



中華商務聯合印刷(香港)有限公司
C & C JOINT PRINTING CO., (H.K.) LTD.

Environmental, Social and Governance Report 2022



Publication date: February 2024

Environmental, Social and Governance Report 2022

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About This Report

Welcome to the first Environmental, Social and Governance Report (“ESG Report”) published by C & C Joint Printing Co., (H.K.) Ltd. and its subsidiaries (hereinafter collectively referred to as “C & C Joint Printing” or “the Company” or “we”). This report aims to present C & C Joint Printing’s ESG-related management policies, performance and latest developments in 2022.

Representation

The information provided in this report is compiled based on the information and data provided by our company and is for reference only, and has not been verified by any third party. We have tried our best to ensure that the information in the report is accurate and reasonable, however, we will not guarantee that this report is completely error-free. We strongly recommend that users conduct further independent investigation and verification before making any decisions or taking actions based on this report. The contents of this report may change over time and may not be updated promptly. Therefore, we encourage users to regularly review and verify relevant information and data. We hereby declare that users should understand the limitations and risks when using this report and bear corresponding responsibilities independently.

Compilation Basis

This report has been prepared in accordance with the requirements of the Environmental, Social and Governance Reporting Guidelines (“ESG Guidelines”) in Appendix 27 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited, and to report based on the “Disobey or Explain” article in the four reporting principles: materiality, quantification, balance, and consistency.

Reporting Scope

The disclosure scope of this report covers the major business of C & C Joint Printing and its major subsidiaries: C & C Joint Printing Co., (Guangdong) Ltd. (CCGD), C & C Joint Printing Co., (Beijing) Ltd. (CCBJ), C & C Joint Printing Co., (Shanghai) Ltd. (CCSH), Chengdu Zhongyong Printing Co., Ltd. (ZYYW), C & C Security Printing Co., Ltd. (CCSP), C & C Security Printing Co., (Shenzhen) Ltd. (SZSP), Beijing Silver Peony Printing Co., Ltd. (BJYMD), C & C RFID Co., (Shanghai) Ltd. (RFID). This report covers C & C’s performance in sustainable development from January 1, 2022 to December 31, 2022. (Note: Data in the chapter “Green Printing” is mainly based on book printing companies, including: CCGD, CCSH, CCBJ)

Report Acquisition

This report is released in electronic form. Readers may visit C & C website: <http://www.candcprinting.com/schi/> or download and read through the WeChat official account “C & C Joint Printing”.

Report Approval

This report was approved by the General Manager Office on 21st December, 2023 after the General Manager Office meeting of the Head Office assessed environmental, social and governance-related risks and determined the reliability of relevant contents.

Reader Feedback

If readers have any valuable comments on this report, please feel free to contact the company through the following methods:

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Contact: Ms. Gerita Lam

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Email: geritalam@candcprinting.com

CEO’s Speech

As a printing company with a history of over a century, C & C, since its establishment, has been providing value-creating products and services to the cultural communication and printing industries..

Over the past forty years, C&C has forged ahead with determination, expanded its business scope, made innovative breakthroughs, engaged in digital printing, ‘Smart’ factories and other fields, and sought a sustainable path for the company while developing science and technology. Many years ago, the company formulated a sustainable development strategy, to promote environmental protection, social responsibilities, and corporate governance (ESG). We hope to pursue the goals of sustainable development, create shared value, and utilize the influence of the corporate to encourage peace and cohesion in society at large.

In the operation of our company, we actively practice the sustainable development concept of “Green Printing, People Orientation, Innovation and Value Creation” and integrate it into our strategy and decision-making, to comprehensively promote the company’s sustainable development process. In accordance with relevant regulations, we have established a Sustainable Development Committee chaired by a member of the General Manager’s Office, with a subordinated Sustainable Development Group, to supervise and guide our ESG work, ensure orderly proceeding, and implementation of our agreed sustainability measures.

Green Printing

We know that the core of sustainable development is to balance economic growth, environmental protection and social responsibilities, while promoting the printing industry in a more environmentally friendly, socially amicable and innovative direction. In the past years, C & C has made great efforts to achieve this goal by reducing carbon emissions, improving resource efficiency, and using environmentally friendly materials.

In the past five years, we have used a total of 110,000 tons of FSC-certified paper and reduced 15,000 tons of carbon emissions; we have adopted many environmentally friendly printing technologies, including low-volatility inks, renewable energy power supply, and waste paper recycling. Our investments in solar power projects in Hong Kong and Shanghai have had a positive impact on the health of our employees and surrounding communities while reducing our environmental footprint.

People Orientation

We firmly believe that our company’s success is attributed to our employees. Therefore, our company has always integrated the concept of “People Orientation” into our culture and strategy. We provide training and career development opportunities to our employees and are committed to creating a safe, inclusive and stimulating work environment. In 2022, we actively participated in community projects, including co-hosting employee cultural and entertainment activities, tree planting activities and charitable donations with the community, and supporting education in deprived areas through the Hope Foundation. These efforts make our work-place more cohesive and increase our social responsibility impact.

Innovation and Value Creation

Innovation is the engine of development. We actively explore new technologies and methods to improve production efficiency and reduce resource waste. We have introduced automation and digital solutions, including system transformation and Smart factories, to connect industrial data and management information flow from pre-press design to workshop production and manufacturing to back-end packaging, warehousing and logistics. By combining digital information integration technology and advanced manufacturing technology, we not only enhance the efficiency of production processes, but also improve product quality, demonstrating C & C’s leadership in pursuing manufacturing excellence and Industry 4.0.

The achievements road of our “Green Printing, People Orientation, Innovation and Value Creation” strategy are just the beginning. Sustainable development is a long and arduous road, but C & C has firm confidence and made a solid foundation, and will make unremitting efforts to achieve the goals of sustainable development.

Thank you for the support and encouragement from all employees, supply chain, partners, and peers. We look forward to working with you hand in hand, to build a sustainable industry future.

Leung Siu Yin, Jackson

C & C Joint Printing Co., (H.K.) Ltd.

CEO

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About C & C

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Company Profile

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C & C Joint Printing's Events 2022

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Plant Certification in Various Places

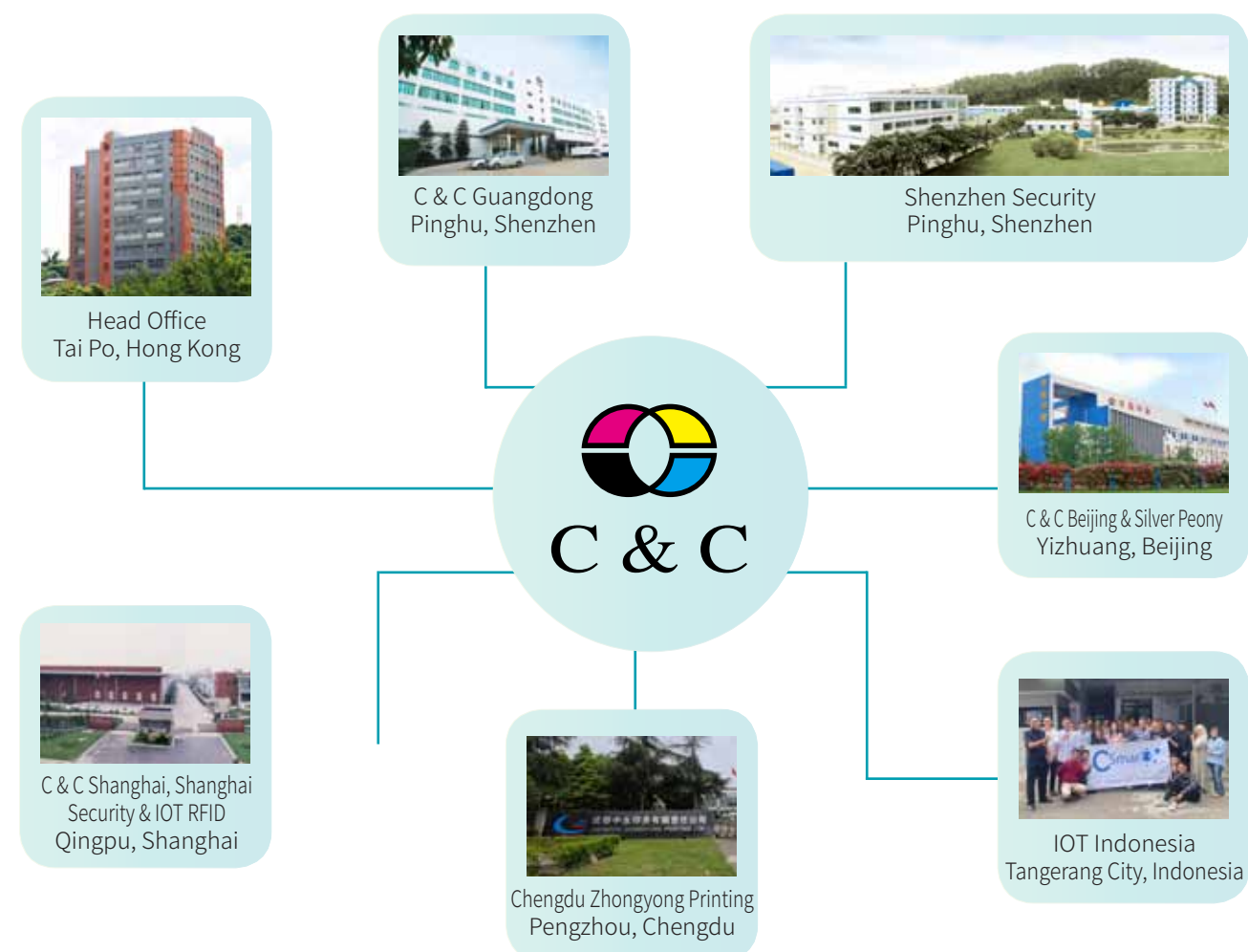


Company Profile

C & C Joint Printing Co., (H.K.) Ltd., formed in 1980 through the merger of Chung Hwa Book Company and the Commercial Press in Hong Kong. It is a large international printing company directly affiliated with Sino United Publishing (Holdings) Limited, a subsidiary of Bauhinia Culture (Hong Kong) Holdings Limited.

At C & C we are unswervingly committed to promoting the development of China's printing industry, innovation, and we honor our century long printing mission with a determination to become an advanced enterprise with global competitiveness. We promote green and low-carbon development methods and establishes a sustainable development corporate strategy of green printing, people-oriented, innovation and value creation with excellence at its core. We insist on work towards protecting the environment through scientific and technological innovation, and focus on actions such as "Carbon Emission Reduction, Energy Saving and Efficiency Increasing, using Green Raw and Auxiliary Materials, and Reducing Waste at the Source" to maximize of green efficiency.

So far, C & C has won a number of environmental protection honors including the ISO14001 Environmental Management System certification won in 1999, becoming one of the first printing companies receiving environmental certification. We have maintained our FSC Chain-of-Custody certification (FSC-COC certification) since 2010. Our four subsidiaries have all obtained China Environmental Labeling Product Certification, making C & C one of the units participating in the "Technical Requirements for Printing of Environmental Labeling Products, Part I Lithographic Printing" promulgated by the Ministry of Environmental Protection in 2011. Since 2016, C & C has passed ISO50001 Energy Management System certification, and our subsidiaries have won many honors such as "Waste Reduction Outstanding Enterprise of Pengcheng", "Cleaner Production Enterprise of Guangdong", "Green Leading Enterprise", and "Guangdong-Hong Kong Cleaner Production Partner".

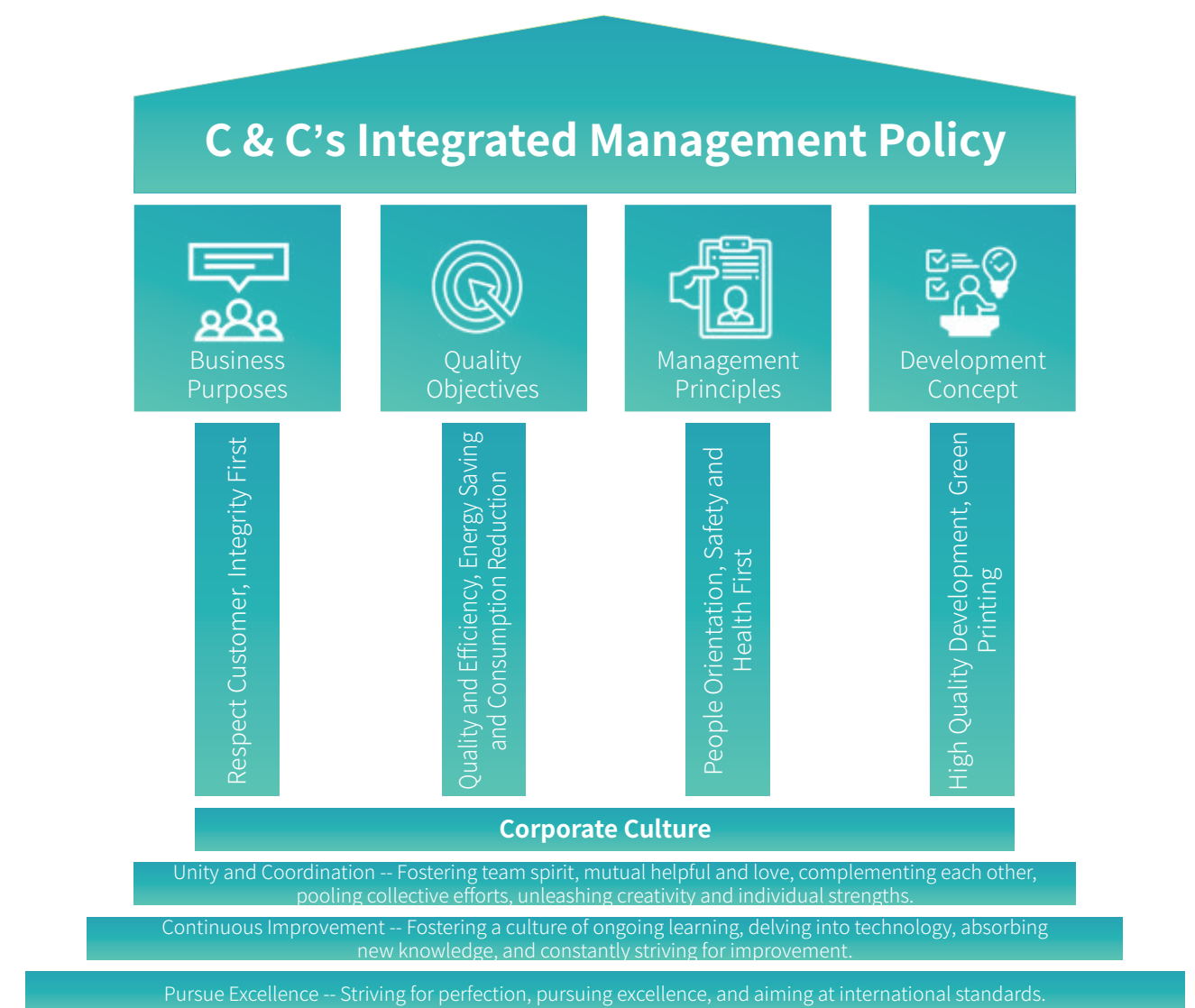


Vision

To become an advanced printing and information communication enterprise with global competitiveness.

Mission

Provide products and services with creative value for the cultural communication and printing industries, and promote the progress and development of social civilization.



C & C Joint Printing's Events 2022

01 March 2022

C & C Joint Printing (Guangdong) Co., Ltd. has obtained Fogra PSO certification. This certification covers pre-press to printing processes, requiring each procedure to be strictly executed. It is a certification that truly practices printing standardization, which also have high requirements for the uniformity and stability of the printing presses. Passing this certification not only meets customers' enhanced quality requirements, but also realizes more comprehensive control over the entire printing production process of the company, leading to international high-quality standards.



02 April 2022

C & C Joint Printing (Guangdong) Co., Ltd. has passed the Level 3 (Integrated) Capability Maturity Model Manufacture Certification (CMMM Certification), becoming the first book printing company to win this honor. This well-recognized award celebrates intelligent manufacturing in the printing industry. Meanwhile, C & C Security Printing Co., (Shenzhen) Ltd. also passed the Level 2 (Standard) CMMM Certification during the same period, laying a good foundation for promoting Industry 4.0.



03 May 2022

C & C's first RFID overseas production base was officially **pened** in Indonesia. On June 3, the Indonesian RFID production base held a simple and grand opening ceremony, which marked the official operation of PT C-Smart IOT Indonesia and the comprehensive upgrading of C & C IOT business unit into mass-production.



04 August 2022

The opening ceremony of Phase-IV START kick-off camp was held in the training room of C & C Guangdong Training Center. The project was officially launched by the Head Office in 2019, with the goal of achieving "integration" and "transformation" so that university recruits can quickly adapt to corporate atmosphere, and master basic skills. After half a month of intensive training, the first stage of Phase-IV 2022 START kick-off camp has been successfully concluded. C&C is not only committed to talent training but also pays attention to the subsequent development of employees, formulating a three-year training plan and providing a broad development platform for university recruits.



05 August 2022

In 2022, C & C Joint Printing Co., (Beijing) Ltd., a subsidiary of C & C, celebrated its 20th anniversary. On August 20, the "Symposium on New Printing and New Services to Support High Quality Development of Publishing Industry" was held in CCBJ. At the symposium, leaders from the publishing industry delivered keynote speeches, playing a "strong note" for the high-quality development of the printing industry. Moreover, C & C Sales & Marketing Service Center was officially unveiled at the symposium. In the future, C & C's new link to connect the market and serve customers will also be opened.



06 September 2022

In 2022, C & C Joint Printing Co., (Shanghai) Ltd. won two printing awards. One is the first and third prizes in the textbook printing award in the "2021 Shanghai Textbook Printing Quality Inspection and Evaluation"; the other is the Bing Xin Children's Book Award won by the book "How Did You Know?", demonstrating the excellent printing capability of C&C.



07 August-September 2022

During August and September 2022, all companies of C & C followed the requirements of "Respond effectively to Covid-19, maintain economic stability, and ensure security in development", combined with the work of "100 days safety and accident-free", and strictly complied with the major requirements of "Guaranteeing Safety and Eliminating Hidden Hazards to Usher in the 20th National Congress of the Communist Party of China", to do a solid job in safety production, and implement the national deployment requirements in a detailed and practical manner, making every effort to guarantee the safety of people's lives and property, and creating a good social atmosphere for the 20th National Congress of the Communist Party of China.



08 September 2022

The "Printing Heritage and Innovation" forum and the inauguration ceremony of the 42nd Board of Directors and Supervisors of the Hong Kong Printers Association, was held in a grand occasion on **the** September 28, 2022 in Hong Kong. The afternoon included activities to celebrate the 73rd anniversary of the founding of the People's Republic of China and the 83rd anniversary of the founding of the Association. Mr. Jackson Leung, the CEO of C & C Joint Printing Co., (H.K.) Ltd., was re-elected as Chairman of the Hong Kong Printers Association. As an excellent business leader, Mr. Jackson Leung has continuously led C & C to forge ahead, insist on innovation, and deliver improved efficient services to customers.



09 December 2022

C & C won four awards at the 2022 Premier Print Awards, including awards for promotional products, books -- web offset, die cutting (including pop-up books) and magazine -- digital printing. C & C has participated in the Premier Print Awards (formerly the Benny Awards of the American Printing Awards) since 1997, and has won the award for 26 consecutive years, demonstrating C & C's excellent printing technology and high-quality printing products at home and abroad.



10 10 December 2022

At the grand occasion of the 33rd Hong Kong Printing Awards held in the Kowloon Shangri-La Hotel in Hong Kong on December 12, 2022, C & C won two silvers, one bronze and one outstanding achievement. C & C has achieved good results in the Hong Kong Printing Awards for 33 consecutive years, demonstrating the high level of C & C's printing capabilities.



Plant Certification in Various Places

	Hong Kong	Shenzhen	Beijing	Shanghai	Chengdu
ISO9001 ¹	✓	✓	✓	✓	✓
ISO14001 ²	✓	✓	✓	✓	✓
ISO45001 ³	✓	✓	✓	✓	✓
ISO50001 ⁴		✓	✓		
ISO27001 ⁵	✓	✓	✓	✓	
FSC ⁶	✓	✓	✓	✓	
SMETA ⁷		✓		✓	
ICTI ⁸		✓	✓	✓	



Chengdu

1 Quality Management System standards

2 Environmental Management System standards

3 Occupational Health and Safety Management System standards

4 Energy Management System standards

5 Information Security Management System standards

6 FSC forest certification

7 Sedex Member Ethical Trading Audit

8 International Council of Toy Industries



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Sustainable Development Vision

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ESG System Set up

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ESG Management Structure

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ESG Objectives 2023-2027



ESG System Set up

As a large printing service provider, C & C continues to promote green and low-carbon development and establishes a sustainable development corporate strategy of “Green Printing, People Orientation, Innovation and Value Creation”. Advocating the use of technology and creativity to create value for culture and achieve a better life, C & C hopes to devote itself to the development of green printing, establish a people-oriented development concept, promote value creation in innovative ways, and build a sustainable future for C & C.

Green Printing

We strive to achieve “green printing”, protecting the environment through technological innovation, focusing on the four pillars of “Carbon Emission Reduction, Energy Saving and Efficiency Increasing, Using Green Materials, and Reducing Waste at the Source”. We will continue innovation and practice in energy conservation and emission reduction from the management and technology levels, reduce the carbon footprint of our own products, strive to unite upstream and downstream partners to achieve energy conservation and emission reduction, build a comprehensively green supply chain, and take every step towards carbon reduction in a responsible way. Meanwhile, we advocate starting from the source, reducing equipment energy consumption, increasing the use of renewable energy, significantly reducing the carbon footprint of products, and building towards a greener world together.

People Orientation

We are committed to providing customers with safe and environmentally friendly products, providing a healthy working environment for our employees, and making the greatest efforts to fulfill our corporate social responsibilities. We implement the policy of “Safety First, Care for Employees” to ensure the health and safety of employees in an all-round way, provide employees with a humane workplace environment, form an efficient and relaxed working atmosphere, and enhance employees’ sense of happiness. We attach importance to the career development of employees, providing employees with cyclical empowerment, multi-channel development, and diverse training and learning opportunities, resilience to future uncertainties, and the pursuit of excellence and professionalism with the spirit of craftsmanship. We organize family-friendly free-time activities and set up summer childcare activities. C & C is committed to building an inclusive working environment with equal opportunities. We founded a the C & C Education Foundation, and together with our partners and employees, to provide support and care for students in deprived areas , to make our contribution to national poverty alleviation and education cause.

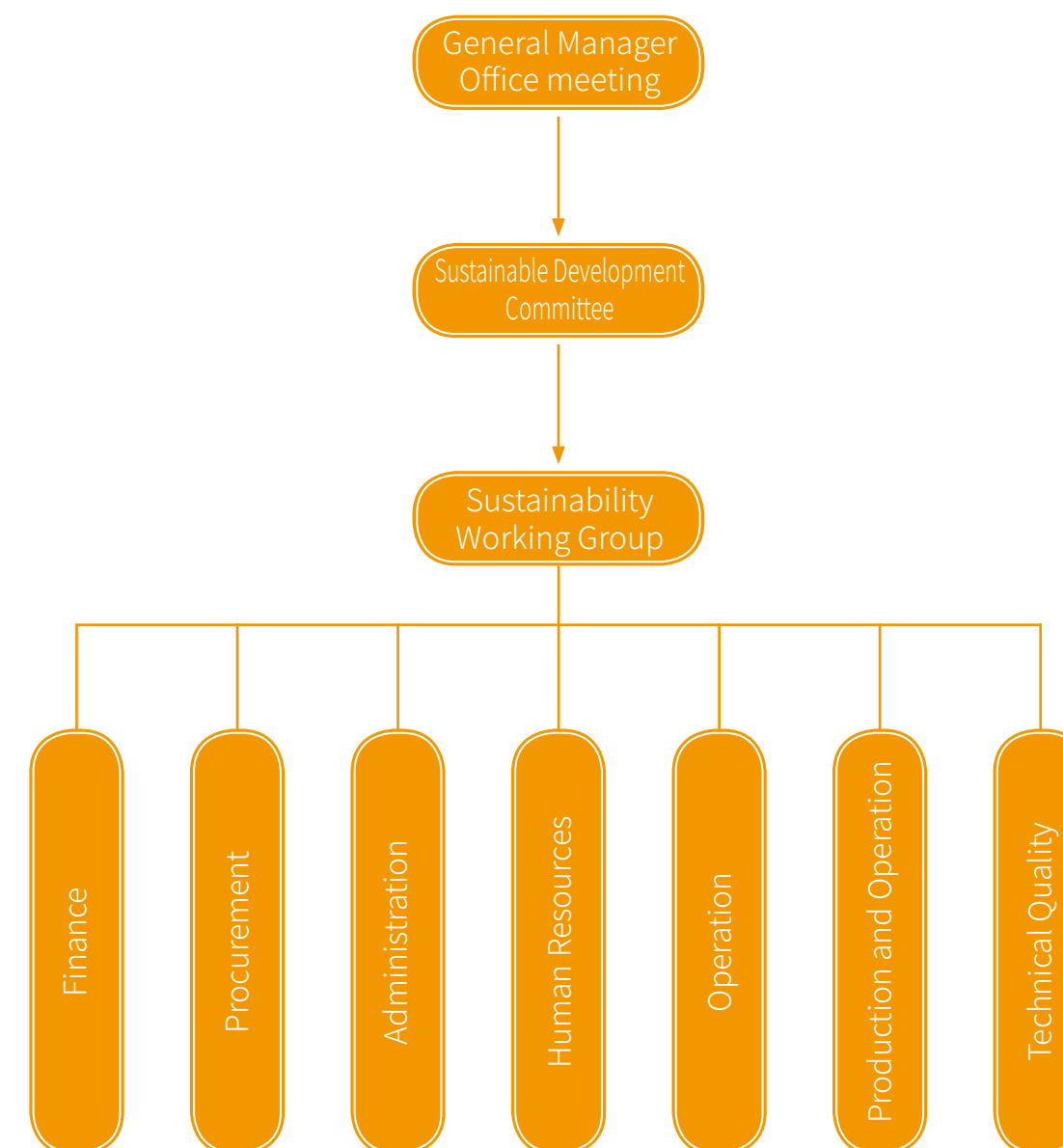
Innovation and Value Creation

The goals of sustainable development require us achieve sustainable value through innovation. C & C have historically been committed to pushing the integration and innovation of different industries, extending our services and creating new industrial value. C & C is committed to realizing true interconnection in the Internet era, implementing digital transformation into the Industry 4.0 Smart manufacturing model, driving the development of information systems, and building a C-Smart platform. On the basis of precision production of existing products, C & C continues to innovate, and develops towards personalized, automated, digital and intelligent printing production methods. By successively increasing the production efficiency and management level of the enterprise, we propel the further development of printing production from “manufacturing” to “smart manufacturing”, and continue to create more value for customers through innovative management models and a combination of art and technology.

ESG Management Structure

In order to maintain our ESG management system, C & C has established a Sustainable Development Committee to set short- and medium-term goals and specific measures for the development and implementation of C & C’s corporate social responsibilities and sustainable development measures, assess our company’s sustainable development risks, and supervise relevant work and report regularly to the General Manager Office meeting. Committee members include: Employees from Sales (Customer Service), Operation Management, Procurement and Supplier Management, Human Resources Management, Administrative Management and other personnel.

The Committee has a sustainable development working group, whose members include representatives and major members of integrated management system from Hong Kong, Shenzhen, Shanghai and Beijing.



Name of Organization

Major Duties



General Manager Office meeting

- Coordinate and understand the progress of sustainable development and guide the implementation of our company's ESG management strategy.
- Review and make decisions on major ESG matters related to our company's business.
- Review, determine and allocate resources for the implementation and continuous improvement of the ESG system.



Sustainable Development Committee

- Formulate our company's corporate social responsibilities and sustainable development goals, strategies, priorities, measures and objectives.
- Supervise, review and evaluate our company's corporate social responsibilities and sustainable development priorities and objectives, to guarantee that the operations and practices of affiliated companies comply with relevant priorities and objectives.
- Supervise and review our company's corporate social responsibilities and sustainable development policies, practices and management guidelines.
- Review and report on sustainability risks and opportunities.

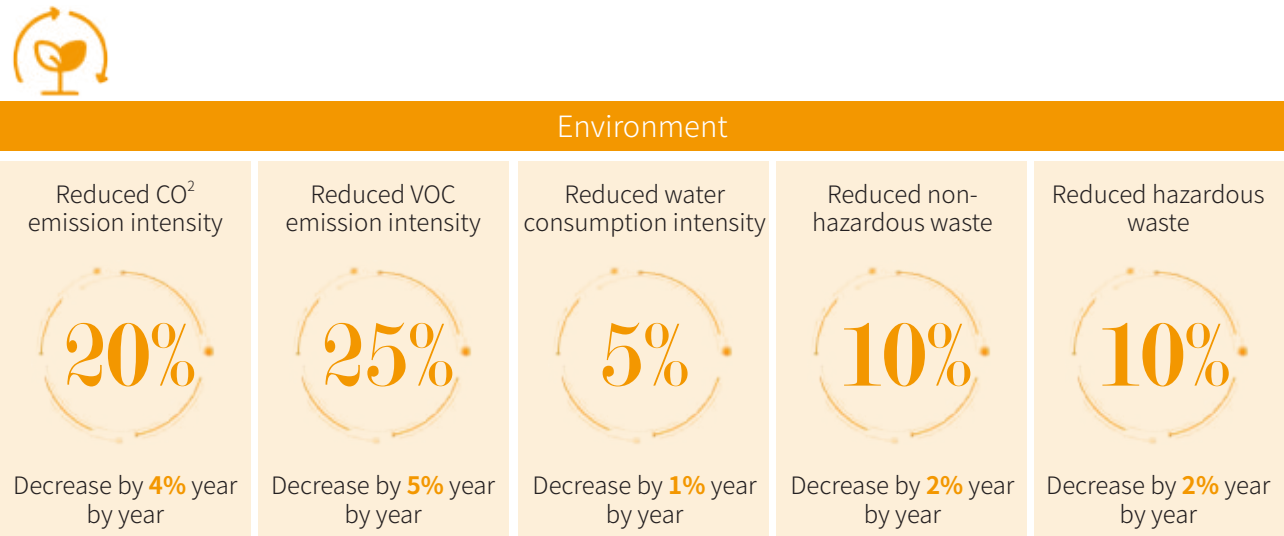


Sustainability Working Group

- Assist the Committee to coordinate and manage the company's ESG matters, and arrange the implementation and execution of ESG-related work by the company's functional departments.
- Assist the ESG Committee to formulate ESG management policies and strategies, and enact and implement specific ESG work plans in line with the company's ESG management simulation and strategies.
- Regularly report work progress to the Sustainable Development Committee, and report on the completion of goals and the work plan for the next year at the end of each year.
- Coordinate the company's relevant departments to prepare annual ESG reports and submit them to the Committee for approval.

ESG Objectives 2023-2027

Since 2022, we have set the following corporate objectives and are dedicated to improving performance indicators from 2023 to 2027, with 2022 as the benchmark year:



With ten thousand RMB dollars added value of industrial enterprises as the benchmark



(Number of industrial accidents/number of employees*1000)

03

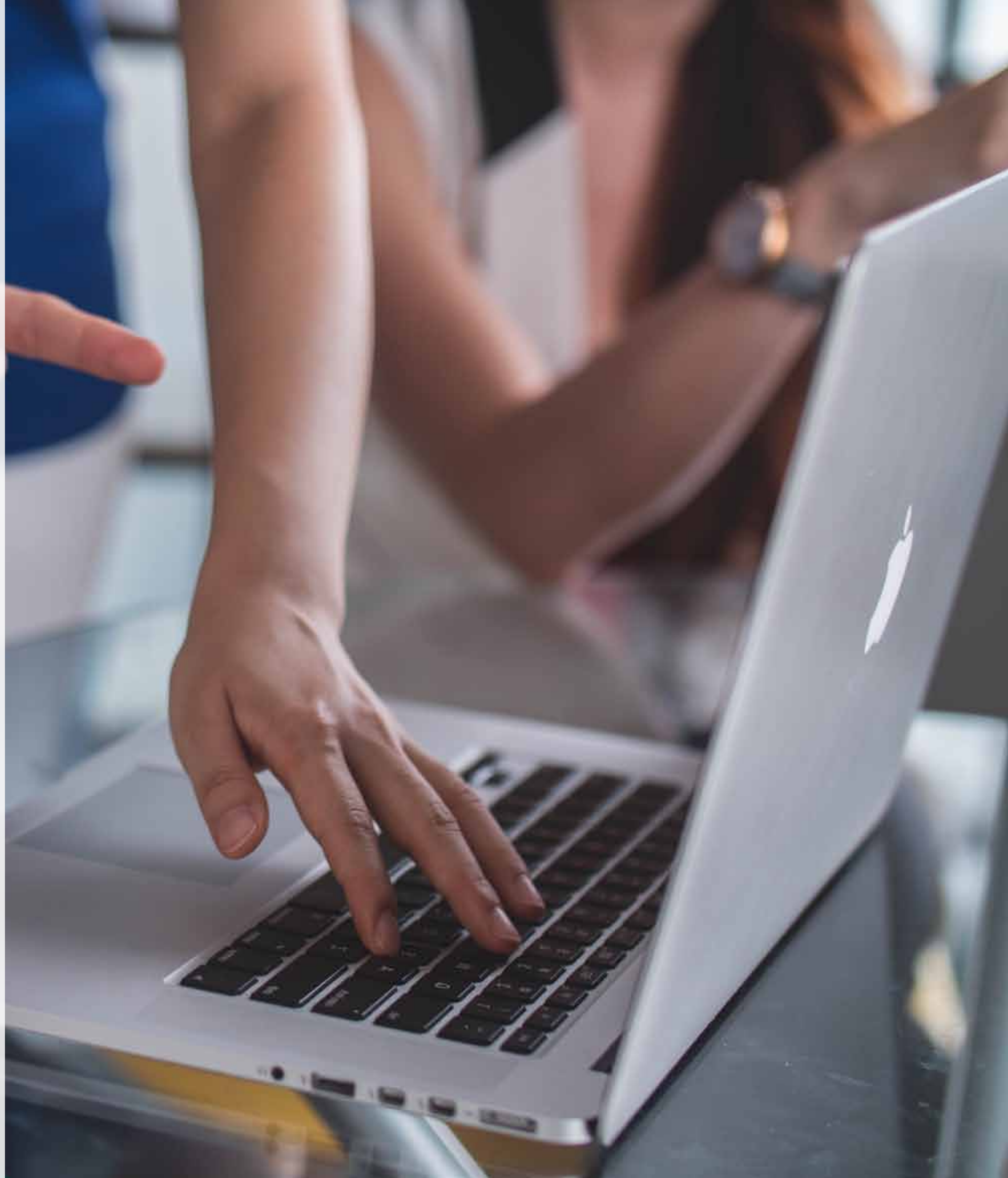
Communicate with Stakeholders

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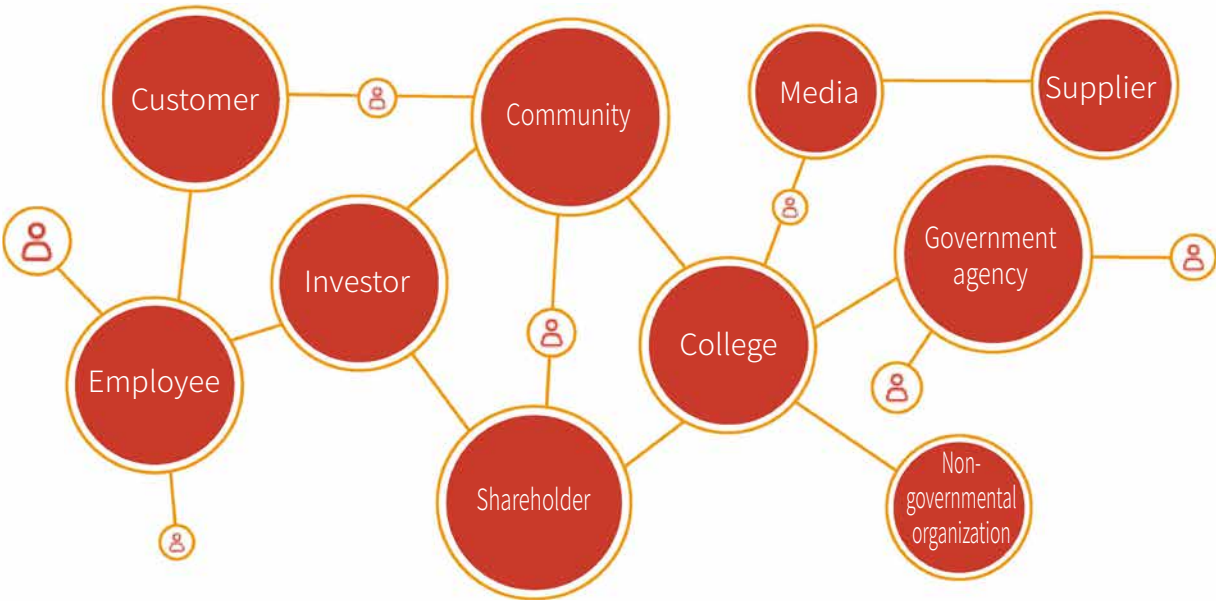
Stakeholders

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Assessment of Major Issues



Stakeholders



As a company committed to sustainable development, we pay high attention to communication and cooperation with stakeholders. Over the past year, we have made many major achievements and gained significant progress in sustainability. In this report, we will introduce our sustainable development strategy, objectives and actions, and share our communication and cooperation with various stakeholders.

Stakeholder participation	We actively listen to and respond to the concerns and recommendations of all stakeholders. We maintain close contact with shareholders, employees, customers, suppliers, communities and other interested parties by holding relevant meetings on a regular basis. We value the opinions and feedback of our stakeholders and incorporate them into our decisions and actions.
Transparent communication	We aim to provide exact, timely and transparent information so that stakeholders can understand our business operations and progress in sustainable development. We provide comprehensive information to our stakeholders through regular publication of annual reports, sustainability reports and other communication channels. Moreover, we also deliver information through our official website and WeChat official account, to allow stakeholders to learn about our latest developments and express their opinions at any time.

Follow us on social media



Interested party cooperation

We encourage our suppliers to adopt sustainable business practices and share best practices with them. We also proactively participate in community projects and support local education, environmental protection and social welfare undertakings. We collaborate with industry associations to develop and promote sustainability standards and initiatives.

In the future, we will strengthen communication and cooperation with stakeholders and continuously improve our sustainable development practices. We will continue to pay high attention to the global sustainable development agenda and actively respond to social and environmental challenges. We believe that through close cooperation with various stakeholders, we can jointly achieve the objectives of sustainable development.

Communication channels between C & C and its stakeholders

- Announcement
- Focus group discussion
- Intranet and company website
- Press release
- Sustainability Report
- Social media
- E-mail
- Interview
- Online and face-to-face meetings
- Factory visit
- Opinion poll



Assessment of Major Issues

Engagement of internal and external stakeholders is a fundamental step for assessment of major issues to identify environmental, social and economic-related issues that are relevant. By evaluating the feedbacks we collect, we have established a matrix of significance levels, which represents the opinions of internal and external stakeholders from senior management, employees, NGOs, customers, suppliers, business partners, etc.

Matrix of significance levels for sustainable development issues



In order to actively respond to the concerns of various stakeholders, we have integrated important issues of sustainable development into different chapters of this report and made key disclosures. Through this significance assessment, we are able to exactly identify areas that need close attentions and take measures to intensify oversight on these areas, to guarantee compliance with best practices for sustainable development.

In addition, we will also consider including these important issues into our ESG management work. By integrating our sustainability objectives and strategies, we will further improve our sustainability performance and provide our interested parties with more comprehensive and transparent information.

Green Printing	Report response sections
1. Waste Reduction and Recycling	Green Printing—Waste Management 48
2. Application of Environmentally Friendly Materials	Green Printing 30
3. Energy Efficiency and Carbon Reduction	Green Printing 30
People Orientation	Report response sections
1. Employee Health and Safety	Social Responsibilities—People Orientation 52
2. Protection of Employee Rights and Interests	Social Responsibilities—People Orientation 52
3. Corruption and Bribery	Social Responsibilities—Integrity Building 65
Innovation and Value Creation	Report response sections
1. Product Safety and Quality	Innovation and Value Creation—Quality Assurance 76
2. Customer Property and Data Security	Innovation and Value Creation—Quality Service 79
3. Customer Services and Rights and Interests Protection	Innovation and Value Creation—Quality Service 79

UN SDGs objectives comparison table					
Important issues	Objectives	Important issues	Objectives	Important issues	Objectives
Green Printing		People Orientation		Innovation and Value Creation	
Waste reduction and recycling objectives	   	Employee health and safety objectives	 	Product safety and quality objectives	  
Environmentally friendly material application goals		Employee rights and interest protection objectives	    	Customer property and data security objectives	
Energy efficiency and carbon reduction objectives	 	Corruption and bribery objectives		Customer service and rights protection objectives	

04

Green Printing

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Energy Saving and Consumption Reduction

Energy Management Center
Energy Saving Measures

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Emissions Control

Carbon Emission Control
VOCs Emission Reduction

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Water Resources Management

Wastewater Treatment
Water Conservation

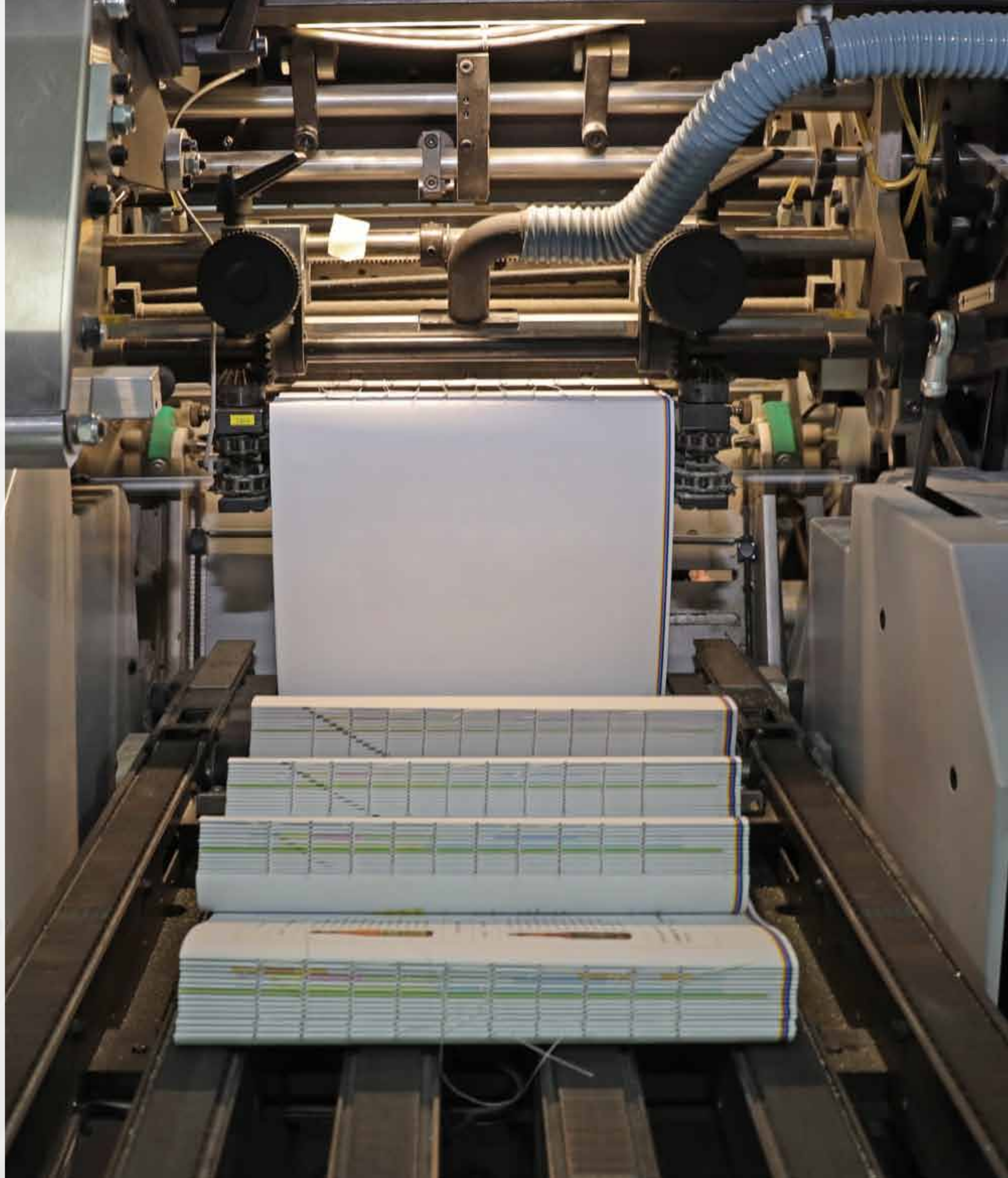
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Waste Management

Waste Reduction and Sorting
Waste Treatment and Disposal
Chemical Management

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Environmental Education and Advocacy





C & C highly recognizes the green and sustainable development model and regards it as the inevitable development direction in the future. We pay high attention to environmental protection, integrate the concept of green development into daily operations, implement efficient environmental management measures for different production links, actively respond to risks and opportunities brought by environmental problems, and are committed to achieving common progress in economic development and environmental protection. .

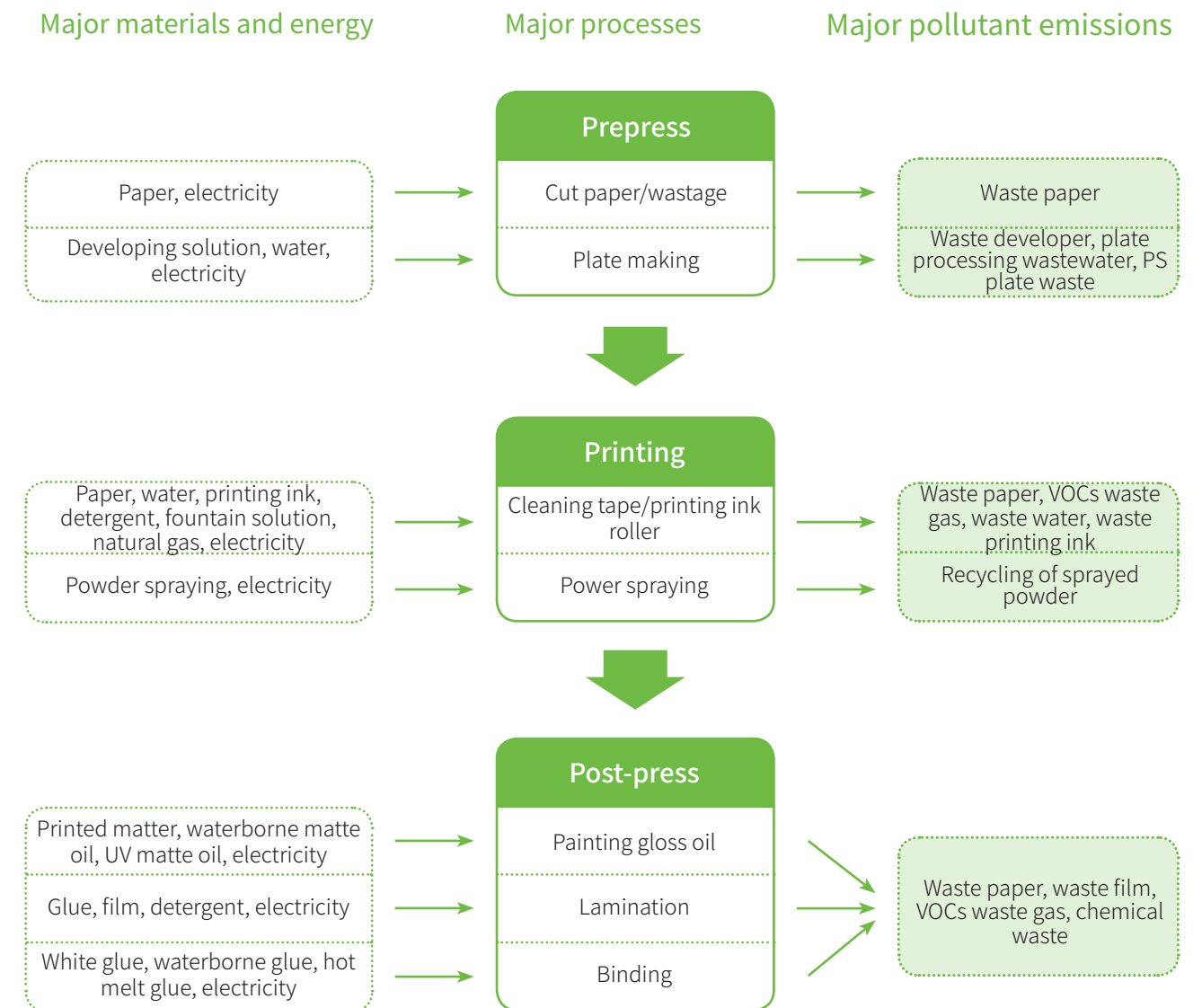
C & C's main operating sites include major production bases in Shanghai, Beijing and Shenzhen. During the operation process, we mainly focus on environmental impact factors such as energy consumption, water usage, greenhouse gas emissions, air pollutant emissions, hazardous and non-hazardous waste emissions, and chemical disposal. To this end, we have formulated corresponding environmental protection policies and taken many management measures to reduce negative impacts on the environment.

In addition to paying attention to environmental protection work, C & C also give priorities to the cultivation and improvement of employees' environmental awareness. By organizing different kinds of green environmental protection activities, we successively promote environmental protection concepts to employees and motivate employees to work together for environmental protection.

In the future, C & C will continue to boost green and sustainable development and steadily improve environmental management and protection measures, to make sure that our business can coexist harmoniously with the environment. We will adhere to the orientation of green development, actively respond to environmental challenges, offer customers more environmentally friendly and sustainable printing solutions, and contribute to society and the natural environment.



Material and energy usage and emissions in the printing industry



During this reporting period, the company has strictly complied with environmental protection laws and regulations that have a significant impact on the company, including but not limited to:

“Law of the People's Republic of China on Environmental Protection” and “Law of the People's Republic of China of Water Pollution Prevention and Control”

“Law of the People's Republic of China on Prevention and Control of Air Pollution” “Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste”

“Law of the People's Republic of China on Prevention and Control of Environmental Noise Pollution” and “Law of the People's Republic of China on Energy Conservation”

“Air Pollution Control Ordinance”, “Water Pollution Control Ordinance” and “Waste Disposal Ordinance” of the Hong Kong Special Administrative Region

Energy Saving and Consumption Reduction

Our company actively takes energy management measures, including using more efficient equipment, promoting energy-saving technologies, introducing renewable energy, etc., to reduce energy consumption and environmental impact. We are committed to optimizing resource utilization and reducing energy consumption and waste generation. By introducing advanced printing technology and equipment, we have improved production efficiency and reduced energy consumption; by optimizing the production process, we have reduced waste generation and actively promoted the recycling and reuse of waste.



Energy Management Center

We have established an enterprise energy management center, and provide real-time data from the platform to various executive departments to manage energy-saving related measures and monitor energy consumption. We have used system supervision and monitoring methods to manage real-time data and abnormal fluctuations in energy use of enterprises, to achieve energy saving through management.



- Completed in May 2022
- Installed with 160 electronic meters
- Access to electricity, gas, water and other resources
- Classified, hierarchical and itemized management of energy consumption
- In-depth special analysis of power supply and distribution
- Connected to government energy management platform
- Connected with our ERP/MES
- Analysis of energy consumption per unit
- Calculation of carbon footprint

(1) Construction of an energy execution information system (accepted and officially put into operation in July 2022)

- The energy management system has the following functions:
- Complete the construction of 135 electricity metering points, 21 water metering points, 2 central gas supply metering points, and 1 natural gas metering point.
- Complete the software and hardware construction of the energy management center system to realize real-time monitoring and statistical analysis of electricity, gas, water, cooling, etc.
- Realize and monitor port connection and data sharing with ERP and MES system by the mobile phone terminals.

(2) A special energy-saving working group has been formed at the end of July 2022 to promote the company's management and technical energy-saving work. Its specific work contents included:

- A regular management and energy-saving inspection mechanism was established, special patrol inspections were organized, to promptly discover and solve energy waste problems. Priorities were put on issues related to non-standard operations and failure to follow operating guidelines, and relevant rectification measures and supervision mechanisms were proposed.
- Rational use of energy was promoted throughout the company. For example, based on the peak, flat and valley periods of electricity consumption in Shenzhen, we rationally optimized the schedules of various workshops, to achieve the goal of off-peak electricity consumption and reducing peak electricity consumption.
- We promoted the establishment of an energy-saving reward and punishment mechanism, and unfold relevant work mainly relying on technical energy-saving, management energy-saving, energy-saving suggestions and proposals. We carried out energy-saving competitions and elected energy-saving pacesetters and energy-saving model teams, to create a good atmosphere for the company's energy management.
- We improved specific rules and implementation methods for the company's energy management, and relied on the system to conduct rational and effective management. We researched and planned the company's overall goals and roadmap for future energy conservation and emission reduction.

Through the energy management center, we completed a number of energy-saving improvement projects in 2022, including optimizing web presses, whirler machines, printing workshop water towers, arranging printing presses, inspecting and turning off air conditioners in public and unoccupied rooms, etc., saving a total of nearly 78,000kWh of electricity, equivalent to electricity rate of approximately RMB62,000. Through targeted optimization, energy consumption in production processes and daily life has been effectively decreased.



Energy Saving Measures

Electricity consumption of PCP companies in Shenzhen, Shanghai & Beijing in 2021 and 2022

Project	2021	2022
Electricity consumption (kWh) *Including electricity for workshops, dormitories and canteens	40627320	41358840

As a printing company, we were aware of the importance of energy consumption and environmental impact during the printing process and initiatively took action to improve this situation. By formulating and implementing a series of practical energy-saving measures, we have been committed to improving energy efficiency, reducing energy consumption in the production process, and reducing adverse impacts on the environment.

The following will introduce some major measures taken by C & C in energy conservation. The implementation of these measures not only reduced our operating costs, but also promoted the sustainable development of our company and made positive contributions to society and the environment, which include:

- **Using energy-efficient equipment:** We have invested in advanced printing presses and other machines with high energy utilization rate, minimizing energy consumption during the production process.
- **Optimizing production process:** We reduced unnecessary energy consumption by improving production processes. For example, we have optimized the plate making process, reduced the generation of waste paper and waste ink, and achieved exact control and regulation of energy through automated control systems.
- **Optimization of heating and cooling equipment:** We optimize and adjust air conditioning, heating and ventilation equipment to reduce energy consumption by improving equipment operating efficiency and control systems.
- **Waste heat recycling:** We apply the waste heat recycling system to production, reusing part of the heat energy and reducing the demand for external energy.
- **Using clean energy transportation:** The company replace diesel vehicles with electric vehicles. So far, there are two electric vehicles in the Head Office and one in C & C Shanghai. The use of electric vehicles reduces air pollution and our dependence on limited petroleum resources.
- **Utilizing renewable energy:** We are gradually introducing renewable energy, such as solar energy, to satisfy the company's power demand. This will not only reduce dependence on traditional energy, but reduce harm to the environment.

Case 1

Shanghai photovoltaic project

C & C Shanghai photovoltaic project adopts distributed photovoltaic power generation, is a novel green and clean energy. It uses existing two main workshops to install solar panels on the roofs and employs an energy-saving model of "independent power generation for self-consumption with surplus electricity fed to the grid", which not only satisfies the company's own low carbon development but also help achieve the "double carbon" goal as soon as possible. The average annual power generation design capacity is 3.7185 million kWh, which greatly reduces electricity costs, not only meets the company's own low-carbon development, but also helps to achieve the "double carbon" goal as soon as possible.



Case 2

Energy-saving renovation of the cooling tower system of C & C Guangdong

C & C Guangdong replaced 5 old round water towers with an 800RT square cooling tower. The cooling tower and water pump were provided with variable-frequency automated control, and an adsorption cooling water processor was added to remove scales in a timely manner. After the replacement, the energy saving rate for variable frequency control transformation of the cooling tower reached 56%, with power saved by 101,620 kWh.



Case 3

Upgrading of C & C Beijing’s Equipment

- The introduction of central gas supply to replace the original single-machine air supply has improved the noise in the workshop, lowered the workshop temperature in summer, and reduced electricity consumption by 500,000-600,000 kWh per year.
- All lamps used in workshops and warehouses were replaced by LED energy-saving lamps, which reduced electricity consumption by 60,000 to 100,000 kWh per year.
- High-energy-consuming motors were phased out, the motors listed in the first to fourth batches of the “Catalog of High-energy-consuming Backward Electromechanical Equipment (Products) to be Phased Out” were replaced step by step, which reduced electricity consumption by 100,000-200,000 kWh every year.
- The workshop humidification system was upgraded from the original mixed steam-water humidification to high-pressure micro-mist humidification, reducing water consumption by 200 tons and electricity consumption by 100,000 kWh per year.
- Update the electric hand trucks used in the workshop based on their service life and replace the forklift batteries, which can reduce electricity consumption by 36,000 kWh per year.



Case 4

C & C Shanghai and Shenzhen Security adopted Haier maglev freezers

Due to frequent failures and high maintenance costs caused by old air-conditioners, C & C Shanghai and Shenzhen Security both updated their freezers, and added a Haier maglev refrigeration unit respectively to replace old ones. This allowed C & C Shanghai to save 120,000 kWh of power annually, with an energy saving rate of 36%, and Shenzhen Security is expected to save energy by 54%.



Emissions Control

Carbon Emission Control

Carbon emission data of PCP companies in Shenzhen, Shanghai & Beijing in 2021 and 2022

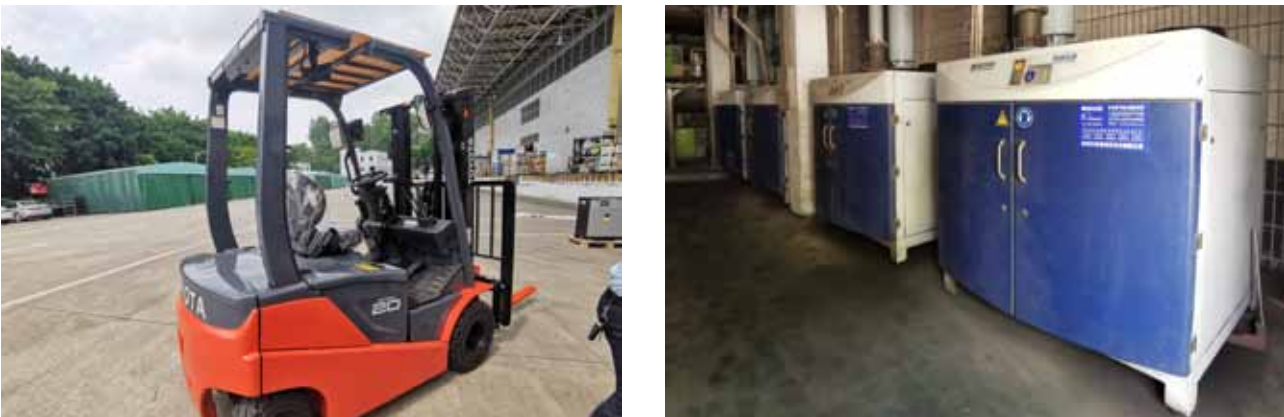
Greenhouse gas emission (tCO2e)	Year	C & C Guangdong	C & C Shanghai	C & C Beijing
Scope 1 emissions (direct emissions)	2021	944.42	681.99	6932.94
	2022	793.09	653.05	7332.34
Scope 2 emissions (indirect emissions)	2021	10904.80	5332.02	791.21
	2022	11277.48	4977.12	1024.23
Total emissions	2021	11849.22	6014.01	7724.15
	2022	12070.56	5630.17	8356.57

Both C & C Guangdong and Beijing have entered the national carbon trading market. The current tradable carbon emission indicators of C & C Guangdong and Beijing are 36,355 tons and 3,023 tons respectively.

Over the past year, we have taken a series of proactive steps to lower our carbon emissions. First, we conducted a comprehensive assessment and optimization of energy use, adopting more efficient equipment and technology to cut energy consumption and carbon emissions. We also promoted the use of clean energy and offset unavoidable carbon emissions by purchasing green certificates.

Case 1

C & C Guangdong has been committed to clean production, energy conservation and emission reduction, and done a lot of work to reduce carbon emissions, for example, replacing liquefied petroleum gas with natural gas, diesel forklifts with battery forklifts, renovation by energy-saving lighting, introduction of Haier maglev air conditioners, improvement of central gas supply system, and air-conditioner variable-frequency energy savings.



Case 2

C & C Shanghai purchased 1,000MWh green certificates in 2022 to neutralize the company's carbon emissions from electricity use.



Volatile organic compounds (VOCs) emission reduction

VOCs emission data of PCP companies in Shenzhen, Shanghai & Beijing in 2021 and 2022

Company	Year	VOCs emissions (tons)
C & C Guangdong	2021	29.75
	2022	19.54
C & C Shanghai	2021	4.88
	2022	4.69
C & C Beijing	2021	9.98
	2022	6.88



Waste gas treatment equipment of various companies

Volatile organic compounds are one kind of the common emissions in the printing process mainly from solvents, printing inks and coatings. High levels of VOCs emissions not only have a negative impact on atmospheric quality, but lead to air pollution and health problems. In the past year, we have taken a series of proactive measures to reduce VOCs emissions. We strictly abide by relevant environmental regulations and standards, and cooperate with suppliers to promote green and environmentally friendly printing materials. In order to effectively manage and cut VOCs emissions, we have taken the following measures:

- **Implementing emission control measures:** We installed and maintained appropriate emission control equipment, such as VOCs recovery systems, exhaust treatment devices and ventilation equipment, to minimize the release of VOCs into the atmosphere. Currently, C & C Beijing, Shanghai, and Guangdong all have two units of VOCs waste gas treatment equipment.
- **System guarantee:** All companies have passed ISO14001 environmental management system certification, FSC (Forest Stewardship Council) certification, and China Environmental Labeling Product Certification (Green Printing). Moreover, C & C Guangdong and Beijing have passed ISO50001 energy management system certification.
- **Strengthening emissions regulation:** The emission control of process waste gas was intensified and the effusion of organic materials in printing enterprises was strictly controlled. The process lines that produce VOCs waste gas were set up in a closed workshop as much as possible, and ventilated in a centralized way, and VOCs control equipment was introduced.
- **Monitoring and recording emissions data:** A VOCs supervision ledger was set up for the production process, including daily use of production equipment, consumption of VOCs-containing raw and auxiliary materials, collection and supervision of organic waste gas, etc. The duties of different departments were clarified, to truly record the generation, storage, utilization, disposal and other information of solid waste, to ensure the good operation of the solid waste ledger system.
- **Using environmentally friendly ink:** Waterborne inks or UV-curable inks with lower content of VOCs were selected. These printing inks can significantly decrease VOCs emissions and pose fewer environmental and workplace health risks.
- **Continuous improvement of processes and operations:** Processes and operating procedures were regularly reviewed and improved to reduce the generation and emissions of VOCs. For example, factors such as printing temperature, humidity and printing speed were controlled, to reduce waste and use of solvent.

By taking these VOCs management measures, we could effectively reduce VOCs emissions, weaken their impact on the environment and human health, while improving corporate image and sustainability.



Water Resources Management

Wastewater Treatment



Wastewater treatment data of PCP companies in Shenzhen, Shanghai & Beijing in 2021 and 2022

	Year	C & C Guangdong	C & C Shanghai	C & C Beijing
Wastewater treatment (including waste developer, waste plate cleaning solution, waste fountain solution/ton)	2021	34.95	28.71	12.64
	2022	25.10	22.87	5.72

Printing wastewater is mainly generated from plate processing in making lithographic plate, dampening in lithographic printing, can washing in the canning process, and cleaning of waterborne ink printing. It includes plate processing wastewater, dampening wastewater, aluminum can cleaning wastewater, and printing cleaning wastewater, the main pollutants are acids, chemical oxygen demand (COD), suspended solids (SS), biochemical oxygen demand (BOD5), etc.

For the treatment of printing wastewater, appropriate measures need to be taken to remove pollutants and improve the quality of wastewater, to protect water resources and the environment. This includes using wastewater treatment equipment for physical, chemical and biological treatment to remove contaminants such as pigments, grease, organic matters and suspended solids. Through appropriate treatment processes, we can effectively purify printing wastewater and meet environmental discharge standards to achieve the goal of sustainable development. In order to effectively manage and reduce the environmental impact of wastewater generated by the printing industry, we have taken the following management measures:

- **Reducing pollution sources:** To reduce or minimize the sources of pollution generated by wastewater by improving printing processes and operating methods. This includes using low-VOC inks, replacing harmful chemicals, controlling solvent usage, and optimizing pigment selection.
- **Establishing wastewater treatment facilities:** The company has established appropriate wastewater treatment facilities to ensure that wastewater is properly treated before being discharged. These facilities comply with environmental regulations and standards and are regularly maintained and monitored by the company.
- **Monitoring and recording:** To establish a monitoring and recording system to continuously follow-up the quality, quantity and discharge conditions of wastewater. This helps identify potential problems and improve wastewater management measures, and complies with regulations and environmental assessment requirements.
- **Internal recovery and recycling:** Reduce wastewater discharge and resource waste through internal recycling and reuse of wastewater, waste solvents and waste ink. For example, a closed circulation system is used to recover and reuse cleaning wastewater to cut the use of new water.
- **Compliance and Certification:** Ensure that the printing industry complies with relevant environmental regulations and standards and obtains necessary licenses and certifications. This can be done by working with environmental management agencies to conduct reviews and assessments, to ensure wastewater management complies with regulatory requirements.

Case 1



C & C Shanghai has completed the installation of a fountain solution central filtration system for two rotary presses in July 2022, which was expected to reduce the generation of hazardous waste liquid by 3 tons in 2022.

Case 2

In 2022, Shanghai Security safely use a fountain solution purification and filtration device for recycling of fountain solution, reducing the production of waste liquid by 4 tons, i.e., about 40% of the total production of waste liquid.



Case 3

C & C Guangdong's pre-press wastewater treatment technology

The developer is repeatedly used through cyclic filtration, with a water saving rate of 98%. The subsequent wastewater and waste developer were distilled and then reused as pure water. The waste solid was recovered and treated by a professional recycling company. The cumulative water reused in 2022 reached 52.641 tons, reducing hazardous waste by 80%.



C & C Guangdong's comprehensive wastewater treatment facilities

C & C Guangdong's comprehensive wastewater treatment facilities uniformly mix the plate cleaning wastewater, waste fountain solution, VOCs treatment wastewater, dusting tower wastewater and screen flushing wastewater during the production process, and then reagents are added for neutralization, flocculation, electrolysis, reverse osmosis (RO) and ultrafiltration membrane for double filtration. After that, the purified water is reclaimed, and the sludge residue is delivered to a qualified hazardous waste treatment company for recycling, with a daily treatment rate of 2 tons. These measures reduce hazardous wastewater of various types by more than 100 tons per year.



Water Conservation

Water usage	Year	C & C Guangdong	C & C Shanghai	C & C Beijing
Water consumption (cubic meters) *Including production water and domestic water	2021	192780	50106	46766
	2022	155420	46411	36114
Water consumption per ton of paper or cardboard (cubic meters/ton)	2021	2.85	3.13	2.17
	2022	2.55	3.38	1.88

In addition to wastewater treatment, we pay high attention to the protection of water resources. Over the past year, we have taken a series of proactive steps to decrease our water use and improve water efficiency. By introducing advanced equipment and processes, optimizing production procedures, and promoting water-saving technologies and management practices, we have effectively lowered the company's water consumption, reduced water waste, and further improving production efficiency. We reduced water consumption and promote sustainable development through the following water conservation measures:

- **Checking and fixing water leaks:** To regularly inspect printing equipment, process pipes and water supply devices and repair any leaks. Timely repair of water leaks can prevent waster of water and loss of resources.
- **Using water-saving equipment and technology:** To install water-saving nozzles, spray systems and cooling equipment to reduce water loss during the printing process. Energy- and water-saving equipment and technologies, such as closed circulation systems, were selected.
- **Unified water supply management:** To save resources, reduce carbon emissions, improve water supply efficiency and quality, simplify management and reducing costs by integrating resources and adopting a centralized supply method, and supplying water uniformly through the central supply system.
- **Training and awareness raising:** To strengthen the communication of water-saving concepts and methods by training employees and raising their awareness. Relevant educational materials, marks and promotional materials to encourage employees to participate in water conservation activities.
- **Internal management and monitoring:** To establish an effective water resources management system and monitoring system. To monitor and manage water consumption in real time by setting water consumption targets, using water meters and regular water resource assessments.
- **Continuous improvement and technological innovation:** To promote the development and adopt more water-saving printing processes and equipment. Advanced printing technologies such as digital printing and waterborne printing inks are developed, to reduce water consumption and environmental impact.

Case 1

C & C Beijing

- (1) All printing presses were equipped with automatic cleaning rubber blanket systems to replace manual cleaning blankets, reduce manual workload, improve equipment efficiency, and cut water consumption in car washing by 40 tons per year.
- (2) One unit of pre-press developer concentration and plate processing water circulation and filtration equipment was installed, to reduce the generation of waste developer by more than 80% and plate processing water consumption by 300 tons/year.



Case 2

C & C Shanghai promoted 100% use of rinse-free treatment plates and was expected to save 458 tons of water throughout the year.



Case 3

Central water supply for printing in C & C Guangdong



- ✔

Unified management (1/F.: 23 printing group; 2/F.: 33 printing group)
- ✔

Unified dampening standards (for standard printing)
- ✔

Unified filtration to maintain stable water quality (for standard printing)
- ✔

Energy saving + water saving
- ✔

Central dampening liquid filtration/ management system (press & web press department)
- ✔

Environmental friendliness

Savings rate: 30%

Waste Management

Waste Reduction and Sorting

C & C has been committed to lowering its impact on the environment by cutting waste generation and properly sorting and management of waste. We actively promote the concepts of waste reduction and resource recycling, and minimize waste generation by improving production processes and technologies. Moreover, we will classify waste rationally and recover recyclable waste to reduce negative impact on the environment.

Waste treatment	Year	C & C Guangdong	C & C Shanghai	C & C Beijing
Hazardous waste (tons)	2021	70.14	53.74	109.27
	2022	55.14	50.36	82.68
Non-hazardous waste (tons)	2021	14922.03	4004	5489.62
	2022	11668.72	4007	5597.18
Waste recycling %	2021	100%	100%	100%
	2022	100%	100%	100%

Waste Treatment and Disposal

C & C has taken appropriate waste treatment and disposal measures to ensure safe treatment of waste and environmental protection. We have cooperated with professional waste treatment agencies to guarantee the safe transportation and disposal of waste. For hazardous waste and special waste, we carry out specialized treatment and disposal in accordance with relevant regulations.

- **Sorting and reduction:** Our company has implemented a waste classification system in all departments to sort and treat waste by types. By strengthening employee training and promotion, to make all employees aware of the importance of waste reduction and take corresponding measures to cut waste production.
- **Recycling:** Our company has attached great importance to recyclable resources such as waste paper, waste packages and waste printing ink. These wastes are recovered and reprocessed into new products or raw materials to minimize the dependence on natural resources and reduce the need for waste disposal.
- **Compliance requirements:** Our company strictly abides by relevant national and local waste treatment regulations and standards. We have selected appropriate disposal methods based on waste characteristics and relevant requirements, and cooperated with qualified third parties to ensure safe disposal and treatment of waste as permitted by laws.
- **Material management:** We strictly manage the printing inks and coatings we use to ensure that they satisfy environmental standards, and try to choose low-VOC (volatile organic compounds), non-toxic or environmentally friendly products to lower the content of harmful substances in waste.
- **Monitoring and improvement:** The company has established a waste management and monitoring system to regularly assess and monitor waste generation, disposal and treatment processes. Based on monitoring results, waste management measures were continuously improved and corresponding improvement plans were formulated to reduce the impact of waste on the environment.



Chemical Management

Our company's production and development processes have involved the application of chemicals. Since chemicals may have negative impacts on the surrounding environment and ecosystems, leading to pollution of soil, water sources and air, they may also have acute or chronic effects on human health, such as irritation, corrosion, toxicity and carcinogenicity, therefore the company has implemented strict regulatory management of chemicals. Procurement approval procedures, storage requirements, use of personal protective equipment and waste disposal have all been regulated and managed, and relevant training is provided to employees to avoid hazards caused by chemical leaks.

Chemical management measures

- We have obtained chemicals made by recognized suppliers, to ensure that the chemicals purchased comply with national regulations and environmental protection requirements, and try to choose low-toxic, low-volatility and recyclable products.
- We have established a dedicated chemical storage area, to record chemical storage data, and ensure the proper storage of chemicals.
- We have developed detailed operating procedures for the use of chemicals and trained employees on the correct utilization and management of chemicals, to minimize the risk of accidents and contamination.
- We have strictly adhered to waste management regulations and ensured that waste chemicals are properly treated and disposed of to avoid negative impacts on the environment and human health.



Risk notification card for hazardous chemicals warehouse management position

Environmental Education and Advocacy

C & C has strengthened environmental education and awareness raising for employees and partners. By organizing training, publicity activities and information disclosure to improve employees' awareness and understanding of environmental protection, we will enable employees and partners to pay more attention to waste management and environmental protection, encourage employees to make suggestions for environmental improvements, and actively participate in the practice of environmental protection.

- We have regularly organized internal training activities to empower employees with environmental protection knowledge and skills. These activities included how to use resources correctly, reduce waste generation, conserve energy and water resources, and environmental protection laws and regulations. We invited experts to give lectures, organize workshops and training classes to help employees understand environmental protection issues in depth and provide practical solutions.
- We organizes hazardous waste management personnel from different production workshops to conduct a hazardous waste management emergency plan drill for environmental emergencies. Through the drill, the operating staff will be trained on the procedures and methods for handling emergencies such as leakage of hazardous waste.
- During our company's monthly comprehensive inspection, environmental protection-related inspections are conducted in all areas of the company, including classification of domestic waste, management of general industrial solid waste, classification and storage-related inspections for hazardous waste.
- We carry out tree planting and afforestation work within our capabilities. In 2022, the company organized a tree-planting activity for all new employees who participated in the START Kick-off Camp of the university recruits training project.

Case 1

C & C Guangdong

In March 2022, employees were organized to participate in the company's online training named "Green Printing Kick-off Business Opportunities and Embarking on the Road to Sustainable Development".



Case 2

C & C Shanghai

Training in Solid Waste Management Work



Case 3

C & C Beijing

- a. Training in household waste, general industrial solid waste, hazardous waste management (classification, placement, treatment, etc.) and related regulations provided to workshop employees once a year.
- b. Training in energy-saving management for employees every year.



Through the implementation of the above measures, we have achieved certain results. Employees' awareness and participation rate in environmental protection have been significantly improved, and the company's environmental protection actions have also received more support and attention. In the future, we will further strengthen environmental education and publicity work in employees, continue to organize training activities, and improve employees' environmental awareness and skills. We also plan to expand the coverage of our internal activities and work with our employees to develop more specific environmental goals and action plans. Meanwhile, we will actively seek cooperation with partners to jointly explore more environmentally friendly innovations and solutions.

05

Social Responsibilities

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People Orientation

Employee Management
Employee Health and Safety
Employee Welfare and Recreation
Employee Development and Training

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Community Contribution

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Integrity Building



People Orientation

Employee Management

C & C strictly abides by the “Labor Law of the People’s Republic of China”, the “Labor Contract Law of the People’s Republic of China”, the “Employment Ordinance of the Hong Kong Special Administrative Region (Chapter 57 of the Laws of the Hong Kong Special Administrative Region)”, and other laws and regulations with regard to remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversification, anti-discrimination, other treatments and benefits, avoidance of child labor and forced labor that have a significant impact on the company; and formulated the “Employee Handbook” and other human resource management systems to continuously improve the company’s employee management system, to **unifol** arrange related work more scientifically and more rationally, thereby improving employment and working efficiency and enhancing the happiness index of employees.

Recruitment

- C & C pay high attention to recruitment and enacted relevant management systems such as the “Employment Policy and Recruitment Work” to standardize the recruitment process. When various employing departments put forward recruitment needs, the recruitment process will begin upon approval from local human resources department. We utilize diversified recruitment platforms and single out suitable talents through interviews and other methods. After reaching an agreement with the candidates, C & C will sign and enter into a formal labor contract with them to ensure the rights and interests of both parties.

Labor Code

- Our company advocates “equal opportunities” in its personnel policies. We implement the principle of voluntary employment, recognize the equal status of labor and management, and do not use any forced, compulsory or involuntary labor.
- We will not discriminate against any employee on the basis of gender, age, marital status, race, religion, nationality, disability, social background and political opinions in recruitment for new positions, promotions, salary increases, training, termination of contracts, retirement or other employment-related matters.
- C & C strictly abides by labor standards and relevant laws and regulations, including the “Prohibition on Use of Child Labor”. We strictly set the age of employment, guarantees that all employees meet the legal age for employment, and performs the signing and execution procedures of labor contracts in accordance with legal provisions. Where the use of any child labor is discovered, we will take immediate action in accordance with child labor management procedures and return them to their guardians. As of the end of this reporting period, no incidents of child labor or forced labor have been discovered.

Remuneration

- Our company has listed the remuneration and benefit management system in the “Employee Handbook” and calculates the overall salary through the basic salary + performance model. The employee’s salary level will be determined based on the employee’s position, work performance, market conditions and other factors.

Dismiss

- Our company sets out specific dismissal conditions, procedures and compensation standards in the “Employee Handbook”, and decides whether to dismiss an employee based on such factors as employee violations, dereliction of duty or poor performance.

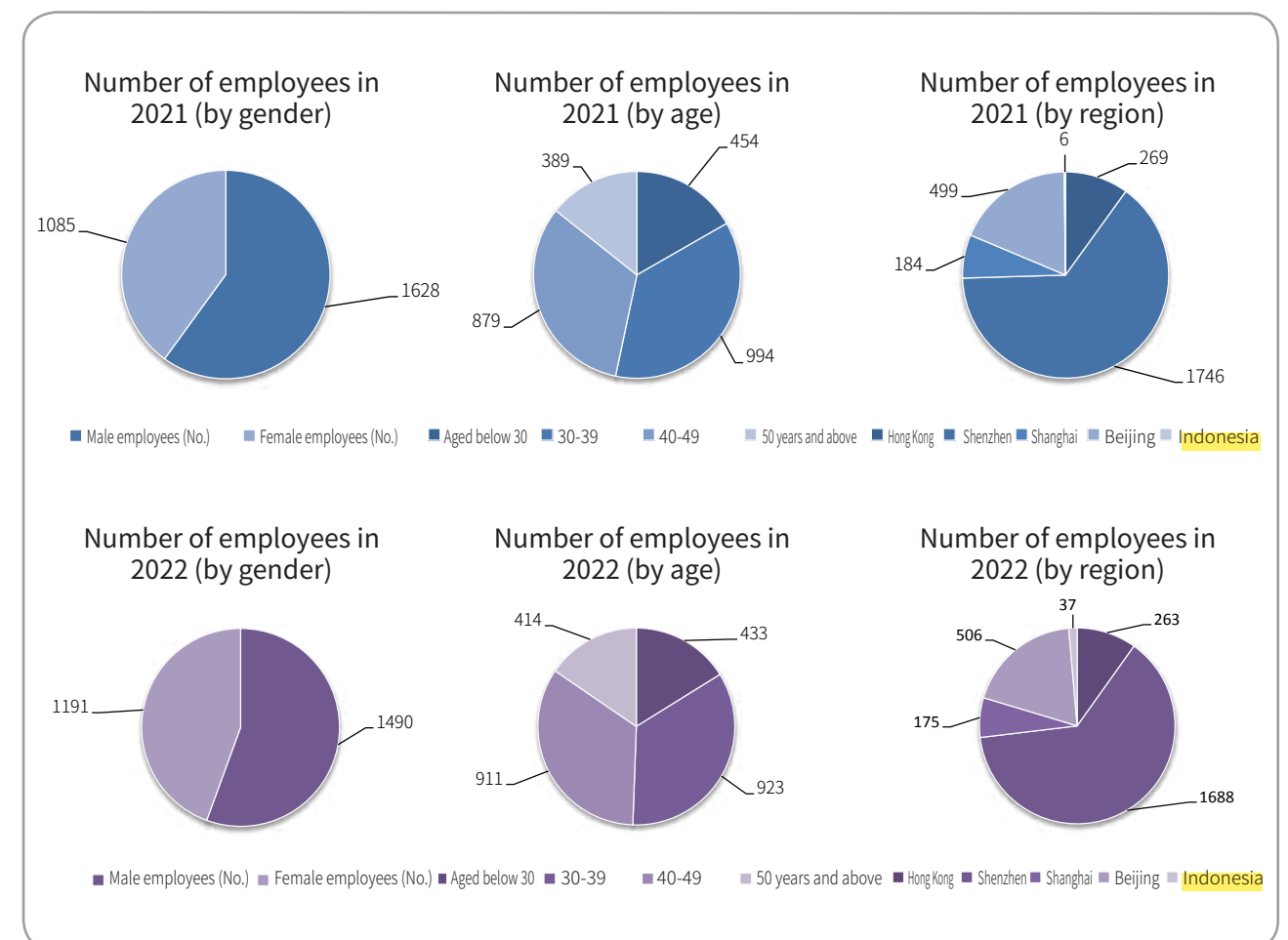
Working hours and holidays

- We formulate the “Employee Handbook” based on actual conditions, regulates employees’ work hour and holidays and leave days, and fully protects employees’ basic rights.
- Holidays and leave days: Public holidays, statutory holidays, annual leave, wedding and funeral leave, maternity leave, paternity leave, work-related injury leave, medical leave, sick leave, personal leave, special leave, etc.

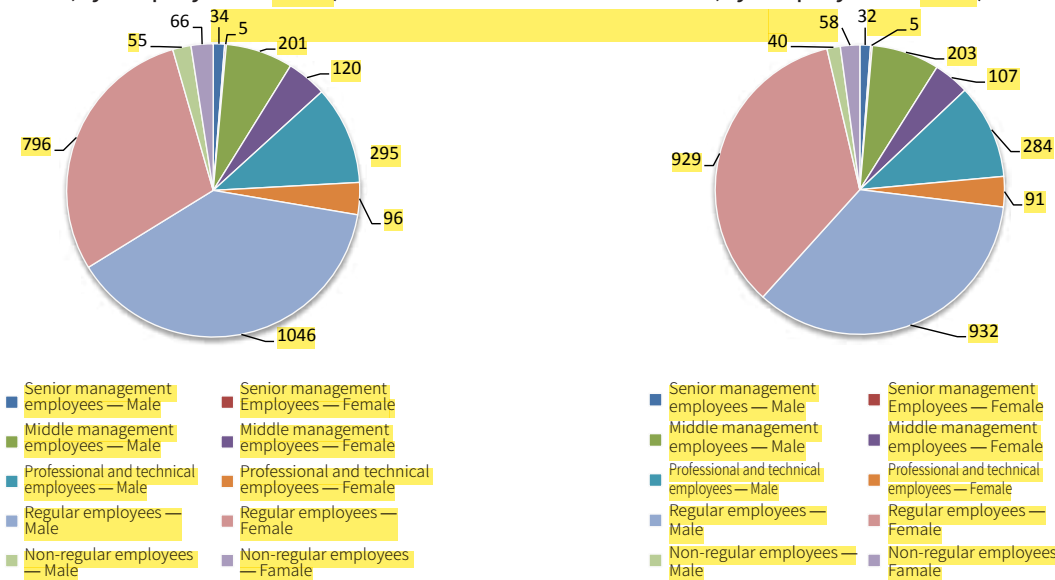
Promotional ladder

- Our company provides employees with equal promotion opportunities primarily based on their working capabilities and working performance. The company sets up certain standards and conditions for promotion and provides employees with training and development opportunities. Employees may get their positions and salary promoted by meeting promotion standards and participating in training.

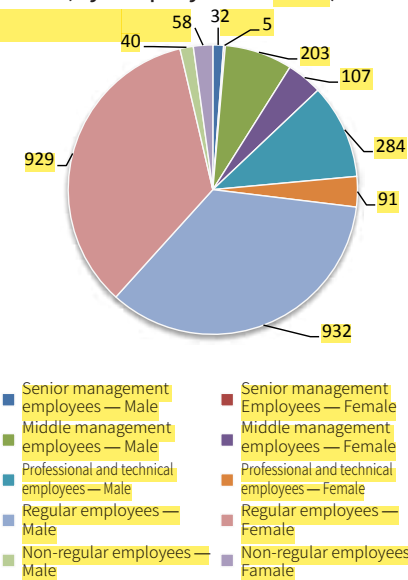
As of the end of 2022, we had 2,681 employees in total, including 2,563 full-time employees and 98 non-regular employees. The following shows the number of employees by different types and the statistics of employee turnover:



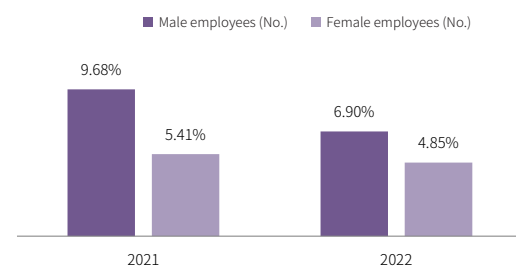
Number of employees in 2021 (by employment rank)



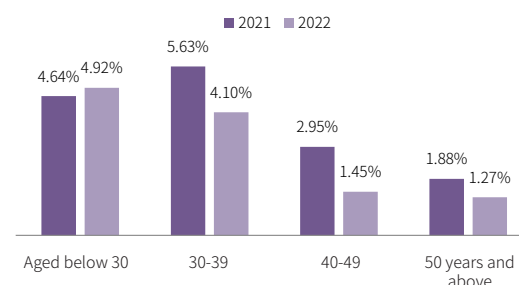
Number of employees in 2022 (by employment rank)



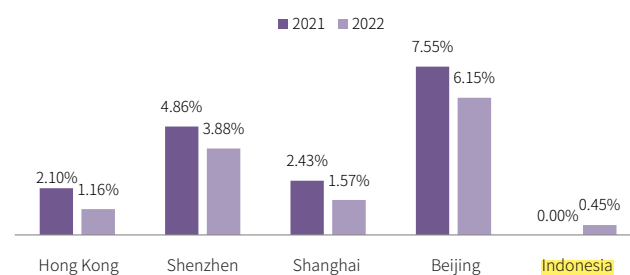
Employee turnover rate (by gender)



Employee turnover rate (by age)



Employee turnover rate (by region)



*Employee distribution data cover all our subsidiaries in Hong Kong, Shenzhen, Shanghai, Beijing, head office in Hong Kong and Indonesia.

**“Senior management employees” refer to employees at and above the assistant general manager level (including those during the probation period). “Middle management employees” refer to regular employees at and above the deputy director level (including those during the probation period). “Professional and technical employees” refer to employees engaged in design, financial audit, and information technology (including those during the probation period). “Regular employees” refer to employees other than the above three types. “Non-regular employees” refer to employees who are rehired from retirement, contract workers, etc. (excluding dispatch workers).

Employee Health and Safety

Ensuring workplace safety is the cornerstone of C & C’s production and operation. We pay high attention to the health and safety of employees and is committed to providing a safe working environment for employees. The company strictly abides by laws and regulations such as “Law of the People’s Republic of China on Production Safety”, “Law of the People’s Republic of China on Prevention and Control of Occupational Diseases”, “Regulations on Supervision and Administration of Occupational Health in Workplace”, “Occupational Safety and Health Ordinance” of Hong Kong Special Administrative Region, and adopts corresponding safety protection measures to guarantee the health and safety of employees.

C & C continues to implement the “100 days safety and accident-free” campaign through its respective companies to continuously consolidate the foundation of corporate production safety, demonstrate the humanistic care, and build a unique safety culture of C & C. The following are the main measures taken by C & C for employee health and safety:

1. Safety training and education: C & C provides necessary safety training and education to employees for them to understand relevant safety regulations and operating procedures in the workplace. This includes training in accident prevention, emergency responses, fire drill etc. to enhance employees’ safety awareness and reaction capabilities.

2. Equipment and facility maintenance: C & C ensures that workplace equipment and facilities meet safety standards and undergo regular maintenance and inspections. This includes the safety of electrical equipment, the effectiveness of fire protection equipment, etc. Any problems found with potential safety hazards will be repaired and improved in due time.

3. Occupational disease prevention: C & C pays attention to the occupational health of its employees and takes preventive measures to reduce the risk of occupational diseases. This includes providing personal protective equipment, conducting workplace environmental monitoring, and regular physical examinations.

4. Emergency responses and drills: C & C has set up an emergency response mechanism, formulated corresponding emergency plans, conducted regular fire drills, invited firefighters to train employees, advocated safe use of electricity, and taught people how to use fire extinguishers.

5. Safety patrols and inspections: C & C conducts regular safety patrols and inspections to ensure workplace safety. This includes checking the status of equipment, fire protection facilities, emergency exits, etc., and correcting existing safety problems in a timely manner.

6. Incident reporting and investigation: C & C requires employees to timely promptly report any accidents or safety incidents and conduct detailed investigation and analysis. This helps identify potential sources of danger and take steps to avoid recurrence of similar incidents.

7. In order to protect the occupational health of employees, the company has formulated systems such as the “Occupational Disease Hazard Publicity and Education System” to actively prevent occupational hazards. We regularly organize employees to participate in annual health examinations and occupational disease examinations to understand and protect the health status of employees in due time, adjust their work positions and arrange effective treatment for employees diagnosed with occupational diseases.

C & C is committed to building a safe and healthy working environment, and to protecting the physical health and workplace safety of employees through the above measures. The company will continue to pay attention to the best practices for employee health and safety and constantly improve management measures so that employees can develop their potential under good working conditions and achieve common development of individuals and enterprises.



Employee Welfare and Recreation

C & C adopts the “people orientation” management principle, respects the rights and interests of employees, pay attention to employee welfare and cultural construction, and is committed to creating a corporate culture of mutual assistance and care. We always put our employees first and respect their opinions and suggestions. By establishing a good communication mechanism, we maintain close interaction with our employees to ensure that they can fully express their ideas and concerns. We listen carefully to every employee's voice and take proactive actions to solve problems and to improve the work environment. In order to reward our employees for their hard work, we offer generous benefits, including a competitive salary system, performance bonuses, year-end bonuses and various welfare subsidies. Moreover, we also lay emphasis on the health and welfare of employees and provide comprehensive health insurance plans and other welfare measures, to ensure that employees receive appropriate support and care at work.

To enhance the communication and cohesion among employees, we regularly organize various employee activities, such as team-building activities, celebrations, sports competitions, etc. Through these activities, we encourage cooperation and communication among employees, strengthen team awareness, and improve employees' sense of belonging. The following are major measures taken by C & C in employee welfare and recreation:

Benefits: Our company has formulated various welfare guarantees for employees, including labor insurance, medical insurance and work-related injury insurance, etc., and provides employees with transportation allowance, meal allowance, housing allowance, communication allowance, high temperature allowance, physical examination and medical allowance and other benefits. Employees can enjoy various statutory holidays, including annual leave, marriage leave, maternity leave, etc.

Health security: C & C provides employees with health insurance programs, including medical insurance and accident insurance, to ensure that employees receive appropriate medical and financial support in case of accidents or illnesses.

Training and Development: C & C promotes employee training, encourage all high-, middle-, and junior-level employees of the company to continuously learn and improve, help employees improve their skills, and provides employees with a healthy and safe working environment and occupational safety and health training.

Team building and employee care: C & C pay attention to teamwork and employee care, and organizes various team-building activities within the company, such as team gathering meals and holiday care to encourage cooperation and friendship among employees.

Cultural events and employee relations: C & C actively carries out various cultural activities and employee relations activities, such as festival celebrations, basketball games, volunteer activities, etc., to enhance cohesion and team spirit among employees.

C & C Guangdong's C & C Happy Summer Class



Tug of War Competition in C & C Beijing



Winter Sports Competition in C&C Shanghai

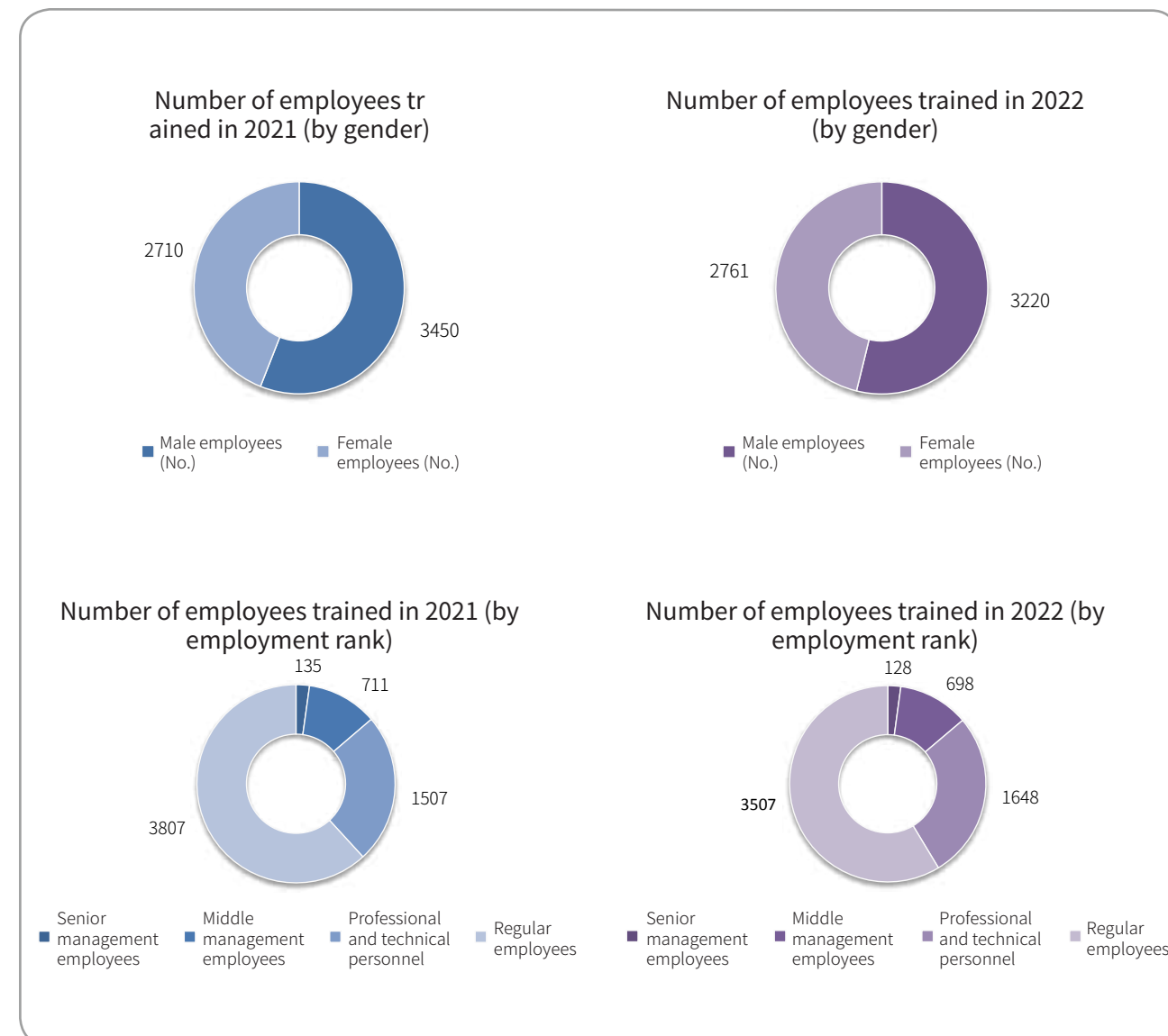


Employee Development and Training

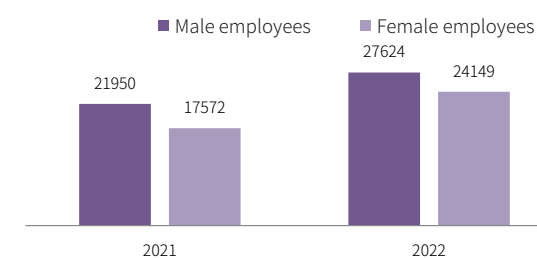
C & C fully understands the importance of employee development and training to corporate development and regards it as one of the key factors to increase competitiveness and foster sustainable development. In an ever-changing and highly competitive business environment, continuous learning and constant improvement have become essential core qualities for every employee.

C & C is committed to providing employees with a full range of self development opportunities and training resources, to help them continue to grow, adapt to new challenges and pursue personal career goals. Whether they are recruits or senior employees, all employees can gain professional knowledge, skill improvement and leadership development through various training programs and learning opportunities. It has successively unfolded the start plans and the "Start Kick-off Camp" series of talent training programs; it has coordinated with high schools to launch C & C business classes, opening a new model of university-enterprise cooperation.

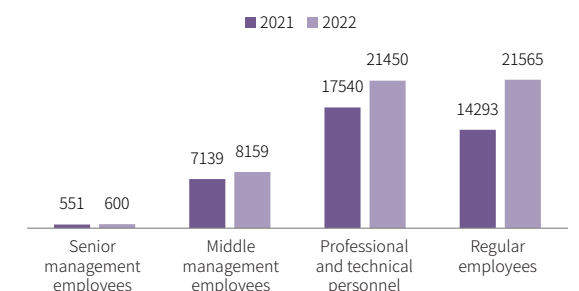
Training data:



Employee training hours (by gender)



Hours of employee training (by employment rank)



- **Training program:** C & C regularly provides comprehensive training plans annually, including internal training, external training and professional skills training, etc., to upgrade the professional knowledge and skills of employees.
- **On-the-job Training:** For the needs of different positions, C & C provides employees with specific on-the-job training to help them better adapt to and be competent in their jobs.
- **Career development planning:** C & C encourages employees to develop career planning and provides relevant support and guidance. Through regular evaluation and feedback mechanisms, the company helps employees understand their strengths and development areas, and determines personalized career development paths for them.
- **Cooperation with external resources:** C & C actively cooperates with external training institutions and experts to introduce advanced training resources and methods, so as to provide employees with more learning opportunities and diversified training content.
- **Building of learning culture:** C & C encourages employees to continue learning and self-improvement, and creates a positive culture learning atmosphere. The company provides learning resources and platforms, such as online learning platforms, internal knowledge sharing and exchange meetings, so that employees can obtain knowledge and information anytime and anywhere.

With above measures, C & C has cultivated and developed the comprehensive quality of its employees, improved their professional capabilities and occupational skills, and created good conditions and opportunities for their personal growth and career development.

Training center

We pay attention to the career development of our employees. We established the C & C Training Center in 2006, with a building area of 4,000 m². It is the first corporate school in the printing industry, which offers employees circular empowerment, multi-channel development and diverse training and learning opportunities. The training center has maintained long-term close ties with universities and enterprises, to create an all-round and comprehensive knowledge sharing platform, and is committed to building a communication bridge for the printing industry. While focusing on offline training, we also actively expand online learning platforms to meet the diverse learning needs of employees. In 2022, we delivered to employees 30,800 hours of offline training and 5.66 million minutes of online training.



C & C has set up a sound talent development system to meet the training needs of employees at different levels from fresh **graduates** to senior executives. An introduction to some projects is as follows: Training data:

I-Learning

In response to the new learning habits of fragmented mobile learning, C & C cooperated with Yunxuetang (Cloud School) at the end of 2017, and launched the "Huizhi Xuetang" (I-Learning School) project in April 2008, and jointly built the online learning platform "I-Learning". The platform provides a number of courses for C & C's employees, and updates the courses every month. Employees can independently choose the professional courses they are interested in, and continuously improve their overall personal quality. The total learning time in 2022 reached 5.66 million minutes.



I-Learning

Talent pool development plan—START Kick-off Camp

The START Kick-off Camp project was officially launched by the head office in 2019. As of 2022, four classes of students, with a total of 85 fresh graduates have been trained, with achieving "integration" and "transformation" as the goal, indicating that they can quickly adapt to the corporate atmosphere, and master basic skills. In order to improve the comprehensive capability of talent pool, the kick-off camp adopted an all-round training method for the first time that is to combine face-to-face teaching, tutor guidance, self-study and on-the-job training. The entire training plan lasts two years. On-the-job training practice accounts for 70% of the total training hours, mentor guidance 20%, and centralized training 10%. The training projects mainly include:



Phase-IV kick-off camp

Technical skills training

Technical skills are a crucial part of the skilled team and the core backbone of the technical worker team. Cultivation of highly-skilled employees is an important part of strengthening the competitiveness of C & C.

C & C encourages front-line technical personnel to actively participate in knowledge learning and skills training. In terms of operational skills training, four mechanisms are used to promote the growth of technical skills:

Build a skills training mechanism: A series of technical operation training plans have been developed and implemented, and a "green channel" for operators to up-skill has been built.

- **Build a skills training mechanism:** A series of technical operation training plans have been developed and implemented, and a "green channel" for operators to up-skill has been built.
- **Establish a skills competition mechanism:** To accelerate the emergence of new technical worker.
- **Build a skill appraisal mechanism:** To implement the "skills appraisal and assessment system", to promote the professional development of skilled workers. For printing press operation positions, the "Assessment Standards for Printing Press Skill Operation" have been formulated to encourage operators to obtain grade qualifications through skills assessment standards while refining their own skills.
- **Establish a recognition and reward mechanism:** To develop a reward mechanism for players who achieve outstanding results in our company, provincial, municipal, and national skills competitions; the rewards include material rewards and job promotions.

Today, vocational skills competitions, on-the-job training, and safety production knowledge competitions have become classic models for cultivating technical skills in C&C.

Cultivation of outstanding management personnels—Start Plan

C&C launches a start plan for middle and senior management to systematically cultivate company leaders. By establishing a skill inventory working mechanism, using new skill assessment tools, and leveraging personal development plans, skill maps, experience maps and other tools to plan the preparation of internal skills in C&C. In 2022, a total of 6,240 training hours have been provided to 134 nos. of middle and senior management.

In addition to the use of the above tools, we use a variety of methods to provide timely development opportunities for senior management, including:

- Establishing key development means for effectively planning and managing employee work experiences
- Integrating skills inventory and key professional experience management
- Coaching Role for executives and line managers
- Arranging appropriate key position experience based on needs



Start plan

These highlights make the start plan an important tool and mechanism for the training and development of C & C's talents, effectively improving the quality and effectiveness of skills management, and laying a solid talent foundation for our company's sustainable development.

Community Contribution

C & C has always actively emphasized **shoulder** social responsibilities and regards it as a major element of corporate culture. Since its donation of Zhongshang Shuiyan Hope Primary School to Libo County, Guizhou Province in 2002, C & C's journey of charity has now been 21 years long. C & C Hope Foundation was founded in **2006**. It is committed to charitable actions and is actively engaged in fundraising. So far, the foundation has provided basic education facilities and scholarships (grants) of RMB2.6979 million yuan for poverty-stricken areas, donated and built 4 teaching buildings, and helped develop education in minority regions, border regions and poverty-stricken areas. Moreover, we established a labor union to pay attention to employees' production and life, and held various cultural and recreational activities; set up a poverty relief fund to provide employees in major difficulties with the greatest possible help; and launched the "C & C Happy Summer Class" to promote employees and their children to get together and have a warm summer vacation. Inspired by the company's atmosphere, employees also spontaneously formed volunteer teams to participate in many social activities, mainly including community party committee building guidance services, such as traffic guidance, community epidemic prevention services, garbage sorting services and the services for some sports events.

We regard these responsibilities as an important element of corporate culture and the impetus for continuous progress. In this report, we will record in details the work we have done and the results we have achieved in social responsibilities in 2022, to show our continuous efforts and commitment to social responsibilities.



On October 9, 2022, the C & C Hope Foundation went to Songlin Village, Tianxin Town, Longchuan County, Heyuan City, Guangdong Province, to release poverty alleviation scholarships to students from poor families.



On October 20, 2022, the C & C Hope Foundation went to Hufeng School in Bawan Town, Lufeng City, Guangdong Province, and donated an HP printer and a batch of notebooks. Later, the foundation went to Shanghu No. 2 Primary School in Shanghu Town, Luhe County, Guangdong Province, to donate a batch of notebooks.

From 2021 to 2022, we have sponsored basic education facilities and scholarships (grants) in poverty-stricken areas totaling				¥ 137,655.00
Classification	SN	Year	Project Description	Amount
Teaching facilities	1	2021	Donation of 45 stainless steel doors to Longmu Town Central Primary School, Longchuan County, Heyuan City	¥ 27,243.00
Teaching facilities	2	2021	Donation List of Central Primary School of Longmu Town, Longchuan County, Heyuan City: 120 sets of wooden single desks and chairs	¥ 14,430.00
Summary of teaching facilities				¥ 41,673.00
Study and life	1	2021	Renovation of school appearance (Zhongshang Shuiyan Hope Primary School)	¥ 9,450.00
Study and life	2	2021	Campus Greening Project (Zhongshang Shuiyan Hope Primary School)	¥ 7,000.00
Study and life	3	2021	Addition of a themed swing combined recreational facilities for preschool students (Zhongshang Shuiyan Hope Primary School)	¥ 6,700.00
Study and life	4	2021	Donation of 149 books and reading materials (Zhongshang Shuiyan Hope Primary School)	¥ 5,476.00
Study and life	5	2021	Donation of 235 books and reading materials (Jinxi Middle School, Couxi Town, Xinhua County, Hunan Province)	¥ 9,515.00
Study and life	6	2021	Donation of 133 books and reading materials (Dafang Jincheng Hope Primary School in Nanxiong City, Guangdong Province)	¥ 4,691.00
Summary of students' study and life				¥ 42,832.00
Teaching bonus, student scholarships and grants	1	2020-2021	Student grants for Guizhou Zhongshang Shuiyan Hope Primary School	¥ 15,400.00
Summary of teaching bonus, study scholarships and grants				¥ 15,400.00
Financial aid for impoverished students	1	2020-2021	Poverty alleviation scholarship for Songlin Village (Tianxin Primary School, Songlin Middle School), Tianxin Town, Longchuan County, Heyuan City	¥ 18,500.00
Financial aid for impoverished students	2	2020-2021	Poverty alleviation scholarship for Songlin Village (Tianxin Primary School, Songlin Middle School), Tianxin Town, Longchuan County, Heyuan City	¥ 19,250.00
Summary of financial aid for impoverished students				¥ 37,750.00
Total				¥ 137,655.00

Integrity Building

C & C adheres to business ethics and pays high attention to the maintenance of integrity environment. Our company strictly abides by laws and regulations of the places where it operates, including but not limited to the "Criminal Law of the People's Republic of China", "Interim Provisions on the Prohibition of Commercial Bribery" and the "Prevention of Bribery Ordinance" of the Hong Kong Special Administrative Region and other laws and regulations related to clean governance. The company has formulated the "Code of Integrity, Justice and Disciplines", manage the work related to anti-corruption and anti-improper behaviors accordingly, and provides uniform standards for employees, so that all employees can follow relevant law and rules, maintain self-discipline, and be clean and integrated, improving their personal quality, and establishing a good corporate image.



Our company has provided integrity training and formulated education programs to employees to enhance employees' understanding of integrity and strengthen their moral and legal awareness.

Integrity training	2021 data	2022 data
Total number of people trained	509	504
Total training hours	536	514

- Integrity policy: Our company has formulated the “Code of Integrity, Justice and Disciplines”, which fights against any form of corruption and is committed to establishing a clean and fair business environment.
- Internal Control: Our company has formulated compliance policies and implemented supervision and inspections to prevent and discover corruptive behaviors. The supervisory department will evaluate our employees' implementation of the company's “Code of Integrity, Justice and Discipline” and reports relevant matters to the management.
- Integrity management: Our company advocates fair and honest business practices, calls on suppliers and contractors to establish a culture of integrity, and rejects bribery and other improper behaviors.
- Complaints and complaint handling procedures: Our company's channels for complaints are absolutely open; the reporting, approval, investigation and handling processes for the complaints will be carried out in accordance with the positions of the person to be complained, and the protection of the whistleblower and the fairness of the handling procedures will be ensured.

06

Innovation and Value Creation

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Supply Chain Management

Digital Transformation and Smart Manufacturing

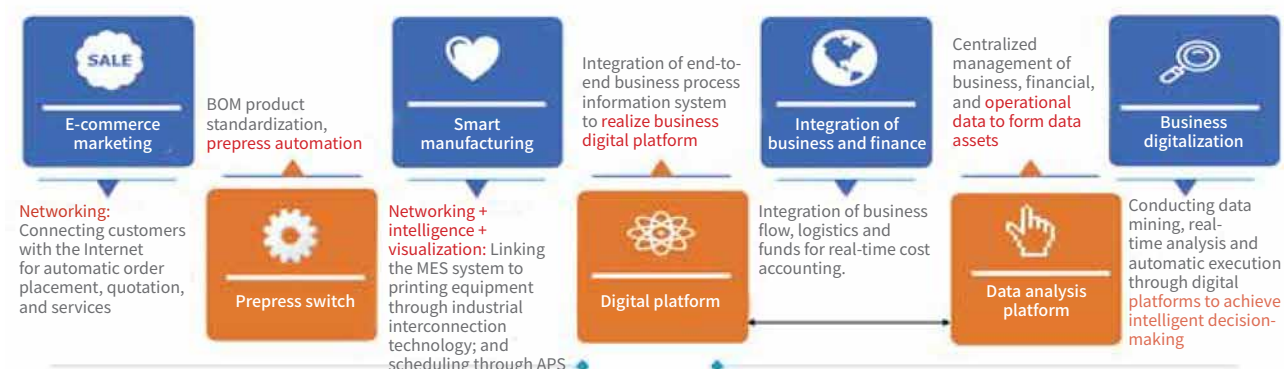
C & C has always paid high attention to information technology and intelligent development, and established teams for self research and development. As early as 1995, our company has gradually introduced ERP (Enterprise Resource Plan) and used it in some of the Company's management modules. Since 2004-2005, a dedicated IT team has been formed to develop different modules and gradually promoted their applications to all operation links of the Company. After the development technology of the IT team gradually matured, our Company began to develop the online version of ERP2.0 independently from 2013 to 2015, further improving the running speed, module expansion, and system operation stability. In 2022, in order to adapt to the requirements of digital transformation, C & C launched business process reformation and standardization work, and officially started the development of C&C C-smart cloud service platform, stepping from information technology era into the digital and intelligent era.

C & C is dedicated to becoming a cultural dissemination enterprise with global influence. In order to adapt to our company's strategy and long-term development requirements, C & C officially established C Smart Technologies Co., (Shenzhen) Ltd. on June 18, 2019, to promote the digital transformation of the enterprise. C Smart has determined a digital transformation strategy driven by business + technology. According to the requirements of Industry 4.0 and based on the digital C-smart platform, it will gradually propel the construction of digital, networked and intelligent enterprises, and determine the overall goal of digital transformation of C & C.

Digital Transformation

C & C Digital Transformation Objectives

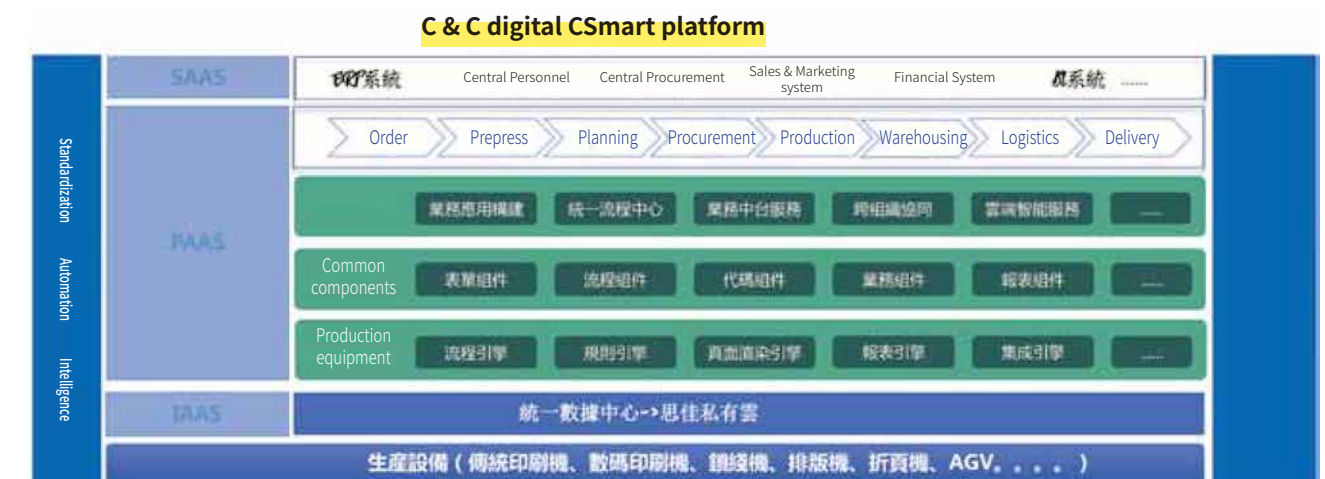
C & C's corporate strategy pushes forward the "Three Ones" operating strategies with comprehensive marketing at its core, and implements centralized management. As the wave of digital transformation rises, C & C has developed corresponding strategies to adapt to the change. On the basis of our company's strategy, C & C dedicates to realizing digital, networked and intelligent transformation in marketing services, intelligent manufacturing and operation management, optimizing services, production and management processes, maintaining competitive edges in digital transformation, and providing customers with more efficient, smart and innovative solutions.



C & C Digital Transformation Strategies and Steps

1. Improve digital construction and build the CSmart platform, the digital base for C&C

- **Platform services:** Standard business templates and basic data are formed through business process transformation and standardization, and a unified version of SAAS application services are provided, which can be used after users' login in different regions;
- **Centralized data management:** A unified data structure is formed for different regions, with a unified database, to complete centralized management of data, and the data is uniformly stored in C & C's CSmart private cloud;
- **Data analysis and decision-making:** Unified acquisition and analysis of company data from various locations in real-time, providing rapid decision support and responding to customer needs in real-time;
- **Smart manufacturing:** Connect printing equipment, acquire production data, and integrate new generation information technology, to achieve automation, intelligence, and flexible production;
- **Ecological integration:** As an enterprise digital base, it integrates software and hardware, connects the upstream and the downstream, and creates a commercial ecological chain.



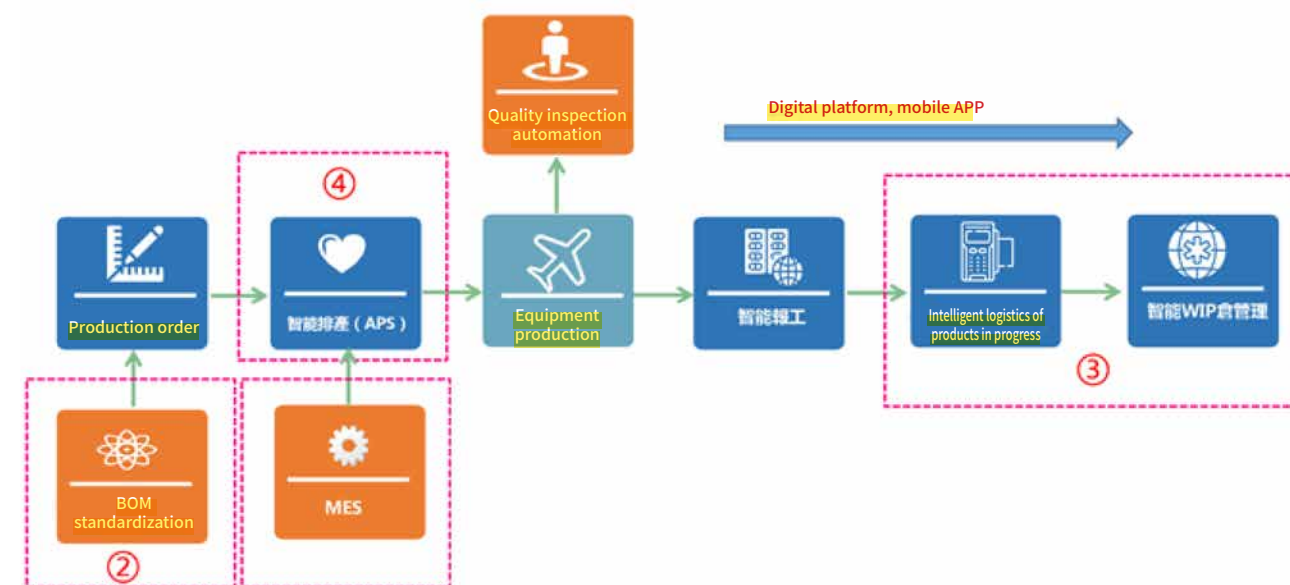
2. Digital platform construction strategy

- ◆ **Core business process unification, process reformation, and master data governance**
 - a. Based on the analysis of business differences in various regions, the platform realizes the unification of the backbone business processes of different business segments, conducts process reformation according to industrial trends, and forms a competitive standardized process;
 - b. The platform supports personalized and characteristic applications in various regions, to enhance business matching degree;
 - c. The platform standardizes master data and establishes a data governance standard system.
- ◆ **Building a digital platform technology framework**
 - a. Adopt today's mainstream IT technology to ensure that it will not fall behind in 5 to 8 years, be iterable, scalable and upgradable, and core technologies are mastered through independent R&D;
 - b. Comply with the trend of technology localization and consider the safety and long-term operation of the system;
 - c. Push the transformation of IT technology, adopt a commercial product design model, focus on internal services, and align to market competition.
- ◆ **Import requirements based on standardization results, load and implement business applications one by one:**
 - a. Independent develop or access to third-party application products through independent R&D + cooperation model, to meet the C & C business modules;
 - b. All applications are made into commercial products and pluggable;
 - c. Compatible with multi-tenant mode: each subsidiary acts as a tenant of the CSmart platform. The data of different tenants are isolated, and the platform provides services for all tenants.

3. Application of digital technology in Smart manufacturing

Digital technology is the foundation of Smart manufacturing, as well as the direction of digital transformation for C & C. In order to achieve this goal, C & C has taken the following measures:

- ①**Full process standardization**: Standardize the entire production process starting from work orders, and establish production-related standards and specifications;
- ②**BOM standardization**: Establishing standard BOM (Bill of Material) product templates, automatic imposition, standard process routes, standard data models, calculation rules, etc.;
- ③**Digital technology and networking**: Using advanced label and cargo identification technology (code scanning, RFID, video) for intelligent perception, the internal system can connect customers, allow the participation of customers and understand processes related to order production.
- ④**Automation and intelligence**: Introduce APS (Advanced Planning & Scheduling) to realize intelligent production scheduling based on product characteristics, processes, equipment capacity, and delivery requirements;
- ⑤**Visualization**: Develop a new generation of MES billboards and APP, to monitor and view the entire production process.



Major Projects for Smart Manufacturing

- 2021**
 - Promoting the "Three Ones" operating strategy: Focusing on factors such as improving human efficiency, digital operations, and reducing carbon emissions, to improve the production and operation system and introduce a number of eight-color printing equipment to replace traditional production capacity. We establish a digital technology innovation center to enhance the digital printing service capabilities and create a benchmark digital printing center in the industry. Digital production technology is implemented, to improve the connection between quality inspection data and MES system, and improve the quality system monitoring system.
- 2022**
 - Advancement of the "Three Ones" project: Introduce advanced post-press process equipment with digital interconnection capabilities to increase production capacity; upgrade the pre-press process system to boost the automation and intelligence level of pre-press operations; push the implementation of the three-phase work of the MES system, to achieve full coverage of semi-finished product manufacturing processes and consummate the ecological chain of MES system.
- 2023**
 - Boosting the effectiveness of the "Three Ones" project: Continue to introduce digital printing and binding equipment to improve the service capabilities of the Digital Technology Innovation Center; propel online marketing and services to realize online services for the group's digital printing.
 - System optimization and construction: Complete the construction of the CSmart platform and the launch of the procurement and warehouse logistics system; start the reformation of the production management process, to make adaptive changes to achieve flexible production and smart manufacturing; advance the construction of the MES2.0 system and boost system processing and integration capabilities.
 - Implementation of intelligent packaging project: Establish the phase-I of the intelligent packaging center project, to achieve automatic packaging of 50% of the hardcover book business.
- 2024**
 - Optimization of the benefits of the "Three Ones" project: Keep optimizing the production process and realize automatic distribution of production materials in the offset printing.
 - System expansion and transformation: Extend the AGV system to the traditional production workshop, build an ecosystem of complete WMS system, and enhance logistics processing efficiency; improve the standardization of production processes, and realize the launch of the new manufacturing digital process 2.0 on the Csmart platform. Based on the construction of BOM system, we further optimize order management, quotation management, work order management and cost control; build intelligent production planning and flexible production system, and re-plan the APS system.
 - Advancement of intelligent packaging project: Promote the Phase-II of the intelligent packaging center project to achieve automatic packaging of 100% of hardcover business.
- 2025**
 - Deepening the "Three Ones" project: Introduce high-speed intelligent binding process equipment to achieve efficient production of semi-finished products.
 - System expansion and transformation: Realize intelligent production planning and flexible production through APS; further improve the construction of data platform, complete overall data mining and analysis, achieve intelligent management of production planning through data management, and realize digital, networked, and intelligent production operation management, to satisfy the requirements for intelligent manufacturing 4.0.
 - Expansion of intelligent packaging project: Push the Phase-III of the intelligent packaging center project to achieve 100% automatic packaging of finished product business.

C & C pay high attention to and strongly supports technology R&D in the field of intelligent manufacturing. Our Company invests fixed funds every year in the development of intelligent and information technology as well as equipment and hardware investment in automation and intelligence, to facilitate the improvement of automated production levels.

Smart Manufacturing Certification

On April 28, 2022, C & C Joint Printing (Guangdong) Co., Ltd. passed the Level 3 (Integrated Level) Capability Maturity Model Manufacture Certification (CMMM Certification), becoming the first book printing company to win this honor. Meanwhile, C & C Security Printing Co., (Shenzhen) Ltd. also passed the Level 2 (Standard) CMMM Certification during the same period.



Smart Factory

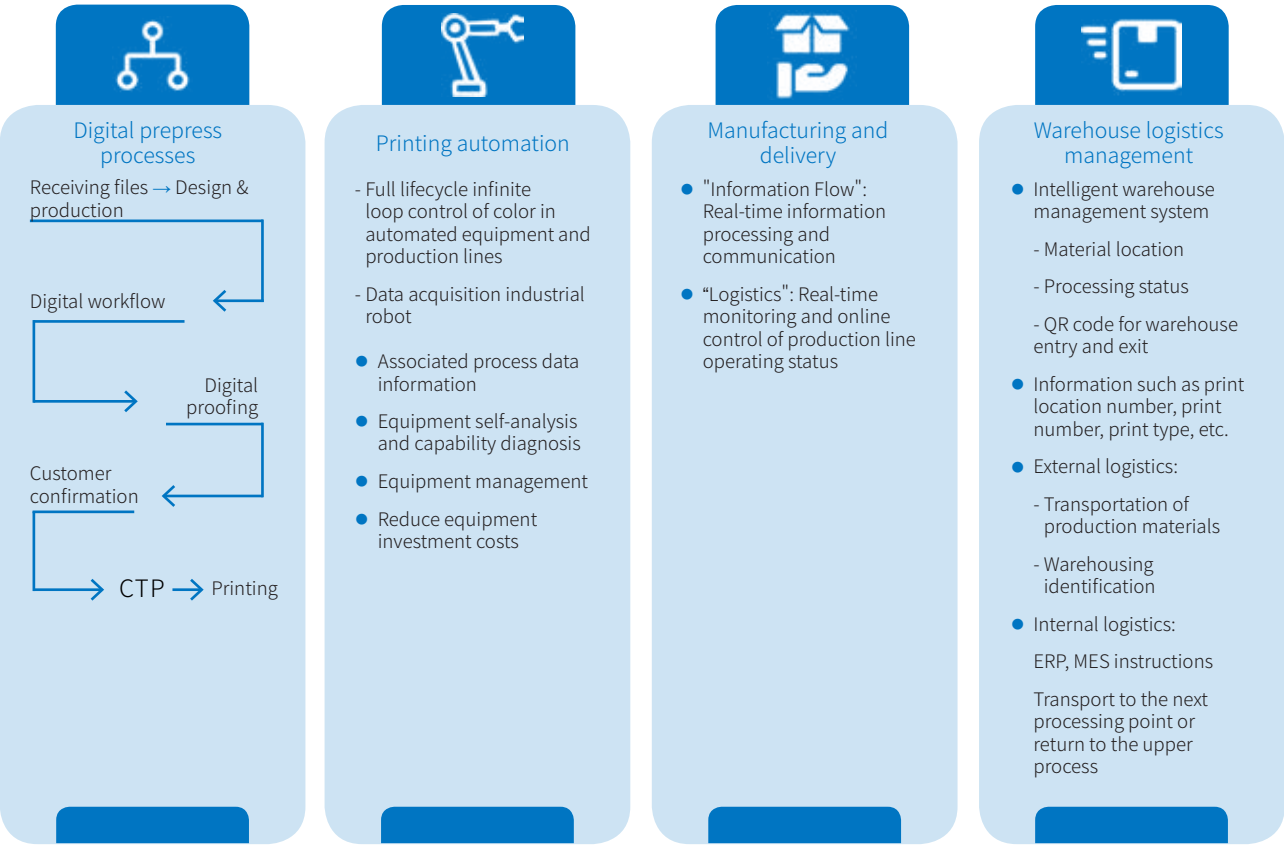
C & C Shanghai is committed to building an “all-in-one” smart modern printing factory covering pre-press, printing and post-press processes, combining digital information integration technology and advanced manufacturing technology, to achieve the interconnection of industrial data and management information flows for everything from pre-press design to workshop production and manufacturing to back-end packaging, warehousing and logistics. It takes into account technological innovation and integrated applications, featuring collaboration and autonomous characteristics, high efficiency, low carbon footprint, and safety.

C & C Shanghai was named the 2022 Qingpu District Smart Factory for its “Smart Modern Printing Factory” project, which fully demonstrates the Company’s ability to lead the high-quality development of the printing industry with its “Smart manufacturing” strength.

Intelligent framework design:

Mutual communication	Vertical interconnection	Overall interconnection
↓ for		
Interconnection of workshop data and information	Vertical connectivity throughout the entire process of pre-press, printing, binding and packaging	Break down the data information barriers between all sub-links, achieve digital control of all key processes, and improve the intelligence degree of the overall unit.

From prepress to delivery:



Digital Technology Innovation Center

The Digital Technology Innovation Center in Shenzhen was established in 2021, with a total area of 2,000 m2, including three functional areas: printing production area, binding production area and storage area. As a key project of the Company's digital and intelligent transformation, the Digital Technology Innovation Center has successively introduced advanced inkjet large-format sheet-fed digital printing presses, inkjet roll high-resolution digital printing presses and back-end digital binding equipment. The fully digital workflow of digital printing is realized through the system integration of front end, production end and logistics end. It helped us obtain Level 3 Capability Maturity Model Manufacture Certification (CMMM Certification) in 2022, and have already implemented the following intelligent modules:

Front-end system

- Customers can quote and place orders by themselves, and support file uploading automatically;
- The file uploading system is automatically connected to the Switch system for initial inspection of files and feedbacks the inspection results;

Production-end system

- Files are processed automatically, and the Switch system automatically processes files and imposes;
- After the customer places an order, the order information enters the ERP to generate a project order with one click, and automatically generates a BOM (bill of materials);
- After generation of BOMs, it automatically enters the schedule and sends instructions to various machines through MES;

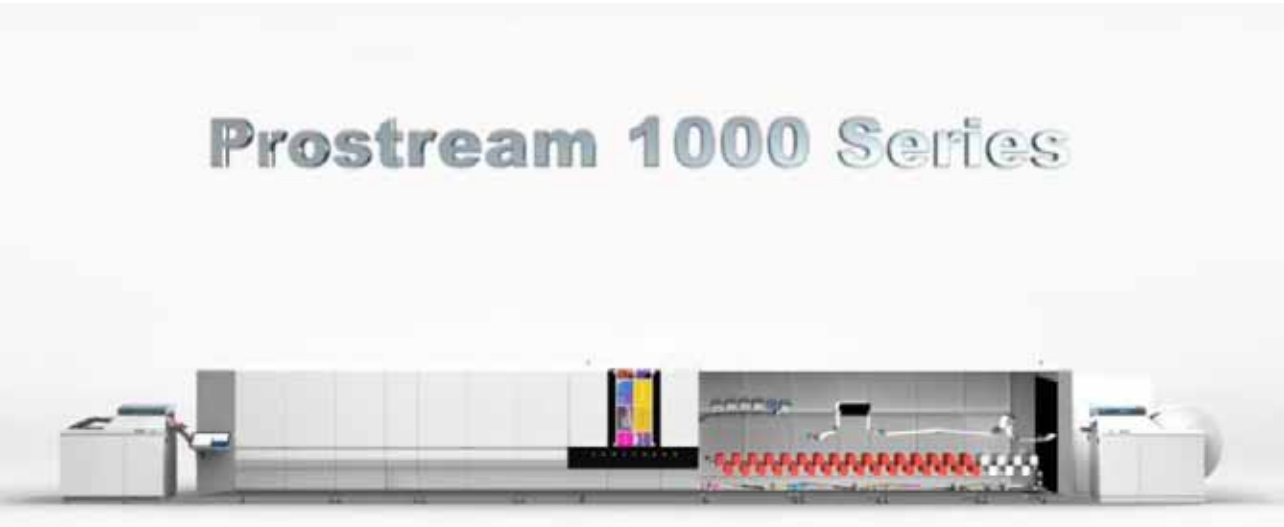
Logistics-end system

- After the production, the machine automatically reports work through the MES, and sends instructions automatically to the AGV. The AGV will receive the instructions and transfer the materials to the designated handover point;
- Each card is embedded with an RFID chip, and AGC uses the chip to identify the location and order information on the card;

Secondary functions

- Temperature and humidity early warning: Digital workshops have strict requirements for temperature and humidity, especially digital printing workshops. Temperature and humidity data are connected in parallel through the MES system
- The App of our company; when the value exceeds the set range, regression information will be sent to the designated person;
The digital system can support one-click order placement in mass. Moreover, when provided with shipping information for these orders, invoices can also be issued in batch with one click;
- Exporting report data: for production capacity and equipment status analysis.

Switch automatic imposition system	• Files are imported into the Switch system to achieve rapid automatic typesetting and complete rapid processing of information.
MES production system & AGV automatic logistics system	• Real-time updates of production data not only serve internal production management, but also share information with customers in the future. • AGV automatic logistics, intelligent logistics and transportation in the workshop.
Switch automatic imposition system	• Customize a personalized ordering system for each publishing house.



Quality Assurance

C & C always adheres to the quality-oriented business philosophy. We know that quality is the cornerstone of corporate development and customer trust, and therefore are committed to providing quality products and services to meet customer needs and expectations. We believe that quality assurance is an all-involvement process that requires the attention, effort and responsibility of every employee. At C & C, we focus on the following aspects of quality management:

- **Raw material selection:** We strictly select suppliers with quality raw materials and ensure that the raw materials purchased meet national and industrial standards. Only by using quality raw materials can quality products be manufactured.
- **Production process control:** We strictly follow standardized operating procedures during the production process, to ensure that every step is performed according to best practices. We use advanced equipment and technology and perform strict monitoring and testing to ensure product quality and consistency.
- **Testing and Inspection:** We implement total quality testing and inspection measures, including incoming quality inspection of raw materials, in-process sampling inspection, and overall inspection of outgoing products. We use professional testing equipment and methods to ensure that products meet relevant quality standards and requirements.
- **Customer satisfaction:** We attach great importance to customer feedback and needs. Through close communication and exchange with customers, we continuously improve our products and services to enhance customer satisfaction. We actively respond to customers' opinions and suggestions and take timely measures to solve problems to ensure that customers receive satisfactory solutions.

Intellectual Property Protection

In the modern business environment, intellectual property protection is crucial to the success and sustainable development of an enterprise. As a printing company, C & C meets customer demands by creating and delivering unique printing products and solutions. Therefore, protecting intellectual property is one of the key factors in ensuring our competitiveness and long-term development in the market. We devote ourselves to protecting intellectual property rights in a legal, complete and fair manner, promoting innovative development, and laying a solid foundation for our company's long-term development.

Our Company strictly complies with the "Trademark Law of the People's Republic of China", "Patent Law of the People's Republic of China", "Copyright Law of the People's Republic of China", "Anti-Unfair Competition Law", the "Copyright Ordinance", "Trademark Ordinance", "Patent Regulations", "Registered Designs Ordinance" and other laws and regulations that have a significant impact on our company, clarifies relevant responsibilities for the daily use and management of intellectual property, and establish institutional guarantees for the effective protection of our company's intellectual property.

Innovation protection principle

We will proactively encourage innovation and take measures to protect our own innovations. This includes promptly application for patent protection, copyright registration, etc. to guarantee that our patents are protected by law. Moreover, we also respect the innovations of others and comply with relevant licenses and usage regulations.

Timeliness principle

After creating protectable intellectual property assets, we will apply for protection as soon as possible to ensure our priority, and promptly update and maintain the acquired intellectual property, to ensure its effectiveness and legality.

Confidentiality principle

We will sign confidentiality agreements and contracts with customers, suppliers and other partners to make sure that the confidentiality of intellectual property is fully protected. These agreements and contracts will impose confidentiality responsibilities and obligations that must be observed by both parties to prevent unauthorized use or disclosure of our intellectual property information.



Product Safety

Material supply

- Establish long-term cooperative relationships with reliable and responsible suppliers to ensure a stable supply of raw materials.
- Evaluate suppliers, including their performance of environmental and social responsibilities, and select suppliers that meet sustainable development requirements.
- Regularly monitor the quality of raw materials and ensure they comply with relevant regulations and standards.

Production printing

- Set strict production standards and continuously pursue improvements in printing quality.
- Establish an effective quality management system, including such links as quality control processes, inspection and testing.
- Monitor and control key parameters during the printing process to ensure that the products meet specified quality requirements.

Inventory management and delivery

- Manage inventory and avoid overproduction and overstorage, to reduce resource waste and environmental impact.
- Optimize logistics and transportation methods to reduce energy consumption and carbon emissions.
- Meet delivery time commitments to ensure products are supplied to customers on time.

Product Safety

- We comply with relevant laws, regulations and industrial standards to ensure the safety and compliance of printed products.
- We strictly control the use of hazardous substances and conduct necessary tests and inspections to guarantee that products will not do harm to human health and the environment.

Handling of product complaints

- We establish an effective complaint handling mechanism to promptly respond to customer complaints and take corrective measures.
- We analyze complaint data to find out the root cause of problems, formulate preventive control measures to avoid the recurrence of similar problems, and implement responsibility tracing and correction and prevention of similar problems.

Product identification and traceability

- During the production process, employees of all workshops will properly label all printing materials and all printed finished and semi-finished products, and fill in the production status on the daily report. Where damaged labels are discovered during transportation, delivery or other processes, the discoverer must restore the labels according to relevant data. Where traceability is required, the Technical Quality Department shall coordinate relevant departments to trace relevant information based on the printing number registration book, printing notice, project order, paper requisition form, inspection record form, daily report form, birth certificate, etc.
- The departments responsible for specific traceability shall summarize relevant information to the Technical Quality Department, which will conduct a responsibility analysis.
- When quality accidents occur, quality responsibility must be investigated, and shall be traced back to the individual engaged in production as much as possible. Where it cannot be traced back to the individual, it should be traced back to the specified process.

Product recall

- Where a product quality or safety issue is discovered, a product recall plan shall be initiated in due time, to protect consumer interests and the Company's reputation.
- And the flow of products must be traced, to ensure that products within the scope of recall are effectively recovered and treated.

Quality Service

C & C has always adhered to the service philosophy of “Respecting Customer, Quality and Efficiency”. So far, We have production plants in Hong Kong, Macau, Shenzhen, Beijing, Shanghai, Chengdu, and **Indonesia**, and has overseas offices in New York, London, Paris, Tokyo, and Australia, which are committed to providing comprehensive and high-quality services to consumers.

Sales & Marketing Service Center

In order to further integrate and leverage the core advantages of C & C, provide our customers with better products and more comprehensive services, and help the quality development of the publishing industry, C & C has decided to set up C & C Sales & Marketing service center (China area) in Beijing at C & C Joint Printing Co., (Beijing) Ltd. On August 22, 2022, at the “Symposium on New Printing and New Services to Support the Quality Development of Publishing Industry”, C & C Sales & Marketing Center was officially unveiled. In the future, new links for C & C to connect the market and serve customers will also be opened.

On the basis of leveraging the enthusiasm of local marketing teams, the Sales & Marketing service center further integrates C & C's advantages in creative design, product planning, supply chain collaboration, Internet of Things technology applications, etc., accelerates the development of Chinese market, expands the service scope, creates unique C & C products and services, and establishes a good brand image of C & C as a professional, diversified, high-quality development integrating science and culture, to quickly respond to market changes and ensure that C & C achieves sustainable development in the future. It is headquartered in Beijing and consists of marketing sub-centers and bidding management departments of North China, East China, South China and Southwest China.



Unveiling ceremony of C & C Sales & Marketing Service Center

Listening to Consumer Opinions

- 1. C & C has always attached great importance to listening to consumers' opinions, and learning consumers' feedback with three methods: oral inquiry, telephone consultation and written investigation. It has also taken feedback measures, collected and recorded customer opinions, investigated and processed them, to ensure customer satisfaction.
- 2. Our company emphasizes open and transparent communication with consumers. We provide consumers with updates on corporate information, product information and related sustainability initiatives through our official website, social media channels, email communications, etc., and fully respond to consumers' questions and concerns.

Protecting Customer Privacy

C & C has laid emphasis on the protection of personal privacy of customers. We are well aware that customers value their data privacy, and try to ensure that customer data is properly protected and safely managed. We have formulated the "Information Management Work Guidelines" and "Confidentiality System" to standardize customer information management, implement employees' confidentiality obligations, and avoid the leakage of customer information.

01
Data security measures

Our company uses encryption technology, access control management, network security protection and other measures to protect customer data from unauthorized access, use or disclosure.

02
Customers' right to know and control

Our company has made it clear that it respects its customers' right to know and control their personal data. They may provide transparent privacy policies and data use statements that explain the purposes and ways in which customers' personal information is acquired, stored, and processed, and offer customers choices to use their personal data.

03
Data transfer and deletion

Our company authorizes and monitors the transmission of confidential information, especially customer information, to prevent leakage, and securely deletes or anonymizes customer data when it is no longer needed.

04
Internal training and awareness raising

Our company provides employees with training in data protection and privacy awareness, requires office computer passwords to be changed every month, and the screen that is inactive for ten minutes to be locked, to ensure information security.

Data Security

Data security is the key for ensuring the company's operations, and we have actively taken all necessary measures to protect the confidentiality, integrity and availability of data. This helps build customer trust and makes sure we comply with applicable laws, regulations and industrial standards.

- Protection of network data: Non-maintenance personnel are not allowed to delete computer system data at will, and regularly store the prepared data in a designated location.
- Access control measures: Our company adopts access rights management, and employees in different positions can receive different network access rights to ensure that only authorized employees can access specific data resources. By assigning different levels of network access rights, we can limit employees' access to only the information they need to do their jobs, to reduce potential security risks.
- Encrypted and secure transmission: Our company emphasizes measures to encrypt data, including the use of secure communication protocols and encrypted storage devices during data transmission, to prevent unauthorized access or data leakage.
- Safety training and awareness raising: Our company organizes data security training and awareness-raising activities for employees, to help employees understand the importance of data security, and provides guidance for best practices, such as password management, online fraud prevention, etc. Office employees are required to change their office computer passwords every month and set the screen to pause after ten minutes without any operation to ensure information security.

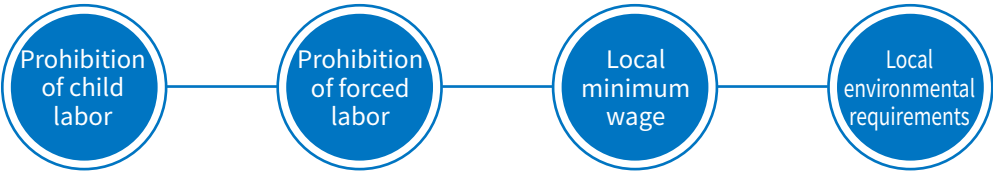
Supply Chain Management

As a major business segment of printing industry, supply chain management is crucial to the company's sustainable development. Effective supply chain management can help printing companies reduce resource consumption, decrease environmental impact, improve production efficiency, and ensure product quality and on-time delivery. As society increasingly demands corporate sustainability, we are committed to building a sustainable supply chain that complies with best practices and moral codes.

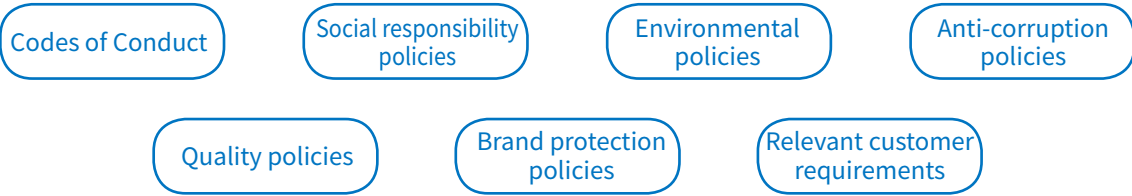


This report will describe our supply chain management principles, key measures, and the collaboration with interested parties and transparency. Moreover, we will also emphasize the significance of supplier selection, raw material procurement, energy management, waste management, compliance and supervision.

Policies and requirements for supervising suppliers: We only approve suppliers that meet C & C’s minimum requirements and require them to comply with the following rules:



We have reached agreements with major suppliers and committed to promoting sustainable practices in our supply chain. All suppliers must comply with local laws and regulations, our company’s supply chain management procedures and the following relevant policies and regulations:



We continue to monitor and encourage our suppliers’ compliance performance in quality, social and environmental fields, to ensure the sustainability and effectiveness of the supply chain. We actively maintain amicable cooperative relationships with suppliers and discuss new development directions with them based on customer requirements, market and industry trends.

We regularly provide supports such as training, capacity building, review and risk assessment through online meetings or on-site inspections, to help, monitor and promote the performance of major suppliers, and guarantee that relevant requirements are properly implemented.

Supply chain management procedures

- Establish supply chain management goals and policies and incorporate them into the strategic planning of our company.
- Establish a supply chain management team to be responsible for formulating and executing supply chain management plans.
- Set supply chain performance indicators and monitor and evaluate all links of the supply chain.

Managing environmental and social risks in supply chains

- Identify and assess environmental and social risks in the supply chain, such as resource shortages, violations of labor rights, etc.
- Cooperate with suppliers to jointly take measures to reduce environmental pollution, improve working conditions, etc.
- Encourage suppliers to intensify environmental and social responsibility management, and provide necessary training and support.

The key to effectively manage environmental and social risks lies in setting clear policies and criteria, developing close working relationships with suppliers, conducting supplier audits and monitoring, and continual improvement and transparency. This ensures that supply chain activities adhere to environmental and social sustainability principles, reduces potential negative impacts, and brings long-term success and stability to the Company.

Green supply chain

Green supply chain is an environmentally friendly and sustainable supply chain management method. It emphasizes lowering resource consumption, reducing environmental impact, and promoting environmental protection and sustainable development. We will give priority to suppliers with green supply chains:

Supplier selection and evaluation	● Select suppliers that meet environmental standards and conduct regular evaluations. Suppliers’ environmental policies, energy efficiency, waste disposal practices, etc. are considered to ensure they perform well in environmental protection.
Material selection and design	● Choose environmentally friendly materials and adopt ecological design principles. Priorities are given to renewable materials, recycled materials and reducing the use of environmentally harmful substances. Product designs are optimized to reduce material consumption and waste generation.
Transportation and Logistics	● Optimization of transportation routes, centralized freight and warehousing management are adopted to reduce carbon emissions and resource consumption during transportation.
Compliance and certification	● Ensure the compliance with relevant environmental regulations and standards, such as ISO14001 environmental management system certification. Actively participate in environmental regulation and remain aware of new regulations and developments.



Appendix

Environmental, Social and Governance Performance Data

Main Category A--Environment

Level A1: Emissions

Performance indicators		2021 data	2022 data	HKEX “Guidance for Environmental, Social and Governance Report” Key Performance Indicators (KPIs)
Emissions	Total emissions of VOCs (tons) (from production processes)	44.61	31.10	KPI A1.1
	Total CO ₂ emissions (tons)	25737.84	26185.23	KPI A1.1, A1.2
	Greenhouse gas emissions (Scope 1)	8559.35	8778.48	KPI A1.1, A1.2
	Greenhouse gas emissions (Scope 2)	17028.03	17278.83	KPI A1.1 A1.2
	CO ₂ emission intensity (total CO ₂ (tons)/10,000 yuan value added)	0.518	0.524	KPI A1.2
Hazardous waste	Solid and liquid hazardous waste from production and wastewater treatment processes (tons)	233.14	188.18	KPI A1.3
	Reduction of hazardous waste (total (tons)/10,000 yuan value added)	0.005	0.004	KPI A1.3
Non-hazardous waste	Non-hazardous waste (tons)* General solid waste such as waste paper, waste plates, waste plastics, etc.	24415.65	21272.90	KPI A1.4
	Reduction of non-hazardous waste (total (tons)/10,000 yuan value added)	0.49	0.43	KPI A1.4

Level A2: Resource Usage

Performance indicators		2021 data	2022 data	HKEX “Guidance for Environmental, Social and Governance Report” Key Performance Indicators (KPIs)
Energy	Natural gas (cubic meters)	1152963.432	1197998	KPI A2.1
	Gasoline (tons)	95.11	76.72	KPI A2.1
	Diesel (tons)	3.08	1.52	KPI A2.1
	Electricity (MWh)	40627.32	41358.84	KPI A2.1
	Electricity intensity (total (MWh)/value added per ten thousand dollar)	0.82	0.83	KPI A2.1
Water	Equivalent tons (water consumption in production, canteens and dormitories)	289652	237945	KPI A2.2
	Water intensity (total water consumption (tons)/value added per ten thousand dollar)	5.83	4.76	KPI A2.2
Paper	Total paper consumption in production department (tons)	107728	94915	KPI A2.2

Main Category B--Society

Employment and Labor Practices Level B1: Employment

Performance indicators		2021 data	2022 data	HKEX “Guidance for Environmental, Social and Governance Report” Key Performance Indicators (KPIs)
Employees	Total	2716	2681	KPI B1.1
	By gender			
	Male	1628	1490	KPI B1.1
	Female	1088	1191	
	By employment rank			
	Senior management employees—Male	34	32	KPI B1.1
	Senior management employees—Female	5	5	KPI B1.1
	Middle management employees—male	201	203	KPI B1.1
	Middle management employees—female	120	107	KPI B1.1
	Professional and technical employees—Male	295	284	KPI B1.1
	Professional and technical employees—Female	96	91	KPI B1.1
	Regular employees — Male	1046	932	KPI B1.1
	Regular employees — Female	798	929	KPI B1.1
	Non-regular employees — Male	55	40	KPI B1.1
	Non-regular employees — Female	66	58	KPI B1.1
	By age group			
	Aged below 30	454	433	KPI B1.1
	30-40	994	923	KPI B1.1
	40-50	879	911	KPI B1.1
	>50 years old	389	414	KPI B1.1
	By region			
	Hong Kong	269	263	KPI B1.1
	Shenzhen	1746	1688	KPI B1.1
	Shanghai	184	175	KPI B1.1
	Beijing	499	506	KPI B1.1
	Indonesia	6	37	KPI B1.1
Employee turnover rate (percentage in total population) *Employees resigned voluntarily, excluding layoffs and retirements	By gender			
	Male (%)	9.68%	6.90%	KPIB1.2
	Female (%)	5.41%	4.85%	KPIB1.2
	By age group			
	Aged below 30 (%)	4.64%	4.92%	KPIB1.2
	Aged 30-40 (%)	5.63%	4.10%	KPIB1.2
	40-50 (%)	2.95%	1.45%	KPIB1.2
	>50 years old (%)	1.88%	1.27%	KPIB1.2
	By region			
	Hong Kong (%)	2.10%	1.16%	KPIB1.2
	Shenzhen (%)	4.86%	3.88%	KPIB1.2
	Shanghai (%)	2.43%	1.57%	KPIB1.2
	Beijing (%)	7.55%	4.70%	KPIB1.2
	Indonesia (%)	0.00%	0.45%	KPIB1.2

Level B2: Health and Safety

Performance indicators		2021 data	2022 data	HKEX “Guidance for Environmental, Social and Governance Report” Key Performance Indicators (KPIs)
Work-related injury	Number of work-related injuries	11	11	KPI B2.1
	Number of work-related deaths	0	0	KPI B2.1
	Accident rate per thousand people	4.1	4.1	KPI B2.1
	Number of working days lost due to work-related injury	986	1420	KPI B2.2

Level B3: Development and Training

Performance indicators		2021 data	2022 data	HKEX “Guidance for Environmental, Social and Governance Report” Key Performance Indicators (KPIs)
Employees trained	Total	6160	5981	KPI B3.1
	By gender			
	Male	56.01%	53.84%	KPI B3.1
	Female	43.99%	46.16%	KPI B3.1
	By employment rank			
	Senior management employees	2.19%	2.14%	KPI B3.1
	Middle management employees	11.54%	11.67%	KPI B3.1
	Professional and technical personnel	24.46%	27.55%	KPI B3.1
	Regular employees	61.80%	58.64%	KPI B3.1
Training hours	Total hours	39522	51773	KPI B3.2
	By gender (average hours)			
	Male	6.36	8.58	KPI B3.2
	Female	6.48	8.75	KPI B3.2
	By employment type (average hours)			
	Senior management employees	4.08	4.69	KPI B3.2
	Middle management employees	10.04	11.69	KPI B3.2
	Professional and technical personnel	11.64	13.02	KPI B3.2
	Regular employees	3.75	6.15	KPI B3.2

Operating Practices

Level B5: Supply Chain Management

Performance indicators		2021 data	2022 data	HKEX “Guidance for Environmental, Social and Governance Report” Key Performance Indicators (KPIs)
Number of key suppliers	China	368	381	KPI B5.1
	Hong Kong	8	7	KPI B5.1
	Europe and America	1	1	KPI B5.1

Level B6: Product liability

Performance indicators		2021 data	2022 data	HKEX “Guidance for Environmental, Social and Governance Report” Key Performance Indicators (KPIs)
Product liability	Percentage of total products sold or shipped that are subject to recall for safety and health reasons	0	0	KPI B6.1
	Number of complaints received about products and services	269	248	KPI B6.2

Level B7: Anti-corruption Training

Performance indicators		2021 data	2022 data	HKEX “Guidance for Environmental, Social and Governance Report” Key Performance Indicators (KPIs)
Anti-corruption training	Total number of people trained	509	504	KPI B7.3
	Total training hours	536	514	KPI B7.3

Community

Level B8: Community Investment

Performance indicators		2021 data	2022 data	HKEX “Guidance for Environmental, Social and Governance Report” Key Performance Indicators (KPIs)
Social Responsibilities	Total value of monetary and product donations	118405	19250	KPI B8.2

Index of ESG Contents

A. Environment				
Project		Description	Reference section	Reference page number
Level A1: Emissions				
General disclosure		The contents regarding waste gas and greenhouse gas emissions, discharge of pollutants to water and land, generation of hazardous and non-hazardous waste, etc.: (a) Policies; and (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	Green Printing	29
Key performance indicators	A1.1	Emission types and related emission data	Environmental, Social and Governance Performance Data	86
	A1.2	Direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions (in tons) and, if applicable, emission intensity (e.g. per unit of production, per facility).	Environmental, Social and Governance Performance Data	86
	A1.3	Total of hazardous waste generated (in tons) and, if applicable, waste density (e.g. per unit of output, per facility).	Environmental, Social and Governance Performance Data	86
	A1.4	Total and, if applicable, density of non-hazardous waste generated.	Environmental, Social and Governance Performance Data	86
	A1.5	Describe the emission targets established and the steps taken to achieve them.	Sustainable Development Vision Green Printing—Emissions Control	19,35-38
	A1.6	Describe methods for treating hazardous and non-hazardous waste, and the waste reduction goals established and the steps taken to achieve these goals.	Sustainable Development Vision Green Printing—Waste Management	19,45-48
Level A2: Resource Usage				
General disclosure		Policies for the efficient use of resources, including energy, water and other raw materials.	Green Printing	29
Key performance indicators	A2.1	Total direct and/or indirect energy consumption and consumption intensity by type (e.g. per unit of production, per facility).	Environmental, Social and Governance Performance Data	86
	A2.2	Total water consumption and consumption density (e.g. per unit of production, per facility).	Environmental, Social and Governance Performance Data	86
	A2.3	Describe the energy efficiency program and results achieved.	Green Printing -- Energy Saving and Consumption Reduction	30-34
	A2.4	Describe any problems that may arise in obtaining suitable water sources, as well as plans to improve water efficiency and the results achieved.	Green Printing--Water Resources Management	39-44
	A2.5	The total (in tons) of packaging materials used in finished goods and, if applicable, per unit of production.	Environmental, Social and Governance Performance Data	86
Level A3: Environment and Natural Resources				
General disclosure		Policies to reduce the issuer's significant impact on the environment and natural resources.	Green Printing	29
Key performance indicators	A3.1	Describe the significant impacts of business activities on the environment and natural resources and the actions taken to manage the impacts.	Green Printing	86
Level A4: Climate Change				
General disclosure		Policies for identifying and responding to major climate-related problems that have impacted and may impact the issuer.	Green Printing	28-49
Key performance indicators	A4.1	Describe the major climate-related problems that have and may have an impact on the issuer, and the response actions.	Green Printing	28-49

B. Society				
Project		Description	Reference section	Reference page number
Level B1: Employment				
General disclosure		The contents regarding remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination and other benefits and benefits: (a) Policies; and (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	Social Responsibilities—People Orientation	52-53
Key performance indicators	B1.1	Total of employees by gender, employment type (full-time or part-time), age group and region.	Social Responsibilities—People Orientation	53-54
	B1.2	Employee turnover rates by gender, age group and region.	Social Responsibilities—People Orientation	54
Level B2: Health and Safety				
General disclosure		The contents regarding providing a safe working environment and protecting employees from occupational hazards: (a) Policies; and (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	Social Responsibilities—People Orientation	55
Key performance indicators	B2.1	The number and rate of work-related fatalities in each of the past three years (including current reporting year).	Environmental, Social and Governance Performance Data	88
	B2.2	Number of working days lost due to work-related injury.	Environmental, Social and Governance Performance Data	88
	B2.3	Describe the occupational health and safety measures adopted and related implementation and monitoring methods.	Social Responsibilities—People Orientation	55
Level B3: Development and Training				
General disclosure		Policies on improving employees' knowledge and skills for performing their job responsibilities. Describe training activities.	Social Responsibilities—People Orientation	58-62
Key performance indicators	B3.1	Percentage of employees trained by gender and employment type (e.g. senior management, middle management).	Environmental, Social and Governance Performance Data	88
	B3.2	Average number of training hours completed by each employee by gender and employment type.	Environmental, Social and Governance Performance Data	88
Level B4: Labor Code				
General disclosure		The contents regarding the prevention of child labor or forced labor: (a) Policies; and (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.	Social Responsibilities—People Orientation	52
Key performance indicators	B4.1	Describe measures to review recruitment practices to avoid child labor and forced labor.	Social Responsibilities—People Orientation	52
	B4.2	Describe the steps taken to eliminate a violation when it is discovered.	Social Responsibilities—People Orientation	52
Level B5: Supply Chain Management				
General disclosure		Policies for managing environmental and social risks in supply chains.	Innovation and Value Creation—Supply Chain Management	81-83
Key performance indicators	B5.1	Number of suppliers by region.	Environmental, Social and Governance Performance Information	89
	B5.2	Describe the practices for engaging suppliers, the number of suppliers with whom the practices are implemented, and related implementation and monitoring methods.	Innovation and Value Creation—Supply Chain Management	81-83
	B5.3	Describe practices for identifying environmental and social risks at every link of the supply chain, and related implementation and monitoring methods.	Innovation and Value Creation—Supply Chain Management	81-83
	B5.4	Describe practices for promoting the use of greater quantity of environmentally friendly products and services when selecting suppliers, as well as related implementation and monitoring methods.	Innovation and Value Creation—Supply Chain Management	81-83

B. Society			
Project	Description		Reference section
			Reference page number
Level B6: Product liability			
General disclosure	The contents regarding health and safety, advertising, labeling and privacy matters of the products and services provided and their corrective measures: (a) Policies; and (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.		Innovation and Value Creation—Quality Assurance 76-78
Key performance indicators	B6.1	The percentage of total products sold or shipped that are subject to recall for safety and health reasons.	Environmental, Social and Governance Performance Data 89
	B6.2	Number of complaints received about products and services and their responding methods.	Environmental, Social and Governance Performance Data 78,89
	B6.3	Describe practices related to maintenance and protection of intellectual property rights.	Innovation and Value Creation—Quality Assurance 76-77
	B6.4	Describe the quality verification process and product recovery procedures.	Innovation and Value Creation—Quality Assurance 78
	B6.5	Describe the consumer data protection and privacy policy, and related implementation and monitoring methods.	Innovation and Value Creation—Quality Service 80-81
Level B7: Anti-corruption			
General disclosure	The contents regarding the prevention of bribery, extortion, fraud and money laundering: (a) Policies; and (b) Information on compliance with relevant laws and regulations that have a significant impact on the issuer.		Social Responsibilities—Clean Government Construction 65
Key performance indicators	B7.1	The number of concluded corruption lawsuits filed against the issuer or its employees during the reporting period and the results of lawsuit.	Social Responsibilities—Clean Government Construction 65
	B7.2	Describe preventive measures and reporting procedures, as well as related implementation and monitoring methods.	Social Responsibilities—Clean Government Construction 65
	B7.3	Describe the anti-corruption training provided to directors and employees.	Social Responsibilities—Clean Government Construction 65
Level B8: Community Investment			
General disclosure	Policies regarding using community engagement to understand the needs of communities and ensure that their business activities take community interests into consideration.		Social Responsibilities—Community Contribution 63-64
Key performance indicators	B8.1	Focus on areas of contribution (such as education, environmental matters, labor needs, health, culture, sports).	Social Responsibilities—Community Contribution 63-64
	B8.2	Resources (such as money or time) used in areas of focus.	Social Responsibilities—Community Contribution 64