



MIGAO GROUP HOLDINGS LIMITED

米高集團控股有限公司

(於開曼群島註冊成立的有限公司)
(incorporated in the Cayman Islands with limited liability)

股份代號 **Stock Code : 9879**

2023/2024

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



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關於米高 About MIGAO

米高集團是中國大型的鉀肥公司之一，擁有採購、加工及製造能力，並銷售各類鉀肥產品，包括氯化鉀、硫酸鉀、硝酸鉀以及複合肥。產品廣泛應用於農業領域，主要用於增加農作物產量並提高品質。於2020年度，我們獲得中國無機鹽工業協會鉀鹽鉀肥分會授予的「中國鉀鹽鉀肥工業功勳企業」稱號。自2016年以來，我們連續被中國化工信息中心和中國化工情報信息協會評選為年度「中國鉀肥企業10強」和「中國化肥企業100強」。

我們在中國的黑龍江省、吉林省、貴州省以及廣東省擁有五個主要的生產設施，其中包括3條氯化鉀造粒線、40條硫酸鉀生產線及3條複合肥生產線。氯化鉀、硫酸鉀及複合肥產品的總估計產能分別為390,000噸、363,000噸及172,000噸。集團提供全產品線氯化鉀、硫酸鉀、硝酸鉀等，並根據客戶各自的需求提供定製化服務，生產配比不同的適用於煙草、辣椒、水果、茶葉、蔬菜等各類作物的專用複合肥。

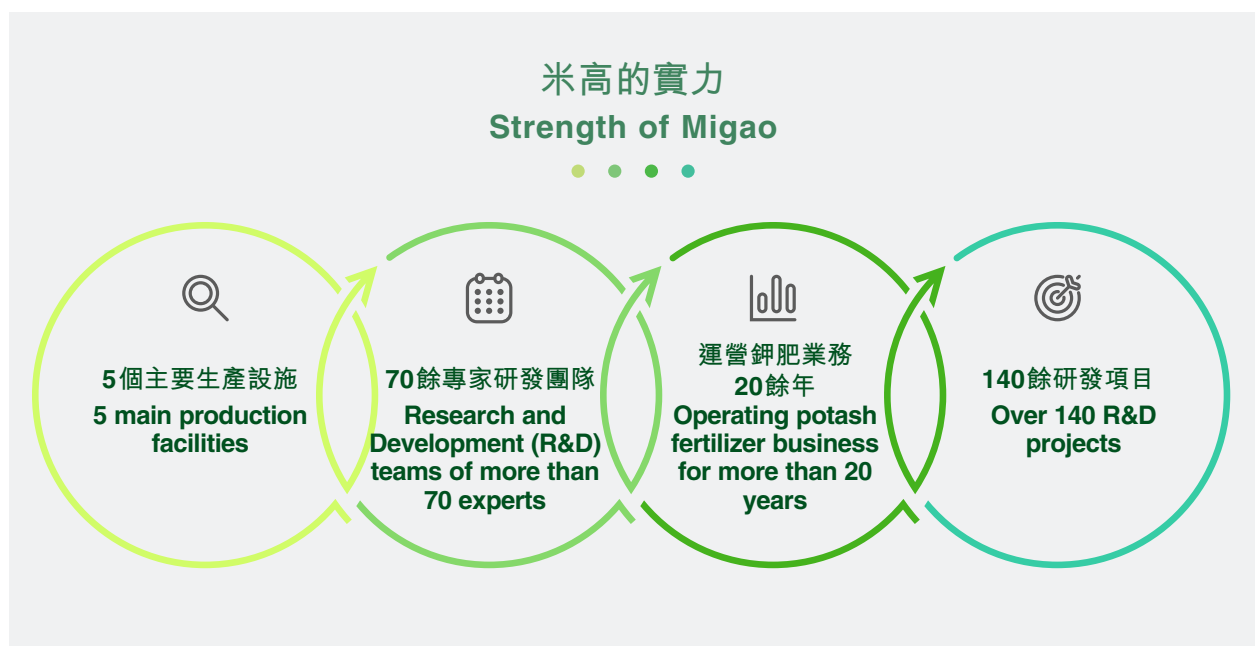
米高集團致力成為世界一流的高品質鉀肥生產企業，為千家萬戶的食物多樣性給予保障，同時為整體種植產業的產出質量保駕護航，為千家萬戶帶來安全可靠的糧食。

The Group is one of the largest potash fertilizer companies in China, with sourcing and procurement, and processing and manufacturing capabilities selling various potash fertilizer products, including potassium chloride ("KCL"), potassium sulphate ("SOP"), potassium nitrate ("NOP") and compound fertilizers. Our products are essential nutrition for improving crop quality and yield. In 2020, we were granted the "Meritorious Enterprise of the Potash Salt and Potash Fertilizer Industry of China" by the potash salt and potash fertilizers branch of the China National Inorganic Salts Industry Association. We have been appraised as the "Top 10 Potash Fertilizers of China" and the "Top 100 Chemical Fertilizer Enterprises of China" of the year consecutively since 2016 by China National Chemical Information Centre and China Chemical Industry Information Association.

We have five key production facilities in Heilongjiang Province, Jilin Province, Guizhou Province and Guangdong Province in the People's Republic of China (the "PRC"), including 3 KCL granulating lines, 40 SOP production lines and 3 compound fertilizer production lines. The total estimated production capacity of KCL, SOP and compound fertilizer products is 390,000 tonnes, 363,000 tonnes and 172,000 tonnes, respectively. The Group provides the whole product line of KCL, SOP, NOP, etc., and provides customized services according to customers' respective needs, with different ratios of special compound fertilizers suitable for tobacco, pepper, fruit, tea, vegetables and other crops.

The Group is committed to becoming a world leading high-quality potash fertilizer producer, providing the diversity of food for thousands of households, escorting the output quality of the whole planting industry and bringing safe and reliable food to thousands of households.

米高的實力 Strength of Migao



企業榮譽 Corporate Honours

報告期內(定義如下)，公司所獲榮譽如下：

During the Reporting Period (as defined below), the honours received by the Company were as follows:



全國產品和服務品質誠信示範企業
中國品質檢驗協會

表彰企業在產品和服務的品質管理中展現出高度的誠信和卓越表現

National Integrity Demonstration Enterprise in Product and Service Quality China Association for Quality Inspection

Recognizing the Company for its high level of integrity and excellence in quality management of products and services



全國化工行業品質領先企業
中國品質檢驗協會

證明企業在化工行業內部品質控制和產品標準方面達到領先地位

National Quality-Leading Enterprise in the Chemical Industry China Association for Quality Inspection

Proving that the Company has reached a leading position in the chemical industry in terms of internal quality control and product standards.



全國品質檢驗信得過產品
中國品質檢驗協會

強調企業生產的產品在多次品質檢驗中均表現出高可靠性和一致性

Trustworthy Products in National Quality Inspection China Association for Quality Inspection

Highlighting the high reliability and consistency of the products produced by the Company in multiple quality inspections



全國品質檢驗穩定合格產品
中國品質檢驗協會

認證企業的產品持續符合國家質量標準和行業規範

Stable and Qualified Products in National Quality Inspection China Association for Quality Inspection

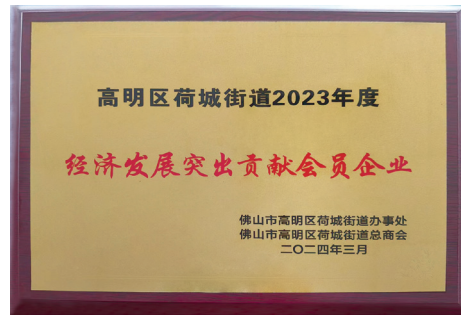
Certifying that the products of the Company has consistently complied with national quality standards and industry norms

關於米高
About MIGAO



經濟突出貢獻企業
中共佛山市高明區委、
佛山市高明區人民政府
表彰企業對地方經濟發展做出的顯著貢獻

Enterprise with Outstanding Contribution to the Economy
Foshan Gaoming District Committee of the Communist Party of China, The People's Government of Foshan Gaoming District
Recognizing the Company for its significant contribution to local economic development



經濟發展突出貢獻會員企業
佛山市高明區荷城街道辦事處、
佛山市高明區荷城街道總商會
證明企業在推動地區經濟發展中扮演重要角色先地位

Member Enterprise with Outstanding Contribution to Economic Development
Hecheng Street Office, Gaoming District, Foshan, The General Chamber of Commerce of Hecheng Street, Gaoming District, Foshan
Proving that the Company has played an important role in promoting regional economic development



高新技術企業
吉林省科學技術廳、吉林省財政廳、國家稅務總局
— 吉林省稅務局
認證企業在技術創新和科技進步方面的領先地位

High-tech Enterprise
Jilin Provincial Department of Science and Technology, Jilin Provincial Department of Finance, Jilin Provincial Tax Service, State Taxation Administration
Certifying the leading position of the Company in technological innovation and scientific and technological progress



貴州省科技型中小企業
貴州省科學技術廳
表彰中小企業在科技創新和技術應用方面的優異表現

Science and Technology-based Small and Medium-sized Enterprise of Guizhou Province
Guizhou Provincial Department of Science and Technology
Recognizing the outstanding performance of small and medium-sized enterprises in technological innovation and technology application

環境
Environmental

全國化工行業品質領先企業等證書表明企業在生產過程中注重環保標準和可持續性措施，有助於減少對環境的負面影響。

Certificates such as National Quality-Leading Enterprise in the Chemical Industry have indicated that the Company pays attention to environmental standards and sustainability measures in its production process, which is conducive to minimise negative impact on the environment.

社會
Social

全國產品和服務品質誠信示範企業突出了企業在社會責任和消費者信任方面的承諾，增強了企業與社區的關係和消費者福祉。

National Integrity Demonstration Enterprise in Product and Service Quality has highlighted the commitment of the Company to social responsibility and consumer trust, and enhanced the relationship between the enterprise and the community and the well-being of consumers.

管治
Governance

經濟突出貢獻企業和高新技術企業等榮譽證明企業在管治結構、透明度及合規性方面的卓越表現，這些都是企業管治的重要組成部分，有助於建立投資者和其他利益相關者的信任。

Honors such as Enterprise with Outstanding Contribution to the Economy and High-tech Enterprise have demonstrated the Company's excellence in governance structure, transparency and compliance, which are important components of corporate governance and help build the trust of investors and other stakeholders.

國際標準化組織 (ISO) 體系認證證書 International Organization for Standardization (ISO) System Certification

米高各工廠已經獲得三項重要的ISO認證，這些ISO認證反映並強調了我們對品質、環境責任和員工福祉的承諾。通過嚴格遵守這些國際標準，我們致力於提升業務運營水平，滿足利益相關方的期望，並履行應有的企業社會責任。我們將持續致力於遵循這些認證要求，不斷改進和優化我們的業務實踐，為我們的利益相關方提供可靠和可持續的價值。

Factories of the Group have received three important ISO certifications which reflect and emphasize our commitment to quality, environmental responsibility and the well-being of employees. By strictly adhering to these international standards, we are committed to improving our business operation, meeting the expectation of stakeholders, and fulfilling due corporate social responsibilities. We will remain committed to complying with these certification requirements, continuously improve and optimize our business practices, and provide reliable and sustainable value to our stakeholders.

《質量管理體系認證證書》

GB/T 19001-2016/ISO 9001:2015



我們致力於為客戶提供高品質的產品和服務。通過實施有效的品質管制實踐，我們努力不斷改進業務運營，提高客戶滿意度。該認證驗證了我們滿足客戶要求的能力，持續提供符合法規標準的產品和服務，並在整個組織中宣導品質文化。

Quality Management System Certification GB/T 19001-2016/ISO 9001:2015

We are committed to providing customers with high-quality products and services. By implementing effective quality control practices, we strive to continuously improve our business operations and enhance customer satisfaction. This certification validates our ability to meet customer requirements, continue to provide products and services that meet regulatory standards, and promote a culture of quality throughout the organization.

《環境管理體系認證證書》

GB/T 24001-2016/ISO 14001:2015



此認證提供了一個管理環境影響、減少資源消耗和降低廢物產生的框架。通過遵守該標準，我們展示了對可持續發展、污染預防以及符合適用環境法規的承諾。該認證突顯了我們在決策過程中融入環境考慮的努力，並積極致力於減少我們的生態足跡。

Environmental Management System Certification GB/T 24001-2016/ISO 14001:2015

This certification provides a framework for managing environmental impact, minimizing resource consumption and reducing waste generation. By complying with this standard, we demonstrate our commitment to sustainability, pollution prevention and compliance with applicable environmental regulations. This certification highlights our efforts to incorporate environmental considerations into our decision-making process and actively work to reduce our ecological footprint.

《職業健康安全管理體系認證證書》
GB/T 45001-2020/ISO 45001:2018



我們為員工和利益相關方提供安全健康的工作環境。它提供了一個系統性的方法來識別和管理組織內的職業健康安全風險。通過實施強大的職業健康安全管理體系，我們優先考慮預防工作相關的傷害、疾病和事故。此認證展示了我們推動安全文化、不斷改善職業健康安全績效並遵守相關法律法規的承諾。

Occupational Health and Safety Management System Certification
GB/T 45001-2020/ISO 45001:2018

We provide a safe and healthy working environment for our employees and stakeholders. It provides a systematic approach to identifying and managing occupational health and safety risks within an organization. We prioritize the prevention of work-related injuries, illnesses and accidents by implementing a strong occupational health and safety management system. This certification demonstrates our commitment to promoting a safety culture, continuously improving occupational health and safety performance, and complying with relevant laws and regulations.

關於本報告

About This Report

報告範圍

米高集團控股有限公司（「本公司」、「我們」或連同其附屬公司統稱「本集團」）於2023年4月1日至2024年3月31日（「報告期」）呈報本環境、社會及管治報告（「ESG」）報告。該報告涵蓋了集團的可持續發展方向、策略及表現，概述本集團實施的策略及總結本年度的表現，以闡述集團所堅持的努力及為利益相關者創造的長遠價值。本環境、社會及管治報告涵蓋全集團，關鍵績效指標披露範圍為我們的主要經營地點，包括廣東米高、大興米高、長春米高、安達米高、寶清米高、同江米高、四川米高、米高世紀成都、香港米高以及新加坡米高。我們的主要業務包括採購、加工及製造，銷售各類鉀肥產品，如氯化鉀、硫酸鉀、硝酸鉀以及複合肥。本報告根據《環境、社會及管治報告指引》編制，包括本集團環境、社會及管治委員會及利益相關者所確定的重大環境、社會及管治報告議題。本年度，本公司重新審視市場環境及自身業務發展，我們重新制定環境目標及全面優化ESG數據系統，以便更有效地分配資源，達至實現企業的可持續發展及履行環境保護的責任。ESG數據請以最新披露為準。

報告標準

本報告根據《香港聯合交易所有限公司證券上市規則》（「上市規則」）附錄C2《環境、社會及管治報告指引》（「環境、社會及管治報告指引」）編制。

Reporting Scope

Migao Group Holdings Limited (the “Company”, “we” or together with its subsidiaries, the “Group”) presents this environmental, social and governance (“ESG”) report for the period from 1 April 2023 to 31 March 2024 (the “Reporting Period”). The report covers the Group’s sustainable development direction, strategies and performance, outlines the strategies implemented by the Group and summarises the performance for the year to illustrate the Group’s sustained efforts and the long-term value created for stakeholders. This ESG report covers the entire Group, with key performance indicators disclosed covering our principal places of operation, including Guangdong Migao, Daxing Migao, Changchun Migao, Anda Migao, Baoqing Migao, Tongjiang Migao, Sichuan Migao, Migao Century (Chengdu), HK Migao and Singapore Migao. Our principal businesses include sourcing and procurement, processing and manufacturing, selling various potash fertilizer products, including KCL, SOP, NOP and compound fertilizers. This report is prepared in accordance with the Environmental, Social and Governance Reporting Guide, including major ESG issues identified by the Group’s ESG Committee and stakeholders. During the year, the Company re-examined the market environment and its own business development, and re-established environmental goals and comprehensively optimized the ESG data system in order to allocate resources more effectively, achieve sustainable development of the enterprise and fulfil the responsibility of environmental protection. For ESG data, please refer to the latest disclosure.

Reporting Standards

This report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) as set out in Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”).



報告原則

報告本著重要性、定量性、平衡性、一致性四項原則，確定了內容的呈現方式，確保報告準確、真實。這些原則闡述如下：

重要性

通過利益相關者重要性評估確定與環境和社會問題有關的重要相關資訊，並在本報告中披露。

定量

在適當的情況下，提供和討論帶有比較資料的定量資訊，以便客觀評估公司的ESG表現。

平衡

本公司的ESG表現以公平及客觀的方式彙報。

一致性

在編制ESG資料時，採用一致的方法，並在適當情況下確保資料和數據可以在日後進行有意義的比較。

報告批准

本報告經管理層確認後，於2024年6月21日獲董事會通過。

Reporting Principles

Based on the four principles of materiality, quantitative, balance and consistency, this report determines the presentation method of the content to ensure that the report is accurate and true. These principles are described below:

Materiality

Identify important information related to environmental and social issues through materiality assessment of all stakeholders, and disclose them in this report.

Quantitative

Where appropriate, provide and discuss quantitative information with comparative data to enable an objective assessment of the Company's ESG performance.

Balance

The ESG performance of the Company is reported in a fair and objective manner.

Consistency

A consistent methodology is used when preparing ESG information and, where appropriate, to ensure that the information and data can be meaningfully compared at a later date.

Approval of the report

This report was approved by the Board on 21 June 2024 after being confirmed by the management.

可持續發展體系

Sustainable Development System

董事會聲明

Statement of the Board

為了加強本集團在ESG方面的表現，並進一步推動可持續發展的實踐，本集團成立ESG委員會。此舉旨在加強對集團ESG事務的監管和管理，從而有效推動ESG策略的實施與執行。本集團董事會將全面負責監督ESG策略、政策和報告的整體方向和質量，確保ESG實踐與集團的長期目標保持一致。我們深知ESG相關風險，特別是氣候變化可能帶來的嚴重影響，因此我們致力於每年進行ESG風險評估，並根據利益相關方的溝通結果來完善我們的ESG政策。

在ESG領域，董事會負責制定整體戰略和政策，確保公司的ESG策略與長期目標相一致，並審查和批准ESG政策、計劃和報告的整體方向和質量。ESG委員會由兩名執行董事劉國才先生和孫平福先生，以及一名高級管理層劉學彬先生組成。他們擁有豐富的行業經驗，並在ESG領域具有深入的了解。在董事會的領導下，ESG委員會將負責審視和評估各項ESG相關事務，確保集團的ESG策略、政策和行動計劃能夠反映利益相關方的期望和需求。通過董事會和ESG委員會之間的密切合作，公司能夠確保ESG管治得到有效實施，並不斷改進和提升公司的ESG表現。這種協作機制有助於確保公司在可持續發展和ESG領域取得長期成功，並滿足利益相關方的期望。本年度，我們已對目標進行了審視並檢查了進展情況，未來將持續按照既定目標進行定期檢查，以確保可持續發展工作的持續改進和增強。

In order to strengthen the Group's ESG performance and to further promote sustainable practices, the Group has established an ESG Committee. This move aims to strengthen the supervision and management of the Group's ESG affairs, thereby effectively promoting the implementation and execution of ESG strategies. The Board of the Group will be fully responsible for overseeing the overall direction and quality of the ESG strategies, policies and reports to ensure that the ESG practices are consistent with the Group's long-term objectives. We are well aware of the risks associated with ESG, in particular the potentially serious impact of climate change, so we are committed to conducting ESG risk assessments every year and improving our ESG policies based on the results of stakeholder communication.

In the area of ESG, the Board is responsible for formulating overall strategies and policies to ensure that the ESG strategies of the Company are aligned with its long-term objectives, and reviewing and approving the overall direction and quality of ESG policies, plans and reports. The ESG Committee consists of two executive Directors, Mr. Liu Guocai and Mr. Sun Pingfu, and one senior management member, Mr. Liu Xuebin, who have extensive industry experience and in-depth understanding of the ESG field. Under the leadership of the Board, the ESG Committee will be responsible for reviewing and evaluating various ESG-related matters to ensure that the Group's ESG strategies, policies and action plans reflect the expectations and needs of stakeholders. Through close co-operation between the Board and the ESG Committee, the Company is able to ensure that ESG governance is effectively implemented and that the Company's ESG performance is continuously improved and enhanced. This collaborative mechanism helps to ensure that the Company will make long-term success in the areas of sustainability and ESG and meet the expectations of its stakeholders. During the year, we have reviewed and checked the progress of our objectives and will continue to conduct regular review according to the established objectives in the future to ensure continuous improvement and enhancement of our sustainability efforts.

ESG 管治架構 ESG Governance Structure

本集團董事會作為ESG事務的最高決策和審核機構，肩負著制定和審批集團ESG管理方針、策略、規劃與目標的重責大任。董事會的職責不僅包括年度工作的規劃和審議，還涵蓋對重大ESG事宜、風險與機遇的評估和優先排序，同時也負責審核和批准年度ESG報告的公開披露。此外，作為ESG管治架構的核心，董事會還需制定針對ESG及氣候變化相關議題的監管制度，並設立及監督ESG風險管理和內部控制系統，其中包括對氣候相關風險的管理。

集團的ESG委員會則是專門負責監管和管理公司的ESG事務的機構。ESG委員會的主要職責是識別與ESG相關的風險和機遇，制定相關的工作目標和措施，並協調組織利益相關方的溝通以及進行重大性分析。此外，ESG委員會還需持續追蹤和審查ESG相關的表現和目標進度，確保所有ESG事務均得到有效管理和實施，並定期向董事會提供報告。

集團內多個部門作為ESG委員會的支援執行層，涵蓋人力資源部、行政部、財務部、安環部等相關人員。這些部門的主要職責是收集和上報有關ESG的內部政策、制度及績效指標，並定期匯報進展，以支持集團ESG策略的有效實施和監控。

As the highest decision-making and review body for ESG matters, the Board of the Group is responsible for formulating and approving the Group's ESG management policies, strategies, plans and objectives. The responsibilities of the Board include not only planning and reviewing annual work, but also assessing and prioritising major ESG issues, risks and opportunities, as well as reviewing and approving the public disclosure of the annual ESG report. In addition, as the core of the ESG governance structure, the Board is also required to develop regulatory systems for ESG and climate change related issues, and establish and supervise ESG risk management and internal control systems, including the management of climate-related risks.

The Group's ESG Committee is the organization specifically responsible for overseeing and managing the ESG matters of the Company. The main responsibilities of the ESG Committee are to identify ESG-related risks and opportunities, formulate relevant work objectives and measures, coordinate and organize the communication with stakeholders and conduct materiality analysis. In addition, the ESG Committee is also required to track and review ESG-related performance and progress against targets on an ongoing basis to ensure that all ESG matters are effectively managed and implemented, and to provide reports to the Board on a regular basis.

A number of departments within the Group serve as the supporting executive level of the ESG Committee, covering relevant personnel such as the Human Resources Department, the Administration Department, the Finance Department and the Safety and Environment Protection Department. The main responsibilities of these departments are to collect and report ESG-related internal policies, systems and performance indicators, and to report progress on a regular basis to support the effective implementation and monitoring of the Group's ESG strategies.

可持續發展體系 Sustainable Development System

董事會 Board

作為集團ESG事務的最高決策和審核機構，董事會負責全面監督和指導集團的ESG策略和實踐

- 制定和審批ESG策略
- 評估重大ESG風險與機會
- 審核年度ESG報告

As the highest decision-making and review body for ESG matters of the Group, the Board is responsible for supervising and guiding the Group's ESG strategies and practices in an all-round way

- Formulating and approving ESG strategies
- Assessing major ESG risks and opportunities
- Reviewing annual ESG report

ESG委員會 ESG Committee

作為專門負責監管和管理公司ESG事務的機構，ESG委員會直接向董事會報告，確保ESG政策的有效實施

- 識別ESG風險和機會
- 制定工作目標和措施
- 定期向董事會提供報告

As an organization specifically responsible for overseeing and managing the ESG matters of the Company, the ESG Committee reports directly to the Board to ensure the effective implementation of ESG policies

- Identifying ESG risks and opportunities
- Formulating work objectives and measures
- Providing reports to the Board on a regular basis

支援執行層 Supporting executive level

涵蓋人力資源部、行政部、財務部、安環部等，這些部門提供日常的ESG執行和監督支持

- 收集和上報ESG相關信息
- 支持ESG策略實施和監控

Covering the Human Resources Department, the Administration Department, the Finance Department and the Safety and Environment Protection Department, which provide daily ESG implementation and supervision support

- Collecting and reporting ESG-related information
- Supporting the implementation and monitoring of ESG strategies

ESG 議題重要性評估

Materiality Assessment of ESG Issues

利益相關者參與

Stakeholder Engagement

為實現長期的成功和可持續發展，對利益相關者的期望、利益和資訊需求進行全面瞭解，並持續與他們保持密切的參與是至關重要的。

因此，這些期望和相關重大 ESG 議題的識別是通過我們的利益相關者參與過程進行的。我們的內部和外部利益相關者包括員工、客戶、投資者和股東、供應商和業務合作夥伴、政府和監管機構、社會團體和公眾以及媒體。我們一直積極與他們接觸，並通過以下多種參與方式向他們提供本集團近期業務發展的最新資訊：

To achieve long-term success and sustainable development, it is crucial to have a thorough understanding of the expectations, interests and information needs of stakeholders and to maintain close and ongoing engagement with them.

Therefore, the identification of these expectations and related material ESG issues is conducted through our stakeholder engagement process. Our internal and external stakeholders include employees, customers, investors and shareholders, suppliers and business partners, government and regulatory agencies, social groups and the public, and the media. We have been actively engaging with them and providing them with the latest information on the Group's recent business developments through the following various engagement methods:

利益相關者 Stakeholders	參與方式 Methods of engagement
員工 Employees	<ul style="list-style-type: none"> 內部電子郵件和出版物 Internal emails and publications 會議和簡報會 Conferences and briefings 培訓 Training 員工活動 Staff activities 企業網站 Corporate websites
客戶 Customers	<ul style="list-style-type: none"> 企業網站 Corporate websites 電子郵件、傳真和連絡人電話 Email, fax and contact phone numbers 會議 Conferences
投資者和股東 Investors and shareholders	<ul style="list-style-type: none"> 企業網站 Corporate websites 股東周年大會 Annual general meeting 年報及中期報告 Annual reports and interim reports 新聞稿及公告 Press releases and announcements 電子郵件、傳真和連絡人電話 Email, fax and contact phone numbers

ESG 議題重要性評估 Materiality Assessment of ESG Issues

利益相關者 Stakeholders	參與方式 Methods of engagement
供應商和業務合作夥伴 Suppliers and business partners	<ul style="list-style-type: none"> • 企業網站 Corporate websites • 電子郵件、傳真和聯絡人電話 Email, fax and contact phone numbers • 會議 Conferences • 實地考察 Site visits
政府和監管機構 Government and regulatory agencies	<ul style="list-style-type: none"> • 企業網站 Corporate websites • 新聞稿及公告 Press releases and announcements • 電子郵件、傳真和聯絡人電話 Email, fax and contact phone numbers • 配合政府及監管機構進行合規檢查 Cooperate with government and regulatory agencies in conducting compliance inspection
社會團體和公眾 Social groups and the public	<ul style="list-style-type: none"> • 企業網站 Corporate websites • 新聞稿及公告 Press releases and announcements • 電子郵件、傳真和聯絡人電話 Email, fax and contact phone numbers
媒體 Media	<ul style="list-style-type: none"> • 企業網站 Corporate websites • 新聞稿及公告 Press releases and announcements • 電子郵件、傳真和聯絡人電話 Email, fax and contact phone numbers

重要性評估 Materiality Assessment

由於利益相關者所關注的議題會因市場及環境的變化而不斷更新，本集團已通過利益相關者參與程式完成重要性評估，以瞭解利益相關者的期望，並制定量身打造的業務策略，以配合市場需求。本集團已採用以下四步程式進行重要性評估：

As the issues of concern to stakeholders are constantly updated in response to changes in the market and environment, the Group has completed materiality assessment through a stakeholder engagement process to understand the expectations of stakeholders and to develop tailor-made business strategies to meet market needs. The Group has adopted the following four-step process to conduct materiality assessment:



根據本次利益相關者參與活動的結果，我們編制了以下由各利益相關者確定的重大ESG議題清單，這些議題由直接影響集團運營的內部和外部利益相關者的議題組成。問卷內容涵蓋「建設綠色環境」、「理想的工作環境」、「營運責任」和「與社會共同發展」四大範疇，合共13項議題。

Based on the results of this stakeholder engagement exercise, we have compiled the following list of material ESG issues identified by stakeholders, which comprise of the issues of internal and external stakeholders that directly affect the Group's operation. The questionnaire covers four major areas of "Building a Green Environment", "Ideal Working Environment", "Operational Responsibility" and "Developing Together with Society", with a total of 13 issues.

根據調查結果，我們確定了多個主要的可持續發展問題，以指導集團未來的可持續發展方向，並在這份ESG報告中進行了重點介紹。

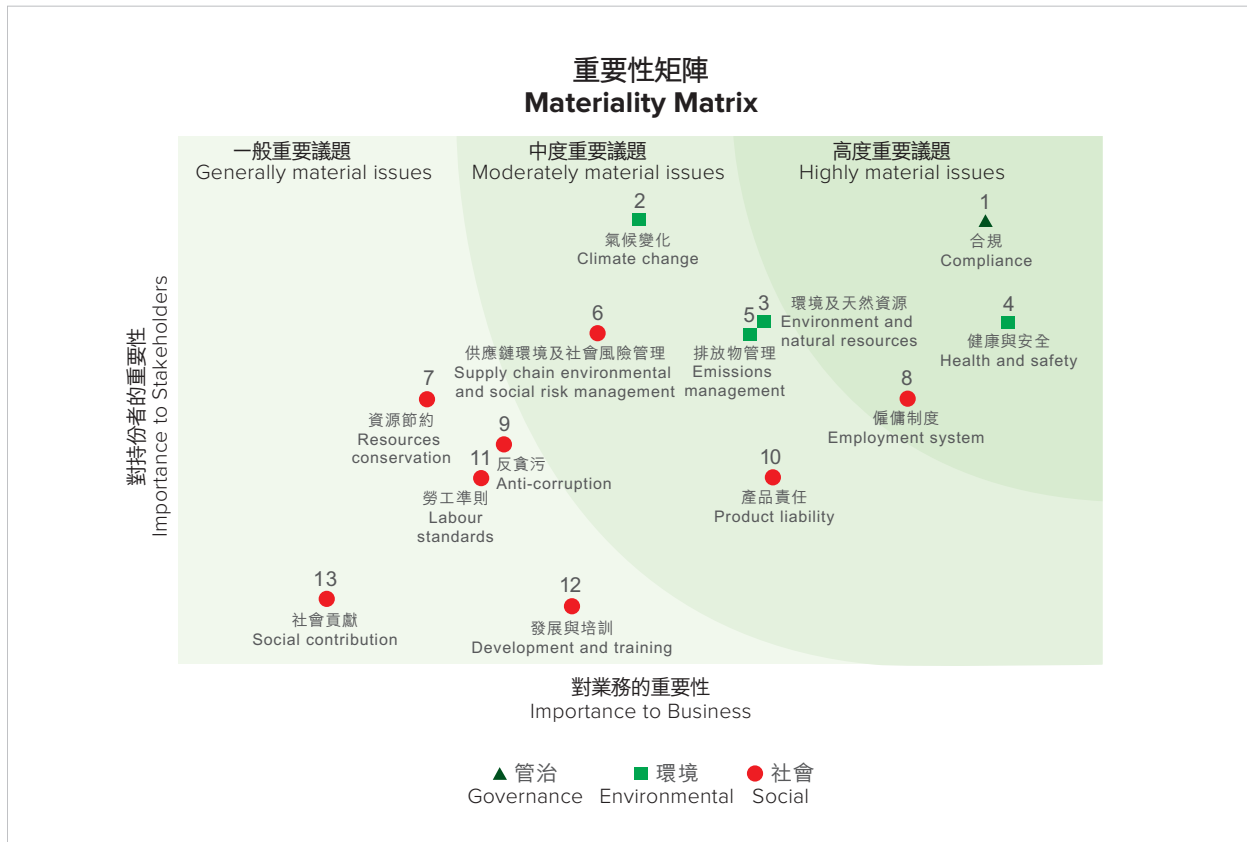
Based on the results of the survey, we have identified a number of key sustainability issues to guide the Group's future sustainable development direction and have highlighted them in this ESG report.

網上調查問卷涉及13個重要ESG議題，每名持份者對所有重要議題進行評分。本集團根據收集的回饋意見對該等ESG議題進行優先排序，以確保評估結果精準客觀。經過分析，本集團對13個重要ESG議題進行優先排序，包括3個高度重要議題、5個中度重要議題及5個一般重要議題。

The online questionnaire covers 13 material ESG issues, with each stakeholder rating all material issues. The Group prioritised these ESG issues based on the feedback collected to ensure that the assessment results are accurate and objective. After analysis, the Group has prioritised the 13 material ESG issues, including 3 highly material issues, 5 moderately material issues and 5 generally material issues.

ESG 議題重要性評估

Materiality Assessment of ESG Issues



為回應利益相關者所表達的關注，本環境、社會及管治報告概述本集團於報告期內與重要環境、社會及管治議題有關的政策、措施及表現。未來，我們將定期檢討相關環境、社會及管治政策，並作出適當的調整，以符合利益相關者的期望。

In response to the concerns expressed by stakeholders, this ESG report summarizes the Group's policies, measures and performance in relation to key ESG issues during the Reporting Period. Going forward, we will regularly review relevant ESG policies and make appropriate adjustments to meet the expectations of stakeholders.

環境

Environmental



環境 Environmental

本集團充分認識到企業社會責任的重要性，一直致力於尋求企業發展與環境保護之間的平衡。我們嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》、《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢物污染防治法》以及《中華人民共和國節約能源法》等相關環境法律法規，不斷努力減少企業運營對環境的負面影響。透過這些措施，我們致力於實現企業的可持續發展，同時積極履行環境保護的責任，貢獻於創建一個更綠色且更可持續的未來。

在報告期間，本集團未曾(i)違反任何關於廢氣及溫室氣體排放、向水體及土地排放污染物、產生有害及無害廢棄物的法律法規；(ii)發生任何可能影響環境和自然資源的重大事故；或(iii)接到任何環境罰款或訴訟通知。

我們持續致力於採取更環保的運營模式，積極探索新方法以實現可持續經營。這包括有效控制企業運營過程中的溫室氣體排放和廢棄物產生，降低能源與水資源的消耗，同時密切關注氣候變化對企業可能造成的風險。透過這些舉措，我們旨在降低對環境的負擔，確保企業能夠長遠且穩定地發展。

本集團屬於鉀肥行業，近年來由於國內市場需求持續增長，集團在能源消耗、水資源利用、廢棄物產生以及溫室氣體排放等方面的表現呈現一定的波動。面對這些挑戰，我們在本年度報告期間，已經設定了一系列的中長期環境管理目標，旨在未來三個財政年度內，實現能源消耗密度、水資源消耗密度、廢棄物產生密度及溫室氣體排放密度的持平，密度為耗量／每人民幣千元收益。本集團承諾將持續對這些關鍵環境指標進行嚴格監控，不斷尋求改進的空間，並且積極推動達成既定的環保目標。此外，我們也計劃進一步制定具體且量化的環境目標，以此來推動集團在環境保護和自然資源珍惜方面的努力，確保可持續發展的路徑符合環境保護的大方向。透過這些措施，本集團會探索更多機會以提升環境表現，並為未來留下更加綠色的企業遺產。

The Group is fully aware of the importance of corporate social responsibility and has been committed to seeking a balance between corporate development and environmental protection. We strictly abide by the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》), Law of the PRC on Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》), Law of the PRC on Prevention and Control of Atmospheric Pollution (《中華人民共和國大氣污染防治法》), Law of the PRC on Prevention and Control of Pollution by Solid Waste (《中華人民共和國固體廢物污染防治法》), Law of the PRC on Energy Conservation (《中華人民共和國節約能源法》) and other relevant environmental laws and regulations, and continuously strive to reduce the negative impact of corporate operation on the environment. Through these measures, we are committed to achieving sustainable development of the Company while actively fulfilling our environmental protection responsibilities and contributing to creating a greener and more sustainable future.

During the Reporting Period, the Group has not (i) violated any laws and regulations on the emission of exhaust and greenhouse gases, discharge of pollutants into water and land, or generation of hazardous and non-hazardous waste; (ii) occurred any major incident that may affect the environment and natural resources; or (iii) received any environmental fines or notices of litigation.

We continue to be committed to adopting a more environmentally friendly operating model and actively explore new methods to achieve sustainable operation, which include effectively controlling greenhouse gas emissions and waste generation during our operation, reducing energy and water consumption, and paying close attention to the risks that climate change may pose to the Company. Through these initiatives, we aim to reduce our burden on the environment and ensure the long-term and stable development of the Company.

The Group belongs to the potash fertilizer industry. In recent years, the Group's performance in energy consumption, water resource utilization, waste generation and greenhouse gas emissions has fluctuated as a result of the continuous growth of domestic market demand. Faced with these challenges, we have set a series of medium and long-term environmental management goals during the current Reporting Period, aiming to achieve parity in energy consumption intensity, water consumption intensity, waste generation intensity and greenhouse gas emissions intensity within the next three fiscal years, with the intensity being consumption/revenue per RMB1,000. The Group is committed to continuing to strictly monitor these key environmental indicators, constantly seek room for improvement, and actively promote the achievement of established environmental protection targets. In addition, we also plan to further formulate specific and quantifiable environmental targets to drive the Group's efforts in environmental protection and natural resource conservation and ensure that the path of sustainable development is in line with the general direction of environmental protection. Through these measures, the Group will explore more opportunities to enhance its environmental performance and leave a greener corporate legacy for the future.

應對氣候變化 Respond to Climate Change

作為一家領先的鉀肥企業，米高集團深刻理解氣候變化的重要性，並在積極應對氣候變化方面發揮著關鍵角色。公司已採取主動應對氣候變化所帶來的挑戰。

為了應對因氣候變化導致的極端天氣事件頻發及其重大影響，米高集團正在迅速制定相應的氣候風險應對策略。董事會負責制定ESG管治架構及策略，領導各部門有效執行ESG政策及管理，進行風險評估和控制，以降低運營中的各項重大風險。我們根據集團的實際情況和戰略目標，識別並評估了與氣候變化相關的風險等級。

氣候變化對全球經濟和企業運營帶來了深刻挑戰，需要全球性的共同努力來應對。米高集團正積極面對這一挑戰，致力於減少碳排放並持續識別和管理可能對企業造成的風險。

展望未來，我們將持續關注氣候變化帶來的風險與機會，致力於不斷改進管理策略和提高資源使用效率。我們的目標是在企業運營過程中減少碳排放，並積極履行應對氣候變化的責任。此外，我們也將密切關注業務運營可能對氣候造成的風險，將其視為重點關注議題，以盡可能減輕我們的業務活動對氣候變化的負面影響。

為了應對氣候變化，我們已對其風險進行了評估，並確定了相應的機會和緩解計劃，以減輕氣候變化的影響。

As a leading potash fertilizer company, the Group deeply understands the importance of climate change and plays a key role in actively addressing climate change. The Company have taken initiatives to address the challenges posed by climate change.

In order to cope with the frequent occurrence of extreme weather events and their significant impacts caused by climate change, the Group is rapidly developing corresponding climate risk response strategies. The Board is responsible for formulating the ESG governance structure and strategies, leading each department to effectively implement ESG policies and management, and conducting risk assessment and control to reduce major risks in our operations. We have identified and assessed the level of risks associated with climate change based on the actual circumstances and strategic objectives of the Group.

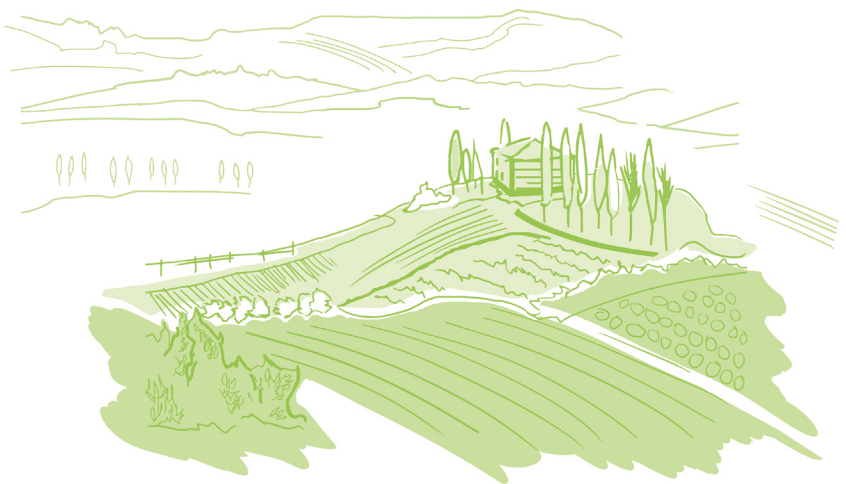
Climate change has posed profound challenges to the global economy and business operations, and requires global concerted efforts to cope with it. The Group is actively facing this challenge and is committed to reducing carbon emissions and continuously identifying and managing risks that may pose to the Company.

Looking ahead, we will continue to focus on the risks and opportunities brought about by climate change and endeavour to continuously improve our management strategies and enhance resource efficiency. We aim to reduce carbon emissions in our business operations and actively fulfil our responsibility to address climate change. In addition, we will also pay close attention to the possible climate risks posed by our business operations and take it as a key issue of concern, with a view to minimizing the negative impact of our business activities on climate change as far as possible.

To cope with climate change, we have assessed its risks and identified corresponding opportunities and mitigation programmes to reduce its impacts.

環境 Environmental

風險 Risks	相關機會 Relevant opportunities	緩解計劃 Mitigation plans
物理風險 (極端天氣事件，如颱風、洪水或極端高溫) Physical risks (extreme weather events such as typhoons, floods or extreme high temperatures)		
<ul style="list-style-type: none"> • 運營地點可能需要暫時關閉 • Places of operation may need to be temporarily closed • 在極端天氣下，工廠根據政府相關部門的指示，在考慮可能導致員工傷亡的情況下停工，導致生產和交貨計劃的中斷。辦公地點突然停電 • In extreme weather conditions, factories, under the instructions from relevant government departments, shut down operations taking into consideration of possible casualties of employees, resulting in disruption of production and delivery plans. Sudden power failure at office premises • 自然災害、事故或其他意外事件可能對物業、製造設施及設備造成損害，這不僅會導致直接的財產損失，還可能影響生產線的運作和公司的營運能力 • Natural disasters, accidents or other unforeseen events may cause damage to properties, manufacturing facilities and equipment, which may not only result in direct property losses, but may also affect the operation of production lines and the operation capabilities of the Company • 供應鏈可能因高速公路、鐵路及水路的強制關閉而中斷 • Supply chains may be disrupted by forced closures of highways, railways and waterways 	<ul style="list-style-type: none"> • 改善產品、基建及設備的耐災性 • Improve disaster resilience of products, infrastructure and equipment • 推動氣候適應性產品的研發，提高產品的抗逆性、適應性和耐受性 • Promote the research and development of climate-adaptive products and improve the resilience, adaptability and tolerance of products 	<ul style="list-style-type: none"> • 基礎設施升級：加固工廠和倉儲，以抵抗極端天氣條件 • Infrastructure upgrades: Reinforce factories and warehouses to withstand extreme weather conditions • 防災系統：建立完善的災害預警和應急響應計劃 • Disaster prevention system: Establish a complete disaster early warning and emergency response plan



風險 Risks	相關機會 Relevant opportunities	緩解計劃 Mitigation plans
轉型風險 Transition risks		
<ul style="list-style-type: none"> • 環保法規加嚴，要求減少生產過程中的碳排放和其他環境影響 • Tightened environmental regulations require the reduction of carbon emissions and other environmental impacts during production • 市場需求轉向更可持續的農業產品需要投資新技術和過程，以減少生產中的能耗和排放 • A shift in market demand towards more sustainable agricultural products requires investment in new technologies and processes to reduce energy consumption and emissions in production 	<ul style="list-style-type: none"> • 利用低碳技術和產品轉型的市場需求 • Leverage market demand for low-carbon technologies and product transformation • 推動可持續農業實踐，如精準施肥 • Promote sustainable agricultural practices, such as precision fertilizer application • 建立綠色品牌形象 • Establish a green brand image 	<ul style="list-style-type: none"> • 技術創新：投資於低碳技術和生產過程的改進 • Technological innovation: Invest in low-carbon technologies and improvement in production processes • 政策遵循：積極適應和預測相關的政策變化 • Policy compliance: Actively adapt to and anticipate relevant policy changes • 合作與倡議：與其他行業合作推動環保標準和實踐 • Collaboration and advocacy: Work with other industries to promote environmental standards and practices

本集團致力把可持續發展管治因素納入於其風險管理系統及程序之中，充分把握這些機會並執行相應的緩解計劃，我們將能夠最大程度地降低風險對公司業務的影響，實現可持續發展和長期成功。我們將持續提升ESG方面的表現，確保在不斷變化的商業環境中提高業務的可持續性。

The Group is committed to incorporating sustainable development governance factors into its risk management systems and procedures. By fully seizing these opportunities and executing corresponding mitigation plans, we will be able to minimize the impact of risks on the Company's business and achieve sustainable development and long-term success. We will continue to improve our ESG performance to ensure improved business sustainability in the ever-changing business environment.

環境與自然資源管理 Environment and Natural Resources Management

在環境保護和自然資源管理方面，本集團採取了一系列具體而深入的重點措施，旨在實現可持續發展的目標。首先，為了確保任何新項目或計劃的實施不會對環境造成不可逆轉的損害，我們制定了全面的環境影響評估程序。這一過程不僅有助於我們識別與項目相關的潛在環境風險，而且還使我們能夠規劃出相應的緩解措施，以有效減少這些風險可能造成的負面影響。

此外，本集團致力於節能減排的實踐，不斷尋求降低能源消耗及減少環境污染的方法。通過投資先進的節能技術和設備，我們優化了生產過程，有效降低了能源使用率。針對氣候變化的挑戰，我們有意識地制定了氣候變化適應戰略。這包括實施一系列措施，如減少碳排放、提升能源效率及推動碳匯管理等，以減輕氣候變化對環境的影響，並提高公司在面對這些變化時的韌性和適應能力。

通過這些精心設計的措施和持續的實踐，我們不僅在環境保護方面取得了顯著進展，也在自然資源的高效管理和可持續利用方面做出了貢獻。未來，我們將繼續推動環境保護和資源管理的創新，與各方利益相關者密切合作，共同追求更高的環境保護標準和可持續發展的長遠目標。

In terms of environmental protection and natural resource management, the Group has adopted a series of specific and in-depth key measures to achieve the goal of sustainable development. First, to ensure that the implementation of any new project or plan will not cause irreversible damage to the environment, we have put in place a comprehensive environmental impact assessment process, which not only helps us identify potential environmental risks associated with the project, but also enables us to plan corresponding mitigation measures to effectively reduce the possible negative impact of these risks.

In addition, the Group is committed to practicing energy conservation and emission reduction, and is constantly seeking ways to reduce energy consumption and environmental pollution. By investing in advanced energy-saving technology and equipment, we have optimized our production processes and effectively reduced energy usage. In response to the challenge of climate change, we have consciously developed a climate change adaptation strategy, which includes implementing a series of measures, such as reducing carbon emissions, improving energy efficiency and promoting carbon sink management, to mitigate the impact of climate change on the environment and improve the Company's resilience and adaptability in the face of such changes.

Through these well-designed measures and ongoing practices, we have not only made significant progress in environmental protection, but also contributed to the efficient management and sustainable utilization of natural resources. In the future, we will continue to promote innovation in environmental protection and resource management, and work closely with all stakeholders in pursuit of higher standards of environmental protection and the long-term goal of sustainable development.

廢氣及廢水排放管理 Management of Exhaust Gas Emissions and Waste Water Discharge

排放物管理

米高集團致力於環境保護，堅持依據國家、地方及企業自設的高標準環保規定進行運作。報告期內，我們並無發生違反相關法律法規並對環境和自然資源產生重大影響的事件，包括大氣和溫室氣體的排放、向水和土地的排放、有害和無害廢物的產生。對於廢水和廢氣的排放，集團不僅符合法定要求，同時也不斷追求技術創新和管理優化，以確保在行業中的環保表現保持領先地位。

在廢水處理方面，米高集團建立了多條污水處理流水線，並在重點排放口安裝了流量和質量監控設備，實現了對污水排放全程的實時監控和管理。公司不僅定期維護和校驗這些設備，還定期邀請第三方檢測機構進行獨立檢測，以公正地評估排放質量。

對於廢氣排放，米高集團採用了先進的脫硫、脫硝和粉塵控制技術，在關鍵生產階段控制污染物的生成和排放。此外，公司積極探索使用可再生能源和替代能源，以減少生產過程中的碳排放。同時，集團也在持續跟蹤國際環保新技術，並評估將這些技術應用於現有設施的可行性，以進一步降低環境影響。

Emissions Management

The Group is committed to environmental protection and insists on operating in accordance with high standards of environmental protection regulations set by the state, local governments and enterprises. During the Reporting Period, we had no incidents that violated relevant laws and regulations and had a significant impact on the environment and natural resources, including emissions of atmospheric and greenhouse gases, emissions to water and land, and the generation of hazardous and non-hazardous wastes. With regard to waste water discharge and exhaust gas emissions, the Group not only complies with legal requirements, but also continuously pursues technological innovation and management optimization to ensure that it maintains a leading position in the industry in terms of environmental protection performance.

In terms of waste water treatment, the Group has established a number of sewage treatment lines and installed flow and quality monitoring equipment at key discharge outlets to realize real-time monitoring and management of the entire process of sewage discharge. The Company not only regularly maintains and calibrates the equipment, but also regularly invites third-party testing agencies to conduct independent testing to impartially evaluate the quality of discharge.

In terms of exhaust gas emissions, the Group has adopted advanced desulfurization, denitrification and dust control technologies to control the generation and emission of pollutants at critical production stages. In addition, the Company has actively explored the use of renewable and alternative energy sources to reduce carbon emissions during the production process. At the same time, the Group is also continuously tracking new international environmental protection technologies and assessing the feasibility of applying these technologies to existing facilities to further reduce environmental impacts.

環境 Environmental

米高集團對於工廠內的環保設施管理也十分嚴格，生產部班長每天需對污水處理站、脫硫設備、鹼洗設備等進行巡檢，並填寫《工藝班長交接記錄》，以確保這些設備的正常運行和效率。對於廠房產生的危險廢棄物，公司已和多家資質完備的第三方廢物處理企業建立了合作關係，這些企業定期來收集廢棄物，確保其按環保規定得到安全處置。

本集團深知車輛燃料消耗及項目相關排放對環境造成的影響，因此已採取一系列有效措施，以嚴格控制及管理這些污染源。為了降低車輛使用所引發的空氣污染，我們積極推動低碳出行政策，鼓勵員工優先選擇公共交通或自行車代替自駕車，並在長途旅行選擇相對環保的火車、長途汽車或輪船作為替代飛機的交通方式。此外，公司在購置車輛時，亦優先考慮新能源或小排量車型，以減少尾氣排放。

除了推行低碳出行外，我們還實施了其他多項措施，包括對公司車輛進行定期維護和檢修，確保車輛的燃料效率最優化，從而有效減少碳排放和廢氣排放。我們堅信，透過這些綜合措施的實施，能夠有效管理並減少車輛使用引起的空氣污染。

展望未來，本集團將持續關注並探索更多新方法，以進一步減少環境污染，積極履行企業社會責任，致力於保護環境，減少對環境的負面影響，並為實現可持續發展目標做出貢獻。

The Group is also very strict in the management of environmental protection facilities in the factory. Shift supervisors of the production department are required to conduct daily inspections of the sewage treatment station, desulphurization equipment, alkaline washing equipment, etc., and fill in the Handover Record of Process Shift Supervisors (《工藝班長交接記錄》), so as to ensure the normal operation and efficiency of such equipment. For hazardous waste generated in factories, the Company has established cooperative relationship with a number of well-qualified third-party waste treatment enterprises which come to collect the waste on a regular basis to ensure that it is disposed of safely in accordance with environmental protection regulations.

The Group is well aware of the impact of vehicle fuel consumption and project-related emissions on the environment, and has therefore adopted a series of effective measures to strictly control and manage these sources of pollution. In order to reduce air pollution caused by vehicle use, we have actively promoted low-carbon travel policies by encouraging employees to give priority to public transportation or bicycles instead of driving their own vehicles, and choose relatively environmentally friendly trains, long-distance buses, or ships as transportation alternatives to airplanes for long-distance travel. In addition, when purchasing vehicles, the Company also gives priority to new energy or small-displacement models to reduce exhaust emissions.

In addition to promoting low-carbon travel, we have also implemented a number of other measures, including regular maintenance and overhaul of the vehicles of the Company to ensure their optimal fuel efficiency, thereby effectively reducing carbon and exhaust gas emissions. We firmly believe that through the implementation of these comprehensive measures, air pollution caused by vehicle use can be effectively managed and reduced.

Looking forward to the future, the Group will continue to focus on and explore more new methods to further reduce environmental pollution, actively fulfil its corporate social responsibilities, dedicate itself to protecting the environment, reduce negative impact on the environment, and contribute to the realization of sustainable development goals.

報告期內，本集團的主要排放物如下：

During the Reporting Period, the Group's major emissions were as follows:

2023/2024	
廢氣排放 Exhaust gas emissions	排放量 (噸) Emissions (tonnes)
氮氧化物(NO _x) Nitrogen oxide (NO _x)	43.28
硫氧化物(SO _x) Sulfur oxide (SO _x)	8.37
顆粒物(PM) Particulate matter (PM)	10.49
揮發性有機化合物(VOCs) Volatile organic compounds (VOCs)	0.03
氨(NH ₃) Ammonia (NH ₃)	0.45
廢水排放 Waste water discharge	排放量 (噸) Discharges (tonnes)
懸浮物(SS) Suspended solids (SS)	0.15
化學需氧量(COD) Chemical oxygen demand (COD)	0.35
氨氮(NH ₃ -N) Ammonia nitrogen (NH ₃ -N)	0.04

環境 Environmental

溫室氣體排放

為響應中國政府爭取在2060年前實現碳中和的宏偉目標，本集團積極響應國家及地方氣候變化相關部門的政策規定，致力於實施一系列有力措施，以有效減少溫室氣體排放。我們有序開展溫室氣體排放數據的收集與報告，並與第三方專業機構合作，確保碳排放數據的準確性與透明性。此外，我們從原材料採購、質量管控、生產運營、能源使用等多方面加強碳排放管理，不斷提升集團的碳管理水平。這些行動不僅助力於推動集團節能減碳的進程，也是集團實現高質量發展的重要支撐。

本集團嚴格遵守國內外環保標準與要求，並在我們的環境報告中詳細記錄和披露溫室氣體排放數據。為了更全面及精確地評估我們對環境的影響，本報告在溫室氣體排放的計算過程中，採納了一套全面的計算方案。此方案包括直接排放（範圍一）和間接排放（範圍二），從而涵蓋完整的排放來源。我們參考國際最佳實踐，不僅在國內外環境政策中採取相應措施，更在全球環保行動中積極扮演角色，展示我們在降低碳排放和推進環保方面的貢獻和進展。通過這些全面而透明的措施，本集團致力於展現我們在全球減碳進程中的積極態度，並不斷提升我們的環保責任和企業形象。

要言之，本集團在碳排放管理和減碳措施上的積極實踐，不僅符合國家的環保要求，更是對全球環保事業的有力支持。我們將繼續強化內部管理，提升碳排放數據的透明度和準確性，並透過持續的技術創新和管理優化，推動企業的綠色、低碳、高質量發展。

Greenhouse Gas Emissions

In response to the Chinese government's ambitious goal of achieving carbon neutrality by 2060, the Group actively responds to the policies and regulations of national and local climate change related authorities, and endeavours to implement a series of vigorous measures to effectively reduce greenhouse gas emissions. We have collected and reported greenhouse gas emissions data in an orderly manner, and cooperated with third-party professional organizations to ensure the accuracy and transparency of carbon emission data. In addition, we have strengthened carbon emission management from various aspects, including raw material procurement, quality control, production and operation, and energy usage to continuously enhance the carbon management level of the Group. These actions not only help promote the Group's progress in energy conservation and carbon reduction, but also serve as an important support for the Group to achieve high-quality development.

The Group has strictly abided by domestic and international environmental protection standards and requirements, and recorded and disclosed greenhouse gas emissions data in detail in our environmental reports. In order to more comprehensively and accurately assess our impact on the environment, we have adopted a comprehensive calculation scheme in this report for the calculation of greenhouse gas emissions. This scheme includes direct emissions (Scope 1) and indirect emissions (Scope 2), thus covering the complete range of emission sources. With reference to international best practices, we have not only adopted corresponding measures in our domestic and foreign environmental policies, but also played an active role in global environmental protection initiatives to demonstrate our contributions and progress in reducing carbon emissions and promoting environmental protection. Through these comprehensive and transparent measures, the Group is committed to demonstrating our positive attitude in the global carbon reduction process and continuously improving our environmental responsibility and corporate image.

In short, the Group's active practice in carbon emission management and carbon reduction measures not only complies with the national environmental protection requirements, but also provides strong support for the global environmental protection undertakings. We will continue to strengthen internal management, improve the transparency and accuracy of carbon emission data, and promote the green, low-carbon and high-quality development of the enterprise through continuous technological innovation and management optimization.

報告期內，本集團的主要溫室氣體排放如下： During the Reporting Period, the Group's major greenhouse gas emissions were as follows:

		2023/2024
溫室氣體排放 ¹ Greenhouse gas emissions ¹	排放量 (噸二氧化碳當量) Emissions (tonnes CO ₂ equivalent)	排放量密度 (噸二氧化碳當量／每人民幣千元收益) Emissions intensity (tonnes CO ₂ equivalent/revenue per RMB1,000)
直接溫室氣體排放 (範圍1) Direct greenhouse gas emissions (Scope 1)	30,349.02	0.110
間接溫室氣體排放 (範圍2) Indirect greenhouse gas emissions (Scope 2)	11,637.01	0.042
總排放量 (範圍1及2) Total emissions (Scope 1 and Scope 2)	41,986.03	0.152

¹ 我們參考聯交所「如何編備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引」計算本集團的溫室氣體排放。
 範圍1涵蓋由公司擁有或控制的業務直接產生的溫室氣體排放。
 範圍2涵蓋來自公司內部消耗(購回來的或取得的)電力、熱能、冷凍及蒸氣所引致的「間接能源」溫室氣體排放。
 We calculate the Group's greenhouse gas emissions with reference to How to Prepare an ESG Report- Appendix II: Reporting Guidance on Environmental KPIs issued by the Stock Exchange.
 Scope 1 covers greenhouse gas emissions directly generated by operations owned or controlled by the Company.
 Scope 2 covers "indirect energy" greenhouse gas emissions caused by the internal consumption (purchased or acquired) of electricity, heat, refrigeration and steam of the Company.

環境 Environmental

廢棄物管理與處置

米高集團針對危險化學品及環境保護管理，制定了一系列詳盡的管理程序與規範，其中包括《危險化學品管理程序》、《環境保護管理規定》、《環保管理制度》及《環境保護管理制度匯編》等。這些文件全面規範了從危險廢棄物的識別、儲存、處置到排放的整個過程。安全環保部門（安環部）依據這些管理程序和相關合規要求，在政府的環保平台上進行危險廢棄物的詳細登記，並確保所有操作嚴格遵循最新的環保法規和標準。此外，安環部每年安排專業的第三方機構對廢氣和污水進行定期檢測，且編制《年度環境檢測報告》，以持續監測環境影響，確保達到甚至超越國家的法定排放標準。

在廢棄物管理與處置方面，米高集團採取了一系列前瞻性措施，包括嚴格實施廢物減量政策，推廣垃圾分類回收，以及積極減少一次性用品的使用，進而減少廢棄物的產生。公司會定期監察所有廢棄物的處理情況，以避免可能的環境污染。

對於無害廢棄物，如紙張、生活垃圾及塑膠等，集團致力於通過有效的回收和垃圾分類措施，減少這些廢棄物的產出。我們鼓勵員工積極參與廢棄物分類活動，確保可回收物資得到適當的再利用。對於生活垃圾和廚餘，我們採用環保的處理方式，以最小化對環境的負面影響。

Waste Management and Disposal

The Group has formulated a series of detailed management procedures and specifications for hazardous chemicals and environmental protection management, including Hazardous Chemicals Management Procedures (《危險化學品管理程序》), Regulations on Environmental Protection Management (《環境保護管理規定》), Environmental Protection Management System (《環保管理制度》) and Compilation of Environmental Protection Management System (《環境保護管理制度匯編》). These documents comprehensively regulate the entire process from the identification, storage, disposal to discharge of hazardous waste. In accordance with these management procedures and related compliance requirements, the Safety and Environmental Protection Department conducts detailed registration of hazardous waste on the government's environmental protection platform, and ensures that all operations strictly comply with the latest environmental regulations and standards. In addition, the Safety and Environmental Protection Department arranges professional third-party organizations to conduct regular testing of exhaust gas and sewage every year, and compiles an Annual Environmental Inspection Report (《年度環境檢測報告》) to continuously monitor the environmental impacts and ensure to meet or even exceed national statutory emission standards.

In terms of waste management and disposal, the Group has taken a series of forward-looking measures, including strictly implementing waste reduction policies, promoting waste classification and recycling, and actively reducing the use of disposable items, thereby reducing the generation of waste. The Company regularly monitors the disposal of all waste to avoid possible environmental pollution.

For non-hazardous waste, such as paper, household waste and plastics, the Group is committed to reducing the generation of such waste through effective recycling and waste classification measures. We encourage employees to actively get involved in waste classification activities to ensure that recyclable materials are properly reused. For household waste and food waste, we adopt environmentally friendly disposal methods to minimize their negative impact on the environment.

針對有害廢棄物，如廢機械、潤滑油、墨盒及碳粉匣等，雖然這些物資數量較少，但我們已與供貨單位建立了穩固的回收合作關係，確保這些危險廢棄物能夠得到安全與環保的處理。我們將持續與供應商合作，改進廢棄物的收集與監測方法，以確保我們的廢棄物管理策略符合國家環保法規，並不斷提升環境績效。

For hazardous waste, such as waste machinery, lubricants, ink cartridges and toner cartridges, in spite of the small number of these materials, we have established a solid recycling partnership with our suppliers to ensure that such hazardous waste can be disposed in a safe and environmentally-friendly manner. We will continue to work with our suppliers to improve our waste collection and monitoring methods to ensure that our waste management strategies comply with national environmental regulations and continuously improve environmental performance.

透過這一系列綜合性措施，米高集團不僅有效加強了對危險與非危險廢棄物的管理，也大力推動了資源的循環利用及環境保護的實際成效，展現出企業對環境責任的積極態度與承擔。這些努力將有助於公司在未來達成更高的環保標準，並為環境保護及資源迴圈利用的目標貢獻力量。

Through the series of comprehensive measures, the Group has not only effectively strengthened the management of hazardous and non-hazardous waste, but also vigorously promoted the recycling of resources and the actual results of environmental protection, demonstrating the Company's positive attitude towards and commitment to environmental responsibility. These efforts will help the Company achieve higher environmental standards in the future and contribute to the goals of environmental protection and resource recycling.

報告期內，本集團的主要廢棄物如下：

During the Reporting Period, the Group's major wastes were as follows:

2023/2024		
廢棄物排放 Waste emissions	排放量 (噸) Emissions (tonnes)	排放量密度 (噸 / 每人民幣十萬元收益) Emissions intensity (tonnes/revenue per RMB100,000)
無害廢棄物 Non-hazardous waste	247.07	0.089
有害廢棄物 ² Hazardous waste ²	3.52	0.001

² 有害廢棄物包括廢機械或潤滑油、墨盒、碳粉匣等。
Hazardous waste includes waste machinery or lubricants, ink cartridges, toner cartridges, etc.

資源管理 Resources Management

能源使用

本集團在提升能源效率並響應國家環保法規的過程中，實施了一系列精細化的能源管理策略。為了進一步降低能源消耗與減少環境影響，我們不僅採取了智能化措施，如在辦公區無人時自動關閉該區域的照明和部分空調設備，還實行了使用生物燃料的策略來替代傳統燃料。

在具體實施方面，本集團已成功將部分運輸和生產設備的能源來源轉換為生物燃料，這種燃料來自可再生資源，能夠顯著減少碳排放。

此外，我們改變了電腦及其他辦公設備的設置，使其在無操作時自動進入休眠或待命狀態，並確保非工作時間內完全關閉，以達到節能目的。對於空調系統，我們不僅更換了低效的舊系統，還引入了高能效的空調設備，並將運行溫度設定在攝氏24至26度之間，同時定期進行系統的清潔和維護，保證空調系統的高效運行。

在設備選購方面，集團優先選用高能效標籤的電器，如節能雪櫃等，以最大化能源利用效益。本集團還定期記錄和分析能源使用數據，及時調整能源管理策略。同時，我們不斷檢視和更新環境保護政策，確保政策與當前法規及市場條件相符，有效地推動集團的環保行動。此外，本集團將企業戰略與每位員工的行動緊密結合，激勵和支持每位員工積極參與節能工作，並共同實現我們對環保的承諾。集團還根據部門之間的資源和技術優勢，協調合作開展多項資源綜合利用項目，並針對先進技術進行專項對標，通過技術創新持續提升資源利用效率，降低能源消耗。透過這些措施，本集團不僅提升了能源利用效率，同時也實現了良好的經濟、社會及環境效益。

Use of Energy

The Group has implemented a series of refined energy management strategies in the process of enhancing energy efficiency and responding to national environmental regulations. To further reduce energy consumption and minimize environmental impact, we have not only adopted intelligent measures, such as automatically switching off the lighting and part of the air-conditioning equipment in an office area when no one is around, but also implemented a strategy of using biofuels to replace conventional fuels.

In terms of specific implementation, the Group has successfully converted the energy sources of some transportation and production equipment to biofuels which are derived from renewable resources and can significantly reduce carbon emissions.

In addition, we have changed the settings of computers and other office equipment so that they automatically go to sleep or standby mode when not in operation, and ensure that they are completely switched off during non-working hours to achieve energy conservation. For the air-conditioning system, we have not only replaced the inefficient old system, but also introduced high energy-efficient air-conditioning equipment and set the operating temperature between 24 and 26 degrees Celsius. At the same time, we perform regular system cleaning and maintenance to ensure the efficient operation of the air-conditioning system.

In terms of equipment purchase, the Group gives priority to electrical appliances with high energy-efficiency labels, such as energy-saving refrigerators, to maximize energy utilization efficiency. The Group also records and analyses energy usage data on a regular basis to adjust energy management strategies in a timely manner. At the same time, we constantly review and update our environmental protection policies to ensure that the policies are consistent with current regulations and market conditions, and effectively promote the environmental protection actions of the Group. In addition, the Group closely integrates its strategies with the actions of each employee, motivating and supporting each employee to actively participate in energy conservation and jointly realize our commitment to environmental protection. The Group also coordinates and cooperates to carry out a number of integrated resource utilization projects based on the resource and technological advantages of its departments, and conducts special benchmarking against advanced technologies to continuously enhance resource utilization efficiency and reduce energy consumption through technological innovation. Through these measures, the Group has not only improved its energy utilization efficiency, but also achieved good economic, social and environmental benefits.

報告期內，本集團的能源消耗如下：

During the Reporting Period, the Group's energy consumption was as follows:

			2023/2024
能源類別 Energy category	能源消耗量 Energy consumption	能源消耗量 – 以千瓦時計算(kWh) Energy consumption- Calculated in kWh (kWh)	能源消耗密度 (千瓦時/每人民幣千元收益) Energy consumption intensity (kWh/revenue per RMB1,000)
直接能源 Direct energy			
柴油(公升) Diesel (liters)	129,828.98	1,389,591.18	5.03
汽油(公升) Gasoline (liters)	30,401.76	294,634.58	1.07
天然氣(立方米) Natural gas (m ³)	11,778,778.37	131,182,080.42	474.96
煤(噸) Coal (tonnes)	277.00	1,919,333.00	6.95
液化石油氣(噸) Liquefied petroleum gas (tonnes)	1,704.47	23,363,956.12	84.59
生物燃料(噸) Biofuels (tonnes)	1,591.45	6,504,172.94	23.55
直接能源總耗量 Total direct energy consumption		164,653,768.23	596.15
間接能源 Indirect energy			
電力(千瓦時) Electricity (kWh)	20,405,995.85	20,405,995.85	73.88
間接能源總耗量 Total indirect energy consumption		20,405,995.85	73.88

環境 Environmental

水資源使用

為了進一步提升水資源管理效率並實現綠色節約型企業的目標，本集團負責制定並推行集團的年度節水目標和策略。此外，我們對相關人員進行節水意識和技能培訓，並組織相關的公開活動和監督檢查，以確保節水措施得以有效實施。

本集團積極推廣節水教育活動，通過多渠道宣傳提高員工及社會公眾的節水意識。我們不斷在技術創新方面努力，尋求新的節水技術和方法，以提高水資源的循環利用率，並嘗試在生產過程中減少對水資源的消耗，以緩解水資源短缺的壓力為目標。為此，我們實施了嚴格的水龍頭和相關設施的維護計劃，確保能及時發現並修復任何漏水或滴水問題，所有維修工作均由專業的維修人員負責，以確保水資源的高效利用。

此外，為了進一步加強員工對水資源重要性的認識，本集團在辦公及生產區域的洗手間等關鍵位置設置了顯眼的節水提醒標識。我們還定期開展全面的節水意識培訓，通過教育和實踐活動，強化節約用水的企業文化，培養每位員工節水的自覺行為。通過這些綜合措施，本集團不僅有效提升了水資源的利用效率，也在社會上樹立了負責任和環保意識強的企業形象。

Use of Water Resources

In order to further enhance the efficiency of water resources management and achieve the goal of becoming a green and conservation-oriented enterprise, the Group is responsible for formulating and implementing its annual water conservation goals and strategies. In addition, we provide training on water conservation awareness and skills to relevant personnel and organize relevant public relations activities and supervision inspections to ensure the effective implementation of water conservation measures.

The Group actively promotes water conservation education activities and raises the awareness of employees and the public in this regard through multi-channel publicity. We continue to strive for technological innovation and seek for new water-saving technologies and methods to improve the recycling rate of water resources, and attempt to reduce the consumption of water resources during the production process, with the goal of alleviating the pressure of water shortages. To this end, we have implemented a strict maintenance plan for faucets and related facilities to ensure that any leakage or dripping problems can be identified and resolved in a timely manner. All repairs are conducted by professional personnel to ensure efficient use of water resources.

In addition, to further enhance employees' awareness of the importance of water resources, the Group has set up conspicuous water-saving reminders at key locations such as restrooms in office and production areas. We also regularly conduct comprehensive training on water conservation awareness to strengthen the corporate culture of water conservation through education and practical activities, and to cultivate each employee's conscious behaviour in water conservation. Through these comprehensive measures, the Group has not only effectively improved the efficiency of water resource utilization, but also established a responsible and environmentally conscious corporate image in society.

我們的自來水來自合格的供應商，在獲取適用水源上沒有任何問題。報告期內，本集團的水消耗量如下：

Our tap water is sourced from qualified suppliers and we have no problems in obtaining suitable water sources. During the Reporting Period, the Group's water consumption was as follows:

2023/2024		
	總耗水量 (噸) Total water consumption (tonnes)	總耗水量密度 (噸 / 每人民幣千元收益) Intensity of total water consumption (tonnes/revenue per RMB1,000)
用水量 Water consumption	277,233.70	1.00

包裝材料

本集團堅持實施減少環境破壞的企業策略，致力於減少過度生產和採購，避免資源浪費和減輕對環境的負擔。在選擇包裝材料的過程中，我們特別注重材料對人類健康和環境的影響，優先選擇那些無毒、無害、易於降解或可回收再利用的包裝材料。此舉旨在提升包裝材料的環保性和可持續性，並使產品包裝更環境友好。

Packaging Materials

The Group adheres to the corporate strategy of reducing damage to the environment and endeavours to minimise excessive production and procurement to avoid wastage of resources and reduce the burden on the environment. In the process of selecting packaging materials, we pay special attention to the impact of materials on human health and the environment, and give priority to packaging materials that are non-toxic, harmless, easily degradable or recyclable, which aims to enhance the environmental friendliness and sustainability of packaging materials and make product packaging more environmentally friendly.

為了確保包裝材料的合理使用並避免過度包裝，本集團不斷完善和優化包裝材料的管理策略。我們制定了一套詳細的包裝材料使用和回收流程，並定期對包裝材料的總用量進行記錄和公開，以增強透明度和責任感。這些措施有助於提高包裝材料的循環利用率，同時減少對環境的負面影響。

To ensure the rational use of packaging materials and avoid over-packaging, the Group has continuously improved and optimized its management strategies of packaging materials. We have developed a detailed process for the use and recycling of packaging materials, and regularly record and disclose the total consumption of packaging materials to enhance transparency and responsibility. These measures are conducive to increasing the recycling rate of packaging materials while reducing negative impact on the environment.

此外，本集團積極推進包裝材料的管理和使用的規範化。通過實施嚴格的管理措施和標準，我們控制包裝材料的使用量，確保每一份材料都被合理且節約地使用。我們也在不斷探索新的包裝技術和材料，以進一步提升包裝的環保性能和效率。

Besides, the Group has actively promoted the standardization of management and use of packaging materials. By implementing strict management measures and standards, we control the usage of packaging materials and ensure that each and every one of them is used in a reasonable and economical manner. We are also constantly exploring new packaging technologies and materials to further improve the environmental performance and efficiency of packaging.

環境 Environmental



本集團致力於透過持續改進包裝材料的選擇和管理，實現產品包裝的綠色化和節能減排目標。通過這些策略和措施，我們不僅能夠有效減少對環境的影響，還能在業界中樹立負責任和可持續發展的典範。

The Group is committed to achieving the goals of green product packaging as well as energy conservation and emission reduction through continuous improvement in the selection and management of packaging materials. Through these strategies and measures, we can not only effectively reduce our impact on the environment, but also set an example of responsible and sustainable development in the industry.

報告期內，本集團的包裝材料消耗量如下：

During the Reporting Period, the Group's packaging materials consumption was as follows:

	2023/2024	
	消耗量 (噸) Consumption (tonnes)	消耗量密度 (噸 / 每人民幣十萬元收益) Consumption intensity (tonnes/revenue per RMB100,000)
塑膠 Plastics	94.44	0.034
膠帶 Adhesive tapes	0.12	0.0004
聚酯線 Polyester threads	2.10	0.001
編織袋 Woven bags	64,182.99	23.238

社會

Social



社會 Social

米高集團深知可持續發展不僅關乎環境，也涵蓋了社會層面。公司堅信自身在所處社區和整個社會中承擔著積極的責任。米高集團已經採取了多項舉措，致力於促進社會福祉，關注員工福利，並積極與利益相關方展開合作。通過重視社會可持續性，米高集團努力營造積極包容的工作環境，通過社會專案支援當地社區，並堅持道德經營原則。這些努力旨在為社會進步做出貢獻，將公司的發展與員工、利益相關方以及整個社會的福祉和發展緊密相連。

The Group is well aware that sustainable development encompasses not only environmental aspects, but also social dimensions. The Company believes in its active responsibility in the communities in which it operates and society at large. The Group has taken a number of initiatives to promote social well-being, pay attention to employee welfare, and actively cooperate with stakeholders. By focusing on social sustainability, the Group strives to create a positive and inclusive working environment, support local communities through social projects, and adhere to ethical business principles. These efforts aim to contribute to social progress, and closely link the development of the Company with the well-being and development of its employees, stakeholders and society as a whole.

健康與安全 Health and Safety

職業健康與安全

米高集團重視員工工作環境的健康與安全。我們致力於創建一個重視每位員工福祉和安全的工作環境。為了履行這一承諾，我們嚴格遵守職業健康和安全的標準，及所有適用的法律和法規，包括《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》、《中華人民共和國消防法》、《中華人民共和國社會保險法》等。

本集團建立了一系列職業健康與安全的制度和指引，定期進行風險評估，並採取積極的措施來識別和減輕工作場所潛在的危險。我們在整個組織中宣導安全文化，鼓勵開放溝通、報告事故和近距離事故，並協作的方式來解決任何安全問題。

我們的目標是通過定期監測、評估和員工反饋，持續改善職業健康和安全的表現。米高集團堅信一個健康和安全的工作環境不僅保護員工的福祉，還有利於提高員工生產力和整體滿意度。我們致力於營造一個讓每個人感到重視、受保護，並能夠安全有效履行職責的工作場所。

Occupational Health and Safety

The Group attaches great importance to a healthy and safe working environment for our employees. We are committed to creating a working environment that values the well-being and safety of every employee. In order to fulfill this commitment, we strictly comply with occupational health and safety standards and all applicable laws and regulations, including the Production Safety Law of the PRC (《中華人民共和國安全生產法》), Law on the Prevention and Treatment of Occupational Diseases of the PRC (《中華人民共和國職業病防治法》), Fire Protection Law of the PRC (《中華人民共和國消防法》), Social Insurance Law of the PRC (《中華人民共和國社會保險法》), etc.

The Group has established a series of occupational health and safety systems and guidelines, conducted regular risk assessment, and taken proactive measures to identify and mitigate potential hazards in the workplace. We promote a safety culture throughout the organization that encourage open communication, incidents reporting and close-in incidents, and a collaborative approach to resolving any safety issues.

It's our goal to continuously improve our occupational health and safety performance through regular monitoring, evaluation and employee's feedback. The Group firmly believes that a healthy and safe working environment not only protects the well-being of employees, but also helps improve the productivity and overall satisfaction of employees. We are committed to creating a workplace where everyone feels valued, protected and able to perform their duties safely and effectively.

職業健康與安全制度和指引
Occupational health and safety systems and guidelines

廣東米高
Guangdong Migao

《風險和機遇措施管理程式》
Risk and Opportunity Measures Management Procedures (《風險和機遇措施管理程式》)
《合規義務管理程式》
Compliance Obligation Management Procedures (《合規義務管理程式》)
《相關方環境職業健康安全影響控制程式》
Environmental and Occupational Health and Safety Impact Control Procedures of Stakeholders (《相關方環境職業健康安全影響控制程式》)
《職業健康安全運行控制程式》
Occupational Health and Safety Operation Control Procedures (《職業健康安全運行控制程式》)
《目標及實現方案管理程式》
Target and Achievement Programme Management Procedures (《目標及實現方案管理程式》)
《危險源辨識與風險評估管理程式》
Hazard Source Identification and Risk Assessment Management Procedures (《危險源辨識與風險評估管理程式》)
《消防安全管理程式》
Fire Safety Management Procedures (《消防安全管理程式》)
《環境與職業健康安全不符合控制程式》
Environmental and Occupational Health and Safety Non-conformity Control Procedures (《環境與職業健康安全不符合控制程式》)
《安全風險研判和承諾管理規定》
Regulations on the Management of Safety Risk Analysis and Commitment (《安全風險研判和承諾管理規定》)
《安全風險隱患排查治理制度》
Safety Risks and Hidden Hazards Investigation and Management System (《安全風險隱患排查治理制度》)

長春米高
Changchun Migao

《職業衛生管理制度》
Occupational Health Management System (《職業衛生管理制度》)
《安全生產管理制度》
Production Safety Management System (《安全生產管理制度》)
《事故(事件)報告、調查及處理常式》
Accident (Incident) Reporting, Investigation and Handling Procedures (《事故(事件)報告、調查及處理常式》)
《安全風險研判和承諾管理規定》
Regulations on the Management of Safety Risk Analysis and Commitment (《安全風險研判和承諾管理規定》)
《安全風險隱患排查治理制度》
Safety Risks and Hidden Hazards Investigation and Management System (《安全風險隱患排查治理制度》)

職業健康與安全制度和指引
Occupational health and safety systems and guidelines

四川米高
寶清米高
大興米高
Sichuan Migao
Baoqing Migao
Daxing Migao

《安全生產管理制度》
Production Safety Management System (《安全生產管理制度》)
《安全生產操作規程》
Operating Procedures for Production Safety (《安全生產操作規程》)
《勞動防護用品和保健品管理制度》
Management System for Labour Protection Supplies and Health Products (《勞動防護用品和保健品管理制度》)
《應急救援管理制度》
Emergency Rescue Management System (《應急救援管理制度》)
《安全風險研判和承諾管理規定》
Regulations on the Management of Safety Risk Analysis and Commitment (《安全風險研判和承諾管理規定》)
《安全風險隱患排查治理制度》
Safety Risks and Hidden Hazards Investigation and Management System (《安全風險隱患排查治理制度》)

安達米高
Anda Migao

《職業衛生管理規定》
Regulations on Occupational Health Management (《職業衛生管理規定》)
《安全風險隱患排查治理制度》
Safety Risks and Hidden Hazards Investigation and Management System (《安全風險隱患排查治理制度》)
《安全風險研判和承諾管理規定》
Regulations on the Management of Safety Risk Analysis and Commitment (《安全風險研判和承諾管理規定》)
《勞動防護用品發放制度》
Labour Protection Supplies Distribution System (《勞動防護用品發放制度》)
《消防安全管理規定》
Regulations on Fire Safety Management (《消防安全管理規定》)
《安全風險研判和承諾管理規定》
Regulations on the Management of Safety Risk Analysis and Commitment (《安全風險研判和承諾管理規定》)
《安全風險隱患排查治理制度》
Safety Risks and Hidden Hazards Investigation and Management System (《安全風險隱患排查治理制度》)

生產安全管理體系

集團致力於建立高標準的生產安全體系，確保員工健康與安全。每位新入職員工都需要接受三級安全教育培訓，並需要通過考核才能正式入職。同時，安環部每年亦組織定期的安全教育培訓，每季度安環部會對所有產線員工進行安全教育。此外，生產部定期會進行產前早會，強調安全生產的重要性。

為了預防和消除職業危害，保護員工的身體健康及相關權益，本集團嚴格遵守相關法律法規，並制定了一系列管理措施。這些措施包括根據工作環境的具體情況（如空氣中的含氧量、毒性物質的種類和濃度等）以及國家相關技術標準，為產線員工提供必要的個人防護裝備，例如防護鞋、防護手套和防毒面具等。

此外，本集團的安全環保部門與生產部門密切合作，每日進行生產安全檢查，以確保所有設備和安全裝置處於良好工作狀態。對於發現的任何安全隱患，我們會及時組織力量進行處理並做好記錄。對於無法立即解決的問題，我們將向上級報告並採取有效的預防措施。透過這些措施，本集團致力於為員工創建一個安全、健康的工作環境。

定期檢測

為了確保生產過程中的安全性，本集團定期進行預防性安全檢查，特別是在防火、防爆、防破壞與防盜監控方面，以保障生產設施的安全。這包括對安全設施進行定期的檢修和維護，以確保其功能有效。

此外，我們嚴格遵循設備管理的規範，按照行業及國家法規要求，定期對設備的安全配件、防雷設施、靜電接地、消防設備及重大危險源的監測裝置進行校驗和維護。所有的監測和檢測報告都會被妥善存檔以供未來參考。

Production Safety Management System

The Group is committed to establishing a high-standard production safety system to ensure the health and safety of employees. Every new employee is required to undergo three levels of safety education and training and pass an assessment before they can be officially employed. At the same time, the Safety and Environmental Protection Department also organizes regular safety education training every year, and conducts quarterly safety education for all production line employees. In addition, the Production Department holds regular pre-production morning meetings to emphasize the importance of production safety.

To prevent and eliminate occupational hazards and protect the health and related rights and interests of employees, the Group strictly abides by relevant laws and regulations and has put in place a series of management measures, including providing production line employees with necessary personal protective equipment, such as protective shoes, protective gloves and gas masks, etc. based on the specific conditions of the working environment (such as oxygen content in the air, types and concentration of toxic substances, etc.) and relevant national technical standards.

In addition, the Group's Safety and Environmental Protection Department works closely with the Production Department to conduct daily production safety inspections to ensure that all equipment and safety devices are in good working condition. For any potential safety hazards discovered, we will organize relevant personnel to deal with and keep records in a timely manner. For problems that cannot be solved immediately, we will report them to our superiors and take effective preventive measures. Through these measures, the Group endeavours to create a safe and healthy working environment for its employees.

Regular Inspection

To ensure safety during the production process, the Group regularly conducts preventive safety inspections, especially in the aspects of fire protection, explosion protection, vandalism prevention and anti-theft surveillance, to ensure the safety of production facilities. This includes regular overhaul and maintenance of safety facilities to ensure that they function effectively.

In addition, we strictly follow the norms of equipment management and regularly calibrate and maintain the safety fittings, lightning protection facilities, electrostatic grounding, fire-fighting equipment and monitoring devices for major hazard sources in accordance with the requirements of the industry and national laws and regulations. All monitoring and inspection reports are properly documented for future reference.

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同時，對於常用的電氣絕緣工具，我們定期進行耐壓測試，並嚴禁使用不符合標準的絕緣工具，以保障從事電氣工作的安全性和可靠性。通過這些措施，我們致力於維持安全設施和監測設備的良好運作，從而最大限度地降低事故風險，確保員工和生產安全。

健康安全責任及培訓

為了確保公司領導層和安全管理團隊具備必要的健康安全知識，公司定期安排他們通過第三方機構接受專業培訓，並獲得相應的資格認證。這些經過培訓和認證的主管和安全管理人員，隨後負責對公司員工進行健康安全方面的教育和訓練。此外，安環部為所有新入職員工進行初級安全培訓，並妥善保存培訓記錄，以確保所有員工都能獲得詳細的健康安全知識。每年，根據既定的培訓計劃，安全環保部門還會為員工安排定期的健康安全培訓，並同時留下詳細記錄，以確保員工了解最新的健康安全信息。通過這些持續的培訓活動，我們致力於提升員工對各種風險的認識和理解，並提供必要的技能和知識，使他們能在工作中有效識別和控制風險。

應急管理

應急預案

安全環保部門至少每三年為公司制定一次全面的生產安全事故應急計劃。這份計劃涵蓋了應急事件的準備、處置及報告流程，並包括了應急聯絡方式、通訊錄以及疏散路線圖等重要信息。完成這份應急計劃後，安全環保部門會向相關政府部門提交，確保計劃的內容完整並獲得正式批准。

At the same time, we conduct regular voltage resistance tests for commonly used electrical insulated tools, and it is strictly prohibited to use substandard insulated tools to ensure the safety and reliability of electrical work. Through these measures, we strive to maintain the good operation of safety facilities and monitoring equipment to minimize the risk of accidents and ensure safety of our employees and production.

Health and Safety Responsibility and Training

In order to ensure that our leadership and safety management team have the necessary health and safety knowledge, the Company regularly arranges for them to receive professional training through third-party institutions and obtain corresponding qualification certification. These trained and certified supervisors and safety managers are then responsible for educating and training the employees of the Company on health and safety. In addition, the Safety and Environmental Protection Department provides primary safety training for all new employees and maintains proper training records to ensure that all employees are provided with detailed health and safety knowledge. Every year, according to the established training plan, the Safety and Environmental Protection Department also arranges regular health and safety training for employees and keeps detailed records to ensure that employees are kept abreast of the latest health and safety information. Through these on-going training activities, we are committed to improving our employees' awareness and understanding of various risks and providing them with the necessary skills and knowledge to enable them to effectively identify and control risks in their work.

Emergency Management

Emergency Plan

The Safety and Environmental Protection Department develops a comprehensive production safety accident emergency plan for the Company at least every three years. This plan covers the preparation, handling and reporting procedures of emergency incidents, and includes important information such as emergency contact information, address books and evacuation route maps. Upon completion of the emergency plan, the Safety and Environmental Protection Department will submit it to the relevant government authorities to ensure that it is complete and formally approved.

此外，根據應急計劃中規定的安全培訓和演練計劃，安全環保部門每年至少組織一次綜合應急演練或專項演練，並妥善保存演練記錄。這些演練旨在加強員工對應急處理程序的熟悉度，確保他們掌握最新的應急安全知識，以提高對突發事件的應對能力。

事故應對、調查與處理

公司制定《應急準備和回應管理程式》、《安全生產管理制度》、《職業衛生管理規定》及至少每三年編制一次《生產安全事故應急預案》，以規範事故應對、調查與處理和個體防護裝備的管理制度。

根據《員工手冊》中的相關政策，公司提供必要的勞動防護用品，並要求員工嚴格按照規定使用。然而，在本報告期內，因工受傷人數為3位，休假共計268天。針對該情況，我們已經進行了調查，並強調了健康安全操作的重要性，還進行了相關的安全培訓，以儘量避免類似事件在未來再次發生。為提升工作場所的安全性，本集團於報告期內加強了安全培訓、改良設備安全標準以及實施嚴格的安全檢查流程。這些措施顯著增強了員工的安全意識，並有效降低了因工受傷人數及損失工作日數。與前兩年相比，受傷人數及損失的工作日數顯著減少，顯示出我們對提升安全生產的承諾與實際成效。這些成就不僅提升了員工的工作滿意度，也增強了公司整體的運營效率和企業形象。

我們重視員工的安全和健康，並將繼續努力遵守國家和地方的勞動安全法規，確保提供安全的工作環境和適當的勞動防護措施。我們將持續改進和監測我們的安全管理措施，並定期評估其有效性，以確保我們的員工能夠在健康、安全的工作環境中發揮他們的最佳能力。

In addition, according to the safety training and drill plans specified in the emergency plan, the Safety and Environmental Protection Department organizes a comprehensive emergency drill or a special drill at least once a year, and keeps proper records of the drills. These drills are designed to make employees familiar with the emergency handling procedures and ensure that they are equipped with up-to-date emergency safety knowledge, so as to improve their ability to respond to emergencies.

Accident Response, Investigation and Handling

The Company has formulated the Management Procedures for Emergency Preparedness and Response (《應急準備和回應管理程式》), Production Safety Management System (《安全生產管理制度》), Regulations on Occupational Health Management (《職業衛生管理規定》) and prepares Emergency Plans for Production Safety Accidents (《生產安全事故應急預案》) at least every three years to regulate the management system for accident response, investigation and handling as well as personal protection equipment.

According to the relevant policies in the Employee Handbook (《員工手冊》), the Company provides necessary labour protection supplies and requires employees to use them in strict accordance with the regulations. However, during the Reporting Period, three employees were injured at work and took a total of 268 days of leave. In response to this situation, we have conducted an investigation and emphasized the importance of healthy and safe operations, and have also provided relevant safety training to prevent similar incidents from recurring in the future. To improve workplace safety, the Group strengthened safety training, improved equipment safety standards and implemented strict safety inspection procedures during the Reporting Period. These measures have significantly enhanced employees' awareness of safety and effectively reduced the number of work-related injuries and working days lost. Compared with the previous two years, the number of injuries and the number of working days lost have decreased significantly, demonstrating our commitment and actual results in improving production safety. These achievements have not only improved the job satisfaction of employees, but also enhanced the overall operational efficiency and corporate image of the Company.

We value the safety and health of our employees and will continue to strive to comply with national and local labour safety regulations to ensure a safe working environment and appropriate labour protection measures. We will continue to improve and monitor our safety management measures and regularly evaluate their effectiveness to ensure our employees are able to give full play to their abilities in a healthy and safe working environment.

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報告期內的因工受傷人數／損失工作日數，分佈如下：

The number of work-related injuries/working days lost during the Reporting Period was distributed as follows:

員工工傷及死亡 Work-related injuries and deaths of employees	單位 Unit	2023/2024	2022/2023	2021/2022
因工作死亡人數 Number of work-related deaths	位 person	0	0	0
因工作關係死亡比率 Rate of work-related deaths	百分比 percentage	0	0	0
因工受傷人數 Number of work-related injuries	位 person	3	6	7
因工傷而損失工作日數 Number of working days lost due to work-related injuries	工作日 working days	286	390	413

以人為本 People Oriented

米高集團嚴格遵守與薪酬及解僱、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和福利相關的法律和規例，包括但不限於《中華人民共和國勞動法》、《中華人民共和國社會保險法》、《中華人民共和國就業促進法》、《中華人民共和國勞動合同法》等國家相關法律法規的要求。公司致力於確保符合法律和規定的要求，並將持續監測和更新政策以確保合規性。

The Group strictly abides by laws and regulations on salary and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination and other welfare and benefits, including but not limited to the Labour Law of the PRC (《中華人民共和國勞動法》), Social Insurance Law of the PRC (《中華人民共和國社會保險法》), Employment Promotion Law of the PRC (《中華人民共和國就業促進法》), Labour Contract Law of the PRC (《中華人民共和國勞動合同法》) and other relevant national laws and regulations. The Company is committed to ensuring compliance with legal and regulatory requirements and will continue to monitor and update policies to ensure compliance.

報告期內，我們未發生違反國家僱傭相關的法律法規的案例。

During the Reporting Period, there were no cases of non-compliance with national employment-related laws and regulations.

專業團隊

Professional Team



社會 Social

米高集團致力於提供公平、開放和平等的職業機會。招聘過程中，公司採取公正的選擇標準，不以種族、性別、年齡、宗教、殘疾或其他受保護特徵為依據進行歧視。

為有效控制資源配置和提高營運效率，同時遵守社會責任，公司進行了合理的人力資源規劃。公司已制訂《人力資源管理控制程式》和《員工手冊》以規範人力資源及薪資管理。為確保招募流程公平、公正，並透明化，以維護公司內部和外部利害關係人的利益，行政部每年年初會制定年度人員配置計劃，明確各部門的職位和人數分佈，並經總經理審批。當部門出現招聘需求時，部門經理必須提交具體的招聘申請，詳細列出所需職位的資格和要求，這些申請經過人力資源主管、總經理及公司總部的審核後，才能進行相應的招聘活動。

在招聘過程中，我們注重公平性和透明度，從初步的電話篩選到現場面試，每一步都嚴格遵守公司的招聘程序。候選人的面試過程包括資料和證件的審查，以及由部門主管和高層管理進行的能力評估。最終，所有面試意見都將記錄在應聘人員登記表中，並經由總經理或公司總部的最終批准。我們通過公平的篩選過程選擇最合適的候選人，促進工作場所的多元化和包容性，面試過程中注重候選人的能力和潛力，確保招募公正性，避免任何形式的歧視。

在我們的招聘流程中，我們高度重視對候選人背景的全面審查，以確保所有新聘員工都具備必要的資格和高度的可靠性。這包括對候選人的犯罪紀錄進行檢查以及對其提供的資料進行詳細核實。對於擔任高級管理職務或在關鍵部門工作的候選人，我們進一步與其前僱主聯繫，以獲取更全面的職業背景信息。通過這些嚴格的背景核查措施，我們致力於確保每位員工的誠信與合規性，從而保護公司的良好聲譽和業務的持續安全。

The Group is committed to providing fair, open and equal career opportunities. During the recruitment process, the Company adopts fair selection criteria and does not discriminate on the basis of race, gender, age, religion, disability or other protected characteristics.

To effectively control resource allocation and improve operational efficiency while complying with social responsibilities, the Company has made reasonable human resource planning. The Company has formulated the Human Resources Management Control Procedures (《人力資源管理控制程式》) and Employee Handbook to regulate human resources and payroll management. To ensure a fair, just and transparent recruitment process to safeguard the interests of internal and external stakeholders of the Company, the Administration Department formulates an annual staffing plan at the beginning of each year to clarify the positions and headcount distribution of each department for the approval of the general manager. When there is a recruitment need in a department, the department manager shall submit a specific recruitment application detailing the qualifications and requirements for the required position. These applications must be reviewed by the human resources supervisor, the general manager and the Company headquarters before corresponding recruitment activities can be carried out.

We emphasise fairness and transparency in the recruitment process, and strictly adhere to the Company's recruitment procedures at every step from initial phone screening to on-site interviews. The interview process for candidates includes a review of information and credentials, as well as a competency assessment by department heads and senior management. Finally, all interview comments will be recorded in the applicant registration form and subject to the final approval by the general manager or the Company headquarters. We promote diversity and inclusion in our workplace by selecting the most suitable candidates through a fair screening process and focus on the competence and potential of candidates during the interview process to ensure recruitment fairness and avoid any form of discrimination.

In our recruitment process, we place a high priority on a thorough background review of candidates to ensure that all new recruits have the necessary qualifications and a high degree of reliability. This includes criminal record checks and detailed verification of the information provided by candidates. For candidates who will hold senior management positions or work in key departments, we further contact their previous employers to obtain more comprehensive career background information. Through these rigorous background checking measures, we strive to ensuring the integrity and compliance of each employee, thereby protecting the good reputation and the continued business security of the Company.

米高集團遵守相關的勞動法律和法規，包括解僱程序的合法性和透明度。我們致力於確保員工的辭職流程公正、透明，並尊重每位員工的職業生涯決策，同時加強對員工權利的保護。當員工決定離職時，必須填寫離職申請，該申請需經過多個部門的核准，包括直屬主管、相關高級管理人員、人力資源部門以及財務部，最終由總經理和公司總部批准。這一過程旨在確保每一個離職決定都被妥善處理，並且有序地通知到相關部門。

對於發生重大違紀的員工，相關部門主管需提交情況報告，由高級管理層審核。此外，工會委員會也會參與討論，提出意見，以確保所有的紀律處分都是公正和透明的。若工會委員會同意解除勞動合同，相關文件將由工會和公司共同簽署並加章。離職員工的資料將從在職員工名冊轉移到離職名單，並記錄離職日期及原因。這不僅有助於公司精確追蹤員工流動情況，也是對人力資源管理的持續優化。這些措施體現了我們在企業社會責任和管治方面的努力，確保公司內部的穩定與和諧。

權益福利

米高集團致力於制定公平、競爭力和可持續的薪酬政策，其中包括依法為員工提供五險一金等社會福利。公司採用績效評估體系，以公正和透明的方式評估員工表現，並根據其貢獻和成就提供相應的薪酬。

本集團通過提升薪資透明度，增強了薪酬公平性，確保所有員工根據市場標準和公平原則獲得報酬。我們建立了一套制度，按照規範化流程對各職位的薪酬進行管理，並由相關部門負責定期審核和調整，以符合市場變化和公司績效。此外，高級管理層的薪酬是由集團直接核定和實施，以保證管理層的薪酬與公司目標和責任相匹配。

The Group complies with relevant labour laws and regulations, including the legality and transparency of dismissal procedures. We are committed to ensuring that the resignation procedures of employees are fair and transparent and respects each employee's career decision, while strengthening the protection of employee rights. When an employee decides to resign, he or she is required to fill out a resignation application, which is subject to the approval by multiple departments, including the direct supervisor, relevant senior managers, the Human Resources Department and the Finance Department, and is ultimately approved by the general manager and the Company headquarters. This process is designed to ensure that every resignation decision is handled properly and notified to the relevant departments in an orderly manner.

For employees with serious disciplinary violations, the head of relevant department is required to submit a report on the situation for review by the senior management. In addition, the Trade Union Committee will also participate in the discussion and give advice to ensure that all disciplinary actions are fair and transparent. If the Trade Union Committee agrees to terminate the labour contract, the relevant documents will be signed and stamped by both the Trade Union and the Company. The information of the departed employee will be transferred from the active employee register to the departure list, and the date and reason of departure will be recorded. This will not only help the Company to accurately track employee turnover, but also serve as an ongoing optimisation of human resources management. These measures reflect our efforts in corporate social responsibility and governance to ensure stability and harmony within the Company.

Interests and Benefits

The Group is committed to developing a fair, competitive and sustainable remuneration policy, which includes the provision of social benefits such as five social insurances and one housing fund for employees in accordance with the law. The Company adopts a performance appraisal system to evaluate the performance of its employees in a fair and transparent manner and provides corresponding remuneration based on their contributions and achievements.

The Group has enhanced salary fairness by improving remuneration transparency and ensured that all employees are remunerated in accordance with market standards and the principles of fairness. We have established a system to manage the remuneration of each position according to standardized procedures, and relevant departments are responsible for regular review and adjustment to comply with market changes and the performance of the Company. In addition, the remuneration of senior management is directly approved and implemented by the Group to ensure that the remuneration of the management is commensurate with the Company's objectives and responsibilities.

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對於員工的表現評估，我們採用一套綜合的評估標準，評估包括日常表現和對公司產出的貢獻。這些評估不僅反映個人的表現，也與公司整體的生產和業績緊密相連。每月，各部門主管會根據生產情況和員工的績效評估結果，核算相應的績效獎金。

我們的財務總監和管理層會定期審核各部門的績效評估和獎金分配，確保獎金的公正性與透明性。通過這樣的流程，我們旨在獎勵那些對公司產出有顯著貢獻的員工，同時確保獎金分配與個人表現及公司整體目標一致。

米高集團透過制定明確的工作時間政策和休假制度，確保員工能夠在工作與生活之間取得平衡，提高工作效率及員工滿意度。在工作時數和假期方面，米高集團確保員工的工作時數合理，並提供適當的休假制度。在《員工手冊》中，我們有明確的政策關於工作時間、休息日和假期安排。公司尊重員工的工作與生活平衡，提供適度的休息和休假時間。

本集團致力於通過合理安排加班和值班，保障員工的工作權利，同時確保企業運營的靈活性與效率。我們由各部門定期提交值班安排，並由人力資源部門負責整理和審核，以確保節假日和特殊工作日的人力配置合理。此外，對於需要加班的情況，員工需按規定提出申請，並經過相應的審核程序確保公平和透明。

同時，本集團非常重視員工的個人需求，對於休假安排，我們提供了一個清晰的申請和審核流程。短期休假由部門主管審批，長期休假則需經過更高層級的審批，以確保不影響部門及公司的運作。

透過這些措施，我們旨在創建一個支持性和透明的工作環境，不僅滿足公司的運營需求，也尊重並支持員工的個人生活需求，從而促進員工福利和工作滿意度。

For the performance of employees, we adopt a comprehensive set of evaluation criteria, including daily performance and contribution to the Company's output. Such evaluation not only reflects individual performance, but is also closely linked to the overall production and performance of the Company. Every month, the head of each department will calculate corresponding performance bonus according to the production situation and the performance evaluation results of employees.

Our chief financial officer and management regularly review the performance evaluation and bonus distribution of each department to ensure the fairness and transparency. Through such process, we aim to reward those employees who have made a significant contribution to the Company's output, while ensuring that bonus distribution is consistent with individual performance and the Company's overall objectives.

By formulating clear working hour policy and leave system, the Group aims to ensure that employees can strike a balance between work and life, thereby improving their work efficiency and satisfaction. In terms of working hours and holidays, the Group ensures that employees have a reasonable number of hours and provides an appropriate leave system. In the Employee Handbook, we have clear policies regarding working hours, rest days and holiday arrangements. The Company respects the work-life balance of employees and provides appropriate rest and vacation time.

The Group is committed to safeguarding the work rights of employees through reasonable arrangement for overtime and on-duty work, while ensuring the flexibility and efficiency of corporate operation. We have regular duty arrangement submitted by each department, which is sorted and reviewed by the Human Resources Department to ensure reasonable manpower allocation for festive holidays and special working days. In addition, for situations where overtime work is required, employees are required to submit application in accordance with regulations and go through corresponding review procedures to ensure fairness and transparency.

At the same time, the Group attaches great importance to the personal needs of employees, and we provide a clear application and review process for leave arrangement. Short-term leave is approved by the department head, while long-term leave is subject to a higher level of approval to ensure that the operation of the department and the Company is not affected.

Through these measures, we aim to create a supportive and transparent working environment that not only meets the operational needs of the Company, but also respects and supports the personal life needs of employees, thereby promoting their well-being and job satisfaction.

多元化和平等機會

米高集團秉持平等機會和多元化原則，致力於創建一個包容和多元的工作環境。公司鼓勵員工之間的相互尊重、合作和平等對待，反對任何形式的歧視行為。米高集團的政策旨在確保所有員工都能夠在公平和公正的環境中發展和實現自己的潛力。

晉升

在本集團，晉升機會完全基於員工的能力、表現及對公司的貢獻，並確保不因個人身份而有所歧視或偏頗。晉升過程中，當相應的職位空缺出現時，一般由直屬主管提出推薦。經過總經理的批准，晉升事宜將正式通過，並由總經理簽發任命通知。

為了持續監控和管理人員動態，人力資源部每月整理並更新人員變動及人數統計表，以便於進行備案和回顧。通過這一系統性的晉升流程，我們致力於創造一個公平、公正和透明的晉升機制，使每位員工都按照其實際表現和貢獻獲得相應的職業發展機會，進而提升員工的職業滿意度及公司整體的績效。

員工回饋機制

為了更有效地促進溝通流暢，確保員工的意見和建議得到妥善處理和回應，從而提升員工滿意度和參與感，本公司已建立一套回應和處理員工意見的流程。員工若有任何意見或建議，可以向直屬上級或行政部門反映。

在廣東和長春的工作場所，我們在食堂門口設置了意見箱，方便員工隨時提供反饋。此外，公司還推行了一項獎勵計劃，旨在鼓勵員工對工作流程、技術創新或管理方法提出建設性的建議。這些措施旨在創建一個開放、包容的工作環境，讓每位員工都能感受到其聲音被重視並有所貢獻。

Diversity and Equal Opportunities

By upholding the principles of equal opportunity and diversity, the Group is committed to creating an inclusive and diverse working environment. The Company encourages mutual respect, cooperation and equal treatment among employees and opposes any form of discrimination. Our policies are to ensure that all employees are able to develop and realize their potential in a fair and equitable environment.

Promotion

In our Group, promotion opportunities are entirely based on employees' abilities, performance and their contribution to the Company, and ensure no discrimination or bias based on personal status. During the promotion process, when a corresponding vacancy arises, recommendations are generally made by the direct supervisor. With the approval of the general manager, the promotion will be formally approved and the appointment notice will be issued by the general manager.

In order to continuously monitor and manage personnel dynamics, the Human Resources Department compiles and updates personnel changes and headcount statistics tables on a monthly basis for filing and review purpose. Through this systematic promotion process, we strive to creating a fair, just and transparent promotion mechanism, so that each employee can obtain corresponding career development opportunities based on his or her actual performance and contribution, thereby enhancing their career satisfaction and the overall performance of the Company.

Employee Feedback Mechanism

In order to facilitate smooth communication more effectively and to ensure that employees' opinions and suggestions are properly handled and responded, thereby enhancing employee satisfaction and participation, the Company has established a process for responding to and handling employees' opinions. Employees who have any opinions or suggestions, can reflect them to their immediate supervisors or the administration department.

In our workplaces in Guangdong and Changchun, we have set up suggestion boxes at the entrance of the canteen for employees to provide feedback at any time. In addition, the Company has launched a reward program to encourage employees to make constructive suggestions on work processes, technological innovation or management methods. These measures are designed to create an open and inclusive working environment where every employee can perceive that their voice is valued and that they have something to contribute.

社會 Social

員工活動

米高集團通過舉辦多樣化的員工團建活動，增強員工之間的團隊協作和溝通，增進工作場所的凝聚力和員工的整體幸福感。我們定期舉辦各種團建活動，旨在建立更緊密的工作關係、促進相互瞭解和信任。這些活動包括主題郊遊團建、團拜會、觀摩會等等。通過這些活動，員工得以與同事建立更深厚的關係，增進團隊協作和溝通能力。此外，這些活動也提供了一個放鬆和娛樂的平台，讓員工能夠從工作中獲得放鬆和樂趣。我們相信，這樣的活動不僅能夠提高員工的工作滿意度，還能夠促進創新和生產力，為公司的成功做出貢獻。

Staff Activities

The Group organizes a variety of employee team-building activities to enhance teamwork and communication among employees, and to improve workplace cohesion and the overall sense of happiness of employees. We regularly hold various team-building activities to build closer working relationships and promote mutual understanding and trust. These activities include themed outings, Spring Festival celebration, observation meetings, etc. Through these activities, employees are able to build deeper relationships with their colleagues and improve teamwork and communication skills. In addition, these activities also provide a platform for relaxation and entertainment, allowing employees to relax and have fun at work. We believe that such activities not only enhance job satisfaction of employees, but also promote innovation and productivity, thereby contributing to the success of the Company.

春節員工團拜會

Staff Spring Festival Celebration



大家齊聚一堂，歡度新春。增強員工歸屬感，提升企業凝聚力。
Employees gather together to celebrate the New Year, which not only enhanced the sense of belonging of employees, but also improved corporate cohesion.

主題郊遊團建

Themed Outings



活動設立了團隊協作遊戲、員工才藝展示和抽獎等多個互動環節，不僅增加了員工的凝聚力，也增進了員工的歸屬感。
The activity set up a number of interactive sessions such as teamwork games, staff talent show and lucky draws, which not only increased staff cohesion, but also enhanced their sense of belonging.

安全演練活動

Safety Drill Activity



與當地政府聯合舉辦「人人講安全，個個會應急」安全演練活動
Jointly organized the safety drill themed "Everyone Pays Attention to Safety and Everyone Knows Emergency Response" with the local government.

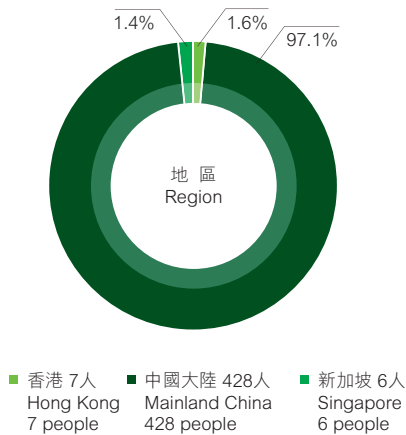
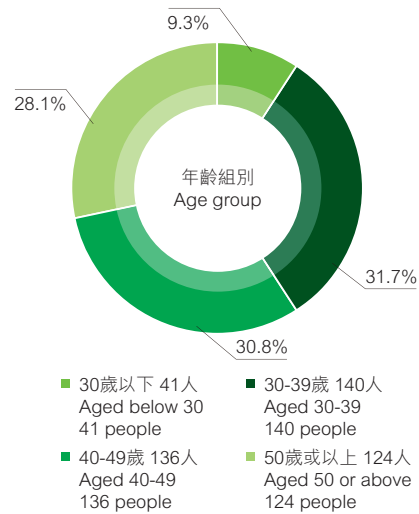
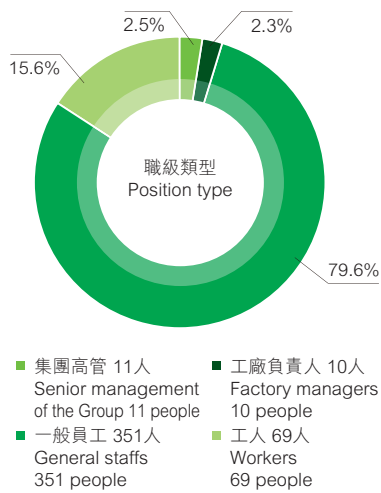
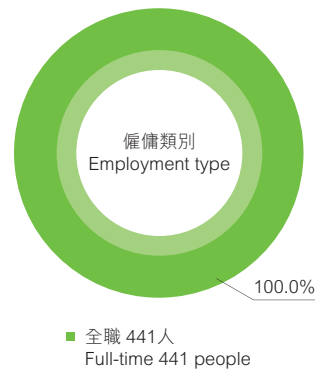
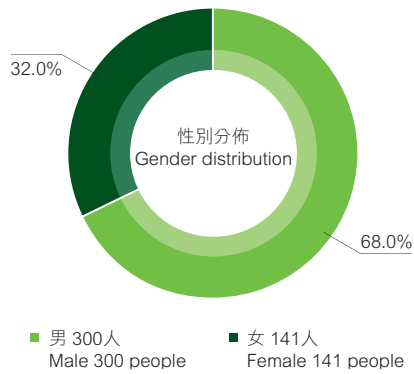
社會 Social

僱傭績效摘要

截至2024年3月31日，本集團共有441名全職員工，員工分佈³如下：

Summary of Employment Performance

As of 31 March 2024, the Group had a total of 441 full-time employees, with the distribution³ as follows:



³ 佔總員工百分比計算方法: Calculation of proportion of total employees:

$$\frac{\text{於報告期間該類別的僱員人數} \quad \text{Number of employees in this category during the Reporting Period}}{\text{於報告期間的僱員總人數} \quad \text{Total number of employees during the Reporting Period}} \times 100\%$$

報告期內的員工流失率為15%，分佈如下：

The employee turnover rate during the Reporting Period was 15%, with the distribution as follows:

員工流失率 ⁴ Employee turnover rate ⁴		2023/2024
性別分佈 Gender distribution	男 Male	18.2%
	女 Female	8.0%
職級類型 Position type	集團高管 Senior management of the Group	0.0%
	工廠負責人 Factory managers	0.0%
	一般員工 General staffs	13.6%
年齡組別 Age group	工人 Workers	25.4%
	30歲以下 Aged below 30	25.0%
	30-39歲 Aged 30-39	19.7%
	40-49歲 Aged 40-49	14.0%
地區 Region	50歲或以上 Aged 50 or above	4.8%
	香港 Hong Kong	12.5%
	中國大陸 Mainland China	15.0%
	新加坡 Singapore	0.0%

⁴ 僱員流失比率計算方法： Calculation of employee turnover rate:

$$\frac{\text{於報告期間該類別離職的僱員人數} \quad \text{Number of employees in this category who resigned during the Reporting Period}}{\text{報告期間起始日該類別的僱員總人數} + \text{於報告期間該類別新招聘的僱員人數}} \times 100\%$$

$$\frac{\text{Total number of employees in this category at the beginning of the Reporting Period} + \text{Number of newly recruited employees in this category during the Reporting Period}}{\text{Total number of employees in this category at the beginning of the Reporting Period} + \text{Number of newly recruited employees in this category during the Reporting Period}} \times 100\%$$

可持續供應鏈 Sustainable Supply Chain

供應鏈管理是我們公司非常重視的一項策略，我們致力於識別和管理供應鏈中的環境和社會風險。我們對供應商和合作夥伴的選擇進行嚴格的審查，評估他們的合規性、道德操守以及社會責任表現，並要求提供相應的合規文件和證明。此外，我們與非政府組織和行業協會等相關利益相關者合作交流，分享最佳實踐和經驗，以提高供應鏈的可持續性和社會責任。

公司已制訂相關書面制度及流程，其中包括《採購和費用管理制度》、《供應商評估管理制度》、《外部供方評估管理程式》、《外部提供過程管理程式》和《外部提供產品服務管理程式》以規範採購及費用管理的管理制度。

公司收集供應商的基本資料，包括營業執照，稅務登記證，機構代碼證，並對其基本情況進行考察，評估內容包括其月產能力，生產設備，產品認證等。同時，公司亦要求供應商提供樣品檢驗報告，以保障原材料的品質。公司將所瞭解到的情況記入《供應商基本資料表》或《供方調查評價表》中，並由部門部長，質檢部長和行銷副總經理審批。各子公司採購部需要針對供應商執行背景審查，確認供應商是否與制裁國家有關聯。

Supply chain management is a strategy that the Company takes very seriously, and we are committed to identifying and managing environmental and social risks in the supply chain. We conduct strict review on the selection of suppliers and partners, evaluate their compliance, ethics and social responsibility performance, and request to provide corresponding compliance documents and certifications. In addition, we collaborate with relevant stakeholders such as non-governmental organisations and industry associations to share best practices and experiences to improve supply chain sustainability and social responsibility.

The Company has formulated relevant written systems and processes, including Procurement and Expense Management System (《採購和費用管理制度》), Supplier Evaluation Management System (《供應商評估管理制度》), External Supplier Evaluation Management Procedures (《外部供方評估管理程式》), Management Procedures for External Provision of Processes (《外部提供過程管理程式》) and Management Procedures for External Provision of Products and Services (《外部提供產品服務管理程式》) to regulate the management system for procurement and expense management.

The Company collects the basic information of suppliers, including business licenses, tax registration certificates, and organization code certificates, and conducts inspection on their basic conditions. The assessment includes their monthly production capacity, production equipment, product certification, etc. At the same time, the Company also requires suppliers to provide sample inspection reports to ensure the quality of raw materials. The Company records the information it gets in the Supplier Basic Information Form (《供應商基本資料表》) or Supplier Investigation and Evaluation Form (《供方調查評價表》) for the review and approval by the department director, quality inspection director and deputy general manager of marketing. The Procurement Department of each subsidiary is required to conduct background checks on suppliers to confirm whether they are related to sanctioned countries.

每年年末，運輸部和採購部會收集所有供應商在產品品質，交貨期和配合度等方面的績效數據，由相關部門進行匯總分析，對供應商本年度的表現進行總體評價。只有考核分高於某分數，才能被繼續列為合格供應商。該評比以《外部供方績效考核表》形式交由運輸部長／採購部長和行銷副總經理審批並呈報至總經理處批閱。公司向相關供應商詢價和獲取相關品質檢驗報告，在公司作正式採購前，會要求供應商提供相關檢驗報告，以保障原材料的品質。

在選擇供應商時，我們秉持著促使多使用環保產品和服務的原則。我們致力於與那些積極採取環保措施、具備環保認證或符合環保標準的供應商建立合作夥伴關係。通過制定並執行相關政策和監督措施，我們致力全面管控供應鏈風險，以確保產品和服務的品質和可持續性，並最大限度地減少對環境和社會的不良影響。在報告期內，本集團對130家供應商進行了審批，所有供應商的選聘都嚴格按照上述政策進行評估和任命。

At the end of each year, the Transportation Department and Procurement Department will collect the performance data of all suppliers in terms of product quality, delivery time and cooperation, which will be summarised and analysed by the relevant departments to provide an overall assessment of the performance of suppliers for the year. Only those with an assessment score above a certain score will continue to be classified as qualified suppliers. The evaluation is made in the form of an External Supplier Performance Appraisal Form (《外部供方績效考核表》), and is submitted to the director of Transportation Department/director of Procurement Department and the deputy general manager of marketing for approval and submitted to the general manager for approval. The Company makes inquiries about prices and obtains relevant quality inspection reports from relevant suppliers. The Company will request suppliers to provide relevant inspection reports before making formal purchases to ensure the quality of raw materials.

When selecting suppliers, we adhere to the principle of promoting the use of environmentally friendly products and services. We are committed to establishing partnerships with suppliers who actively take environmental measures, have environmental certifications or meet environmental standards. By formulating and implementing relevant policies and supervision measures, we strive to comprehensively control supply chain risks to ensure the quality and sustainability of products and services, and to minimize adverse impact on the environment and society. During the Reporting Period, the Group reviewed and approved 130 suppliers, all of which were evaluated and appointed in strict accordance with the above policies.

供應商地區 Regions of suppliers	供應商數目 Number of suppliers
香港 Hong Kong	2
中國大陸 Mainland China	127
阿聯酋 United Arab Emirates	1

質量管理 Quality Management

我們致力於保護消費者的健康和 safety，並確保我們產品和服務的合規性。我們遵守所有適用的產品責任相關法律和規例，例如《中華人民共和國產品品質法》、《中華人民共和國專利法》等，並制定了一系列生產制度，以確保產品品質符合標準要求。在本報告期內，我們沒有因安全與健康理由而須回收的產品，也沒有接獲關於產品及服務的投訴。

品質控制 (包括環境和產品監控)

公司已設立《環保管理制度》，並設立《環保操作獎罰條例》教育員工遵守相關環境保護的法律法規和方針政策。公司亦已獲得ISO9001品質管制體系認證、ISO45001職業健康與安全管理及ISO14001環境管理體系認證，並定期接受相關審查機構的審查。

質檢部對所有原材料和輔材進行嚴格檢查，並制定檢驗報告。該報告需要由檢驗員簽名確認，並由另一位檢驗員進行覆核，最終由質檢班長審核。在日常生產中，質檢部每兩小時進行一次抽樣檢查，如遇異常情況將增加檢查頻次。此外，每批成品都將接受質量檢測，相關檢測結果和過程會記錄在質檢日報中，該日報已根據最新國家標準更新，需由生產副總經理審批。

對於成品的質量控制，每批次的成品都會進行詳細檢驗，並出具產品品質檢驗報告，其中包括產品批號和各項檢測指標。該檢測由兩位檢測員執行，經質檢班長的覆核和審核後，相關檢測報告將交給倉庫管理部門備案。

We are committed to protecting the health and safety of consumers and ensuring the compliance of our products and services. We comply with all applicable laws and regulations relating to product liability, such as the Product Quality Law of the People's Republic of China (《中華人民共和國產品品質法》) and the Patent Law of the People's Republic of China (《中華人民共和國專利法》). We have established a series of production systems to ensure that the quality of our products meets standard requirements. During the Reporting Period, we had no products that had to be recalled for safety and health reasons and received no complaints about our products and services.

Quality control (including environmental and product monitoring)

The Company has set up the "Environmental Management System" (《環保管理制度》) and the "Environmental Operation Reward and Penalty Regulations" (《環保操作獎罰條例》) to urge the staff to comply with the relevant environmental protection laws, regulations and policies. The Company has also obtained ISO9001 quality control system certification, ISO45001 occupational health and safety management, and ISO14001 environmental management system certification, and is regularly audited by relevant auditing organizations.

The Quality Assurance Department conducts a rigorous inspection of all raw materials and auxiliary materials and produces an inspection report. The report needs to be signed by the inspector, reviewed by another inspector, and finally approved by the head of the quality control team. During daily production, the Quality Assurance Department conducts sampling inspections every two hours, with more frequent inspections in the event of abnormalities. In addition, each batch of finished products will be subject to quality inspection, and the relevant inspection results and processes will be recorded in daily report, which has been updated in accordance with the latest national standards and is subject to the approval of the Vice General Manager of Production.

For quality control of finished products, each batch of finished products will be inspected in detail and a product quality inspection report will be issued, including the product lot number and various testing indicators. The inspection is carried out by two inspectors. After review and audit by the head of the quality control team, the relevant inspection report will be submitted to the Warehouse Management Department for record.

工廠配備了多種環保設施，包括污水處理站、脫硫設備和碱洗設備等，以確保生產過程的環保性。生產部班長每日巡查這些設施的運行情況，並撰寫交接記錄。工廠產生的危險廢物則交由具備相關資質的第三方處理，以確保廢物處理的安全與合規。

生產管理流程的職責分工

公司已建立一套全面的職責分工管理系統，以規範生產管理流程。具體而言，生產部主要負責產品的生產工作；質檢部則專注於原材料、半成品及成品的質量檢測；倉管部負責原材料及成品的存儲與流通監控；財務部則負責記錄生產成本和準備相關的財務憑證；安環部則涵蓋所有安全及環境保護相關的事務，包括相關許可證的申請和維護工作。透過這樣的分工，我們確保了公司運營的高效與合規，同時也促進了各部門間的有效協調。

產品安全合規管理及不合規產品的處理

在日常生產過程中，生產班長會定期進行各項生產指標的檢查，而質檢部則負責對生產線的產品進行日常抽樣檢測。若發現任何異常情況，將增加檢測的頻次。如果在檢測過程中發現指標不符合標準，相應的生產活動會暫停，直到問題得到解決後才會恢復生產。

The plant is equipped with a variety of environmental protection facilities, including sewage treatment stations, desulfurization equipment and alkaline washing equipment, to ensure that the production process is environmentally friendly. The supervisor of the Production Department inspects the operation of these facilities on a daily basis and writes handover records. Hazardous waste generated in the plant is handled by a third party with relevant qualifications to ensure safe and compliant waste disposal.

Segregation of duties in the production management process

The Company has established a comprehensive division of responsibilities management system to standardize the production management process. Specifically, the Production Department is responsible for the production; the Quality Assurance Department focuses on the quality inspection of raw materials, semi-finished products and finished products; the Warehouse Management Department is responsible for the storage and distribution control of raw materials and finished products; the Finance Department is responsible for recording production costs and preparing relevant financial vouchers; and the Safety and Environmental Protection Department covers all matters related to safety and environmental protection, including the application for and maintenance of relevant permits. This division of labour ensures efficient and compliant operations and facilitates effective coordination among all departments.

Management of product safety compliance and handling of non-compliant products

During the daily production process, the supervisor of the Production Department conducts regular inspections on various production indicators, while the Quality Assurance Department is responsible for the daily sampling and testing of products on the production line. If any abnormality is found, the frequency of testing will be increased. If an indicator is found to be non-compliant during the testing process, the corresponding production activities will be suspended until the problem is solved.

社會 Social

此外，質檢部會對每批成品進行嚴密檢測，並記錄在日常質檢報告中。這些報告會詳細記載產品批號和各項檢測指標，經過質檢班長的覆核和審核後，合格的產品會被記錄並存檔於倉庫管理部門。

對於不符合質量標準的產品，質檢部已建立一套控制程序來處理這些產品。例如，不合格的農用硫酸鉀會在內部進行返工處理；若鹽酸產品檢驗不合格，則會通知生產部進行調整，確保產品合格後才進行出貨。

對於由於儲存或運輸原因造成的不合格庫存產品，這些情況將被記錄並提交至公司總部進行評審處理。一旦確定需要返工，相關產品將在生產車間及時返工，返工後的產品必須重新進行檢測，確保合格後才能進入下一工序。若在市場上發現任何不合格產品，我們將立即啟動質量風險評估程序，以確定是否需要對產品進行召回。決定召回產品後，我們將遵循既定的召回操作流程，確保所有召回活動均有詳細記錄並符合相關法規要求。

知識產權管理

在公司，商標及智慧財產權的註冊申請與管理過程均由行政部負責。商標註冊的申請工作由行政部發起，需經過副總經理與總經理的審批。審批完成後，行政部會委託外部專業機構進行正式的註冊申請，一旦註冊成功，相關的完成證書將被頒發，並將所有相關資料記錄於公司的商標清單中。智慧財產權的註冊同樣遵循此流程，起始於研發部或生產部的申請，經過相同層級的審核後由行政部操作外部註冊。所有智慧財產權相關資料也會被妥善記錄於商標清單中。

此外，為了加強智慧財產權的保護與管理，公司已建立了一套完整的管理制度，旨在防範智慧財產權的侵權行為，並確保我們尊重他人的智慧財產權，避免發生侵權問題。這些措施有助於保護公司的創新成果和知識產權，確保企業運營的合法性與持續性。

In addition, the Quality Assurance Department will conduct rigorous testing on each batch of finished products and record it in the daily quality control reports. These reports contain detailed information on the lot number and various test indicators. After reviewed and audited by the head of the quality control team, the qualified products will be recorded and filed in the Warehouse Management Department.

For products that do not meet the quality standards, the Quality Assurance Department has established a set of control procedures to deal with these products. For example, unqualified agricultural potassium sulphate will be reworked internally; if the hydrochloric acid product fails the inspection, the Production Department will be notified to make adjustments to ensure that the product is qualified before shipment.

For non-conforming inventory due to storage or transportation, these conditions are documented and submitted to corporate headquarters for review and action. Once it is determined that rework is required, the product will be reworked on the production floor in a timely manner. The reworked product must be re-tested to ensure it can pass the testing before moving on to the next process. If any substandard products are found on the market, we will immediately initiate a quality risk assessment process to determine whether a product recall is required. Once we decide to recall a product, we will follow the established recall operation procedures to ensure that all recall activities are recorded in detail and comply with relevant regulatory requirements.

Intellectual Property Management

In the Company, the application and management process of trademark and intellectual property rights registration are handled by the Administration Department. The application for trademark registration is initiated by the Administration Department and is subject to the approval of the Vice President and the General Manager. Upon completion of the approval process, the Administration Department will commission an external professional organization to carry out the formal registration application. Once the registration is successful, the relevant completion certificate will be issued and all relevant information will be recorded in the Company's trademark list. The registration of intellectual property rights follows the same process, starting with an application from the R&D department or the production department, which is examined at the same level and then externally registered by the Administration Department. All information related to intellectual property rights is also properly recorded in the Trademark List.

In addition, in order to strengthen the protection and management of intellectual property rights, the Company has established a comprehensive management system aimed at preventing infringement of intellectual property rights and ensuring that we respect the intellectual property rights of others to avoid infringement problems. These measures help protect the Company's innovations and intellectual property rights and ensure the legality and continuity of business operations.

資料隱私和保護

集團已制定《資訊保密管理制度》。該制度已包括如下內容：

- 資訊的範圍及內容；
- 資訊保密程度分類；
- 保密資訊的複製、傳送、報導、監控保護等流程；及，
- 違反以上資訊保密管理制度的處罰等。

員工的保密責任

維護商業秘密和個人資料的保護是員工的基本責任。員工需簽署保密承諾和參與入職培訓，並熟悉並遵守行為規範中關於保護公司機密的具體條款。此外，非生產線的員工需要簽署更嚴格的保密協議，以確保信息安全。

資料保護政策

在資訊技術方面，公司採措施以確保數據的完整性和安全性。所有工作站均配備了最新的防病毒軟件和防火牆，以防止未經授權的訪問和數據洩露。員工在入職時必須簽訂保密協議，明確不得未經授權外洩或帶走任何公司資料。此外，每位員工都被賦予個人的企業郵箱，這些郵箱的設置和管理均需行政部長的批准。

透過這些綜合性的策略和嚴格的執行監督，我們致力於確保公司運營的安全、產品和服務的可靠性，以及保護客戶和公司的隱私和知識產權。這不僅滿足了消費者的期待，同時也有助於建立和維持與公眾的長期信任和合作關係。

Information Privacy and Protection

The Group has established an Information Confidentiality Management System (《資訊保密管理制度》). The system has included the following:

- the scope and content of the information;
- classification of the degree of confidentiality of information;
- the process of copying, transmitting, reporting, monitoring and protecting confidential information; and,
- the penalties for violating the above information confidentiality management system, etc.

Duty of confidentiality of staff

The protection of business secrets and personal information is the basic responsibility of employees. Employees are required to sign a confidentiality pledge and attend induction training, as well as familiarize themselves with and comply with the specific provisions of the Code of Conduct regarding the protection of the Company's secrets. In addition, non-production line employees are required to sign more stringent confidentiality agreements to ensure information security.

Information Protection Policy

In terms of information technology, the Company has adopted measures to ensure the integrity and security of data. All workstations are equipped with the latest anti-virus software and firewalls to prevent unauthorized access and data leakage. Employees are required to sign a confidentiality agreement upon joining the Company, specifying that they are not allowed to leak or take away any company information without authorization. In addition, each employee is given a personalized corporate email address, the setup and management of which requires the approval of the Chief Executive Officer.

Through these comprehensive strategies and rigorous executive oversight, we are committed to ensuring the safety of our operations, the reliability of our products and services, and the protection for our customers' and the Company's privacy and intellectual property. This not only meets consumer expectations, but also helps build and maintain long-term trust and relationships with the public.

廉潔文化 Integrity Culture

我們遵守所有適用的反貪污相關法律和法規，例如《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》等。我們對賄賂、勒索、欺詐和洗黑錢行為保持高度警惕。如果發現任何可疑行為，我們將立即展開調查，並根據相應的內部程序和法律要求處理。我們將嚴肅對待任何違反反貪污政策和法律的行為，包括採取紀律處分、法律起訴以及追回相應的資產等。在本報告期內，我們沒有發現任何重大的反腐敗相關法律法規違規行為，亦無任何有關本集團或本集團僱員的貪污行為的法律案件結案。

我們重視合規監察和審查，以確保我們的政策和措施得到執行和遵守。我們將定期進行內部審查，檢查各項防貪污措施的有效性和有效性。我們也將與外部專業機構合作，進行獨立審查和驗證，確保我們的防貪污措施符合最佳實踐和法律要求。

公司已建立了《腐敗、賄賂、舞弊及洗錢政策》，其中已涵蓋建議內容，書面規範了針對腐敗、賄賂、舞弊及洗錢舉報、識別及監控流程。公司鼓勵員工、管理層及董事基於忠誠原則，積極報告任何可疑或非法行為。為了有效處理這些報告，公司已建立一套完善的工作流程，包括接收、保存及處理有關遵守內部控制、反對舞弊及違反規章的投訴。

We comply with all applicable anti-corruption related laws and regulations, such as the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》) and the Anti-Money Laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》). We are highly vigilant against bribery, extortion, fraud and money laundering. If any suspicious behaviour is detected, we will immediately commence an investigation and deal with it in accordance with the corresponding internal procedures and legal requirements. We will take any violation of anti-corruption policies and laws seriously, including disciplinary actions, legal prosecution and recovery of corresponding assets. During the Reporting Period, we were not aware of any significant violations of anti-corruption related laws and regulations, nor did we close any legal cases relating to corrupt practices by the Group or its employees.

We emphasize compliance monitoring and review to ensure that our policies and practices are implemented and followed. We will conduct regular internal reviews to check the effectiveness and validity of our corruption prevention measures. We will also work with external professional organizations to conduct independent reviews and validations to ensure that our corruption prevention measures are in line with best practices and legal requirements.

The Company has established a Corruption, Bribery, Fraud and Money Laundering Policy (《腐敗、賄賂、舞弊及洗錢政策》), which covers recommendations and written procedures for reporting, identifying and monitoring corruption, bribery, fraud and money laundering. Employees, management and directors are encouraged to report any suspicious or illegal behaviour in good faith. In order to effectively handle these reports, the Company has established a well-established workflow for receiving, maintaining and handling complaints regarding compliance with internal controls, anti-fraud and non-compliance.

此外，公司也設有專門的程序來處理員工以保密及匿名方式提交的關於道德不當和利益衝突的投訴。這樣的安排旨在保護提出問題的員工、管理層、董事及其他利益相關者，讓他們能在不受歧視、報復或騷擾的情況下報告問題。此系統的目的是促進對非法行為的揭露，公開揭露方法，並保護舉報者免遭報復，但這種保護不適用於自我舉報的個人。對於那些認為自己受到不公對待的報告者，公司將提供必要的救濟措施。制度由公司董事會下屬的審計委員會管理，任何相關事宜可透過電子郵件向委員會報告。

公司已建立具體的投訴舉報制度，包括設立專責部門如內部審查部門來處理投訴，確保部門的獨立性；建立明確的投訴管道，如熱線或信箱；以及制定事件處理、跟進和匯總的具體流程和時限，並對接收的事項進行登記和記錄處理結果。

在向董事及員工提供反貪污培訓方面，我們計劃於2024/25財政年度開始進行培訓。我們深知反貪污是維護企業誠信和聲譽的重要環節。因此，我們將組織針對董事及員工的培訓課程，旨在提高他們對貪污行為的認識，加強道德和職業操守的意識，並確保他們瞭解和遵守相關的法律法規和企業政策。

The Company has also established a dedicated process for handling complaints of ethical improprieties and conflicts of interest submitted by employees on a confidential and anonymous basis. This arrangement is designed to protect employees, management, directors and other stakeholders who raise issues by enabling them to report problems without discrimination, retaliation or harassment. The purpose of this system is to facilitate the disclosure of unlawful behaviour, publicize the method of disclosure, and protect whistleblowers from retaliation, but this protection does not apply to individuals who self-report. The Company will provide necessary relief to those who report that they believe they have been treated unfairly. The system is administered by the Audit Committee of the Company's Board of Directors, and any related matters may be reported to the Committee by e-mail.

The Company has established a specific complaint reporting system, including the establishment of a dedicated department, such as an internal audit department, to handle complaints to ensure the independence of the department; the establishment of a clear channel for complaints, such as a hotline or mailbox; and the establishment of specific processes and time for the handling, follow-up and consolidation of incidents, as well as the registration of incoming matters and the recording of the results of handling.

In terms of anti-corruption training for directors and staff, we plan to start training in the 2024/25 fiscal year. We are fully aware that anti-corruption is an important part of safeguarding corporate integrity and reputation. Therefore, we will organize training courses for our directors and staff, aiming to raise their awareness of corruption, strengthen their sense of ethics and professional conduct, and ensure that they understand and comply with the relevant laws, regulations and corporate policies.

勞工標準 Labour Standards

我們公司高度重視勞工標準，針對不同部門和崗位的特性及職責，制定了詳細的崗位說明和部門職責指導。這些崗位說明詳細規範了各職位的工作範圍，包括員工的責任、需要操作的機械設備，以及定期需要提交的報告。此外，部門職責也明確了各部門的授權體系和職責分配，包括部門的結構圖、部門負責人的職位以及部門的工作範疇。透過這些措施，我們確保了組織運作的透明化和效率，促進了全體員工和各個部門間的良好協作。

我們堅決反對任何形式的童工和強制勞工，並將竭盡所能確保我們的供應鏈中不涉及這些不道德的勞動實踐。我們的招聘慣例中明確規定，只招聘符合法定工作年齡的合法工作者。我們遵守所有適用的國家和地區的勞工法律和規定，並確保我們的招聘和僱傭程序符合相關法律的要求。這包括核實所有員工的年齡和身份文件，以確保他們符合合法的就業資格。公司嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國未成年工保護法》、《中華人民共和國婦女權益保障法》等法律法規，為員工提供詳細的僱傭條款和條件。這不僅保護了員工的合法權益，也有利於維護穩定的僱傭關係，增強員工的歸屬感和工作積極性。此外，我們將與供應商和合作夥伴建立透明和負責任的合作關係，要求他們遵守當地的勞工法律和規定，並定期進行監察和審核，以確保他們的操作符合我們的要求。

The Company attaches great importance to labour standards, and has developed detailed job descriptions and departmental responsibility guidelines that address the characteristics and responsibilities of different departments and positions. These job descriptions specify the scope of work of each position, including the responsibilities of employees, the machinery and equipment required to operate, and the reports are required to submit on a regular basis. In addition, the departmental job descriptions also specify the system of authorization and allocation of responsibilities in each department, including the departmental structure charts, the posts of departmental heads and the scope of work of the departments. Through these measures, we have ensured the transparency and efficiency of the organization's operation and promoted good collaboration among all staff and departments.

We are firmly opposed to any form of child labour and forced labour, and will do everything in our power to ensure that these unethical labour practices are not involved in our supply chain. Our hiring practices clearly state that we will only hire legal workers who are of legal working age. We comply with all applicable national and regional labour laws and regulations and ensure that our recruitment and employment procedures comply with the requirements of such laws. This includes verifying the age and identity documents of all employees to ensure that they are legally eligible for employment. The Company strictly abides by the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), the Law of the People's Republic of China on the Protection of Minors (《中華人民共和國未成年工保護法》), and the Law of the People's Republic of China on the Protection of the Rights and Interests of Women (《中華人民共和國婦女權益保障法》) and provides employees with detailed terms and conditions of employment. This not only protects the legitimate rights and interests of employees, but also helps to maintain a stable employment relationship and enhance employees' sense of belonging and motivation. In addition, we will establish transparent and responsible relationships with our suppliers and partners, requiring them to comply with local labour laws and regulations, and conduct regular monitoring and audits to ensure that their operations meet our requirements.

我們定期檢討我們的招聘慣例，以確保我們的招聘程序和審核機制有效地避免童工和強制勞工的聘用。我們對供應商和合作夥伴的選擇進行嚴格的審查，考慮他們的道德和社會責任，並要求他們提供相應的合規文件和證明。此外，我們與相關利益相關者合作，如非政府組織和行業協會，分享最佳實踐和經驗，以提高供應鏈的可持續性和社會責任。

如果我們發現供應商或合作夥伴存在童工或強制勞工的情況，我們將立即採取適當的行動以消除這些情況。這可能包括與供應商進行溝通和協商，要求他們立即採取改正措施並制定相應的改進計劃。如果供應商無法改正或不願意合作，我們將考慮終止與其的合作關係。我們也鼓勵員工和利益相關者向我們匿名舉報任何涉及童工或強制勞工的情況，我們將對舉報進行調查並採取適當的行動。

通過這些政策和措施，我們致力於確保我們的公司不涉及童工和強制勞工，並持續改善我們的招聘慣例以避免這些問題的發生。我們相信只有確保員工的合法權益和尊嚴，我們才能建立一個可持續和道德的企業。

在本報告期內，我們沒有發現任何嚴重違反童工和強迫勞動相關法律法規的情況。

We regularly review our recruitment practices to ensure that our recruitment procedures and vetting mechanisms are effective in avoiding the use of child and forced labour. We conduct stringent vetting of the selection of our suppliers and partners, taking into account their ethical and social responsibilities, and require them to provide appropriate compliance documents and certificates. In addition, we collaborate with relevant stakeholders, such as non-government organizations and industry associations, to share best practices and experiences to enhance sustainability and social responsibility in the supply chain.

If we become aware of instances of child or forced labour at a supplier or partner, we will take immediate and appropriate action to eliminate these instances. This may include communicating and consulting with the supplier, requesting that they take immediate corrective action and develop an improvement plan accordingly. If the supplier is unable to correct the situation or is unwilling to cooperate, we will consider terminating the relationship. We also encourage our employees and stakeholders to anonymously report any situation involving child or forced labour to us, and we will investigate the report and take appropriate action.

Through these policies and practices, we are committed to ensuring that the Company is free from child and forced labour and to continually improving our hiring practices to avoid these problems. We believe that only by ensuring the legal rights and dignity of our employees can we build a sustainable and ethical business.

During the Reporting Period, we were not aware of any serious violations of laws and regulations related to child labour and forced labour.

發展與培訓 Development and Training

員工發展與培訓是我們公司的重要政策和承諾。我們深信員工的成長和發展對於公司的成功至關重要。因此，我們積極提供各種機會和資源，以幫助員工不斷提升其職業技能、知識和能力。

我們的員工發展計劃包括崗前培訓、專業培訓、內部和外部學習活動等多個方面。首先，我們為新入職員工提供全面的崗前培訓，確保他們迅速適應工作環境，並能勝任新的角色和責任。此外，我們定期組織針對不同職位和部門的專業培訓，幫助員工深入瞭解行業最新趨勢和最佳實踐，並提升所需的技術和工作技能。

除了專業培訓，我們還鼓勵員工參與內部和外部的學習活動。我們提供培訓課程、研討會和工作坊，幫助員工在領導力、溝通技巧、團隊合作和問題解決等方面的發展。此外，我們還鼓勵員工參加行業會議、研討會和培訓項目，與同行業的專業人士交流和學習。

根據《員工手冊》中的相關政策，我們致力於提升員工履行工作職責所需的知識和技能。通過這些培訓和發展政策，我們致力於提升員工的專業能力和技能，以滿足公司業務的需求，並為員工個人的職業發展提供支援和機會。我們將持續評估培訓成效，並根據業務和員工需求不斷優化和拓展培訓計劃，以促進員工的成長和公司整體的發展。

Employee development and training is an important part of the Company's policy and commitment. We believe that the growth and development of our employees is vital to the success of the Company. Therefore, we actively provide various opportunities and resources to help our employees continuously improve their vocational skills, knowledge and abilities.

Our staff development program includes a wide range of aspects such as pre-employment training, professional training, internal and external learning activities. First, we provide comprehensive pre-employment training for new employees to ensure that they adapt quickly to the work environment and are able to take on new roles and responsibilities. In addition, we regularly organize professional training for different positions and departments to help our employees gain a deeper understanding of the latest trends and best practices in the industry, as well as to enhance the required technical and job skills.

In addition to professional training, we encourage our staff to participate in internal and external learning activities. We provide training programs, seminars and workshops to help staff develop their leadership, communication skills, teamwork and problem solving. In addition, we encourage our staff to participate in industry conferences, seminars and training programs to exchange ideas and learn from industry professionals.

In accordance with the relevant policies set out in the Employee Handbook, we are committed to enhancing the knowledge and skills required by our employees to fulfil their job responsibilities. Through these training and development policies, we endeavour to enhance the professional competence and skills of our employees to meet the business needs of the Company and to provide support and opportunities for their individual career development. We will continue to evaluate the effectiveness of our training programs and optimize and expand them according to the needs of our business and our employees, with a view to promoting the growth of our employees and the development of the Company as a whole.



截至2024年3月31日，本集團員工進行個人發展與培訓的詳情如下：

As of 31 March 2024, the details of personal development and training undertaken by the Group's staff are set out below:

類別 Type		2023/2024
受訓員工百分比 ⁵ Percentage of trained staff ⁵		48.5%
性別 Gender	男 Male	68.7%
	女 Female	31.3%
職級類型 Grade Type	集團高管 Senior management of the Group	0.5%
	工廠負責人 Factory Managers	1.4%
	一般員工 General Staffs	69.6%
	工人 Workers	28.5%
每名僱員完成受訓的平均時數 ⁶ Average number of training hours completed per staff ⁶		10.1
性別 Gender	男 Male	9.0
	女 Female	12.4
職級類型 Grade Type	集團高管 Senior management of the Group	0.9
	工廠負責人 Factory Managers	7.2
	一般員工 General Staffs	9.0
	工人 Workers	17.3

⁵ 已培訓僱員百分比的計算公式為：

The formula for calculating the percentage of trained staff is:

$$\frac{\text{於報告期間接受培訓的特定類別僱員人數}}{\text{截至報告期間結束接受培訓的僱員總人數}} \times 100\%$$

Number of staffs in specific types who completed training during the Reporting Period
Total number of trained staff by the end of the Reporting Period

⁶ 平均受訓時數的計算公式為：

The formula for calculating the average number of training hours is:

$$\frac{\text{特定類別僱員於報告期間接受培訓的總時數}}{\text{於報告期間特定類別僱員人數}}$$

Total number of training hours completed by staffs in specific types
during the Reporting Period
Number of staffs in specific types during the Reporting Period

社會 Social

以下是我們員工參加過的培訓主題示例，旨在提供多樣化的學習機會，以滿足員工在職業發展方面的需求。以下列表只列出米高集團員工在一年中所涵蓋的部分重點培訓。

The following is a sampling of training topics that our employees have attended, designed to provide a variety of learning opportunities to meet the needs of our employees in their professional development. The list below only highlights some of the key trainings that our employees have covered during the year.

培訓講師 Trainers	相關主題 Topics
代文典 Dai Wendian	公司各項規章管理制度培訓 Training on the rules, regulations and management systems of the Company
楊勇波 Yang Yongbo	公司生產工藝知識培訓 Training on the production process knowledge of the Company
楊勇波 Yang Yongbo	公司生產產品配方知識培訓 Training on product production formula knowledge of the Company
馬天榮 Ma Tianrong	公司生產安全知識培訓 Training on production safety knowledge of the Company
宋紹光 Song Shaoguang	科研專案管理知識培訓 Training on research project management knowledge
董本梓 Dong Benzi	財務知識培訓 Training on financial knowledge
陳遵旭和李圓彬 Chen Zunxu and Li Yuanbin	產品及銷售知識培訓 Training on product and sales knowledge

社區投資 Community Investment

米高集團高度重視社區參與，我們深知作為一家企業，我們的成功與營運所在社區的繁榮息息相關。我們相信企業應承擔社會責任，並在商業活動中考慮社區的需要和利益，以確保我們的經營能夠為社會帶來積極的影響。

為了實踐這一理念，我們積極參與各種社區活動，與當地居民和社區組織建立緊密的合作夥伴關係。我們與他們保持緊密的溝通，聆聽他們的意見和關注，並將這些反饋納入我們的業務決策中。我們相信這種共同參與和開放對話的方式，能夠確保我們的業務與社區的發展需求相互契合，並為社區帶來實質的好處。

此外，我們也通過捐贈資源和資金，支持當地的教育項目、環境保護活動以及社會福利項目。我們認識到這些領域對於社區的發展和居民的福祉至關重要，因此我們希望以這種方式回饋社區，幫助改善當地的生活質量。於報告期內，本集團合共捐款約人民幣3,069,000元，其中約人民幣2,889,000元捐贈予香港交易所慈善基金有限公司。

對社區參與的承諾貫穿於我們的企業文化中，我們的員工都被鼓勵參與志願者活動和公益項目，並將這種社會責任觀念融入到他們的日常工作中。我們相信，通過這樣的努力，我們能夠建立一個更加繁榮、和諧和可持續的社區，同時實現企業的長期成功。這種熱心公益的企業精神也體現在我們的具體行動中。

We place a high value on community involvement. We understand that as an enterprise, our success is tied to the prosperity of the communities in which we operate. We believe in corporate social responsibility and take into account the needs and interests of the community in our business activities to ensure that our operations have a positive impact on society.

To put this philosophy into practice, we actively participate in community activities and build strong partnerships with local residents and community organizations. We maintain close communication with them, listen to their views and concerns, and incorporate this feedback into our business decisions. We believe that this participatory and open dialog approach ensures that our business is aligned with the development needs of the community and brings tangible benefits to the community.

In addition, we support local education programs, environmental protection activities and social welfare programs through the donation of resources and funds. Recognizing that these areas are critical to the development of the community and the well-being of its residents, we want to give back to the community in a way that helps improve the quality of life in the area. During the Reporting Period, the Group made donations totaling approximately RMB3,069,000, of which approximately RMB2,889,000 was donated to the HKEX Foundation Limited.

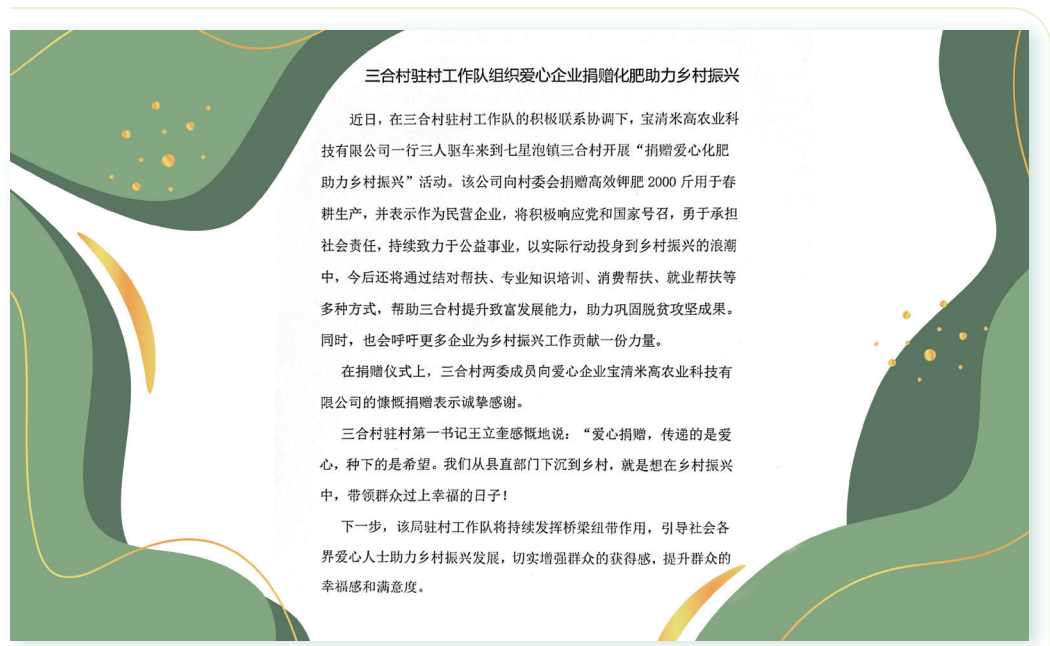
Our commitment to community involvement is embedded in our corporate culture, and our employees are encouraged to participate in volunteer activities and charity programs and to integrate this concept of social responsibility into their daily work. We believe that through such efforts, we can build a more prosperous, harmonious and sustainable community while achieving long-term corporate success. This entrepreneurial spirit for public welfare is also reflected in our concrete actions.

捐贈愛心化肥助力鄉村振興

我公司向寶清縣三合村村委會捐贈2,000斤高效鉀肥用於春耕生產。作為一家民營企業，我們積極回應國家號召，勇於承擔社會責任，持續致力於公益事業，以實際行動投身到鄉村振興的浪潮中。未來，我們還將通過多種方式，如結對幫扶、專業知識培訓、消費幫扶、就業幫扶等，持續支持三合村提升致富發展能力，助力鞏固脫貧攻堅成果。

Donation of fertilizer to help revitalize the village

The Company donated 1,000kg of high-efficiency potash fertilizer to the village committee of Sanhe Village in Baoqing County for use in spring plowing. As a private enterprise, we have actively responded to the national call, bravely assumed our social responsibility, and continued to devote ourselves to public welfare, participating in the wave of village revitalization through practical actions. In the future, we will continue to support Sanhe Village to enhance its ability to become rich and help consolidate the results of poverty alleviation through various means, such as peer-to-peer assistance, professional knowledge training, consumer assistance and employment assistance.



幫扶鄉鎮農業發展建設

鄉村振興是當前中國面臨的重要任務，農業作為鄉村振興的重要支撐，必須得到充分的扶持和發展。為了推動寶清縣農業發展，本公司向寶清鎮政府捐贈人民幣180,000元，用於鄉鎮發展建設。

Assisting agricultural development in townships

The revitalization of villages is an important task facing China at present, and agriculture, as an important support for the revitalization of villages, must be fully supported and developed. In order to promote the development of agriculture in Baoqing County, the Company donated RMB180,000 to the government of Baoqing County for the development and construction of the township.



MIGAO GROUP HOLDINGS LIMITED
米高集團控股有限公司

