委員會—深圳市總部企業資格

Pax Computer Technology (Shenzhen) Co., Ltd
百富計算機技術(深圳)有限公司





Major Awards, Recognitions and Certifications

主要獎項、榮譽及認證

2023 Red Dot Design Concept – Elys Solution 2023年紅點設計大獎—Elys Solution

Pax Computer Technology (Shenzhen) Co., Ltd
百富計算機技術(深圳)有限公司



ISO/IEC 27001:2013 Information Security Management System Certification ISO/IEC 27001:2013資訊安全管理體系認證

Pax Computer Technology (Shenzhen) Co., Ltd
百富計算機技術(深圳)有限公司



ISO 9001: 2015 Quality Management System Certification

ISO 9001:2015 質量管理體系認證

Pax Computer Technology (Shenzhen) Co., Ltd
百富計算機技術(深圳)有限公司



CMMI Level 3 Certification CMMI 3級證書

Pax Computer Technology (Shenzhen) Co., Ltd
百富計算機技術(深圳)有限公司





Major Awards, Recognitions and Certifications 主要獎項、榮譽及認證

China Compulsory Certification 《中國強制性產品認證》

Pax Computer Technology (Shenzhen) Co., Ltd
百富計算機技術(深圳)有限公司

China UnionPay Payment Terminal Equipment Security Certification 《中國銀聯支付終端設備安全認證》

Pax Computer Technology (Shenzhen) Co., Ltd
百富計算機技術(深圳)有限公司

Products have obtained PCI PTS certification as approved PTS devices

產品獲得PCI PTS認證為經批准的PTS設備

Pax Computer Technology (Shenzhen) Co., Ltd
百富計算機技術(深圳)有限公司

UnionPay Card Acceptance Terminal Product Application Certification 《銀聯卡受理終端產品應用認證》

Pax Computer Technology (Shenzhen) Co., Ltd
百富計算機技術(深圳)有限公司

The Payment Card Industry Data Security Standard

支付卡行業數據安全標準

Pax Computer Technology (Shenzhen) Co., Ltd
百富計算機技術(深圳)有限公司

Industry and Information Technology Bureau of Shenzhen Municipality-Shenzhen Manufacturing Industry Champion Enterprise

《深圳市製造業單項冠軍企業》

Pax Computer Technology (Shenzhen) Co., Ltd
百富計算機技術(深圳)有限公司

The European Union's Restriction of Hazardous Substances ("RoHS") Standard 歐洲聯盟有害物質限制(「RoHS」)標準

Pax Computer Technology (Shenzhen) Co., Ltd
百富計算機技術(深圳)有限公司

iF Design Award – Elys Solution iF設計獎—Elys Solution

Pax Computer Technology (Shenzhen) Co., Ltd
百富計算機技術(深圳)有限公司



About the Group 關於本集團

PAX was established in 2000 and publicly listed on the Main Board of the HKEx since December 2010. PAX is one of the leading electronic payment point-of-sale (“POS”) terminals (“E-payment Terminals”) solution providers in the world.

With over two decades of experience in the payment terminal industry, PAX has garnered extensive industry experience, financial stability and a widespread international customer base. By offering innovative and top-quality intelligent POS terminals, payment solutions and associated services, PAX empowers businesses across diverse industries in their digital transformation journey. PAX is at the forefront of shaping the future of Android smart payment terminals and is committed to creating sustainable value.

百富於二零零零年成立，自二零一零年十二月於聯交所主板上市，現時為全球其中一間領先的電子支付銷售點（「電子支付終端」）解決方案供應商。

百富在支付終端行業深耕超過二十年，累積了豐富的行業經驗、資本實力及遍及全球的國際客戶群，矢志為客戶提供創新及優質的智能電子支付終端、支付解決方案服務以及相關服務，助力各行各業商戶數字化轉型升級，引領安卓智能支付終端行業未來，同時創造可持續價值。



80M+ 百萬+

Total Global Cumulative Shipments of POS
累計全球出貨量



120+ Countries and Regions
國家及地區

Business Coverage
業務覆蓋



2010

Listed on the HKEx
於聯交所上市



2000

Founded
成立



1,700+

Direct Employees
員工

90+

Distributors or Partners
經銷商或合作夥伴



About the Group 關於本集團

GLOBAL LEADER IN PAYMENT TERMINAL SOLUTIONS

全球支付終端解決方案領導者



We set out to create the most innovative and user-friendly payment terminals
靈動設計，極致體驗

We focus on technological R&D, and are committed to creating products that exceed international safety standards and deliver outstanding performance.

專注於科技研發，致力打造超越國際安全標準以及性能卓越的產品。



Our terminals are much more than a payment device
始於支付，不止於支付

Payment is no longer the end of a transaction, but the beginning of opportunities. We are improving the user experience through digitalisation.

支付不再是一個交易的終點，而是機遇的起點。我們透過數字化手段改善用戶體驗。



Providing solutions to the acquiring business
為收單業務提供解決方案

Through value-added services, we effectively assist merchants in smart operations, promoting their business and enhancing consumers' payment experience. 透過增值服務有效協助商家智能運營，促進業務及提升消費者支付體驗。

FOCUS ON R&D AND PURSUE EXCELLENCE IN QUALITY

專注研發，追求卓越品質



960+

R&D Personnel
研發人員



9%

of Revenue
Invested in R&D
研發投入佔比



6

Global R&D Centres
全球研發中心



2,300+

Certifications Granted
Worldwide
全球支付認證



About the Group 關於本集團

KEY MILESTONES OF THE GROUP

本集團重要里程碑

2020 – Present 至今

2023

- Elected to the Payment Card Industry Security Standards Council (“PCI SSC”) Advisory Committee, exerting a positive influence in the international payment industry
百富獲入選支付卡行業安全標準委員會(「PCI SSC」)顧問委員會，在國際支付領域發揮著積極的影響力

2022

- Become the second-largest global POS Terminal provider (according to the Nilson report)
百富成為全球第二大POS終端供應商(根據尼爾森報告)
- MAXSTORE achieved high standards of financial data security through Payment Card Industry Data Security Standard (“PCI DSS”) Certification
MAXSTORE通過支付卡行業數據安全標準(「PCI DSS」)認證實現高標準的金融數據安全

2010 – 2019

2017

- Launched MAXSTORE (formerly known as PAXSTORE) – a self-developed app store suite
推出自主研发的程式商店MAXSTORE(前稱為PAXSTORE)

2016

- Launched the first Android-based smart payment terminal – A920
發佈首款基於安卓系統的智能支付終端—A920

2015

- Completed the first overseas acquisition (PAX Italia)
成功完成首個海外收購項目(PAX Italia)

2013

- Listed in Forbes Asia’s 200 Best Under a Billion Companies
成為「福布斯亞洲中小企業200強」

2010

- Successfully listed on the Main Board of the HKEx
於聯交所成功上市

2000 – 2009

2009

- Qualified as a National New High-Tech-Enterprise
合資格成為國家高新科技企業

2008

- Set up a US subsidiary and entered US market
成立美國子公司並進軍美國市場

2007

- Ranked top 10 E-payment Terminals supplier globally
百富名列全球十大電子支付終端供應商

2001

- Became the first EMV 2000 certified POS terminal solution provider in Asia
成為首個EMV 2000認證之亞洲支付終端方案供應商

2000

- Set up with a mission to be a Leading Global Player
定立成為全球領跑者的目標

About the Group

關於本集團

PRODUCTS HIGHLIGHTS (FOR REFERENCE ONLY)

公司產品 (僅供參考)

ANDROID SMART E-PAYMENT SOLUTIONS

安卓智能電子支付解決方案

General features: Powered by Android operating system and Payment Card Industry PIN Transaction Security ("PCI PTS") certified. Compact, portable, equipped with a large high resolution touch screen and inbuilt camera. Support various kinds of payment options, including bank card payments, Near Field Communication ("NFC") contactless and QR code payments.

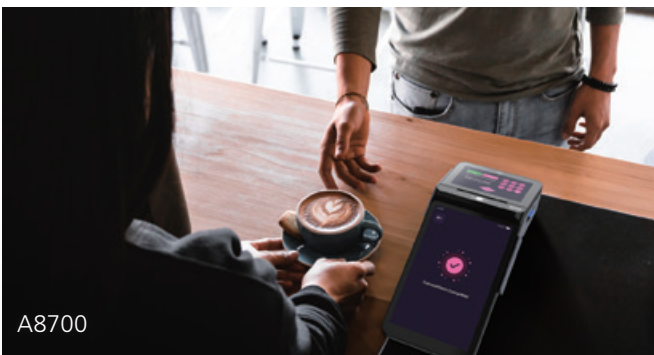
一般特點：以安卓作業系統操作，並獲得支付卡行業密碼交易安全（「PCI PTS」）認證。外型小巧，方便手持，具有特大高清觸控屏及內置攝像頭。支援各種支付方式，包括銀行卡支付、近距離無線通訊（「NFC」）非觸式及二維碼支付等。



A77



A920MAX



A8700



A6650

A920MAX

A8700

A6650

A77

AR8





About the Group 關於本集團

UNATTENDED SOLUTIONS

自助服務解決方案

General features: Ideal for self-service sales points such as railway stations, petrol stations, parking lots and kiosks. Products are certified with PCI PTS and have met required standards for anti-vandalism and waterproofing. Support various kinds of payment options and connectivity options include 3G, 4G, WiFi and Bluetooth.

一般特點：適用於火車站、加油站、停車場、售貨亭等自助銷售場景。產品獲得PCI PTS認證，符合防爆和防水標準。可支援各種支付方式及3G、4G、WiFi和藍牙多個連接選項。



IM30



SK700

CLASSIC E-PAYMENT SOLUTIONS

傳統電子支付解決方案

General Features: Traditional Linux portfolio with PCI PTS certified, ranging from the D-Series, Q-Series, S-Series, and more. Support bank card payments, NFC contactless payments, and more.

一般特點：具備PCI PTS認證的傳統Linux產品，涵蓋D系列、Q系列、S系列等。支援銀行卡支付、NFC非接觸式支付等。

S920



Q92



S210



D188



About the Group

關於本集團

COMMERCIAL EPOS SOLUTIONS

商業EPOS解決方案

General Features: Feature a suite of software and hardware for business Internet of Things, such as the handheld scanner, the external printer, as well as a commercial Kitchen Display System. Powered by Android, these devices seamlessly interconnect and collaborate between in-store POS devices.

一般特點： 涵蓋一系列商業物聯網的軟硬件配套，包含手提掃描器、外置式打印機、商用廚房屏顯系統等。以安卓作為驅動，使店內POS設備之間實現無縫互連和協同。



MAXSTORE

MAXSTORE, a cloud-based Software as a Service (“SaaS”) platform, connects payment service providers (“PSPs”), acquiring banks, application developers and merchants, providing one-stop terminal management and value-added services.

Advanced terminal management

Industry-leading terminal management features designed to enable PSPs and acquiring banks manage payment terminals in real time.

Powerful value-added services hub

Rich industry value-added tools, deliver business management and consumer data analysis for merchants across diverse business segments.

MAXSTORE

MAXSTORE為雲端軟件即服務（「SaaS」）平台，連接支付服務商（「支付服務商」）、收單銀行、應用程式開發商和商戶，提供一站式終端管理及增值服務。

完善的終端管理

設有業界領先的終端管理功能，為支付服務商和收單銀行提供即時管理支付終端服務。

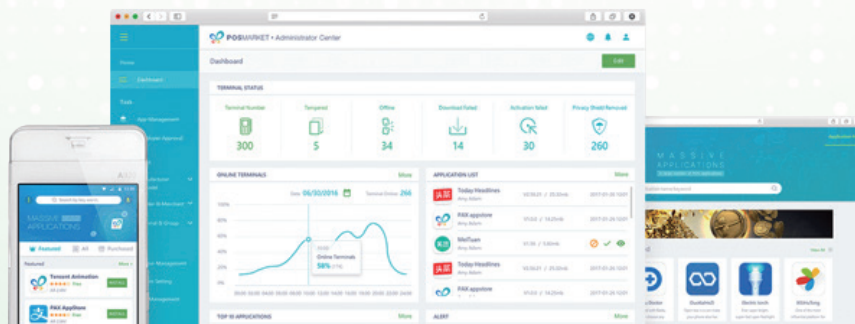
強大的增值服務中心

擁有豐富的行業增值工具，為不同業務的商戶提供業務管理及消費者數據分析等服務。

11,000,000+ Connected terminals
接入終端

11,000+ Applications
應用程式

3,000+ Application developers
應用程式開發人員





About the Group 關於本集團

SUSTAINABILITY INNOVATIONS OF THE YEAR: MORE ECO-FRIENDLY, DURABLE AND EFFICIENT 可持續的年度新品：更環保、耐用、高效

During the Reporting Period, we consistently infused sustainability and customer-centric principles into our product and service innovation. We introduced a series of high-quality, high-performance and high-security products, including our innovative Android smart payment solution – the A920MAX. Beyond simply enhancing the aesthetics of the product design and functionality of the product, this product prioritises the chemical safety and sustainability. For more details, please refer to the “Emphasis on Eco-Product Design” section.

於報告期間，我們始終將可持續性及以客戶為中心的理念融入產品及服務創新，並推出一系列高質量、高性能、高安全性的產品，當中包括我們創新的安卓智能支付解決方案－A920MAX。除了加強產品設計美感及功能外，該產品優先考慮化學安全性及可持續性。更多詳情請參閱「重視環保產品設計」部分。



Environmentally friendly lithium-iron phosphate battery 環保磷酸鐵鋰電池

Longer lifespan for enhanced opportunities in clean technology
壽命更長，為清潔技術帶來更多機遇



Faster Processor 更快速的處理器

Equipped with Cortex-A53 quad-core processor for lower power consumption & better performance
搭載Cortex A53四核處理器，實現較低能耗，更優越的性能



Higher Energy Efficiency 更高的能源效率

More power efficient than A920, supporting 10% more transactions
比A920更省電，支援多10%的交易



eSIM Technology eSIM技術

Reducing plastic waste & electronic waste
減少塑膠垃圾及電子垃圾



Natural (Uncoloured) Injection Moulding 原色注塑代替噴油技術

Reduced paint use for higher chemical safety
減少油漆使用，化學安全性更高



A920MAX



Compatibility with e-receipt Solutions 與電子收據解決方案相容

Compatible with electronic receipt for waste reduction
與電子收據相容，減少廢棄物



E-Manual 電子手冊

Paper conservation & reduced carbon footprint
節省紙張，降低碳足跡



Our Sustainability Management Approach

我們的可持續發展管理方針

SUSTAINABILITY STRATEGY AND ACHIEVEMENTS

In our pursuit of integrating sustainability into the Group's operations, the Group have established a sustainability framework based on four strategic pillars: (1) **Shape an Innovative Future**, (2) **Curate a People-Centric Workplace**, (3) **Build Climate Resilient Eco-Operations**, and (4) **Embrace our Local Community**. These pillars, supported by clear directions as well as defined goals and targets, are guided by our sustainability framework and ESG policies approved by the Board. Through this approach, we aim to embed the sustainability principles across our business operations, fostering a promising and resilient future driven by smart solutions.

We support the universal call of the United Nations Sustainable Development Goals ("UNSDGs"), to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. The 17 UNSDGs form a comprehensive set of objectives and targets for everyone to identify their part in sustainability. Guided by our sustainability vision and framework, we have identified 13 out of the 17 UNSDGs that are relevant to our business and integrated them into our four strategic pillars. Details of our contributions towards specific UNSDGs during the Reporting Period will be disclosed in the corresponding sections of this Report.

可持續發展策略及成就

為實現將可持續發展納入本集團的營運當中，本集團已制定可持續發展框架，將可持續發展策略建基於四大策略支柱：(1) **科技創新 • 引領未來**、(2) **以人為本 • 協作互聯**、(3) **氣候抵禦 • 低碳營運**及(4) **擁抱社區 • 同心同行**，輔以各策略支柱的方向及目標。經董事會批准的可持續發展框架以及環境、社會及管治政策引導我們將可持續理念貫徹在企業經營的各個環節，構築美好及具韌性的智慧未來。

我們支持聯合國可持續發展目標（「聯合國可持續發展目標」）的全球呼籲，旨在消除貧困、保護地球及確保在二零三零年達致世界繁榮與和平。十七項聯合國可持續發展目標構成了一套全面的指標，讓每個人確定自己在可持續發展中的作用。我們在可持續發展願景及框架的指引下，已從十七項聯合國可持續發展目標選定出其中的十三項與我們業務最相關的，並將該等可持續發展目標與我們的四大策略支柱進行配對。我們於報告期間實踐該等可持續發展目標的進展已載於本報告各相應章節。



Our Sustainability Management Approach

我們的可持續發展管理方針



Shape an Innovative Future

科技創新 • 引領未來

ADVANCING TECHNOLOGY AND DRIVING CONTINUOUS INNOVATION

推進科技持續創新

Goal: To lead industry transformation by focusing on product R&D and strengthening global sales networks

目標：專注產品研發及創新，強化全球銷售網絡，引領行業升級賦能

9 INDUSTRY INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Key Actions and Achievements:

重點行動及成就：



Became the first Asian Payment Terminal Vendor elected to the PCI SSC Advisory Board
成為亞洲首家入選PCI SSC顧問委員會的支付終端供應商



Maintained close communication with clients, consumers, suppliers and other stakeholders
與客戶、消費者、供應商及其他持份者保持緊密溝通



Continue to actively expand into international markets
持續積極拓展海外市場



Supported merchants in their digital transformation with our Android SmartPOS solutions
推行安卓智能解決方案，協助商家進行數位轉型



Curate a People-Centric Workplace

以人為本 • 協作互聯

CARING FOR EMPLOYEES TO BUILD A DIVERSE AND INCLUSIVE WORKPLACE

關懷員工構建多元共融職場

Goal: To foster a culture of care through building a diverse talent pool and strengthening employee relations

目標：凝聚多元人才，建立關愛文化，積極增進與員工關係



Key Actions and Achievements:

重點行動及成就：



Offered a diverse range of benefits and recreational activities for employees
為員工提供各種福利及活動



Introduced a series of occupational health and safety measures at offices and factory
於辦公室及工廠實行一系列職業健康與安全相關措施



Organised various training programs continuously
持續制定各種培訓計劃



Family-friendly workplace
家庭友善工作場所

Our Sustainability Management Approach

我們的可持續發展管理方針



Build Climate Resilient Eco-Operations

氣候抵禦 • 低碳營運

ACCELERATING DECARBONIZATION FOR A GREENER FUTURE

推動減碳邁向綠色未來

Goal¹: To advance eco-design for our products to minimise environmental footprint and enhance climate resilience

目標¹: 加強氣候抵禦力，推動環保產品設計，同時減少環境足跡



Key Actions and Achievements:

重點行動及成就：



Launched the SmartPOS A920MAX by using our innovative technologies and maximizing resource circularity across the life cycles of our products
借助創新科技，充分實現產品生命週期資源循環利用，推出了智能解決方案—A920MAX



Introduced a series of green initiatives to our offices and factory
於辦公室及工廠實行一系列環保措施



Addressed climate change management through climate-related risk and opportunity assessment
進行氣候相關風險及機遇評估，以加強氣候變化管理



Conducted product lifecycle carbon emission assessments during the Reporting Period to reduce the embodied carbon of products
於報告期間進行產品生命週期碳排放評估，以減少產品的隱含碳



Embrace our Local Community

擁抱社區 • 同心同行

ENRICHING COMMUNITIES THROUGH NURTURE AND CARE

營造百富關愛文化

Goal: To embrace corporate social responsibility to collectively drive societal progress and create shared value

目標： 實踐企業社會責任，共同助力社會發展，創造共享價值



Key Actions and Achievements:

重點行動及成就：



Actively encouraged employees to participate in community service activities
積極鼓勵員工參與社區活動



Developed accessible products to promote digital inclusion
開發無障礙產品以推動數位共融



Our Sustainability Management Approach

我們的可持續發展管理方針

SUSTAINABILITY GOVERNANCE AND BOARD'S OVERSIGHT

As the highest governance body of the Group, the Board assumes overall responsibility for the Group's sustainability strategy and reporting while overseeing sustainability-related issues with an emphasis on the Group's long-term development and positioning. The senior management of the Group (the "Senior Management"), delegated by the Board, is responsible for overseeing sustainability management approach and strategy. Additionally, our Senior Management advises the Board on various sustainability-related issues including but not limited to the below on a regular basis:

- Formulation and review (if necessary) of the Group's sustainability management approach, strategy, policies, goals and targets;
- Identification, evaluation, prioritization and management of ESG-related risks and opportunities (including but not limited to climate-related risks and opportunities, and environmental and social risks along the supply chain) and formulation of mitigation measures;
- Oversight and regular reviews of performance and progress made against our sustainability-related goals and targets, ensuring timely updates when necessary;
- Conducting a materiality analysis to evaluate, prioritise and manage material sustainability issues;
- Formulation and monitoring of the implementation of the Group's sustainability-related initiatives;
- Coordination with employees of core businesses to implement ESG-related matters in daily operations; and
- Compilation of the Group's annual ESG Report for approval by the Board.

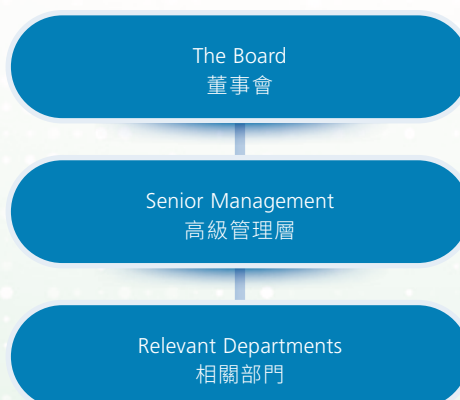
可持續發展管治及董事會監督

作為本集團的最高管治機構，董事會對本集團的可持續發展策略及匯報承擔全部責任，並對可持續發展相關事宜進行監管，同時著重本集團的長期發展及定位。我們的高級管理層獲董事會授權，負責監督可持續發展管理方針及策略，並定期就以下可持續發展事項向董事會提供建議，包括但不限於：

- 制定及檢討 (如需要) 本集團的可持續發展管理方針、策略、政策及目標；
- 識別、評估、優次排列及管理環境、社會及管治相關風險及機遇 (包括但不限於與氣候相關的風險及機遇以及供應鏈中的環境及社會風險)，並制定應對措施；
- 按本集團的可持續發展相關目標，監察及定期檢討表現及進度並適時更新；
- 進行重要性議題分析，就可持續發展議題進行重要性評估、優次排列及管理；
- 制定及監督本集團可持續發展相關措施的執行情況；
- 與主要經營業務員工協調，在日常營運中落實與ESG相關的事項；
- 編製本集團的年度ESG報告，供董事會審批。

SUSTAINABILITY GOVERNANCE STRUCTURE

可持續發展管治架構





Our Sustainability Management Approach

我們的可持續發展管理方針

SUSTAINABILITY RISK AND OPPORTUNITY MANAGEMENT

Sustainability risk and opportunity management remains integral to our long-term business resilience and stands as a cornerstone of our sound corporate governance. Our Senior Management, delegated by the Board, is responsible for identifying, evaluating, prioritising and managing material sustainability-related risks and opportunities (including but not limited to climate-related risks and opportunities, as well as environmental and social risks along the supply chain) on a regular basis. The Board retains ultimate responsibility for overseeing the management of sustainability risks and opportunities within the Group.

可持續發展風險及機遇管理

可持續發展風險及機遇管理被視為良好企業管治不可或缺的一部分，以追求長期業務韌性。因此，我們的高級管理層獲董事會委派定期識別、評估、優次排列及管理重大的可持續發展相關風險及機遇（包括但不限於與氣候相關的風險及機遇以及供應鏈中的環境及社會風險），而董事會保留監督本集團可持續發展風險及機遇管理的最終責任。

Identification 識別

With the assistance of independent third-party professional sustainability consultants, we identify sustainability-related risks (including but not limited to climate-related risks and environmental and social risks along the supply chain) as well as climate-related opportunities of the Group.

In response to the increasing concerns of stakeholders, we have identified and disclosed climate-related risks and opportunities in this Report.

在獨立第三方專業可持續發展顧問的協助下，我們識別本集團業務的可持續發展相關風險（包括但不限於氣候相關風險以及供應鏈的環境及社會風險）以及氣候相關機遇。

隨著持份者的日益關注，我們識別了與氣候相關的風險及機遇，並將其納入本報告以供披露。

Evaluation 評估

We evaluate the potential impact and likelihood of sustainability-related risks and climate-related opportunities.

我們評估可持續發展相關風險及未來氣候相關機遇的潛在影響及發生的可能性。

Prioritisation 優次排列

We prioritize significant sustainability risks by considering their risk levels in terms of potential impact and likelihood.

我們通過評估重大可持續發展風險的潛在影響及發生的可能性，對其風險等級進行優先排序。

Management 管理

Our Senior Management assists the Board in managing and monitoring identified sustainability risks, formulating corresponding control measures, and regularly submitting a risk assessment report to the Board for discussion. As part of its oversight responsibility, the Board regularly reviews the effectiveness of risk control measures and provides recommendations for improvement of the measures when necessary.

我們的高級管理層協助董事會管理並監控已識別的、制定應對措施，並定期向董事會提呈風險評估報告，以便與董事會討論。作為其監督責任的一部分，董事會定期檢討風險控制措施的有效性，並在有需要時提供改進措施建議。



Our Sustainability Management Approach

我們的可持續發展管理方針

For details of our climate-related governance and other disclosures with reference to the recommendations of the TCFD, please refer to the “Build Climate Resilient Eco-Operations” section of this Report.

有關我們的氣候管治和其他參考TCFD建議進行的披露，請參閱本報告的《氣候抵禦•低碳營運》部分。

ESG POLICY

Our “ESG Policy” applies our commitment to integrate sustainability and climate-related considerations into our business operations and decision-making processes. This Policy provides clear guidance for the Group’s ESG management efforts to facilitate the effective implementation of our sustainability strategy.

環境、社會及管治政策

為了確保本集團的可持續發展策略能有效地實施，並確保在業務營運及決策制定過程中納入可持續發展及氣候變化相關元素，本集團制定了《環境、社會及管治政策》。該政策為本集團的ESG管理工作提供明確指引。

We regularly review and update the “ESG Policy” as appropriate to align with shifts in operational dynamics and community needs. During the Reporting Period, we updated the “ESG Policy” with various enhancements, including but not limited to:

我們定期檢視並將按情況更新《環境、社會及管治政策》內容，確保本集團能因應營運環境的變化與社區需求制定方針。於報告期間，我們優化了《環境、社會及管治政策》，政策的内容包括但不限於：



Environmental

- Green Operations
- Use of Resource Management (including energy and natural resources)
- Waste Management
- Sustainable Procurement New
- Climate-related Risks and Opportunities New

環境

- 綠色營運
- 資源 (包括能源、天然資源等) 使用
- 廢棄物管理
- 可持續採購管理 新增
- 氣候變化相關風險及機遇 新增



Social

- Diversity and Equal Opportunities New
- Freedom of Association New
- Occupational Health and Safety
- Employment Practices and Labour Standards
- Quality of Services and Products
- Community Engagement and Investment
- Controversial Sourcing and Conflict Minerals New

社會

- 多元化及平等機會 新增
- 結社自由 新增
- 職業健康與安全
- 僱傭慣例與勞工標準
- 服務與產品質素
- 社區參與及投資
- 爭議性採購及衝突礦物 新增



Governance

- Corporate Governance
- Business Ethics and Integrity

管治

- 企業管治
- 商業道德與誠信

Our Sustainability Management Approach

我們的可持續發展管理方針

STAKEHOLDER ENGAGEMENT

During the year, we employ a range of measures to engage various significant stakeholders, including employees, customers, distributors, business partners, shareholders, suppliers, government or regulatory bodies, as well as the general public to collect their views and expectations.

持份者參與

年內，我們採取一系列方式，吸引不同的重要持份者（包括員工、客戶、分銷商及業務合作夥伴、股東、供應商、政府或監管機構以及公眾）參與，以收集他們意見和期望。

Our Stakeholder Types and Communication Channels

我們的持份者類別和聯繫途徑

Employees

- Face-to-face Communications
- Physical or Virtual Meetings
- Employee Newsletters
- Annual Performance Reviews
- Team Collaboration and Volunteer Activities



員工

- 面談
- 實體或虛擬會議
- 員工通訊
- 年度績效評估
- 團隊合作活動和義工活動

Customers, Distributors and Business Partners

- Customer Service Hotlines
- Partner Meetings
- Exhibitions
- Customer Satisfaction Surveys



客戶、分銷商及業務合作夥伴

- 客戶服務熱線
- 合作夥伴會議
- 展覽會
- 客戶滿意度調查

Shareholders

- Shareholder Meetings
- Annual Reports, Interim Reports, Announcements and Circulars
- Email and Fax



股東

- 股東大會
- 年報、中期業績報告、公佈及通函
- 電郵及傳真

Suppliers

- On-Site Inspections or Assessments
- Supplier Quality Meetings
- Supplier Evaluations



供應商

- 現場考察或評鑑
- 供應商品質會議
- 供應商評估

Government or Regulatory Bodies

- Corporate Reports and Announcements
- Policy Consultations
- Compliance Monitoring



政府或監管機構

- 企業報告及公告
- 政策諮詢
- 合規監控

The Public

- The Group's Website and Social Media Platforms
- Annual Reports, Interim Reports, Announcements and Circulars
- Email and Fax
- Volunteer Activities



公眾

- 企業網站及社交媒體平台
- 年報、中期業績報告、公佈及通函
- 電郵或傳真
- 義工活動



Our Sustainability Management Approach

我們的可持續發展管理方針

MATERIALITY ASSESSMENT

During the Reporting Period, the Group conducted a materiality assessment with the assistance of independent third-party sustainability consultants with an aim to pinpoint material sustainability topics relevant to both our business and stakeholders, thereby gaining an in-depth understanding of our stakeholder expectations and sustainability priorities for the future.

重要性評估

於報告期間，為識別與我們業務及持份者相關的重要可持續發展議題，從而深入了解持份者的期望和未來可持續發展重點事項，在獨立的第三方可持續發展顧問的協助下，本集團進行重要性評估。



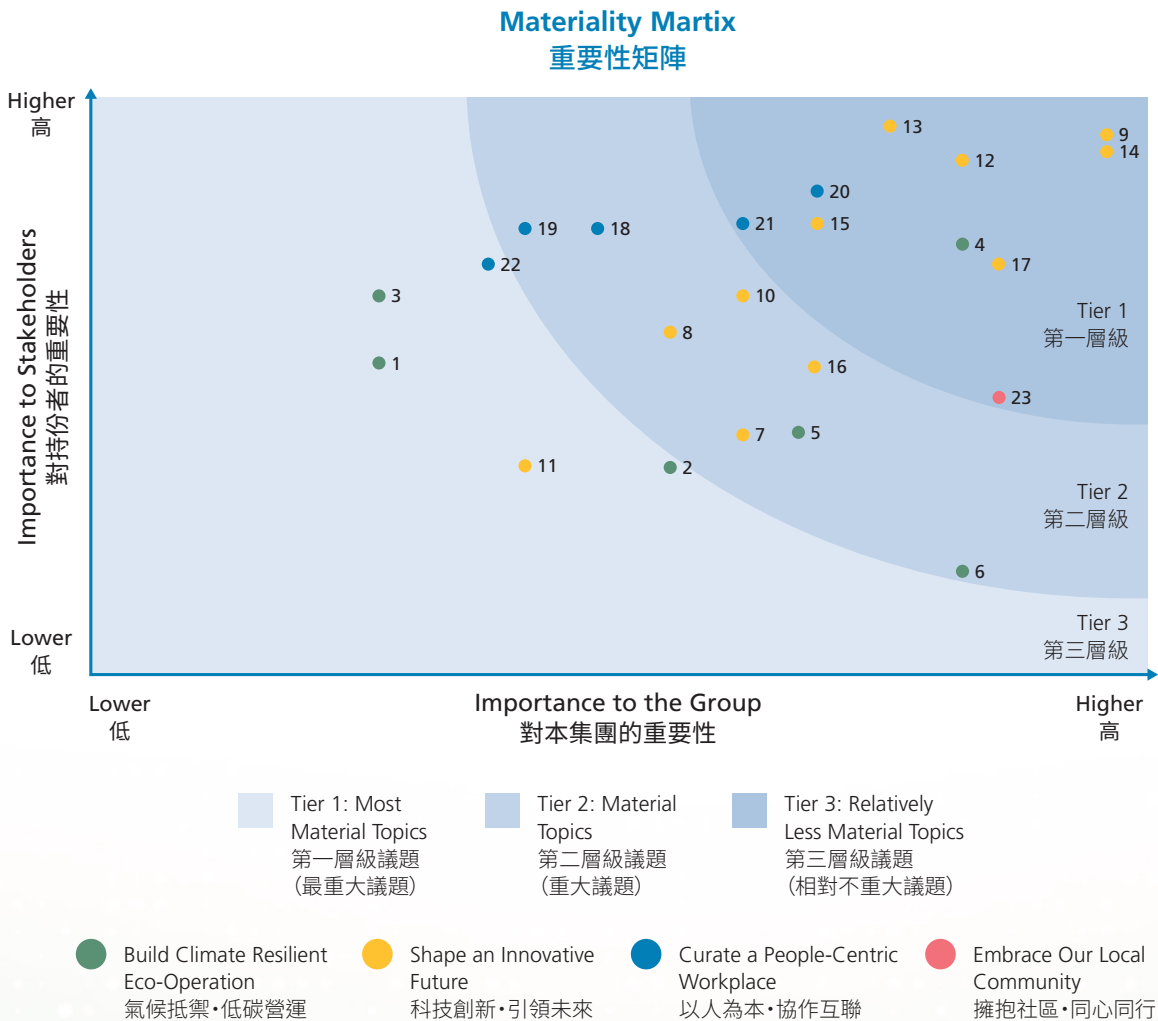


Our Sustainability Management Approach

我們的可持續發展管理方針

The matrix below illustrates the relative materiality of 23 sustainability topics to stakeholders (y-axis) and the Group (x-axis). A total of 10 topics in Tier 1 of the matrix have been prioritised as the most material to both the Group and our stakeholders for us to address and report on in this Report, while topics in Tier 2 and Tier 3 are those we have identified as material and relatively less material respectively.

以下矩陣圖展示了23項可持續發展議題對持份者(y軸)及本集團(x軸)的相對重要性。位於矩陣第一層級的10項議題對本集團業務和持份者至關重要的最重大議題，而位於矩陣第二及第三層級的分別為重大議題及相對不重大議題。我們將於本報告重點披露識別出的最重大議題。





Our Sustainability Management Approach

我們的可持續發展管理方針

List of ESG-related Material Topics

可持續發展議題列表

ESG-related Material Topics 重點披露議題	Report Sections 披露章節	Pages 頁數
Tier 1: Most Material Topics 第一層級：最重大議題		
4. Green Procurement 綠色採購	Green Procurement 綠色採購	73
9. Anti-Fraud and Anti-Corruption 反舞弊及反貪污	Anti-Corruption, Whistleblowing and Business Ethics 反貪污、舉報及商業道德	40
12. Capabilities in R&D and Innovation 研發及創新能力	Pursuing Excellence and Innovation 追求卓越創新	29
13. Product and Service Quality 產品及服務質素	Excellent Product, Excellent Service 優質產品，優質服務	32, 37
14. Product Safety 產品安全	Excellent Product 優質產品	32
15. Intellectual Property Management 知識產權管理	Intellectual Property Protection 保護知識產權	42
17. Data and Privacy Protection 數據及私隱保障	Customer Privacy 客戶私隱	39
20. Occupational Health and Safety 職業健康及安全	Occupational Health and Safety 職業健康與安全	55
21. Training and Development 培訓及發展	Talent Development 人才培育	50
23. Community Contributions 社區貢獻	Embrace our Local Community 擁抱社區·同心同行	75
Tier 2: Material Topics 第二層級：重大議題		
5. Packaging Material Consumption 包裝物料消耗		
6. Climate Change 氣候變化		
7. Supplier Management 供應商管理		
8. Suppliers' Environmental and Social Performance Assessment 供應商環境及社會表現評估		
10. Emergency Plan 應急預案		
16. Authenticity of Marketing Materials 營銷材料的真實性		
18. Diversity and Equal Opportunity 多元化及平等機會		
19. Employee Relations and Communications 僱傭關係		



Our Sustainability Management Approach

我們的可持續發展管理方針

Tier 3: Relatively Less Material Topics

第三層級：相對不重大議題

1. Emissions Management
排放管理
2. Resources Management (e.g., Fuel, Electricity and Water)
資源管理，如燃料、電力及水資源
3. Waste Handling
廢物處理
11. Pandemic Prevention
疫情預防
22. Employee Benefits and Welfare
員工福利



Shape an Innovative Future

科技創新・引領未來

ADVANCING TECHNOLOGY AND DRIVING CONTINUOUS INNOVATION

推進科技持續創新

Goal: To lead industry transformation by focusing on product R&D and strengthening global sales networks

目標：專注產品研發及創新，強化全球銷售網絡，引領行業升級賦能



UNSDGs addressed in this chapter:

本章回應的聯合國可持續發展目標：



Most Material topics covered in this chapter:

本章回應的最重大議題：

- Anti-fraud and anti-corruption
反舞弊及反貪污
- Capabilities in R&D and innovation
研發及創新能力
- Product and service quality
產品及服務質素
- Product safety
產品安全
- Intellectual property management
知識產權管理
- Data and privacy protection
私隱保障

OUR PROGRESS OF THE YEAR 年度進展

Launched a Series of Upgraded Products

推出一系列升級產品

PAX introduced a range of products, including **Android smart payment solutions (namely A920MAX, A50S, etc.) and the IP67-rated Android PDA A6650**. These new offerings are featured with elevated functionality and PCI PTS 6.0 certified. For more information on eco-design products, please refer to the “Build Climate Resilient Eco-Operations” section.

百富推出一系列產品，包括**安卓智能支付解決方案(如A920MAX, A50S等)及IP67級別的安卓PDA**。新產品具備升級功能及已取得PCI PTS 6.0認證。關於更多環保型產品，請參閱「氣候抵禦・低碳營運」的部分。



Shape an Innovative Future

科技創新·引領未來

Global Recognition: Award-winning Product Design

榮獲國際產品設計大獎

The Elys series was honoured with the prestigious **Red Dot Award (Product Design)** and **iF Design Award**, garnering international recognition of our seamless fusion of product functionality and visual aesthetics.

Elys系列更榮獲著名的**德國紅點產品設計獎及iF設計獎**，產品功能與視覺美感的完美融合獲得國際的認可。



Elected to the PCI SSC Advisory Board

入選PCI SSC顧問委員會

Becoming **the first Asian-based payment terminal provider to receive this recognition**, PAX has made a significant impact in the global payment landscape. During the Reporting Period, we were elected to the Board of Advisors of the PCI SSC.

百富於報告期間獲入選支付卡PCI SSC顧問委員會，成為**首家獲入選的亞洲的支付終端供應商**，在國際支付領域發揮著積極的影響力。



STRATEGY AND MANAGEMENT

As a leading international supplier of E-payment Terminals solutions, we are dedicated to propelling the Android smart payment terminal industry forward through research and development and innovative technology. Our commitment is rooted in developing products that not only meet but exceed international security standards while delivering exceptional performance. We strive to drive digital transformation and enhance operations for businesses and partners across diverse sectors, including retail, services, transportation and self-service and to deliver a secure and flexible payment service experience for both enterprises and consumers alike.

Our Policy

We strictly adhere to all applicable laws, regulations² and industry standards concerning health and safety, advertising, labelling, and privacy matters relating to our products and services. Policies and procedures, including the "Quality Manual" and the "After-Sales Service Department Management Manual", have been established to provide our employees with guidelines aligned with international standards and our commitment to quality control excellence.

策略及管理

作為全球領先電子支付終端解決方案供應商，我們矢志通過科技研發及創新科技推進安卓智能支付終端行業向前發展。我們致力打造不僅符合，且超越國際安全標準和性能卓越的產品。我們致力推動零售業、服務業、交通出行、自助服務等商戶及合作夥伴數字化轉型及優先經營及為企業及消費者提供安全靈活的支付服務體驗。

我們的政策

我們嚴格遵守所有有關產品和服務的健康與安全、廣告、標籤及私隱等方面的適用法律、規例²及行業標準。我們已制定《質量手冊》和《售後服務部管理手冊》等政策和程序，為我們的員工提供符合國際標準及卓越品質控制標準和指引。



Shape an Innovative Future

科技創新·引領未來

Quality Management System and Information Security Management System

The Group's quality management system and information security management system, which includes the design and production of POS terminal, smart card reader and PIN password keyboard, have obtained internationally recognised certifications such as ISO 9001:2015 for Quality Management System and ISO/IEC 27001:2013 for Information Security Management System. These certifications ensure effective oversight of quality management and information security within our operations.

During the Reporting Period, we were not aware of any material non-compliances related to health and safety, intellectual property, customer privacy, advertising, labelling or other relevant matters.

PURSUING EXCELLENCE AND INNOVATION

The global shift towards cashless transactions presents both opportunities and demands for the E-payment Terminals solutions industry. In order to maintain the Group's leading edge in this dynamic field, we remain steadfast in our dedication to product innovation and R&D, and provide the support and resources to nurture our technical and R&D teams. As of 31 December 2023, our R&D team comprises approximately 960 skilled professionals, representing more than half of the core business personnel in Shenzhen and Hong Kong. During the Reporting Period, we continued to secure various technological patents for our products, including but not limited to:

- Mobile Payment POS terminal (S210)
- Mobile Payment POS terminal (A650)
- Mobile Payment POS terminal (A920MAX)
- Cloud-based test service management interface for displaying screen panel graphics
- Industrial PDA (X4)
- 移動支付POS機(S210)
- 移動支付POS機(A650)
- 移動支付POS機 (A920MAX)
- 顯示螢幕面板的雲端測試服務管理圖形用戶介面
- 工業PDA (X4)

質量管理體系與資訊安全管理體系

本集團的質量管理體系與資訊安全管理體系，包括電子支付終端產品、智慧卡讀寫器及PIN密碼鍵盤的設計及生產，已獲得國際認可的ISO 9001:2015質量管理體系認證以及ISO/IEC 27001:2013資訊安全管理系統認證，確保質量管理和資訊安全得到有效的監管。

於報告期間，我們並不知悉任何與產品健康及與安全、知識產權、客戶私隱、廣告及標籤等相關的重大違規行為。

追求卓越創新

全球無現金化的趨勢為電子支付終端解決方案行業帶來更多機會和需求。為了保持集團在本行業的領先地位，我們一直專注於產品創新和研發，同時提供支援和資源培育我們的技術和研發團隊。截止二零二三年十二月三十一日，我們的研發團隊約有960名員工，佔深圳和香港核心業務人員的一半以上。此外，於報告期間，我們繼續為產品取得不同的技術專利，包括但不限於：

² Please refer to the "Significant Laws and Regulations" section for a list of product responsibility-related laws and regulations significant to the Group's business operations.
有關對本集團業務營運有重大影響的產品責任相關法律及法規列表，請參閱「重點法律法規」一節。



Shape an Innovative Future 科技創新·引領未來

The Group seizes emerging trends in Android smart payment terminals and focuses on developing smart terminal products. During the Reporting Period, PAX introduced a series of products, which is not only featured with enhanced functionality but also certified with the latest PCI Payment Card Industry 6.0 certification.

本集團把握安卓智能支付終端的新趨勢，著力開發智能終端產品。於報告期間，百富推出了一系列產品，這些新產品不僅升級了功能，更取得最新支付卡行業6.0認證。

- Android Smart Payment Solutions (e.g., A920MAX, A50S)
- Android PDA A6650 with IP67 rating
- 安卓智能支付解決方案 (如A920MAX, A50S等)
- IP67等級的安卓PDA A6650

Positive Influence in Shaping the International Payment Arena

During the Reporting Period, PAX was elected to the Board of Advisors of the PCI SSC, distinguishing itself as the first payment terminal provider in Asia to take up the role, further solidifying its leading position in the international payment solutions domain.

在國際支付領域發揮正面影響力

百富於報告期間入選了PCI SSC顧問委員會，成為亞洲首家入選的支付終端供應商，進一步確立了百富在國際支付受理解決方案領域的領先地位。



- Number of R&D Staff 研發人員人數: **960+**
- Number of patents 專利: **620+**
- Number of Copyrights 軟件版權: **660+**

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

The Group is dedicated to building a sustainable supply chain that aligns with ESG principles. With an aim to monitor and evaluate supplier performance effectively, enhance the supply chain management and facilitate the development of sustainable supply chain, the Group has established comprehensive policies regarding the supplier management system, including "Quality Agreement", "Outsourcing Processing Manufacturers Agreement", "Suppliers Management Policy", etc., and incorporated environmental and social considerations into the Group's risk assessment mechanism to analyse the risks of suppliers from different aspects.

負責任供應鏈管理

本集團致力打造一個在環境、社會及管治方面可持續發展的供應鏈。為有效監控和評估供應商表現、加強供應鏈管理及促進可持續的供應鏈發展，本集團已成立全面的供應商管理制度，如《品質協議》、《外協廠加工協議》、《供應商管理辦法》等，並將環境及社會因素納入本集團風險評估機制，從多方面分析供應商的風險。



Shape an Innovative Future

科技創新・引領未來

The Board is responsible for oversight of environmental and social risks. During the Reporting Period, the Group identified the environmental and social risks in the supply chain with the assistance of an independent consulting firm. Additionally, the Group has formulated the control measures including, among other things, the development of a series of internal procedures for procurement and supplier management to mitigate the relevant ESG-related risks and ensure that suppliers meet the requirements of the Group. During the Reporting Period, we identified and closely monitored material ESG-related risks along the supply chain and implemented the following control measures:

董事會負責監督供應鏈中的環境及社會風險。於報告期間內，本集團在獨立顧問公司的協助下，識別供應鏈中的環境及社會風險。此外，本集團已制定管控措施，其中包括制定一系列的採購和供應商管理的內部程序，以減緩相關環境、社會及管治風險，並確保供應商符合本集團的要求。於報告期間內，我們已識別並監控供應鏈中與環境、社會及管治事宜相關的重大風險，並實施以下管控措施：



1. Supplier Selection 供應商甄選

In our supplier selection process, we conduct qualification and on-site assessments and evaluations. In addition to considering the delivery capacity, pricing, and reputation of the suppliers, we also consider various sustainability factors:

在我們的供應商甄選過程中，我們設有經驗和現場考核及評鑒。除了考慮交付評估、價格及聲譽外，還考慮以下各項可持續發展等因素：

- Product and Service Quality
產品與服務質素
- International Authoritative Certifications
國際權威認證
- Employee Professional Training
員工職業培訓
- RoHS Hazardous Substance Management
RoHS有害物質管理
- Prioritising Green Procurement Practices and Initiatives
優先考慮綠色採購慣例及舉措
- Social Performance
社會績效
- Commitment to Avoid Controversial Raw Materials
承諾避免使用有爭議的原材料
- Use and Investment in Green Technologies
使用和投資環保技術



2. Supply Chain Risk Management 供應鏈風險管理

We request suppliers to sign a "Quality Agreement" outlining our sustainability expectations, encompassing various aspects such as:

我們要求供應商簽署《品質協議》載列我們的可持續發展期望，涵蓋以下各項等方面：

- Product Quality and Reliability
產品品質及可靠性
- Ethical Standards
道德標準
- Employee Rights and Benefits
僱傭權益
- Environmental Protection
環境保護
- Occupational Health and Safety
職業健康與安全
- Promoting Social Harmony and Development
促進社會和諧發展
- Avoidance of Controversial Raw Materials
避免使用有爭議的原材料

We require suppliers to sign a "Commitment Certificate for Non-Use of Harmful Substances", committing to ensuring compliance throughout the product's production, manufacturing, packaging, storage and delivery processes with:

我們要求供應商簽署《不使用有害物質承諾保證書》，承諾在產品的生產、製造、包裝、儲存、交付等過程均符合：

- European Union's Restriction of Hazardous Substances in Electrical and Electronic Equipment standards
歐洲聯盟《關於限制在電子電器設備中使用某些有害成分的指令》標準
- "Measures for the Control of Pollution from Electronic Information Products" (《電子信息產品污染控制管理辦法》) in the PRC
中國《電子信息產品污染控制管理辦法》規定



3. Monitoring Supplier Performance 監察供應商表現

Through regular assessments, quality meetings and other communication channels, we evaluate existing suppliers, with consideration of various factors such as:

我們透過定期評價、品質會議及其他溝通渠道，評核現有供應商，評估以下各項等因素：

- Cost
成本
- Punctuality
守時性
- Product Quality
產品質素
- Other Sustainability Performance
其他可持續發展表現

Only those suppliers meeting our standards are deemed eligible for inclusion in our approved supplier list.

只有符合我們標準的供應商方可納入認可供應商名單。

Should a supplier fail to meet the standards of the Group, either by delivering non-compliant products, experiencing significant delays in delivery, or encountering major quality issues, we will promptly notify the supplier. We will then collaborate with them to develop improvement plans and closely oversee the corrective action process.

如發現供應商未能符合本集團的標準，產品不合格、交付嚴重延誤或發生重大品質問題，我們將及時通知該供應商、提出改善計劃並監督整改過程。

If a supplier fails to meet the required qualifications and does not demonstrate improvement within the specified timeframe, we will terminate our business relationship with them to mitigate risks within the supply chain.

若供應商不具備應有資格及未能於指定期限就問題作出改善，我們將終止與該供應商的關係，以減少供應鏈的風險。



Shape an Innovative Future 科技創新·引領未來

During the Reporting Period, all of the 315 (2022: 326) primary suppliers collaborated with the Group in our core operations in the PRC and Hong Kong were from the PRC. The Group implemented the above engagement practices on all suppliers.

Conflict Minerals and Controversial Sourcing

We also have a conflict minerals and controversial sourcing-related policy in place to ensure that materials procured and used do not contain conflict minerals originating from the Democratic Republic of the Congo or its neighbouring countries, where illegal activities are associated with such minerals. During the Reporting Period, approximately 87.9% of suppliers who provide materials with tin, tantalum, tungsten, or gold (also known as “3TG”) and cobalt have signed agreements/statements related to conflict minerals.

EXCELLENT PRODUCT

Product Safety Management

To enhance the acceptability of our product safety, we are dedicated to obtaining various international and industry-specific product safety certificates, including but not limited to:



- ISO/IEC 27001:2013 Information Security Management System certification
- China Compulsory Certification (《中國國家強制性產品認證證書》)
- RoHS standard of the European Union
- “China UnionPay UnionPay Card Acceptance Terminal Application Specification” (《中國銀聯銀聯卡受理終端應用規範》)
- “China UnionPay Smart Point of Sales Terminal Technical Specifications” (《中國銀聯智能銷售點終端技術規範》)
- ISO/IEC 27001:2013資訊安全管理系統認證
- 《中國國家強制性產品認證證書》(簡稱《3C認證》)
- 歐盟RoHS標準
- 《中國銀聯銀聯卡受理終端應用規範》
- 《中國銀聯智能銷售點終端技術規範》

於報告期間，本集團於中國及香港的核心業務所使用的315家(2022年：326名)家主要供應商全部均來自中國。本集團已對所有供應商執行上述聘用慣例。

無衝突礦物與爭議性採購

我們亦設有無衝突礦物與爭議性採購相關政策，確保採購和使用的材料中沒有原產於剛果民主共和國或其毗鄰國家的涉及非法行為的衝突礦物。於報告期間，約有87.9%提供含有錫、鉭、鎢或金(又稱為「3TG」)及鈷物料的供貨商已簽署有關衝突礦物的供應商協議/聲明。

優質產品

產品安全管理

為提升產品安全的認受性，我們致力取得多項國際性和行業特定的產品安全相關證書，包括但不限於：



Shape an Innovative Future 科技創新·引領未來

Our products also support a variety of payment channels and comply with specifications from different payment channels, including but not limited to:

我們的產品亦支援多種支付渠道及符合不同支付渠道的規範，包括但不限於：



- MasterCard Contactless (formerly known as "PayPass")
- Visa Contactless Payments ("Visa PayWave")
- EMV standards launched by international financial institutions for E-payment Terminals products accepting chip cards
- 萬事達卡非接觸式技術(Mastercard Contactless, 前稱「PayPass」)
- Visa非接觸式支付(「Visa PayWave」)
- 由國際金融業界對於可使用晶片卡的電子支付終端產品的EMV標準

As of 31 December 2023, the Group holds over 2,760 certifications related to product safety management.

截至二零二三年十二月三十一日，本集團亦持有超過2,760個產品安全管理相關認證。

E-payment Terminals Products

Our E-payment Terminals products comply with the security standards set by the PCI SSC. In addition to hardware protection, we incorporate various data security features such as secure processors and tamper detection and response mechanisms to safeguard customer data. As the first payment terminals provider in Asia elected by the PCI SSC, we remain vigilant in tracking industry policy trends and continually enhance our product security management to align with the evolving requirements.

電子支付終端產品

我們的電子支付終端產品符合PCI SSC的安全標準。除在硬件上的保護，我們亦採用安全處理器和設置篡改偵查與回應等多種數據安全功能，保障客戶數據安全。作為亞洲首家入選PCI SSC的支付終端供應商，我們緊貼支付卡行業政策動向，與時俱進提升產品安全管理。



Terminals Safety Team

composed of experienced security management personnel
由富有經驗的安全管理人員
組成終端安全團隊

- Dedicated security reviews are integrated into the product development life cycle
產品開發生命週期中設有專門的安全審查
- Adopting effective security management measures and industry-applicable security standards:
採取有效的安全管理措施及行業適用的安全標準：
 - Physical security procedures
物理安全性程序
 - Logical security measures
邏輯安全措施
 - Product lifecycle management
產品生命週期管理
 - Vulnerability management
漏洞管理



Shape an Innovative Future

科技創新 · 引領未來

Cloud-based Software as a Service Platform

Our cloud-based SaaS platform aligns with the PCI DSS. We partner with reputable vendors who provide robust cloud services to ensure the highest level of security. Our SaaS platform incorporates multiple security features, including data access restrictions, dual authentication and encryption of merchant data, to protect against unauthorised access and ensure the safety of both merchant and user data.

雲端軟件即服務平台

我們的雲端SaaS平台符合PCI DSS，同時亦採用提供穩健雲端服務的信譽良好供應商，以確保最高等級的安全性。為了保護商戶及用家的數據免受未經許可的訪問，我們的SaaS設立數據訪問限制、雙重認證、加密商戶資料等多種功能。



SaaS Information

Security Team comprised employees from various departments and functions
由不同部門和職能的員工組成**SaaS資訊安全小組**

- Manage and protect:
管理及保障：
 - Security in product design
產品設計安全
 - Security in technical R&D
技術研發安全
 - Security in technical operation and maintenance
技術運維安全
 - Physical safety of personnel
人員物理安全
- Regularly conduct security assessments and penetration tests with corresponding corrective measures in place
定期進行安全性評估和滲透測試，並制定相應的糾正措施

Information Technology Management

信息技術管理



- Implement a series of security measures to detect abnormal events and enhance defense against malicious software, including:
為偵測異常事件並提升對惡意軟件的防禦能力，實行一系列安全措施：
 - The installation of firewalls and use of intrusion detection systems
安裝防火牆及使用入侵檢測系統
 - Regular back up for critical data
定期備份重要數據

Employee Training

員工培訓



- Enforce strict ethical standards for employee conduct
對員工的職業操守有著嚴格的要求
- Conduct regular training on data security, covering topics such as:
定期提供有關數據安全的培訓：
 - Network security incidents
網絡安全事件
 - Vulnerability management
漏洞管理
 - Industry security standards and the latest security-related practices and information
行業安全標準及最新安全相關規範和資訊



Shape an Innovative Future 科技創新・引領未來

Quality Control

We are committed to elevating the quality of products while ensuring compliance with relevant laws and regulations regarding product quality and safety³. Our “Quality Manual” is developed in accordance with the ISO 9001:2015 Quality Management System, ensuring the effectiveness of quality management practices and quality assurance procedures. With dedicated quality management teams in our core operations in the PRC and Hong Kong, we strictly oversee and control the quality of terminals products along the entire process – from R&D, production, testing, and shipping to inspection and maintenance. This comprehensive approach aims to elevate both the quality and safety of our products.

During the Reporting Period, there were no products sold or shipped subject to recalls for safety and health reasons (2022: none). Additionally, the Group did not receive any material complaints⁴ about products and services (2022: none).

質量監控

我們致力提升產品的質量，確保產品符合有關產品質素與安全性的法律及法規³。我們的《質量手冊》根據ISO 9001:2015質量管理體系制定，確保質量管理工作和流程的有效性。我們於中國及香港核心業務擁有質量管理團隊，嚴謹監管和保障終端產品的品質，從研發、生產、測試、運送、巡檢以至維修等多方面提升質素及安全性。

於報告期間，我們沒有因安全與健康理由而須回收任何已售或已運送產品（2022年：無），亦沒有接獲任何關於產品及服務的重大投訴⁴（2022年：無）。

³ Please refer to the “Significant Laws and Regulations” section for a list of product responsibility-related laws and regulations significant to the Group’s business operations.

有關對本集團業務營運有重大影響的產品責任相關法律及法規列表，請參閱「重點法律法規」一節。

⁴ Material complaints are defined as those that would result in long-term significant impact on our customers, or a failure to deliver agreed-upon service requirements.

重大投訴指對我們的用戶及客戶具有長期實質性影響的投訴，或未能達致協定產品及服務要求的投訴。

Shape an Innovative Future

科技創新·引領未來

Our quality assurance process is shown below:

以下是我們的質量控制流程：





Shape an Innovative Future 科技創新·引領未來

EXCELLENT SERVICE

In our commitment to enhancing customer experience, we have established a comprehensive customer service mechanism. We actively interact with customers through various channels and encourage them to share feedback on our services.



Email and Fax
電郵及傳真



Face-to face
communications
面談



Customer
satisfaction surveys
客戶滿意度調查



Customer
service hotline
客戶服務熱線



Online
stakeholder questionnaires
客戶網上
問卷調查

優質服務

為提升客戶體驗，我們設立全面的客戶服務機制，透過以下參與渠道與客戶互動，並邀請客戶對我們的服務提供反饋。

We highly value customer feedback and have a structured response mechanism in place to address complaints and disputes. Our “Management Procedure of Customer Complaints” ensures that our employees are well-prepared to meet customer service processes and manage customer feedback. This framework ensures that our service quality remains high and that customer complaints are handled promptly and efficiently.

我們重視客戶的反饋意見，並有一個清晰的回應機制來處理投訴和糾紛。為了確保員工熟悉客戶服務的流程和要求，我們亦制定《客戶投訴管理流程》，嚴格管控員工服務質素與投訴回覆情況，確保及時和有效地回覆客戶意見。



Our Service Commitment:
我們的服務承諾：

All Customer Complaints
Response Within 24 Hours
所有客戶投訴
24 小時內回應



Shape an Innovative Future 科技創新·引領未來

We have formulated the “After-Sales Service Regulation” and established after-sales service centres nationwide to provide customers with various efficient after-sales service support.

我們制定了《售後服務章程》，並於全國各地設立售後服務中心，為客戶提供不同的高效售後服務支援。



Product Returns and Exchanges 產品退換

In an event that customers discover any unqualified products upon unpacking, we will tailor our response based on the specific circumstances, which may involve arranging for the complimentary replacement of the defective products.

客戶開箱後若發現有不合格產品，我們會按不同情況作出安排，包括安排免費更換新的產品。



On-Site Maintenance 現場維修

We provide on-site maintenance services for our customers and have established policies for our maintenance process. These policies outline the job requirements for maintenance personnel, set standards for maintenance procedures as well as define clear timeframes to ensure the quality of our maintenance service.

我們會為客戶提供現場維修服務，並就維修流程制定政策，當中包括對維修人員的工作要求、維修標準和時限，保障維修質量。



Operation Training 操作培訓

We tailor training programs to meet the specific needs of our customers to ensure that they gain proficiency in basic POS operation procedures. Simple troubleshooting scenarios and their respective solutions are covered. 我們會按照客戶需求安排培訓，讓客戶熟悉POS基本操作流程及簡單故障現象及處理方法等。



Routine Inspection 例行巡檢

We conduct regular on-site inspections and provide necessary training such as failure handling, equipment maintenance and program downloads as needed.

我們會定期前往客戶現場進行巡檢，並按需要提供簡單故障處理、機具維修、程式下載等培訓。

Customer Engagement and Satisfaction

Each year, we invite our key customers to participate in our annual customer satisfaction survey. This valuable feedback enables us to gain insights into their opinions and expectations, which in turn drives our efforts to enhance the quality of our products and services. During the Reporting Period, we collected a total of 115 satisfaction surveys from both domestic and international customers. Our customers consistently express satisfaction with our services and product quality, maintaining an overall satisfaction rate that has exceeded 95% for three consecutive years. Our unwavering commitment remains focused on improving the quality of our products and services, with the ultimate goal of meeting and exceeding customer expectations.

客戶參與及滿意度

我們每年邀請主要客戶進行客戶滿意度調查，了解客戶的意見和期望，並根據客戶的意見提升產品及服務質量。於報告期間，我們收集到國內客戶及海外客戶共115份滿意度調查表。我們的客戶持續對我們的服務和產品質量感到滿意，連續三年整體滿意度達到95%以上。我們會持續提升產品和服務質素，務求滿足和超出客戶的期望。



Shape an Innovative Future 科技創新·引領未來

Annual customer satisfaction survey results:

年度客戶滿意度調查結果：



Customer Privacy

As the Group's business involves the collection and use of customers' personal information, the Group adheres to the "Personal Data (Privacy) Ordinance (Cap. 486)" of Hong Kong, the "Personal Information Protection Law of the PRC" (《中華人民共和國個人信息保護法》) of the PRC and other relevant laws and regulations, handling customers' data with great care, in order to safeguard the rights and privacy of our customers. The Group implements a range of data protection procedures and privacy policies to safeguard the secure collection and usage of customers' personal information. We strictly adhere to relevant laws and regulations⁵, supplemented by the requirement for employees to sign a "Confidentiality and Intellectual Property Agreement". Employees are prohibited from disclosing the Group's confidential information and customer's personal data to any unauthorised parties. Prior consent from customers is essential before their personal information is utilised.

客戶私隱

由於本集團的業務會涉及客戶個人資料的收集和使用，為了保障客戶的權益和私隱，本集團遵守香港法例第486章《個人資料(私隱)條例》、中國法例《中華人民共和國個人信息保護法》及其他相關的法律及規例，謹慎處理客戶的個人資料。本集團採用各種資料保障程序及私隱政策以確保客戶的個人資料得以安全收集和使用。我們遵守相關的法律法規⁵，要求員工簽署《保密及知識產權協議》，不得在未經許可的情況下向任何人透露本集團的機密資料和客戶的個人資料，使用客戶個人資料前須獲取客戶的同意。

⁵ Please refer to the "Significant Laws and Regulations" section for a list of product responsibility-related laws and regulations significant to the Group's business operations.
有關對本集團業務營運有重大影響的產品責任相關法律及法規列表，請參閱「重點法律法規」一節。

ANTI-CORRUPTION, WHISTLEBLOWING AND BUSINESS ETHICS

反貪污、舉報及商業道德

We are committed to upholding the highest standards of business ethics and maintaining a zero-tolerance stance towards corruption and bribery. We strictly adhere to laws and regulations pertaining to the prevention of bribery, extortion, fraud and money laundering⁶.

我們致力維護最高標準的商業道德，對貪污及賄賂行為採取零容忍態度，謹守有關防止賄賂、勒索、欺詐及洗黑錢的法律及法規⁶。

Preventive Measures and Whistleblowing Procedures 防範措施及舉報程序

We foster a culture of integrity through the below initiatives:

我們以多種方法維護誠信文化：

- Senior Management is responsible for overseeing and monitoring anti-corruption risk management to prevent and address corruption risks
高級管理層負責監督和監控貪污風險管理工作，避免和應對貪污風險
- Our “**ESG Policy**” incorporates relevant content on corporate governance and business ethics
我們的《**環境、社會及管治政策**》中包含企業管治和商業道德的相關內容
- An “**Anti-Corruption Policy**” sets conduct standards for directors, employees and individuals representing the Group in an agency or delegated capacity (such as agents, clients, suppliers, consultants, and contractors), including:
我們制定了《**反貪污政策**》，列明本集團的董事和員工、以及代表本集團以代理或受託身份行事的人（例如代理人、客戶、供應商、顧問和承包商）必須遵守的行為標準：
 - Preventing corruption
防止貪污
 - Prohibiting the provision or acceptance of benefits and hospitality
不可提供或接受利益及款待
 - Avoiding conflicts of interest
避免利益衝突
- We encourage and assist employees and third parties (such as customers and suppliers) to report suspected cases of corruption, fraud, and misconduct through our 24/7 **independent reporting mechanism**
我們鼓勵並協助員工及第三方（例如客戶及供應商等）通過我們全天候的**獨立舉報機制**舉報涉嫌貪污、舞弊及違規個案
 - Employees can report any suspected cases of illegal or non-compliant behavior by the Group’s employees or third parties to the Group’s internal auditors at any time, either in person or in writing
如果員工懷疑本集團員工或第三方參與任何違法或違規行為，可以隨時通過親身或以書面形式向本集團的內部審核人員舉報。
 - The Group’s “**Whistleblowing Policy**” outlines improper conduct types and how we maintain whistleblower confidentiality during investigations. Employees are protected from unfair dismissal, harm or unjust treatment due to reporting
本集團的《**舉報政策**》列明不當行為的種類，以及闡述我們在調查中如何保密舉報人的身份，員工不得因舉報而遭受不公平解僱、傷害或不合理的處分。

⁶ Please refer to the “Significant Laws and Regulations” section for a list of anti-corruption laws and regulations significant to the Group’s business operations.
有關對本集團業務營運有重大影響的反貪污相關法律及法規列表，請參閱「重點法律法規」一節。



Shape an Innovative Future 科技創新・引領未來

During the Reporting Period, we did not receive any reports regarding corruption or suspicious activities.

We handle reported information with utmost care and conduct fair and impartial investigations into cases. Upon confirming corruption or other criminal activities, we promptly report them to the relevant law enforcement authorities and implement corrective measures to prevent similar incidents. The Audit Committee regularly assesses the reporting and investigation procedures to ensure their effectiveness.

於報告期間，我們沒有收到關於貪污及可疑活動的舉報。

我們慎重處理所得的舉報資訊，對案件進行公平公正的調查。如確認涉及貪污或其他刑事活動，我們會立即向相關執法機構舉報，並執行糾正措施以防止同類案件發生。審核委員亦會定期檢討舉報和調查程序，以確保其有效性。

COMMUNICATION AND TRAINING 溝通與培訓

To enhance the Group's anti-corruption awareness and ensure that directors and employees are informed and understand the relevant local procedures and regulations, we have implemented the following measures:

為提升本集團反貪意識，確保董事及員工獲悉並了解適用的當地程序與規定，我們採取以下措施：

- Circulate the "Whistleblowing Policy" to all directors and employees
向所有董事及員工傳閱《舉報政策》
- Introduce the Group's "Anti-corruption Policy" to new employees
向新員工簡介本集團的《反貪污政策》
- Regularly conduct anti-corruption training for directors and employees
向董事及員工定期提供反貪污的培訓

During the Reporting Period, we provided anti-corruption training to directors and employees, providing them with anti-corruption guidance, regulatory information and internal requirements.

During the Reporting Period, the Group was not aware of any material non-compliance with applicable laws and regulations relating to bribery, extortion, fraud and money laundering. Additionally, the Group was not aware of any concluded legal cases regarding corrupt practices brought against the Group and its employees during the Reporting Period (2022: none).

於報告期間，我們向董事及員工提供了反貪污培訓，並傳閱了有關反貪污的法規資料及集團內部要求，就反貪污工作提供指引。

於報告期間，本集團並不知悉任何嚴重違反防止賄賂、勒索、欺詐或洗黑錢方面的適用法律法規的情況，亦不知悉於報告期間對本集團或其僱員提出並已審結的貪污訴訟案件（2022年：無）。



Shape an Innovative Future 科技創新·引領未來

INTELLECTUAL PROPERTY PROTECTION

We recognise the importance of protecting intellectual property rights and ensure that our operations comply with relevant laws and regulations⁷. To guarantee the effective protection of the Group's intellectual property rights, we have set out guidelines and comprehensive protective measures on intellectual property in our "Confidentiality and Intellectual Property Agreements" for employees. Employees are mandated to adhere to the provisions therein and to apply for patents and copyrights, including invention patents, design patents, utility model patents and software copyrights, for the Group's R&D achievements. Additionally, employees must seek approval from the Group before disclosing any relevant intellectual property to external parties.

ADVERTISING AND LABELLING

The Group is committed to providing customers with truthful and reliable information while strictly adhering to laws and regulations related to advertising and promotion⁸. This dedication aims to protect consumer rights and their access to transparent information. Prior to printing, all labels related to product production and sales undergo thorough review by the Group to ensure that all advertising and promotional content contains no misleading or false information.

保護知識產權

我們認同保護知識產權的重要性，確保我們的營運遵循相關法律法規⁷。為確保本集團的知識產權得到有效保障，我們已於與員工的《保密及知識產權協議》中列明指引及詳細規定了有關知識產權的保障措施。員工必須按照規定，對本集團的研發成果，包括發明專利、外觀設計專利、實用新型專利、軟件版權等進行專利申請和版權登記。此外，員工必須獲得本集團的許可，才能展示相關的知識產權給外部人員。

廣告與標籤

本集團致力為客戶提供真實及可靠的資訊，嚴格遵守與廣告宣傳相關的法律法規⁸，以保護消費者的權利及其知情權。所有涉及產品生產及銷售的標籤，須通過本集團審核後方可印刷，以確保所有廣告和宣傳內容並無任何誤導或虛假的資訊。

⁷ Please refer to the "Significant Laws and Regulations" section for a list of laws and regulations significant to the Group's business operations.
有關對本集團業務營運有重大影響的法律及法規列表，請參閱「重點法律法規」一節。

⁸ Please refer to the "Significant Laws and Regulations" section for a list of laws and regulations significant to the Group's business operations.
有關對本集團業務營運有重大影響的法律及法規列表，請參閱「重點法律法規」一節。



Curate a People-Centric Workplace

以人為本·協作互聯

CARING FOR EMPLOYEES TO BUILD A DIVERSE AND INCLUSIVE WORKPLACE

關懷員工構建多元共融職場

Goal: To foster a culture of care through building a diverse talent pool and strengthening employee relations

目標：凝聚多元人才，建立關愛文化，積極增進與員工關係



UNSDGs addressed in this chapter:

本章回應的聯合國可持續發展目標:



Most Material topics covered in this chapter:

本章回應的最重大議題:

- Occupational health and safety
職業健康及安全
- Training and development
培訓及發展

OUR PROGRESS OF THE YEAR 年度進展

Creating a Family-Friendly Workplace

打造家庭友善工作場所

To foster diversity and inclusion in the workplace, we have introduced **family-friendly arrangements and support programs**. These include offering flexible working hours and shortened work schedule during the nursing period to employees in need.

為了促進工作間的多元共融，我們推出了**家庭友善安排及支援計劃**。其包括為有需要員工提供彈性工作時間及哺乳期短時間工作制。





Curate a People-Centric Workplace

以人為本·協作互聯

Caring Employee Care Initiatives to Promote Employee Well-being

通過關愛活動促進員工身心平衡

During the Reporting Period, we organised a series of **employee care activities** such as birthday parties, holiday celebrations and annual dinners. Various sports teams including the running, football, basketball and badminton teams have been formed, regularly host **sports competitions** for a **vibrant and healthy workplace culture**.

於報告期間，我們舉辦員工生日會、節日慶祝活動及周年晚會等一系列的**關愛員工活動**。本集團成立了各種的體育隊伍，包括跑步、足球、籃球、羽毛球隊，並定期舉行**體育比賽**，**營造活力及健康職場文化**。



Enhancing Employee Sustainability Knowledge and Skills

提升員工可持續發展知識及技能

During the Reporting Period, our employees participated in different professional trainings, including, among other things, the “Perspectives from Issuers: Staying Ahead of HKEx’s Proposed Climate-related Disclosure Requirements”, **an ESG seminar organised by professional sustainability consultants**. This initiative aimed at **cultivating diverse talents** within our organization.

於報告期間我們的員工參與了不同的專業培訓，其中包括**由專業可持續發展顧問舉辦的ESG研討會**「從發行人視角出發：搶先應對香港交易所擬議的氣候相關披露要求」，以在我們公司**培養多元人才**。





Curate a People-Centric Workplace

以人為本·協作互聯

STRATEGY AND MANAGEMENT

We prioritise building strong relationships with our employees with an emphasis on talent development and fostering a culture of care. Recognizing the importance of our staff, we provide competitive remuneration and benefits, ample training and development opportunities to cultivate a safe, fair and inclusive workplace environment.

Our Policy

The Group strictly adheres to local laws and regulations in our business operations, covering aspects such as employment, labour standards, health and safety, as well as development and training⁹. Our policies and commitment on topics such as compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare are outlined in our “Employee Handbook”, “Employee’s Code of Conduct”, and other human resources-related policies. During the Reporting Period, we were not aware of any material non-compliance of laws and regulations relating to employment and labour standards.

Occupational Health and Safety Management System

To enhance workplace safety awareness and promote employee well-being, we have obtained ISO 45001:2018 certification for Occupational Health and Safety Management System¹⁰. This certification standardises occupational health and safety measures across business units to mitigate health and safety risks for our employees in the workplace.

策略及管理

我們積極增進與員工的關係，打造人才發展，建立關愛文化。我們重視員工的貢獻，為員工提供具競爭力的薪酬與福利以及充足的培訓及發展機會，打造安全、平等和共融的工作環境。

我們的政策

本集團嚴格遵守業務營運當地與僱傭、勞工準則、健康與安全及發展及培訓相關的法律法規⁹。我們的《員工手冊》、《員工守則》及其他人力資源相關制度中詳細列載有關薪酬與解僱、招聘與晉升、工作時數、假期、平等機會、多元化、反歧視以及其他福利與待遇安排。於報告期間，本集團並不知悉任何嚴重違反僱傭及勞動方面的適用法律法規的情況。

職業健康安全管理體系

為提高工作場所內的安全意識以及促進員工的福祉。我們已取得ISO 45001:2018職業健康安全管理體系認證¹⁰，為業務單位規範職業健康和安全措施，盡量減少員工在工作場所的健康和安全風險。

⁹ Please refer to the “Significant Laws and Regulations” section for a list of employment and labour standards-related laws and regulations significant to the Group’s business operations.
有關對本集團業務營運有重大影響的僱傭及勞工準則相關法律及法規列表，請參閱「重點法律法規」一節。

¹⁰ Pax Computer Technology (Shenzhen) Co., Ltd. obtained ISO 45001:2018 Occupational Health and Safety Management System certification during the Reporting Period.
百富計算機技術(深圳)有限公司於報告期間取得ISO 45001:2018職業健康安全管理體系認證。

Curate a People-Centric Workplace

以人為本·協作互聯

EMPLOYEE OVERVIEW

As of 31 December 2023, the Group has a total of 1,268 full-time employees (2022: 1,399 full-time employees) in our core business in the PRC and Hong Kong.

員工概覽

截至二零二三年十二月三十一日，本集團於中國及香港核心業務一共聘有1,268位全職員工（2022：1,399位全職員工）。

Total Workforce by Gender	按性別劃分的員工人數	2023	2022	Unit 單位
Male	男	818	917	Number of People 人
Female	女	450	482	Number of People 人
Total Workforce by Employment Type	按僱傭類別劃分的員工人數			
Senior Management	高級管理層	20	13	Number of People 人
Middle Management	中級管理層	72	57	Number of People 人
Technical Staff and General Staff	技術員工及一般員工	1,176	1,329	Number of People 人
Total Workforce by Age	按年齡劃分的員工人數			
30 or below	30歲或以下	328	390	Number of People 人
31-40	31-40歲	666	732	Number of People 人
41-50	41-50歲	226	236	Number of People 人
51 or above	51歲或以上	48	41	Number of People 人
Total Workforce by Geographical Region	按地區劃分的員工人數			
PRC (excluding Hong Kong)	中國(香港除外)	1,238	1,367	Number of People 人
Hong Kong	香港	30	32	Number of People 人

As of 31 December 2023, the employee turnover rate¹¹ by gender, age, and geographical region for the Group's core operations in the PRC and Hong Kong are as follows.

截止二零二三年十二月三十一日，本集團於中國及香港核心業務的按性別、年齡和地區劃分的僱員流失比率¹¹如下：

Employee Turnover Rate by Gender	按性別劃分的僱員流失比率	2023	2022	Unit 單位
Male	男	17	14	%
Female	女	17	12	%
Employee Turnover Rate by Age	按年齡劃分的僱員流失比率			
30 or below	30歲或以下	18	18	%
31-40	31-40歲	16	14	%
41-50	41-50歲	19	7	%
51 or above	51歲或以上	23	7	%
Employee Turnover Rate by Geographical Region	按地區劃分的僱員流失比率			
PRC (excluding Hong Kong)	中國(香港除外)	17	14	%
Hong Kong	香港	7	3	%

¹¹ The turnover rate for each category is calculated as the number of employees in the specified category leaving employment during the Reporting Period / the total number of employees in the specified category at the end of the Reporting Period x 100%. 各類別的僱員流失比率為該類別員工於報告期間的離職人數／於報告期間結束時該類別員工的總數x100%。



Curate a People-Centric Workplace

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DIVERSITY AND FAIRNESS

In our pursuit of workplace diversity and ensuring equal opportunities, we appreciate each individual's unique contributions and prioritise employees based on their job performance and personal attributes. Discrimination or harassment based on age, gender, colour, race, nationality, religion, sexual orientation, family status is strictly prohibited. We fully respect employees' freedom of association. We hire diverse talents through various recruitment channels, including online recruitment, job fairs, head-hunters, campus recruitment and internal referrals. We recruit and make adjustments on employees' remuneration and positions based on performance review. This ensures equal opportunities for all employees, irrespective of factors unrelated to job competence and qualifications.

HUMAN RIGHT PROTECTION

We maintain a zero-tolerance stance for child labour and forced labour in strict accordance with all applicable labour standards laws and regulations¹². Our "Employee's Code of Conduct" clearly outlines labour-related policies, including remuneration, working hours, overtime, holidays, dismissal and termination, guaranteeing adequate rest periods for employees and avoiding any instances of forced labour in our business operations.

During the recruitment process, our Human Resources department checks and verifies the applicant's identification documents, age, work experience, education level and other relevant information to prevent the hire of child labour or any other illegal recruitment practices. Upon identifying instances of child labour or forced labour, we promptly terminate the employment relationship and, if deemed necessary, report the matter to the relevant government authorities. Our Human Resources department periodically reviews employment practices to ensure the effectiveness of existing measures to prevent child labour and forced labour. During the Reporting Period, the Group was not aware of any severe non-compliance of applicable laws and regulations regarding child labour and forced labour.

多元平等

我們提倡多元化及承諾確保平等機會，重視員工的工作表現和個人素質，確保我們的員工不會在年齡、性別、膚色、種族、國籍、宗教信仰、性取向、家庭狀況等方面受任何歧視及騷擾，並尊重員工結社自由。我們透過多種招募渠道聘請多元化人才，包括網路招募、現場招募會、獵頭公司、校園招聘以及內部推薦等方式聘請人才。我們會根據績效考核結果來招聘，以及調整員工的薪酬和職位，確保所有員工得到平等機會，不會因與工作能力及資歷無關的因素影響待遇。

人權保護

我們絕不容忍童工或強制勞工，並嚴格遵守有關勞工準則的所有適用法律及法規¹²。我們的《員工守則》清晰列明薪資、工時、加班、假期、解僱、解除僱傭關係等相關勞工規定，確保員工有充足休息時間，避免在業務營運中出現強制勞動的情況。

在招聘過程中，我們的人力資源部會對申請人的身份證明文件、年齡、工作經驗、教育程度等資料進行檢查和核實，避免聘用童工或出現任何其他不合法招聘。一旦發現使用童工或強制勞工的情況，我們會立即終止其僱傭關係，並在有需要時向相關政府部門申報。我們的人力資源部定期審閱招聘常規以確保有關防止童工及強制勞工的現有措施的有效性。於報告期間，本集團並不知悉任何嚴重違反童工及強制勞動方面的適用法律法規的情況。

¹² Please refer to the "Significant Laws and Regulations" section for a list of labour standards-related laws and regulations significant to the Group's business operations
有關對本集團業務營運有重大影響的勞工準則相關法律及法規列表，請參閱「重點法律法規」一節。

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TALENT RETENTION

The Group has an internal remuneration and welfare management system, and consistently review compensation and benefit packages to ensure continuous improvement of its employment standards and stay competitive in the industry. Full-time employees are entitled to statutory and public holidays, personal leave, sick leave, annual leave, work-related injury leave, marriage leave, compassionate leave, and maternity leave. Employee benefits include but are not limited to:

人才挽留

本集團設有內部的薪酬福利管理機制，並持續就薪酬與福利配套進行檢討，以確保能持續改善其僱傭標準及於業內保持競爭力。全職員工有權享有法定及公眾假期，事假、病假、年休假、工傷假、婚假、喪假及產假。員工福利包括但不限於：



Wedding and childbirth gifts
婚育賀禮



Transportation subsidy
交通補貼



Lunch subsidy
午餐補貼



Telecommunication subsidy
通訊補貼



Compassionate pension
慰問金



Staff dormitory
員工宿舍



Fitness equipment
健身設備



Additional insurance
額外保險



Long-term service award
長期服務獎



Festival benefits
節日福利



Shortened working hours for breastfeeding employee
哺乳期間
短時間工作制



Performance-based bonuses
績效獎金



Share options
股票期權

Creating a Family-Friendly Workplace

打造家庭友善工作場所

To promote workplace inclusiveness and to support female employees through pregnancy, childbirth and breastfeeding periods, we have implemented family-friendly arrangements and support programs. For instance, at Pax Computer Technology (Shenzhen) Co., Ltd, we offer flexible working hours and shortened work schedule during the nursing period to employees in need.

為了促進工作間的共融及支持懷孕、生育及哺乳期間的女性僱員，我們推出了家庭友善安排及支援計劃。例如，於百富計算機技術(深圳)有限公司，為有需要員工提供彈性工作時間及哺育期短時間工作制。





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ENGAGEMENT CHANNELS

Effective communication and a positive corporate culture are pivotal for driving success both at the individual and organizational levels. The Group fosters an open feedback culture and actively enhances employee engagement through regular communication and organizational activities. During the Reporting Period, we organised various communication channels to maintain close connections with employees.



Face-to face communications with employees
員工面談



Online employee questionnaires
員工網上問卷調查



Employee newsletter
內部通訊



Physical or virtual meetings
實體或虛擬會議



Whistleblowing policy
舉報政策

參與渠道

有效的溝通及積極的企業文化可以為個人以至本集團帶來更好的成果。本集團通過定期與員工溝通及組織活動來營造開放反饋文化以及積極提升員工參與度。於報告期間，我們已舉辦多項溝通渠道與員工保持密切聯繫。

To encourage employees to share their ideas, suggestions and concerns, we have established internal procedures to promptly address employee feedback. We will also reassess relevant human resources strategies and management approaches if necessary.

為鼓勵員工分享想法、建議及關注點，我們已制定內部流程，以盡快回應員工。如有需要，我們會重新評估相關的人力資源策略和管理方法。

Emphasis on Employee Well-being

We have organized a series of employee activities, such as birthday parties, holiday celebrations and annual dinners, fostering camaraderie among our staff. During the Mid-Autumn Festival, we presented mooncakes to our employees to appreciate our employees and spread the festival spirit.

重視員工福祉

我們舉辦一系列的員工活動，如員工生日會、節日慶祝活動及周年晚會，以增進了員工之間的友誼。於中秋節時，我們向員工贈送月餅，以感謝我們的員工及分享節日喜悅。





Curate a People-Centric Workplace

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TALENT DEVELOPMENT

We have established a comprehensive training system, offering sufficient internal and external training opportunities for our employees. Fostering a culture of on-the-job mentorship, we provide dedicated mentors to guide new colleagues and tailor specific training programs to assist them in continuously enhancing their job performance. Through training initiatives, we aim to support employees in adapting to the evolving business landscape, ensuring they stay equipped with the necessary professional knowledge and skills to meet the company's evolving demands. Additionally, we conduct assessments to evaluate the effectiveness of our training implementations, ensuring the successful outcomes of these developmental programs.

人才培育

我們建立完善的培訓體系，為員工提供充足的內部及外部培訓機會。我們亦建立在職輔導的文化，有專門導師輔導新入職同事，提供相對應的業務培訓計劃，協助員工持續提升工作表現。透過培訓，協助員工於不斷變化的營商環境中提升專業知識和技能，滿足公司不斷發展的需求，支持他們全面發展。我們更會進行培訓實施成效評估，了解訓練的成果。





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Enhancing Work-Life Balance for Employees

The Group sponsors various sports programmes, including running, football, basketball, badminton, etc., and regularly organize sports competitions in order to encourage employees to engage in physical activities, alleviate stress, and improve overall fitness. These activities also foster teamwork, enhance cross-departmental communication and collaboration skills among colleagues, and strengthen the cohesion of the Group.

加強員工工作與生活的平衡

為鼓勵員工運動、減輕壓力及提高整體身體素質，本集團贊助多項體育計劃（包括跑步、足球、籃球、羽毛球等），並定期舉行體育比賽。這些活動也促進了團隊合作，增加了同事們的跨部門溝通協作能力，及增強本集團的凝聚力。





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Training Data by Gender		按性別劃分培訓數據	2023	2022	Unit 單位
Percentage of Employees Trained		培訓百分比			
Male	男		59.1	60.9	%
Female	女		40.9	39.1	%
Average Training Hours		平均培訓時數			
Male	男		3.21	2.63	Hour(s) 小時
Female	女		4.05	3.30	Hour(s) 小時
Training data by Employment Category ¹³		按僱傭類別劃分培訓數據 ¹³	2023	2022	Unit 單位
Percentage of Employees Trained		培訓百分比			
Senior Management	高級管理層		0.1	0.7	%
Middle Management	中級管理層		5.0	3.0	%
Technical Staff and General Staff	技術員工及一般員工		94.9	96.3	%
Average Training Hours		平均培訓時數			
Senior Management	高級管理層		1.00	2.15	Hour(s) 小時
Middle Management	中級管理層		1.60	3.18	Hour(s) 小時
Technical Staff and General Staff	技術員工及一般員工		3.65	2.85	Hour(s) 小時

¹³ The percentage of employees trained is calculated based on the number of employees in the specified category who took part in training during the Reporting Period, divided by the total number of employees who took part in training during the Reporting Period. The average training hours is calculated based on the total number of training hours for employees in the specified category during the Reporting Period, divided by the number of employees in the specified category at the end of the Reporting Period. The data included resigned employees during the Reporting Period.
培訓百分比根據於報告期間的該類別的受訓員工人數，除以於報告期間受訓僱員總數計算得出。平均時數計算根據於報告期間的該類別的僱員總受訓時數，除以於報告期間結束時該類別的僱員總數計算得出。數據包括報告期間的已離職員工。



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During the Reporting Period, the training programs attended by our employees included, but were not limited to:

報告期間，我們員工參與的培訓內容包括但不限於：

Orientation Training 入職培訓



- Corporate code of practices
公司規章制度
- Introduction for product market
產品市場介紹
- Information security
資訊安全
- Introduction to production safety
生產安全介紹

Business Training 業務培訓



- Paydroid, Uniphiz, Prolin, RunthOS
operating systems
Paydroid、Uniphiz、Prolin、RunthOS操作系統
- POS industry security
POS行業安全
- RKI scheme and local key injection introduction
RKI方案及本地密鑰注入介紹
- TP/LCD testing standards
TP/LCD測試標準
- Product market feedback: issues, causes, and
solutions
產品市場反饋：問題、原因及解決方案

Sustainability Training 可持續發展培訓



- Anti-corruption
反貪污
- ESG
環境、社會及管治
- Latest Requirements on Climate-Related
Disclosures Proposed by the HKEx
聯交所擬議的氣候相關揭露最新要求

Personal Development Training 個人發展培訓



- Workplace skills and professional
conduct, such as communication, attitude and
work ethics
職場技能與職業操守，如溝通、態度及職業
操守等
- Career development
職場發展
- Laws and regulations
法律及法規
- Language proficiency
語言

Curate a People-Centric Workplace

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Case Study 個案研究

Enhancing Employee Knowledge for Sustainability

During the Reporting Period, we participated in an ESG seminar organized by professional sustainability consultants titled “Perspectives from Issuers: Staying Ahead of HKEx’s Proposed Climate-related Disclosure Requirements”. This allowed us to gain insights into how listed companies should respond to evolving climate-related disclosure requirements, the latest proposals from the HKEx regarding climate-related disclosures, and the future trends in ESG development in Hong Kong. This participation reflects our commitment to continuous learning and staying informed on industry best practices.

提升員工可持續發展知識

於報告期間，我們參與了由專業可持續發展顧問舉辦的ESG研討會「從發行人視角出發：搶先應對香港交易所擬議的氣候相關披露要求」，了解到上市公司應如何應付不斷變化的氣候相關披露、聯交所擬議的氣候相關揭露最新要求，以及香港ESG發展的未來趨勢，藉此推廣持續學習。



New Employee Training Camp

百富新人訓練營

We conducted the “PAX New Employee Training Camp” to provide ample support and encouragement to the new recruits from the 2023 campus recruitment. During this program, Mr. Dong Deqiang, Vice President of Pax Computer Technology (Shenzhen) Co., Ltd was invited to share insights with the new employees, offering them an understanding of PAX’s products and immersing them in the company’s culture. In addition to standard training sessions, we organized outdoor team-building activities to facilitate the swift integration of new employees into the PAX family.

我們開展了「百富新人訓練營」，給百富2023校園招聘新人們充足的幫助及鼓勵。我們邀請了百富計算機技術(深圳)有限公司副總裁董德強先生給各位新員工進行分享，了解百富產品，感受百富文化。除了常規培訓外，我們更準備了戶外拓展一連串活動，讓新人早日融入百富大家庭。





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OCCUPATIONAL HEALTH AND SAFETY

We prioritise the safety of our employees, continuously enhancing workplace safety awareness and promoting employee well-being. We adhere to all applicable laws and regulations related to occupational health and safety and have obtained ISO 45001:2018 certification for Occupational Health and Safety¹⁴ Management Systems. Our “Environmental and Occupational Health and Safety Manual” is developed in accordance with the requirements and usage guidelines of GB/T 24001-2016 for Environmental and Occupational Health and Safety Management Systems, as well as ISO 45001:2018 standards. This manual standardises occupational health and safety measures across business units, aiming to provide safe working environment and protect employees from occupational hazards.

職業健康與安全

我們以員工的安全為優先，不斷提高工作場所內的安全意識以及促進員工的福祉。我們遵守所有與職業健康與安全相關的適用法律法規¹⁴，並取得ISO 45001：2018職業健康安全管理体系認證。本集團的《環境和職業健康安全手冊》依據GB/T 24001-2016環境和職業健康安全管理体系要求及使用指南，以及ISO 45001:2018標準編製，為各業務單位規範職業健康和安全措施，以提供安全工作環境及保障僱員避免職業性危害。

Occupational Health and Safety Targets
職業健康安全目標

<p>Electric shock injuries 觸電傷害</p> <p>Zero occurrences of electric shock accidents 控制觸電事故發生為零</p>	<p>Potential fire/explosion 潛在火災／爆炸</p> <p>Zero occurrences of fire accidents 火災事故發生為零</p>
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Target Achieved
目標已達成

During the Reporting Period, the Group was not aware of any material non-compliance of applicable occupational safety laws and regulations. At the same time, we have recorded no work-related fatalities in each of the past three years (including the Reporting Period), as well as lost days due to work injuries (2022: 0 days).

於報告期間，本集團並不知悉任何嚴重違反職業安全方面的適用法律法規的情況。本集團於過去三年（包括報告期間）並無錄得因工亡故，因工傷損失工作日數為零（2022年：0天）。

¹⁴ Please refer to the “Significant Laws and Regulations” section for a list of health and safety-related laws and regulations significant to the Group’s business operations.
有關對本集團業務營運有重大影響的健康與安全相關法律及法規列表，請參閱「重點法律法規」一節。



Curate a People-Centric Workplace

以人為本·協作互聯

The measures implemented by the Group for occupational health and safety include:

以下為本集團實施的職業性健康與安全措施：



Safeguarding Employees' Health

- Providing personal protective equipment such as gloves, protective goggles, and face shields for relevant employees
- Installing exhaust collection systems in areas with printing and welding equipment
- Conducting regular medical check-ups for employees
- Periodically reviewing and monitoring the effectiveness of our health and safety measures by designated staff

保障員工健康

- 為相關員工提供手套、防護鏡、防護面罩等個人防護裝備
- 在印刷及焊接設備設置收集廢氣的管道
- 定期為員工提供醫療體檢服務
- 由指定人員定期審閱並監測我們健康和安全措施的有效性



Safety Supervision and Training

- Establishing food hygiene systems in the canteen of the Guangzhou factory
- Providing anti-static bracelets, anklets, and mats for employees involved in equipment maintenance
- Conducting regular fire inspections and fire prevention training for employees

安全監督及培訓

- 廣州工廠食堂建立有關食物衛生的制度
- 為從事機具維修的員工提供具防靜電功用的手環、腳環以及桌墊等
- 定期為員工提供消防檢查和防火培訓



Safety Emergency Plans

- Developing emergency plans for accidents such as electric shock, falling from heights, burns, fires, etc.
- Organizing emergency rescue team to assist in inspecting and managing preventive measures and preparing for emergency response

安全應急計劃

- 制定觸電、高處墜落、灼燙、火災等事故下的應急計劃
- 組織應急救援小組協助檢查及管理預防措施及應急救援準備工作

Despite the easing of the COVID-19 pandemic over the past year, the Group continues to implement comprehensive safety and health measures to reduce the risk of employee infection, including:

儘管新冠疫情在過去一年有所緩解，但本集團仍繼續實施全面的安全和衛生措施，以減低員工感染的風險，其中包括：

- Disseminating the latest epidemic prevention and health information to employees
- Allowing employees to work from home and adopt flexible working hours
- Regularly cleaning and disinfecting the office premises
- 向員工傳遞最新防疫和健康資訊
- 容許員工在家工作和採取彈性上班時間
- 定期對辦公室進行清潔和消毒



Build Climate Resilient Eco-Operations

氣候抵禦・低碳營運

ACCELERATING DECARBONIZATION FOR A GREENER FUTURE

推動減碳邁向綠色未來

Goal¹: To advance eco-design for our products to minimise environmental footprint and enhance climate resilience

目標¹: 加強氣候抵禦力，推動環保產品設計，同時減少環境足跡



UNSDGs addressed in this chapter:

本章回應的聯合國可持續發展目標:



Most Material topics covered in this chapter:

本章回應的最重大議題:

- Green procurement
綠色採購

OUR PROGRESS OF THE YEAR 年度進展

Driving Superior Product Through a Product Lifecycle Approach

關注產品生命週期致力於打造更卓越產品

Our commitment to R&D drives us to embed the principles of **circular economy** into our product design. **Throughout the product life cycle, we select durable and sustainable materials**, aiming to **reduce carbon footprints** and extend product lifespan. Environmental considerations are prioritised in both product design and packaging material selection to ensure alignment with functional, lifespan and quality standards.

我們致力透過科研循環經濟理念融入於產品設計。我們在**產品生命週期中選用耐用及可持續材料**，務求**減少碳足跡**和延長使用壽命。產品設計至包裝材料選材均優先考慮環保因素，確保符合功能、壽命和品質標準。



Build Climate Resilient Eco-Operations

氣候抵禦·低碳營運

Emphasizing Sustainable and Eco-Friendly Product Design

重視可持續及環保性產品設計

We focus on **eco-design of our products** and make efforts to utilise **more eco-friendly raw materials and packaging materials**. Additionally, we incorporate design considerations such as **durability and ease of recycling** to extend the product life cycle and reduce the environmental impact of our products.

我們專注於考慮**環境可持續性產品設計**，儘量採用**更環保原材料及包裝物料**，並於設計層面**增加耐用性及便於回收**等設計考量，以延長產品生命週期及降低產品對環境的影響。

Enhancing Climate Change Management and Climate Resilience

加強氣候變化管理與氣候抵禦力

We are enhancing our climate resilience management through progressive climate-related risk and opportunity assessment and disclosures with reference to the **TCFD recommendations** starting this reporting year.

由本報告年度開始，我們開始參照**TCFD建議**，進行氣候變化相關風險及機遇評估及披露，藉此提升氣候抵禦力。

STRATEGY AND MANAGEMENT

We firmly believe in our responsibility to drive climate action and shape a greener future for the future generations. Beyond implementing green practices within our operations, as a global leader in payment terminals solutions with a presence in over 120 countries, we actively engage in promoting a sustainable and climate-resilient future. Through innovative R&D and the creation of environmentally friendly products, we are dedicated to fostering a circular economy and building a more sustainable future.

Our Policy

We strictly adhere to environmental laws and regulations¹⁵. The Group has established an “Environmental Manual” to guide environmental initiatives and implemented internal environmental supervision measures to minimise the impact of our operational processes on the natural environment as much as possible.

Environmental Management System

Our POS production and design processes have received international recognition with the ISO 14001:2015 Environmental Management System, systematically assisting us in improving environmental performance throughout our operations. This certification enables us to consistently reduce the impact of our daily operations on the natural environment.

During the Reporting Period, we were not aware of any material non-compliance with environmental laws and regulations at our business operation locations.

¹⁵ Please refer to the “Significant Laws and Regulations” section for a list of environmental laws and regulations significant to the Group’s business operations.

有關對本集團業務營運有重大影響的環境法律及法規列表，請參閱「重點法律法規」一節。

策略及管理

我們深信，我們有責任為推動氣候行動及為我們的後代創造一個更綠色的未來。除了在營運中實施環保措施外，作為一個業務覆蓋超過120個國家的全球支付終端解決方案領導者，我們積極參與推動可持續發展及更具氣候韌性的未來。通過創新的研發及創造環保產品，我們致力於促進可循環經濟及建設更可持續發展的未來。

我們的政策

我們嚴格遵守環境相關的法律法規¹⁵。本集團制定了《環境手冊》，為實行環保工作提供指引，並且展開內部環保監督措施，盡可能降低營運過程對自然環境的影響。

環境管理體系

我們的電子支付系統生產及設計過程亦獲取國際認可的ISO 14001:2015環境管理體系，有系統地協助我們改善營運過程中的環境表現，持續降低日常營運對天然環境的影響。

於報告期間，本集團並不知悉任何嚴重違反在業務營運地點環境方面的適用法律法規的情況。



Build Climate Resilient Eco-Operations

氣候抵禦・低碳營運

OUR GREEN TARGETS









To enhance the effective monitoring of the Group's environmental management performance, we have established green targets concerning air and GHG emissions, waste management, energy efficiency, and water efficiency. We regularly review the progress of these targets to ensure their effectiveness.

During the Reporting Period, we actively pursued the achievement of the following green targets and continuously strengthened our resilience to climate-related risks to address climate change. The table below provides an overview of the Group's green targets:

我們的綠色目標

為了更有效監督本集團的環境管理成效，本集團就廢氣及溫室氣體排放、廢棄物管理、能源使用效益以及用水效益制定了綠色目標。我們會定期檢討目標進度，確保其有效性。

於報告期間內，我們透過爭取實現下述綠色目標及持續提升對與氣候相關風險的抵禦能力以應對氣候變化。下表概述本集團的綠色目標：

Our Green Targets 我們的綠色目標	Implementation Status 實踐情況	Progress 進度
 <p>Air and GHG Emissions 廢氣及溫室氣體排放</p> <ul style="list-style-type: none"> Actively reduce the emission intensity of pollutants and GHGs generated during daily operations 積極降低日常營運過程中所產生的廢氣排放和溫室氣體排放密度 	<ul style="list-style-type: none"> Continuously implement environmental protection measures (For details, please refer to page 69 of this Report.) 持續實行環保措施 (有關詳情，請參閱本報告第69頁。) 	 <p>In Progress 進行中</p>
 <p>Waste Management 廢棄物管理</p> <ul style="list-style-type: none"> Reduce the production of hazardous and non-hazardous waste through recycling and waste management 通過循環再用和廢物管理，降低有害和無害廢棄物產量 	<ul style="list-style-type: none"> Implement a series of waste management and resource recycling measures (For details, please refer to pages 71 to 72 of this Report.) 實行一系列廢棄物管理及資源循環再用措施 (有關詳情，請參閱本報告第71至72頁。) 	 <p>In Progress 進行中</p>
 <p>Energy Efficiency 能源使用效益</p> <ul style="list-style-type: none"> Actively improve energy efficiency to reduce operational energy consumption 積極提升能源使用效益，降低營運過程的能耗 	<ul style="list-style-type: none"> Implement a series of green office energy-saving and environmental protection measures (For details, please refer to page 69 of this Report.) 實行一系列綠色辦公室能源節約環保措施 (有關詳情，請參閱本報告第69頁。) 	 <p>Achieved 已達成</p>
 <p>Water Efficiency 用水效益</p> <ul style="list-style-type: none"> Reduce water consumption intensity in offices and factories by implementing various water-saving measures 通過實施多項節水措施，降低辦公室及工廠的用水密度 	<ul style="list-style-type: none"> Implement a series of water resource management measures (For details, please refer to page 70 of this Report.) 實行一系列水資源管理的措施 (有關詳情，請參閱本報告第70頁。) 	 <p>In Progress 進行中</p>

Build Climate Resilient Eco-Operations

氣候抵禦·低碳營運

GREEN BUILDING

Our new office building, located in Shenzhen, officially commenced operations in January 2024. Throughout the entire building lifecycle, we prioritize environmental considerations. We strictly adhere to regulations and planning requirements, as well as strive to minimize the impact on the surrounding environment during construction. Our commitment lies in enhancing the energy efficiency of our facilities. Additionally, we have conducted assessments for green building certification and energy efficiency.

綠色建築

我們的新辦公大樓位於深圳，於二零二四年一月正式啟用。在整個建築生命週期中，我們優先考慮環境因素，嚴格遵守法規和規劃要求，並努力減少施工期間對週邊環境的影響。我們致力於提升設施的能源效益，並進行了綠建築等級和能源效率的評估。

Pax Shenzhen New Building – Integrating Green and Clean Technology 深圳百富新大樓 – 融合綠色清潔技術

In our new green building project in Shenzhen, we have taken a thorough approach to consider eco-conscious and ESG-related factors. From carefully selecting the site and construction to investing in cutting-edge clean technology for both design and operation, our aim is to maximize energy efficiency while minimizing our environmental footprint. 我們在深圳綠色新大樓項目中，全面考慮環境和ESG相關因素。除了在選址和建築過程中優先考慮環境因素外，我們還在大樓設計和使用過程中致力於投資清潔技術，提升樓宇能源效益並減少環境足跡。

Our new building incorporates a comprehensive array of energy-saving measures. For instance, we have adopted variable refrigerant volume multi-connection terminal devices for our air conditioning system, facilitating intelligent adjustments to cooling or heating efficiency. Additionally, one-touch switches have been installed in the new building to mitigate the risk of employees inadvertently leaving certain systems on. In terms of lighting, we have adopted for high-efficient LED energy-saving fixtures, complemented by a smart system that automatically controls switches in stairwells. For windows, aluminium alloy low-emissivity coating insulated glass windows are used, effectively blocking UV penetration and, consequently, reducing the need for excessive air conditioning or heating.

我們的新大樓採用了一系列節能措施。例如空調系統採用了可變製冷劑流量多連線末端裝置，促進智能調整製冷或制熱效率。此外，於新大樓，已安裝一鍵開關，以降低員工忘記關閉部分系統的可能性。照明方面，我們採用LED高效節能燈具，樓梯間更採用智慧系統自動開關控制。玻璃方面，採用鋁合金低輻射鍍膜中空玻璃窗，有助於阻擋紫外線穿透，減少了空調或暖氣的使用。

Within the area of the new building, we have integrated extensive greenery and amenities, including a yoga studio, employee cafeteria and reading room, all designed to cultivate a comfortable and pleasant working environment. 在新大樓範圍內，我們添置了大量綠化植物，設計了瑜伽室、員工食堂和閱覽室等設施，營造舒適宜人的工作環境。





Build Climate Resilient Eco-Operations

氣候抵禦・低碳營運

GREEN FINANCE

We actively participate in green finance initiatives, advocating for the transition of the low-carbon economy, climate-adaptive, and sustainable development, aiming to achieve a vision of sustainable development.

綠色金融

我們積極參與綠色金融項目，推動經濟向低碳、適應氣候變化及可持續發展方向轉型達至可持續發展的願景。

HSBC Green Deposits

香港滙豐銀行推出的綠色存款計劃

We participate in the HSBC Green Deposits, supporting environmentally beneficial development projects, including but not limited to renewable resources, sustainable waste management, clean transportation and climate change adaptation. 我們積極參與香港滙豐銀行推出的綠色存款計劃，支援具環保效益的發展項目，包括但不限於可再生資源、可持續廢棄物管理、潔淨運輸及氣候變化適應等綠色項目。

EMPHASIS ON ECO-PRODUCT DESIGN

We have consistently focused on developing and designing products from a sustainable perspective. In addition to ensuring products that meet required functionalities, lifespans, quality, aesthetics and other criteria, we minimise the usage of packaging materials by emphasizing dedicated efforts towards simple packaging design. Simultaneously, we prioritise the selection of materials with smaller environmental footprints and greater sustainability to work towards the goal of a circular economy and to minimize the impact on natural resources.

重視環保產品設計

我們一直致力於從可持續發展的角度開發及設計產品。除了確保產品滿足所需的功能、使用壽命、品質、美觀等要求以外，我們透過專注簡約包裝設計，減少包裝物料的使用。同時，我們優先選擇環境足跡較小、更具可持續性的物料，以實現循環經濟的最終目標及儘量減少對自然資源的影響。

Adopted Environmentally-friendly Packaging

採用環保包裝

Sustainable Procurement



- We are committed to utilizing recycled materials, such as recycled cardboard or environmentally friendly paper certified by the Forest Stewardship Council ("FSC"), to reduce plastic usage. Simultaneously, we ensure that the packaging raw materials originate from responsibly managed forests, guaranteeing the traceability of the raw materials.
- We prioritise a natural and minimalist design, explore streamlined packaging designs and make rational adjustments to packaging dimensions to minimize and eliminate unnecessary packaging whenever possible.

可持續採購

- 致力採用循環再用物料，例如循環再用紙盒或選用森林管理委員會（「FSC」）認證的環保紙，減少塑膠使用，同時確保其包裝原物料是來自負責任森林及保證原材料的可追溯性
- 優先考慮自然簡單設計，並探索簡約包裝設計及合理調整包裝尺寸，盡可能減少及消除不必要的包裝



Build Climate Resilient Eco-Operations

氣候抵禦·低碳營運

Recyclability in the Product Design

在產品設計過程中的循環性



Product Energy Efficiency

產品能源效率

Utilizing clean technology to maximize energy efficiency
透過清潔技術，提升能源效率



Durability and Maintainability

耐用性及可維修性

During the product design phase, taking the extension of the product lifecycle into account
在產品設計階段，將延長產品生命週期作為考慮因素



Circular Economy Recycling and Reuse

循環經濟回收及循環再用

Implementing a POS machine recycling program for customers, collaborating with a recycling partner accredited by the "Guangdong Provincial Hazardous Waste Management License" (《廣東省危險廢物經營許可證》), ensuring proper handling of machine components for recycling and reuse
向客戶提供報廢POS機具回收計劃，委託《廣東省危險廢物經營許可證》認可的回收商進行回收，妥善地處理機具外殼及部件，盡可能將資源循環再用



Environmentally Friendly Raw Materials

更環保的原材料

Adopting environmentally friendly raw materials to reduce the product's carbon footprint
採用更環保的原材料，降低產品碳足跡



Engagement with Stakeholders for Environmental Sustainability

與持份者的環保互動

Utilizing website promotion to enhance customer awareness of product sustainability
利用網站宣傳，加強客戶對產品可持續性的意識



Build Climate Resilient Eco-Operations

氣候抵禦·低碳營運

Case Study 個案研究

Enhancing Product Chemical Safety and Opportunities in Clean Technology 提升產品的化學安全性和清潔技術機遇

Our commitment to advancing chemical safety and exploring opportunities in clean technology in our products has remained unwavering. One notable achievement during the Reporting Period was the launch of the all-new A920MAX, distinguished by its innovative exterior design realised through the application of natural (uncoloured) injection moulding. By eliminating the necessity of traditional spray-painting, the A920MAX minimises the use of chemical inks and thereby mitigating associated chemical safety risks. This approach not only sets new standard in aesthetics but also significantly reduces environmental impact.

我們一直致力於研發和提升產品的化學安全性和清潔技術。於報告期間，我們推出了全新的A920MAX，機身採用原色注塑技術，不僅免除了傳統噴漆過程，同時也減少使用化學油墨，降低了化學安全風險。這做法不僅樹立了美學方面的新標準，而且顯著降低了環境影響。

In addition, in our pursuit of enhancing the user experience of clean technology, the A920MAX incorporates lithium iron phosphate batteries. These batteries offer a lifespan five times longer than the conventional ternary lithium batteries available on the market. This exceptional longevity ensures that a single battery can accompany the entire lifecycle of the POS machine without the need for midway replacement. This not only increases the product's recyclability but also extends its lifespan, thereby contributing to the reduction of hazardous waste generation.

此外，為了提升清潔技術的使用體驗，A920MAX採用了磷酸鐵鋰電池。這款電池的使用壽命是市面上常規三元電池的五倍，一塊電池能夠伴隨整個POS機的生命週期，而無需中途更換電池。這不僅提高了產品的循環利用率，也延長了產品的壽命，減少了有害廢物的產生。



Characteristic 屬性	Lithium Iron Phosphate Battery 磷酸鐵鋰電池
Safety 安全性	<p>Relatively better 相對較佳</p> <ul style="list-style-type: none"> Excellent high temperature resistance and chemical stability 具有良好的耐高溫性能和化學穩定性 Relatively safer even under special conditions such as short circuit, overcharging, and squeezing 即使在短路、過度充電、擠壓等特殊條件下也相對比較安全
Circularity 循環性	<p>Longer cycle life (After the cycle test, the battery is required to maintain over 80% of its original capacity.) 循環壽命較長 (循環測試後要求達到電池原始容量80%以上)</p> <ul style="list-style-type: none"> Over 1500 cycles at room temperature 室溫下可達1500次以上

Build Climate Resilient Eco-Operations

氣候抵禦·低碳營運

Sustainable Product Lifecycle

In our commitment to minimizing the environmental and natural resource impact of our products, we rigorously manage the product lifecycle stages to reduce our environmental footprint. During the Reporting Period, the Group's operations did not have a significant impact on the environment and natural resources.

可持續產品生命週期

為了降低本集團的產品對環境及天然資源造成影響，我們在產品生命週期環節進行嚴格管理，務求對環境的影響減至最低。於報告期間，本集團的業務對環境及天然資源並無重大影響。

5. Avoid negative environmental impacts from scrapped equipment materials such as metal and plastic:

避免報廢機具內的金屬和塑膠等物料對環境造成負面影響：

- Implement a unified collection system for scrapped equipment from customers. Entrust recyclers accredited with the "Guangdong Provincial Hazardous Waste Management License" (《廣東省危險廢物經營許可證》) to uniformly process equipment in an environmentally friendly manner, fulfilling commitments to a circular economy
向客戶統一回收報廢機具，並委託《廣東省危險廢物經營許可證》認可的回收商統一對機具進行無害處理，實現對循環經濟的承諾

1. Reduce the risk of environmental pollution and ensure the safety of employees and customers:

減低造成環境污染的風險和保障員工及客戶的安全：

- Requiring relevant suppliers to sign RoHS declarations, committing that their products do not contain prohibited hazardous substances
要求相關供應商簽署RoHS 聲明，承諾其產品不含受禁止的有害物質

4. Provide maintenance services:

提供維修服務：

- Inspect various aspects, including functional failure points, appearance, versions and overall functionality, to enhance the product lifecycle
檢驗各項功能故障點，包括外觀、版本及整體功能，提升產品生命週期

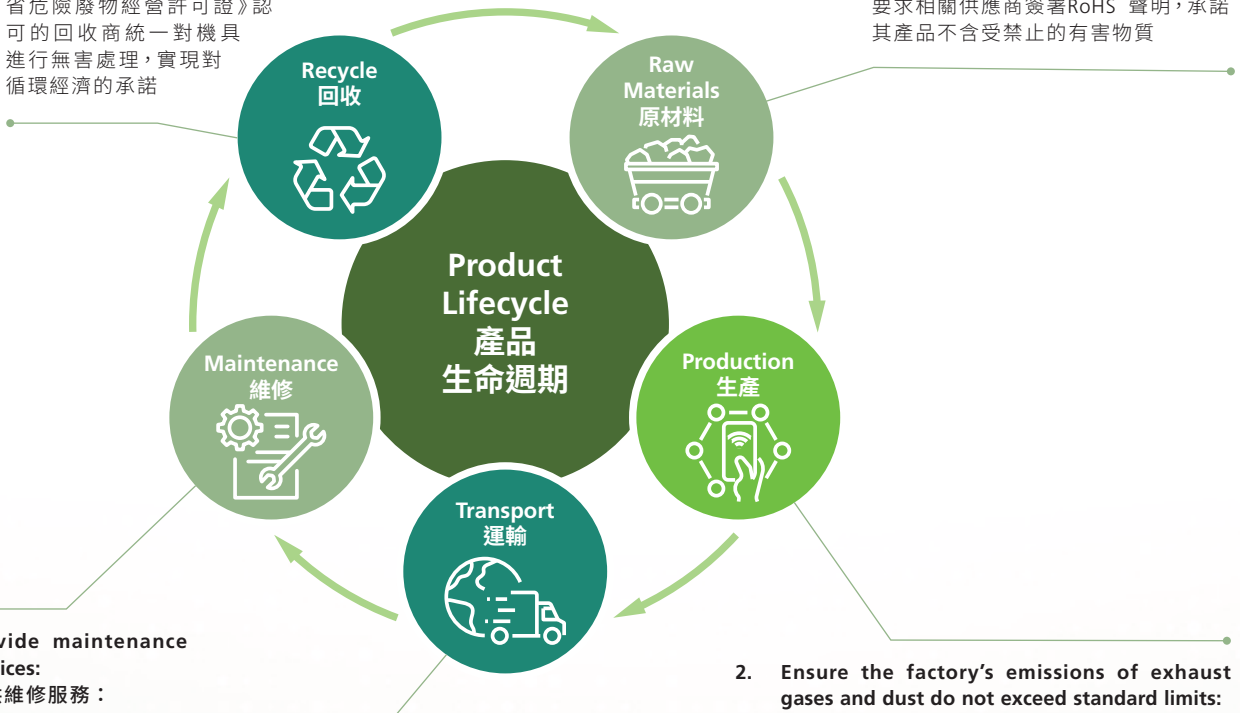
3. Reduce pollutants and GHG emissions during the supply chain transportation process:

- 減少供應鏈運輸過程中產生的污染物及溫室氣體排放：
- Strive to adopt lightweight packaging to reduce transportation weight. Prioritise the hiring of local suppliers to minimize pollutants and GHG emissions in the supply chain transportation process
盡力採用輕盈包裝，減輕運輸重量，優先考慮聘用本地供應商，以減少供應鏈運輸過程中產生的污染物及溫室氣體排放

2. Ensure the factory's emissions of exhaust gases and dust do not exceed standard limits:

確保工廠產生的廢氣和煙塵不會超出標準限值：

- Committing recognized third-party testing agencies to test emissions of exhaust gases and noise regularly
定期委託受認可的第三方檢測機構就排放的廢氣和噪音進行檢測
- Ensure compliance with regulatory standards such as Guangdong Province's "Emission Limit of Atmosphere Pollution Emissions" (《大氣污染物排放標準排放限值》) and "Emission Standard for Industrial Enterprises Noise at Boundary" (《工業企業廠界環境噪聲排放標準》)
確保符合廣東省《大氣污染物排放標準排放限值》、《工業企業廠界環境噪聲排放標準》等監管標準





Build Climate Resilient Eco-Operations

氣候抵禦・低碳營運

CLIMATE RISK AND RESILIENCE MANAGEMENT

Despite not being categorised as an energy-intensive enterprise, the Group recognises the increasing frequency of extreme weather events. We understand that identifying and effectively managing climate-related risks and opportunities is crucial for enhancing the Group's resilience to climate change. Therefore, during the Reporting Period, the Group reviewed and optimized the policies related to climate-related risks and opportunities, contributing to the strengthening of our climate change mitigation, adaptation and resilience capabilities.

To enhance climate disclosure, we conducted a climate-related risk assessment and disclosure with reference to the TCFD recommendations during the Reporting Period. Below details our management approach on climate change for the four core elements (Governance, Strategy, Risk Management, as well as Metrics and Targets).

氣候風險和韌性管理

儘管本集團並非屬於能源密集型企業，我們意識到極端天氣事件日益頻繁。我們了解到識別和有效管理氣候風險與機遇，對提升本集團對氣候變化的適應力至為重要。因此，本集團於報告期間檢視及優化了氣候變化相關風險及機遇相關政策，有助加強我們氣候變化減緩、適應和抗禦能力。

為了完善氣候披露，我們於報告期間參考TCFD建議進行氣候變化的風險評估及披露。以下為我們參考TCFD建議有關四個核心要素（管治、策略、風險管理和指標及目標）的氣候管理方針。



Governance 管治

Board Oversight

The Board takes ultimate responsibility for the oversight of climate-related risks and opportunities. The Board, with the assistance of the Senior Management, is responsible for overseeing the Group's climate change policies and the management of climate-related risks and opportunities.

Management's Role

The Senior Management is responsible for overseeing and managing climate-related risks and opportunities, designing and implementing of climate-related measures, as well as reviewing climate-related policies. These enable that climate considerations are incorporated into our daily operations.

董事會的監管

本集團董事會對監督氣候相關風險與機遇承擔最終責任，在高級管理層的協助下監督本集團的氣候變化政策及氣候相關風險與機遇管理。

管理層的角色

高級管理層負責評估及管理氣候相關風險及機遇，計劃並實施氣候相關措施，並審閱與氣候有關的政策，確保本集團將氣候相關考慮納入日常營運當中。

Build Climate Resilient Eco-Operations

氣候抵禦·低碳營運



Strategy 策略

Through our sustainability risk management mechanism, we identify and manage both physical and transitional climate-related risks, as well as resource efficiency and products and services opportunities. The table below provides a summary of the material climate-related risks and opportunities we have identified, their potential impacts on our business, and our response strategies.

我們通過可持續發展風險管理機制識別及管理氣候相關的實體及轉型風險，以及資源效率及產品和服務機遇。下表總括了我們識別出的主要氣候相關風險與機遇、其對業務的潛在影響，以及我們的應對方案。

Climate-related Risks and Opportunities 氣候相關風險及機遇	Potential Impacts 潛在影響	Our Response Actions 我們的應對方案
Climate-related Risks – Physical Risks 氣候相關風險－實體風險		
<ul style="list-style-type: none"> Acute 立即性 <ul style="list-style-type: none"> Increased severity of extreme weather events such as cyclones and floods 颱風、洪水等極端天氣事件嚴重 Chronic 長期性 <ul style="list-style-type: none"> Rising mean temperatures, rising sea levels 平均氣溫上升、海平面上升 	<ul style="list-style-type: none"> Pose potential adverse impacts on the Group's business, operational performance, and financial condition 有機會對集團業務、經營業績及財務狀況造成不利影響。 Affect the continuity of business operations and supply chains, cause damage to assets and/or equipment, and increase risks to the health and safety of employees 影響業務營運及供應鏈持續性、損害資產及／或設備、增加員工的健康及安全風險等 Damage the structural integrity of the Group buildings or production equipment 破壞本集團建築物結構或生產設備 Lead to disruptions in the supply chain, affecting supply and business continuity 導致供應鏈供貨及業務中斷 	<ul style="list-style-type: none"> Remind employees about safety precautions and work arrangements during extreme weather conditions 提醒員工有關極端天氣的安全事項和工作安排 Establish emergency mechanisms, including emergency plans and drills, to ensure employees are familiar with crisis management measures 建立應急機制，包括應急預案和演練等，確保員工了解危機管理措施 Adjust flexible working hours based on weather warnings to prevent accidents 按天氣預警情況安排彈性工作時間，防止意外發生 Insure machinery, equipment, and inventory in the factory to avoid economic losses 為廠房的機器設備以及存貨投保，以避免經濟損失 Maintain strong relationships with suppliers to cope with delays caused by extreme weather. 與供應商維持穩固的關係，以應付極端天氣導致的延誤



Build Climate Resilient Eco-Operations

氣候抵禦・低碳營運

Climate-related Risks and Opportunities 氣候相關風險及機遇	Potential Impacts 潛在影響	Our Response Actions 我們的應對方案
Climate-related Risks – Transition Risks 氣候相關風險－轉型風險		
<ul style="list-style-type: none"> Climate-related policy changes 氣候相關政策變動 Technological development and changes in market orientation 科技發展及市場取向變化 	<ul style="list-style-type: none"> Pose potential impacts on the Group's finances and reputation. 有機會對本集團財務及聲譽帶來影響 	<ul style="list-style-type: none"> Continuously assess, monitor, and manage climate transition risks 持續評估、監察及管理氣候轉型風險 Closely monitor changes in relevant laws and regulations, government's policy trends, technological developments, and market trends 密切留意相關法律法規的變動、政府的政策走向、科技發展以及市場趨勢等變動
Climate-related Opportunities – Resource Efficiency 氣候相關機遇－資源效率		
<ul style="list-style-type: none"> Resource efficiency 資源效率 	<ul style="list-style-type: none"> Improve resource efficiency in daily operations, thereby reducing the Group's operating costs 提升日常營運的資源使用效率，從而減低本集團營運成本 	<ul style="list-style-type: none"> Equip the office spaces with high-energy-efficient LED lights and give priority to purchasing energy-saving devices 辦公室使用高能源效益的LED燈，並優先選購節約能源的設備 Implement a "paperless office" approach, for instance, encouraging employees to use electronic communication channels 推行「無紙辦公」，例如鼓勵員工使用電子溝通渠道
Climate-related Opportunities – Products and Services 氣候相關機遇－產品和服務		
<ul style="list-style-type: none"> Products and services 產品和服務 	<ul style="list-style-type: none"> Provide customers with low-carbon products and services that meet market demand, thereby increasing the Group's revenue 為客戶提供符合市場需求的低碳產品和服務，從而提升本集團的收益 	<ul style="list-style-type: none"> Develop and design low-carbon products from a sustainable development perspective, aiming to extend product lifecycle as much as possible and reduce carbon emissions. Practical cases (such as the case study of A920MAX) can be referenced 從可持續發展的角度開發及設計低碳產品，務求儘量延長產品生命週期並減少碳排放，實際案例可參考A920MAX的個案研究 Prioritise the use of local suppliers to reduce pollutants and GHG emissions generated during the supply chain transportation process 優先考慮選用本地供應商，以減少供應鏈運輸過程中產生的污染物和溫室氣體排放



Build Climate Resilient Eco-Operations

氣候抵禦・低碳營運



Risk Management

風險管理

Under the supervision of the Senior Management, and with the assistance of independent third-party professional consultants, we have conducted sustainability risk assessments on climate-related risks and opportunities. We have evaluated and prioritised the climate-related risks and opportunities in terms of their potential impacts and likelihood. Mitigation measures are formulated based on the assessment results to enhance our risk response capabilities and climate resilience.

在高級管理層的監督以及獨立第三方專業顧問的協助下，我們進行了可持續發展風險評估，當中包括氣候相關風險與機遇。我們評估氣候相關風險與機遇的潛在影響及可能性，並對氣候相關風險與機遇進行優次排序。本集團根據評估結果制定相應緩解措施，以增強我們的風險應對能力及氣候韌性。



Metrics and Targets

指標及目標

Our key climate-related metrics, such as Scope 1 and Scope 2 GHG emissions as well as energy consumption, are available on our annual ESG Report. Additionally, we have set green targets and annually report to the Board on the achievement status of these targets and metrics. This consistent reporting approach ensures ongoing oversight of our environmental performance.

我們每年於《環境、社會及管治報告》中披露主要氣候相關指標，涵蓋範圍1及2溫室氣體排放、能源使用量等，並制定綠色目標。我們每年向董事會報告目標及指標的達成情況，以持續監督我們的環境表現。

The Group's direct and indirect energy consumption, as well as Scope 1 and Scope 2 GHG emissions are available in the "Environmental Footprint" section of this Report. We will continue to explore the opportunities to collect and disclose Scope 3 GHG emission data in the future.

本報告的「環境足印」部分披露了本集團的直接及間接能源耗用，以及相關的範圍1及範圍2溫室氣體排放量。我們將繼續研究在將來收集及披露範圍3溫室氣體排放數據。



Build Climate Resilient Eco-Operations

氣候抵禦・低碳營運

ENERGY, AIR AND GHG EMISSIONS

The energy consumption, air and GHG emissions of the Group primarily stem from the external purchase of electricity for offices and factories, fuel consumption of company vehicles, and employee canteens and dormitories. Additionally, there is a minimal generation of emissions during production processes, including particulate matter (“PM”), tin and its compounds, and volatile organic compounds.

We have implemented various green operational measures:

能源、廢氣及溫室氣體排放

本集團的能源消耗及廢氣及溫室氣體排放主要來自辦公室及工廠的外購電力、公司車輛及員工食堂與宿舍的燃油消耗等。生產過程中亦會產生少量廢氣，包括懸浮粒子（「懸浮粒子」）、錫及其化合物以及揮發性有機化合物。

我們實施多項綠色營運措施：



Green Office Initiatives

綠色辦公室措施

- Using energy-efficient LED lights
使用高能源效益的LED燈
- Prioritising the purchase of energy-saving devices
優先選購節約能源的設備
- Reminding employees to turn off idle devices before leaving
提醒員工離開前關掉不用設備的電源
- Assigning personnel to check whether power is turned off when leaving work
安排專人下班時檢查電源是否已關閉
- Setting air conditioning at temperatures above 26 degrees Celsius
將冷氣設定在攝氏26度以上
- Encouraging employees to regularly measure and record energy consumption data
鼓勵員工定期量度及記錄能源消耗的相關數據



Factory Environmental Protection Measures

工廠環保措施

- Conducting waste gas treatment before emissions
排放前預先添加廢氣處理工程
- Engaging certified third-party testing institutions to conduct inspection on exhaust waste gases
定期委託受認可的第三方檢測機構，就工廠所排放的廢氣進行檢測



Staff Dormitory Environmental Protection Measures

員工宿舍環保措施

- Using renewable solar energy to heat domestic water
使用可再生太陽能將生活用水加熱



Build Climate Resilient Eco-Operations

氣候抵禦·低碳營運

WATER RESOURCE MANAGEMENT

Our water resource consumption primarily comes from municipal water usage in our offices and factories, with the production processes also contributing to wastewater discharge. During the Reporting Period, the Group had no issues in sourcing water that is fit for purpose in the locations of our business operations, nor were we aware of any material discharges into water and land.

In our commitment to conserving water resources and minimizing pollution, we have implemented several water resource management measures:

水資源管理

我們的水資源耗用主要來自辦公室和工廠的市政用水，生產過程中亦會排放污水。於報告期間，本集團的營運所在地在求取適用水源上不存在任何問題，亦不知悉重大的向水及土地的排污。

為了節約水資源和減少污染，我們推行多項水資源管理的措施：



Factory Water Resource Management Measures: 工廠水資源管理的措施

- Monitoring the water quality of discharged wastewater strictly
嚴格監察排放污水的水質
- Implement pre-treatment processes through the factory's three-tier septic tanks and three-tier oil-water separator
透過工廠內的三級化糞池及三級隔油池進行預先污水處理的程序
- Installing a rainwater and sewage diversion drainage system
設置雨污分流制排水系統
- Ensure that treated wastewater discharge complies with the emission standards specified in Guangdong Province's "Discharge Limits of Water Pollutant" (《水污染物排放限值》) (DB44/26-2001)
確保經處理的污水排放符合廣東省《水污染物排放限值》(DB44/26-2001)的排放標準



Office Water Resource Management Measures 辦公室水資源管理的措施

- Repairing leaking faucets promptly
立即維修滴水的水龍頭
- Prioritising the use of water-efficient equipment
優先採用水效益較高的設備



Build Climate Resilient Eco-Operations

氣候抵禦・低碳營運

WASTE MANAGEMENT AND RESOURCE CONSERVATION

We do not dispose of a significant amount of waste considering the business nature of the Group. The Group's office operations generate non-hazardous waste such as paper and office garbage. In our production processes, we generate non-hazardous waste such as paper, food waste, plastic, and other general waste as well as a small quantity of hazardous waste such as electronic waste, spent activated carbon, waste packaging drums, used engine oil and discarded printed circuit boards.

We have implemented various measures to reduce waste generation:

廢棄物管理及節省資源

基於本集團業務性質，我們沒有棄置大量的廢棄物。本集團的辦公室營運會產生紙張、辦公室垃圾等無害廢棄物，我們的生產過程會產生無害廢棄物（如紙張、廚餘、塑膠、其他生活廢物），以及少量有害廢棄物（如廢電子設備、廢活性炭、廢包裝桶、廢機油和廢印刷電路板邊角餘料）。

為了減少廢棄物產生，我們實行多種措施：



Green Office Initiatives 綠色辦公室措施

- Implementing a "Paperless Office" approach:
推行「無紙辦公室」：
 - Electronic communication channels
使用電子化溝通渠道
 - Recycle envelopes, paper, paper bags and other paper products
循環使用信封、紙張、紙袋等紙製品
 - Reduce the use of disposable paper cups
減少使用一次性紙杯
- Choosing sustainably sourced paper approved by the FSC for printing financial reports
印製財務報告時選用經FSC認可的可持續紙張
- Posting visible signs in office areas to remind employees to reduce paper usage
於辦公範圍當眼處張貼標示，提醒員工減少用紙



Build Climate Resilient Eco-Operations 氣候抵禦·低碳營運

We implement waste management and resource recycling measures to reduce the environmental impact of waste and products after use:

我們實行廢棄物管理及資源循環再用措施，減少廢棄物及產品在使用過後造成環境影響：



Waste Management Measures 廢棄物管理措施

- Implementing waste sorting, collection and storage procedures
將廢棄物進行分類、收集和存放
- Handing over non-hazardous waste to government agencies for centralized collection and disposal
無害廢棄物會交到政府部門統一收集和處理
- Disposing kitchen waste in accordance with laws and regulations
按照法律法規處置廚餘
- Handling and recycling hazardous waste by qualified and recognized recyclers
有害廢棄物會由具備受認可資歷的回收商處理及回收
- Offering customers a decommissioned POS machine recycling program:
向客戶提供報廢POS機具回收計劃：
 - Entrusting recyclers approved by the “Guangdong Provincial Hazardous Waste Management License” (《廣東省危險廢物經營許可證》) to properly handle the casing and components of the machines
委託《廣東省危險廢物經營許可證》認可的回收商進行回收，妥善地處理機具外殼及零部件



Build Climate Resilient Eco-Operations

氣候抵禦・低碳營運

GREEN PROCUREMENT

We incorporate green procurement principles into our procurement process in order to foster the use of environmentally preferable products and services. This includes practices such as reducing the use of packaging materials when appropriate, considering the energy and water consumption and efficiency of materials, and minimizing or avoiding the use of disposable, single-use items. Additionally, the Group prioritises the selection of local suppliers to reduce pollution and GHG emissions generated during the transportation process along the supply chain.

綠色採購

為了促使多用環保產品及服務，我們於採購的過程中加入綠色採購原則，如適當減少使用包裝物料、注重物料在能源和水方面的耗量和效益、禁用或盡可能少用一次性即棄物品等。同時，本集團會優先考慮聘用本地供應商，以減少供應鏈運輸過程中產生的污染物及溫室氣體排放。

ENVIRONMENTAL FOOTPRINT¹⁶

The following table outlines the key environmental data for the Group during the Reporting Period:

環境足印¹⁶

下表詳列本集團於報告期間的主要環境數據：

Emissions	排放物	2023	2022	Unit 單位
Air Emissions 排放物廢氣排放				
Nitrogen oxides (NO _x)	氮氧化物(NO _x)	201.37	197.18	Kg 千克
Sulphur oxides (SO _x)	硫氧化物(SO _x)	3.26	3.20	Kg 千克
Particulate matters (PM)	懸浮粒子(PM)	14.53	14.28	Kg 千克
GHG Emissions 溫室氣體排放				
Total GHG (Scope 1 & 2) emissions ¹⁷	溫室氣體(範圍1及2)總排放量 ¹⁷	3,218.72	3,356.14	Tonnes CO ₂ e 公噸二氧化碳當量
- Direct emission (Scope 1)	- 直接排放(範圍1)	649.10	626.84	Tonnes CO ₂ e 公噸二氧化碳當量
- Energy indirect emission (Scope 2)	- 能源間接排放(範圍2)	2,569.62	2,729.30	Tonnes CO ₂ e 公噸二氧化碳當量
Total GHG (Scope 1 & 2) emissions intensity	溫室氣體(範圍1及2)總排放量密度	2.54	2.40	Tonnes CO ₂ e/employee 公噸二氧化碳當量/僱員
Hazardous Waste 有害廢棄物				
Total hazardous waste generation	有害廢棄物總量	0.30	0.08	Tonnes 公噸
Total hazardous waste generation intensity	有害廢棄物總量密度	0.00	0.00	Tonnes/employee 公噸/僱員
Non-hazardous Waste 無害廢棄物				
Total non-hazardous waste generation	無害廢棄物總量	52.63	62.30	Tonnes 公噸
- Amount disposed	- 處置量	38.36	45.02	Tonnes 公噸
- Amount recycled	- 回收量	14.27	17.28	Tonnes 公噸
Total non-hazardous waste generation intensity	無害廢棄物總量密度	0.04	0.04	Tonnes/employee 公噸/僱員

¹⁶ Figures in the table of this section are rounded to the nearest two decimal places for disclosures.
此章節表格中的數字調整至最接近的小數點後兩位披露。

¹⁷ In accordance with The Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard (Revised Edition) published by the World Business Council for Sustainable Development and World Resources Institute, Scope 1 direct emissions are resulted from operations that are owned or controlled by the Group, while Scope 2 indirect emissions are resulted from the generation of purchased or acquired electricity, heating, cooling, and steam consumed within the Group.
根據由世界企業永續發展協會及世界資源研究所所發行的溫室氣體盤查議定書－企業會計與報告標則(修訂版)，範圍1直接排放涵蓋由本集團擁有或控制的業務直接產生的溫室氣體排放，而範圍2間接排放則涵蓋來自本集團內部消耗(購回來的或取得的)電力所引致的「間接能源」溫室氣體排放。

Build Climate Resilient Eco-Operations

氣候抵禦・低碳營運

Use of Resources	資源使用	2023	2022	Unit 單位
Energy 能源				
Total energy consumption	能源總消耗量	6,491.41	6,666.65	MWh 千個千瓦時
– Direct energy consumption	– 直接能源消耗量	2,281.17	2,193.74	MWh 千個千瓦時
– Unleaded petrol	– 無鉛汽油	2,005.28	1,970.37	MWh 千個千瓦時
– LPG	– 液化石油氣	275.89	223.37	MWh 千個千瓦時
– Indirect energy consumption	– 間接能源消耗量	4,210.24	4,472.91	MWh 千個千瓦時
– Purchased electricity	– 外購電力	4,210.24	4,472.91	MWh 千個千瓦時
Total energy consumption intensity	能源總消耗量密度	5.12	4.77	MWh/employee 千個千瓦時／僱員
Water 水				
Total water consumption ¹⁸	總耗水量 ¹⁸	64,893.72	51,051.00	m ³ 立方米
Total water consumption intensity	總耗水量密度	51.18	36.49	m ³ /employee 立方米／僱員
Packaging Material 包裝物料				
Total amount of packaging material	包裝物料總量	3,274.70	3,938.94	Tonnes 公噸
– Paper	– 紙	3,123.23	3,836.42	Tonnes 公噸
– Plastic	– 塑膠	151.47	102.52	Tonnes 公噸
Total amount of packaging material intensity	包裝物料總量密度	2.58	2.82	Tonnes/employee 公噸／僱員

¹⁸ The total water consumption does not include the consumption by Pax Technology Limited as the water supply system is managed by the building management office which has failed to provide the relevant water consumption data.
總耗水量不包括百富科技有限公司，由於其供水系統由大廈管業處自行管理，因而其未能提供相關用水數據。



Embrace Our Local Community

擁抱社區·同心同行

ENRICHING COMMUNITIES THROUGH NURTURE AND CARE

營造百富關愛文化

Goal: To embrace corporate social responsibility to collectively drive societal progress and create shared value

目標：實踐企業社會責任，共同助力社會發展，創造共享價值



UNSDGs addressed in this chapter:

本章回應的聯合國可持續發展目標:



Most Material topics covered in this chapter:

本章回應的最重大議題:

- Community contributions
社區貢獻

STRATEGY AND MANAGEMENT

As a socially responsible enterprise, we actively practice corporate social responsibility to contribute to social development and create shared value to address the needs of the community. During the Reporting Period, we made donations and organized employee participation in volunteer activities, focusing on areas such as digital inclusion, community care, and more.

策略及管理

作為一家肩負社會責任的企業，我們實踐企業社會責任，共同助力社會發展，創造共享價值，以配合社會的需要。於報告期間，我們捐款及安排員工參與義工活動，專注於數位共融和關懷社群等範疇。

**During the Reporting Period, the total value of donations and resources assistance amounted to
在報告期間的捐款及物資援助總值**

HKD 港幣220,000元



Embrace Our Local Community 擁抱社區·同心同行

DIGITAL INCLUSION

We are dedicated to building an inclusive and sustainable digital economy that benefits individuals worldwide, regardless of their location. The accessibility of digital financial services play a vital role in creating economic opportunities, reducing social inequality, fostering global economic growth and enhancing quality of life. Through collaboration with partners, we aim to offer society straightforward, comprehensible, secure and reliable financial services.

Advancements in Accessible Product Development

The Group is dedicated to promoting social diversity and inclusion, and strive to empower vulnerable communities through the development of accessible products. As payment devices continue to evolve with touchscreen interfaces, consumers with visual impairments or blindness encounter challenges in handling transactions. In response, since 2018, PAX has partnered with the Royal National Institute of Blind People in the United Kingdom to create a payment feature for visually impaired people that enables PIN entry on touchscreen displays.

數位共融

我們致力於建構一個包容、可持續的數位經濟，使每個人無論身處何地都能受益。無障礙數位金融服務促進了經濟機會，透過減少社會不平等，支持全球經濟成長，有助於改善生活。我們與合作夥伴攜手為社會提供簡單易懂、安全可靠的數位金融服務。

開發無障礙產品

本集團致力促進社會多元共融，並致力通過開發無障礙產品，以協助弱勢社群。隨著支付設備不斷朝向觸控式螢幕發展，患有視力障礙或失明的消費者在處理支付時，變得具有挑戰性。因此，自2018年，百富與英國皇家國家盲人協會合作，設計一種供視障人士在觸控螢幕上輸入PIN碼的支付功能。

Case Study 個案研究

Inclusive Payment Experience for the Blind and Visually Impaired 為盲人和視障人士提供輕鬆的支付體驗

When the visually impaired customers need to pay, merchants can turn on “Accessibility Mode” on the PAX terminal. This prompts the device to audibly announce the payment amount and provide intuitive navigation instructions, supported by innovative buzzing techniques for enhanced screen keyboard navigation. PAX displays are engineered for utmost clarity, featuring high-contrast number keys and buttons to facilitate ease of use for individuals with visual impairments. Additionally, selected A920 devices are equipped with tactile stickers on the screen frame, further enhancing accessibility for blind or visually impaired customers.

每當視障顧客需要付款時，商家可以開啟百富終端上的「無障礙模式」。該設備將讀出支付金額及提供直觀式的操作說明，並透過特殊的蜂鳴技術來增強螢幕鍵盤導航。百富的顯示屏專為實現最佳清晰度而設計，具有高對比度的數字鍵和按鈕，以助視障人士使用。此外，部分A920設備隨附了螢幕邊框的觸覺貼紙，以進一步提升盲人或視障客戶的無障礙體驗。



Embrace Our Local Community 擁抱社區·同心同行

COMMUNITY CARE

關懷社群

A Day with Food Angel 惜食體驗日

We are aware that there are underprivileged individuals in our community who are still unable to meet their daily needs. During the Reporting Period, our team in Hong Kong enthusiastically participated in a volunteer event organized by the Food Angel, dedicated to providing meals for those in need. Our team members embraced the opportunity in collaborating wholeheartedly in meal preparation. This not only strengthened team cohesion but also sparked heightened awareness among our staff regarding the pressing issues of food waste and poverty in Hong Kong.

我們關注到社會中仍有不少基層人士未能滿足其日常需要。百富香港於報告期間參與了由惜食堂組織的義工活動，致力於為有需要的人提供餐點。在活動中，員工齊心協力，積極參與預備飯餐的工作，不僅增強團隊凝聚力，也激發了員工對社會香港食物浪費及貧窮問題的關注。





Significant Laws and Regulations

重點法律法規

Aspect 層面	Significant Laws and Regulations 重要法律法規
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Aspect A. Environmental 層面A.環境	PRC's Laws 中國法例 <ul style="list-style-type: none">• The Law of the PRC on the Prevention and Control of Atmospheric Pollution 《中華人民共和國大氣污染防治法》• The Law of the PRC on the Prevention and Control of Water Pollution 《中華人民共和國水污染防治法》• Food Safety Law of the PRC 《中華人民共和國食品安全法》• Regulation on the Implementation of the Food Safety Law of the PRC 《中華人民共和國食品安全法實施條例》• Measures for the Supervision and Administration of Food Safety in Catering Services 《餐飲服務食品安全監督管理辦法》• The Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste 《中華人民共和國固體廢物污染環境防治法》• Environmental Protection Law of PRC 《中華人民共和國環境保護法》• The Law of the PRC on the Prevention and Control of Pollution from Environmental Noise 《中華人民共和國噪音污染防治法》• Emission Standard for Industrial Enterprises Noise at Boundary 《工業企業廠界環境噪音排放標準》 Hong Kong's Laws 香港法例 <p>Due to the primarily office-based nature of operations in Hong Kong, there are no significant environmental impacts and no applicable significant laws and regulations. 由於香港的業務性質主要是辦公室營運，對環境沒有重大影響，故沒有適用的重點法律及法規。</p>
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Significant Laws and Regulations

重點法律法規

Aspect 層面	Significant Laws and Regulations 重要法律法規
Aspect B1: Employment 層面B1.僱傭	PRC's Laws 中國法例 <ul style="list-style-type: none">• Employment Promotion Law of the PRC 《就業促進法》
Aspect B4: Labour Standards 層面B4.勞工準則	<ul style="list-style-type: none">• Labour Law of the PRC 《中華人民共和國勞動法》• Labour Contract Law of the PRC 《中華人民共和國勞動合同法》• Social Insurance Law of the PRC 《中華人民共和國社會保險法》• Law of the PRC on the Protection of Rights and Interests of Women 《中華人民共和國婦女權益保障法》• Law of the PRC on the Protection of Minors 《中華人民共和國未成年人保護法》• Provisions on Special Protection for Juvenile Workers 《未成年工特殊保護規定》• Provisions on the Prohibition of Using Child Labour 《禁止使用童工規定》
	Hong Kong's Laws 香港法例 <ul style="list-style-type: none">• Cap.57 Employment Ordinance 第57章《僱傭條例》• Cap.282 Employees' Compensation Ordinance 第282章《僱員補償條例》• Cap.480 Sex Discrimination Ordinance 第480章《性別歧視條例》• Cap.487 Disability Discrimination Ordinance 第487章《殘疾歧視條例》• Cap.527 Family Status Discrimination Ordinance 第527章《家庭崗位歧視條例》• Cap.602 Race Discrimination Ordinance 第602章《種族歧視條例》
Aspect B2: Health and Safety 層面B2. 健康與安全	PRC's Laws 中國法例 <ul style="list-style-type: none">• Law of the PRC on Occupational Disease Prevention and Control 《中華人民共和國職業病防治法》• Regulation on Work-Related Injury Insurances of the PRC 《工傷保險條例》• Food and Safety Law of the PRC 《中華人民共和國食品安全法》• Special Provisions on Labour Protection for Female Employees 《女職工勞動保護特別規定》
	Hong Kong's Laws 香港法例 <ul style="list-style-type: none">• Cap.509 Occupational Safety and Health Ordinance 第509章《職業安全及健康條例》



Significant Laws and Regulations

重點法律法規

Aspect 層面	Significant Laws and Regulations 重要法律法規
Aspect B6: Product Responsibility 層面B6. 產品責任	<p>PRC's Laws 中國法例</p> <ul style="list-style-type: none">• Civil Code of the PRC 《民法典》• Law of the PRC on Protection of Consumer Rights and Interests 《中華人民共和國消費者權益保護法》• Product Quality Law of the PRC 《中華人民共和國產品質量法》• Administrative Measures on the Control of Pollution Caused by Electronic Information Products 《電子資訊產品污染控制管理辦法》• Advertising Law of the PRC 《中華人民共和國廣告法》• Personal Information Protection Law of the PRC 《中華人民共和國個人資訊保護法》• Patent Law of the PRC 《中華人民共和國專利法》• Trademark Law of the PRC 《中華人民共和國商標法》• Copyright Law of the PRC 《中華人民共和國著作權法》• Regulation on Computers Software Protection 《計算機軟件保護條例》 <p>Hong Kong's Laws 香港法例</p> <ul style="list-style-type: none">• Cap.26 Sale of Goods Ordinance 第26章《貨品售賣條例》• Cap.362 Trade Description Ordinance 第362章《商品說明條例》• Cap.457 Supply of Services (Implied Terms) Ordinance 第457章《服務提供(隱含條款)條例》• Cap.486 Personal Data (Privacy) Ordinance 第486章《個人資料(私隱)條例》• Cap.528 Copyright Ordinance 第528章《版權條例》• Cap.559 Trademarks Ordinance 第559章《商標條例》
Aspect B7: Anti-corruption 層面B7.反貪污	<p>PRC's Laws 中國法例</p> <ul style="list-style-type: none">• Anti-Unfair Competition Law of PRC 《中華人民共和國反不正當競爭法》• Criminal Laws of the PRC 《中華人民共和國刑法》• Anti-money Laundering Law of the PRC 《中華人民共和國反洗錢法》 <p>Hong Kong's Laws 香港法例</p> <ul style="list-style-type: none">• Cap.201 Prevention of Bribery Ordinance 第201章《防止賄賂條例》



HKEx ESG Reporting Guide Content Index

環境、社會及管治報告索引

Indicator 主要範疇、層面、一般披露及關鍵業績指標	Chapter/Disclosure 章節／聲明	Pages 頁數
A. Environmental A. 環境		
<i>Aspect A1: Emissions</i> <i>層面A1：排放物</i>		
General Disclosure 一般披露	Build Climate Resilient Eco-Operations 氣候抵禦 • 低碳營運	P. 57
Information on:		
(a) the policies; and	Significant Laws and Regulations 重點法律法規	P. 78
(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法規的資料。		
Note: Waste gas emissions include nitrogen oxides, sulfur oxides and other pollutants regulated by national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous waste refers to those defined by national regulations. 註： 廢氣排放包括氮氧化物、硫氧化物及其他受國家法律法規規管的污染物。 溫室氣體包括二氧化碳、甲烷、氧化亞氮、氫氟碳化合物、全氟化碳及六氟化硫。 有害廢棄物指國家規例所界定者。		

HKEx ESG Reporting Guide Content Index

環境、社會及管治報告索引

Indicator 主要範疇、層面、一般披露及關鍵業績指標		Chapter/Disclosure 章節／聲明	Pages 頁數
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。	Environmental Footprint 環境足印	P. 73
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 (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environmental Footprint 環境足印	P. 73
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environmental Footprint 環境足印	P. 73
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environmental Footprint 環境足印	P. 73
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。	Build Climate Resilient Eco-Operations 氣候抵禦 • 低碳營運 Energy, Air and GHG Emissions 能源、廢氣及溫室氣體 排放	P. 57 P. 69
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。	Build Climate Resilient Eco-Operations 氣候抵禦 • 低碳營運 Waste Management and Resource Conservation 廢棄物管理及節省資源	P. 57 P. 71



HKEx ESG Reporting Guide Content Index

環境、社會及管治報告索引

Indicator 主要範疇、層面、一般披露及關鍵業績指標	Chapter/Disclosure 章節／聲明	Pages 頁數
<i>Aspect A2: Use of Resources</i> 層面A2：資源使用		
General Disclosure 一般披露	Build Climate Resilient Eco-Operations 氣候抵禦 • 低碳營運	P. 57
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。		
Note: Resources can be used in production, storage, transportation, buildings, electronic equipment, etc. 註： 資源可用於生產、儲存、運輸、樓宇、電子設備等。		
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in'000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源 (如電、氣或油) 總耗量 (以千個千瓦時計算) 及密度 (如以每產量單位、每項設施計算)。	Environmental Footprint 環境足印 P. 74
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度 (如以每產量單位、每項設施計算)。	Environmental Footprint 環境足印 P. 74
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。	Build Climate Resilient Eco-Operations 氣候抵禦 • 低碳營運 Energy, Air and GHG Emissions 能源、廢氣及溫室氣體排放 P. 57 P. 69
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Build Climate Resilient Eco-Operations 氣候抵禦 • 低碳營運 Water Resource Management 水資源管理 P. 57 P. 70
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products, 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。	Environmental Footprint 環境足印 P. 74



HKEx ESG Reporting Guide Content Index

環境、社會及管治報告索引

Indicator 主要範疇、層面、一般披露及關鍵業績指標	Chapter/Disclosure 章節／聲明	Pages 頁數
<i>Aspect A3: The Environment and Natural Resources</i> 層面A3：環境及天然資源		
General Disclosure 一般披露		
Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Green Building 綠色建築 Emphasis on Eco-Product Design 重視環保產品設計	P. 60 P. 61
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。	Green Building 綠色建築 Emphasis on Eco-Product Design 重視環保產品設計
<i>Aspect A4: Climate Change</i> 層面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. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Risk and Resilience Management 氣候風險和韌性管理	P. 65
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Risk and Resilience Management 氣候風險和韌性管理



HKEx ESG Reporting Guide Content Index

環境、社會及管治報告索引

Indicator	Chapter/Disclosure	Pages
主要範疇、層面、一般披露及關鍵業績指標	章節／聲明	頁數
B. Social B. 社會		
Employment and Labour Practices 僱傭及勞工常規		
<i>Aspect B1: Employment</i> <i>層面B1：僱傭</i>		
General Disclosure 一般披露	Curate a People-Centric Workplace 以人為本 • 協作互聯	P. 43
Information on:		
(a) the policies; and	Significant Laws and Regulations 重點法律法規	P. 78
(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法規的資料。		
KPI B1.1 關鍵績效指標B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型 (如全職或兼職)、年齡組別及地區劃分的僱員總數。	Employee Overview 員工概覽	P. 46
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。	Employee Overview 員工概覽	P. 46



HKEx ESG Reporting Guide Content Index

環境、社會及管治報告索引

Indicator	Chapter/Disclosure	Pages
主要範疇、層面、一般披露及關鍵業績指標	章節／聲明	頁數
<i>Aspect B2: Health and Safety</i>		
<i>層面B2：健康與安全</i>		
General Disclosure 一般披露	Occupational Health and Safety 職業健康與安全	P. 55
Information on:		
(a) the policies; and	Significant Laws and Regulations 重點法律法規	P. 78
(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法規的資料。		
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。	Occupational Health and Safety 職業健康與安全
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Occupational Health and Safety 職業健康與安全
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, 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。	Occupational Health and Safety 職業健康與安全



HKEx ESG Reporting Guide Content Index

環境、社會及管治報告索引

Indicator 主要範疇、層面、一般披露及關鍵業績指標	Chapter/Disclosure 章節／聲明	Pages 頁數
<i>Aspect B3: Development and Training</i> 層面B3：發展及培訓		
General Disclosure 一般披露	Talent Development 人才培育	P. 50
Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。		
Note: Training refers to vocational training. It may include internal and external courses paid by the employer. 註： 培訓指職業培訓，可包括由僱主付費的內外部課程。		
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。	Talent Development 人才培育 P. 50
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。	Talent Development 人才培育 P. 50



HKEx ESG Reporting Guide Content Index

環境、社會及管治報告索引

Indicator 主要範疇、層面、一般披露及關鍵業績指標	Chapter/Disclosure 章節／聲明	Pages 頁數
<i>Aspect B4: Labour Standards</i> 層面B4：勞工準則		
General Disclosure 一般披露	Human Right Protection 人權保護	P. 47
Information on:	Significant Laws and Regulations 重點法律法規	P. 78
(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法規的資料。		
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。	Human Right Protection 人權保護 P. 47
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。	Human Right Protection 人權保護 P. 47



HKEx ESG Reporting Guide Content Index

環境、社會及管治報告索引

Indicator 主要範疇、層面、一般披露及關鍵業績指標	Chapter/Disclosure 章節／聲明	Pages 頁數
Operating Practices 營運慣例		
<i>Aspect B5: Supply Chain Management</i> 層面B5：供應鏈管理		
General Disclosure 一般披露	Responsible Supply Chain Management 負責任供應鏈管理	P. 30
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。		
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。	Responsible Supply Chain Management 負責任供應鏈管理
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, 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。	Responsible Supply Chain Management 負責任供應鏈管理
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。	Responsible Supply Chain Management 負責任供應鏈管理
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。	Responsible Supply Chain Management 負責任供應鏈管理 Green Procurement 綠色採購

HKEx ESG Reporting Guide Content Index

環境、社會及管治報告索引

Indicator 主要範疇、層面、一般披露及關鍵業績指標	Chapter/Disclosure 章節／聲明	Pages 頁數
<i>Aspect B6: Product Responsibility</i> <i>層面B6：產品責任</i>		
General Disclosure 一般披露	Shape an Innovative Future 科技創新 • 引領未來	P. 27
Information on:	Significant Laws and Regulations 重點法律法規	P. 78
(a) the policies; and		
(b) compliance with relevant laws and regulations that have a significant impact on the issuer		
relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.		
有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：		
(a) 政策；及		
(b) 遵守對發行人有重大影響的相關法律法規的資料。		
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Quality Control 質量監控 P. 35
KPI B6.2 關鍵績效指標B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Quality Control 質量監控 P. 35
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Intellectual Property Protection 保護知識產權 P. 42
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Quality Control 質量監控 P. 35
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Customer Privacy 客戶私隱 P. 39



HKEx ESG Reporting Guide Content Index

環境、社會及管治報告索引

Indicator 主要範疇、層面、一般披露及關鍵業績指標	Chapter/Disclosure 章節／聲明	Pages 頁數
<i>Aspect B7: Anti-corruption</i> 層面B7：反貪污		
General Disclosure 一般披露	Anti-corruption, Whistleblowing and Business Ethics 反貪污、舉報及商業道德	P. 40
Information on:		
(a) the policies; and	Significant Laws and Regulations 重點法律法規	P. 78
(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法規的資料。		
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, Whistleblowing and Business Ethics 反貪污、舉報及商業道德
P. 40		
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, 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, Whistleblowing and Business Ethics 反貪污、舉報及商業道德
P. 40		
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, Whistleblowing and Business Ethics 反貪污、舉報及商業道德
P. 40		



HKEx ESG Reporting Guide Content Index

環境、社會及管治報告索引

Indicator	主要範疇、層面、一般披露及關鍵業績指標	Chapter/Disclosure	Pages
		章節／聲明	頁數
Community			
社區			
<i>Aspect B8: Community Investment</i>			
<i>層面B8：社區投資</i>			
General Disclosure		Embrace our Local Community	P. 75
一般披露		擁抱社區 • 同心同行	
	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。		
KPI B8.1	Focus areas of contribution.	Embrace our Local Community	P. 75
關鍵績效指標B8.1	專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、體育)。	擁抱社區 • 同心同行	
KPI B8.2	Resources contributed to the focus area.	Embrace our Local Community	P. 75
關鍵績效指標B8.2	在專注範疇所動用資源 (如金錢或時間)。	擁抱社區 • 同心同行	