



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 2024



Publication date: July 2025

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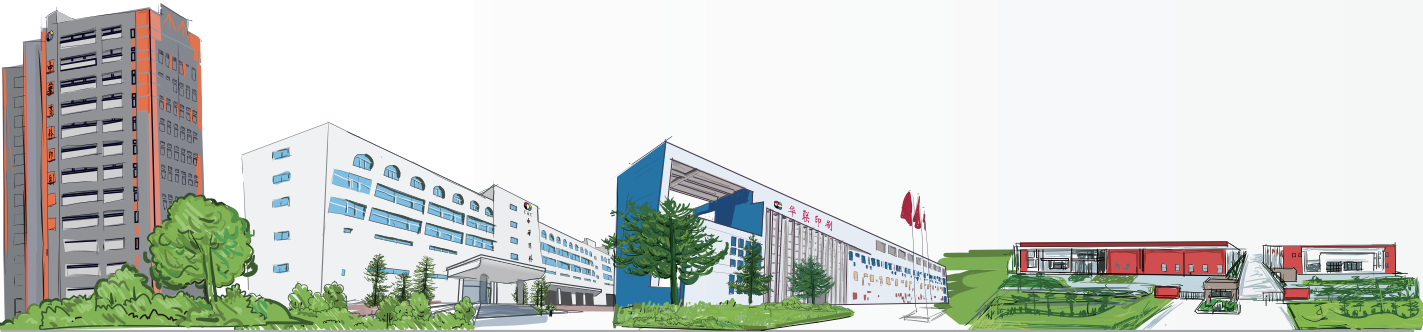
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About This Report

Welcome to the third 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” or “the Company” or “we”). This report aims to present C & C’s ESG-related management policies, performance and latest developments in 2024.

Representation



The information provided in this report is compiled based on the information and data provided by the 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, but we cannot 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 GRI Sustainability Reporting Standards (GRI Standards) of the Global Sustainability Standards Board (GSSB) and the following standards and guidelines:

- ESG Code of the Hong Kong Exchanges and Clearing Limited: This report has been prepared in accordance with the requirements of the Environmental, Social and Governance Reporting Code in Appendix C2 of the Rules Governing the Main Board Listing of Securities on the Hong Kong Exchanges and Clearing Limited, in the four reporting principles: materiality, quantification, balance, and consistency.
- United Nations Sustainable Development Goals (SDGs): Aligned with the 17 Sustainable Development Goals set by the United Nations, this report showcases the Company’s contributions and progress toward global sustainability.
- Task Force on Climate-related Financial Disclosures (TCFD): This report incorporates recommendations of TCFD, providing transparent disclosures regarding the Company’s governance, strategy, risk management, as well as metrics and goal setting for climate-related risks.

By integrating these international and regional best practices, this report aims to present a comprehensive and consistent framework to demonstrate the Company’s responsibilities and performance in environmental, social, and governance sectors, while providing essential information for stakeholders to make informed decisions.

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”.



C & C Website



WeChat Official Account

Reporting Scope



The disclosure scope of this report covers the major business of C & C and its major subsidiaries:

Company Name	Abbreviation
C & C Offset Printing Co., Ltd.	Hong Kong Offset Printing
C & C Security Printing Co., Ltd.	Hong Kong Security
C & C Joint Printing Co., (Guangdong) Ltd.	C & C Guangdong
C & C Security Printing Co., (Shenzhen) Ltd.	Shenzhen Security
C & C Joint Printing Co., (Shanghai) Ltd.	C & C Shanghai
Shanghai Security Printing Co., Ltd.	Shanghai Security
C & C RFID Co., (Shanghai) Ltd.	Shanghai RFID
C & C Joint Printing Co., (Beijing) Ltd.	C & C Beijing
Beijing Silver Peony Printing Co., Ltd.	Silver Peony
C & C Culture and Creativity (Beijing) Technology Development Co., Ltd.	C & C Culture and Creativity
Chengdu Zhongyong Printing Co., Ltd.	Chengdu Zhongyong Printing
PT C-Smart IOT Indonesia	IOT Indonesia

This report covers C & C’s performance in sustainable development from January 1, 2024 to December 31, 2024.

Report Approval



This report was approved by the General Manager’s Office on April 8, 2025 after the General Manager’s 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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CEO's Message



CEO Leung Siu Yin, Jackson
C & C Joint Printing Co., (H.K.) Ltd.

Carrying out the Green Mission and Building a Sustainable Future Together

2024 marks a year of accelerated global transformation in sustainable development, and a crucial year for C & C to deepen its green transformation and fulfill its social responsibilities. Reflecting on this year, the rapidly evolving global geopolitical landscape and extreme climate events have underscored the urgency of sustainability as a critical issue for businesses, one that must be addressed to mitigate risks and secure long-term viability. As a pioneer in China's printing industry, C & C actively embraces transformation in response to the dual challenges of climate change and the political-economic environment. By adopting a systematic approach, we are building a resilient development framework for the future. We remain steadfast in our corporate mission of "green printing, people oriented, innovation and value creation", integrating Environmental, Social, and Governance (ESG) principles into every aspect of our business operations.

Green Printing

Amid the escalating global climate crisis, C & C has incorporated "green printing" into our corporate strategy. We have reinforced our energy management initiatives and focused on emission reduction efforts. Leading the way, we established photovoltaic power generation systems at our Hong Kong and Shanghai bases, with the clean energy substitution rate at our Shanghai base reaching 40%. In response to key emission sources in the printing industry, C & C Guangdong has replaced raw and auxiliary materials with low-VOCs alternatives, achieving an emission reduction efficiency of over 70%. This year, we conducted a comprehensive assessment of the climate change risks and opportunities facing our operations and developed and implemented scientific response strategies. In addition, we have enhanced environmental management throughout the lifecycle of our operations and products, committing to green operations. This presents an opportunity to actively explore energy-saving and carbon-reduction efforts within our value chain, further contributing to sustainable development.

People Oriented

Talent is the core driver of sustainable development. In 2024, we focused on strengthening our occupational health management system and increased our investment in work safety. Employee training coverage reached 84%. At the community level, the C & C Foundation donated basic education facilities and scholarships to remote areas, benefiting 9 schools and promoting green education concepts in rural areas.

Innovation and Value Creation

We recognize that sustainable development is not the sole responsibility of any one company; it requires collective progress across the entire industry chain. In 2024, C & C joined forces with multiple suppliers to sign environmental agreements, actively encouraging upstream companies to complete environmental certification audits. At the same time, we launched the "Quality Expert" initiative, empowering employees to actively identify production issues. We also established several intelligent manufacturing pilot project teams aimed at advancing the automation of large production equipment, leading to the acquisition of 37 patents in 2024.

Looking ahead, C & C will continue to implement ESG principles with greater determination. We firmly believe that embedding sustainable development at the core of our operation is the key to achieving lasting success.

On behalf of the Company's management, I would like to express my sincere gratitude to all our colleagues and partners who support C & C in its sustainable development journey. Let us work together, using green development as our ink and responsibility as our pen, to collectively craft a high-quality development narrative for our time.

梁兆賢

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, is a large international printing group directly affiliated with Sino United Publishing (Holdings) Limited, a subsidiary of Bauhinia Culture (Hong Kong) Holdings Limited.

At C & C, we are unwaveringly committed to promoting the development of China's printing industry and innovation. We honor our century-long mission with a determination to become an advanced printing and communications venture with global competitiveness. We promote green and low-carbon development methods and establish a sustainable development corporate strategy of green printing, a people-oriented approach, and innovation & value creation with excellence at its core. We work towards protecting the environment through scientific and technological innovation, and focus on actions such as "carbon emission reduction, energy saving and efficiency increasing, use of green raw and auxiliary materials, and reduction of waste at the source" to maximize green efficiency.

Locations

Head Office

Tai Po, Hong Kong

C & C Guangdong

Pinghu, Shenzhen

Shenzhen Security

Pinghu, Shenzhen

C & C Shanghai

Shanghai Security

IOTRFID Qingpu

Shanghai

C & C Beijing & Silver Peony

Yizhuang, Beijing

Chengdu Zhongyong Printing

Pengzhou, Chengdu

C & C Vietnam

Bàu Bàng, Vietnam

IOT Indonesia

Tangerang City, Indonesia

Vision

Strive to become a world-class printing and communications venture.

Mission

Create more value and provide better services so as to promote cultural communications for the betterment of society.

Corporate Culture

Encourage team spirit Encourage people involvement and team work, with mutual care and support, for the development of people's creativeness and full utilization of their talents.

Continuous improvement Encourage life-long learning; always seek to acquire the latest technology and expertise for continuous improvement.

Strive to be a first-class enterprise Drive for constant improvement, in quest for excellence.

C & C's Integrated Management Policy

Business Purposes

Customer and Integrity First

Quality Objectives

Quality and Efficiency, Energy Saving and Consumption Reduction

Management Principles

People Orientation, and Care for Employees' Safety and Health

Development Concept

High Quality Development, and Green Printing

Environmental protection honors

C & C has earned a number of environmental protection honors including the ISO14001 Environmental Management System certification awarded 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 2008. 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 2010. 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".

2024:

"EcoPartner" certificate and emblem of "BOCHK Corporate Low-Carbon Environmental Leadership Award"

ESG Pledge Scheme 2024 "3+ Logo" of the Chinese Manufacturers' Association of Hong Kong

Guangdong-Hong Kong-Macau Greater Bay Area Carbon Footprint Certificate

◎ Social Honors for 2024

C & C Guangdong was recognized for:

1. “National High-tech Enterprise”
2. National (Shenzhen) Excellent Foreign Investment Enterprise — Promotion Award for Harmonious Labor Relations, National (Shenzhen) Excellent Foreign Investment Enterprise — Double Excellence Award, Famous Enterprise in Bay Area, and Famous Enterprise in Shenzhen
3. “EcoPartner” certificate and emblem of “2023 BOCHK Corporate Low-Carbon Environmental Leadership Award”
4. The C & C Guangdong Trade Union received multiple national-level honors (National/Guangdong Province/Shenzhen City Love Care School (all three levels) + National/Guangdong Province Worker’s Library (two levels) + Guangdong Province Love Mother’s Room, etc.)

C & C Beijing received:

The “2024 Special Contribution Award for Technical Cooperation” from Higher Education Press

Shanghai Security was awarded:

1. Multinational Corporation R&D Center Certificate from the Shanghai Municipal Government
2. Honorary Certificate for “the First Batch of Contractor Participating in the Collaborative Innovation Standardization Pilot Project for the Development of Group Standards for Green Printing in the Yangtze River Delta Ecological and Green Integrated Development Demonstration Zone

C & C Shanghai received:

1. “Foreign-funded R&D Center” from the Shanghai Municipal Commission of Commerce
2. “Shanghai May 1 Labor Day Award” from the Shanghai Federation of Trade Unions and the Shanghai Municipal Human Resources and Social Security Bureau

Chengdu Zhongyong Printing received:

“Innovative Small and Medium-sized Enterprise of Sichuan Province” awarded by Sichuan Province

◎ Product Awards for 2024

1. 22nd Hong Kong Digital Print Awards: Two Gold, Two Silver, One Bronze, and Four Excellence Awards
2. 35th Hong Kong Print Awards: One Silver, One Bronze, One Excellence, and One Craftsmanship (Excellence) Awards
3. “The 2nd Printing Technology & Creativity Award” organized by the Hong Kong Printers Investment Association
 - ◆ Grand Prize
 - ◆ Group A Offset Printing Technology Gold Award
 - ◆ Silver and Bronze Awards for Group B Offset Printing Creativity, and Gold and Bronze Awards for Direct Printing
4. Fujifilm Business Innovation 2023 Digital Printing Innovation Application Competition
 - C & C Guangdong’s printed Collections magazine (Digital Edition) won the First Prize
5. C & C Shanghai’s printed Sports and Fitness – Grade 8 (Trial Edition) received the First Prize for the 14th Shanghai Textbook Printing Quality Award, and Chinese National Geography won the Silver Award at the Asian Print Awards
6. C & C Beijing was awarded the Gold Prize for China’s Century-old Textbook History: English Volume in the 2024 Self-Printed Textbook Quality Inspection

Key Performance in 2024

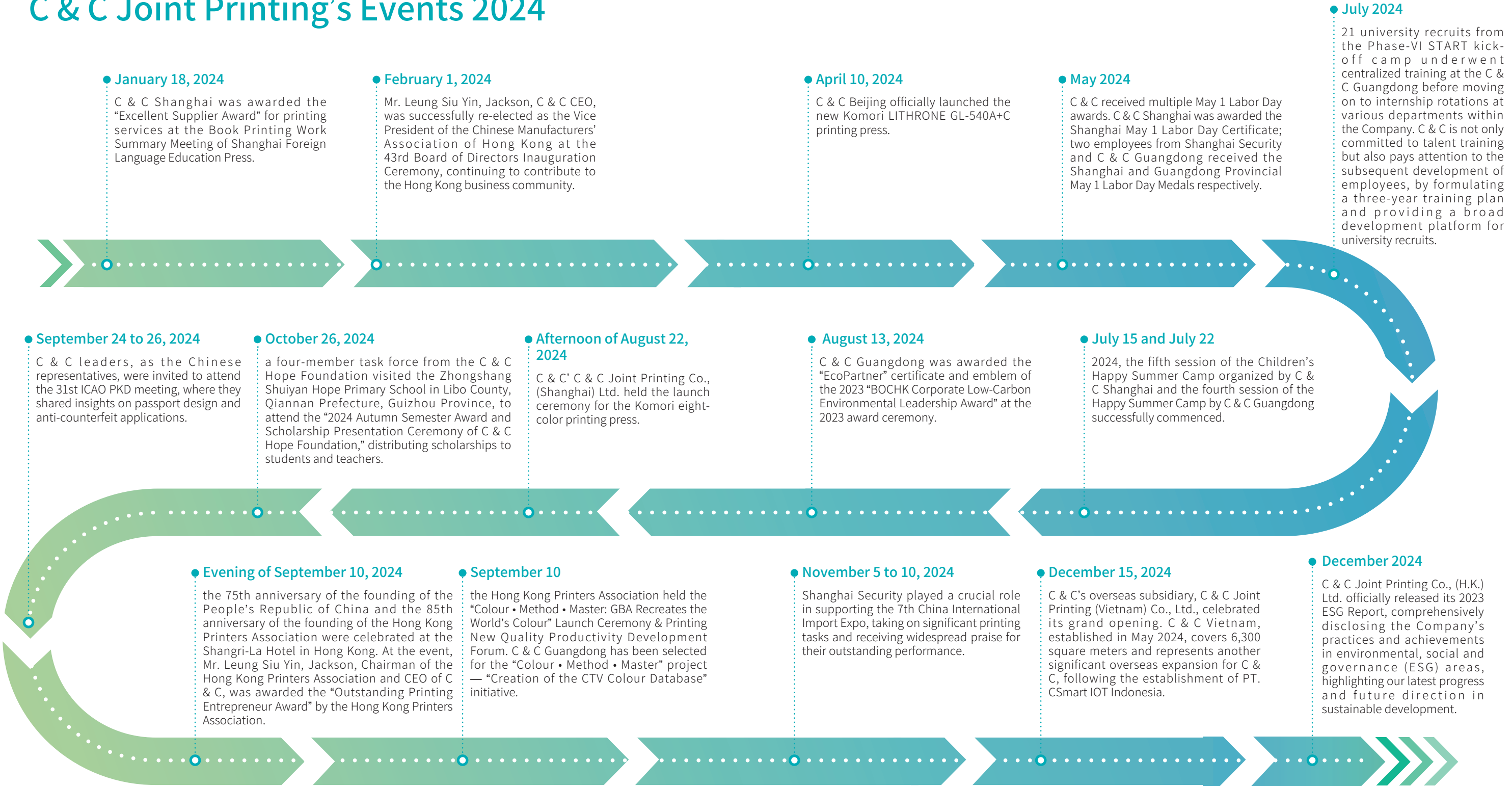
Environmental Performance

Greenhouse Gas (GHG) Emissions Total GHG emissions decreased by 980 tons compared to the previous year GHG emission intensity decreased by 8% compared to the 2022 baseline year	Environmental Investment Environmental protection investment of 5.31 million yuan Including: Environmental protection operation and maintenance investment of 3.31 million yuan Environmental protection equipment renovation investment of 2 million yuan	Clean Energy Usage Photovoltaic power generation of 3.26 million kWh, an increase of approximately 83% compared to 2023 Green power usage of 1 million kWh
Water Consumption Water intensity decreased by 11.16% compared to the previous year The Company's water usage intensity decreased by 15% (target achieved) compared to	VOCs Emissions VOCs emissions decreased by 14 tons compared to the previous year VOCs emission intensity decreased by 70.2% (target achieved) compared to the 2022 baseline year	System and Environmental Certification Eight companies have passed the ISO 14001 Environmental Management System Certification C & C Guangdong and C & C Beijing have obtained the ISO 50001 Energy Management System Certification

Social Performance

Health and Safety Accident rate per thousand people <2.23 Number of all employees and contract workers who have passed away due to work-related causes: 0 person Number of safety training sessions per employee: 5.84 8 companies have obtained the ISO 45001 Occupational Health and Safety Management System Certification	Diversity and Training Female employees account for 39% of the total workforce The average training duration per employee is 10.9 hours, with a total training duration of 34,220 hours	Research and Innovation Investment in R&D: 80.59 million yuan, an increase of 7.44 million yuan compared to last year Number of new patents: 37	Public Welfare and Charity Number of volunteers: 475, with 309 new members compared to 2023 Total volunteer service hours: 1,245 hours, an increase of 948 hours compared to 2023
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C & C Joint Printing's Events 2024





01

Sustainable Development Vision

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Development of ESG System

C & C, as a company with a strong sense of social responsibility, adheres to a green, low-carbon, sustainable development strategy. With a core focus on “Green Printing, People-Oriented, and Innovation & Value Creation”, we leverage technological innovation to create value for culture. We are dedicated to environmental protection, cultural heritage preservation, and economic development, aiming to build a sustainable future.

C & C advocates for green printing applications, upholds a people-oriented approach, promotes technological and model innovation, and contributes to cultural development through industry value-added initiatives, shaping a sustainable corporate blueprint.



Upholding the principle of “coexistence between technology and nature”, C & C is dedicated to establishing a “green printing” system with core goals of reducing carbon emissions, enhancing energy efficiency, using green raw and auxiliary materials, and minimizing waste at the source. By improving production processes, strengthening energy management, and developing eco-friendly technologies, we aim to improve equipment efficiency and upgrade materials to be more environmentally friendly. We have built an environmental management system for the entire product lifecycle, working with upstream and downstream partners to establish a green supply chain, promote the application of renewable energy, and fulfill our carbon reduction responsibilities.



C & C always prioritizes customer safety and health, offering environmentally compliant products. We place great importance on employee development, creating a healthy and safe working environment, and improving health and safety protection systems. Through our vocational training platform, we help employees grow, collaborate with partners on educational public welfare initiatives, and support education in remote areas.

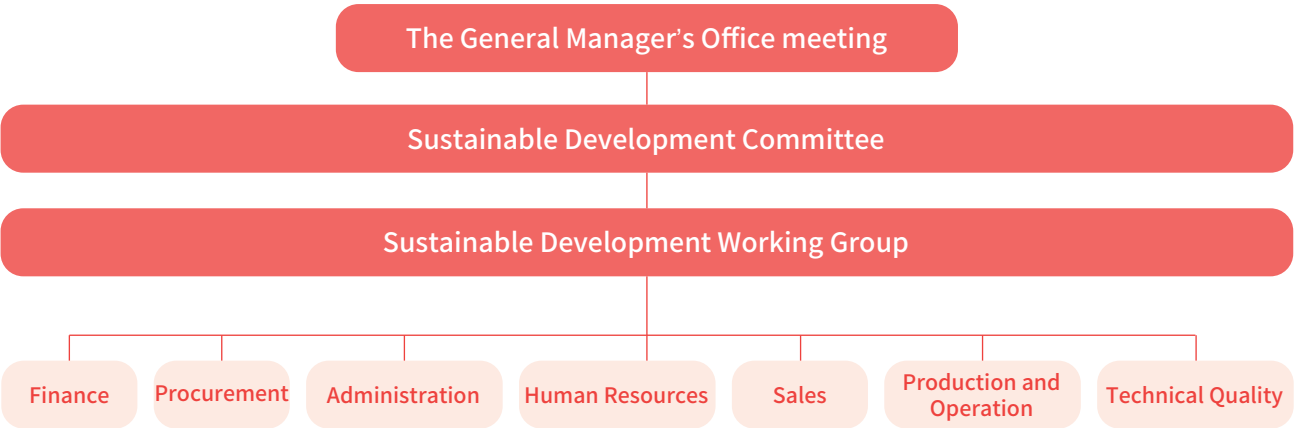


C & C is driving cross-industry innovation, seizing opportunities in AI and the Internet of Things, and advancing digital transformation and Industry 4.0 smart manufacturing. Relying on the C-Smart platform and big data technology, we are developing personalized, automated, and digitalized production methods. Through intelligent management, we aim to improve efficiency and drive the further development of printing production from “manufacturing” to “intelligent manufacturing”. We continuously create more value for our customers through innovative management models, combining art and technology.

ESG Management Architecture

Under the leadership of the General Manager’s Office meeting, the Company has established a top-down ESG system aimed at ensuring its sustainable development. The Sustainable Development Committee plays a core role in promoting and carrying out ESG initiatives, responsible for formulating the ESG strategy and enhancing the Company’s ESG performance. The committee comprises senior management from several key departments, including Sales (Customer Attention), Operation Management, Procurement and Supplier Management, Human Resources Management, Administrative Management and other personnel. Each member is tasked with addressing critical ESG issues such as environmental safety, community relations, supply chain management, and human capital development, bringing a high level of expertise and diversity.

To further refine and effectively carry out ESG management tasks, the committee has set up a dedicated Sustainable Development Working Group. This group consists of representatives and core members from integrated management systems across locations including Hong Kong, Shenzhen, Shanghai, and Beijing. The primary responsibility of the working group is to coordinate the ESG management efforts of the Company’s various business units and subsidiaries, ensuring the effective implementation of the sustainable development strategy. Through the active operations of the working group, the Company’s ESG strategic goals are refined and effectively communicated, allowing for rapid implementation of relevant policies and requirements. A dynamic risk prevention and communication mechanism has also been established to ensure that the Company effectively translates its ESG practices into tangible results.



General Manager's Office meeting	Sustainable Development Committee	Sustainable Development Working Group
Coordinate and understand the progress of sustainable development and guide the implementation of the Company's ESG management strategy. Review and make decisions on major ESG matters related to the Company's business. Review, determine and allocate resources for the implementation and continuous improvement of the ESG system.	Formulate the Company's corporate social responsibilities and sustainable development goals, strategies, priorities, measures and objectives. Supervise, review and evaluate the 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 the Company's corporate social responsibilities and sustainable development policies, practices and management guidelines. Review and report on sustainability risks and opportunities.	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 in formulating 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.



02

Communicate with Stakeholders

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Stakeholder

C & C respects the demands of stakeholders. By upholding the core values of integrity, interaction, equality, and transparency, we continually improve mechanisms for stakeholder engagement and communication channels. Through these mechanisms, we gain a deeper understanding of and actively respond to the demands of stakeholders, fully considering these requests and integrating them into the Company's ESG strategic planning and key ESG topics.

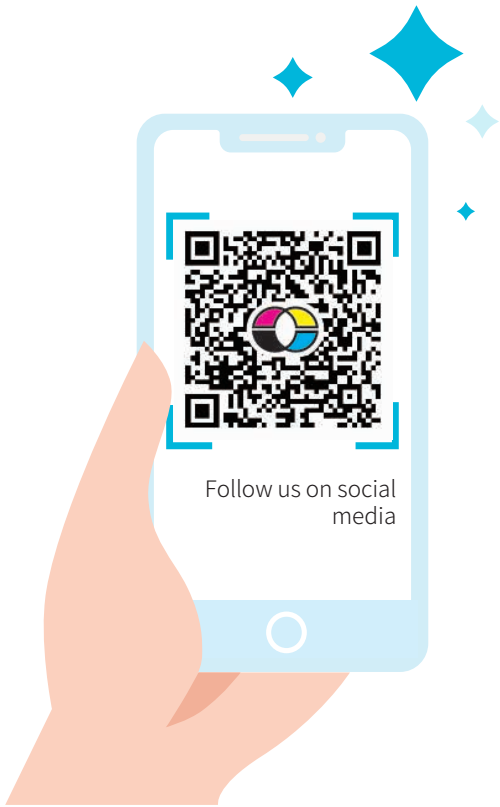
Stakeholder engagement

We actively listen and respond to the concerns and recommendations of all stakeholders. We have established regular communication channels and maintain close contact with employees, customers, suppliers, communities and other stakeholders 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. We also promptly improved these mechanisms based on stakeholder feedback, continuously enhancing the effectiveness and timeliness of our communication with various stakeholders.

Communication Channels	Factory tours, government websites and announcements	
 Customer	- E-mail, interview - online and face-to-face meetings	- ESG reports - customer satisfaction surveys
 Employee	- Employee representative assembly - meetings and training	- intranet and company website - employee satisfaction survey
 Supplier	- Supplier questionnaires - on-site visits	supplier audits
 Government agencies	Factory tours	government websites and announcements
 Community	Collaboration with non-governmental organizations and charitable organizations	volunteer activities
 Media	Social media	company website

Interested party cooperation

We maintain an open and collaborative attitude in our pursuit of sustainable development. We encourage our suppliers to practice environmentally responsible business operations and share best practices. We also actively support education, environmental protection, and public welfare initiatives. At the same time, we collaborate with industry associations to jointly promote sustainable industry standards and initiatives.



Official website



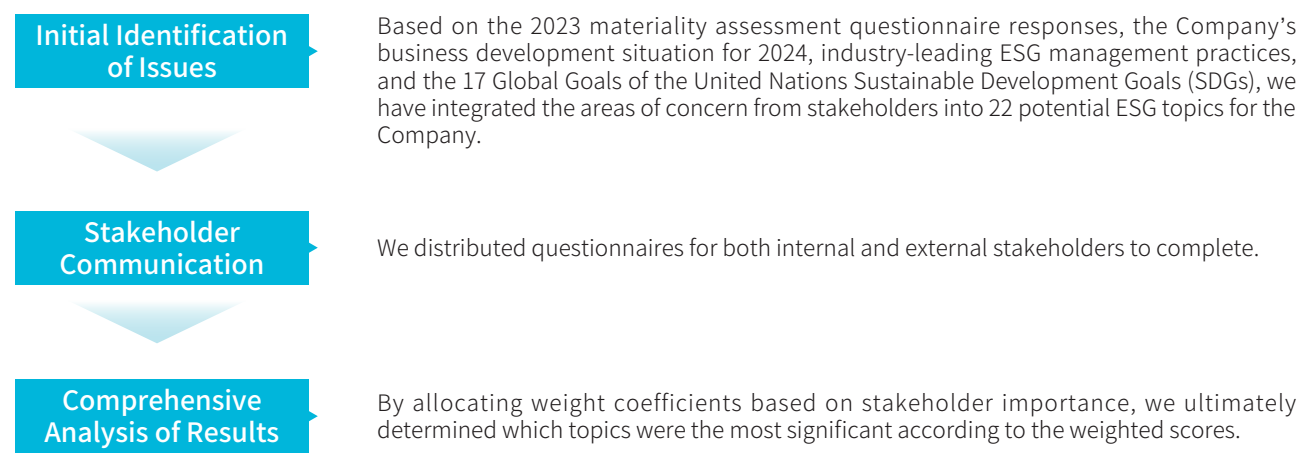
WeChat official account

Assessment of Major Issues

C & C regularly conducts research on the significance of sustainable development issues to gain in-depth insights into the opinions and expectations of various stakeholders. Based on this research, we have constructed a significance matrix for the sustainable development issues of the Company. To ensure the timeliness and accuracy of this matrix, we analyze the significance of issues each year, updating and adjusting the content based on policy research, peer analysis, expert opinions, and other methods.

In 2024, we received a total of 1,314 questionnaires from internal stakeholders and 591 from external ones. We collected feedback and suggestions from various stakeholders regarding the Company's sustainability management efforts, which will serve as a crucial basis and guiding direction for future sustainability management initiatives. Based on stakeholder evaluations of all issues, we ultimately defined the Company's significance matrix for sustainable development issues for 2024.

Analysis Process for Significance of Issues



- A

Response to climate change
- B

Environmental compliance management
- C

Energy conservation and emissions reduction
- D

Waste reduction and recycling
- E

Procurement and application of environmentally friendly materials
- F

Biodiversity conservation
- G

Business innovation and development
- H

Customer service and rights and interests protection
- I

Diversity and equal opportunities
- J

Employee compensation and benefits
- K

Employee care
- L

Employee development and training
- M

Employee health and safety
- N

Community and public welfare
- O

Industry development promotion
- P

Corporate governance and compliance
- Q

Risk and crisis management
- R

Product safety and quality
- S

Communicate with stakeholders
- T

Responsible supply chain management
- U

Intellectual property protection
- V

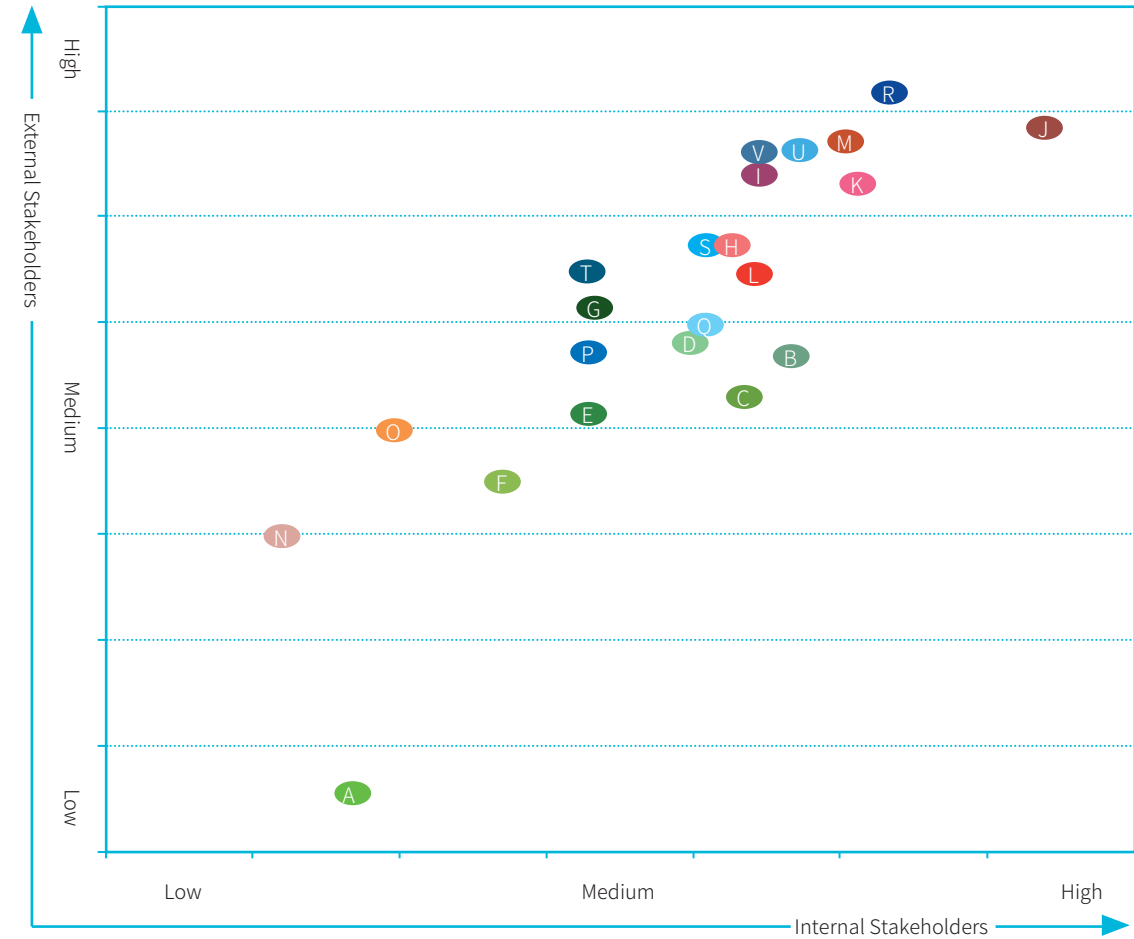
Integrity and anti-corruption / anti-unfair competition

Response to important 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 attention 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 in our ESG management work. By integrating our sustainability objectives and strategies, we will further improve our sustainability performance and provide our stakeholders with more comprehensive and transparent information.

Materiality Matrix for Sustainable Development Issues



Report Response Sections		Report Response Sections	
1. Environmental Compliance Management		Green Printing	23
2. Energy Conservation and Carbon Reduction		Green Printing	25
3. Waste Reduction and Recycling		Green Printing	35

People Oriented		Report Response Sections	
1. Employee development and training		Social Responsibility	42
2. Employee Health and Safety		Social Responsibility	48
3. Integrity and Anti-Corruption / Anti-Unfair Competition		Social Responsibility	56

Innovation and Value Creation		Report Response Sections	
1. Product Safety and Health		Innovation and Value Creation	61
2. Customer Service and Rights and Interests Protection		Innovation and Value Creation	63
3. Responsible Supply Chain Management		Innovation and Value Creation	69

03

Response to Climate Change

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SDGs Addressed in This Chapter



Response to Climate Change

As a company that has been deeply involved in the printing industry for over a century, C & C has always regarded climate resilience as a core pillar of its sustainable development strategy. In recent years, the observable trends of climate change in key production areas like Guangdong, Beijing, and Shanghai — including increased frequency of extreme weather events, rising temperatures, and water resource pressures — have the potential to affect our business both directly and indirectly. Therefore, establishing and implementing effective climate risk management strategies is crucial for C & C.

Governance



To better address the risks brought about by climate change, C & C has established a Sustainable Development Committee. The main responsibility of the Sustainable Development Committee is to develop climate-related strategic plans and management practices, ensuring the Company can take sound and reasonable measures to respond to climate change. The committee's Sustainable Development Working Group supervises the Company's internal climate actions, identifies climate risks and opportunities, and develops measures to mitigate the potential impact of extreme weather disasters on our assets, thus driving the Company forward in its path toward sustainable development.

Strategy



By reference to the framework of the Task Force on Climate-related Financial Disclosures (TCFD), C & C has conducted a comprehensive assessment of the climate change risks (including physical and transition risks) and potential opportunities facing its business. At the same time, the Company has carried out climate-related scenario analysis, aiming to assess the adaptability of the Company's value chain under different climate scenarios, the significance of climate-related risks and opportunities, and the potential risks and opportunities associated with transitioning to a low-carbon future and their impact on the Company. In response to risks and opportunities that significantly impact the Company, we have developed and are implementing a series of specific strategies to address physical and transition climate risks, and seize climate opportunities.

Risk Management



Scenario analysis

During the reporting period, we selected the IPCC low GHG emission scenario (SSP1-2.6) and high GHG emission scenario (SSP5-8.5) for analysis of physical climate risks and opportunities.

Note:

SSP1-2.6: This is a low GHG emission scenario, assuming that global carbon neutrality will be achieved around 2050, followed by varying degrees of net negative carbon emissions. Under this scenario, the global average temperature rise is expected to be limited to below 2°C by the end of the 21st century.

SSP5-8.5: This is a very high GHG emission scenario, assuming that carbon dioxide emissions will double by 2050 compared to current levels. Under this scenario, the global average temperature rise is expected to reach 4.4°C.

Climate Risks and Related Opportunities

Category	Climate Risks	Period	Impact Severity under Different Scenarios		Financial Impact	Response
			SSP1-2.6	SSP5-8.5		
Physical Risks	Extreme weather (e.g., typhoons and floods) intensification	Short-term	Low	High	Decreases in income and increases in costs due to reduced production capacity (e.g., transportation challenges, supply chain disruptions, factory shutdowns) and adverse effects on the workforce (including health, safety issues, and absenteeism).	Closely monitor weather conditions, inspect safety, and immediately address potential risks upon identification. Arrange corresponding emergency personnel and facilities in advance. Plan work shifts for employees, material transport, and production delivery schedules. Develop an Extreme Weather Contingency Plan and other documents, establish an emergency command center, and assign clear responsibilities to ensure a rapid response to extreme weather. Collaborate with insurance companies in arranging property and liability insurance to mitigate disaster-related losses. Establish multi-region supplier cooperation to reduce single-source supply risks. Develop supply chain recovery plans for emergencies, analyze supplier risks, establish stockpiling strategies, and strengthen cooperation with suppliers.
	Rising average temperature	Long-term	Low	High	Increased cost of capital (e.g., higher energy consumption for air conditioning and water use) and increased risk of heatstroke among outdoor workers	Adopt energy-efficient cooling equipment to reduce energy consumption and costs. Explore renewable energy sources, such as solar and wind, to reduce reliance on traditional energy.
Transition Risks	Policies and Laws					
	Rising GHG emissions quota prices and carbon taxes	Mid-term	High	Low	Higher compliance costs	Continuously monitor the latest regulations and policies, update internal information, and ensure compliance in disclosures.
	Increased obligations for emissions reporting	Short-term	High	Low	Impairment and early retirement of existing assets due to policy changes	Strengthen energy-saving and emission-reduction management in production operations, such as inspecting and replacing high-energy-consuming equipment, and retrofitting equipment to improve energy efficiency and reduce GHG emissions.
	Technology					
	Costs of Transitioning to Low-Emission Technologies	Medium to long-term	Moderate	Low	Reduced demand for existing products, and additional expenses in R&D for low-carbon technologies	Improve the effective use of energy and resources: Continuously improve production processes, and develop green and low-carbon production technologies to lower production costs and increase profitability, thereby mitigating the cost of transitioning to low-emission technologies

Category	Climate Risks	Period	Impact Severity under Different Scenarios		Financial Impact	Response
			SSP1-2.6	SSP5-8.5		
Transition Risks	Market					
	Increased customer demand for low-carbon products	Long-term	Moderate	High	Decrease in market share due to shifts in customer demand preferences	Closely monitor changes in environmental policies, consumer demand and market trends to adjust product structure and market strategies in time
	Increased raw material cost	Long-term	Moderate	High	Rising production costs driven by fluctuations in input prices (such as energy and water) and output demands (such as waste management), reduced profit margin due to increases in raw material costs, and the annual profit targets impacted by energy budget overruns	Enhance R&D and promotion of green printing products, meet consumer demand for eco-friendly products, drive technological innovation, and explore alternative raw materials and energy sources Enhance product quality and customer service to build a stronger brand and improve competitiveness in the market
	Reputation					
	Increased stakeholder concerns	Short-term	Moderate	Low	Reduced revenue due to a decline in production capacity (e.g., delays in program approvals, and disruptions in the supply chain) and challenges in labor management and planning (e.g., attracting and retaining employees)	Proactively address the concerns of our stakeholders Publicly disclose climate-related risks and opportunities in our ESG report, along with corresponding response strategies, to ensure compliance with Environmental, Health, and Safety (EHS) regulations and rigorously control EHS risks.

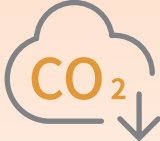
Opportunities

- Green Products: Climate change may drive shifts in consumer demand. For instance, growing environmental awareness may lead to increased demand for eco-friendly printing products.
- Low-Carbon Transformation: We are conducting in-depth research to identify potential ways to reduce energy consumption and decrease GHG emissions, including but not limited to projects like installing photovoltaic systems, implementing energy management systems, and conducting waste heat recovery. These measures not only help protect the environment but also significantly reduce operational costs, thus achieving a win-win outcome of economic benefits and environmental protection.

Metrics and Targets (2023-2027 ESG Goals)

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:

2024
Performance



Reduced CO² emission intensity: 20%

Decrease by 4% year by year

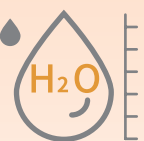
4.19% achieved



Reduced VOCs emission intensity: 25%

Decrease by 5% year by year

55.67% achieved



Reduced water consumption intensity: 5%

Decrease by 1% year by year

11.16% achieved



Reduced non-hazardous waste: 10%

Decrease by 2% year by year

2.78% achieved



Reduced hazardous waste: 10%

Decrease by 2% year by year

-13.23% not achieved

* Due to additional waste from the non-recurring equipment disposal

2024
Performance

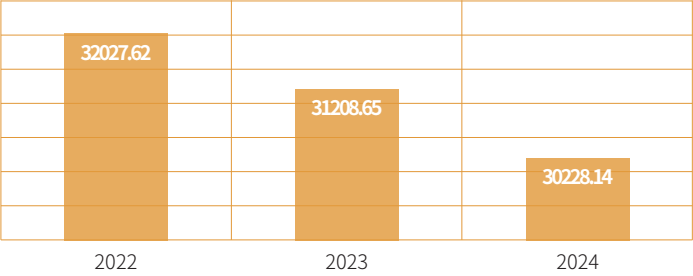
Accident rate per 1,000 employees: <3
(Number of industrial accidents/ number of employees*1,000)

2.23, achieved

Note:

The benchmark year for comparative data is 2022.
Calculation of carbon emission intensity, VOCs emission intensity, and water usage intensity:
Carbon intensity = Total CO₂ emissions / external sales revenue in ten thousand yuan
VOCs emission intensity = Total VOCs emissions / external sales revenue in ten thousand yuan
Water intensity = Total water usage in factory / external sales revenue in ten thousand yuan
To more accurately measure the Company's sustainable development, from 2024 onwards, C & C has adjusted our core performance intensity metrics from "value added" to "external sales revenue". This adjustment aims to reflect our sustainability capabilities more intuitively through quantifiable data.

Total GHG emissions (ton)



GHG Emissions data

GHG Emissions for 2024 (tons)

Scope 1: 2,613.25
Scope 2: 27,614.89

Total: 30,228.14

04

Green Printing

Content

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SDGs Addressed in This Chapter



To implement the philosophy of green development, C & C strictly adheres to various laws and regulations, including the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Water Pollution, the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, the Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste, the Law of the People's Republic of China on Prevention and Control of Environmental Noise Pollution, the Law of the People's Republic of China on Energy Conservation, the Air Pollution Control Ordinance, Water Pollution Control Ordinance, and Waste Disposal Ordinance of the Hong Kong Special Administrative Region, the Environmental Protection Law of Indonesia as well as other laws and regulations. Based on these laws and regulations, we have developed comprehensive environmental management policies for the Company by reference to the ISO 14001 Environmental Management System standards.

C & C views energy conservation and carbon reduction in the production process as a core strategy for sustainable development. Hong Kong's Climate Action Blueprint 2050 proposes a carbon reduction target of reducing carbon intensity by 65% to 70% from the 2005 levels by 2030. The Action Plan for Continuous Improvement of Air Quality suggests that by 2025, total VOCs emissions should be reduced by 10% compared to 2020. Based on this, C & C has set its own emission reduction targets: By 2027, the CO2 emission intensity will be reduced by 20% compared to the 2022 baseline year, with an annual reduction of 4%; VOCs emission intensity will be reduced by 25%, with an annual reduction of 5%.

The Company has established a dedicated environmental protection department to systematically coordinate the prevention and control of wastewater, exhaust gases, solid waste, and noise pollution, promptly update pollutant treatment technologies, strictly enforce pollutant emission monitoring systems, and continuously enhance environmental management levels.

Currently, eight companies have passed the ISO 14001 Environmental Management System Certification.

In this year, C & C has made the following environmental protection investments:

Environmental protection investment (10,000 yuan)	Environmental protection operation and maintenance investment	331.5426
	Environmental protection equipment renovation investment	199.9

Environmental Management System

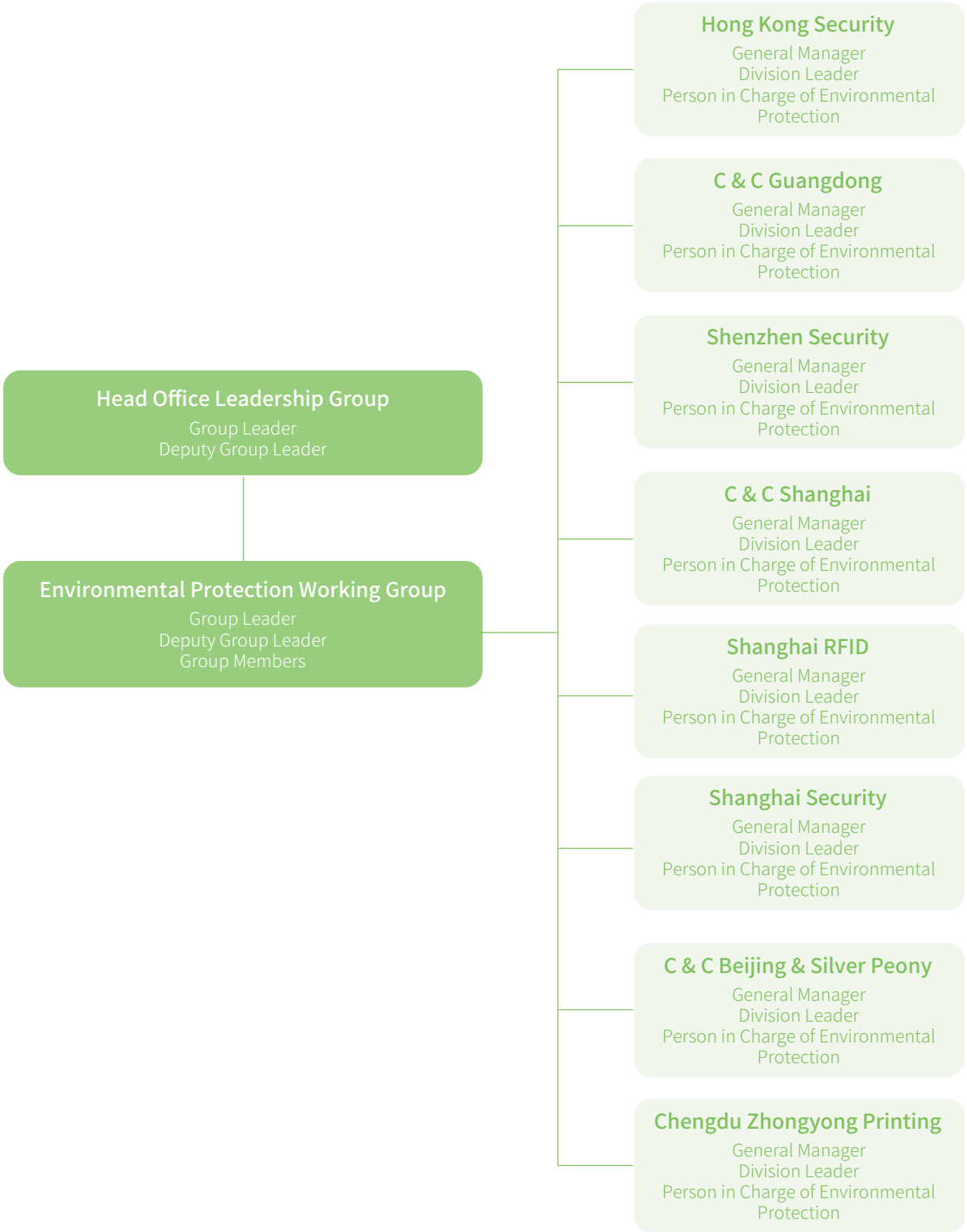
C & C respects the demands of stakeholders. By upholding the core values of integrity, interaction, equality, and transparency, we continually improve mechanisms for stakeholder engagement and communication channels. Through these mechanisms, we gain a deeper understanding of and actively respond to the demands of stakeholders, fully considering these requests and integrating them into the Company's ESG strategic planning and key ESG topics.

Management Hierarchy

To ensure the effective operation of the environmental management system and the implementation of sustainable development strategies, C & C has developed and implemented the C & C Environmental Protection Management System, aimed at promoting continuous improvement of environmental protection work through standardized management mechanisms.

The Environmental Protection Working Group will regularly carry out a series of daily management activities related to environmental protection, organize various environmental inspections, provide rectification suggestions for identified hidden risks, and follow up to ensure implementation.

C & C's Environmental Protection Organizational Structure



Environmental Risk Control

To comprehensively strengthen the building of the environmental risk prevention and control system, the Company has established related protective management systems and an environmental risk management mechanism. Through the regular identification and review of environmental risk factors, the Company formulates and continuously improves a system of risk control measures, strengthens the daily standardization of environmental management, promotes the upgrade of environmental protection facilities and equipment, and enhances the environmental emergency response mechanism, thereby driving the Company's continuous improvement in risk prevention and strengthening of environmental risk control.

Example of Management Practice

During the reporting period, a major environmental risk factor was identified through professional evaluation and recognition. The Company immediately activated its emergency response mechanism and implemented the following systematic control measures:

- 1

All companies were required to conduct a special environmental risk inspection. After the inspection, the following issues were identified:

 - Some units' environmental protection organizational structures need further refinement, with a recommendation to establish special environmental management positions and clearly define job responsibilities.
 - Attention is needed on self-inspection and self-correction of illegal hazardous waste dumping and unauthorized waste gas discharge, and laws and regulations training should be carried out.
 - It is necessary to focus on checking the completeness of hazardous waste storage records and the calibration of online exhaust gas monitoring equipment, and strengthen the compliance of environmental protection documents.
 - A talent development plan for environmental protection professionals needs to be formulated due to a lack of environmental protection professionals.
- 2

The Head Office has established an Environmental Protection Leadership Group and an Environmental Protection Working Group, which has conducted on-site inspections and reviewed the self-inspection results of all companies. For major issues, on-site re-checks were conducted to verify the rectification measures and their effectiveness.
- 3

A closed-loop management system for rectification measures has been established to ensure environmental compliance. Ongoing follow-up is being conducted on issues identified in self-inspections, and three lists ("Problem List – Measure List – Responsibility List") are being maintained to specify rectification deadlines and responsibilities. The Environmental Protection Working Group organizes special reviews each quarter, using an "on-site verification + document verification" dual-check model. It also interviews with the responsible individuals for projects that have not been rectified by the deadline to understand the reasons and urge corrective actions.



Long-Term Plans

Institutionalizing Environmental Monitoring

All companies must strictly adhere to the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste and other relevant regulations. Based on their specific circumstances, they should establish their own routine environmental monitoring system, and submit monitoring and analysis reports regularly to the Head Office.

Building up Emergency Response Capabilities

All companies are required to establish an environmental emergency command center and specialized working groups. Based on the characteristics of environmental risks, an Emergency Response Plan for Environmental Incidents must be developed. Regular professional training and emergency drills should be conducted to ensure that in the event of an unexpected environmental incident, all emergency measures can be quickly activated and effectively implemented.

Ongoing Environmental Investment

All companies must regularly maintain and service environmental protection facilities to ensure their stable operation. Additionally, to further enhance environmental performance, C & C continues to upgrade and transform facilities such as exhaust gas and wastewater treatment plants and solid waste storage warehouses.

Energy Conservation Measures

C & C continues to implement the green printing concept, and deepen the sustainable development strategy in strict compliance with laws and regulations such as the Law of the People's Republic of China on Energy Conservation and the Law of the People's Republic of China on Clean Production Promotion. Through the intensive use of resources, eco-friendly production methods, clean processes, and institutionalized management measures, we fully promote the circular economy model and strive to achieve the harmonious coexistence of economic and environmental benefits.

Types of Energy	Unit	2023	2024
Natural gas	m ³	1104878	1095579
Gasoline	Ton	132	91
Diesel	Ton	59	64
Factory electricity consumption	MWh	51340	50527

Energy-saving Equipment Upgrades

C & C Guangdong

The energy-saving transformation project for Phase II central air conditioning main units and cooling tower system was completed, saving over 80,000 kWh since its activation in November 2024. This is equivalent to a reduction of 45.6 tons of carbon emissions while reducing equipment maintenance costs and enhancing the stability of the production environment.



C & C Beijing

- One central air-conditioning water-cooled main unit has been replaced and upgraded to a new first-level energy-efficiency variable frequency model.
- The lead-acid batteries in electric forklifts and hand trucks have been replaced with lithium iron phosphate battery packs, improving charging efficiency and extending battery lifespan.



C & C Shanghai

Investment has also been made in the introduction of internationally leading magnetic levitation variable frequency chiller units to replace the existing screw-type refrigeration equipment. This is expected to reduce carbon emissions by 241.2 tons annually. The Company has optimized the ventilation system of cafeteria disinfection cabinets, improving exhaust efficiency and reducing energy consumption, achieving an annual carbon reduction of 49.53 tons.

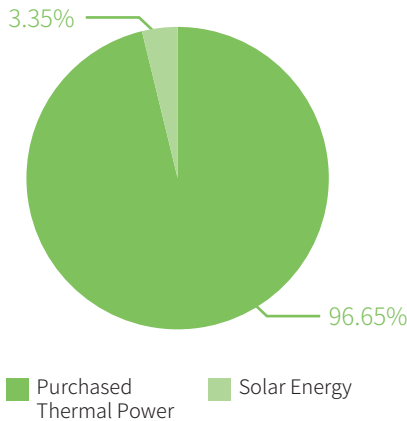


Use of Clean Energy

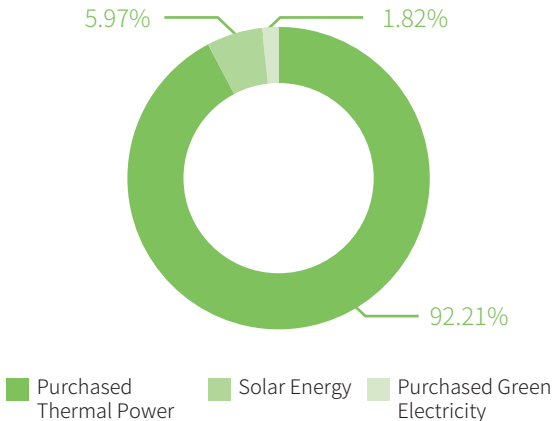
Photovoltaic power generation systems have been established at the Hong Kong headquarters and the Shanghai Qingpu production base. The total electricity generated in 2024 was 3,269,299 kWh. The annual clean energy substitution rate at the Shanghai base has reached 40%.

	Unit	2023	2024
Solar Energy (Renewable Energy)	MWh	1777.4	3269.3
Purchased Clean Energy	MWh	0	1000

Types of Electricity Used in 2023



Types of Electricity Used in 2024



Photovoltaic systems at our Shanghai base



At the production bases in Beijing and Chengdu, lighting system upgrade projects were implemented, with smart sensor solar street lights installed to make efficient use of solar resources and enhance nighttime lighting efficiency.

In 2024, C & C Guangdong purchased 1 million kWh of green electricity, actively supporting the use of clean energy.

While promoting the use of green energy, C & C has actively advocated the importance of green electricity to its customers and partners, helping them jointly move towards carbon neutrality.

Following the introduction of the intelligent energy management system at the C & C Guangdong, C & C Hong Kong has also established an intelligent energy monitoring platform, enabling real-time monitoring and energy efficiency analysis of key energy-consuming equipment. The Energy Management Center provides real-time platform data for various operational departments to support their monitoring of energy management and energy-saving measures. Through this system, the Company can effectively monitor real-time data on energy usage and any abnormal fluctuations. The system updates the data graphs automatically every 15 minutes. When energy consumption exceeds the preset threshold, an alarm mechanism is triggered, and historical data from the same period last year is simultaneously compared. This helps to achieve energy-saving management objectives.

- Install 64 electronic meters (covering air conditioning units, lighting circuits, printing presses, etc.)
- Make classified, hierarchized and itemized management of energy consumption (establishing independent metering units for production, office, and public areas)
- Carry out in-depth special analysis of power supply and distribution (generating transformer load curves and operating parameters for peak and off-peak hours)



Green Printing Process Innovations

C & C Shanghai has completed the iteration of its core printing equipment. A new eight-color offset press was purchased to replace the original two four-color presses, simplifying the production process, reducing labor costs, and more than doubling production efficiency. This is expected to reduce carbon emissions by nearly 50 tons annually.

The Company has also adopted lighter packaging materials, replacing envelope paper with kraft paper, which reduces paper usage and production steps, thereby improving overall efficiency. It is estimated that this will reduce carbon emissions by approximately 182 tons annually.



Digital Transformation of Energy Management

The Energy Management Center at C & C Guangdong can provide real-time platform data to various departments, supporting energy monitoring and energy-saving measures. The system can monitor energy usage and any abnormal fluctuations in real time, achieving the goal of energy-saving management.



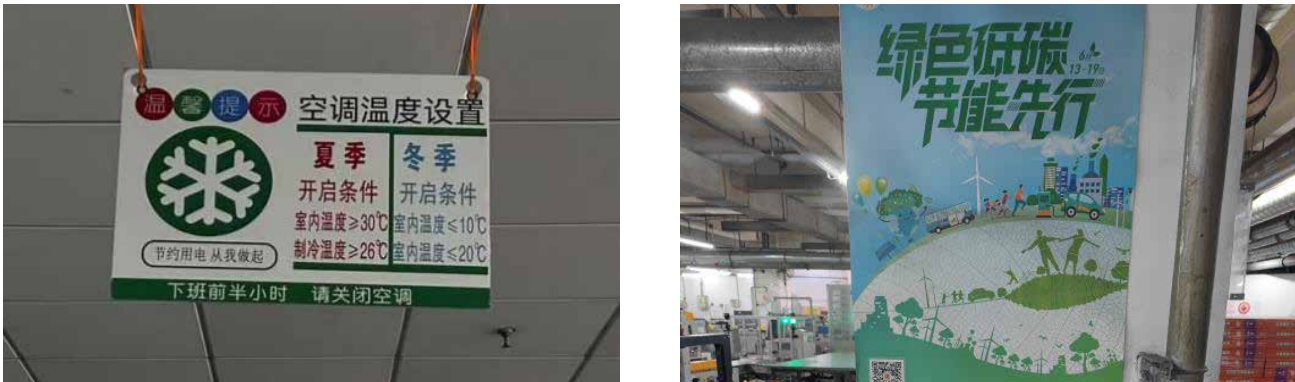
- Access to water, electricity, gas and other resources
- Building a visual carbon emissions management system
- Automatic calculation of production carbon emissions
- Integration with government platforms and ERP/MES systems
- Real-time analysis of energy efficiency for key equipment
- Automatic generation of monthly energy efficiency reports
- Integration of core functions into a mobile app

Green Office Initiatives

We advocate for green office practices and encourage employees to actively adopt energy-saving practices in their daily office activities and participate in energy-saving and emissions-reduction activities.

Measures for Green Office

- Encourage employees sitting by windows to open windows and utilize natural light, reducing the need for artificial lighting and creating a comfortable working environment
- Ensure that idle lights, computers, and electronic devices are turned off
 - Incorporate the power-off of idle equipment into daily management to reduce energy consumption during standby
 - Video conferencing is encouraged to reduce the need for travel.
 - Air conditioners are set to maintain a comfortable and healthy temperature range
 - Promote paperless office practices and reduce paper usage; advocate for the recycling of office supplies
 - C & C Shanghai has eliminated bottled water in the office and encouraged employees to bring their own water cups, reducing plastic waste

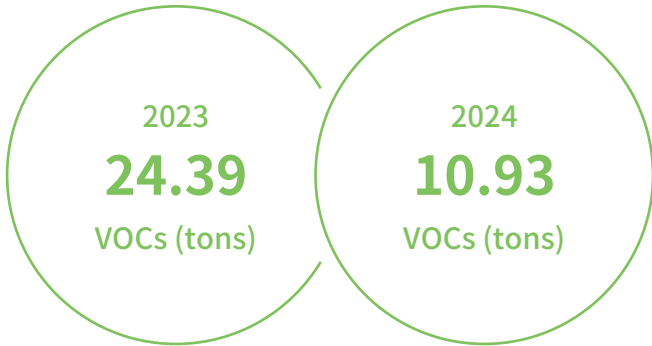


Slogans

Volatile Organic Compounds (VOCs) Emission Reduction

Emissions Control

Volatile organic compounds (VOCs) are one of the environmental challenges in the printing industry, primarily coming from solvents, inks, and coatings. In response to global sustainable development goals and national environmental protection regulations, C & C is committed to reducing VOCs emissions. Over the past year, we have implemented strict monitoring of VOCs and systematically advanced our VOCs reduction strategy. Through source substitution, process control, and end-of-pipe treatment, we have reduced the environmental negative impacts:



Substitution of raw and auxiliary materials

01

We have fully promoted the use of low-VOCs raw and auxiliary materials to reduce VOCs generation at the source.

- C & C Guangdong used cleaning agents and water-based gloss and matte oils as the main substitutes, reducing VOCs by 7.7 tons.
- Shenzhen Security has continuously replaced high-volatility raw and auxiliary materials, achieving an 82% reduction in VOCs emissions in 2024 compared to 2023.
- Selecting environmentally friendly inks with lower content of VOCs to significantly decrease VOC emissions during use.
- We have fully promoted low-VOCs car wash solutions, reducing VOCs emissions during the cleaning process.

Equipment upgrades and renovations

02

- C & C Guangdong: We upgraded existing equipment to modify the main ventilation ducts in the post-printing workshop, replaced centrifugal fans, and installed new ducts in the third-floor binding workshop.
- Shenzhen Security: The original UV photolysis + activated carbon treatment equipment was upgraded to a secondary activated carbon treatment system, improving VOCs treatment capacity. In 2024, the VOCs generated from raw and auxiliary materials were 1.64 tons, with actual emissions reduced to 1.42 tons after secondary activated carbon treatment.
- Chengdu Zhongyong Printing: Four sets of exhaust gas collection and treatment facilities were installed, covering all printing areas in the Company, with regular replacement of activated carbon.
- C & C Beijing: The traditional top gas collection hood of the printing presses was upgraded to an integrated system, improving collection efficiency and further reducing VOCs emissions.



Secondary activated carbon treatment equipment



Closed exhaust hood

Monitoring and Compliance

02

We have established a real-time online monitoring platform, interfaced with the government's regulatory system, and entrusted a third-party agency to accept the online monitoring system for VOCs, ensuring data transparency and traceability.

By implementing these VOCs management measures, we reduced VOCs emissions by 13.46 tons in 2024. Through continuous improvement of clean production technological transformations, we can not only systematically create an environmentally friendly corporate image, but also effectively enhance our sustainable operational capabilities, injecting continuous momentum into the comprehensive promotion of green printing.

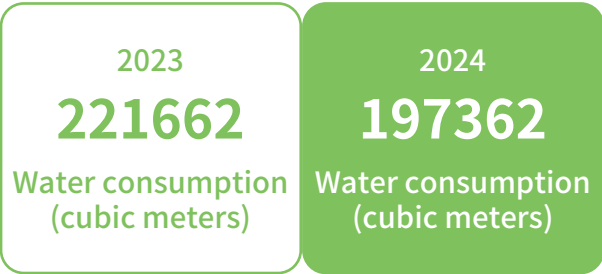


VOCs monitoring equipment (C & C Guangdong)

Water Resources Management

Water conservation

C & C is always dedicated to managing water resources effectively and addressing water-related risks throughout its operations. We implement strict management systems, continuously strengthening internal awareness of water resource risk prevention, and conducting water resource management within our operational scope.



Recycling water resources

The rinsewater is recycled and filtered for continued use, achieving a water-saving rate of 98%. The subsequent wastewater and developer solution undergo distillation treatment and are reused as purified water, while the waste residues are recycled and processed by a professional recovery company. In 2024, C & C Guangdong reused a total of 52 tons of water.

Upgrading water systems

- Irrigation water pipes in landscaping were replaced to reduce leakage during the process.
- The faucets in office area restrooms were replaced with sensor-operated faucets.

Training and advocacy:

- Regularly conduct employee training on water resource management.
- Promote water conservation to employees through posters and water-saving signage.



Rinse water using a recirculation system



Slogans

Water Resource Risk Assessment

We use the Aqueduct Water Risk Atlas tool developed by the World Resources Institute (WRI) to conduct an annual overall water risk analysis for the Company. The evaluation dimensions are as follows: Physical risk indicators affecting water quantity (e.g., water stress, inter-annual variation, seasonal variation, drought risk, flood risk, etc.)

Physical risk indicators affecting water quality (e.g., untreated sewage, and trends in eutrophication)

Regulatory and reputational risk indicators (e.g., drinking water issues, sanitation issues, etc.)

The results show that our production bases in Beijing, Shanghai, and Indonesia are located in areas with relatively high water stress risks. However, the predicted water stress risk in the model does not represent a substantial risk for the Company at present. The ESG working group will continue to monitor the dynamic changes in water stress in these regions. Based on local policies and actual conditions, the group will formulate corresponding countermeasures to ensure the effectiveness and sustainability of water resource management.

Wastewater Treatment

C & C strictly complies with relevant laws and regulations, such as the Law of the People's Republic of China on the Prevention and Control of Water Pollution. The Company continues to strengthen wastewater management, ensuring that wastewater is discharged in compliance with standards and consistently increasing the proportion of wastewater reused to reduce freshwater consumption.

Reducing pollution sources

We improve printing processes and operating methods to reduce or minimize the sources of pollution generated by wastewater. Measures include using low-VOC inks, replacing harmful chemicals, and controlling solvent usage.

Establishing wastewater treatment facilities

The Company has established sound 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 to ensure their steady operations.

After upgrading the production wastewater treatment equipment, C & C Beijing can use this equipment to treat waste developer solutions, waste gloss oil, and waste glue, thus reducing the amount of hazardous waste to be disposed of.

Monitoring and recording

To ensure that the discharge of wastewater is effectively managed and controlled, we have established a sound wastewater monitoring and recording system, which can follow up the quality, quantity and discharge conditions of wastewater. This allows for effective early warning, ensuring that wastewater treatment is carried out efficiently and in an orderly manner.

Internal Recycling and Reuse

To enhance resource efficiency, C & C actively promotes the internal recycling and reuse of wastewater, waste solvents, and waste inks.

Waste Management

Waste Disposal

In strict accordance with the Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste, the Administrative Measures for Hazardous Waste Transfer and other laws and regulations, C & C continues to enhance the management of waste discharge to ensure that the waste generated during production operations is properly disposed of, minimizing negative environmental impacts. From the moment when waste is generated to its temporary storage and off-site treatment, each factory strictly adheres to relevant laws, regulations, and internal procedural documents. Additionally, we engage certified third-party agencies to conduct regular, environmentally safe waste treatment, ensuring all waste is handled in an eco-friendly manner.



For domestic waste, we strictly follow the regulations on waste sorting and collection. The kitchen waste in the cafeteria is handled and recycled by a third party.



For general industrial solid waste, we have scientifically planned and established classified collection points. Materials with recycling value are subject to resource recycling, while those without recycling value are entrusted to qualified third parties for disposal.



For hazardous waste, we have established a hazardous chemical storage facility, implementing leak-proof treatment and equipping specialized personnel for management and record-keeping. In addition, video surveillance equipment and control facilities are installed around the warehouse to prevent unauthorized access. At the same time, 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.



Hazardous Waste Chemical Warehouse



Environmental Education and Advocacy

C & C deeply understands the importance of environmental education and advocacy in driving the green transformation. We are committed to building a comprehensive environmental protection education system. Through institutional guarantees and resource investment, we continuously strengthen environmental protection education for employees and partners, raising their environmental awareness. This ensures that every employee and partner deeply understands the significance of environmental protection and actively practices environmental concepts in process optimization, production processes, procurement, and other areas.

Development of a Tiered Training System

Onboarding training

New employees in the workshop must pass environmental protection training certification before starting their positions. The training covers:

- National environmental protection regulations and industry standards
- The Company's current environmental protection status and material hazard
- characteristics
- Operating procedures for environmental protection facilities and accident prevention
- Analysis of typical environmental protection accident cases

Special ability enhancement

- Hazardous waste management positions: Conduct emergency response drills for environmental incidents annually, and provide targeted education on waste gas, wastewater, and hazardous waste
- Equipment operation positions: Organize specialized operational training for environmental protection equipment regularly
- Conduct regular environmental law knowledge training, with case-warning videos used to reinforce compliance awareness

Environmental Protection Promotion Initiative

Scenario-based Reminders

Prominent environmental protection slogans are displayed within the workshop to remind every employee of the importance of environmental protection in their daily work. In addition, to ensure workplace safety, we provide Material Safety Data Sheets (MSDS) for all chemicals and issue occupational hazard notification cards to employees, enabling them to fully understand potential risks and take appropriate preventive measures.

Practical Environmental Education Activities

Employees are organized to participate in community environmental protection volunteer services to deepen their environmental awareness through public welfare practices.



Tree-planting Activities



Environmental protection training



05

Social Responsibility

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SDGs Addressed in This Chapter

1

NO POVERTY

2

ZERO HUNGER

3

GOOD HEALTH AND WELL-BEING

4

QUALITY EDUCATION

5

GENDER EQUALITY

6

CLEAN WATER AND SANITATION

8

DECENT WORK AND ECONOMIC GROWTH

10

REDUCED INEQUALITIES

16

PEACE, JUSTICE AND STRONG INSTITUTIONS

People Oriented

C & C has always adhered to the core concept of “adopting a people-oriented approach and maximizing individual potential”, actively expanding talent recruitment channels and creating a diverse and inclusive work environment. Moreover, we have improved occupational health and safety management to ensure that every employee works and grows in a healthy and safe environment, achieving sustainable business development.

Employee Diversity and Compliance

C & C strictly follows relevant laws and regulations and has developed and improved human resources management systems such as the Employee Handbook, ensuring the legal rights and interests of employees.



Recruitment

The Company follows the principles of multiculturalism and merit-based employment, establishing management systems such as Employment Policies and Recruitment Practices to ensure fair, transparent, and efficient recruitment. The Human Resources Department approves departmental staffing requirements, ensuring that job positions align with the Company's strategic and business needs. Multiple recruitment platforms are utilized to expand channels, including the Internet, social media, and campus recruitment and internal referrals are explored, ensuring comprehensive coverage of talent resources. During interviews, targeted questions are formulated based on job requirements and resumes to thoroughly assess applicants' professional skills, work experience, and teamwork capabilities.



Labor Standards

The Company adheres to national laws and regulations, ensures legal employment, and promotes harmonious labor relations. We sign legally binding labor contracts with employees, provide comprehensive social insurance, comply with national working hour standards, oppose forced labor, and ensure employees' legal rights to holidays. We comply with labor standards and relevant regulations, such as the Provisions on the Prohibition of Using Child Labor, ensuring that employees meet the legal age requirements and strictly enforce contract signing and execution procedures. If child labor is discovered, immediate action will be taken to ensure that no child or forced labor incidents occur. As of the end of this reporting period, no incidents of child labor or forced labor have been discovered in the Company.



Diversity and Equal Opportunity

The Company commits to non-discrimination against employees based on gender, age, marital status, race, religious belief, nationality, physical disability, social background, or political views. Upholding the principles of fairness, justice, and transparency, the Company creates an equal and harmonious work environment to ensure that all employees receive equal treatment throughout recruitment, employment, salary, training, promotion, compensation, and other related processes.

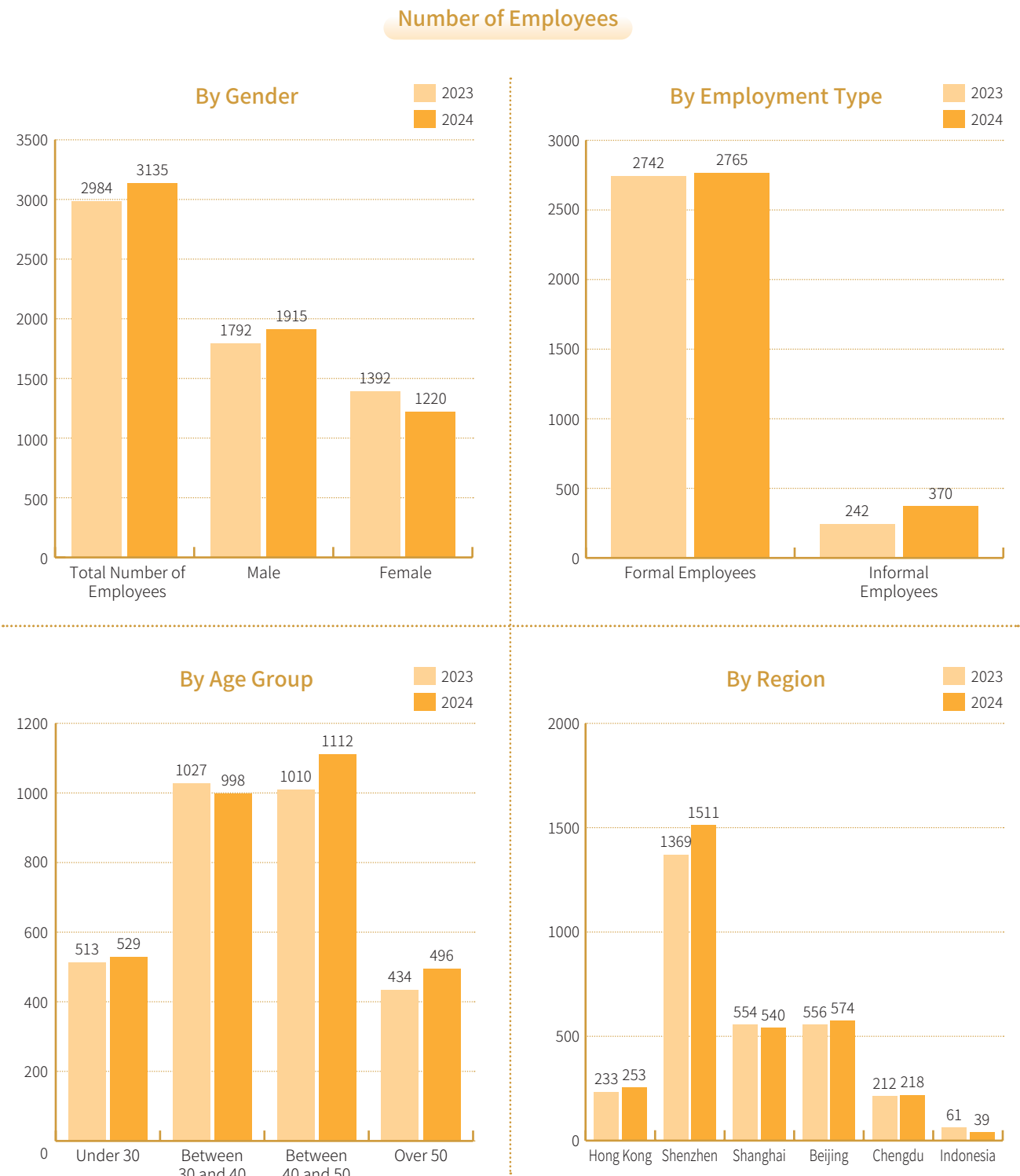


Robust Talent Development Paths

The Company focuses on employees' capabilities and job performance, providing a fair and transparent environment for career advancement. Clear promotion criteria are established, with a comprehensive evaluation of employees' professional skills, work attitude, teamwork, and innovation ability. Employees can achieve position and salary advancements by meeting standards and completing training.

Employee Information

As of December 31, 2024, we employed a total of 3,135 people. The table below provides a breakdown of employees by gender, age group, employment type, job level, and region.



Note:
Employee distribution data includes those of all subsidiaries in Hong Kong, Shenzhen, Shanghai, Beijing, the Hong Kong Head Office, and the production base in Indonesia.

Employees Management

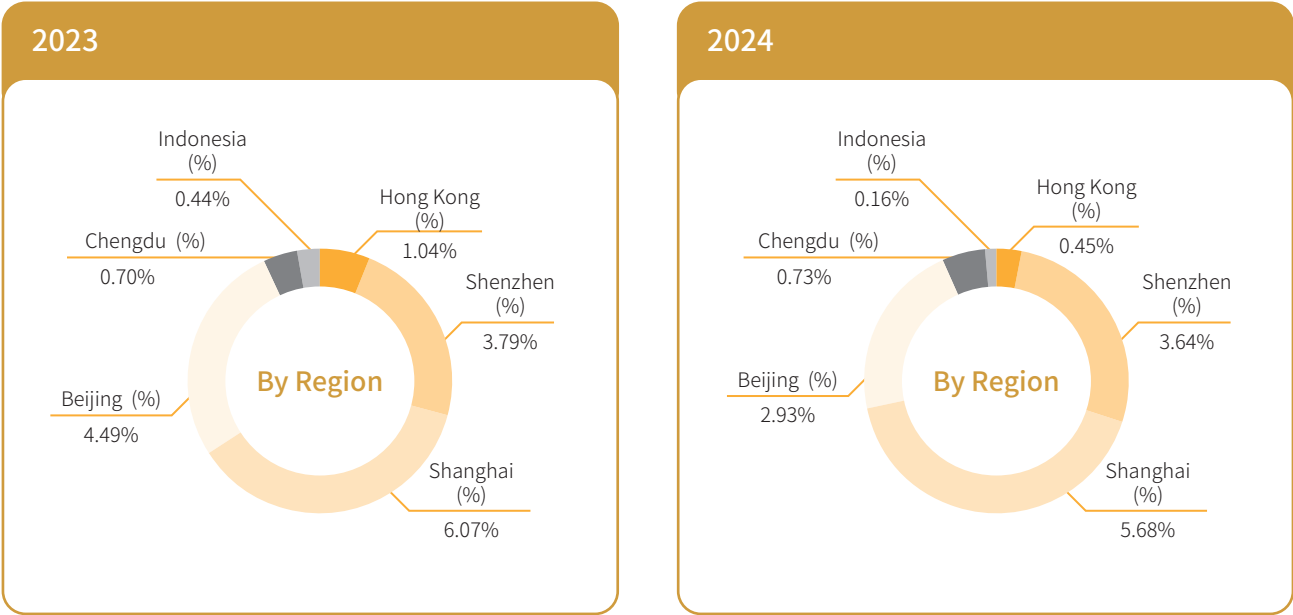
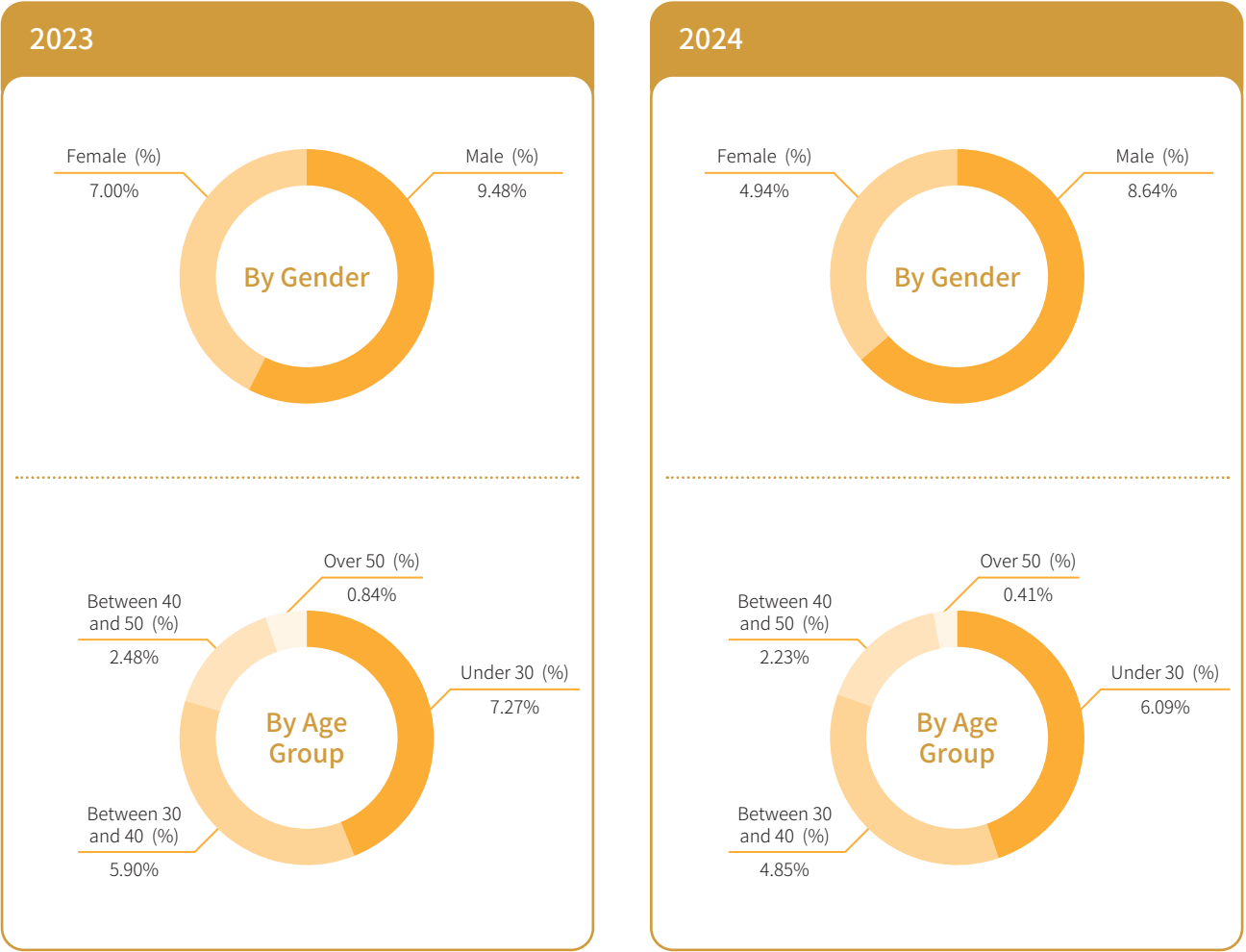
The quality and professional skills of our employees are crucial to the Company's production, operations, and business activities. C & C provides training and career development opportunities to assist employees in developing their personal and professional talents, helping them progress in their careers. We have established a comprehensive talent development system, which includes a wide range of courses, from new employee onboarding training to senior management leadership development. Additionally, we encourage employees to participate in external professional training and certification programs to enhance their professional knowledge and skills. These measures aim to build a dynamic and continually improving talent pool, laying a solid foundation for the long-term development of the Company.

Talent Retention

C & C is committed to implementing talent retention strategies through multiple approaches, such as improving compensation and benefits, enhancing training and development, and increasing employee communication, in an effort to reduce employee turnover.

This year, the Company's employee turnover rate dropped to 13.5%, showing a notable improvement from 16.4% in 2023.

Employee turnover rate



Employee Benefits

C & C values the needs of its employees and strives to meet their reasonable demands. We also actively assist employees in resolving various issues encountered in their work, ensuring that they can perform to their fullest potential in a smooth and efficient work environment.

We have established a sound communication mechanism, providing multiple channels such as meetings, interviews, and email, allowing employees to easily and promptly express their concerns. We commit to responding to and addressing employee requests in a timely manner, ensuring that their legal rights are protected.

The Company provides excellent logistical support services, including cost-effective employee canteens, comfortable and convenient employee dormitories, shuttle buses, and thoughtful gifts prepared for employees during various traditional holidays, ensuring that employees feel the Company's care and warmth.



Benefits: The Company also offers various welfare benefits for employees, including labor insurance, medical insurance, and work-related injury insurance, along with transportation, meals, housing, communication, high-temperature, and medical check-up allowances. Employees are entitled to various statutory holidays, including annual leave, marriage leave, and maternity leave.

To enrich employees' leisure time, we regularly organize various team-building activities to enhance team cohesion. These activities also allow employees to relax and enjoy the benefits of teamwork during their breaks from busy work schedules.



College student team-building activities



Basketball games

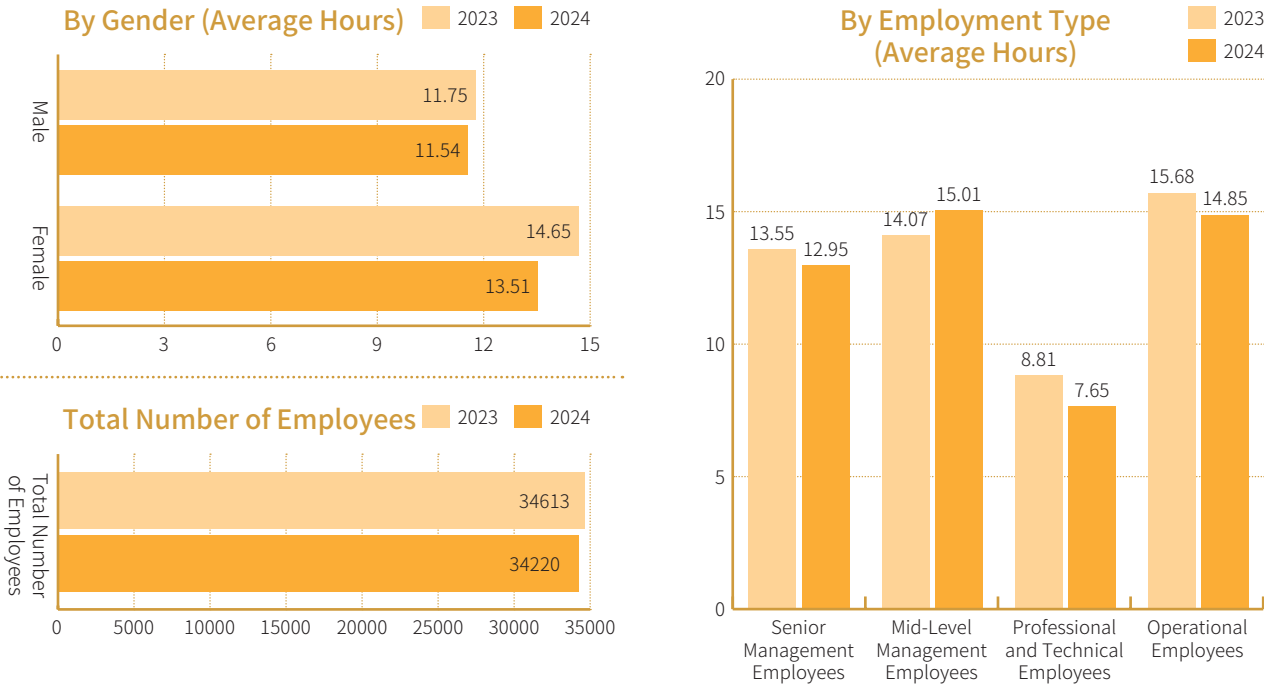
Talent Development

C & C is dedicated to providing all employees with comprehensive development opportunities and training resources to support their growth, tackle challenges, and achieve career aspirations. Both new hires and senior employees benefit from a variety of training programs and learning opportunities aimed at professional development, skill enhancement, and leadership growth.

Trained Employees



Average Training Hours per Employee (excluding online learning data from C & C i-LEARNING)



Some Training Programs

START Kick-off Camp

The START kick-off camp is a meticulously designed training program by C & C for campus recruits, aimed at helping new graduates quickly transition from “campus students” to “professionals”, smoothly integrating into the corporate environment, and acquiring fundamental skills. Ultimately, the goal is to achieve a “win-win” situation for both the career development of the new employees and the talent development of the Company.

The program follows a model of “online communication + offline training + outdoor team-building + workshop rotation”. During the camp, the training not only covers professional skills (such as RFID, printing and quality knowledge, etc.) but also includes the enhancement of soft skills such as teamwork, communication skills, and time management. This approach ensures that the recruits establish a solid foundation for their careers early on.

Through regular assessments and feedback mechanisms, we can track the progress of the recruits and adjust the training plans according to individual development needs, ensuring that each recruit receives a personalized growth path. In addition, we provide ample practical opportunities for campus recruits to continually develop and enhance their skills through hands-on work, accumulating valuable experience for their future career development.



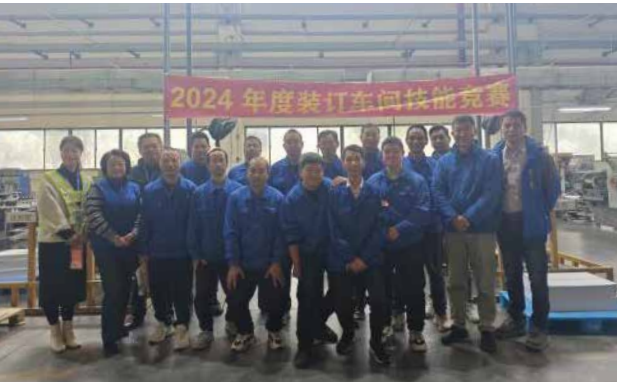
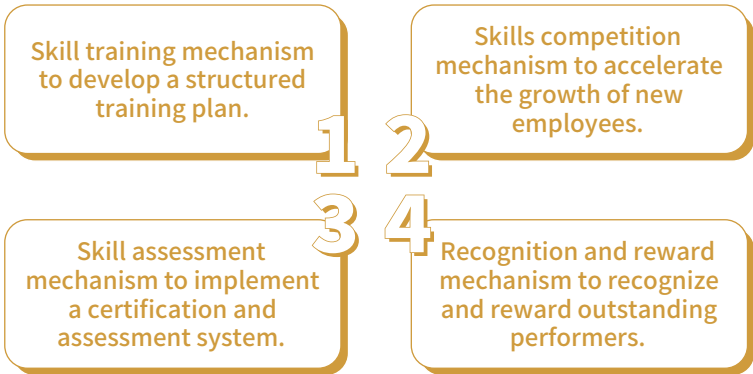
Experience sharing

As a management trainee at C & C Guangdong, I have gained a micro-level understanding of job responsibilities through job rotation, while experiencing the Company’s key business activities on a macro level. I also gained a better understanding of the Company’s development plans by participating in various projects. The Mentorship Program has also helped me quickly grasp basic job requirements, learn to consider customer needs from their perspective, and gain deeper insights into service delivery. Since joining the Company, I have deeply realized that the values of “teamwork, continuous innovation, and the pursuit of excellence” are not just slogans, but guiding principles embedded in the Company’s culture and the hearts of its employees. During this transformative period in the printing industry, I will focus on the core business, improve services, and develop market-driven thinking, contributing to the Company’s innovation and growth.

As a participant in the Phase-VI START kick-off camp, I joined C & C and immediately began contributing to sustainable development efforts. I have felt the Company’s strong commitment to green printing. I have been involved in key projects such as building an energy management system and conducting environmental safety inspections. Under the guidance of my mentors, I systematically learned the environmental standards for printing processes and successfully transformed theoretical knowledge into actionable emission reduction solutions. The Company’s professional, friendly, inclusive and supportive environment, coupled with the generous support from my colleagues, has facilitated my rapid growth. From campus to the workshop, I have come to realize that sustainable development is a pragmatic approach that runs through every step of the process. Going forward, I will remain committed to the principles of “green printing, people-oriented, and innovation-driven value creation”. I will continue to explore low-carbon technologies and innovations, grow together with the Company, and contribute my energy to the industry’s green transformation.

Professional Skills Training

Technical talent is the core of our workforce, and developing skilled employees is critical to C & C. We encourage technical staff to participate in learning and training, fostering their growth through four key mechanisms:



C & C Shanghai: Flexographic Printing Process Knowledge and Quotation



C & C Beijing: In 2024, we held the annual professional skills competition with 331 participants



Cultivation of outstanding management talents — Start Plan

For middle and senior management, C & C has implemented the START Program to cultivate future leaders. This program establishes a scientific talent review mechanism, advanced Talent assessment tools, and strategies such as individual development plans, talent development maps, and experience development maps to comprehensively plan and reserve internal talent.

- Establishing key development mechanisms for effectively planning and managing employees' work experience.
- Integrating management processes for talent assessments and critical career experiences.
- Defining the roles of senior executives and direct supervisors in mentoring and nurturing talent.
- Arranging specific key role experiences based on individual needs.



University-enterprise Cooperation

To achieve deep integration of talent development with business growth, we have established close partnerships with several universities, including Beijing Institute of Graphic Communication, Shanghai Press and Publication Vocational-Technical School, Tianjin Vocational Institute, and Shenzhen Polytechnic University. These collaborations not only allow us to offer internship opportunities to students from these partner institutions, providing them with practical platforms, but also facilitate our active recruitment of talented individuals.

Case Study

- In partnership with Shenzhen Polytechnic University, we jointly launched cutting-edge projects in new product development and new media innovation, promoting deep integration of industry, academia, and research. Additionally, we organized training sessions in AI and blockchain technology.
- We discussed school-enterprise cooperation with the Vice Dean of the Packaging Design Department from Zhongshan Torch Polytechnic

Hong Kong Quality Mentorship Network “GROWS Together”

This initiative provides Hong Kong young students with valuable workplace experience and broadens their horizons. Through on-site visits and exchanges, it enhances their understanding and appreciation of traditional Chinese culture.



Occupational Health and Safety Production

Ensuring work safety is the cornerstone of C & C’s operations. The Company places great emphasis on the health and safety of its employees and is committed to providing a safe working environment. C & C strictly complies with laws and regulations such as the Law of the People’s Republic of China on Work Safety, the Law of the People’s Republic of China on Occupational Disease Prevention and Control, the Provisions on the Administration of Occupational Health at Workplaces, the Occupational Safety and Health Ordinance of Hong Kong Special Administrative Region and other laws and regulations. The Company implements corresponding safety protection measures to ensure the health and safety of its employees.

At the same time, C & C has been advancing its ISO 45001 system. By the end of the reporting period, eight subsidiaries under C & C had obtained certification for ISO 45001, and passed their annual supervisory audits. We have rigorously implemented ISO 45001 system standards and continuously driven improvements in work safety management.

	2023	2024
Number of Work-Related Injuries	6	7
Fatalities Due to Work-Related Accidents	0	0
Accident Rate per 1,000 Employees	2.01	2.23
Lost Workdays Due to Occupational Injuries	278.5	546.5
Number of Safety Training Sessions per Employee	4.82	4.64

Occupational Health

To protect employees’ health, C & C has established policies and systems like the Publicity and Education System for Occupational Diseases. We regularly organize health check-ups and occupational disease screenings to monitor and protect employees’ health. If an employee is diagnosed with an occupational disease, their work duties will be reassigned, and effective treatment options will be arranged.

Occupational Health Notification

For positions with occupational health hazards, new employees are informed of the risks associated with their roles and the preventive measures required to protect against occupational diseases during their onboarding process. For workplaces with occupational health hazards, we prominently display risk notification cards to provide necessary information on occupational health hazards and protective measures.



Improving the Work

Shenzhen Security has installed noise reduction equipment on VOC treatment devices to lower operational noise.



C & C Beijing: In our printing workshops, we have added soundproof walls to reduce noise levels in work areas.



Silver Peony: We installed air humidifiers in production sites to ensure proper indoor temperature and humidity, and provided personal protection equipment such as gloves and earplugs.

During the reporting period, no new cases of occupational diseases were reported.

Work Safety

C & C strictly adheres to the Law of the People's Republic of China on Work Safety, the Fire Control Law of the People's Republic of China as well as other applicable laws and regulations. Based on actual conditions, we have developed and improved various systems and operating procedures, including the Work Safety Target Management System, the Hazardous Work Safety Management System, and the Work Safety Hazard Identification and Risk Control System.

Additionally, we continue to advance the systematic development of our work safety framework, regularly conducting targeted safety inspections and rectification initiatives. We ensure the implementation of corrective actions with a closed-loop management approach, effectively maintaining a safe and orderly production environment.

Building a Robust Security Platform

The C & C Safety Platform, which was officially launched on June 5, 2024, for the comprehensive safety management of all companies, standardizes processes for reporting, tracking, and closed-loop management of safety hazard inspection data, effectively reinforcing the safety responsibilities of all member companies. The platform integrates and shares safety management information, enabling cross-company and cross-department information sharing and collaboration. This enhances the efficiency of safety management. Through a unified platform, various departments can better coordinate and cooperate to jointly address safety hazard risks.

The system is currently focused on addressing core needs, with a strong emphasis on developing two key functional modules: "Work Safety" and "Duty Management", providing strong support for daily safety operations.



Work Safety

The platform allows for the viewing of safety hazards in each company, including inspection time, hazard descriptions, rectification status, and the responsible department and personnel, facilitating the monitoring of the entire process from the identification of hazards to their rectification and closure.

Duty Management

The platform provides access to duty schedules for each company, making it easier to monitor holiday duty arrangements across the companies.

The "100 Days of Safety Without Incidents" Activity

Emergency Drills

Emergency plans are developed based on the specific conditions of each company, and drills are regularly conducted. Through these drills, companies assess the ability of employees to respond to sudden or fire safety accidents and enhance the real-world skills of rescue personnel in dealing with chemical fires.

(Chemical leak emergency drills, fire drills, natural gas leak emergency drills, etc.)



Safety Hazard Inspection

All production departments are required to conduct self-inspections and corrective actions, while the Company regularly organizes comprehensive safety checks. The inspection scope covers critical areas such as production zones and warehouses. For safety hazards identified during the inspections, the relevant departments must complete rectification within a specified timeframe.

(Weekly self-checks, typhoon safety checks, Mid-Autumn safety checks, National Day safety checks, and hazardous chemicals special inspections)

隐患排查		隐患整改				隐患验收		
安全隐患	可能引发的事件	隐患等级	整改措施	整改单位	整改期限	整改情况	验收时间	隐患类型
停车棚电瓶车随意停放	人员碰撞受伤或其他意外事故无法逃生等	低	立即整改，畅通通道	涉及人员	8.15	完成	8.15	现场
五金机部分设备表面杂物乱摆	杂物意外落入设备导致故障或意外伤害	低	立即清理	生产部	8.23	完成	8.23	现场
印刷车间材料堆放混乱	影响纤维设备或其他意外伤害	低	立即清理	生产部	8.23	完成	8.23	现场
通道上的纸箱、铁板、破旧的马凳未及时清理	火灾事故	低	立即清理	行政部	8.29	完成	8.29	现场
线路网线随意乱接	短路或漏电等破坏线路	低	规范线路、关闭电源	行政部	9.2	完成	9.2	电气
厨房空调外机上覆盖油污板	易燃，增加火灾隐患	低	立即清理	行政部	9.9	完成	9.9	现场
《药品车间》禁止吸烟标识未张贴	员工不清楚职业危害，不能正确佩戴劳保用品，导致职业伤害	低	重新制作并张贴	药安部	9.14	完成	9.14	现场
《药品车间》上方灭火器过期	发生火灾时，启动无效的应急设施，延误救援	低	无过期灭火器，且配置有固定式灭火器，故取消临时灭火器箱内，不用时及时关闭门	药安部	9.14	完成	9.11	消防
《车间》西电箱无后盖未装，门未关	触电或电气火灾等事故	低	随时加装后盖，不用时及时关门	行政部	9.14	完成	9.12	电气
《药品车间》3号门，走廊处把门随意乱放，导致在通道上	绊倒、摔伤等意外事故	低	保持通道畅通，禁止乱放	生产部	9.14	完成	9.11	现场
《药品车间》内不用的空油桶随意堆放	影响车间环境或火灾加剧风险	低	按要求清理，未清理前及时清理	生产部	9.14	完成	9.23	现场
《办公室》一窗口附近电线未整理	易发生短路导致火灾等	低	整理并规范布置	电工	9.14	完成	9.12	电气
印刷车间杂物未清理干净	增加火灾或造成其他意外事故	低	立即清理	行政部	9.20	完成	9.20	现场
《药品库、沙池》附近堆放可燃物未及时清理	影响沙池正常使用，增加火灾隐患	低	立即清理	行政部	9.24	完成	9.24	现场
办公楼下水管堵塞材料堆放	排水不畅，设置堵塞等	低	立即清理并全面检查，清理杂物，疏通管道	/	9.24	完成	9.24	现场
纸花库风机故障，风机周围纸花堆积	火灾	低	立即清理纸花，并检修风机	/	9.24	完成	9.25	现场

Safety Awareness and Education Training

Comprehensive training and education activities are organized for all personnel, making extensive use of bulletin boards, posters, banners, and slogans to widely promote safety knowledge, accident prevention methods, and self-protection information. The goal is to improve overall work safety quality and ensure targeted and effective work safety awareness campaigns. Special training management is provided for specific positions, job types, and operators to improve their professional skills.

(Hazardous chemicals safety training, safety training for external contractors, and holiday safety training, etc.)



Fire Safety Training



Fire Safety Bulletin Board



C & C Guangdong: Hazardous chemicals safety training



C & C Beijing Training for waste paper recycling personnel

Community Contributions

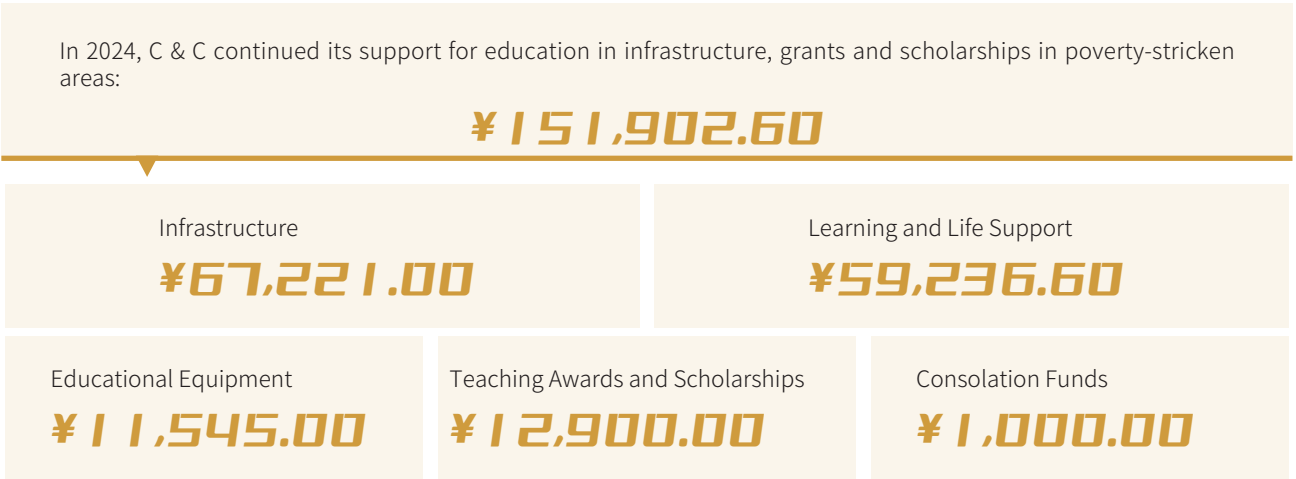
C & C has always integrated social responsibility into its business development and is committed to giving back to society. In 2006, the Company established the C & C Hope Foundation, which was officially registered as C & C Hope Foundation Limited in 2012. The foundation is recognized by the Inland Revenue Department of the Hong Kong Special Administrative Region as a public charitable institution. The Hope Foundation is dedicated to charitable actions and actively raises funds. To date, it has contributed over 3 million yuan to support basic education facilities and scholarships in remote mountainous regions. It has funded the construction of teaching buildings in areas such as Libo County in Guizhou Province, as well as Longchuan, Nanxiong, and Lufeng in Guangdong Province. Additionally, the Foundation has upgraded teaching facilities in several mountain schools, donating items including classroom doors, desks and chairs, printers, televisions, computers, audio equipment, books, notebooks, stationery, and office supplies, significantly improving local teaching conditions.

In the past six years, the Company has invested an additional 850,000 yuan for the renovation of school buildings, the installation of synthetic tracks, and the modification of campus walls. It has also implemented water supply projects and constructed bathhouses in mountainous schools in Hunan Province, benefiting hundreds of teachers and students. Furthermore, various teaching facilities were improved in several elementary schools, and teacher desks and 3A printers were donated to create a safer and more comfortable learning environment.

In terms of employee care and community engagement, the Company has established a trade union, regularly organizing cultural and recreational activities to enrich employees' lives. It has also launched a "Happy Summer Camp", helping left-behind children reunite with their parents who are working away from home. Under the influence of corporate culture, employees have voluntarily formed a volunteer team, engaging in community service. The subsidiary, C & C Beijing, initiated a book donation campaign, sending a batch of books to schools in mountainous regions to spread the power of knowledge.



Looking to the future, C & C will continue to increase its investment in social responsibility, launching programs to assist underprivileged students. With a more systematic approach, the Company aims to give back to society and foster the growth of both the Company and the community.



Donations

No.	Type	Item
1	Infrastructure	Renovation of walls, doors, windows and floors of six classrooms, and the exterior walls of the cafeteria for Libo Shuiyan Primary School
2	Infrastructure	Drilling for the water supply of Jinxi Middle School
3	Educational Equipment	50 sets of wooden desks and chairs donated to Libo Shuiyan Primary School
4	Educational Equipment	Three HP LaserJet printers (TK2606SDW) donated to Hufeng School in Bawan Town, Lufeng City, Guangdong
5	Learning and Life Support	478 notebooks donated to Jiezhidafang Jincheng Hope Primary School in Nanxiong City, Guangdong
6	Learning and Life Support	1,116 notebooks donated to Longmou Township Central Primary School in Longchuan County, Heyuan City, Guangdong
7	Learning and Life Support	1,204 notebooks donated to Zhongdong Town Tang Village Primary School in Huazhou, Guangdong
8	Learning and Life Support	490 notebooks donated to Jinxi Middle School in Chaxi Town, Xinhua County, Hunan
9	Learning and Life Support	426 notebooks donated to Huer Primary School in Shanghu Town, Luhe County, Shanwei City, Guangdong
10	Learning and Life Support	882 notebooks donated to Hufeng School in Bawan Town, Lufeng City, Guangdong
11	Learning and Life Support	124 notebooks donated to Shuiyan Primary School in Libo County, Guizhou
12	Learning and Life Support	38 notebooks donated to Chatai Primary School in Miaotang Town, Zheng'an County, Zunyi City, Guizhou
13	Learning and Life Support	80 thermos cups donated to Shuiyan Primary School in Libo County, Guizhou
14	Learning and Life Support	48 ceiling fans and learning materials donated to Hufeng School in Bawan Town, Lufeng City, Guangdong
15	Learning and Life Support	A batch of books
16	Teaching Awards and Scholarships	Libo Shuiyan Primary School Scholarships for the 2023-2024 academic year
17	Consolation Funds	Consolation funds for Huang Qimei, who is seriously ill and is the mother of three students from Libo Shuiyan Primary School



Integrity and Anti-Corruption Initiatives

C & C consistently upholds business ethics and is committed to clean operations. The Com-pany strictly adheres to local regulatory requirements, including but not limited to the Crim-inal Law of the People's Republic of China, the Interim Provisions on Prohibiting Commercial Bribery, and the Prevention of Bribery Ordinance in the Hong Kong Special Administrative Region, among other integrity-related regulations. By combining corporate operations with compliance management and stakeholder interests, the Company continually improves its governance standards.

To ensure compliance and ethical conduct in all business activities, C & C has established the Code of Conduct for Integrity, which outlines clear management standards and regulations related to anti-corruption, anti-bribery, and the prevention of improper conduct. This code aims to provide a uniform set of behavioral guidelines for employees, ensuring that they act in accordance with laws and regulations, maintain self-discipline, and uphold integrity in their professional duties, while also promoting the Company's positive image.

The Hong Kong Independent Commission Against Corruption (ICAC) has launched the Business Sector Integrity Charter ("Charter"), and the Chinese Manufacturers' Associa-tion of Hong Kong became its first partner. As a member of the Chinese Manufacturers' Association of Hong Kong, C & C actively participates and utilizes the framework of the Charter to continually improve its integrity management system, demonstrating the value of clean and compliant operations through practical actions.



In 2024, the Company did not face any legal disputes related to bribery.

Reporting Mechanisms

When employees violate the principles of fair business or engage in improper conduct, reports can be made via phone, email, or written communication. Whistleblowers may report the same to C & C either anonymously or with their real identity through the following channels:

Whistleblower Channels

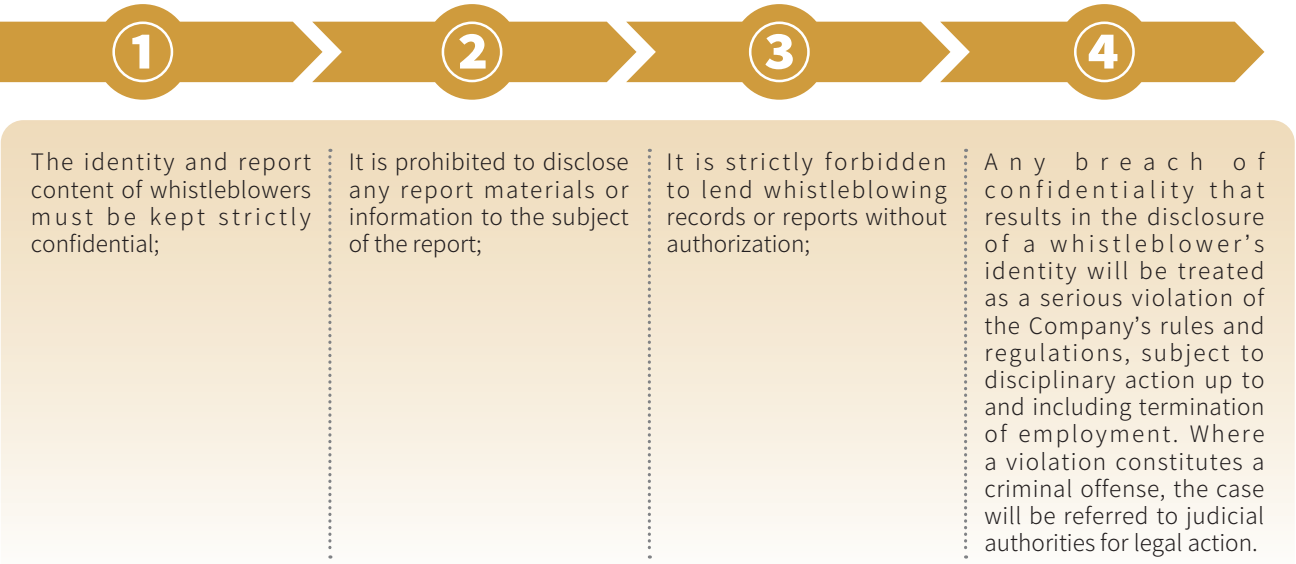
Whistleblower Hotline:
852-26664890;

Whistleblower Email:
audit@candcprinting.com

Whistleblower Address:
Audit Department, C & C Building,
36 Ting Lai Road, Tai Po, Hong Kong

The Company accepts both anonymous and non-anonymous reports. In accordance with our rules and regulations, we encourage employees, customers, suppliers, business partners, and any third-party entities with business dealings to report any instances of fraud, corruption, bribery, and illegal or unethical activities.

The Company strictly protects the information of whistleblowers. The departments and personnel receiving the reports must not disclose any related information, ensuring the protection of the whistleblower's rights and interests.



Anti-Corruption Measures

C & C's Human Resources Management Manual regulates the employment, remuneration, and business transactions involving related parties. Employees are required to regularly report their relationships with related parties, effectively reducing the risk of corruption and maintaining a clean working environment.

- Internal Control: C & C implements a range of compliance policies supported by stringent oversight measures to prevent and detect corruption. Regulatory authorities conduct annual assessments to monitor employees' compliance with the Code of Conduct for Integrity and report findings to the management.
- Employees are strictly prohibited from accepting any personal benefits, in any name or form, from any person with business dealings with the Company, including customers, suppliers, or contractors.
- All employees should avoid any situations that may lead to or be perceived as leading to conflicts of interest. If such situations arise, they must be promptly re-reported to the Company's human resources manager and filed accordingly.
- Every year, we conduct inspections, audits, and special checks across various companies. The scope of these inspections includes legal compliance, financial management, procurement, sales, human resources, and other areas, with continuous improvements based on the issues identified during the inspections.
- Integrity management: The Company actively promotes a culture of honesty and integrity and encourages its suppliers, contractors, and other partners to adhere to the same standards. C & C is firmly against any form of bribery or unethical behavior.

Anti-Corruption Training Performance

		2023	2024
Anti-corruption Training	Total number of trainees	407	301
	Total training hours	382	170.5
	Number of corruption litigation cases filed against the Company or its employees and concluded during the reporting period	0	0

Information Transparency

C & C adheres to the principles of openness, transparency, legality, and compliance in its operations. The Company has established a comprehensive Information Disclosure Management System and regularly communicates its development status to the public, addressing stakeholders' inquiries and enhancing information transparency.

06

Innovation and Value Creation

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SDGs Addressed in This Chapter



Smart Manufacturing and Digital Transformation

Smart Manufacturing

As global manufacturing accelerates its transition to digital and intelligent systems, the printing industry faces multiple challenges such as improving production efficiency, growing customization demand, and increasingly stringent environmental policies. In response, C & C is steadily building an intelligent production system through equipment upgrades, process optimization, and system integration, achieving cost reduction, improved efficiency, and progress toward sustainable development goals.



Smart Equipment Upgrades and Process Innovation



Automated Production Line Renovation

- Flexible Packaging Production Line Integration Project: By integrating processes such as book dis-tribution, protective cover sealing, automatic padding, box formation, and stacking, we have estab-lished an intelligent central control system that enables fully automated operations throughout the production line. The system is interconnected with the ERP management system, enabling remote real-time monitoring and production scheduling instructions, which effectively reduce the need for human resources and manual intervention.
- Book Sewing Line with “One-to-Four” Continuous Operation: By using robotic arms for page placement and intelligent conveyor systems, previously independent processes are connected into a continuous production line, reducing semi-finished product turnover and improving order processing efficiency.
- Smart Integrated Packaging Line: The packaging line integrates equipment such as collating machines, gluing units, and inkjet printers. Through sensors, it precisely locates printed items, enabling accurate gluing, high-speed packaging, and online quality inspection. This improves packaging efficiency and reduces waste rates.



Intelligent Equipment Upgrades

- Pneumatic Glue-cutting Device on Perfect Binding Machines: Using pneumatic control technology, this device addresses issues such as glue gaps and over-gluing commonly found in traditional mechanical glue-cutting systems, significantly improving product pass rates.
- LED-UV Cold Curing Technology Application: By replacing traditional heat-set inks, this technology eliminates paper distortion issues and significantly enhances color performance on uncoated paper.
- Bag-making Machine and Automatic Stringing Machine Upgrades: The introduction of high-precision sensors and servo control systems enables full automation of bag formation and stringing positioning, saving substantial labor costs.

Digital System Integration and Application



Full Coverage of the MES System: Covering core processes such as printing, hardcover binding, and perfect binding, the system collects equipment status and quality inspection data in real time, ensuring transparent production progress and abnormality alerts.

Deep Integration of ERP System: Connecting the entire data chain from procurement, production, warehousing, to sales, the system supports automatic scheduling of work orders and precise material traceability.



Online/Offline Detection Devices: Utilizing AI visual inspection technology, this enables high-precision defect detection for products.

Smart Platform Testing: It ensures efficient and consistent business operations, implements centralized procurement management strategies and integrates the IoT technology for closed-loop management of raw material label tracking, significantly reducing costs and improving management efficiency.



“One Code for One Book” Anti-Counterfeiting Platform: From anti-counterfeit code generation to logistics tracking, a full-process traceability system has been built. It supports WeChat Mini Program queries and has been applied to millions of books, significantly improving customer satisfaction.

Intelligent Warehousing System: Through barcode management systems and PDA terminals, the system automates verification across raw material inbound and finished product outbound processes, greatly improving shipping accuracy.

Future Plans and Outlook



Technological Advancement

To promote the application of digital twin technology, and build virtual simulation models to optimize production line design and process parameters.



Scene Expansion

To explore AI-driven production to meet the needs of more intelligent management scenarios.

The Company has established three pioneering smart manufacturing project teams, focusing on the intelligent transformation of large-scale production equipment. These teams are composed of process experts, AI engineers, and core production staff, forming a dual-driven mechanism of “technical breakthroughs + scenario implementation”.

Smart Management and Maintenance Project for Printing Equipment

Intelligent sensor networks are deployed to monitor equipment status in real time and a digital maintenance knowledge base is established. When sensors continuously collect energy consumption data such as temperature and current fluctuations, the project combines with historical maintenance records and solutions in the knowledge base to conduct preventive fault detection.

Product Simulation Sampling Project

Aimed at reducing costs, improving efficiency, accelerating sampling speed and lowering material error rates, the project expands from existing spine calculation formulas to simulate the total volume, appearance size, and packaging methods of the entire book, offering a simulation plan for order box samples.

Intelligent Precision Binding Machine Project

This project focuses on the intelligent upgrade of precision processing equipment, aiming to build a digital and smart production and control platform by deeply integrating the equipment lifecycle management system with MES. The deployment of MES will achieve multidimensional visualization and monitoring of equipment status, personnel qualifications, and order progress, providing data support for continuous improvement.

Through intelligent equipment transformation, process innovation, and deep integration with digital systems, C & C continues to focus on technological iteration and ecological collaboration, further unleashing the potential of intelligent manufacturing and leading high-quality development in the printing industry.

C & C's Digital Transformation

● Digital Transformation

According to C & C's IT strategic planning and overall layout, C Smart Technologies Co., Limited has established the Csmart platform as the foundation for digital transformation. This platform integrates the latest information technology and uses the Smart Manufacturing 4.0 standard to build the technical architecture and underlying components of the Csmart platform. Based on the Csmart platform's technical foundation, C & C has developed various business systems for end-to-end processes.

As of now, 14 business systems have been developed based on the Csmart platform, including marketing management, BOM management, production management, MES, warehousing management, procurement management, quality management, and financial general ledger, with two third-party modules integrated. Among them, the warehousing and procurement systems based on the Csmart platform, which were launched at the end of 2023, are seamlessly integrated with the existing ERP system and are already operational. The other 12 self-developed modules have all been completed and integrated into the system, entering the business testing phase.

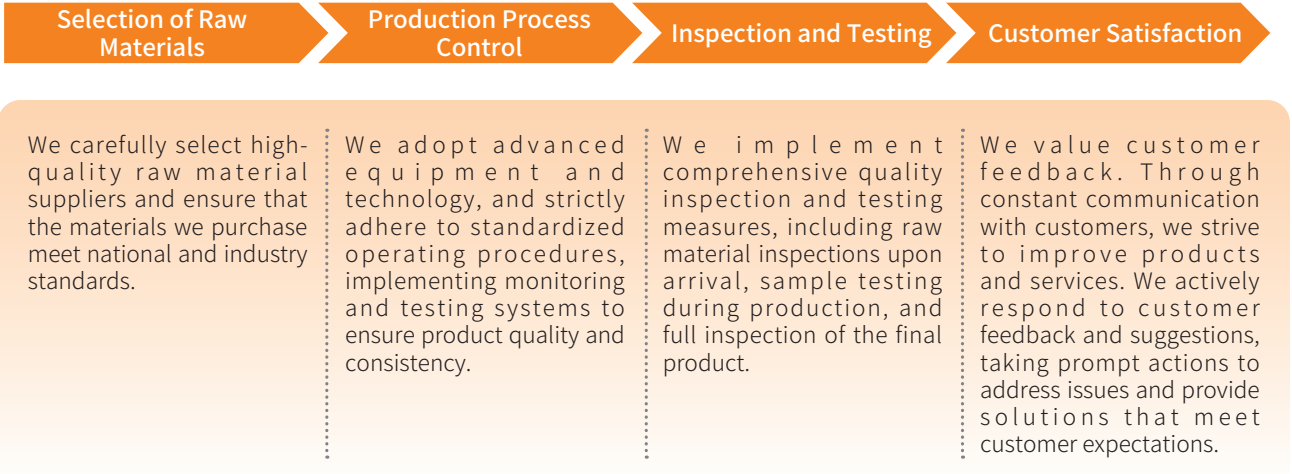
In 2025, C & C will continue the development of the human resources system and the cost accounting system based on the Csmart platform. Currently, the human resources system is in the early stages of requirements analysis and technical research, while the cost accounting system has completed the requirements analysis and is undergoing system design.

Product Liability

C & C has always placed product quality and safety as a top priority. To this end, we ensure that every product leaving the factory meets the required standards through a strict quality control system and have established a product traceability mechanism to improve our printing process management based on feedback.

Quality Assurance

At C & C, quality is the cornerstone of our business. We are committed to providing high-quality products and services to meet our customers' needs and expectations. We require all employees, from management to frontline workers, to implement quality management concepts with a pursuit of excellence. Through a quality training system and well-established operational standards, we convert quality awareness into actionable, executable steps in the following four core dimensions:



Quality Awareness Slogan

以质量求生存
以改善求发展

为什么要重视质量

因为提升产品质量可以

1. 提高工作效率、减少返工；
2. 降低损耗、减少浪费；
3. 提升公司信誉及客户满意度，提高市场占有率；
4. 加快公司产品的流通；
5. 提高产品的合格率；
6. 提高顾客的忠诚度和顾客再次购买的频率；
7. 市场竞争激烈时，产品价格能受较小的影响；
8. 降低的销售成本。

如何做好产品质量

做到「三不」政策

不接收不良品：
指在每个制造工序前，都要拒绝接受前工序的不良品（建立工序间客户概念）。
不制造不良品：
指在每个制造工序中，都要按规定制造出符合规格/要求的产品。
不流出不良品：
指在制造过程中进行自检和互检，防止制造出不良品的流出。

Quality Pioneer (Selection)



Quality Service (Customer Responsibility)

C & C has consistently adhered to the core service philosophy of “Customer First and Focusing on Quality and Efficiency.” The Company has established business operations in multiple regions, including Hong Kong, Macau, Shenzhen, Beijing, Shanghai, Chengdu, Indonesia, and Vietnam. In addition, we have set up offices in overseas locations such as New York, London, Paris, Tokyo, Australia, and the Middle East, aiming to provide comprehensive, high-quality service experiences to a wide range of consumers.

Customer Complaint Handling

In 2024, C & C did not receive any major service complaints 0 .

In response to customer feedback, C & C has established a standard procedure for handling non-conforming products. We systematically analyze the causes, develop corrective and preventive plans, and drive improvements according to the plan. All measures must undergo closed-loop verification to ensure their effectiveness, ultimately leading to the development of standardized protocols to prevent the recurrence of issues.

Our Quality Performance:		2023	2024
Product Liability	Percentage of products recalled from total sold or shipped products for safety and health reasons	0	0
	Number of complaints received regarding products and services	436	431

Intellectual Property Protection

Intellectual property protection helps the Company maintain its core competitiveness. The Company adheres to the Trademark Law of the People’s Republic of China, the Patent Law of the People’s Republic of China, and the Anti-Unfair Competition Law of the People’s Republic of China, as well as the Copyright Ordinance, the Patents Ordinance, the Registered Designs Ordinance of the Hong Kong Special Administrative Region, and other laws and regulations, which have a significant impact on our operations. For the daily use and management of intellectual property rights, the Company has clearly defined responsibilities and established a comprehensive system to ensure the effective protection of its intellectual property rights.

To better protect intellectual property rights, the Company has clarified the following three principles:

In 2024, C & C added 37 new patents.

Innovation Protection	Timeliness	Confidentiality
We encourage employees to innovate, establish protection mechanisms, and ensure timely registration of achievements to safeguard intellectual property.	Once any infringement is discovered, the Company immediately investigates, gathers evidence, and defends its rights. Regular maintenance and updates of intellectual property are also carried out.	A confidentiality system has been established to strictly manage information. Confidentiality agreements are signed with partners, and employee confidentiality education is strengthened to reduce the risk of leaks.



By continuously improving this system, we are committed to enhancing the quality of our products and services, maintaining customer trust, improving customer satisfaction, and striving to achieve mutual development with our customers.

Listening to Consumer Opinions

C & C has always valued listening to consumer feedback. We collect feedback through verbal inquiries, phone calls, and written forms. Additionally, we have established a comprehensive feedback mechanism to systematically collect and record customer opinions, conduct in-depth investigations, and handle feedback thoroughly to continually improve customer satisfaction.

We regularly complete annual satisfaction surveys and analyses for both overseas and domestic customers, assessing our products and services. By addressing key customer concerns such as pricing, delivery time, material supply diversity, and cycles, we organize relevant departments to evaluate and formulate corresponding strategies, ensuring the Company's sustainable development and further enhancing economic and social benefits.

Information Security

Information security is a key priority for ensuring the Company's operations. In strict compliance with the Cybersecurity Law of the People's Republic of China, the Data Security Law of the People's Republic of China, as well as other relevant laws and regulations, C & C actively employs advanced encryption technologies and access control mechanisms to ensure the security of customer data during transmission and storage. Additionally, the Company has established an ISO 27001 Information Security Management System, a collaborative security ecosystem, an ISO/IEC 27001 Information Security Management Certification System, and has developed detailed internal management procedures, including an Information Security Management Handbook. Through the implementation of these management procedures and documents, we standardize every aspect of information security management, ensuring solid and reliable protection for customer data.

Number of Training Sessions on Data Security/Customer Privacy Protection	A total of 22 training sessions have been held, with 764 participants, and each company conducts at least two training sessions per year.
Per Capita Training Hours for Training on Data Security/Customer Privacy Protection	2 hours

Data Security

1. Establishing a Sound Information Security Management System: We develop clear confidentiality policies and regulations to ensure that all employees understand and comply with them. In addition, special personnel are appointed to be responsible for information security management, and oversee and enforce confidentiality measures.

We strengthen network security protection.

- We enhance network permissions management by implementing access control, ensuring that only authorized personnel can access customer information.
- We establish a sound access control mechanism.
- We set different access permissions and implement hierarchical management for employees.

We hire security consulting companies to conduct regular penetration tests and network security assessments, reducing the risk of vulnerabilities.

2. Encryption and Secure Transmission: We strengthen network permissions management and access control to ensure that only authorized personnel can access customer data, and use encryption technology, network security measures, and other strategies to protect customer data from unauthorized access, use, or disclosure. We also implement virus protection measures and system data backups. All employees' account passwords must be changed regularly to minimize the risk of password leaks. We also regularly update disaster recovery systems to maintain client security and ensure antivirus protection.

3. Security Training and Awareness Building: Employees participate in security and confidentiality awareness courses, as well as information security training. The training includes basic concepts, network security, data protection, and cryptography principles, enabling employees to better understand all aspects of information security and improve their ability to prevent and respond to potential risks.

During the training, the Company uses examples and case studies to help employees understand the risks of information security and the severity of the issues. Through simulated attacks, employees experience the dangers of vulnerabilities and gain a deeper understanding of information security. The Company also provides practical tools and methods, such as creating complex passwords, preventing phishing, and identifying malicious software, to help employees strengthen security defenses.

At the same time, the Company focuses on cultivating employees' security awareness and habits, guiding them to follow regulations and develop good security practices, such as regularly changing passwords and setting screen timeout times to ensure information security.



Through the 2024 ISO 27001 Information Security Management System annual audit, no significant information security incidents occurred that harmed customer interests throughout the year.

4. Business Continuity Plan (BCP): The Company has pre-planned contingency and recovery procedures in response to sudden disaster events. We conduct BCP (Business Continuity Planning) drills annually to ensure that critical services can continue to be provided to important customers at an acceptable minimum operational level.

Cybersecurity

1. Comprehensive Security Awareness Platform

The platform provides full monitoring, threat detection, incident response, visualization, and integration with other security systems to prevent and address various types of cyber threats.

2. Next-Generation Firewall

Equipped with deep packet inspection, application layer traffic identification and control, intrusion prevention systems, and threat intelligence integration, this firewall is designed to address the complex threats of modern network environments.

Protecting Customer Privacy

3. EDR System (Endpoint Detection and Response)

The EDR system continuously monitors endpoint device activities, using anti-ransomware AI engines and machine learning techniques to detect threats. It also offers both automated and manual response options, and is capable of threat hunting and integration with other security tools, enabling rapid detection and resolution of security issues.

4. Cross-Platform Collaborative Response

The Comprehensive Cybersecurity Awareness Platform integrates with the firewall and the EDR system. Network devices automatically report information to the platform for summary and analysis, and security policies can be sent to user devices to trigger coordinated responses to security incidents. This includes actions such as blocking compromised hosts, freezing accounts to prevent infected hosts from communicating with the internet, conducting full/quick scans on affected hosts, and taking actions like isolating or trusting discovered threat files.

C & C places great emphasis on the protection of customers' privacy, with a particular focus on cultivating employees' awareness of confidentiality. Employees are required to sign a confidentiality agreement, solemnly pledging to strictly adhere to the Company's confidentiality regulations and to never disclose any customer information. In addition, the Company regularly organizes confidentiality training to enhance employees' awareness and attention to confidentiality work, ensuring that every employee fully understands the importance of safeguarding confidential information.

C & C has established a comprehensive customer information security management system, which is supported by a three-tier protection framework: technical safeguards, process control, and institutional constraints.

Supply Chain Management

Responsible Supply Chain

As a key process of the printing industry, supply chain management is crucial for the Company's sustainable development. We require our partner suppliers to strictly adhere to business ethics, as well as occupational safety, health, labor regulations, and environmental protection standards. C & C has developed and implemented a series of rigorous policies and measures, requiring suppliers to uphold responsible business practices.

		2023	2024
Number of Common Suppliers:	China	1008	1032
	Hong Kong	27	16
	Europe & America	1	1
	Asia-Pacific	11	9

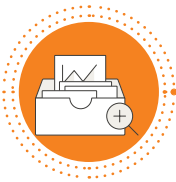


Qualification Review

System Audit Team: Review the transportation qualifications and vehicle compliance of transport companies for raw materials, auxiliary materials, labor protection products, and hazardous chemicals

Factory Affairs Department: Assess the qualifications of suppliers for equipment, containers, and components

Security Department: Review the qualifications of suppliers for fire safety equipment and facilities. Suppliers who do not meet the requirements will not be established as business partners.



Supply Chain Evaluation

(1) The Company has established a List of Qualified Suppliers and evaluates suppliers' performance annually, handling daily management tasks.

(2) Suppliers are selected based on factors like quality, price, and delivery time, and are registered in the List of Qualified Suppliers.

(3) When evaluating a supplier's capabilities, we consider product quality, price, after-sales service, historical performance, quality assurance capacity, external information, regulatory requirements, supply stability, delivery time, logistics capabilities, and the ability to handle emergencies.

(4) At least one follow-up evaluation is conducted annually. Suppliers are assessed using the Supplier Performance Evaluation Form, with scores out of 100. Quality accounts for 50% of the score, delivery time 10%, and other factors (price, and after-sales service) 40%. The total score cannot be lower than 80. If the total score is below 80, or if the quality score is below 35, the supplier will be disqualified.

(5) We conduct regular on-site supplier assessments to ensure that the supplied materials meet customer quality and social compliance standards.

On-Site Supplier Review Dimensions: Certification, Number of employees at the factory, Factory area, Number of machines and equipment, Quality management, Environmental health and safety, Trade security, Intellectual Property

Physical Security Control

Digital Information Security

Compliance Management Mechanism

The production area implements a tiered access control system. Confidential orders are processed on dedicated closed production lines. Sensitive workshops are secured with a dual-lock system requiring two individuals for access and surveillance cameras are installed in production areas. Additionally, discarded drafts and documents are destroyed by designated personnel using a specialized shredder.

C & C adopts advanced encryption technology and access control mechanisms to ensure the security of customer data during transmission and storage. The Company has also established an ISO27001 Information Security Management System, which complies with international standards. This system is supported by a series of management manuals and procedural documents to regulate every aspect of information security management, providing a solid foundation for the protection of customer data.

The order system uses date-based naming and applies data desensitization and anti-leakage measures according to the publisher's administrative provisions to ensure the security of book information. The Company has also established a pre-press document encryption and storage system, strictly adhering to relevant provisions to guarantee the security of printed materials and prevent leaks.

C & C has developed detailed confidentiality control procedures. From the recording of quantities and handovers between processes to the management of waste materials, every step is strictly subject to established procedures to ensure that customer information is not leaked. Moreover, the Company has implemented a customer asset management system to effectively control customer-provided assets, ensuring the safety and integrity of customer assets.

For customer-designated confidential orders, we have developed control procedures and operational guidelines spanning the entire process, from manuscript submission and production to packaging, shipping, and handling defective products, while maintaining complete records throughout.



Risk Identification and Prevention

When departments submit material demand plans, they need to specify the safety performance indicators of the requested materials to ensure that procurement and use comply with the Company's safety provisions and industry standards. When suppliers deliver goods and equipment, they need to provide complete safety technical documents, safety labels, maintenance manuals and other documents, ensuring the safe use of materials.

Sustainable Supply Chain

C & C places high value on the green development of the supply chain and actively assumes social responsibility. The Company actively encourages supply chain partners to collaborate in advancing environmentally friendly production practices. During the supplier qualification review process, in addition to requiring suppliers to provide basic legal documents, such as business licenses and tax registration certificates, as well as industry access qualifications, we include environmental protection standards in our supplier evaluation system. We also impose green development requirements, such as energy conservation and emission reduction, and sign environmental agreements with suppliers.

Environmental Agreement

- Strictly comply with applicable national environmental protection laws and regulations;
- Increase the planting of trees;
- Use materials that comply with environmental standards (e.g., FSC-certified materials, low-VOC volatile substances);
- Manage chemical container labels and install leak prevention devices according to regulations;
- Properly store and handle hazardous materials and chemicals (especially those that are volatile, corrosive, or toxic);
- Take noise pollution control measures, including the installation of soundproofing facilities where needed, the designation of hearing protection areas, and the provision of professional hearing protection equipment;
- Maintain strict control over the emission of pollutant and harmful gases;
- Prohibit from discharging toxic and harmful wastewater in violation of regulations;
- Completely avoid the use or production of materials that pose a threat to the ecosystem;

Code of Social Responsibility

- It includes but is not limited to:
- Prohibition of cooperation with suppliers involving child or forced labor;
- Compliance with legal standards for weekly working hours, wages, and overtime pay, and ensuring that working conditions meet humane, safe, and productive requirements;
- Prohibition of charging employees recruitment fees, deposits, bonds, or debts, and ensuring the recruitment process does not involve human trafficking;
- Provision of adequate facilities for employee meals and other break times, with appropriate regulations in place;
- Sufficient restroom facilities that comply with local sanitation regulations and are properly maintained;
- Protective devices on machinery meet or exceed local regulatory requirements;
- Factories are equipped with proper lighting and ventilation, and all aisles and exits are kept unobstructed;
- Safety equipment for protective use is freely provided to employees, who have received training on how to use such equipment;
- There are sufficient and marked emergency exits, and all employees have undergone emergency evacuation training.

Green Procurement Strategy

Reducing environmental impact throughout the product life cycle

In the procurement process, C & C always prioritizes environmental protection as a key consideration. Under equal conditions, we select products with minimal or no harmful environmental impact, high resource efficiency, and low energy consumption. This strategy aims to reduce the environmental impact of the entire supply chain and supports China's green development goals. Preference is given to suppliers with certifications such as the Green Printing Ten-Ring Certification, FSC Certificates, MSDS reports, low-VOC raw and auxiliary materials, ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), and other relevant qualifications.

Technological Innovation

Prioritizing energy-saving and environmentally friendly new technologies and processes

To make the supply chain more eco-friendly, C & C actively introduces and promotes new technologies and processes related to energy conservation and environmental protection. Through technological innovation, we aim to improve production efficiency, reduce resource consumption, and minimize environmental pollution, achieving the sustainable development of the supply chain.

Continuous Improvement

Optimizing supply chain management to enhance the level of green development

To achieve the green and sustainable development of the supply chain, C & C is committed to optimizing the management measures across procurement, transportation, and production. Through ongoing improvements, we aim to increase resource efficiency, reduce environmental impact, and ultimately achieve the Company's long-term goal of green development.

Appendix

Environmental, Social, and Governance Performance Data

Subject Area A - Environmental

Aspect A1: Emissions

Performance Indicators		2023 Data	2024 Data
Emissions	Total VOC emissions (metric tons) (from the production process)	24.39	10.93
	Total CO2 emissions (tons)	31208.65	30228.14
	Greenhouse gas emissions (Scope 1)	2754.81	2613.25
	Greenhouse gas emissions (Scope 2)	28453.84	27614.89
	Carbon emission intensity (Total CO ₂ emissions (tons) / External sales revenue in ten thousand yuan)	0.1422	0.1363
Hazardous waste	Solid and liquid hazardous waste from production and wastewater treatment (tons)	260.29	297.953
	Reduction of hazardous waste (Total waste (tons) / External sales revenue in ten thousand yuan)	0.0012	0.0013
Non-hazardous waste	Non-hazardous waste (metric tons) * General solid waste such as waste paper, waste plates, and waste plastic	18937.909	18611.621
	Reduction of non-hazardous waste (Total waste (tons) / External sales revenue in ten thousand yuan)	0.0863	0.0839

Aspect A2: Use of Resources

Performance Indicators		2023 Data	2024 Data
Energy	Natural Gas (cubic meters)	1104878	1095579
	Gasoline (tons)	132.27	90.6
	Diesel (tons)	59.41	63.98
	Electricity (kWh) (factory)	51340881	50527142
	Electricity intensity (Total factory electricity consumption (kWh) / External sales revenue in ten thousand yuan)	234.01	227.81
Water	In tons (factory)	240321	215840
	Water intensity (Total water consumption (tons) / External sales revenue in ten thousand yuan)	1.0954	0.9731
Paper	Total paper consumption in the production department (tons)	123072.3	127333.31

Subject Area B - Social

Employment and Labor Practices

Performance Indicators		2023 Data	2024 Data
Employees	Total Number of Employees	2984	3135
	By Gender		
	Male	1792	1915
	Female	1392	1220
	By Employment Type		
	Formal Employees	2742	2765
	Informal Employees	242	370
	By Age Group		
	Under 30	513	444
	Between 30 and 40	1027	985
	Between 40 and 50	1010	988
	Over 50	434	718
	By Region		
	Hong Kong	233	253
	Shenzhen	1369	1511
Employee Turnover Rate	Shanghai	554	540
	Beijing	556	574
	Chengdu	212	218
	Indonesia	61	39
	By Gender		
	Male (%)	9.48%	8.64%
	Female (%)	7.00%	4.94%
	By Gender		
	Under 30 (%)	7.27%	6.09%
	Between 30 and 40 (%)	5.90%	4.85%
	Between 40 and 50 (%)	2.48%	2.23%
	Over 50 (%)	0.84%	0.41%
	By Region		
	Hong Kong (%)	1.04%	0.45%
	Shenzhen (%)	3.79%	3.64%
* Voluntary Turnover (Excludes dismissals and retirements)	Shanghai (%)	6.07%	5.68%
	Beijing (%)	4.49%	2.93%
	Chengdu (%)	0.70%	0.73%
	Indonesia (%)	0.44%	0.16%

Aspect B2: Health and Safety

Performance Indicators		2023 Data	2024 Data
Work-Related Injuries	Number of Work-Related Injuries	6	7
	Fatalities Due to Work-Related Accidents	0	0
	Accident Rate per 1,000 Employees	2.01	2.23
	Lost Workdays Due to Occupational Injuries	278.5	546.5
	Number of Safety Training Sessions per Employee	4.82	4.64

Aspect B3: Development and Training

Performance Indicators		2023 Data	2024 Data
Trained Employees (%)	Total number of employees	2522	2636
	By Gender		
	Male (%)	54.08%	55.69%
	Female (%)	45.92%	44.31%
	By Employment Level		
	Senior management employees (%)	2.18%	2.01%
	Mid-level management employees (%)	9.75%	10.20%
	Professional and technical employees (%)	35.01%	33.80%
	Operational employees (%)	53.01%	53.98%
	Total training hours for employees	34613	34220
Average Training Hours per Employee	By gender (average hours)		
	Male	11.75	11.54
	Female	14.65	13.51
	By employment type (average hours)		
	Senior management employees	13.55	12.95
	Mid-level management employees	14.07	15.01
	Professional and technical employees	8.81	7.65
	Operational employees	15.68	14.85

Operational Practices

Aspect B5: Supply Chain Management

Performance Indicators		2023 Data	2024 Data
Number of Common Suppliers:	China	1008	1032
	Hong Kong	27	16
	Europe & America	1	1
	Asia-Pacific	11	9

Aspect B6: Product Responsibility

Performance Indicators		2023 Data	2024 Data
Product Liability	Percentage of products recalled from total sold or shipped products for safety and health reasons	0	0
	Number of complaints received regarding products and services	436	431

Aspect B7: Anti-Corruption

Performance Indicators		2023 Data	2024 Data
Anti-corruption Training	Total number of trainees	407	301
	Total training hours	381.5	170
	Number of corruption litigation cases filed against the Company or its employees and concluded during the reporting period	0	0

Community

Aspect B8: Community Investment

Performance Indicators		2023 Data	2024 Data
Social Responsibility	Total monetary and product donations	342,939	191,883
	Total hours of community volunteer services	297	1,245
	Number of volunteers	166	475

Research and Innovation

Research and Innovation	2023 Data	2024 Data
R&D investment in ten thousand yuan	7314	8059
New patents (number)	42	37
Cumulative patents (number)	333	370

Note:

*Note 1: Employee numbers are counted at the end of the year, e.g., for 2022, the data is based on December 31, 2022.

*Note 2: "Senior Management Employees" refers to employees at the Assistant General Manager level and above (including those on probation). "Mid-Level Management Employees" refers to formal employees at the Deputy Director level and above (including those on probation). "Professional and Technical Employees" refers to employees engaged in design, financial auditing, and information technology (including those on probation). "Operational Employees" refers to employees in roles other than those listed above. "Informal Employees" refers to employees rehired after retirement, contract workers, etc. (excluding labor dispatch employees).

Content Index of Environmental, Social, and Governance (ESG) Code of the Hong Kong Exchanges and Clearing Limited

A. Environmental				
Project		Description	Reference section	Reference page number
Aspect A1: Emissions				
General disclosure		Information on the following aspects relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	Green Printing	32
Key performance indicators	A1.1	The types of emissions and respective emissions data	Environmental, Social, and Governance Performance Data	80
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental, Social, and Governance Performance Data	80
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	Environmental, Social, and Governance Performance Data	80
	A1.5	Description of emission target(s) set and steps taken to achieve them.	Response to Climate Change Green Print-ing — Emissions Control	26-29, 32-41
	A1.6		Response to Climate Change Green Print-ing-Waste Management	26-29, 44-45
Aspect A2: Use of Resources				
General disclosure			Green Printing	35-45
Key performance indicators	A2.1	Direct and/or indirect energy consumption by type in total and intensity (e.g. per unit of production volume, per facility).	Environmental, Social, and Governance Performance Data	80
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Environmental, Social, and Governance Performance Data	80
	A2.3	Description of energy use efficiency target(s) set and results achieved.	Green Printing - Energy Saving and Consumption Reduction	35-39
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Green Printing-Water Resources Management	42-43
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Environmental, Social, and Governance Performance Data	80
Aspect A3: The Environment and Natural Resources				
General disclosure		Policies on minimising the issuer's significant impacts on the environment and natural resources.	Green Printing	32
Key performance indicators	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Green Printing	24-45

B. Social				
Project		Description	Reference section	Reference page number
Aspect B1: Employment				
General disclosure		Information on the following aspects relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and well-being: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	Social Responsibilities — People Orientation	48
Key performance indicators	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Social Responsibilities — People Orientation	49
	B1.2	Employee turnover rate by gender, age group and geographical region.	Social Responsibilities — People Orientation	50-51
Aspect B2: Health and Safety				
General disclosure		Information on the following aspects relating to providing a safe working environment and protecting employees from occupational hazards: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	Social Responsibilities — People Orientation	57
Key performance indicators	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Environmental, Social, and Governance Performance Data	82
	B2.2	Lost Workdays Due to Occupational Injuries	Environmental, Social, and Governance Performance Data	82
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Social Responsibilities — People Orientation	57-60
Aspect B3: Development and Training				
General disclosure		Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Social Responsibilities — People Orientation	53-56
Key performance indicators	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Environmental, Social, and Governance Performance Data	82
	B3.2	The average training hours completed per employee by gender and employee category.	Environmental, Social, and Governance Performance Data	82
Aspect B4: Labour Standards				
General disclosure		Information on the following aspects relating to preventing child and forced labour: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	Social Responsibilities — People Orientation	48
Key performance indicators	B4.1	Description of measures to review employment practices to avoid child and forced labour.	Social Responsibilities — People Orientation	48
	B4.2	Description of steps taken to eliminate such practices when discovered.	Social Responsibilities — People Orientation	48
Aspect B5: Supply Chain Management				
General disclosure		Policies on managing environmental and social risks of the supply chain.	Innovation and Value Creation-- Supply Chain Management	77-79

B. Social				
Project		Description	Reference section	Reference page number
Key performance indicators	B5.1	Number of suppliers by geographical region.	Innovation and Value Creation-- Supply Chain Management	77
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Innovation and Value Creation-- Supply Chain Management	77-79
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Innovation and Value Creation-- Supply Chain Management	77-79
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Innovation and Value Creation-- Supply Chain Management	77-79
Aspect B6: Product Responsibility				
General disclosure		Information on the following aspects relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	Innovation and Value Creation — Product Liability	71
Key performance indicators	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Environmental, Social, and Governance Performance Data	83
	B6.2	Number of products and service related complaints received and how they are dealt with.	Environmental, Social, and Governance Performance Data	83
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	Innovation and Value Creation — Product Liability	72
	B6.4	Description of quality assurance process and recall procedures.	Innovation and Value Creation — Product Liability	72
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Innovation and Value Creation — Information Security	74-76
Aspect B7: Anti-Corruption				
General disclosure		Information on the following aspects relating to the prevention of bribery, extortion, fraud and money laundering: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer.	Social Responsibilities — Integrity and Anti-Corruption Initiatives	63-65
Key performance indicators	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Social Responsibilities — Integrity and Anti-Corruption Initiatives	63-65
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Social Responsibilities — Integrity and Anti-Corruption Initiatives	63-65
	B7.3	Description of anti-corruption training provided to directors and staff.	Social Responsibilities — Integrity and Anti-Corruption Initiatives	63-65
Aspect B8: Community Investment				
General disclosure		Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Social Responsibilities — Community Contribution	61-62
Key performance indicators	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Social Responsibilities — Community Contribution	61-62
	B8.2	Resources contributed (e.g. money or time) to the focus area.	Social Responsibilities — Community Contribution	61-62

GRI Standards Index

Disclosure Items	Description	Section
General disclosure		
Organizational Overview		
GRI 2-1	Organizational details	About C & C
GRI 2-2	Entities included in the organization’s sustainability reporting	About C & C
GRI 2-3	Reporting period, frequency and con-tact point	About This Report
GRI 2-4	Restatements of information	About This Report
GRI 2-6	Activities, value chain and other busi-ness relationships	About C & C
GRI 2-7	Employee	People Oriented
Governance		
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Sustainable Development Vision
GRI 2-13	Delegation of responsibility for man-aging impacts	Sustainable Development Vision
GRI 2-14	Role of the highest governance body in sustainability reporting	Sustainable Development Vision
GRI 2-16	Communication of critical concerns	Sustainable Development Vision
GRI 2-18	Evaluation of the performance of the highest governance body	Sustainable Development Vision
Strategy, Policies, and Practices		
GRI 2-22	Statement on sustainable development strategy	CEO’s Message Sustainable Development Vision
GRI 2-27	Compliance with laws and regulations	Green Printing
		People Oriented
		Integrity and Anti-Corruption Initiatives
		Intellectual Property Protection
Stakeholder engagement		
GRI 2-29	Approach to stakeholder engagement	Sustainable Development Vision
Important issues		
GRI 3-1	Process to determine material topics	Sustainable Development Vision
GRI 3-2	List of material topics	Sustainable Development Vision
GRI 3-3	Management of material topics	Sustainable Development Vision
GRI 201: Economic Performance		
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Response to Climate Change
GRI 201-3	Defined benefit plan obligations and other retirement plans	People Oriented
GRI 203: Indirect Economic Impacts		
GRI 203-2	Significant indirect economic impacts	Social Responsibilities — Community Contribution

Disclosure Items	Description	Section
GRI 204: Procurement Practices		
Management approach		Supply chain management
GRI 205: Anti-Corruption		
GRI 205-1	Operations assessed for corruption risks	Integrity and Anti-Corruption Initiatives
GRI 205-2	Communication and training on an-ti-corruption policies and procedures	Integrity and Anti-Corruption Initiatives
GRI 205-3	Confirmed incidents of corruption and actions taken	Integrity and Anti-Corruption Initiatives
GRI 301: 物料		
GRI 301-2	Recycled input materials used	Green Printing
GRI 302: Energy		
GRI 302-1	Energy consumption within the organ-ization	Green Printing
GRI 302-2	Energy consumption outside of the organization	Green Printing
GRI 302-3	Energy intensity	Green Printing
GRI 302-4	Reduction of energy consumption	Green Printing
GRI 303: Water and Effluents		
GRI 303-1	Interactions of the organization with water	Green Printing
GRI 303-2	Management of water discharge-related impacts	Green Printing
GRI 303-4	Water discharge	Green Printing
GRI 303-5	Water consumption	Green Printing
GRI 305: Emissions		
GRI 305-1	Direct (Scope 1) GHG emissions	Response to Climate Change
GRI 305-2	Energy indirect (Scope 2) GHG emis-sions	Response to Climate Change
GRI 305-4	GHG emissions intensity	Response to Climate Change
GRI 305-5	Reduction of GHG emissions	Response to Climate Change
GRI 306: Waste		
GRI 306-1	Waste generation and significant waste-related impacts	Green Printing
GRI 306-2	Management of significant waste-related impacts	Green Printing
GRI 306-3	Waste generated	Green Printing
GRI 401: Employment		
GRI 401-1	New employee hires and employee turnover	People Oriented
GRI 401-2	Benefits provided to full-time employ-ees that are not provided to temporary or part-time employees	Employee Benefits
GRI 403: Occupational Health and Safety		
GRI 403-1	Occupational health and safety man-agement system	Occupational Health and Safety Production

Disclosure Items	Description	Section
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety Production
GRI 403-3	Occupational health services	Occupational Health and Safety Production
GRI 403-4	Occupational health and safety matters: Worker participation, consultation, and communication	Occupational Health and Safety Production
GRI 403-5	Worker training on occupational health and safety	Occupational Health and Safety Production
GRI 403-6	Promotion of worker health	Occupational Health and Safety Production
GRI 403-7	Prevention and mitigation of occupa-tional health and safety impacts directly linked by business relationships	Occupational Health and Safety Production
GRI 403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety Production
GRI 403-10	Work-related health	Occupational Health and Safety Production
GRI 404: Training and Education		
GRI 404-1	Average hours of training per year per employee	Talent Development
GRI 404-2	Programs for upgrading employee skills and transition assistance pro-grams	Talent Development
GRI 404-3	Percentage of employees receiving regular performance and career devel-opment reviews	Talent Development
GRI 405: Diversity and Equal Opportunity		
GRI 405-1	Diversity of governance bodies and employees	People Oriented
GRI 406: Non-Discrimination		
GRI 406-1	Incidents of discrimination and corrective actions taken	People Oriented
GRI 408: Child Labor		
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Employee Management
GRI 409: Forced or Compulsory Labor		
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Employee Management
GRI 413: Local Communities		
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Community contributions
GRI 416: Customer Health and Safety		
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Liability
GRI 418: Customer Privacy		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Quality Service

Reader Feedback Form

Dear readers, Hello!

Thank you for reading the C & C Environmental, Social and Governance Report 2024, our third publicly released report. To improve the Company's ESG work and enhance ESG capacity and standards, we especially welcome your feedback and suggestions. We aim to provide more valuable information to you and other stakeholders. Kindly take a moment to review our report and provide your feedback, which will help us continue to improve. Could you assist us by completing the relevant questions in the feedback form and sending it back to us?

Could you provide your personal information if convenient

Name / Organization / Industry:
Tel. / Email:

You are welcome to contact us through the following channels:

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Feedback Submission Link and QR Code

<https://www.wjx.cn/vm/Q688dw8.aspx>



1. Your overall assessment of the report
- ☐ Good ☐ Fairly good ☐ Average ☐ Poor
2. How do you rate the quality of the information disclosed in the report?
- ☐ Good ☐ Fairly good ☐ Average ☐ Poor
3. Which section of the report interests you the most?
-
4. Are there any additional pieces of information that you would like to know but were not reflected in this report?
-
5. What suggestions do you have for our future sustainable development work and the release of ESG reports?
-
6. Do you think the layout design of this report is easy to read?
- ☐ Good ☐ Fairly good ☐ Average ☐ Poor